



Metropolitan Transportation Authority

Diversity Committee Meeting

September 2015

Committee Members

J. Molloy, Chairman

F. Ferrer, MTA Vice Chairman

S. Metzger

J. Banks III

R. Bickford

Diversity Committee Meeting
Diversity Committee Meeting
2 Broadway 20th Floor Board Room NY NY 10017
Monday, 9/21/2015
2:45 - 3:45 PM ET

1. PUBLIC COMMENT PERIOD

2. APPROVAL OF MINUTES – MAY 18, 2015

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4. BUSINESS AND DIVERSITY INITIATIVES

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MTA DIVERSITY COMMITTEE

Meeting Minutes

2 Broadway 20th Floor Board Room

NY NY 10017

Monday, May 18, 2015

2:45 p.m.

The following Committee members were present:

Hon. John Molloy, Chairman

Hon. Fernando Ferrer

Hon. Robert Bickford

Hon. Susan G. Metzger

The following Committee members were absent:

Hon. John Banks III

The following were also present:

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

Michael Garner, Chief Diversity Officer, MTA

Raymond Diaz, Director, MTA Safety and Security

Michael Coan, Chief, MTA Police Department

Jessie Crawford, Director, Human Resources, MTA

Jerome Page, General Counsel, MTA

Diane Daly, Director, Customer Service and Support, MTA

Heidi Lemanski, Chief of Staff, MTA Bus

Naeem Din, Deputy Director, MTA Department of Diversity and Civil Rights (“DDCR”)

Michael Wetherell, Director, MTA Office of Construction Oversight

Gwen Harleston, Deputy Director, Minority Women-owned and Disadvantaged Business Enterprise (“MWDBE”) Contract Compliance, DDCR

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

George Llanos, Manager, Business and Diversity Initiatives, DDCR

L. Danny Camacho, Manager, Certification, DDCR

Leon Goodman, Assistant Director, Equal Employment Opportunity (“EEO”), Title VI and MWDBE Outreach, DDCR

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

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

Patricia Lodge, Vice President, Human Resources, NYC Transit

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

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

Dennis Mahon, Chief Procurement Officer, LIRR
Shibu Jacob, Manager, Diversity Management, LIRR
Carlo Creus, EEO Compliance Analyst, Office of EEO, NYC Transit
Robert Rodriguez, Director, Office of Diversity and Equal Opportunity, MNR
Anthony Gardner, Deputy Director, Procurement, MNR
Christine Norman, Manager, Procurement and Material Management, MNR
Shawn Moore, Chief EEO Officer, MTA Bridges and Tunnels (“B&T”)
David Cannon, Director, Procurement and Risk Management, CC
Melissa Jones, Manager, Compliance and Reporting, CC
Sheldon Dixon, Director, Human Resources, CC
Rosanna Alcala, Manager, Strategic Initiatives and Communication, CC
Alberto Richardson, Operations Analysis Officer, MTA Bus

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 February 23, 2015.

3. Overview of Today’s Meeting

2015 Diversity Committee Work Plan

Chairman Molloy asked if there were any changes to the Work Plan. Mr. Din said there were no changes to the 2015 Work Plan.

Business and Diversity Initiatives

Ms. Chape reported on outreach initiatives. Among reported outreach events were orientation sessions held in Nassau and Suffolk Counties for MWDBE firms. Chairman Molloy thanked DDCR staff for holding these two events; he said both events had excellent turnout. Ms. Metzger asked if such events will be held in MNR service area. Mr. Garner said starting in the fall, outreach events will be held in the counties served by the MTA, including all counties in MNR service region. DDCR also continued to hold monthly DBE certification workshops. Ms. Chape added that an MWDBE outreach event is currently being planned in conjunction with MTA B&T.

Mr. Din reported on diversity events. MTA LIRR celebrated Black History Month in February. In March MTAHQ celebrated Black History Month and MTA LIRR celebrated Women’s History Month. In May, MTAHQ celebrated Jewish American Heritage Month.

Certification Activity Report

Mr. Camacho reported on the DBE certification activity for the first quarter of 2015. DDCR received a total of 18 new certification applications; this number decreased compared with the same time period in 2013 and 2014. DDCR processed 20 applications during the reporting period: 11 certified, 1 denied certification, 3 applications were returned, and 5 withdrawn. Mr. Camacho also reported certification activities for the same period in 2013 and 2014. The number of firms certified for the reporting period in 2015 decreased, compared with 2013 and 2014.

First Quarter 2015 EEO Activities

Mr. Din reported on MTA-wide workforce underutilization as of March 31, 2015. Females are underutilized in all job categories except service maintenance. Hispanics are underutilized in all job categories except professionals and paraprofessionals. Blacks are underutilized in the officials & administrators and technician categories. Asians are underutilized in all categories except professionals, paraprofessionals, and skilled craft. There is underrepresentation of Native Hawaiians/Other Pacific Islanders in all job categories. American Indians and Alaskan Natives are underutilized in the protective service and skilled craft categories. Employees classified as "Other" are underutilized in all categories except protective service, skilled craft, and service maintenance.

Mr. Din also reported that for the first quarter of 2015 MTA and its agencies hired 1,493 employees, of which 18% are females and 75% are minorities. Of the 1,116 employees hired at MTA NYC Transit, 20% are females, 45% are black, and 20% are Hispanic. Mr. Din also reported that MTA and its agencies handled 294 EEO complaints. Of these, 162 complaints were filed with the external agencies. The most frequently alleged basis for external complaints included: disability discrimination (22%), race and color discrimination (18%), and other or miscellaneous discrimination (26%). A total of 132 internal EEO complaints were handled. Sexual harassment (15%), race and color discrimination (23%), and other or miscellaneous discrimination (22%) were most frequently alleged. Additionally, 56 Title VI complaints were handled; race/color discrimination (80%) was most frequently alleged.

Additionally, Mr. Din reported on female and minority underutilization in the HQ workforce. Areas of underutilization include the following: females in the technicians and protective service categories; blacks in technicians category; Hispanics in officials and administrators, technicians, and administrative categories; and Native Hawaiians Other Pacific Islanders in all categories except paraprofessionals and skilled craft. There is no underutilization of American Indians/Alaskan Natives and employees classified as "Other." In MTA Police Department ("MTAPD") workforce, females are underutilized in all titles, except detective. Blacks are underutilized in all titles except police officer and detective. Hispanics are underutilized in all titles except police officer, detective, and sergeant/detective sergeant. Native Hawaiian/Other Pacific Islanders and employees classified as "Other" are underutilized in the title of police officer. Mr. Din reported that a total of 20 employees were hired at MTAHQ, of which 65% are minorities and 15% are females.

Chief Coan discussed efforts to address underutilization in MTAPD. He said MTAPD wants to ensure that its workforce reflects the community it serves. There are currently 702 uniformed employees. Attrition is approximately 20 officers annually. Together with Human Resources and DDCR, MTAPD has been meeting with members of the Guardians' Association in order to explore ways to improve female and minority representation in MTAPD hiring and promotions. MTAPD will also continue to participate in the all-agency veteran recruitment initiatives.

Mr. Garner has reached out to New York City Police Department (“NYPD”) in order to discuss initiatives that NYPD is undertaking to address underutilization. DDCR, Human Resources and MTAPD staff will meet with representatives of NYPD to explore ways to share best practices. MTAPD anticipates hiring additional police officers due to the ongoing East Side Access project and increased ridership. An examination for police officers will be scheduled in 2016.

Chief Coan explained that targeted recruitment includes outreach to colleges, churches, military bases and print and social media. He added some of the outreach events that MTAPD has attended included MTA NYC Transit’s resume writing and interview workshops, and New York Public Library’s Women in the Military event. Chief Coan said that a veterans contact data base is used to disseminate information about upcoming employment opportunities. MTAPD recently hired a veteran in its Communications Department.

Mr. Ferrer asked if there is a written examination for promotion up to the rank of captain, and if promotion is discretionary for higher ranks. Chief Coan replied that there is a written examination for promotion to the ranks of sergeant and lieutenant, and promotion to higher ranks is discretionary. Mr. Ferrer said that except for women, there is no underutilization of protected groups in entry level positions. Mr. Ferrer added that it is the promotion of women and minority groups through the ranks that poses a challenge. Chief Coan said when promotional opportunities occur, MTAPD selects the best candidate while taking underutilization into consideration. Chief Coan stated that promotions are taking place off a list that was established following a previous examination and a new list will be prepared after a new examination is given. Chief Coan added that women and minorities are urged to take the promotional examinations.

Mr. Din reported on HQ’s internal and external EEO complaint numbers, complaint disposition, and EEO complaints for the first quarter of 2015.

Mr. Rodriguez discussed MNR’s diversity initiatives, which include extensive diversity training, and written communications to employees about agency’s diversity initiatives. Mr. Rodriguez also mentioned the MNR Ambassadors’ Program in which employees in MNR’s various departments serve on a voluntary basis as liaisons with MNR’s Office of Diversity and EEO to help stay in touch with employees throughout various facilities.

Small Business Development Program (“SBDP”) Update

Mr. Cleary provided an update on MTA’s SBDP as of April 15, 2015. The Program’s mission is to enlarge MTA’s pool of qualified contractors which can take part in its capital construction projects. Program outreach focus has been on all counties in MTA’s service region. Currently there are a total of 190 firms in the Program; Mr. Cleary also gave a breakdown of these firms in Tiers 1 and 2 of the Small Business Mentoring Program (“SBMP”) and MTA’s Small Business Federal Program (“SBFP”). As of April 15, 2015, a total of 179 contracts have been awarded, totaling \$159 million. Mr. Cleary stated that there were 18 firms pending pre-qualification.

Mr. Cleary also gave an update on the Small Business Loan Program. For the fifth year of the program, the total amount of loans approved has now gone up from \$630,000 to \$1.3 million. In addition, seven firms have received bonding assistance for a total of \$36 million. Mr. Cleary also provided a breakdown of firms that have received contracts in Tiers 1 and 2 of the SBMP as well as in the SBFP by gender and ethnicity. He said future outreach efforts will include targeting a broader pool of firms. Speaking about program performance,

Mr. Cleary said over 2,000 jobs have been created in MTA's service region. He also stated that there have been 146 bid solicitations and 986 bidding opportunities and that the MTA Small Business Training Program continues to grow. Mr. Cleary added that as of fall 2014, 158 firms completed training. Mr. Cleary also provided an agency-wide breakdown of upcoming projects.

Mr. Garner said once MTA's next five-year Capital Program is approved, estimated project awards for the SBDP will total \$500 million with estimated 12,000 jobs being created. He added that the Program is showing measurable results. MTA is issuing a record number of prime construction contracts to MWDBEs and has helped create over 2,000 jobs. Mr. Garner said MTA's Program is now viewed as a national model and has won praise from the FTA. Mr. Garner thanked MTA agency presidents for their support of the Program. He also thanked Mr. Wetherell and SBDP management staff for their work in support of the Program.

Mr. Garner also provided an update on the next steps in the Program: contractors are offered an opportunity to meet with union leaders and trade association executives to better understand the complexities of union labor requirements; this helps contractors make informed decisions as they consider union transition; an outside consultant will be engaged to provide back office support and assist firms with business plan development; and as the current contract is expiring, a new Request for Proposal ("RFP") will be issued for hiring a construction management firm for the Program.

MWDBE Contract Compliance

Ms. Harleston reported on federal and state funded contract award and payment activities. She reported for the period October 2014 to March 2015, MTA met its 17% DBE goal. Over \$1 billion was awarded to prime contracts in federally funded contracts, with over \$187 million (17%) awarded to certified DBEs. She also reported for the same period over \$581 million was paid to prime contractors with over \$109 million (19%) paid to DBEs. She added for New York State funded contracts, for the period April 2014 through March 2015, MTA and its Agencies awarded \$2.5 billion to prime contractors, with MWBE participation of \$323 million (13%). She also stated that during the same reporting period, payments on prime contracts totaled over \$1 billion, with MWBE participation of \$260 million (23%), exceeding MTA's 20% MWBE goal.

Speaking about discretionary procurement awards, Mr. Garner said this process, started by former Governor Patterson and expanded under Governor Cuomo, allows New York State agencies and public authorities to purchase goods, miscellaneous procurements, and personal or miscellaneous services that do not exceed \$200,000 from MWBEs. Mr. Garner explained that this is a vehicle that allows MTA to increase its contract awards to MWBEs. He said it is imperative for MTA agencies to use this tool because starting on April 1, 2015, MTA's overall MWBE goal will increase from 20% to 30%.

Ms. Harleston reported that between April 2014 and March 2015, MTA and its agencies awarded \$1.3 billion in contract awards, of which \$118 million was awarded to MWBEs. A total of \$277 million was awarded in contracts which are valued at \$200,000 or less. She stated that of this amount, \$28 million (10%) was awarded to MWBEs, and another \$16 million (6%) was awarded to Small Business Concerns. Mr. Garner added that at the September 2015 Committee meeting, DDCR will introduce MTA agency MWDBE liaisons, who serve as the main contract point for MWDBE issues for the agency.

Reporting on contract closeouts, Mr. Garner said DDCR is working with the Office of MTA Inspector General and MTA Audit Services to clear the backlog of contracts, which have been closed out by MTA agencies and are awaiting final action by DDCR. By Friday, May 22, 2015, DDCR will have closed out 400 of these contracts. He said that moving forward, DDCR will ensure that agencies notify it in a timely manner of close out of their projects. He added that this will allow for timely closeout of these projects by DDCR.

Reporting on Hudson Yards Mentoring Program, Mr. Garner said the Malcolm Patrick Corporation has been awarded the first contract, in the amount of \$1 million. He state that this is a New York State certified MBE, and an MTA-certified DBE firm.

Mr. Garner also reported on legal and financial services for the period April 2014 to March 2015. Mr. Garner reported that MBEs were awarded 2% in outside counsel fees, while 12% was awarded to WBEs. Mr. Garner said following an RFP, 15 MWBE law firms were recently added to MTA's panel of outside law firms. Mr. Garner thanked Mr. Page and MNR general counsel, James Henly for their efforts in adding the MWBE law firms to MTA's panel of outside law firms. Mr. Ferrer said the MWBE participation is virtually identical to the numbers that were reported last year. He asked about the strategy to increase participation of MWBE firms in this area. Mr. Garner said DDCR will report back to the Committee after meeting with each agency general counsel to discuss an effective strategy for increasing the share of outside counsel fees for outside MWBE law firms.

Regarding underwriting fees, MBE participation was 13%, and WBE participation was 3%. Mr. Garner added that MTA Chief Financial Officer, Robert Foran, and Patrick McCoy, Director, MTA Finance, will exceed MTA's MWBE goals in this area. Mr. Garner added that a disabled veteran-owned small firm was added on a recent bond deal. Mr. Garner stated that with MTA Board approval, this firm was upgraded from a selling group to a co-manager group. He also said that next year MTA will be ready to fulfill its 6% goal for participation of veteran-owned small firms in this area.

Mr. Ferrer said it was previously announced that 39% of the selected underwriter firms were MWBE firms. He said however the fees being paid to these firms amount to only 16%. He said the real test is fees paid to these firms, not what percentage of firms have been selected to be part of the panel of underwriters. He asked about the strategy for increasing the share of fees paid to MWBE underwriter firms. Mr. Garner said he will report back to the Committee because it is his understanding that MWBE participation in this area might be near 20%.

Mr. Garner reported that in the area of asset fund management, MTA has done well in terms of MWBE participation in traditional assets but not in the non-traditional assets. Mr. Garner added that, based on his conversation with MTA's new Chief Investment Officer, in order to increase MWBE participation in non-traditional asset management, MTA will probably need an Emerging Managers Program, similar to the one used by New York State and New York City Comptrollers. Mr. Garner added that there will soon be an internal conversation involving senior management about formulating a strategy to increase MWBE participation in this area.

Ms. Harleston reported on MWDBE participation on MTA's capital projects for the period January to March 2015; MTA exceeded its overall DBE and MWBE goals. The DBE participation on federally funded projects was 18%. The MBE participation on state funded contracts was 22%, and the WBE participation was 15%.

Adjournment

Upon a motion duly made and seconded, the meeting was adjourned.

Respectfully submitted,

Naeem Din

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.



Metropolitan Transportation Authority

MTA DEPARTMENT OF DIVERSITY AND CIVIL RIGHTS BUSINESS AND DIVERSITY INITIATIVES

September 21, 2015

Business & Diversity Initiatives

July

DBE Certification Workshop

Rockland County Development Corporation presents “How to do Business with the MTA”

COMTO’s 44th National Meeting and Training Conference

MTA presents “New Firm Orientation Session”

Small Business Mentoring Program Orientation

Annual National Hispanic Business Awards Gala

22nd Annual Competitive Edge Conference

Croton-Harmon Outreach MWBE Event

August

DBE Certification Workshop

New York City Economic Development Day Business Expo and Awards Luncheon

CUNY MWBE Annual Conference

Harlem Chamber of Commerce presents “Historic Black College Fair & Expo”

Harlem Chamber of Commerce presents “Harlem Day Business Expo”

SOBRO PTAC presents “Doing Business with the MTA Workshop”

Business & Diversity Initiatives

September

DBE Certification Workshop

Queens Economic Development Corporation Business Networking Event

Small Business Mentor Program Fall Session Kickoff “How to Do Business with MTA Agencies”

Harlem Week Celebration Closing Gala

ACE Mentor Program Annual Reception

Diversity Events

June

MTA HQ Celebrated Asian Pacific Heritage Month

July

MTA HQ Celebrated Caribbean American History Month



Metropolitan Transportation Authority

MTA Department of Diversity/Civil Rights Certification Activity Report

September 21, 2015

**CERTIFICATION APPLICATIONS RECEIVED
SECOND QUARTER 2015 - 2013**

	2015	2014	2013
APRIL	4	14	9
MAY	9	4	6
JUNE	11	6	13
TOTAL	24	24	28

CERTIFICATION ACTIVITY FOR NEW APPLICATIONS

SECOND QUARTER 2013 - 2015

	2015	2014	2013
CERTIFIED	16	15	12
DENIED	2	1	0
RETURNED	3	4	4
WITHDRAWN	2	3	2
TOTAL	23	23	18



Metropolitan Transportation Authority

MTA DEPARTMENT OF DIVERSITY/ CIVIL RIGHTS EEO ACTIVITIES SECOND QUARTER 2015

September 21, 2015

OVERVIEW

MTA and its Agencies have conducted an availability analysis of females and minorities. The availability analysis consists of comparing each agency's June 30, 2015 workforce percentages for females and minorities to 80% of the females and minorities available for work within the relevant labor market based on the Census.

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

SUMMARY OF FINDINGS

In general, as of June 30, 2015, females, Hispanics and Native Hawaiian Other Pacific Islanders were underrepresented in some of the job categories at the 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 Agencies.

The following charts provide: 1) the female and minority workforce percentages for each agency; 2) 80% of the females and minorities available for work based on the 2010 Census by job category; and 3) whether or not the estimated availability percentages were met for females and minorities within each of the job categories.

MTA-WIDE UTILIZATION ANALYSIS

AS OF JUNE 30, 2015

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%	37%	YES	8%	25%	YES	8%	7%	NO	5%	13%	YES	0%	0%	YES	2%	0%	NO	1%	2%	YES
MTA B&T	32%	22%	NO	5%	21%	YES	5%	6%	YES	6%	7%	YES	0%	0%	YES	1%	1%	YES	1%	5%	YES
MTA MNR	27%	24%	NO	8%	16%	YES	9%	6%	NO	8%	8%	YES	0%	0%	YES	0%	0%	YES	1%	2%	YES
MTA LIRR	22%	22%	YES	13%	11%	NO	7%	7%	YES	4%	6%	YES	0%	0%	YES	1%	0%	NO	2%	3%	YES
MTA NYCT	29%	16%	NO	23%	36%	YES	7%	12%	YES	5%	14%	YES	0%	0%	YES	1%	0%	NO	1%	3%	YES
MTA CC	22%	27%	YES	5%	13%	YES	7%	5%	NO	12%	27%	YES	0%	1%	YES	1%	0%	NO	2%	3%	YES
MTA Bus	22%	11%	NO	14%	31%	YES	8%	15%	YES	5%	6%	YES	0%	0%	YES	0%	0%	YES	2%	3%	YES
Professionals																					
MTA HQ	39%	47%	YES	11%	30%	YES	8%	12%	YES	7%	19%	YES	0%	0%	YES	3%	0%	NO	1%	6%	YES
MTA B&T	36%	38%	YES	10%	18%	YES	10%	19%	YES	7%	16%	YES	0%	0%	YES	3%	0%	NO	1%	3%	YES
MTA MNR	40%	39%	NO	10%	18%	YES	9%	11%	YES	8%	11%	YES	0%	0%	YES	0%	0%	YES	1%	3%	YES
MTA LIRR	19%	25%	YES	10%	13%	YES	7%	10%	YES	6%	16%	YES	0%	0%	YES	2%	0%	NO	1%	4%	YES
MTA NYCT	36%	36%	YES	10%	32%	YES	8%	9%	YES	7%	26%	YES	0%	0%	YES	3%	0%	NO	1%	3%	YES
MTA CC	41%	47%	YES	7%	21%	YES	7%	11%	YES	6%	42%	YES	0%	5%	YES	2%	0%	NO	1%	0%	NO
MTA Bus	32%	50%	YES	10%	23%	YES	6%	11%	YES	11%	20%	YES	0%	0%	YES	2%	0%	NO	1%	4%	YES

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

**American Indian/Alaskan Native

***Native Hawaiian Other Pacific Islander

MTA-WIDE UTILIZATION ANALYSIS

AS OF JUNE 30, 2015

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%	6%	NO	10%	8%	NO	1%	2%	YES	0%	0%	YES	1%	0%	NO	1%	3%	YES
MTA B&T	11%	22%	YES	11%	18%	YES	8%	20%	YES	0%	6%	YES	0%	0%	YES	1%	0%	NO	0%	5%	YES
MTA MNR	30%	8%	NO	12%	21%	YES	15%	6%	NO	12%	13%	YES	0%	2%	YES	0%	0%	YES	1%	2%	YES
MTA LIRR	11%	13%	YES	11%	16%	YES	8%	13%	YES	7%	12%	YES	0%	0%	YES	1%	0%	NO	1%	2%	YES
MTA NYCT	39%	52%	YES	11%	51%	YES	12%	12%	YES	5%	13%	YES	0%	0%	YES	12%	0%	NO	2%	3%	YES
MTA CC	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES
MTA Bus	20%	56%	YES	8%	13%	YES	8%	19%	YES	14%	13%	NO	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	12%	21%	YES	12%	33%	YES	10%	23%	YES	0%	4%	YES	0%	0%	YES	0%	0%	YES	2%	2%	YES
MTA MNR	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES
MTA LIRR	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES
MTA NYCT	21%	23%	YES	31%	60%	YES	18%	16%	NO	1%	7%	YES	1%	0%	NO	3%	0%	NO	1%	1%	YES
MTA CC	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES
MTA Bus	16%	17%	YES	34%	67%	YES	18%	17%	NO	3%	0%	NO	0%	0%	YES	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 JUNE 30, 2015

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	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES
MTA B&T	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES
MTA MNR	62%	64%	YES	11%	24%	YES	12%	12%	YES	6%	12%	YES	0%	0%	YES	0%	0%	YES	1%	4%	YES
MTA LIRR	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES
MTA NYCT	52%	49%	NO	20%	44%	YES	16%	24%	YES	2%	9%	YES	0%	0%	YES	6%	0%	NO	2%	0%	NO
MTA CC	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES
MTA Bus	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES
Administrative Support																					
MTA HQ	62%	73%	YES	20%	41%	YES	19%	12%	NO	2%	8%	YES	0%	0%	YES	5%	0%	NO	2%	7%	YES
MTA B&T	53%	78%	YES	18%	51%	YES	22%	12%	NO	2%	15%	YES	0%	0%	YES	4%	0%	NO	1%	2%	YES
MTA MNR	59%	42%	NO	13%	33%	YES	13%	14%	YES	5%	5%	YES	0%	0%	YES	0%	0%	YES	2%	4%	YES
MTA LIRR	49%	46%	NO	19%	26%	YES	11%	11%	YES	3%	5%	YES	0%	0%	YES	2%	0%	NO	2%	3%	YES
MTA NYCT	54%	43%	NO	21%	56%	YES	23%	14%	NO	4%	16%	YES	0%	0%	YES	6%	0%	NO	2%	2%	YES
MTA CC	72%	73%	YES	20%	33%	YES	18%	20%	YES	6%	7%	YES	0%	0%	YES	0%	0%	YES	2%	0%	NO
MTA Bus	59%	41%	NO	21%	28%	YES	22%	13%	NO	4%	6%	YES	0%	0%	YES	5%	0%	NO	3%	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 JUNE 30, 2015

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	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES
MTA B&T	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES
MTA MNR	4%	6%	YES	14%	18%	YES	10%	8%	NO	2%	2%	YES	1%	0%	NO	0%	0%	YES	2%	2%	YES
MTA LIRR	9%	10%	YES	16%	17%	YES	12%	11%	NO	2%	3%	YES	0%	0%	YES	1%	0%	NO	2%	2%	YES
MTA NYCT	21%	5%	NO	22%	38%	YES	16%	12%	NO	5%	13%	YES	0%	0%	YES	8%	0%	NO	2%	2%	YES
MTA CC	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES
MTA Bus	1%	1%	NO	23%	30%	YES	25%	14%	NO	2%	11%	YES	0%	0%	YES	3%	2%	NO	1%	5%	YES
Service Maintenance																					
MTA HQ	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES
MTA B&T	2%	3%	YES	16%	18%	YES	18%	15%	NO	3%	4%	YES	1%	1%	YES	1%	0%	NO	1%	3%	YES
MTA MNR	8%	12%	YES	16%	33%	YES	27%	18%	NO	3%	1%	NO	0%	0%	YES	0%	0%	YES	1%	3%	YES
MTA LIRR	17%	18%	YES	17%	26%	YES	22%	14%	NO	2%	2%	YES	0%	0%	YES	1%	0%	NO	2%	4%	YES
MTA NYCT	15%	18%	YES	33%	56%	YES	28%	21%	NO	3%	5%	YES	0%	0%	YES	2%	0%	NO	1%	2%	YES
MTA CC	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES
MTA Bus	11%	13%	YES	27%	52%	YES	31%	21%	NO	4%	6%	YES	0%	0%	YES	3%	0%	NO	1%	3%	YES

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

**American Indian/Alaskan Native

***Native Hawaiian Other Pacific Islander

MTA-WIDE UTILIZATION ANALYSIS

AS OF JUNE 30, 2015

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%	6%	NO	10%	8%	NO	1%	2%	YES	0%	0%	YES	1%	0%	NO	1%	3%	YES
MTA B&T	11%	22%	YES	11%	18%	YES	8%	20%	YES	0%	6%	YES	0%	0%	YES	1%	0%	NO	0%	5%	YES
MTA MNR	30%	8%	NO	12%	21%	YES	15%	6%	NO	12%	13%	YES	0%	2%	YES	0%	0%	YES	1%	2%	YES
MTA LIRR	11%	13%	YES	11%	16%	YES	8%	13%	YES	7%	12%	YES	0%	0%	YES	1%	0%	NO	1%	2%	YES
MTA NYCT	39%	52%	YES	11%	51%	YES	12%	12%	YES	5%	13%	YES	0%	0%	YES	12%	0%	NO	2%	3%	YES
MTA CC	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES
MTA Bus	20%	56%	YES	8%	13%	YES	8%	19%	YES	14%	13%	NO	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	12%	21%	YES	12%	33%	YES	10%	23%	YES	0%	4%	YES	0%	0%	YES	0%	0%	YES	2%	2%	YES
MTA MNR	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES
MTA LIRR	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES
MTA NYCT	21%	23%	YES	31%	60%	YES	18%	16%	NO	1%	7%	YES	1%	0%	NO	3%	0%	NO	1%	1%	YES
MTA CC	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES
MTA Bus	16%	17%	YES	34%	67%	YES	18%	17%	NO	3%	0%	NO	0%	0%	YES	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 JUNE 30, 2015

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	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES
MTA B&T	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES
MTA MNR	62%	64%	YES	11%	24%	YES	12%	12%	YES	6%	12%	YES	0%	0%	YES	0%	0%	YES	1%	4%	YES
MTA LIRR	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES
MTA NYCT	52%	49%	NO	20%	44%	YES	16%	24%	YES	2%	9%	YES	0%	0%	YES	6%	0%	NO	2%	0%	NO
MTA CC	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES
MTA Bus	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES
Administrative Support																					
MTA HQ	62%	73%	YES	20%	41%	YES	19%	12%	NO	2%	8%	YES	0%	0%	YES	5%	0%	NO	2%	7%	YES
MTA B&T	53%	78%	YES	18%	51%	YES	22%	12%	NO	2%	15%	YES	0%	0%	YES	4%	0%	NO	1%	2%	YES
MTA MNR	59%	42%	NO	13%	33%	YES	13%	14%	YES	5%	5%	YES	0%	0%	YES	0%	0%	YES	2%	4%	YES
MTA LIRR	49%	46%	NO	19%	26%	YES	11%	11%	YES	3%	5%	YES	0%	0%	YES	2%	0%	NO	2%	3%	YES
MTA NYCT	54%	43%	NO	21%	56%	YES	23%	14%	NO	4%	16%	YES	0%	0%	YES	6%	0%	NO	2%	2%	YES
MTA CC	72%	73%	YES	20%	33%	YES	18%	20%	YES	6%	7%	YES	0%	0%	YES	0%	0%	YES	2%	0%	NO
MTA Bus	59%	41%	NO	21%	28%	YES	22%	13%	NO	4%	6%	YES	0%	0%	YES	5%	0%	NO	3%	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 JUNE 30, 2015

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	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES
MTA B&T	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES
MTA MNR	4%	6%	YES	14%	18%	YES	10%	8%	NO	2%	2%	YES	1%	0%	NO	0%	0%	YES	2%	2%	YES
MTA LIRR	9%	10%	YES	16%	17%	YES	12%	11%	NO	2%	3%	YES	0%	0%	YES	1%	0%	NO	2%	2%	YES
MTA NYCT	21%	5%	NO	22%	38%	YES	16%	12%	NO	5%	13%	YES	0%	0%	YES	8%	0%	NO	2%	2%	YES
MTA CC	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES
MTA Bus	1%	1%	NO	23%	30%	YES	25%	14%	NO	2%	11%	YES	0%	0%	YES	3%	2%	NO	1%	5%	YES
Service Maintenance																					
MTA HQ	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES
MTA B&T	2%	3%	YES	16%	18%	YES	18%	15%	NO	3%	4%	YES	1%	1%	YES	1%	0%	NO	1%	3%	YES
MTA MNR	8%	12%	YES	16%	33%	YES	27%	18%	NO	3%	1%	NO	0%	0%	YES	0%	0%	YES	1%	3%	YES
MTA LIRR	17%	18%	YES	17%	26%	YES	22%	14%	NO	2%	2%	YES	0%	0%	YES	1%	0%	NO	2%	4%	YES
MTA NYCT	15%	18%	YES	33%	56%	YES	28%	21%	NO	3%	5%	YES	0%	0%	YES	2%	0%	NO	1%	2%	YES
MTA CC	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES	0%	0%	YES
MTA Bus	11%	13%	YES	27%	52%	YES	31%	21%	NO	4%	6%	YES	0%	0%	YES	3%	0%	NO	1%	3%	YES

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

**American Indian/Alaskan Native

***Native Hawaiian Other Pacific Islander

MTA-Wide New Hires

January 1, 2015 to June 30, 2015

- ❖ Between January 1, 2015 and June 30, 2015, MTA and its Agencies hired a total of 3,711 employees.
- ❖ 21% of the total new hires are females.
- ❖ 72% of the total new hires are minorities.*
- ❖ Of the 72% of minorities hired, 37% are black and 17% are Hispanic.
- ❖ Of the 2,294 employees hired by MTA NYCT, 463 (20%) are females and 1,860 (81%) are minorities.*
- ❖ MTA HQ New Hire Total reflects the recent IT consolidation.

*Females are included in each of the minority groups.

MTA-WIDE NEW HIRES

JANUARY 1, 2015 TO JUNE 30, 2015

AGENCY	NEW HRES ¹	FEMALES ²		Minorities		Non-Minorities		BLACKS		HISPANICS		ASIANS		AI/AN		NHOPI		OTHER	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
MTA HQ ³	460	123	27%	256	56%	204	44%	94	20%	53	12%	90	20%	0	0%	0	0%	19	4%
MTA B&T	36	8	22%	20	56%	16	44%	7	19%	3	8%	4	11%	0	0%	0	0%	6	0%
MTA MNR	305	45	15%	152	50%	153	50%	61	20%	51	17%	25	8%	1	0%	0	0%	14	5%
MTA LIRR	356	76	21%	178	50%	178	50%	64	18%	54	15%	46	13%	1	0%	0	0%	13	4%
MTA NYCT	2,294	463	20%	1,860	81%	434	19%	1,038	45%	411	18%	382	17%	5	0%	1	0%	23	1%
MTA CC	21	8	38%	12	57%	9	43%	4	19%	5	24%	3	14%	0	0%	0	0%	0	0%
MTA BUS	239	49	21%	200	84%	39	16%	118	49%	54	23%	23	10%	1	%	0	0%	4	2%
Total	3,711	772	21%	2,678	72%	1,033	28%	1,386	37%	631	17%	573	15%	8	0%	1	0%	79	2%

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

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

³ MTAHQ New Hires Total reflects recent IT consolidation

EEO/TITLE VI COMPLAINTS

- Between January 2015 and June 2015, MTA and its Agencies handled a total of 382 EEO complaints, citing 705 separate allegations.*
- Of the 382 complaints, 199 were filed externally at city, state and federal agencies and 183 were filed internally.
- Of the 199 external complaints, the most frequently cited bases for complaints were: 1) disability discrimination (21%); 2) other** types of miscellaneous discrimination (26%); and 3) race/color discrimination (18%).
- Of the 183 internal complaints, the most frequently cited bases for complaints were: 1) sexual harassment (16%); 2) other types of miscellaneous discrimination (21%); and 3) race/color discrimination (24%).
- Between January 2015 and June 2015, MTA and its Agencies handled a total of 92 Title VI complaints, citing 100 separate allegations. Of these 92 complaints, race discrimination (76%) was most frequently cited as the basis for the complaint.

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

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

MTA-WIDE EEO COMPLAINTS

AS OF JUNE 30, 2015¹

EEO DISCRIMINATION COMPLAINTS EXTERNAL											
AGENCY	RACE COLOR	SEXUAL HARASS.	AGE	GENDER	RELIGION	NATIONAL ORIGIN	DISABILITY	OTHER ²	TOTAL ISSUES ³	TOTAL CASES	STATUS OPEN
MTA	3	1	0	2	1	1	1	3	12	5	1
B&T	4	0	1	4	1	1	2	4	17	7	6
MNR	4	0	5	4	0	2	4	6	25	16	9
LIRR	5	1	2	0	0	0	2	2	12	8	3
NYCT	47	8	27	26	10	24	58	75	275	153	150
CC	0	0	0	0	0	0	0	0	0	0	0
BUS	2	0	1	1	0	0	6	3	13	10	4
TOTAL	65	10	36	37	12	28	73	93	354	199	173
	18%	3%	10%	10%	3%	8%	21%	26%			

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	2	1	0	3	0	0	2	0	8	8	6
B&T	0	0	0	12	0	0	0	1	13	13	12
MNR	15	3	6	5	0	5	1	17	52	25	10
LIRR	2	1	0	0	0	0	0	1	4	4	0
NYCT	65	50	10	38	12	34	9	55	273	132	113
CC	0	0	0	0	0	0	0	0	0	0	0
BUS	0	0	1	0	0	0	0	0	1	1	1
TOTAL	84	55	17	58	12	39	12	74	351	183	142
	24%	16%	5%	17%	3%	11%	3%	21%			

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

MTA-WIDE TITLE VI COMPLAINTS

AS OF JUNE 30, 2015¹

AGENCY	RACE	COLOR	NATIONAL ORIGIN	INCOME	TOTAL ² ISSUES	TOTAL CASES	STATUS OPEN
MTA HQ	1	0	1	0	2	1	0
MTA MNR	8	2	2	0	12	10	1
MTA LIRR	5	0	1	0	6	6	0
MTA NYCT	60	2	16	0	78	73	54
MTA CC	0	0	0	0	0	0	0
MTA B&T	0	0	0	0	0	0	0
MTA BUS	2	0	0	0	2	2	2
TOTAL	76	4	20	0	100	92	57
	76%	4%	20%	0%			

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

MTA-WIDE EEO COMPLAINTS

DISPOSITION - JUNE 30, 2015

EEO DISCRIMINATION EXTERNAL COMPLAINTS

MTA AGENCY	REASONABLE CAUSE	NO REASONABLE CAUSE	ADMINISTRATIVE CLOSURE	WITHDRAWN	DISMISSAL	RESOLVED/ SETTLEMENT	TOTAL CASES
MTAHQ	0	1	0	0	0	3	4
B&T	0	0	0	0	1	0	1
MNR	0	2	2	0	0	3	7
LIRR	0	0	0	0	4	1	5
NYCT	0	2	0	1	0	0	3
CC	0	0	0	0	0	0	0
MTA BUS	0	5	0	1	0	0	6
						TOTAL	26

EEO DISCRIMINATION INTERNAL COMPLAINTS

MTA AGENCY	REASONABLE CAUSE	NO REASONABLE CAUSE	ADMINISTRATIVE CLOSURE	WITHDRAWN	DISMISSAL	RESOLVED/ SETTLEMENT	TOTAL CASES
MTAHQ	0	1	0	0	0	0	1
B&T	0	0	1	0	0	0	1
MNR	5	4	4	1	0	1	15
LIRR	2	2	0	0	0	0	4
NYCT	4	12	4	0	0	0	20
CC	0	0	0	0	0	0	0
MTA BUS	0	0	0	0	0	0	0
						TOTAL	41

MTA-WIDE TITLE VI COMPLAINTS

DISPOSITION - JUNE 30, 2015

MTA AGENCY	REASONABLE CAUSE	NO REASONABLE CAUSE	ADMINISTRATIVE CLOSURE	WITHDRAWN	DISMISSAL	RESOLVED/ SETTLEMENT	TOTAL CASES
MTAHQ	0	1	0	0	0	0	1
B&T	0	0	0	0	0	0	0
MNR	0	4	3	1	0	1	9
LIRR	0	6	0	0	0	0	6
NYCT	0	13	6	0	0	0	19
CC	0	0	0	0	0	0	0
MTA BUS	0	0	0	0	0	0	0
TOTAL							35

2015 SECOND QUARTER EEO REPORT

AGENCY NAME: **MTAHQ**

**WORKFORCE UTILIZATION
AS OF JUNE 30, 2015**

JOB TITLE	FEMALES ¹			BLACKS			HISPANICS			ASIANS			AI/AN ²			NHOPI ³			OTHER		
	Est Avail	Actual %	Met Avail	Est Avail	Actual %	Met Avail	Est Avail	Actual %	Met Avail	Est Avail	Actual %	Met Avail	Est Avail	Actual %	Met Avail	Est Avail	Actual %	Met Avail	Est Avail	Actual %	Met Avail
Officials & Administrators	32%	37%	Yes	8%	25%	Yes	8%	7%	No	5%	13%	Yes	0%	0%	Yes	2%	0%	No	1%	2%	Yes
Professionals	39%	47%	Yes	11%	30%	Yes	8%	12%	Yes	7%	19%	Yes	0%	0%	Yes	3%	0%	No	1%	6%	Yes
Technicians	13%	6%	No	15%	6%	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%	73%	Yes	20%	41%	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%	No	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 training programs.

Service Maintenance

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

MTA POLICE WORKFORCE UTILIZATION SECOND QUARTER 2015

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	0	No
Captains	16%	1	1	Yes	19%	1	0	No	11%	2	0	No
Lieutenants	16%	5	2	No	20%	6	1	No	12%	3	2	No
Sergeants/Detective Sgts.	11%	10	5	No	11%	10	5	No	8%	7	9	Yes
Detectives	18%	5	5	Yes	13%	4	4	Yes	14%	4	6	Yes
Police Officers	13%	68	58	No	12%	58	78	Yes	15%	75	91	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	0	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	1	No

JOB TITLE	OTHER			
	Est Avail	Estimated #	Actual #	Met Avail (Yes/No)
Inspector	1%	0	2	Yes
Captains	1%	0	1	Yes
Lieutenants	1%	0	2	Yes
Sergeants/Detective Sgts.	0%	0	4	Yes
Detectives	1%	0	1	Yes
Police Officers	1%	6	6	Yes

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

2. American Indian/Alaskan Native

3. Native Hawaiian Other Pacific Islander

2015, SECOND QUARTER EEO REPORT

AGENCY NAME: **MTAHQ**

NEW HIRES AS OF JUNE 30, 2015

JOB CATEGORY	TOTAL ¹	FEMALES ²		Minorities		Non-Minorities		BLACKS		HISPANICS		ASIANS		AI/AN		NHOPI		OTHER	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Officials & Administrators	164	43	26%	76	46%	88	54%	27	16%	9	5%	34	21%	0	0%	0	0%	6	4%
Professionals	269	69	26%	166	62%	103	38%	62	23%	39	14%	53	20%	0	0%	0	0%	12	4%
Technicians	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Protective Services	4	0	0%	2	50%	2	50%	0	0%	2	50%	0	0%	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	11	48%	12	52%	11	48%	5	22%	3	13%	3	13%	0	0%	0	0%	1	4%
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 ³	460	123	27%	256	56%	204	44%	94	20%	53	12%	90	20%	0	0%	0	0%	19	4%

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

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

3. New Hires Total reflects recent IT consolidation

2015 1ST QUARTER EEO REPORT

AGENCY NAME: **MTAHQ**

EEO AND TITLE VI COMPLAINTS

JANUARY 1, 2015 to JUNE 30, 2015

Category	Race	Disability	Gender	National Origin	Age	Sexual Harassment	Religion	Other ²	Total Issues ³	Total Cases	Status (# Open)
EEO TOTAL	5	3	5	1	0	2	1	3	20	13	7
External Complaints	3	1	2	1	0	1	1	3	12	5	1
Internal Complaints	2	2	3	0	0	1	0	0	8	8	6

Category	Race	National Origin	Color	Total Issues ³	Total Cases	Status (# Open)
Title VI	1	1	0	2	1	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.

2015 SECOND QUARTER EEO REPORT

AGENCY NAME: **MTAHQ**

EEO DISCRIMINATION COMPLAINT RESOLUTIONS

JANUARY 1, 2015 to JUNE 30, 2015

	Decided in Favor of Agency	Decided in Favor of Complainant	Administrative Closure	Withdrawn	Dismissed	Resolved/Settled	Total
EEO TOTAL	2	0	0	0	0	3	5
External Complaints	1	0	0	0	0	3	4
Internal Complaints	1	0	0	0	0	0	1

TITLE VI DISCRIMINATION COMPLAINT RESOLUTIONS

JANUARY 1, 2015 to JUNE 30, 2015

	Decided in Favor of Agency	Decided in Favor of Complainant	Administrative Closure	Withdrawn	Dismissed	Resolved/Settled	Total
TITLE VI							
Complaints	1	0	0	0	0	0	1

2015-Q2 EEO and DIVERSITY REPORT
NEW YORK CITY TRANSIT and MTA BUS COMPANY

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. NYC Transit is obligated by State Civil Service Law to hire through a competitive examination process. 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 race, ethnicity or gender. For example, in the case of MTA Bus Company, 90% of the total positions 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. As NYC Transit works to comply with the State's mandate to reduce its provisional employee population, including those in managerial and professional titles, hires from civil service lists will increase which may have a direct impact on the agency's ability to attract a diverse workforce.

Compensation

Our compensation policies and practices will continue to be a significant impediment to attracting and retaining a diverse workforce in certain positions.

Improving the Representation of Women in the Workforce

Attracting, hiring, and retaining more women in traditionally male-dominated jobs, particularly in the Skilled Craft and Officials & Administrators categories, remain a significant challenge at NYC Transit and MTA Bus Company. Women make up 17.5% of NYC Transit's workforce of 48,000 employees and 13% of MTA Bus Company's workforce of 3,960. Female representation at both agencies is below their respective availability rates.

2015-Q2 EEO and DIVERSITY REPORT
NEW YORK CITY TRANSIT and MTA BUS COMPANY

Strategies for Improvement

Diversity and Inclusion Plan

A taskforce comprised of senior managers at NYC Transit and MTA Bus Company was created during the summer of 2014 to lay the foundation for developing a comprehensive and robust Diversity and Inclusion (D&I) Program. This D&I Program is an extension of the Executive Leadership Team's strategic work on talent management, creating a respectful and inclusive work place, and becoming an employer of choice. It will shift our diversity strategy from solely focusing on meeting compliance mandates to a strategy where all human differences in our workforce are valued, respected, and leveraged to improve the programs and services the agencies provide to its employees and customers.

The D&I Taskforce established several priority initiatives for 2014-2015 that were considered key to building a successful D&I Program. The following priority initiatives have either been met or are being implemented:

- Senior management teams conducted Diversity Employee Focus Groups, e.g., female hourly and managerial employees, Hispanics employees, and employees who have served in a branch of the armed services. The goal was to gain insight from employees on the agency's culture with respect to diversity and inclusion and begin developing a common understanding of the best path forward in launching the D&I initiative and assessing the readiness for cultural change focused on D&I.
- To assist with improving the representation of underutilized groups, pilot mentoring programs are being developed with the assistance of the consultant, Management Mentors, Inc., whereby a mentor facilitates and partners with a mentee in a transformational relationship for the purpose of personal and professional development.
- An Assistant Chief Officer, D&I, is expected to start in September 2015, who will serve as the strategic lead on all D&I efforts ensuring that diversity and inclusion are integrated in existing and future policies, procedures, and practices.
- The D&I Taskforce is presently engaged in efforts to retain the services of D&I training consultants to work with the Executive Leadership Team to ensure that there is alignment and appropriate ownership of the D&I Program at the executive level.
- In September 2014, NYC Transit hired a Director of Recruitment. This person is responsible for creating a diversity recruitment strategy for NYC Transit and MTA Bus Company for all titles.
- MTA Bus Company is in the process of hiring a Chief Officer, Equal Employment Opportunity (EEO), to further reinforce its commitment to ensuring diversity within the workforce and compliance with EEO regulations.

Ongoing Targeted Recruitment and Outreach Efforts

Through the joint efforts of NYC Transit, MTA Bus Company, and the Transportation Diversity Council, seven (7) students from the Bronx Design & Construction High School were afforded the opportunity to work as summer interns alongside Structural Maintainers at MTA Bus, to gain experience in the area of buildings and trades. This student group is 14% female and 86% Hispanic. The students received the opportunity to see first-hand the job responsibilities associated with Plumbing, HVAC, Electrical, and Carpentry. This experience will hopefully encourage these individuals to explore full-time employment opportunities in the transportation industry. As an agency, we are exploring avenues that will provide ways to transition High School Intern talent pools to fill full-time positions that have areas of under-utilization.

Ongoing Targeted Recruitment and Outreach Efforts (Continued)

In total, NYC Transit and MTA Bus Company hired 128 interns from NYC Department of Education high schools, to encourage this diverse population to consider NYC Transit/MTA Bus Company as an employer of choice. The gender and race/ethnicity breakdown of the interns is as follows: 53 females (41%), 75 males (59%), 68 Blacks (53%), 26 Hispanics (20%), 30 Asians (24%), and 4 Whites (3%).

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 sponsored by the Department of Labor and local politicians, colleges, universities, public and private technical schools, and community outreach events; utilizing social media channels such as Facebook, Twitter, and job boards (Indeed, LinkedIn, Career Builder and Monster), placing advertisements of examinations and employment information in print medium such as The Chief, subway stations and on buses, distributing examination schedules via Metro Card sales vans, and transmitting email blasts about employment opportunities to veterans organizations, not-for-profit entities, and community-based groups.

NYC Transit Recruiters are developing relationships with various ethnically diverse communities. In August 2015, NYC Transit and MTA Bus Company were represented at the Chinese Chamber of Commerce Career Fair, and at the Harlem Week Business and Professional Service Expo. In addition, both agencies were represented on a Transportation Industry Panel at LaGuardia Community College, sponsored by CUNY LEADS, a program that prepares college students and alumni with disabilities for the job search process.

Outreach to Women

In March 2015, NYC Transit and MTA Bus Company hosted a tour of Mother Clara Hale Bus Depot, for Women's Transportation Seminar (WTS) and the USDOT-Transportation YOU Mentoring Program. This program offers young girls between the ages of 13-18 an introduction to a wide variety of transportation careers. The highlight of the tour for the high school students was learning about the innovative green design of the depot.

In April 2015, NYC Transit recruiting staff attended the Annual Mind, Body, Spirit Conference held at Yankee Stadium, sponsored by 100 Hispanic Women. This organization was created to inspire Latinas to maximize their strengths and potential, in order to become equal partners in an empowered world of equal opportunity. Although the focus of this event was primarily on health and wellness, it provided our recruiting staff the opportunity to network with the Hispanic female attendees, as well as share information about employment opportunities at NYC Transit and MTA Bus Company.

In 2015, NYC Transit and MTA Bus Company partnered with the Department of Education and City Polytechnic High School in Brooklyn to offer summer internship opportunities to ten (10) female students who are studying STEM (Science, Technology, Engineering, and Math) subjects. The purpose of this partnership is to expose young women to the transportation industry and to both Transit organizations as employers of choice. Throughout the summer, these women worked closely with their managers, who were selected by key operations leaders, to ensure a positive learning experience. Each intern was assigned to a Buddy, who was selected from the college level internship population. The Buddies assisted the high school interns in navigating the larger organization.

NYC Transit and MTA Bus Company currently employ 234 college and graduate school interns. Women make up 43% of this population. Other women-focused recruiting events that are scheduled for Fall 2015, include: John Jay College Readiness Boot Camp for College Bound Service Women, and the Annual Circle of Sister's Conference for Women of Color.

Outreach to Veterans

Through a coordinated effort by MTA HQ, NYC Transit and MTA Bus Company have a good presence with Active Military and Veteran organizations. Both agencies were represented at ten (10) Career Fairs for Active Military and Veterans, throughout NYC and in New Jersey. These include: The First Annual Bronx Community Veteran's Career Fair, NYC Veteran's Hiring Expo at Citi Field, and Marine Core Mega-Muster Job Fair in Mt. Laurel, New Jersey. In February 2015, our recruiters volunteered to conduct mock interviews at West Point to assist service men and women in preparing for the civilian job search process. For the first six months of 2015, 75 veterans were hired in various positions.

NYC Transit recruiters attended three (3) professional development workshops that focused on building partnerships with Tri-State area Veteran's organizations that assist Veterans in securing employment, and to learn more about issues that may impact service men and women in finding employment, such as Post Traumatic Stress Disorder and Traumatic Brain Injury.

Outreach to Hispanics

NYC Transit and MTA Bus Company's ongoing outreach to Hispanics includes the dissemination of information about employment opportunities at NYC Department of Labor sponsored Career Fairs, through targeted email blasts, and through various social media sites and job boards.

Outreach to 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. NYC Transit has reached out to the National Council of Asian Pacific Americans for guidance on effective networking with the Asian Pacific communities in the Tri-State Area. In addition, NYC Transit is promoting IMDiversity as a preferred job board site in our media plans. IMDiversity is the preferred job board site of *Asian Nation*, an authoritative, one-stop on-line information resource and sociological exploration of the historical, demographic, political, and cultural issues that make up today's diverse Asian American community.

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 interviewers. The Office of EEO must approve all discretionary hires and promotions. For MTA Bus Company, MTA Department of Diversity and Civil Rights approves discretionary hires, promotions, and provides utilization targets. At MTA Bus Company, we ensure that minorities and women, as well as a HR representative, are included as interview panel members.

2015 SECOND QUARTER EEO REPORT

AGENCY NAME: 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, 2015 and June 30, 2015, there were 356 new hires, of which, 76 (21.3%) were female and 178 (50%) were minority. The highest concentration of female new hires occurred in the Officials and Administrators and Professionals job categories (46.7%). Of the 45 new hires in the Professionals category, 62.2% were minority, of which 35.6% were Asian. Of the 27 new hires in the Technicians job category, 51.9% were minority, of which 22.2% were Asian. Of the 21 New hires in the Administrative Support job category, 23.8% were Black, and 23.8% were Asian. Of the 197 new hires in the Skilled Craft category, 18.8% were Black and 17.8% were Hispanic. Of the 51 new hires in the Service Maintenance category, 25.5% were black and 15.7% were Hispanic.

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. 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 June 30, 2015, 14 Jr. Engineers and 38 Project Management Trainees were hired. Of the Jr. Engineer hires, 57% were minority. Of the Project Management Trainee hires, 18.4 percent were female and 52.6 percent 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. LIRR posted jobs on military websites and sent job postings to military contacts. LIRR HR staff met with representatives from various colleges to inform them about internship programs each agency offers, and the application process. Additionally, LIRR conducted on-campus college recruitment and attended college job fairs, most with diverse student bodies.

3. Between January 1 and June 30, 2015, LIRR staff attended the following job fairs/college presentations: Queensborough Community College (March 25); Vaughn College of Aeronautics (April 9); St. Francis College (April 15); CUNY Big Apple Job/Internship Fair (April 17); Y-STEM Job Fair at Hostos Community College (May 29); T.C.I. Job Fair (June 17); and Nassau County Job Fair (June 23). We also targeted veterans by attending veteran's specific job fairs on February 26, March 12, April 10, and May 19. We also made presentations at area high schools: Transit Tech High School Career Day (February 25) and West Brooklyn High School Career Day (March 13). Additionally, we conducted Mock Interviews with veterans at West Point (February 27). We also conducted outreach to applicants with disabilities, meeting with Access-VR (March 11) and Easter Seal (April 22).

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.

METRO-NORTH RAILROAD'S PLAN TO ADDRESS UNDERUTILIZATION

Selection and Hiring Process Improvements

- Randomize selection of applications to ensure all applicants who apply for MNR jobs have a fair opportunity to be considered for positions.
- Increase monitoring of the hiring and recruitment process by HR and Diversity/EEO to ensure the selection process is fair and non-discriminatory in departments with underutilization.
- 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, prepare them to conduct interviews and selections in order to ensure that the hiring process is fair and non-discriminatory.

Outreach and Recruitment Efforts for 2015-16.

- Increase our attendance at female veteran and active service member events to recruit for positions in the skilled crafts area.
- Expand our participation in job fairs and recruiting events to include all of NYC, Eastern NJ, Hudson Valley, Southern Connecticut, and Nassau and Suffolk counties.
- MNR will continue to promote and enhance the Associate Engineer Program and MNR Mentoring Program intended to promote from within and diversify job groups that have historically been underrepresented by females and minorities.
- MNR has expanded its roster of training courses offered to employees interested in increasing their skills to increase their opportunity for promotions. The courses include resume writing, interview skills and business writing.
- MNR will continue its recruiting for the Internship Program by having a career fair dedicated solely to recruit applicants from historically diverse institutions. The interns have served as a diverse talent pool for the past 3 years.

2015 Job, Career, Military Fairs and Outreach

DATE	NAME OF ORGANIZATION	CITY	STATE
2/11/2015	Hiring Our Heroes Veteran Job Fairs	Hartford	CT
2/20/2015	Stony Brook Engineering Fair	Stony Brook	NY
2/20/2015	CUNY VETERANS JOB FAIR	New York City	NY
1/14/2015	Hiring Our Heroes Veteran Job Fairs	Fairfield	CT
3/6/2015	Columbia University Spring Career Fair	New York City	NY
3/11/2015	Transit Tech High School College Fair	Brooklyn	NY
3/12/2015	Brooklyn Academy of Global Finance at Long Island University	Brooklyn	NY
3/12/2015	Non Commissioned Officers Association - Military Event	Bayridge	NY
3/12/2015	West Point Mock Interviews		
4/9/2015	Vaughn College	Queens	NY
4/17/2015	CUNY Big Apple Job & Internship Fair	Jacob Javits Center	NY
4/28/2015	Lincoln High School	Yonkers	NY
5/29/2015	STEM/Expo Job Fair	Hostos Community College	NY
6/2/2015	Army PaYS	2 Broadway	NY
6/5/2015	2nd NYC Veterans Resource Expo Presented by The Veteran Success Resource Group	New York City College of Technology : 300 Jay Street	NY
6/17/2015	TCI College Career Fair	New York's Hotel Pennsylvania: 401 Seventh Avenue, 18th Floor	NY
6/19/2015	New York City Human Resources Administration/Business Link	NYC Business Link: 123 William Street, 6th Floor, New York, New York 10038	NY
6/23/2015	Veterans Jobs & Resource Fair	Garden City	NY
6/30/2015	NY Mets Stadium	Queens	NY
8/4/2015	Harlem Week: Elder's Jubilee	Harlem	NY
8/13/2015	Farmingdale Armed Forces Reserve Center	Farmingdale	NY

8/13/2015	Lincoln Tech: Automotive Tech Career Fair	15-30 Petracca Place Whitestone	NY
8/15/2015	Harlem Week	Harlem	NY
8/26/2015	Graduate Career Fair	Westchester	NY
9/10/2015	New York City Lexington Avenue Armory	New York	NY
9/24/2015	Vaughn College	Flushing	NY
9/25/2015	Stony Brook Engineering Fair	Long Island	NY
9/30/2015	Stevens College Fair	Hoboken	NJ
9/30/2015	U Conn Career Fair - STEM	Gampel Pavillion	CT
9/30/2015	New Jersey Institute of Technology (NJIT)	Newark	NJ
10/6/2015	STEM Career Fair Manhattan College	Manhattan	NY
10/7/2015	Pace Pleasantville Job & Internship Fair	Pleasantville	NY
10/9/2015	Recruit Westchester	Westchester	NY
10/9/2015	Suffolk County Veteran Career Fair @ St. Joseph College	Suffolk	NY
10/23/2015	Nassau County Mega Job Fair	Nassau	NY
10/23/2015	Columbia University Engineering Consortium Career Fair	Harlem	NY
11/10/2015	Fifth Annual Veterans on Wall Street (VOWS) Veteran Employment Symposium	New York City	NY

TO APPLY & SEE FULL JOB DESCRIPTION:
Please visit us at <http://www.mta.info/mta/employment/>

MTA METRO NORTH RAILROAD IS AN EQUAL OPPORTUNITY EMPLOYER

2015 SECOND QUARTER EEO REPORT MTA BRIDGES AND TUNNELS

EFFORTS TO IMPROVE UNDERUTILIZATION

EEO AND DIVERSITY REPORT OVERVIEW

MTA Bridges and Tunnels (MTA B&T), a leading transportation employer and public service provider, is firmly committed to maintaining a diverse and inclusive workforce. It is the policy of MTA B&T to provide fair and equal employment opportunities to all applicants and qualified individuals within its workforce, in both securing employment and in promotion opportunities at all levels and occupational categories. MTA B&T acknowledges that diversity is key to its future recruitment, selection and retention success, and will continue to engage in assertive targeted recruitment and outreach efforts to increase female and minority representation where it exists within the Agency. To accomplish this goal, MTA B&T will review its demographics to determine the workforce distribution of females and minorities throughout its job categories, titles, and departments. The workforce analysis and distribution of employees will be used to identify employment opportunities for both minorities and females to fill both traditional and non-traditional roles, and to develop best practices for future recruitment efforts. MTA B&T Human Resources, Office of EEO, departments and leadership will continue to work in partnership to address the underrepresentation of women and minorities within its workforce.

WORKFORCE UTILIZATION

MTA Bridges and Tunnels workforce demographics reveals underutilization of Females in the Officials and Administrators job category, and Hispanics in the Administrative Support and Service Maintenance job categories; however, the overall workforce composition experienced significant gains. Between January 1, 2015 and June 30, 2015, there were 36 new hires, of which 22% were female and 56% were minority. MTA B&T's percentage of females increased to 26% in the Officials and Administrators job category, and Hispanics increased to 6%, which mirrors its current labor market demographics. MTA B&T similarly demonstrated progress and reached workforce parity for minorities identified as American Indian/Alaskan Native and Other (identified as two or more race/ethnicities) in the Officials and Administrators and the Administrative Support job categories. MTA B&T increased its representation of Native Hawaiian and other Pacific Islander in the category of Officials and Administrators; despite this milestone, MTA B&T continues to explore strategies to increase representation within this group.

STRATEGIC RECRUITMENT INITIATIVES

MTA B&T recognizes the strategic approach to talent management and recruiting as necessary to attain diversified and long-term, sustainable results. To achieve this goal, MTA B&T will continue its ongoing commitment to workforce diversity through strategic recruitment initiatives, which have and will be constructively integrated into the composition of its workforce, leadership and organizational structure. MTA B&T's initiatives include five strategic components: (1) talent management strategies, (2) targeted recruitment and outreach efforts, (3) organization and leadership development, (4) mobility and retention programs, and (5) professional development.

C.1: TALENT MANAGEMENT STRATEGIES:

- Identify departments, occupational titles, and job categories experiencing under-representation of minorities and women, and implement action steps necessary to increase their representation and opportunities in proportion to the relevant labor market.
- Target recruitment and outreach efforts to attract from a diverse, qualified group of potential applicants to secure a high-performing workforce, and ensure that every candidate is treated fairly throughout the hiring process.
- Increase presence at regional and colleges job fairs, universities, community events, and veteran's events, and diversify its marketing sourcing efforts to include affinity organizations, professional associations, and web-based and social media advertisement.

- Use strategic hiring initiatives for people with disabilities and for veterans, conduct barrier analysis, and support upward mobility and special emphasis programs, to promote diversity within the workforce.
- Quarterly evaluate employment practices to ensure recruitment, retention, and hiring efforts result in further diversification of the workforce.
- Annually assess on-boarding, mentoring, coaching, employee development and career counseling processes.
- Foster and develop institutional settings with an emphasis on valuing diversity from the top-down through leadership development programs.
- Develop strategies to equip leaders with the ability to manage diversity, be accountable, measure results, and refine approaches as needed.

C.2: TARGETED RECRUITMENT AND OUTREACH EFFORTS

- **Engineering and Construction Job Fair:** MTA B&T Human Resources, Engineering, and Office of EEO will launch its second Engineering & Construction Job Fair on September 17, 2015, at 2 Broadway, New York, to address the increase in human capital needs for ongoing construction projects scheduled over the next five years. The previous job fair attracted over 450+ applicants, and resulted in 39 new hires, which included 13 females and 29 minorities. This year MTA B&T engaged in targeted recruitment and implemented a streamlined electronic prescreening process. Over 590 applicants expressed an interest in attending the job fair, and from that talent pool 442 prequalified applicants were invited to attend.

In an effort to identify and attract diverse talent, for the various engineering disciplines, MTA B&T Human Resources implemented and engaged in targeted recruitment, coordinated all outreach efforts, and served as central point of contact to ensure the success of the job fair. Outreach and marketing efforts include: colleges, universities, social networks, web-based marketing, government organizations, veterans and military employment programs, and architect/engineering professional associations, such as: National Association of Women in Construction, National Society of Black Engineers, Society of Hispanic Professional Engineers, American Society of Civil Engineers, American Institute of Architects, Women in Transportation, LinkedIn, MilitaryHire.com, HireVeterans.com, Construction Management Association of America, and Institute of Transportation Engineers.

- **Service Maintainer College Internship Program:** MTA B&T successfully partnered with Vaughn College Aeronautics and Technology to attract matriculated students from the aviation engineering, automotive, and technical fields. The internship program led to full-time employment in the non-traditional occupation of Maintainer for one Hispanic at our sister agency New York City Transit, and currently has three students in the program. As a result of this program, MTA B&T is currently meeting its utilization goals with respect to females in the Maintainer job category.
- **Summer Internship Program:** In contemplation of pending retirements and normal attrition rates, MTA B&T Human Resources launched a strategic initiative to attract the Millennial Generation to employment and to recognize MTA B&T as an employer of choice. MTA B&T provided opportunities to work in several departments throughout the MTA B&T's organization: Operations, Engineering and Construction, Labor Relations, Procurement, Comptrollers, Human Resources, Planning, and Internal Security Department. MTA B&T successfully attracted a total of 51 college students, of which 41% (21) were females and 59% (30) were minorities, and several expressed an interest in returning to seek full-time employment upon graduation.

C.3: ORGANIZATION AND LEADERSHIP DEVELOPMENT

- **Cultural Transformation:** MTA B&T began its partnership with gothamCulture LLC. (GC), to transform the culture and leadership of the organization and to improve performance. MTA B&T's President James Ferrara announced six organizational focus areas to help MTA B&T achieve world class performance, organizational alignment, and sustainable programs. The focus areas are: (1) Safety, (2) Delivery of Service, (3) State of Good Repair, (4) Enterprise Asset Management, (5) Matrix Organization, and (6) Strategic Initiatives. Through GC, the workforce and leaders of MTA B&T began a process of identifying the underlying causes of organizational obstacles, transforming mission critical practices and procedures, implementing diverse talent initiatives, and executing breakthrough strategies to elevate safety, security, and performance.

- **Leadership Development:** MTA B&T's workforce received leadership training, team alignment and executive coaching services through gothamCulture tailored to keep the organization moving forward. Executive coaching is a structured process that helps leaders focus their development in ways that directly impact behavior and performance. Working with gothamCulture, almost all MTA B&T managers and represented employees at the highest level of Operations have now participated in a three-day course designed to foster leadership skills while aligning the work that employees do every day to the organizational focus areas. Employees have developed a keen sense of their roles and responsibilities in the organization and have each presented a process improvement that they are undertaking to help their department achieve success in the focus areas as we continue to work toward excellence in performance.

C.4: MOBILITY AND RETENTION PROGRAMS

- **Management Associate Program:** In 2015, MTA B&T launched its second Bridges and Tunnels Management Association program. The program will house participants within the Engineering and Construction Department and the Strategic Initiative Group. The two-year management program provides engineering, construction, and project management opportunities throughout MTA B&T, through divisional rotation and by allowing participants to immerse themselves within a matrix organization.
- **Law Enforcement and Employee Awards Ceremony:** MTA B&T held an awards ceremony on May 29, 2015, at the Robert Moses Building and honored 106 employees for excellent achievement during the 2014 calendar year. The Law Enforcement Awards included 70 employees for the following: Medal of Valor, Commendation Medal, Life Saving Award, Excellent Policy Duty Award, and Meritorious Service Award. The Employee Recognition Awards included 36 employees for the following: Customer Service Award, Uniformed MOS Individual Commendation, Team Commendation Award, and the President Medal of Honor.

C.5: PROFESSIONAL DEVELOPMENT

- **Workforce Training:** MTA B&T's workforce is currently completing the mandatory New York State Governor's Office of Employee Relations EEO, Reasonable Accommodations (Religion and Disability), Prevention of Sexual Harassment, Workplace Violence, Ethics, Cyber Security, Internal Controls, and Corporate Compliance. Inclusive of the state training, MTA B&T provided professional development seminars for the workforce that included: Princeton Review Test-Taking Strategies for Civil Service Exam, Professionalism in the Office, First Class Customer Service, Managing the Multi-Generational Workforce, Structured Interview Training and Best Practices, Investigative and Business Writing, and Domestic Violence in Law Enforcement Families.
- **Health and Wellness Training:** The first two quarters MTA B&T employees participated in quality of life seminars, such as: Overcoming Burnout, Stress Reduction Tool Bag, Sleep 101, Managing Money in Hard Times, Creating a Positive Work Environment, and Maximizing your Workday.

ONGOING MONITORING PROGRAM

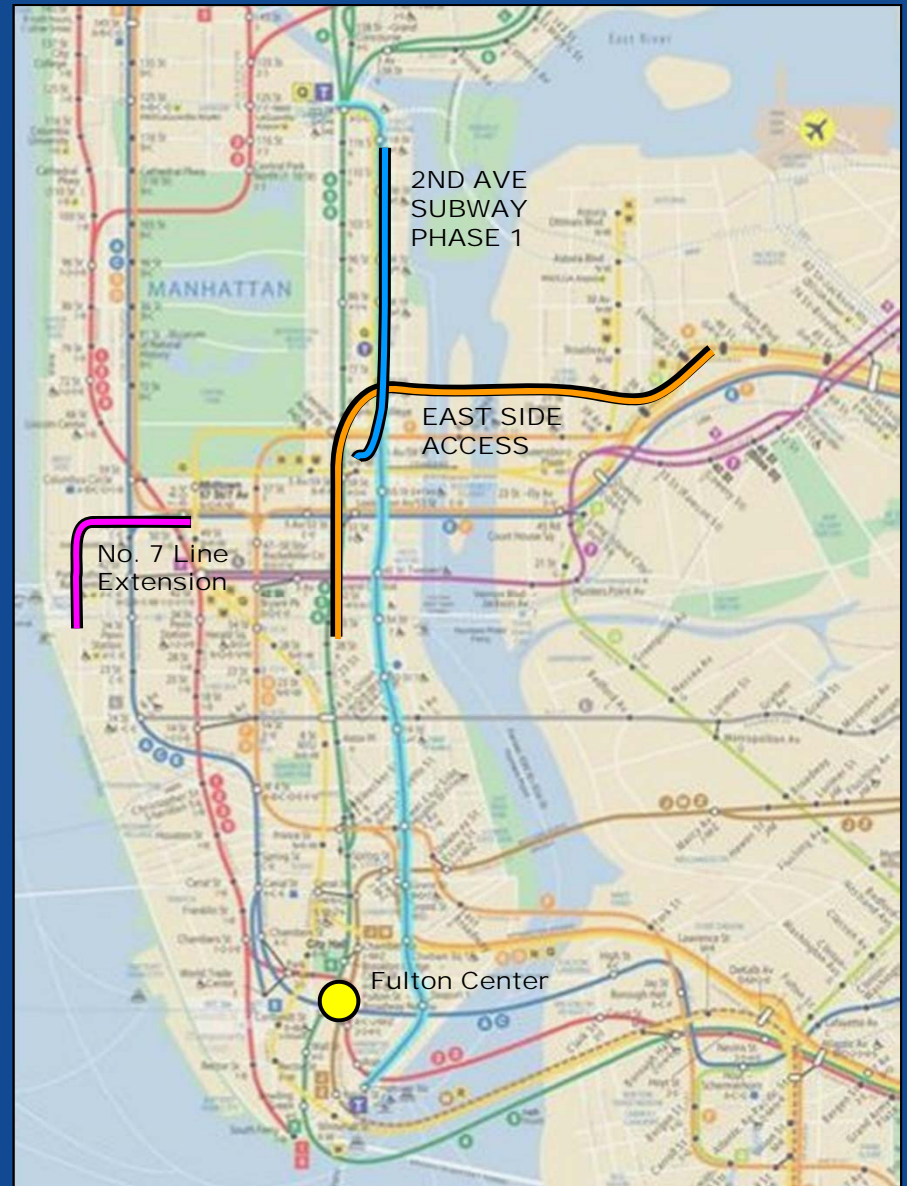
MTA Bridges and Tunnels Office of Equal Employment Opportunity (EEO), in partnership with the MTA Bridges and Tunnels Human Resources Department, ensures that utilization targets for women and minorities in particular job categories, in connection with hiring, transfers, and promotional opportunities are based on workforce goals and estimated availability in the relevant market. The Office of EEO shall provide on an as-needed 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.

MTA Diversity Committee

Second Quarter 2015 Report on Workforce Utilization and Strategies to Improve Diversity

September 16, 2015

MTA Capital Construction



Second Quarter 2015 Report on Workforce Utilization and Strategies to Improve Diversity

Overview

- MTA Capital Construction (“MTACC”) is committed to meeting or exceeding utilization goals in the staffing of our organization for all protected groups. MTACC continues to partner with MTA’s Department of Diversity and Civil Rights (“DDCR”) to accomplish this. During the Second Quarter of 2015, previously reported underutilization of Hispanics in the Professional and Administrative Support job categories was eliminated and MTACC now exceeds goals in these categories. Through the use of utilization reports provided by DDCR, MTACC compares talent availability to workforce representation and structures its recruitment efforts accordingly.



WORKFORCE UTILIZATION ANALYSIS AS OF JUNE 30, 2015

JOB CATEGORY	FEMALES ¹			BLACKS			HISPANICS			ASIANS			AI/AN ²			NHOPI ³			OTHER		
	Est Avail	Actual %	Met Avail (Yes/No)	Est Avail	Actual %	Met Avail (Yes/No)	Est Avail	Actual %	Met Avail (Yes/No)	Est Avail	Actual %	Met Avail (Yes/No)	Est Avail	Actual %	Met Avail (Yes/No)	Est Avail	Actual %	Met Avail (Yes/No)	Est Avail	Actual %	Met Avail (Yes/No)
Officials & Administrators	22%	27%	Yes	5%	13%	Yes	7%	5%	No	12%	27%	Yes	0%	1%	Yes	0%	0%	Yes	2%	3%	Yes
Professionals	41%	47%	Yes	7%	21%	Yes	7%	11%	Yes	6%	42%	Yes	0%	5%	Yes	0%	0%	Yes	1%	0%	No
Technicians	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes
Protective Services	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	Yes	0%	0%	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	72%	73%	Yes	20%	33%	Yes	18%	20%	Yes	6%	7%	Yes	0%	0%	Yes	0%	0%	Yes	2%	0%	No
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



Utilization and Evaluation

- As of June 30, 2015, MTA Capital Construction's workforce reflected a female representation of 33% and a minority representation of 54% of a total headcount of 137. This is an increase of 2% for females and 4% for minorities which is an improvement over 2014 female (31%) and minority (50%) representation.
- MTACC met or exceeded utilization targets for females (in all job categories), Blacks (in all job categories), Asians (in all job categories) and NHOPI (in all job categories).
- MTACC exceeded targets for Hispanics in the Administrative Support and Professional job categories. Both of those categories were previously reported as underutilized. Although MTACC 2nd quarter utilization of Hispanics (5%) is still below the estimated availability of 7% for the Officials and Administrators category, this is a 1% improvement from 2014. MTACC continues to work to meet utilization targets for Hispanics in this category.
- As of June 30, 2015, 38% of MTACC hires were female and 57% were minority.

2015, 2ND QUARTER EEO REPORT**AGENCY NAME: MTA CAPCO****NEW HIRES
AS OF JUNE 30, 2015**

JOB CATEGORY	TOTAL ¹	FEMALES ²		MINORITIES		NON-MINORITIES		BLACKS		HISPANICS		ASIANS		AI/AN		NHOPI		OTHER	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Officials & Administrators	5	3	60.0%	4	80.0%	1	20.0%	3	60.0%	1	20.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Professionals	2	0	0.0%	2	100.0%	0	0.0%	0	0.0%	3	150.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Technicians	0	0	0.0%	0	#DIV/0!	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Protective Services	0	0	0.0%	0	#DIV/0!	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Paraprofessionals	0	0	0.0%	0	#DIV/0!	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Administrative Support	14	5	35.7%	6	42.9%	8	57.1%	1	7.1%	2	14.3%	3	21.4%	0	0.0%	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%	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%	0	0.0%	0	0.0%	0	0.0%
Total	21	8	38.1%	12	57.1%	9	42.9%	4	19.0%	6	28.6%	3	14.3%	0	0.0%	0	0.0%	0	0.0%

¹ Total includes males and females, both minority and non-minority.² Total includes females, both minority and non-minority.

Targeted Recruitment and Outreach Efforts

MTA Capital Construction uses strategies which include targeted recruitment and internship programs to address underutilization. Our outreach efforts include the following:

- Corporate membership in Hispanic organizations such as HLPAA (Hispanic/Latino Professionals Association) and attendance at Latino targeted job fairs such as HLPAA, LATCareers and LatPro. In 2015 MTACC has participated in the following events:
 - The Society of Hispanic Professional Engineers and National Society of Black Engineers Mock Interview Day at the New Jersey Institute of Technology;
 - The Brooklyn College Spring Internship Job Fair;
 - The Latpro Diversity Job Fair.
- On September 28, 2015 MTACC will be attending the HLPAA Career Expo at the New Yorker Hotel.
- 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 was accomplished through targeted recruitment to college level Latino and other minority groups. During the 2nd quarter of 2015, this program was expanded to include 7 summer internships of which 4 were minority and, of those, 2 were Hispanic.
- MTACC will continue to utilize social media, such as the professional networking site LinkedIn, to provide information and updates on MTACC employment opportunities and will continue to focus on attracting Latino, Black, Women and Asian candidates through social media and job advertisements on focused websites such as Saludos, Professional Women in Engineering, the National Society of Hispanic Professionals, and the National Society of Black Engineers.

Looking Forward

Although our hiring needs are limited, MTACC intends to continue its positive trend into 2016 through continued targeted recruitment and outreach efforts.





Metropolitan Transportation Authority

MTA SMALL BUSINESS DEVELOPMENT PROGRAM UPDATE (Tier 1, Tier 2 and Federal)

September 21, 2015

SMALL BUSINESS DEVELOPMENT PROGRAM

MISSION STATEMENT

To develop and grow emerging contractors through classes, on-the-job training and technical assistance in prime contracts with MTA Agencies, thereby creating a larger pool of diverse qualified contractors who can compete for, and complete MTA construction projects safely, timely and within budget.



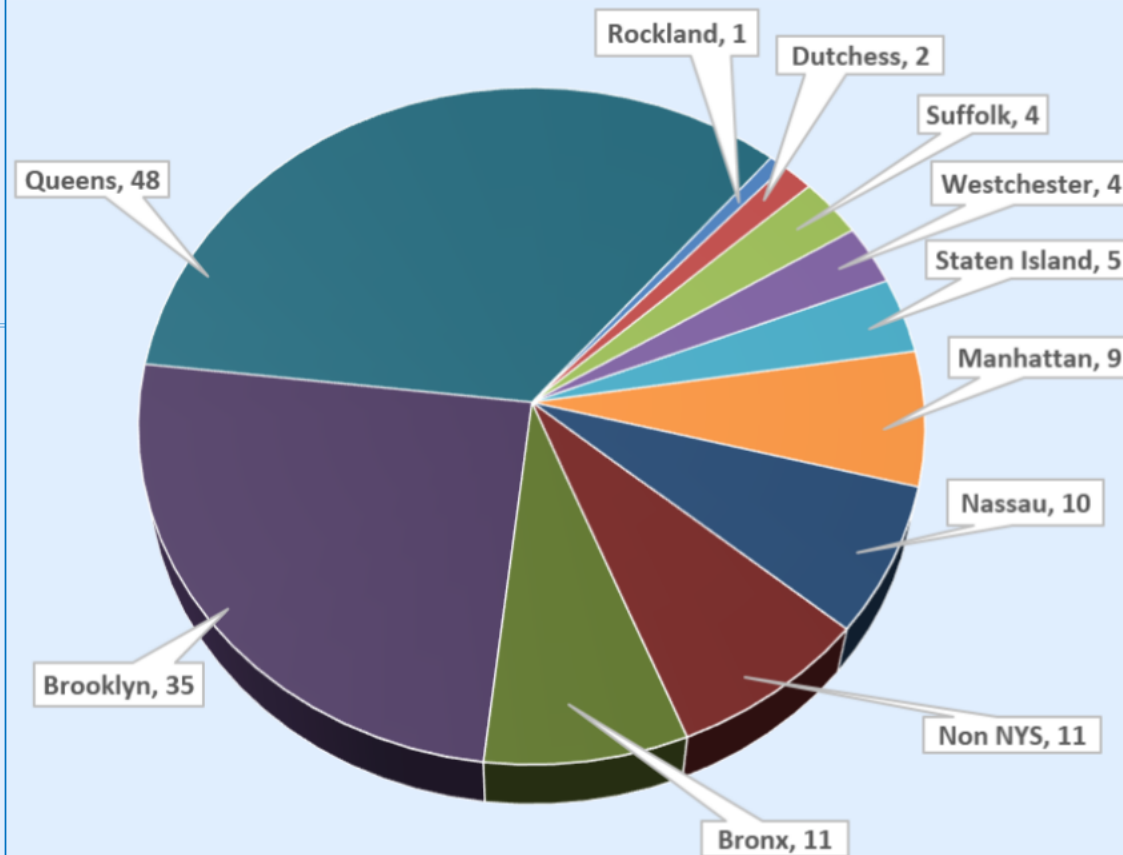
SMALL BUSINESS DEVELOPMENT PROGRAM

As of 07/31/2015

Certification *	
MBE	78
WBE	12
DBE	30
Non-Certified	48
* firms may have multiple certifications	

Counties	
Queens	48
Brooklyn	35
Bronx	11
Non NYS	11
Nassau	10
Manhattan	9
Staten Island	5
Westchester	4
Suffolk	4
Dutchess	2
Rockland	1

140 PREQUALIFIED FIRMS

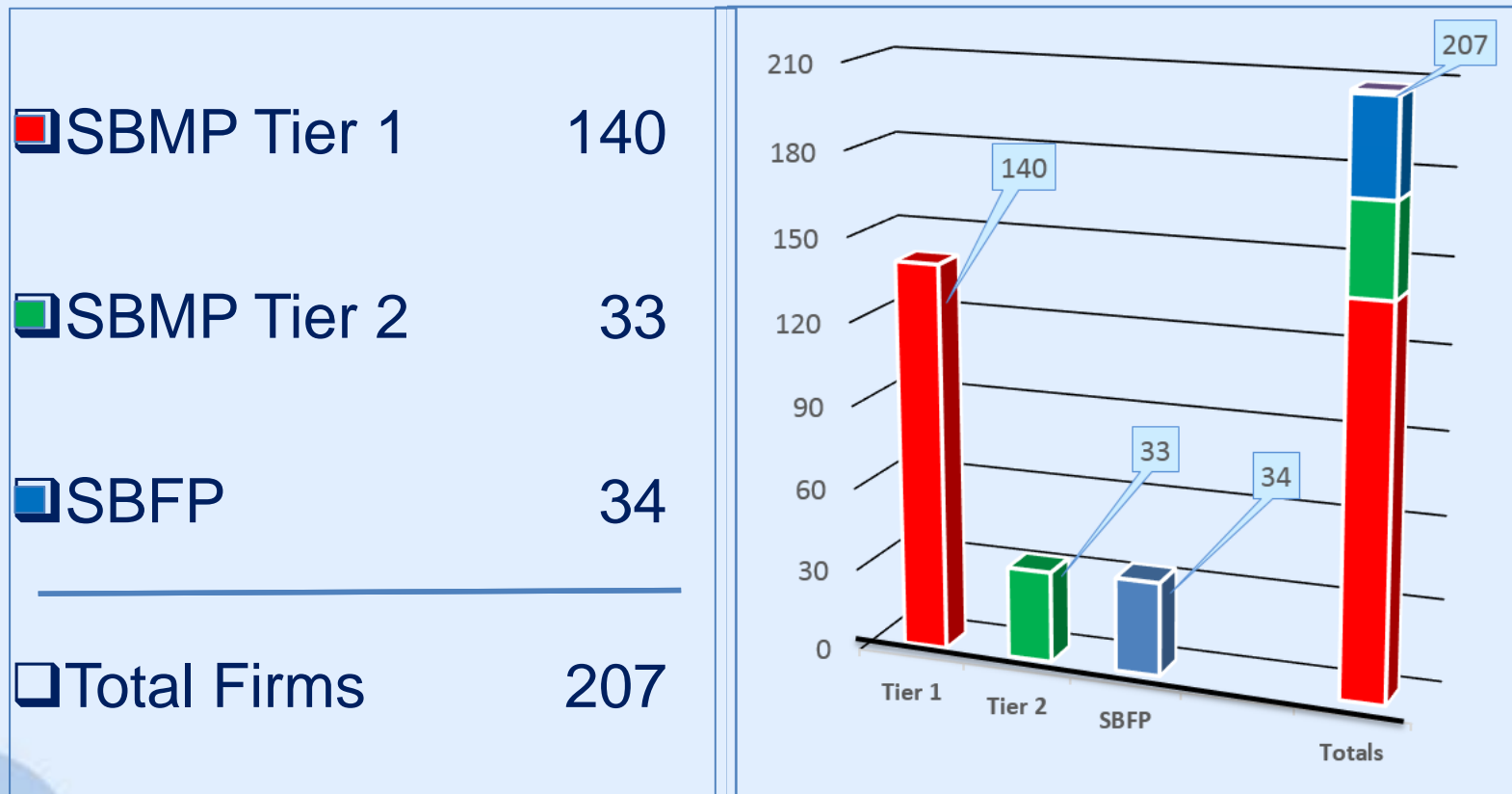


Small Business Mentoring Program Tier 1

SMALL BUSINESS DEVELOPMENT PROGRAM

As of 07/31/2015

TOTAL NUMBER OF PREQUALIFIED FIRMS*



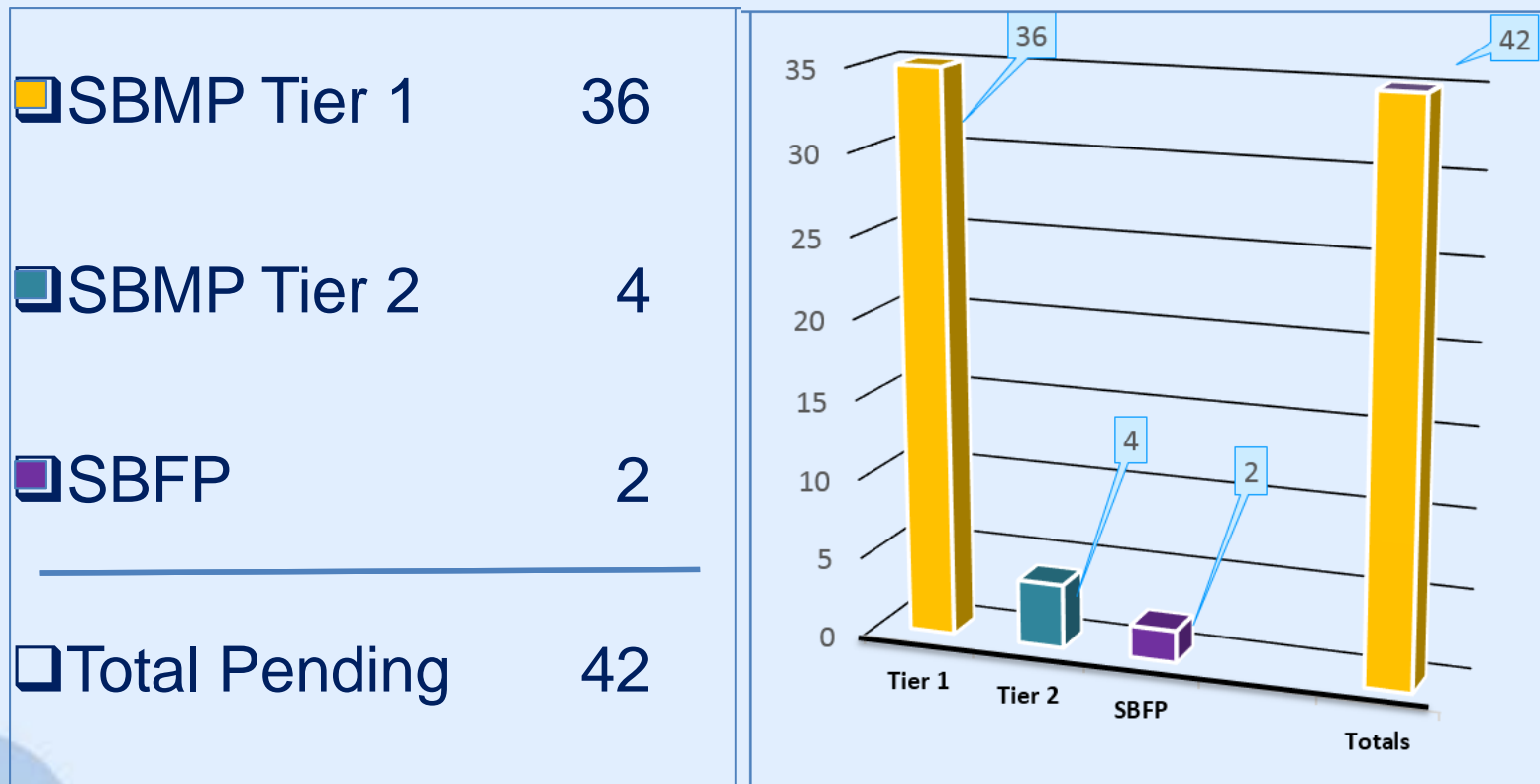
*Source: SBMP BI-WEEKLY PROGRESS MEETING - August 6, 2015 - Prequalification Status Report



SMALL BUSINESS DEVELOPMENT PROGRAM

As of 07/31/2015

TOTAL NUMBER OF PENDING APPLICATIONS*



*Source: SBMP BI-WEEKLY PROGRESS MEETING - August 6, 2015 - Prequalification Status Report

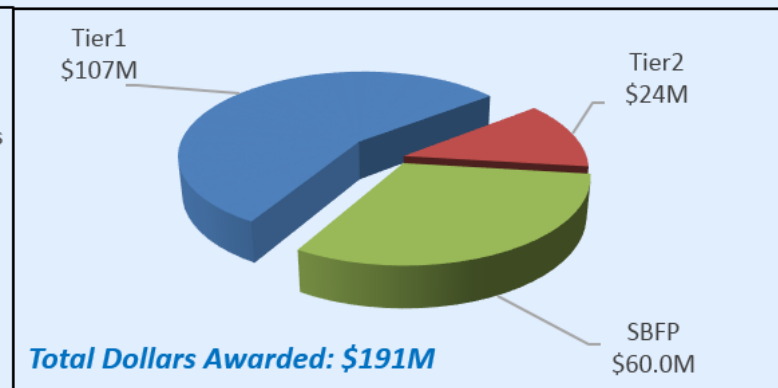
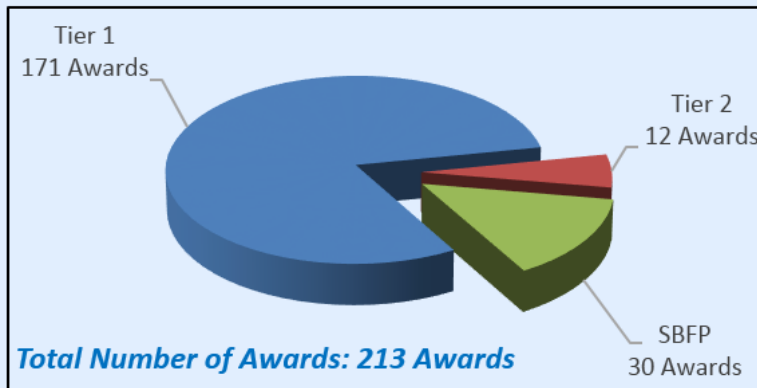


SMALL BUSINESS DEVELOPMENT PROGRAM

As of 07/31/2015

TOTAL CONTRACTS AWARDED & TOTAL \$

■ SBMP Tier 1	171 awards	\$107M
■ SBMP Tier 2	12 awards	\$ 24M
■ SBFP	30 awards	\$ 60M
□ Totals	213 awards	\$191M



*Source: SBMP BI-WEEKLY PROGRESS MEETING - August 6, 2015 - Goals vs. Commitments (Actuals) Report



SMALL BUSINESS DEVELOPMENT PROGRAM

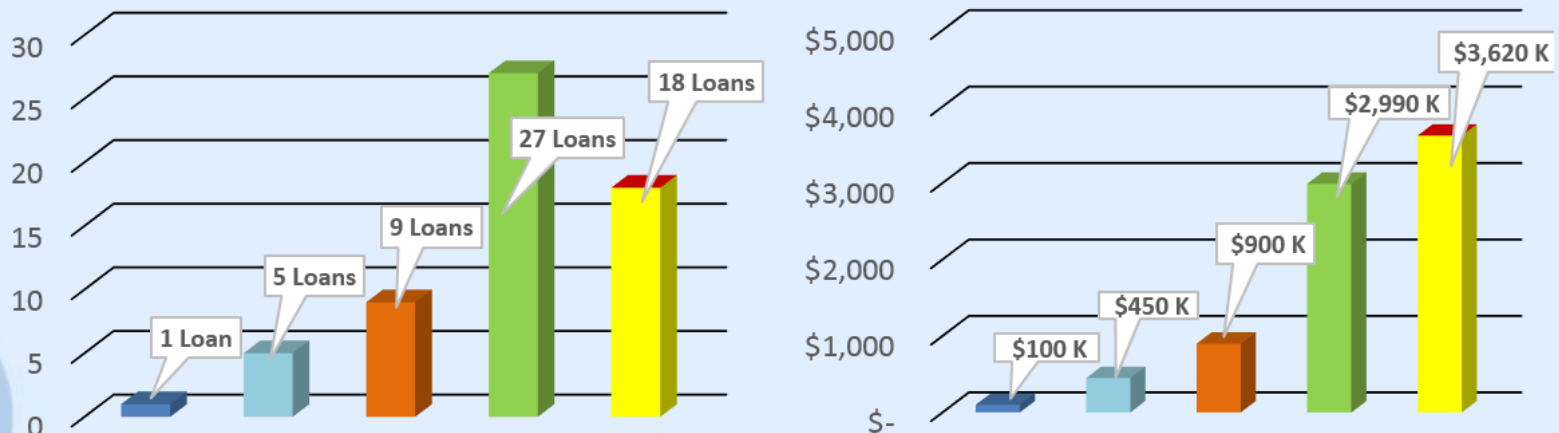
As of 07/31/2015

MTA CARVER LOANS APPROVED

■ Year 1	-	1 Loan	totaling	\$100,000
■ Year 2	-	5 Loans	totaling	\$450,000
■ Year 3	-	9 Loans	totaling	\$900,000
■ Year 4	-	27 Loans	totaling	\$2,990,000
■ Year 5	-	18 Loans	totaling	\$3,620,000

Maximum Loan Available:
SBMP up to \$150,000
SBFP up to \$900,000

Total 61 Loans Totals \$8,060,000



*Source: SBMP BI-WEEKLY PROGRESS MEETING - August 6, 2015 - Carver Loan Status Report

SMALL BUSINESS DEVELOPMENT PROGRAM

AS OF 07/31/2015

SBDP SURETY BOND PROGRAM

- 68 Firms Graduated from Tier 1
- 46 Graduated with Bond Surety Letters

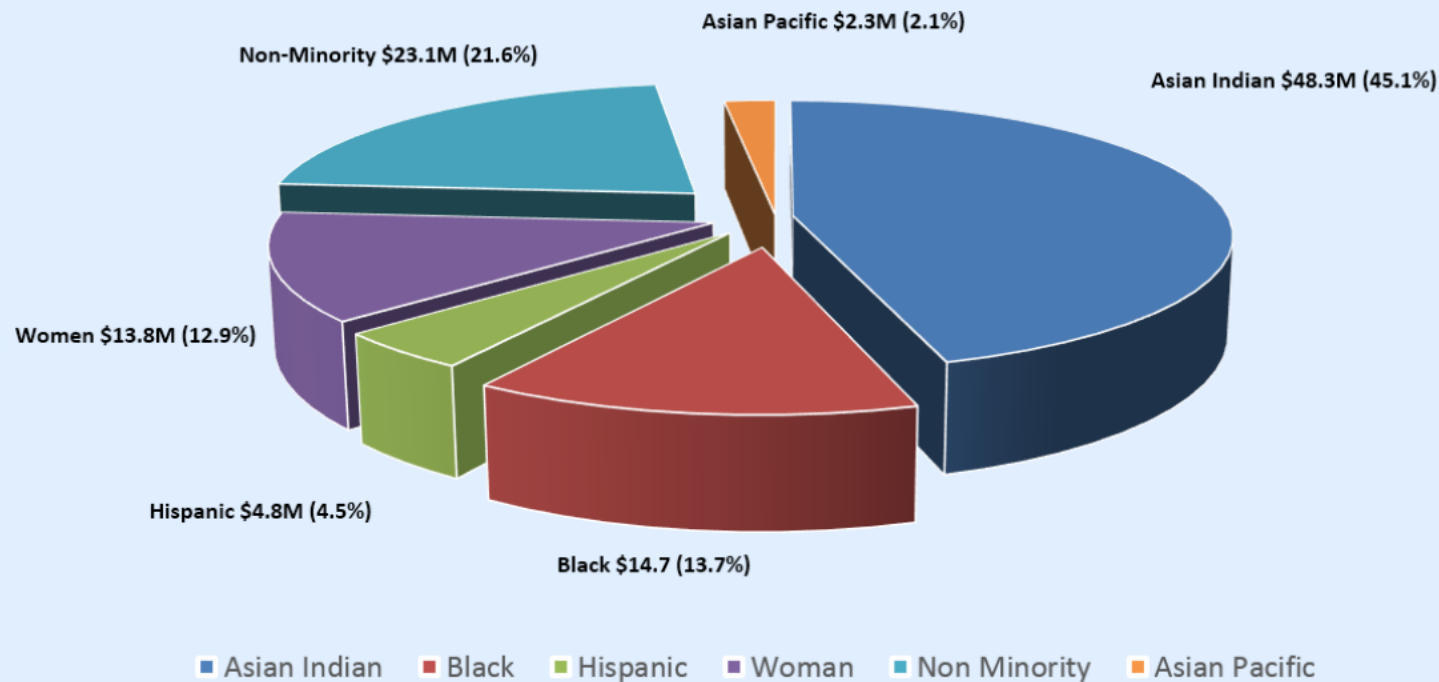
- The MTA SBDP Bonding Program assisted 14 firms in obtaining bond surety letters.
- Surety Bonding capacity for the 14 firms total \$78M aggregate.
- Tier 2 – LaShay's Construction and Development Inc. was awarded a \$2.6 Million contract. Andrew Simmons secured a Surety Bond of \$3.0 Million for this award.



SMALL BUSINESS DEVELOPMENT PROGRAM

AS OF 07/31/2015

Contract Awards in SBMP-Tier 1 by Ethnicity

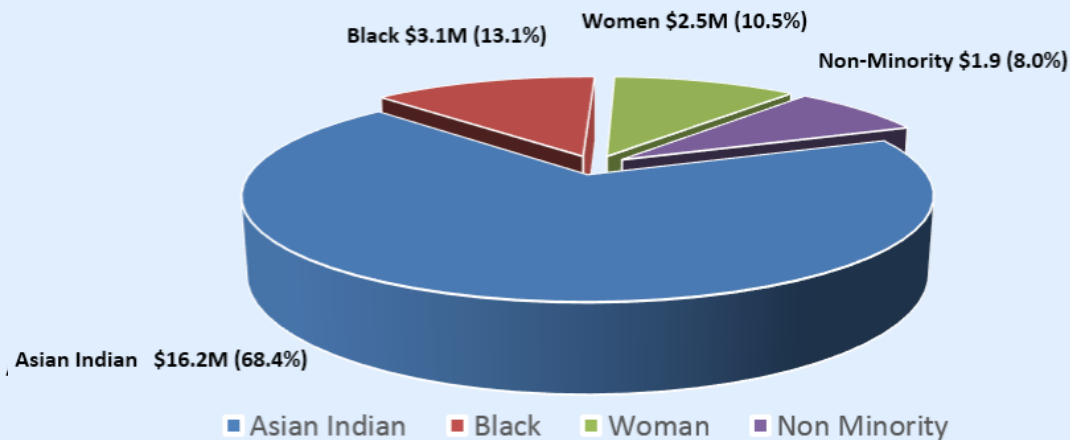


Legend	
Ethnicity	Awards
Asian Indian	\$48.3M
Non-Minority	\$23.1M
Black	\$14.7M
Women	\$13.8M
Hispanic	\$ 4.8M
Asian Pacific	\$ 2.3M



SMALL BUSINESS DEVELOPMENT PROGRAM AS OF 07/31/2015

Twelve (12) Contract Awards in SBMP-Tier 2 by Ethnicity



Legend	
Ethnicity	Awards
Asian Indian	\$16.2M
Black	\$ 3.1M
Women	\$ 2.5M
Non-Minority	\$ 1.9M
Hispanic	\$ -0-M
Asian Pacific	\$ -0-M

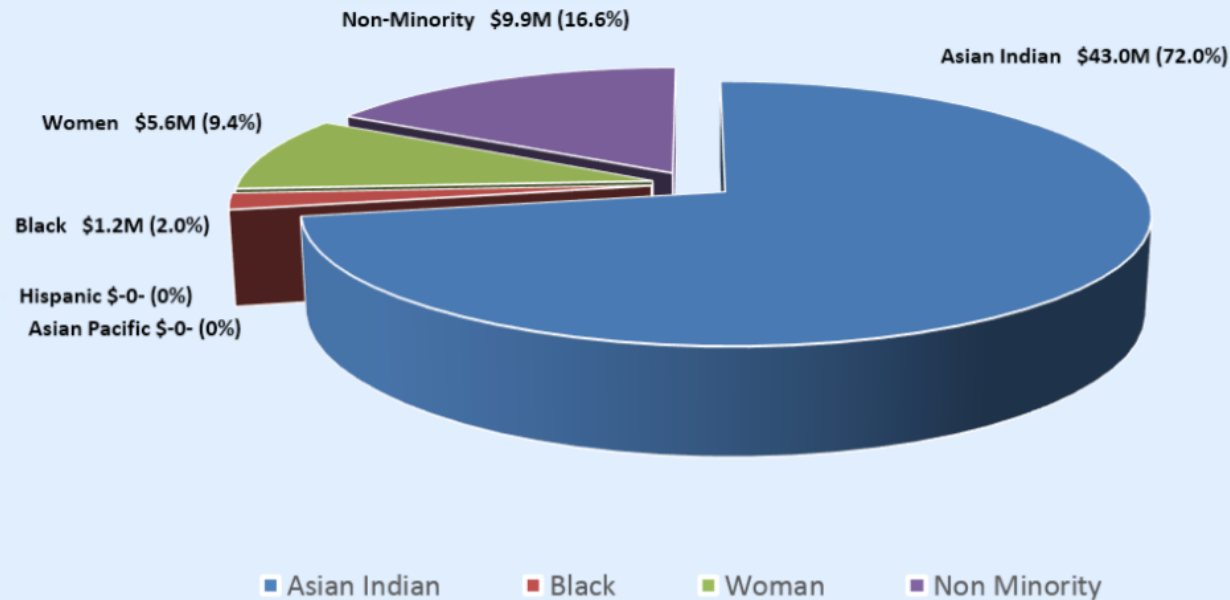
Action Plan

- Target ethnic trades group and associations including Blacks, Hispanic, and Asian Pacific.
- Advertise Program in ethnic group's newspapers, journals, periodicals, and other media outlets.
- Review the prequalification and financial assessment process

SMALL BUSINESS DEVELOPMENT PROGRAM

AS OF 07/31/2015

Contract Awards In SBFP By Ethnicity



Legend	
Ethnicity	Awards
Asian Indian	\$43.0M
Non-Minority	\$ 9.9M
Women	\$ 5.6M
Black	\$ 1.2M
Hispanic	\$ -0-M
Asian Pacific	\$ -0-M



SMALL BUSINESS DEVELOPMENT PROGRAM

AS OF 07/31/2015

SBDP Performance Results

- ❑ Contributed approximately 4,500* jobs to the 14 county service region
- ❑ Opportunity for Small Businesses
 - Program Years 1 through 5 provided 213 bid solicitations, and approximately more than 1,000 bidding opportunities
- ❑ Classroom Training Program
 - 226 firms participated in the training program as of Spring 2015

*Source: New York State Department of Transportation (NYSDOT)

As an average statewide estimate, the Department has chosen 24 jobs per \$1 million dollars (\$1M) of construction value to calculate the estimated number of direct, indirect and induced jobs created or saved.
Jobs Created and Employment Reporting (<https://www.dot.ny.gov/recovery/jobs?nd=nysdot>)



SBDP Projections

2015 – 2019 Five Year Capital Program Estimated Project Awards*

Small Business Mentoring Program # of Projects

■ Tier 1	\$195M	280
■ Tier 2	\$153M	75

Small Business Federal Program

■ SBFP	\$153M	75
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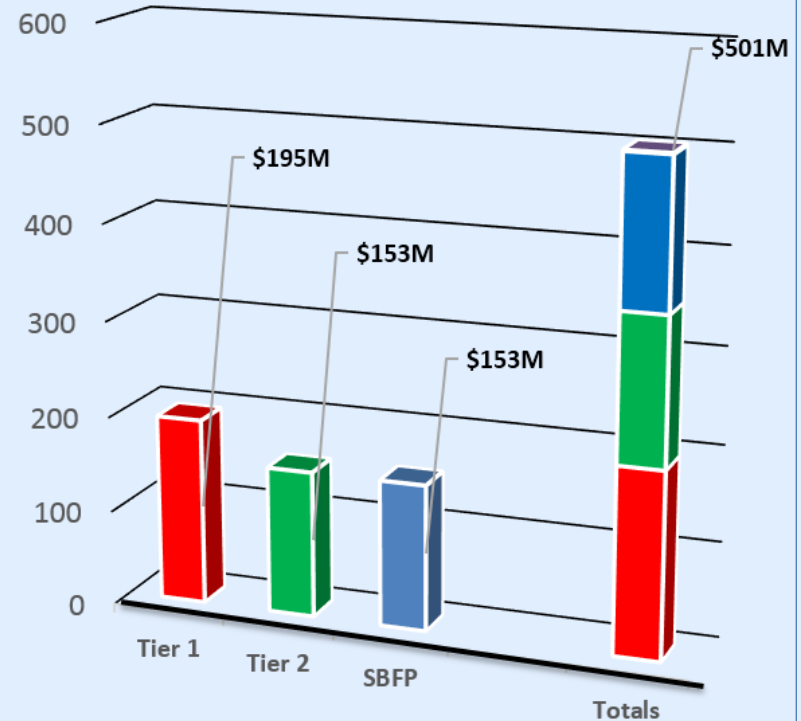
Totals**

■ All Programs	\$501M	430
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■ Estimated Job Creation of over 12,000 jobs ***

**Subject to Approval of Capital Plan*

***Based on 10% Growth per Year*



***Source: New York State Department of Transportation (NYSDOT)

As an average statewide estimate, the Department has chosen 24 jobs per \$1 million dollars (\$1M) of construction value to calculate the estimated number of direct, indirect and induced jobs created or saved.

Jobs Created and Employment Reporting (<https://www.dot.ny.gov/recovery/jobs?nd=nysdot>)



SMALL BUSINESS DEVELOPMENT PROGRAM

NEXT STEPS

- ☐ Union Transition Program - Done
- ☐ Back Office Support
- ☐ Business Plan Development
- ☐ New RFP



Department of Diversity and Civil Rights
Office of Construction Oversight

M/W/DBE CONTRACT COMPLIANCE Second Quarter 2015 Update

September 21, 2015

**DBE Participation in Federally Funded Contracts
Federal Fiscal Year 2015*
(October 1, 2014 to June 30, 2015)**

- 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 June 30, 2015, MTA awarded approximately \$1.3 billion in the federally funded portion of contracts and awarded over \$283 million (21%) to certified DBEs.
- From October 2014 through June 30, 2015, MTA paid prime contractors over \$894 million, with payments to certified DBEs totaling over \$159 million (18%).

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

**FEDERALLY-FUNDED CONTRACTS
DBE CONTRACT ACTIVITY
FEDERAL FISCAL YEAR 2015 (OCTOBER 2014- JUNE 2015)**

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 - March 2015	43	\$1,116,400,998.00	115	\$244,980,718	22%	17%
2nd SEMI-ANNUAL REPORT April 2015-June 2015	717	\$219,947,186.18	21	\$38,310,935	17%	17%
TOTAL	760	\$1,336,348,184	136	\$283,291,653	21%	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 - March 2015	134	\$581,467,034	521	\$109,285,721	19%	17%
2nd SEMI ANNUAL REPORT April 2015-June 2015	126	\$312,612,081	427	\$49,785,138	16%	
TOTAL	260	\$894,079,115	948	\$159,070,859	18%	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	\$341,239,068	\$60,714,280	18%
Total 2014	\$1,060,912,014	\$188,620,669	18%

DBE CONTRACT AWARDS
FEDERAL FISCAL YEAR 2015
October 2014 - June 2015

	Total Awards	Total DBE Awards	DBE%
October 2014 - March 2015	\$1,116,400,998	\$244,980,718	22%
April 2015-June 2015	\$219,947,186	\$38,310,935	17%
Total 2015	\$1,336,348,185	\$283,291,653	21%

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 - June 2015

	Total Prime Payments	Total DBE Payments	DBE%
October 2014 - March 2015	\$581,467,034	\$109,285,721	19%
April 2015-June 2015	\$312,612,081	\$49,785,138	16%
Total 2015	\$894,079,115	\$159,070,859	18%

**MWBE Participation in State Funded Contracts
New York State Fiscal Year 2015-2016*
(April 1, 2015 to June 30, 2015)**

- 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 30% for State fiscal year 2015-2016, starting on April 1, 2015.
- For State fiscal year 2015-2016, MTA awarded over \$1 billion NY State funded contracts, with over \$35 million (3%) awarded to certified MWBEs.
- From April 1, 2015 to June 30, 2015, MTA paid over \$246 million on prime contracts with over \$68 million (28%), paid to MWBEs.

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

**NYS CONTRACTS
MWBE CONTRACT ACTIVITY
APRIL 1, 2015-JUNE 30, 2015
AWARDS**

CONTRACT AWARDS	PRIME AWARDS		MWBE AWARDS			NYS Goal
	Number of Contracts	Award Amount	Number of MWBE Subcontracts	MWBE Award Amount	MWBE %	
FIRST QUARTER	21,607	\$1,033,928,127	964	\$35,727,645	3%	30%
APRIL 2015-JUNE 2015						
TOTAL	21,607	\$1,033,928,127	964	\$35,727,645	3%	30%

PAYMENTS

CONTRACT PAYMENTS	PAYMENTS TO PRIMES		MWBE PARTICIPATION			NYS Goal
	Number of Contracts	Payment Amount	Number MWBE Contracts	MWBE Payment Amount	MWBE %	
FIRST QUARTER	1,994	\$243,229,034	2,672	\$68,472,792	28%	30%
APRIL 2015-JUNE 2015						
TOTAL	1,994	\$243,229,034	2,672	\$68,472,792	28%	30%

MWBE AWARDS**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 - March 2015

	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	\$13,779,236	4%	\$12,727,379	3%	\$26,506,614	7%
QTR. 3	MTA	\$1,188,024,656	\$74,709,014	6%	\$103,109,644	9%	\$177,818,657	15%
QTR. 4	MTA	\$373,136,150	\$13,402,655	4%	\$21,204,580	6%	\$34,607,235	9%
TOTALS		\$2,468,236,090	\$144,076,982	6%	\$178,768,752	7%	\$322,845,734	13%

FY 2015 - 2016 MWBE AWARDS

April 2015 - June 2015

	AGENCY	AGENCY PRIME AWARDS	MBE AWARDS	MBE%	WBE AWARDS	WBE %	Total M/WBE	Total M/WBE %
QTR. 1	MTA	\$1,033,928,127	\$22,666,781	2%	\$13,060,864	1%	\$35,727,645	3%
QTR. 2	MTA							
QTR. 3	MTA							
QTR. 4	MTA							
TOTALS		\$1,033,928,127	\$22,666,781	2%	\$13,060,864	1%	\$35,727,645	3%

MWBE PAYMENTS**FY 2012 - 2013 MWBE PAYMENTS**

April 2012 - March 2013

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

FY 2013 - 2014 MWBE PAYMENTS

April 2013 - March 2014

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

FY 2014 - 2015 MWBE PAYMENTS

April 2014 - March 2015

	AGENCY EXPENDITURE	MBE Utilization	MBE%	WBE Utilization	WBE %	Total M/WBE	Total M/WBE %
QTR. 1	\$297,168,938	\$38,442,457	13%	\$32,369,365	11%	\$70,811,822	24%
QTR. 2	\$325,324,903	\$44,176,954	14%	\$27,605,651	8%	\$71,782,605	22%
QTR. 3	\$254,448,102	\$29,988,877	12%	\$25,878,825	10%	\$55,867,702	22%
QTR. 4	\$239,897,515	\$34,663,200	14%	\$26,505,088	11%	\$61,168,288	25%
TOTALS	\$1,116,839,457.53	\$147,271,487	13%	\$112,358,930	10%	\$259,630,417	23%

FY 2015 - 2016 MWBE PAYMENTS

April 2015 - June 2015

	AGENCY EXPENDITURE	MBE Utilization	MBE%	WBE Utilization	WBE %	Total M/WBE	Total M/WBE %
QTR. 1	\$243,229,034	\$33,602,464	14%	\$34,870,328	14%	\$68,472,792	28%
QTR. 2							
QTR. 3							
QTR. 4							
TOTALS	\$243,229,033.67	\$33,602,464	14%	\$34,870,328	14%	\$68,472,792	28%

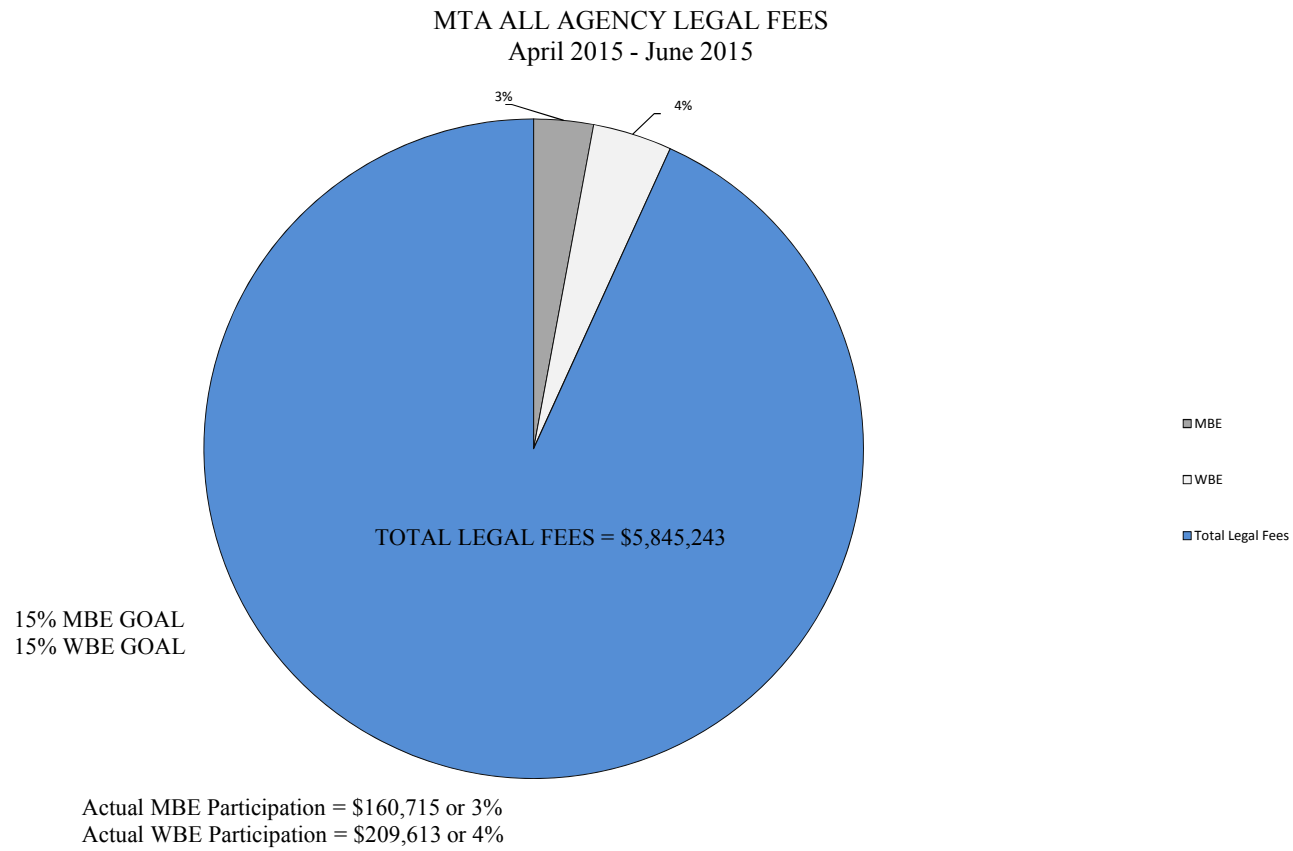
**MTA ALL AGENCY
DISCRETIONARY PROCUREMENT REPORT***
April 2015 - JUNE 2015

Agency	Total Award Amount	Total MWBE Awards	MWBE	Total Awards \$200k or less	MWBE Discretionary Awards	Discretionary MWBE	SBC Discretionary	Discretionary SBC
MTA NYCTA	\$113,205,597	\$7,206,810	6%	\$38,531,231	\$4,034,641	10%	\$3,207,848	8%
MTA MNR	\$52,078,923	\$4,954,761	10%	\$11,565,003	\$1,408,614	12%	\$119,509	1%
MTA B&T	\$11,915,746	\$2,677,871	22%	\$1,696,616	\$50,202	3%	\$243,204	14%
MTA LIRR	\$36,741,710	\$2,406,458	7%	\$9,563,583	\$745,334	8%	\$884,615	9%
MTA HQ	\$19,189,166	\$457,430	2%	\$1,878,048	\$48,368	3%	\$0	0%
MTA CC	\$182,930	\$146,606	80%	\$182,930	\$145,917	80%	\$0	0%
MTA BUS	\$8,088,734	\$481,560	6%	\$4,777,362	\$260,396	5%	\$0	0%
Total	\$241,402,804	\$18,331,495	8%	\$68,194,773	\$6,693,474	10%	\$4,455,176	7%

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

FINANCIAL AND LEGAL SERVICES

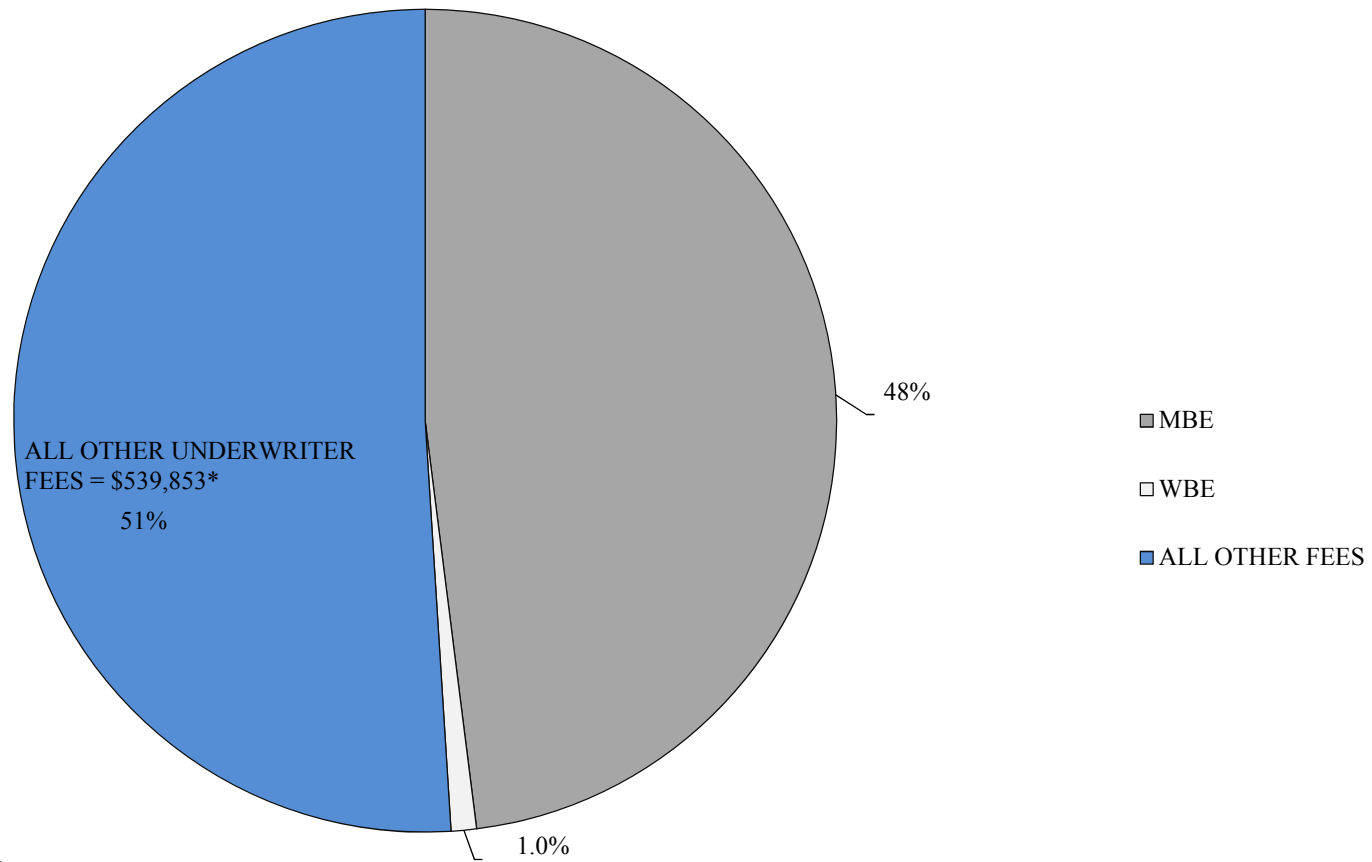
September 21, 2015



**MTA ALL AGENCY LEGAL FEES PAID
APRIL THROUGH JUNE 2015**

AGENCY	ALL FEES PAID	MBE FEES PAID	Agency MBE PARTICIPATION	WBE FEES PAID	Agency WBE PARTICIPATION
B &T	\$43,651	\$2,129	4.9%	\$0	0.0%
LIRR	\$335,268	\$4,014	1.2%	\$22,145	6.6%
MTABUS	\$857,991	\$80,629	9.4%	\$54,051	6.3%
MTACC	\$66,334	\$0	0.0%	\$9,393	14.2%
MTAHQ	\$1,545,250	\$0	0.0%	\$27,689	1.8%
MNR	\$558,180	\$1,989	0.4%	\$0	0.0%
NYCTA	\$2,438,569	\$71,954	3.0%	\$96,336	4.0%
TOTAL	\$5,845,243	\$160,715	2.7%	\$209,613	3.6%

**MTA ALL AGENCY UNDERWRITER FEES
APRIL 2015 - JUNE 2015**



Total Underwriter Fees = \$1,051,986 or 51%
Actual MBE Participation = \$505,672 or 48%
Actual WBE Participation = \$6,461 or 1%

*** This figure includes \$129,043 (12%) paid to Service-Disabled Veteran Owned Businesses**

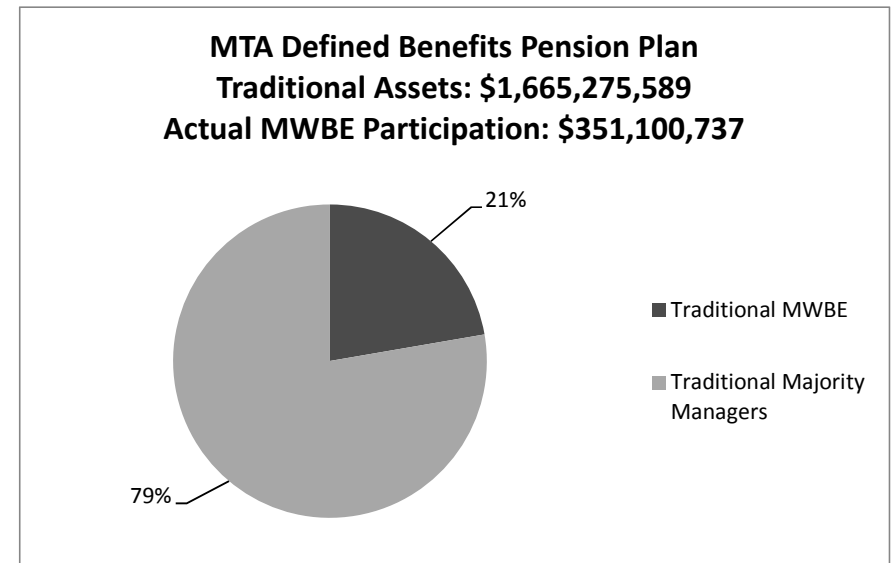
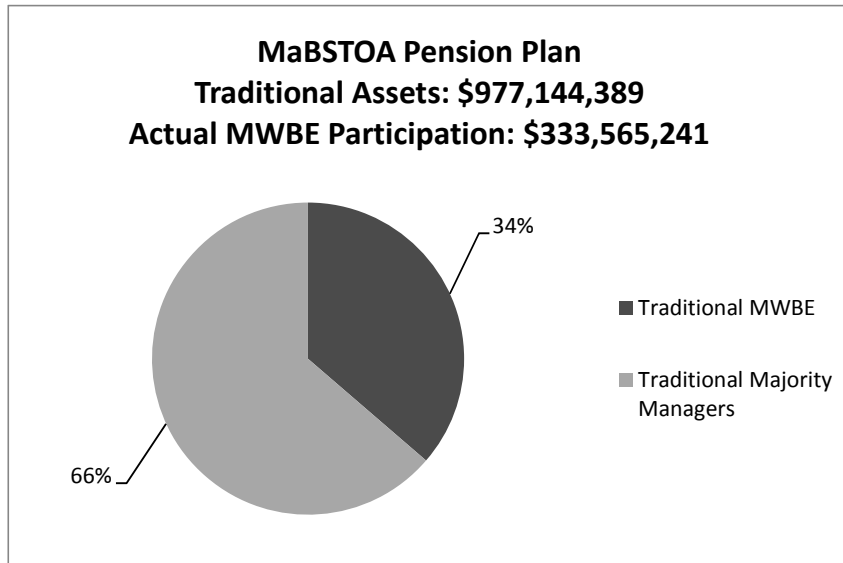


Metropolitan Transportation Authority

MTA ASSET FUND MANAGERS

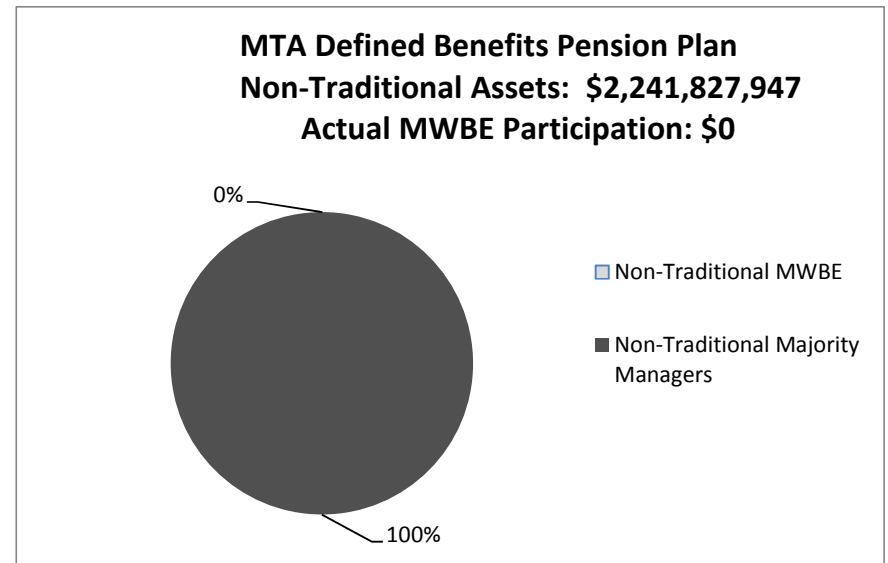
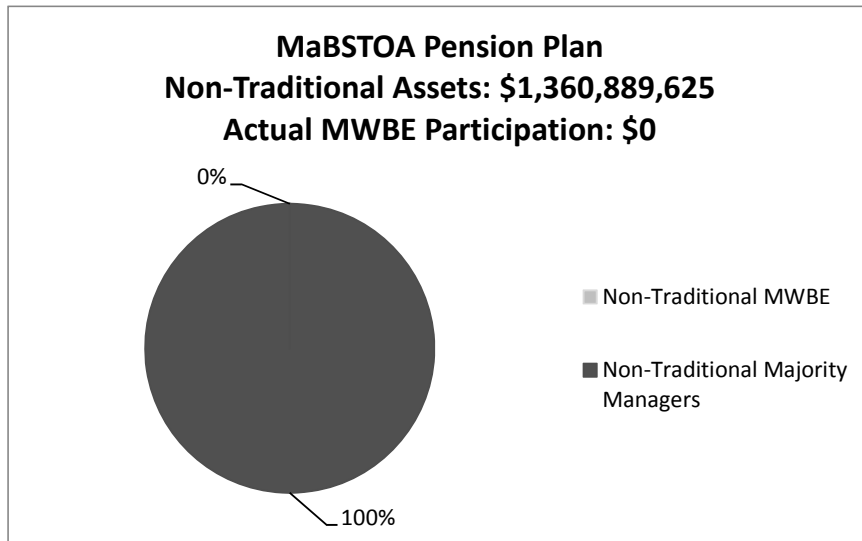
September 21, 2015

TRADITIONAL ASSETS MWBE PARTICIPATION As of 6/30/15



TOTAL TRADITIONAL ASSETS = \$2,642,419,978

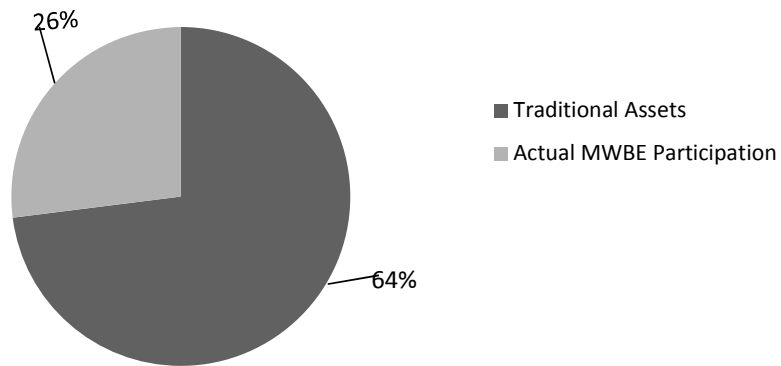
NON-TRADITIONAL ASSETS MWBE PARTICIPATION As of 6/30/15



TOTAL NON-TRADITIONAL ASSETS = \$3,602,717,572

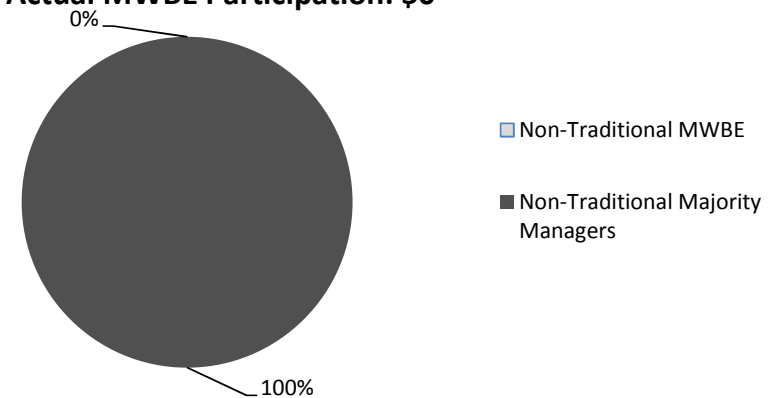
SUMMARY OF ALL PENSION ASSETS TRADITIONAL/NON-TRADITIONAL MWBE PARTICIPATION As of 6/30/15

Total Traditional Assets: \$2,642,419,978
Actual MWBE Participation: \$684,665,978



Total Non-Traditional Assets: \$3,602,717,572

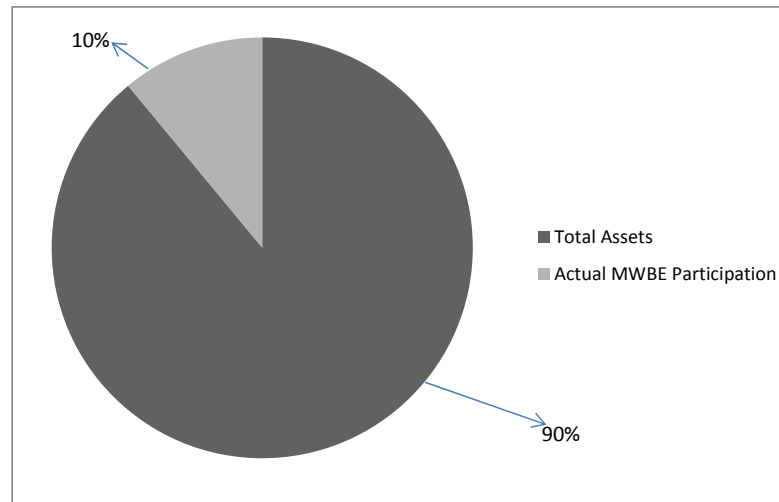
Actual MWBE Participation: \$0



Total Assets = \$6,245,137,550

**SUMMARY OF TOTAL ASSETS
MWBE PARTICIPATION**
As of 6/30/2015

TOTAL ASSETS = \$6,245,137,550
ACTUAL MWBE PARTICIPATION= \$684,665,978





MTA CAPITAL PROJECTS M/W/DBE AWARDS

September 21, 2015

DBE AWARDS ON MTA CAPITAL PROJECTS with GOALS
JANUARY 2015 - JUNE 2015
FEDERALLY FUNDED

FEDERALLY FUNDED	FIRST QUARTER (JANUARY-MARCH) (in millions)			SECOND QUARTER (APRIL-JUNE) (in millions)			2015 TOTALS (JANUARY-JUNE 2015) (in millions)		
DBE Participation Goal: 17%	Total Awards	Total DBE Awards	DBE Participation (%)	Total Awards	Total DBE Awards	DBE Participation (%)	Total Awards	Total DBE Awards	DBE Participation (%)
Construction	\$ 461	\$ 83	18%	\$ 166	\$ 40	24%	\$ 628	\$ 123	20%
Professional Services	\$ -	\$ -	0%	\$ -	\$ -	0%	\$ -	\$ -	0%
Other									
TOTAL	\$ 461	\$ 83	18%	\$ 166	\$ 40	24%	\$ 628	\$ 123	20%
Additional MWBE Participation:	Total Awards	Total MWBE Awards		Total Awards	Total MWBE Awards		Total Awards	Total MWBE Awards	
Construction	\$ 461	\$ 57		\$ 166	\$ 34		\$ 628	\$ 91	
Professional Services	\$ -	\$ -		\$ -	\$ -		\$ -	\$ -	
Other	\$ -	\$ -		\$ -	\$ -		\$ -	\$ -	
Total	\$ 461	\$ 57		\$ 166	\$ 34		\$ 628	\$ 91	

**MWBE AWARDS ON MTA CAPITAL PROJECTS with GOALS
JANUARY 2015 - JUNE 2015
STATE FUNDED**

STATE FUNDED	FIRST QUARTER (JANUARY-MARCH) (in millions)			SECOND QUARTER (APRIL-JUNE) (in millions)			2015 TOTALS (JANUARY-JUNE 2015) (in millions)		
MBE Participation Goal: 15%*	Total Awards	Total MBE Awards	MBE Participation (%)	Total Awards	Total MBE Awards	MBE Participation (%)	Total Awards	Total MBE Awards	MBE Participation (%)
Construction	\$ 17	\$ 4	23%	\$ 45	\$ 8	18%	\$ 62	\$ 12	19%
Professional Services	\$ 2	\$ 0.3	13%	\$ 2	\$ 0.3	14%	\$ 5	\$ 0.6	13%
Other	\$ -	\$ -	0%	\$ -	\$ -	0%	\$ -	\$ -	0%
MBE Participation on FTA-funded projects									
TOTAL	\$ 20	\$ 4	22%	\$ 47	\$ 8	18%	\$ 67	\$ 12	19%
WBE Participation Goal: 15%*	Total Awards	Total WBE Awards	WBE Participation (%)	Total Awards	Total WBE Awards	WBE Participation (%)	Total Awards	Total WBE Awards	WBE Participation (%)
Construction	\$ 17	\$ 2	14%	\$ 45	\$ 4	9%	\$ 62	\$ 6	10%
Professional Services	\$ 2	\$ 0.6	25%	\$ 2	\$ 0.2	10%	\$ 5	\$ 0.8	18%
Other	\$ -	\$ -	0%	\$ -	\$ -	0%	\$ -	\$ -	0%
WBE Participation on FTA-funded projects									
TOTAL	\$ 20	\$ 3	15%	\$ 47	\$ 4	9%	\$ 67	\$ 7	11%
Additional DBE Participation:	Total Awards	Total DBE Awards		Total Awards	Total DBE Awards		Total Awards	Total DBE Awards	
Construction	\$ 20	\$ 7		\$ 45	\$ 4		\$ 65	\$ 11	
Professional Services	\$ -	\$ -		\$ 0.5	\$ 0.1		\$ 0.5	\$ 0.1	
Other	\$ -	\$ -		\$ -	\$ -		\$ -	\$ -	
Additional DBE Participation Total	\$ 20	\$ 7		\$ 45	\$ 4		\$ 65	\$ 11	

*30% MWBE goals effective April 1, 2015