



Metropolitan Transportation Authority

Diversity Committee Meeting

JUNE 2025

Committee Members

B. Lopez, Chair
S. Chu
Dr. JR. Rizzo
M. Valdivia
N. Zuckerman

Diversity Committee Meeting

Monday, 6/23/2025

2:00 - 3:00 PM ET

1. Public Comments

2. Approval of Minutes

Diversity Committee Meeting Minutes - Page 3

3. 2025 Diversity Work Plan

2025 Diversity Committee Work Plan - Page 6

4. Equal Opportunity Policy Statements

Disabilities and Pregnancy-Related Conditions in the Workplace - Page 9

Equal Employment Opportunity - Page 12

Sexual and Other Discrimination Harassment - Page 16

5. Action Item

Military Benefits Policy - Page 22

Staff Summary Board Resolution Military Benefits - Page 29

6. Executive Summary / Presentation

Executive Summary / Presentation - Page 30

7. EEO Activity

EEO Activity and Workforce Report - Page 55

8. M/W/DBE and SDVOB Utilization

M/W/DBE and SDVOB Utilization - Page 72

9. Discretionary Awards

All Discretionary Spend Including A&E, IT and Legal - Page 81

10. Financial Services

Underwriter Fees - Page 84

11. Asset Fund Management

Asset Fund Management - Page 86

12. Business Development Initiatives

Business Development Initiatives - Page 90

13. Small Business Development Program Update

SBDP Update - Page 92

MTA DIVERSITY COMMITTEE

Meeting Minutes

2 Broadway, 20th Floor

New York, NY 10004

Monday, March 24, 2025

The following Committee Members were present:

Hon. Blanca Lopez, Chair

Hon. Samuel Chu

Hon. Neal Zuckerman

The following Board Member was present:

Hon. Andrew Albert

The following staff were also present:

Joyce Brown, B&T Agency Chief EO Officer

Ray Burke, Deputy Chief Diversity and Inclusion Officer, MWDBE/SDVOB Contract Compliance

Jessica Cooke, Acting LIRR Agency Chief EO Officer

Shelia Cozine, Acting NYCT Chief EO Officer

Dr. Rosalyn Green, Diversity & Equal Opportunity/ C&D Agency Chief EEO Officer

Evita Marrow, Deputy CDO, Operations & Programming

Christine Norman, Deputy CDO, Technology, Operations, DBE Certification & Outreach

Sheree Owens, Deputy CDO, Small Business Development Program

Michelle Thompson, Acting Senior Director, Title VI

Lourdes Zapata, Chief Diversity and Inclusion Officer

Chair Lopez asked Mr. Chu to serve as Acting Chair, who then called the March 2025 Diversity Committee to order.

1. PUBLIC SPEAKERS' SESSION

- There were three public speakers during the public comments portion of the meeting:
Jason Anthony
Matty W. Buchys-Hyland
Aletha Dupress

Refer to the video recording of the meeting produced by the MTA and maintained in MTA records for the content of each speaker's statements.

2. APPROVAL OF MINUTES

- Upon a motion duly made and seconded, the Committee approved the Minutes of the MTA Diversity Committee meeting held on December 16, 2024.

3. WORK PLAN REPORT

- Acting Chair Mr. Chu asked if there were any changes to the 2025 Work Plan. Ms. Zapata noted that the updated EO policies will be finalized and shared at the June Diversity Committee meeting. The 2025 revised Work Plan can be found on pages 6-8 of the Diversity Committee Book.

4. EXECUTIVE SUMMARY

- Ms. Zapata shared the agenda items and presented the MTA M/W/DBE and SDVOB Advisory Board members, along with their initiatives. The complete biographies of the advisory board members can be found on pages 12-15 of the Diversity Committee Book.

EEO Activities

- Dr. Green reported on the MTA's overall workforce numbers and an overview of the new hire statistics by race/ethnicity and reported gender for Q4. There was an increase in net self-identified females, males, and minority hires compared to the previous report. There was a decrease in veteran and individuals with disabilities hires in the same comparison report.
- The complete, detailed data of the MTA workforce can be found on pages 51-55 of the Diversity Committee book.

M/W/DBE, SDVOB Activity

- Ms. Owens shared details and key changes to the Small Business Development Program (SBDP) and noted that the program is in its last week of the transition process.
- Ms. Owens reported on SBDP 2024 contract awards.
- Mr. Burke reported on contract compliance Q4 activities.
- Mr. Burke represented highlights of the M/W/DBE and SDVOB fiscal year programs, focusing on top prime and subcontractor awards.
- Ms. Norman reported that MWBE and SDVOB payments exceeded participation in the third quarter compared to the same period last fiscal year.
- Ms. Norman reported that participation in DBE awards is lower than last fiscal year.
- DDCR participated in 23 outreach events that were sponsored by various agencies and/or advocacy groups in April – December 2024. In addition, DDCR held 6 virtual DBE certification workshops and 4 virtual new firm orientations.
- Ms. Norman reported an increase in DBE applications compared to the previous year. Between January and December 2024, a total of 126 new DBE applications were received, and 88 of those firms were certified, averaging a processing time of 55 days.
- Ms. Norman shared the MTA certification program success story, highlighting a certified firm and its achievements.
- Ms. Zapata shared the MTA 2025-29 Capital Plan M/W/DBE, SDVOB commitments, and its anticipated spend.

Diversity Equity and Inclusion (DEI)

- Ms. Marrow provided updates on the Employee Resource Groups (ERG), detailing their events, activities, and accomplishments during Q4 of 2024, as well as upcoming events.

Refer to the video recording of the meeting, produced by the MTA and maintained in MTA records, for the details of the Executive Summary report and the Diversity Committee members' comments and discussion.

5. ADJOURNMENT

The meeting was adjourned by Acting Chair Mr. Chu

Respectfully submitted,
Ipek M. Fulford
Civil Rights Business Liaison

2025 Diversity Committee Work Plan *(Revised: June 2025)*

I. RECURRING AGENDA ITEMS

| | Responsibility |
|---|---------------------------------|
| Approval of Minutes | Committee Chair & Members |
| Committee Work Plan | |
| MTA Agency-wide DEO Program Activities (EEO, Title VI and 5-year DEI Strategic Plan) | Dept. of Diversity/Civil Rights |
| MTA Agency-wide Business Diversity Initiatives | |
| MTA DBE Certification Program Activities | |
| M/W/DBE and SDVOB Contract Compliance Activities | |
| Action Items (if any) | As listed |

II. SPECIFIC AGENDA ITEMS

| March 2025 | Responsibility |
|--|---------------------------------|
| M/W/DBE, SDVOB Advisory Board | Dept. of Diversity/Civil Rights |
| 2024 Year-End Report | |
| Expansion of Diversity Committee Scope - Accessibility | |
| Small Business Mentoring Program Update | |

| June 2025 | Responsibility |
|--|---------------------------------|
| 1 st Quarter 2025 Report | Dept. of Diversity/Civil Rights |
| Recommitment to Equal Opportunity ("EO") | MTAHQ and Agency Staff |

| September 2025 | Responsibility |
|---|---------------------------------|
| 2 nd Quarter 2025 Report | Dept. of Diversity/Civil Rights |
| 5-Year DEI Strategic Plan – Bi-Annual Update | |
| M/W/DBE, SDVOB Task Force - Update | |
| Recruitment Strategies for MTAHQ and MTA Agencies | |

| December 2025 | Responsibility |
|-------------------------------------|---------------------------------|
| 3 rd Quarter 2025 Report | Dept. of Diversity/Civil Rights |
| 2026 Diversity Committee Workplan | |
| EEO Program Accomplishments | |
| Diversity Committee Charter Review | Committee Chair & Members |

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 Program activities.

MTA Agency-wide Diversity and Equal Opportunity Program Activities

The MTA Department of Diversity and Civil Rights update of agency-wide workforce analysis, employee/customer/stakeholder diversity initiatives and EO complaints.

MTA DBE Certification Program Activities

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

M/W/DBE and SDVOB Contract Compliance Activities

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

Action Items

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

II. SPECIFIC AGENDA ITEMS

March 2025

- **M/W/DBE, SDVOB Task Force**
The Department of Diversity and Civil Rights report to establish an interagency Task Force to explore and improve M/W/DBE and SDVOB participation in non-construction contracts.
- **2024 Year-End Report**
The Department of Diversity and Civil Rights will present 2024 year-end update on MTA Agency-wide DEO and M/W/DBE and SDVOB contract compliance activities.
- **Expansion of Diversity Committee Scope – Accessibility**
Results and recommended reporting changes to address expansion of Committee activity to include reporting on accessibility matters relevant to the MTA’s workforce.
- **Small Business Mentoring Program Update**
DDCR will provide an update on program roll out and transition for current SBMP cycle.

June 2025

- **1st Quarter 2025 Report**
The Department of Diversity and Civil Rights will present 1st quarter 2025 update on MTA Agency-wide DEO, and M/W/DBE and SDVOB contract compliance activities.
- **Recommitment to Equal Opportunity (“EO”)**
Each year, the MTA disseminates Policies addressing the Americans with Disabilities Act (“ADA”), Sexual and Other Discriminatory Harassment Prevention and Equal Employment Opportunity to reaffirm MTA’s commitment to ensuring a workplace environment free from illegal discrimination and to ensure continued compliance with all applicable laws and regulations. The Department of Diversity and Civil Rights will present the 2025 EO Policy Statements.

September 2025

- 2nd Quarter 2025 Report
The Department of Diversity and Civil Rights will present 2nd quarter 2025 update on MTA Agency-wide DEO, and M/W/DBE and SDVOB contract compliance activities.
- 5-Year DEI Strategic Plan – Bi-Annual Update
The Department of Diversity and Civil Rights will present MTA's progress towards its 5-year DEI Strategic Plan developed to comply with the New York State Executive Order 187.
- 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.
- M/W/DBE, SDVOB Task Force – Update
The Department of Diversity and Civil Rights report will address progress made by the Task Force to improve M/W/DBE and SDVOB participation.

December 2025

- 3rd Quarter 2025 Report
The Department of Diversity and Civil Rights will present 3rd quarter 2025 update on MTA Agency-wide DEO, and M/W/DBE and SDVOB contract compliance activities
- 2026 Diversity Committee Work Plan
The Department of Diversity and Civil Rights will present an updated Diversity Committee Work Plan for 2026.
- EEO Program Accomplishments
- Diversity Committee Charter Review
The Diversity Committee will review and assess the adequacy of its charter and recommend changes as necessary.

MTA ALL AGENCY POLICY STATEMENT

Disabilities and Pregnancy-Related Conditions in the Workplace (11-066)

The Metropolitan Transportation Authority (“MTA”), and its affiliated and subsidiary agencies New York City Transit (“NYCT”) including the Manhattan and Bronx Surface Transit Operating Authority (“MaBSTOA”) and the Staten Island Rapid Transit Operating Authority (“SIRTOA”), Metro-North Railroad (“MNR”), Long Island Rail Road (“LIRR”), MTA Bus Company (“BUS”), MTA Bridges and Tunnels (“B&T”), MTA Construction and Development (C&D) and Grand Central Madison Operating Company (“GCMC”), hereinafter collectively referred to as “MTA”, are fully committed to equal opportunity for all employees and applicants for employment and prohibit discrimination on the basis of disability in all of its employment practices. Such interference with the ability of the MTA's employees to perform their expected job duties is not tolerated. The Americans with Disabilities Act (“ADA”), Pregnant Workers Fairness Act (“PWFA”) and New York State Human Rights Law (“NYSHRL”) require the MTA to provide reasonable accommodation to qualified applicants and employees with disabilities or pregnancy-related conditions under certain circumstances. The MTA recognizes this obligation and has adopted guidelines to ensure its compliance with the ADA, PWFA and the NYSHRL.

To request a reasonable accommodation for a disability or pregnancy-related condition relating to your employment or application for employment with the MTA, please contact your Agency’s HR People Function liaison. MTA’s Reasonable Accommodations for Job Applicants and Employees with a Disability or a Pregnancy Related Condition Policy is available on the MTA’s intranet site.

All employees have a right to file a complaint when they believe that they have been subjected to discrimination based on their disability. All employees and applicants for employment shall be protected from retaliation or harassment for filing a complaint or participating in an investigation of a complaint. Reprisal against or interference with an employee's or applicant's right to file a complaint concerning such matters constitutes a violation of MTA’s Reasonable Accommodations for Job Applicants and Employees with a Disability, or a Pregnancy-Related Condition (Policy Number 11-066). The MTA Equal Employment Opportunity All Agency Policy Directive (Policy Number 11-082 and MTA’s Sexual and Other Discriminatory Harassment All Agency Policy Directive (Policy Number 11-063) also contains pertinent information relating to claims of discrimination.

If you believe you have been subjected to a violation of MTA’s Equal Opportunity (“EO”) Policies (Policy 11-081, Policy 11-082 and/or Policy 11-063) in your employment or application for employment, you have a right to file a complaint of discrimination and/or retaliation directly with your Agency’s Chief Equal Opportunity Officer or Equal Opportunity Division (“EO Division”) staff at the appropriate agency listed below:

MTA Headquarters/Grand Central
Madison Operating Company
Lourdes Zapata
2 Broadway, 16th Floor
New York, NY 10004
646-252-1385
lourdes.zapata@mtahq.org

MTA Construction and
Development Company
Dr. Rosalyn Green
2 Broadway, 8th Floor
New York, NY 10004
646-252-4379
rosalyn.green@mtacd.org

MTA Bridges and
Tunnels
Joyce D. Brown
2 Broadway, 23rd Floor
New York, NY 10004
646-252-7430
joyce.brown@mtahq.org

MTA ALL AGENCY POLICY STATEMENT

Disabilities and Pregnancy-Related Conditions in the Workplace (11-066)

| | | |
|---|--|--|
| MTA Bus Company James Keys 130 Livingston St., 3 rd Floor Brooklyn, New York, 11201 718-694-1708 james.keys@mtahq.org | Long Island Rail Road Jessica Cooke Jamaica Station – 4 th Floor Jamaica, NY 11435 718-558-8174 jcooke2@lirr.org | Metro-North Railroad Mayra Bell 420 Lexington Ave. 12 th Floor New York, 10170 212-340-2560 mbell@mnrr.org |
| New York City Transit Shelia Cozine (Acting) 130 Livingston Street, 3 rd Floor Brooklyn, NY 11201 718-694-1730 equalopportunity@nyct.com | | |

Complaints also can be filed directly with MTA’s Chief Diversity and Inclusion Officer, Lourdes Zapata, at 2 Broadway, 16th Floor, New York, New York 10004, lourdes.zapata@mtahq.org or at (646) 252 - 1385 or you can contact any EO staff. You may also report a potential violation to your immediate supervisor or a higher-level supervisor, although you are not required to do so.

Managers and supervisors are required to notify the Agency’s Chief Equal Opportunity Officer or MTA’s Chief Diversity and Inclusion Officer as soon as they receive a complaint or otherwise observe, learn about, or suspect any improper discriminatory or retaliatory conduct, regardless of whether or not:

- a written statement is provided contemporaneously,
- the Complainant requests that no action be taken and/or requests confidentiality, or
- the Complainant works in the manager/supervisor’s department, division, or unit.

If it is determined that a violation of the MTA’s EEO Policy has occurred, the MTA will take appropriate action to remedy the situation. All employees are required to fully cooperate during an investigation. Any employee who is found to have violated the EEO Policy, or any supervisory or managerial employee who knowingly permits a violation of the EEO Policy to occur, may be subject to disciplinary action, up to and including dismissal from employment. Such an employee may also be subject to personal legal and financial liability.

You also have the right to file a complaint externally with an outside agency. For certain complaints, you may be required to file directly in State Court. The following external agencies handle complaints of discrimination and retaliation:

1. The United States Equal Employment Opportunity Commission New York District Office
33 Whitehall Street, 5th Floor, New York, NY 10004, 1-800-669-4000

The EEOC enforces federal anti-discrimination laws, including Title VII of the 1964 Federal Civil Rights Act, 42 U.S.C. § 2000e *et seq.*

2. The New York State Division of Human Rights Headquarters

MTA ALL AGENCY POLICY STATEMENT

Disabilities and Pregnancy-Related Conditions in the Workplace (11-066)

One Fordham Plaza, 4th Floor Bronx, NY 10458, 1-888-392-3644

The New York State Division of Human Rights enforces the New York State Human Rights Law, N.Y. Executive Law, art. 15, § 290 *et seq.*

3. The New York City Commission on Human Rights and other enforcement agencies may also be available venues.
- A. A lawsuit alleging violation of the New York State Human Rights Law may be filed in state court. A lawsuit alleging violation of federal anti-discrimination laws may be filed in federal court pursuant to a Notice of Right to Sue issued by the EEOC.
- B. Filing a complaint with the Agency's EO Division under this Policy does not extend the time to file an external complaint and there is not a requirement that persons covered by this Policy file an internal complaint before seeking an external remedy.

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

Effective: July 1, 2025

This Statement is a summary of MTA Policy Directive 11- 066

Janno Lieber
Chairperson and CEO

Lourdes Zapata
Chief Diversity and Inclusion Officer

Jamie Torres-Springer
Chief Development Officer and
President MTA C&D

Justin R. Vonashek
President, MNR

Robert Free
President, LIRR

Demetrius Crichlow
President, NYCT and MTA BUS

Catherine T. Sheridan, P. E.
President, MTA Bridges and Tunnels

MTA ALL AGENCY POLICY STATEMENT

EQUAL EMPLOYMENT OPPORTUNITY (11- 082)

The Metropolitan Transportation Authority (“MTA”), and its affiliated and subsidiary agencies New York City Transit (“NYCT”) including the Manhattan and Bronx Surface Transit Operating Authority (“MaBSTOA”) and the Staten Island Rapid Transit Operating Authority (“SIRTOA”), Metro-North Railroad (“MNR”), Long Island Rail Road (“LIRR”), MTA Bus Company (“BUS”), MTA Bridges and Tunnels (“B&T”), MTA Construction and Development Company (“C&D”) and Grand Central Madison Concourse Operating Company (“GCMC”), hereinafter collectively referred to as “MTA”, are fully committed to equal employment opportunity for all employees, applicants for employment, and certain non-employees (such as visitors, contractors, subcontractors, consultants, interns, fellows, and apprentices, in the workplace), without regard to those protected classes/categories enumerated in applicable Federal, State and local law.

This Policy Statement is a summary of MTA’s Equal Employment Opportunity (“EEO”) All Agency Policy Directive, Policy Number 11-082 (“the EEO Policy”), which is available on the MTA’s intranet site as well as by contacting the Chief EO Officer at the appropriate MTA Agency’s Equal Opportunity Division (“EO Division”) or the Chief Diversity and Inclusion Officer at MTA Department of Diversity and Civil Rights (“DDCR”) at (646) 252-1385.

MTA’s EEO Policy applies to all employment actions, including but not limited to hiring, promotion, upgrades, working conditions, demotion, transfer, recruitment or recruitment advertising, discipline, layoff or other discharge, recall, rates of pay or other forms of compensation, treatment of employees, benefits, and selection for training. Further, the MTA expressly prohibits any form of harassment based on the aforementioned protected bases. Discrimination or harassment on these bases are prohibited in the workplace and in any location that could reasonably be regarded as an extension of the workplace, such as business travel or outside training, and will not be tolerated.

All employees, visitors, vendors and applicants have a right to file a complaint alleging discrimination. All employees, applicants for employment and certain non-employees in the workplace shall be protected from retaliation or harassment for filing a complaint or participating in an investigation of a complaint or other protected activity. Such retaliation or harassment is strictly prohibited and will not be tolerated. The MTA is committed to providing reasonable accommodation to applicants and employees who need them because of a disability, pregnancy/childbirth or related medical condition, or to practice or observe their religion, absent undue hardship as required by applicable law.

The MTA is fully committed to complying with all applicable laws and regulations that call for the establishment and implementation of a program providing equal employment opportunities for all employees, applicants for employment and certain non-employees in the workplace. To that end, the MTA has developed a written nondiscrimination program that sets forth the policies, practices and procedures, with goals and timetables, to which MTA is committed. This program is available for inspection by employees or applicants

for employment upon request. All managers and supervisors share in the responsibility for complying with and promulgating this program.

MTA ALL AGENCY POLICY STATEMENT

EQUAL EMPLOYMENT OPPORTUNITY (11- 082)

Lourdes Zapata, MTA's Chief Diversity and Inclusion Officer, reports directly to the MTA Chair and Chief Executive Officer. Ms. Zapata is the executive responsible for implementing MTA's EEO policies and regulatory adherence with all MTA Equal Opportunity (EO) Programs. MTA's Chief Diversity and Inclusion Officer and the agencies' Chief Equal Opportunity Officers are responsible for implementing EO policies and administering the Equal Employment Opportunity Program at the agency level. If you believe you have been subjected to a violation of MTA's EEO Policy in your employment or application for employment, you have a right to file complaints of discrimination and/or retaliation directly with the Agency's Chief Equal Opportunity Officer at the appropriate agency listed below:

MTA Headquarters/Grand Central
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New York, NY 10004
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2 Broadway, 8th Floor
New York, NY 10004
646-252-4379
rosalyn.green@mtacd.org

MTA Bridges and
Tunnels
Joyce D. Brown
2 Broadway, 24th Floor
New York, NY 10004
646-252-7430
joyce.brown@mtahq.org

MTA Bus
James Keys
130 Livingston St., 3rd Floor
New York, NY 10004
718-694-1708
james.keys@mtahq.org

Long Island Rail Road
Jessica Cooke
Jamaica Station – 4th Floor
Jamaica, NY 11435
718-558-8174
jcooke2@lirr.org

Metro-North Railroad
Mayra Bell
420 Lexington Ave. 12th Floor
New York, NY 10170
212-340-2560
mbell@mnrr.org

New York City Transit
Shelia Cozine (Acting)
130 Livingston St., 3rd Floor
Brooklyn, NY 11201
718-694-1730
equalopportunity@nyct.com

Complaints also can be filed directly with MTA's Chief Diversity and Inclusion Officer, Lourdes Zapata, at 2 Broadway, 16th Floor, New York, New York 10004, lourdes.zapata@mtahq.org, or by phone at (646) 252 –1385, or you can contact any Equal Opportunity Division staff. You may also report a potential violation to your immediate supervisor or a higher-level supervisor, although you are not required to do so.

MTA ALL AGENCY POLICY STATEMENT

EQUAL EMPLOYMENT OPPORTUNITY (11- 082)

Managers and supervisors are required to notify the Agency's Chief Equal Opportunity Officer or MTA's Chief Diversity and Inclusion Officer as soon as they receive a complaint or otherwise observe, learn about, or suspect any improper discriminatory or retaliatory conduct, regardless of whether or not:

- a written statement is provided contemporaneously,
- the Complainant requests that no action be taken and/or requests confidentiality, or
- the Complainant works in the manager/supervisor's department, division or unit.

If it is determined that a violation of the MTA's EEO Policy has occurred, the MTA will take appropriate action to remedy the situation. All employees are required to fully cooperate during an investigation. Any employee who is found to have violated the EEO Policy, or any supervisory or managerial employee who knowingly permits a violation of the EEO Policy to occur, may be subject to disciplinary action, up to and including dismissal from employment. Such an employee may also be subject to personal legal and financial liability.

You also have the right to file a complaint externally with an outside agency. For certain complaints, you may be required to file directly in State Court. In addition to the complaint procedures described above, complaints may be filed with the following external agencies:

1. The United States Equal Employment Opportunity Commission, New York District Office
33 Whitehall Street, 5th Floor, New York, NY 10004,
1-800-669-4000 (National Contact Center)

The EEOC enforces federal anti-discrimination laws, including Title VII of the 1964 federal Civil Rights Act, 42 U.S.C. § 2000e *et seq.*

2. The New York State Division of Human Rights Headquarters
One Fordham Plaza, 4th Floor, Bronx, NY 10458, 1-888-392-3644

The New York State Division of Human Rights enforces the New York State Human Rights Law, N.Y. Executive Law, art. 15, § 290 *et seq.*

The New York State Division of Human Rights sexual harassment hotline (800-HARASS-3/800-427-2773) can provide information about filing a sexual harassment complaint and other assistance.

3. The New York City Commission on Human Rights and other enforcement agencies may also be available venues.
4. Sexual and other discriminatory harassment **may** constitute a crime, particularly if it involves unwanted physical touching, coerced physical confinement, or coerced sexual acts. Contact the MTA Police and/or your local police department.

A lawsuit alleging violation of the New York State Human Rights Law may be filed in state court. A lawsuit

MTA ALL AGENCY POLICY STATEMENT

EQUAL EMPLOYMENT OPPORTUNITY (11- 082)

alleging violation of federal anti-discrimination laws may be filed in federal court pursuant to a Notice of Right to Sue issued by the EEOC.

Filing an EO complaint with the Agency's EO Division under the EEO Policy does not extend the time to file an external complaint, and there is no requirement that a person covered by the EEO Policy file an internal complaint before seeking an external remedy.

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

Effective: July 1, 2025

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Chairperson and CEO

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Robert Free
President, LIRR

Demetrius Crichlow
President, NYCT and MTA BUS

Catherine T. Sheridan, P. E.
President, MTA Bridges and Tunnels

This Statement is a summary of MTA Policy Directive # 11-082

MTA ALL AGENCY POLICY STATEMENT

SEXUAL AND OTHER DISCRIMINATORY HARASSMENT (11-063)

Sexual or other discriminatory harassment in the workplace is unlawful and all employees, as well as certain non-employees such as visitors, contractors, subcontractors, consultants, interns, fellows, or apprentices, are prohibited from engaging in any such activity. It is the Policy of the Metropolitan Transportation Authority (“MTA”) and its subsidiary and affiliated agencies: New York City Transit (“NYCT”) including the Manhattan and Bronx Surface Transit Operating Authority (“MaBSTOA”) and the Staten Island Rapid Transit Operating Authority (“SIRTOA”), Metro-North Railroad (“MNR”), Long Island Rail Road (“LIRR”), MTA Bus Company (“BUS”), MTA Bridges and Tunnels (“B&T”), MTA Construction and Development Company (“C&D”) and Grand Central Madison Operating Company (“GCMC”), hereinafter collectively referred to as “MTA”, that all employees have the right to work in an environment free from any form of discriminatory harassment or intimidation, either physical or verbal, by any other employee as well as certain non-employees.

This Policy Statement is a summary of MTA’s Sexual and Other Discriminatory Harassment All Agency Policy Directive Policy Number 11-063 (the “Policy”), which is available on the MTA’s intranet site as well as by contacting the Chief EO Officer at the appropriate MTA Agency’s Equal Opportunity Division (“EO Division”) or the Chief Diversity and Inclusion Officer at MTA Department of Diversity and Civil Rights (“DDCR”) at (646) 252-1385.

The MTA will not tolerate sexual harassment or any other form of discriminatory harassment and violators of the Policy will be subject to disciplinary action including, but not limited to, termination of employment. Any person covered by the Policy who believes that they have been subjected to sexual harassment or other discriminatory harassment has a right to file a complaint.

Sexual harassment is a form of gender-based discrimination that is unlawful under federal, state, and local law when it subjects an individual to inferior terms, conditions, or privileges of employment. Sexual harassment under the MTA’s Sexual and Other Discriminatory Harassment All Agency Policy Directive (Policy Number 11-063) is defined to include, but is not limited to, harassing conduct, unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

1. submission to such conduct is made explicitly or implicitly a term or condition of an individual’s employment.
2. submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or
3. such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creates an intimidating, hostile or offensive working environment, even if the impacted individual is not the intended target of the sexual harassment.

Sexual harassment can occur in a variety of circumstances, without regard to gender or perceived gender of the individuals or whether there has been an adverse employment action. Harassers can be anyone in the workplace, including a supervisor, supervisee, or coworker.

MTA ALL AGENCY POLICY STATEMENT SEXUAL AND OTHER DISCRIMINATORY HARASSMENT (11-063)

Sexual harassment is not limited to the physical workplace itself. It can occur while employees are traveling for business, at employer sponsored events or parties, in virtual meeting platforms, or while employees are teleworking. Calls, texts, emails, and social media activity by employees can constitute workplace harassment, even if they occur away from the workplace premises, on personal devices or personal social media accounts or during non-work hours.

The following is a non-exclusive list that describes some of the types of acts that may constitute sexual harassment and are strictly prohibited under the Policy:

- Physical assaults of a sexual nature, such as:
 - Touching, pinching, patting, grabbing, brushing against another individual's body, or poking another individual's body.
 - Rape, sexual battery, molestation or attempts to commit these assaults.
- Unwanted sexual advances or propositions, such as:
 - Requests for sexual favors accompanied by implied or overt threats concerning the target's job performance evaluation, a promotion or other job benefits or detriments.
 - Subtle or obvious pressure for unwelcome sexual activities.
- Sexually oriented gestures, noises, remarks, jokes, or comments about a person's sexuality or sexual experience, which create a hostile work environment.
- Sex stereotyping, which occurs when conduct or personality traits are considered inappropriate simply because they may not conform to other people's ideas or perceptions about how individuals of a particular sex should act or look.
- Sexual or discriminatory displays or publications anywhere in the workplace, such as:
 - Displaying pictures, posters, calendars, graffiti, objects, promotional materials, reading materials or other materials that are sexually demeaning or pornographic.
 - This includes such sexual displays on workplace computers or cell phones and sharing such displays while in the workplace or work-related events.
- Hostile actions taken against an individual because of, among other things, an individual's sex, such as:

MTA ALL AGENCY POLICY STATEMENT SEXUAL AND OTHER DISCRIMINATORY HARASSMENT (11-063)

- Interfering with, destroying, or damaging a person's workstation, tools or equipment or otherwise interfering with the individual's ability to perform the job.
- Sabotaging an individual's work.
- Bullying, yelling, and name-calling.

Harassment does not have to be of a sexual nature, however, and can include other forms of harassment. Discriminatory harassment under this Policy is defined as any type of conduct based on those protected classes/categories enumerated in applicable Federal, State and local law. This includes conduct based on the employee having filed a complaint of discrimination or harassment under the Policy or any other relevant MTA Equal Employment Opportunity Policy, that has the purpose or effect of unreasonably interfering with an individual's work performance, or creating an intimidating, hostile or offensive working environment.

The following describes some of the types of acts that may constitute discriminatory harassment and are strictly prohibited under the Policy: use of racial or ethnic epithets; inappropriate, demeaning or derogatory racial or ethnic jokes, comments, innuendo, or other commentary which is demeaning or embarrassing obscene or harassing communication in any form, including but not limited to telephone or cell phone calls, virtual meetings, letters, notes, e-mails, text messages, social media or network postings and messages, or transmission of derogatory, demeaning or hostile materials; offensive, demeaning, or derogatory comments about a person or group's protected category; and posting, distributing, transmitting, or displaying racist or offensive drawings, posters, or hateful symbols and objects, related to a protected category.

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

MTA ALL AGENCY POLICY STATEMENT

SEXUAL AND OTHER DISCRIMINATORY HARASSMENT (11-063)

Lourdes Zapata, MTA’s Chief Diversity and Inclusion Officer, and the agencies’ Chief Equal Opportunity Officers are responsible for coordinating the Policy. If you believe you have been subjected to a violation of the Policy in your employment or application for employment, you may contact your immediate supervisor, a higher-level supervisor or your Agency’s Chief Equal Opportunity Officer as listed below:

MTA Headquarters/Grand Central
Madison Operating Company
Lourdes Zapata
2 Broadway, 16th Floor
New York, NY 10004
646-252-1385
lourdes.zapata@mtahq.org

MTA Construction and
Development Company
Dr. Rosalyn Green
2 Broadway, 8th Floor
New York, NY 10004
646-252-4379
rosalyn.green@mtacd.org

MTA Bridges and
Tunnels
Joyce D. Brown
2 Broadway, 24th Floor
New York, NY 10004
646-252-7430
joyce.brown@mtahq.org

MTA Bus
James Keys
130 Livingston St., 3rd Floor
Brooklyn, NY 11201
718-694-1708
james.keys@mtahq.org

New York City Transit
Shelia Cozine (Acting)
130 Livingston St., 3rd Floor
Brooklyn, NY 11201
718-694-1730
equalopportunity@nyct.com

Long Island Rail Road
Jessica Cooke
Jamaica Station – 4th Floor
Jamaica, NY 11435
(718) 558-8174
jcooke2@lirr.org

Metro-North Railroad
Mayra Bell
420 Lexington Ave. 12th Floor
New York, NY 10170
212-340-2560
mbell@mnrr.org

You may also contact MTA’s Chief Diversity and Inclusion Officer, Lourdes Zapata, at 2 Broadway, 16th Floor, New York, NY 10004. Ms. Zapata can be reached by telephone at (646) 252-1385. Managers and supervisors are required to notify the Agency’s Chief Equal Opportunity Officer or Ms. Zapata, as soon as they receive a complaint or otherwise observe, learn about, or suspect any improper discriminatory or retaliatory conduct, regardless of whether or not:

- a written statement is provided contemporaneously,
- the complainant requests that no action be taken and/or requests confidentiality, or
- the complainant works in the manager/supervisor’s department, division or unit.

MTA ALL AGENCY POLICY STATEMENT SEXUAL AND OTHER DISCRIMINATORY HARASSMENT (11-063)

The Equal Opportunity Officer will promptly initiate a thorough and impartial inquiry. In all cases, confidentiality will be maintained throughout the investigation to the extent practical and consistent with the MTA's obligation to undertake a full inquiry and to make a determination. In addition, all employees are required to fully cooperate during the conduct of such an investigation. The MTA All Agency Equal Employment Opportunity Policy also contains pertinent information relating to claims of discrimination.

If it is determined that a violation of this Policy has occurred, the MTA will take immediate action to remedy the situation. Anyone who witnesses or becomes aware of potential instances of sexual harassment or other discriminatory harassment must report such behavior to a manager, supervisor, Equal Opportunity Officer and/or MTA's Chief Diversity and Inclusion Officer. Any employee who is found to have violated

the Policy, or any supervisor or managerial employee who knowingly permits a violation of the Policy to occur may be subject to disciplinary action, up to and including dismissal from employment. Such an employee may also be subject to personal legal and financial liability.

You also have the right file a complaint externally with an outside agency/organization. For certain complaints, you may be required to file directly in State Court. The following external agencies handle complaints of discrimination and retaliation:

1. The United States Equal Employment Opportunity Commission New York District Office
33 Whitehall Street, 5th Floor, New York, NY 10004
1-800-669-4000 (National Contact Center)

The EEOC enforces federal anti-discrimination laws, including Title VII of the 1964 federal Civil Rights Act, 42 U.S.C. § 2000e *et seq.*

2. The New York State Division of Human Rights, Headquarters
One Fordham Plaza, 4th Floor, Bronx, NY 10458
1-888-392-3644

The New York State Division of Human Rights enforces the New York State Human Rights Law, N.Y. Executive Law, art. 15, § 290 *et seq.*

The New York State Division of Human Rights sexual harassment hotline (800-HARASS-3/800-427-2773) can provide information about filing a sexual harassment complaint and other assistance.

3. The New York City Commission on Human Rights and other enforcement agencies may also be available venues.

MTA ALL AGENCY POLICY STATEMENT SEXUAL AND OTHER DISCRIMINATORY HARASSMENT (11-063)

4. Sexual and other discriminatory harassment **may** constitute a crime, particularly if it involves unwanted physical touching, coerced physical confinement, or coerced sexual acts. Contact the MTA Police and/or your local police department.

A lawsuit alleging violation of the New York State Human Rights Law may be filed in state court. A lawsuit alleging violation of federal anti-discrimination laws may be filed in federal court pursuant to a Notice of Right to Sue issued by the EEOC.

Filing a Sexual and Other Discriminatory Harassment complaint with the Agency's EO Division under this Policy does not extend the time to file an external complaint and there is not a requirement that persons covered by this Policy file an internal complaint before seeking an external remedy.

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

Effective: July 1, 2025

Janno Lieber
Chairperson and CEO

Lourdes Zapata
Chief Diversity and Inclusion Officer

Jamie Torres-Springer
Chief Development Officer and
President MTA C & D

Justin R. Vonashek
President, MNR

Robert Free
President, LIRR

Demetrius Crichlow
President, NYCT and MTA BUS

Catherine T. Sheridan, P. E.
President, MTA Bridges and Tunnels

This Statement is a summary of MTA Policy Directive # 11-063

Military Benefits

| Policy Number | Responsible Department | Effective Date | Page |
|---------------|------------------------|----------------|-------------|
| 11-094 | People/Human Resources | June 16, 2025 | Page 1 of 7 |

I. PURPOSE

The purpose of this Policy Directive is to provide guidelines for the administration of military leave benefits for employees federally ordered or ordered by the Governor to active military duty.

II. SCOPE

This Policy Directive applies to all employees, represented and non-represented, of the MTA, including its current and any future subsidiary or affiliated entities (collectively known as “MTA Agencies” or “MTA”). For represented employees, in the event of a conflict between this Policy Directive and a collective bargaining agreement, the terms of the collective bargaining agreement shall govern.

III. DEFINITIONS

Covered Operations: Those military operations designated by the federal government of the United States in support of operations connected with homeland security.

Military Liaison Officer(s) (MLO): The employee(s) at each MTA Agency that is/are generally responsible for administering military leave under this Policy Directive and the related Policy Directive 11-092 “Reemployment from Military Leave.”

Ordered Military Duty: Any military duty performed in the service of the state or of the United States, including but not limited to attendance at any service school or schools conducted by the armed forces of the United States, by an employee as a member of any force of the organized militia or of any reserve force or reserve component of the armed forces of the United States, pursuant to orders issued by competent state or federal authority, with or without the consent of such employee. Participation in routine reserve officer training corps training is not considered to be military duty.

Statutory Entitlement: Under Section 242 of the New York State Military Law, reservists and National Guard members are eligible for paid leave while performing ordered military duty for 30 calendar days or 22 workdays (whichever provides the greater benefit to the employee) in any calendar year or continuous period of absence which spans more than one calendar year. This also applies to reservists and National Guard members holding part-time, per diem or hourly positions. Workdays are calculated based upon the employee's scheduled workdays. Agencies are required to record military leave under both the calendar day and the workday methods, until it is determined which method of calculation provides the greater benefit to the employee. Employees on extended ordered military duty are only eligible for this paid military leave benefit once per ordered service unless a

Military Benefits

| Policy Number | Responsible Department | Effective Date | Page |
|---------------|------------------------|----------------|-------------|
| 11-094 | People/Human Resources | June 16, 2025 | Page 2 of 7 |

collective bargaining agreement provides otherwise.

Supplemental Military Leave at Reduced Pay: Once an employee has exhausted their entitlement under Section 242 of the New York Military Law as detailed above, they are eligible for leave at reduced pay if they are ordered to active duty in connection with Covered Operations (and have provided orders evidencing this). The leave at reduced pay benefit will pay the employee the difference between the employee's regular base rate of pay and their military base pay for the remainder of the year and as may be approved in the following year. This benefit shall not exceed a cumulative total of five (5) years (absent any exceptions in applicable law) and is subject to an annual approval by the MTA Chief People Officer.

IV. POLICY

A. Military Leave Without Pay

1. An employee entering active military duty is entitled to a leave of absence without pay from their position while engaged in, and while going to and from, Ordered Military Duty, but not exceeding a cumulative total of five (5) years for voluntary service (absent any exceptions to the five-year rule as provided in applicable law). The right applies to reservists, volunteers, and draftees. Employees should be advised that being in an unpaid status may affect leave accruals, pension, or other employee benefits.
2. A contingent, temporary, provisional, or seasonal employee is entitled to leave of absence, but not beyond the time that their service would normally have been terminated for reasons other than their military duty. A temporary, provisional, or seasonal employee's position does not have to be held open for the employee's return.

B. Military Leave at Full Pay

1. Pursuant to NYS Statutory Entitlement (Section 242 of the Military Law) or the applicable collective bargaining agreement, an employee is entitled to receive their salary while on leave for Ordered Military Duty on normally scheduled workdays, as set forth in the sub-sections B (2), (3) and (4). Employees will be paid military leave at full pay during the period they are going to and returning from duty, however, at their option they may elect to use available leave balances. Only employees who are members of the National Guard or any reserve force who are issued military orders for active duty (including attendance at service schools and the initial period of three to six months of

Military Benefits

| Policy Number | Responsible Department | Effective Date | Page |
|---------------|------------------------|----------------|-------------|
| 11-094 | People/Human Resources | June 16, 2025 | Page 3 of 7 |

- active duty required by the Reserve Forces Act) by a state or the United States (with or without the consent of the employee) are entitled to military leave with full pay.
2. The total number of days that the employee may continue to receive their salary while on Ordered Military Duty is not to exceed their collective bargaining benefit (if represented staff) or 30 calendar days or 22 normally scheduled workdays (whichever provides the greater benefit to the employee), in any one calendar year and not to exceed 30 calendar days or 22 normally scheduled workdays in any one continuous period of absence. Not more than 30 calendar days or 22 normally scheduled workdays may be granted for a single tour of duty. This applies to reservists and National Guard members holding part-time, per diem or hourly positions.
 3. An employee is eligible for military leave with pay to attend weekly drills if these drills are held during the employee's regular working hours. Such leave is subject to their collective bargaining benefit or 30 calendar day or 22 normally scheduled workdays limitation. The 30-day or 22 normally scheduled workdays military leave with pay allowance must be used in full day units. Therefore, if an employee is absent on military leave with pay for only a few hours to attend a weekly drill, the employee loses a full day of their collective bargaining benefit or 30-day or 22 normally scheduled workdays entitlement. To the extent practicable, employees should make efforts to avoid situations where they work an MTA shift or tour and then must immediately report to drills, by either requesting a schedule change or other means. Where this is unavoidable, the employee may elect to receive military leave with pay or take leave balances at their option, to cover a reasonable period of time between the end of the MTA shift and the start of duty.
 4. "Administrative Nights" (events which reserve members may be expected and encouraged to attend, but that are not drills) are not deemed Ordered Military Duty under Section 242 of the Military Law or under this Policy Directive, and an employee who absents themselves for this purpose is not entitled to military leave with pay. The Agency MLO can distinguish a regular drill night absence from an "administrative night" absence by requiring the employee to submit a copy of their drill schedule.

C. Supplemental Military Leave at Reduced Pay

1. Employees who have exhausted military leave with pay pursuant to Section 242 of the New York State Military Law or as provided under a collective bargaining agreement (as set forth in the preceding section above), and who are called to active duty in

Military Benefits

| Policy Number | Responsible Department | Effective Date | Page |
|---------------|------------------------|----------------|-------------|
| 11-094 | People/Human Resources | June 16, 2025 | Page 4 of 7 |

connection with Covered Operations are entitled to a reduced pay benefit equivalent to the difference between the employee's regular base rate of pay and their military base pay. The MTA requires the employee to provide proof of their military salary to the MLO to determine the supplemental salary benefit. The intent of this benefit is to afford employees the ability to receive their full pay while activated in the military.

2. Authorization for the extension of supplemental military leave benefits, and Military Leave at Reduced Pay shall not exceed a cumulative total of five (5) years (absent any exceptions in applicable law) and must be approved annually by the MTA Chief People Officer.
3. During the periods of supplemental military leave at reduced pay, the employee will continue to accrue leave and benefits, if eligible, similar to how an employee on military leave with pay under the Military Law would.

D. Leave with Pay while Charging Existing Leave Balances (except sick leave)

1. When an employee performing military duty exhausts available military leave at full pay under Section 242 of the New York State Military Law or provided by a collective bargaining agreement, the employee may charge appropriate vacation/personal leave balances provided that the employee is not eligible for military leave at reduced pay.
2. Employees should be aware that it may not be in their advantage in most cases (except where balances may lapse) to elect to charge leave balances prior to going on military leave at reduced pay. An employee wishing to exercise this option must make this request in writing to their Agency MLO and supervisor.
 - a. **Personal Leave Anniversary Date.** If an employee's personal leave anniversary date falls during a period of military leave with full pay, the employee is credited with personal leave on that date.
 - b. **Vacation Anniversary Date.** If an employee's vacation anniversary date falls during a period of military leave with full pay, the employee, if eligible, receives additional vacation days on that date.
 - c. **Holidays.** An employee on military leave with full pay does not receive credit for holidays that occur during a period of military leave. For an employee on military leave with pay, a holiday is counted as a calendar day but not as a workday of the

Military Benefits

| Policy Number | Responsible Department | Effective Date | Page |
|---------------|------------------------|----------------|-------------|
| 11-094 | People/Human Resources | June 16, 2025 | Page 5 of 7 |

paid military leave entitlement. An employee on military leave at full pay, is however, credited with any floating holidays, which accrue during the period of military leave.

E. Healthcare Leave for Returning Combat Veterans

Employees may receive paid leave without charge to leave credits for up to five (5) workdays of paid leave annually for using any health-care related services associated with an illness or injury sustained while in a combat theater or combat zone of operations. Acceptable proof of service includes the employee's DD214, a certificate of release or discharge from active duty, or other Department of Defense documents clearly indicating service in a combat theater or combat zone of operations. Additionally, employees must submit medical documentation showing that the employee's absence was for the purpose of receiving healthcare services related to such duty. Combat related healthcare services may include any medical or psychological treatment or testing, hospital services, blood work or other laboratory tests. This medical documentation must be submitted to the employee's agency OHS group and a copy to the MLO for file.

F. Leave Benefits

An employee who is on military leave at full pay under Section 242 of the Military Law or their collective bargaining agreement, or on supplemental military leave at reduced pay, continues to be treated as other employees in full pay status. While on leave at reduced pay or without pay, an employee is eligible to be credited with additional vacation days and personal leave days on their anniversary dates in accordance with their paying Agency's vacation and personal leave policy.

G. Health Benefits

Cost free continuation of health, dental, and vision benefits will also be provided to all MTA employees. Health benefits will be continued for the dependents of an activated employee, provided such employee has been enrolled in the MTA's Health Insurance Program with dependent coverage for those dependents at least 30 calendar days prior to being activated. Health benefits will be provided to covered dependents at no cost to the employee from the date of activation. Contribution free benefits will cease to be provided at such time as the employee's active duty is terminated or the employee returns to MTA employment, whichever occurs first. Dental and vision benefits will also be continued for dependents at no cost to the eligible employee during this period.

Military Benefits

| Policy Number | Responsible Department | Effective Date | Page |
|---------------|------------------------|----------------|-------------|
| 11-094 | People/Human Resources | June 16, 2025 | Page 6 of 7 |

H. Extension of Benefits and Supplementary Military Leave for Activated Reservists

Authorization for continuation of health benefits, Leave at Reduced Pay, and Military Leave Entitlement is not automatic. Extension of such benefits must be approved annually by the MTA Chief People Officer.

I. Family Military Leave

The New York State Military Spouse Leave Act, Section 202-I, provides for up to ten (10) days of unpaid leave of absence to an employee if the employee has a spouse in the armed forces of the United States, national guard, or reserves who has been deployed during a period of military conflict, to a combat theater or combat zone of operations. Such leave shall only be used when such an employee's spouse is on leave from the armed forces of the United States, national guard, or reserves while deployed during a period of military conflict to a combat theater or combat zone of operations. Provisions for family military leave may also be available under FMLA and NYS Paid Family Leave (PFL).

V. RESPONSIBILITY

See Appendix A – Responsibilities for details.

VI. WAIVER

All waivers to this Policy Directive require the submittal of a written justification for review and consideration to the MTA Chief People Officer or designee with notification to MTA Chief Ethics, Risk & Compliance Officer.

VII. POLICY LIFECYCLE

This Policy Directive will be reviewed every 3 years and revised as necessary. As with all MTA policies, this Policy Directive does not constitute a contract, express or implied, and the MTA reserves the right to modify or rescind this Policy Directive at its sole discretion at any time.

VIII. FORMS AND REFERENCES

Military Benefits

| Policy Number | Responsible Department | Effective Date | Page |
|---------------|------------------------|----------------|-------------|
| 11-094 | People/Human Resources | June 16, 2025 | Page 7 of 7 |

- A. Military Benefits (11-094) Appendix A – Responsibilities
- B. Request for Healthcare Leave for Returning Combat Veterans Form
- C. OHS Returning Combat Healthcare Verification Form

| | |
|--|------------------------------|
| Subject Public Authorities Law Required Policy Action: All-Agency Policy Directive: Military Benefits | Date JUNE 18, 2025 |
| Department People/Human Resources | Vendor Name N/A |
| Department Head Name Mersida Ibric, Chief People Officer | Contract Number N/A |
| Department Head Signature | Contract Manager Name N/A |
| Project Manager Name Jennifer Franceschini | Table of Contents Ref # |

| Board Action | | | | | | Internal Approvals | | | |
|--------------|---------------------|-----------|----------|------|-------|--------------------|---------------|-------|----------|
| Order | To | Date | Approval | Info | Other | Order | Approval | Order | Approval |
| | Diversity Committee | 6/23/2025 | X | | | 1 | Mersida Ibric | | X |
| | Board | 6/25/2026 | X | | | 2 | Paige Graves | | X |
| | | | | | | | | | |

Purpose:

To obtain Board approval of a new All Agency Military Benefits Policy, as required by Public Authorities Law Section 2824 (“PAL 2824).

Discussion:

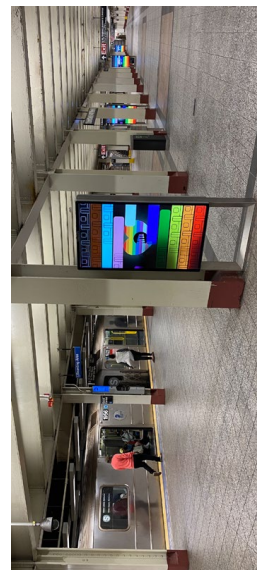
Military service members are valued employees of the MTA who are entitled to certain benefits under NYS and Federal law. The All-Agency Military Benefits Policy provides all-agency guidance on the pay and leave benefits available to qualifying service members during military leave and is an effort to standardize practices across the MTA agencies.

As background, MTA issued All-Agency Policy Directive Number 11-092 “Military Leave: Reporting to MTA/Reemployment After Return From Service” on May 28, 2025 (“Reemployment Policy”), which governs the reporting to work obligations and reemployment rights of employees returning from a leave of absence related to military service. The All-Agency Military Benefits Policy proposed herein addresses the pay and leave benefits where as the already issued Reemployment Policy addresses the reemployment rights of returning service members after leave.

Recommendation: It is recommended that the Board approve the All-Agency Military Benefits Policy.

Diversity Committee/ Presentation/ Executive Summary

June 23, 2025



Agenda:

I. MTA-wide EEO Activities

- Workplace Statistics – Q1 Reporting
- Recombitment to Equal Opportunity (“EO”)
- All Agency Military Benefits Policy

II. 2024-25 MW/DBE Activity

- Contact Compliance
- Fiscal Year Program Highlights
- MWBE/DBE/SDVOB Payments & Awards
- Small Business Development Program (SBMP)
- Outreach & Certification Activities
- MWBE Success Story

III. Q1 ERG Events



**Metropolitan
Transportation
Authority**

Department of
Diversity and Civil Rights

Agenda:

I. MTA-wide EEO Activities

- Workplace Statistics – Q1 Reporting
- Recombitment to Equal Opportunity (“EO”)
- All Agency Military Benefits Policy

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III. Q1 ERG Events



**Metropolitan
Transportation
Authority**

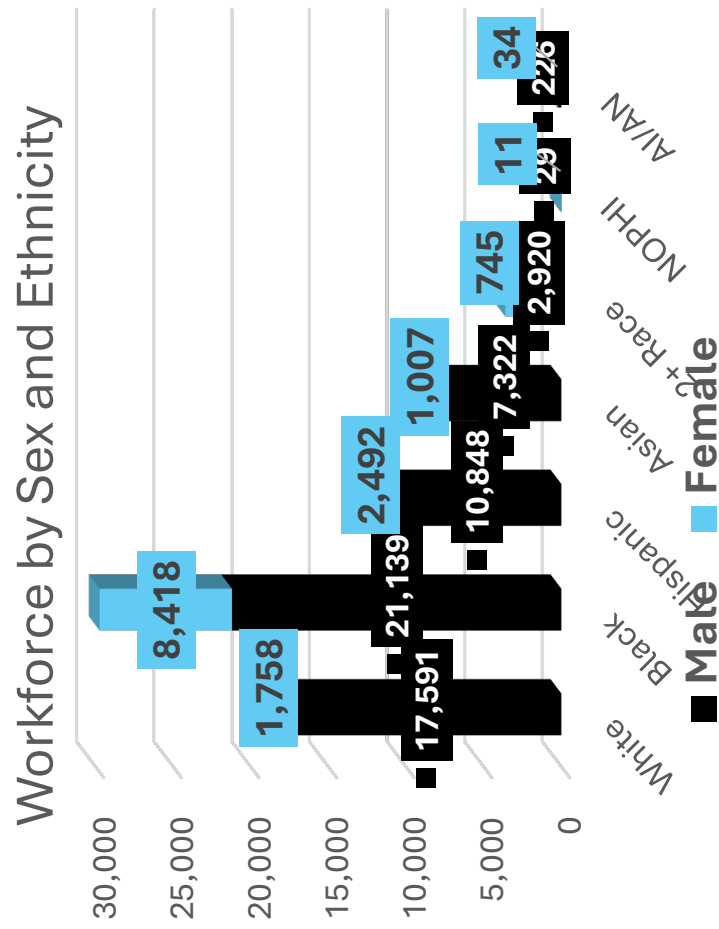
Department of
Diversity and Civil Rights



MTA - Wide Workforce: 1Q

74,540 strong as of March 31, 2025

- **19%** (14,465) self-identified as **females**
- **74%** (55,191) self-identified as **minorities**
- **2%** (1,786) self-identified as **veterans**
- **1%** (778) self-identified as a **person with a disability**



NOTE: Data may vary by +/- 4% due to variations in reporting methodology and/or external factors affecting the data collection process

Join the team that moves millions

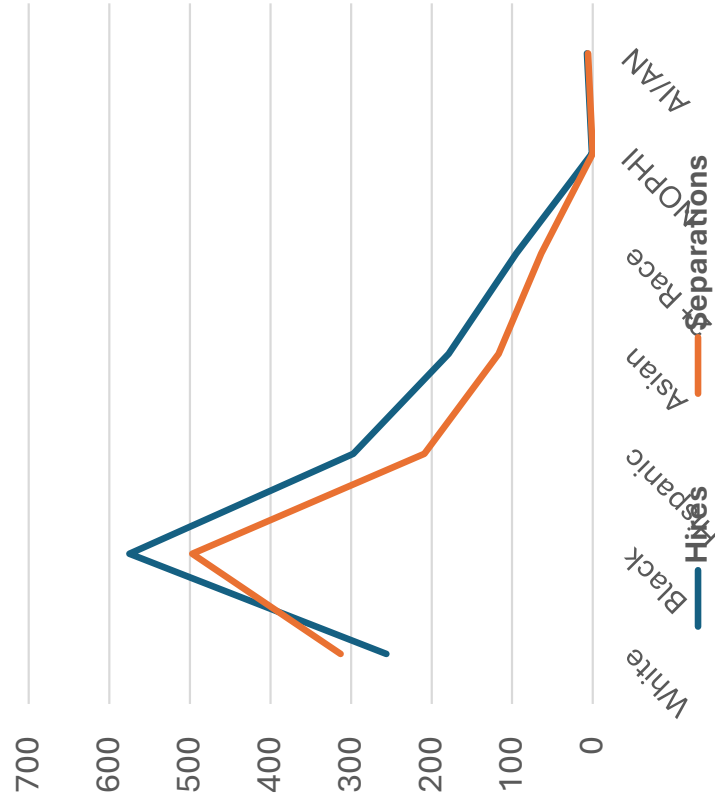


MTA – Wide Workforce: Q1

Hires and Separations

January 1, 2025 – March 31, 2025

- **1,410** new hires and **1,206** separations
- Net increase of **14** self-identified female and **190** self-identified male employees
- Net decrease of **17** self-identified veterans and a net decrease of **14** self-identified individuals with a disability



NOTE: Data may vary by +/- 4% due to variations in reporting methodology and/or external factors affecting the data collection process

Equal Opportunity

- **2025 EO Policy Statements**
 1. MTA EEO Policy
 2. Sexual and Other Discriminatory Harassment
 3. Title VI and Related Nondiscrimination Laws
 4. Disability and Pregnancy Related Conditions in the Workplace
- **All Agency Military Benefits Policy**

Agenda:

I. MTA-wide EEO Activities

- Workplace Statistics – Q1 Reporting
- Recommitment to Equal Opportunity (“EO”)
- All Agency Military Benefits Policy

II. 2024-25 MW/DBE Activity

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III. Q1 ERG Events



**Metropolitan
Transportation
Authority**

Department of
Diversity and Civil Rights

Q1 MW/DBE Activity



Contract Compliance Q1

Compliance Strategies

- MWDBE and SDVOB goals are **monitored daily** for compliance - meetings are held when the goal is not being met at or about 50% contract completion.
- **Site visits** are scheduled to address subcontractor performance, and payment issues, and to mitigate and address Commercial Useful Function issues (CUF) and potential fraud.
- Waiver requests are reviewed thoroughly for completeness and adequate **good faith effort** and will not be considered without concurrence from project management.

✓ DDCR currently monitors more than **1,285 contracts** for MW/DBE and SDVOB goal compliance.

✓ As of March 31, 2025, DDCR:

- Conducted **163 site visits** for MW/DBE and SDVOB Commercial Useful Function (CUF) review this year.
Monthly Average: 54.3

- Closed **60** contracts.
Monthly Average: 20

MWBE, DBE, SDVOB Program – Fiscal Year Program Highlights

| Report Period | Goal Type | Top Prime Award | Top Subcontract Award |
|---|-----------|-------------------------------------|-------------------------------------|
| Federal FY: October 1, 2024 – March 31, 2025 | DBE | Nathaniel Rand, Inc \$1M | Crossroads JV, LLC \$15M |
| | MBE | Zion Contracting LLC \$51.6M | RMD Electric \$26M |
| NYS FY: April 1, 2024 – March 31, 2025 | WBE | Empire Control Abatement \$45.9M | The McKissack Group, Inc \$41.6M |
| | SDVOB | Transit Resources \$3M | Menotti Enterprise LLC \$7M |

| Federal Fiscal Year | | |
|---------------------|---|----------|
| Report Frequency | Reporting Period | Reported |
| Semi-annually | October 1 st to March 31 st | Q1 |
| Semi-annually | April 1 st to September 30 th | Q2 |

| State Fiscal Year | | |
|-------------------|--|----------|
| Report Frequency | Reporting Period | Reported |
| Quarterly | April 1 st to June 30 th | Q1 |
| Quarterly | July 1 st to September 30 th | Q2 |
| Quarterly | October 1 st to December 31 st | Q3 |
| Quarterly | January 1 st to March 31 st | Q4 |

SDVOB Utilization & Payments

| | NYS FY 2024/2025 <i>Apr. – Mar. 2025</i> | NYS FY 2023/2024 <i>Apr. – Mar. 2024</i> |
|----------------|---|---|
| SDVOB % | 7% | 7% |
| SDVOB Payments | \$62,508,292 | \$39,695,634 |

| NYS FY 2024/2025 SDVOB (APRIL 2024 - March 2025) | | | |
|--|---------------------|--------------------|--------------------|
| Industry | Amount Paid (\$) | Amount Paid (%) | Amount Paid (%) |
| C - Commodities | \$26,810,198 | 43% | |
| CC - Construction Consultants | \$2,665,276 | 4% | |
| CN - Construction | \$25,497,508 | 41% | |
| SC - Services / Consultants | \$7,535,310 | 12% | |
| Grand Total | \$62,508,292 | 100% | |

| NYS FY 2023/2024 SDVOB (APRIL 2023 - March 2024) | | | |
|--|---------------------|--------------------|--------------------|
| Industry | Amount Paid (\$) | Amount Paid (%) | Amount Paid (%) |
| C - Commodities | \$10,168,403 | 26% | |
| CC - Construction Consultants | \$3,223,891 | 8% | |
| CN - Construction | \$16,380,267 | 41% | |
| SC - Services / Consultants | \$9,923,072 | 25% | |
| Grand Total | \$39,695,634 | 100% | |

MWBE Utilization & Payments

| | NYS FY 2024/2025 Apr. – Mar. 2025 | NYS FY 2023/2024 Apr. – Mar. 2024 |
|---------------|--------------------------------------|--------------------------------------|
| MWBE % | 32% | 34% |
| MWBE Payments | \$886,135,122 | \$754,361,759 |

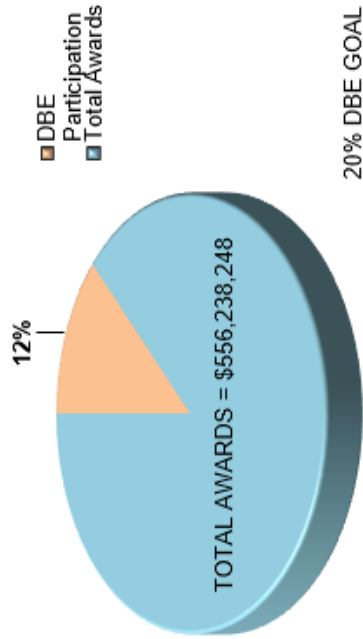
| NYS FY 2024/2025 MWBE (APRIL 2024 - March 2025) | | | |
|---|----------------------|--------------------|--|
| Industry | Amount Paid (\$) | Amount Paid (%) | |
| C - Commodities | \$171,408,078 | 19% | |
| CC - Construction Consultants | \$22,267,813 | 3% | |
| CN - Construction | \$461,301,007 | 52% | |
| SC - Services / Consultants | \$231,158,224 | 26% | |
| Grand Total | \$886,135,122 | 100% | |

| NYS FY 2023/2024 MWBE (APRIL 2023 - March 2024) | | | |
|---|----------------------|--------------------|--|
| Industry | Amount Paid (\$) | Amount Paid (%) | |
| C - Commodities | \$152,127,321 | 20% | |
| CC - Construction Consultants | \$36,499,815 | 5% | |
| CN - Construction | \$333,185,798 | 44% | |
| SC - Services / Consultants | \$232,548,826 | 31% | |
| Grand Total | \$754,361,759 | 100% | |

DBE Program – Awards

| DBE Goal 20% | Federal Fiscal Year 2024-2025 Oct. 2024-Mar. 2025 | NY State Fiscal Year 2023-2024 Oct. 2023-Mar. 2024 |
|------------------------|--|---|
| % DBE Participation | 12% | 15% |
| DBE Award Amount | \$66,308,614 | \$260,187,527 |

Total Number of Federally Funded Contracts: 150
Total Number of Contracts with DBE Goals: 64



Actual DBE Participation = \$66M or 12%

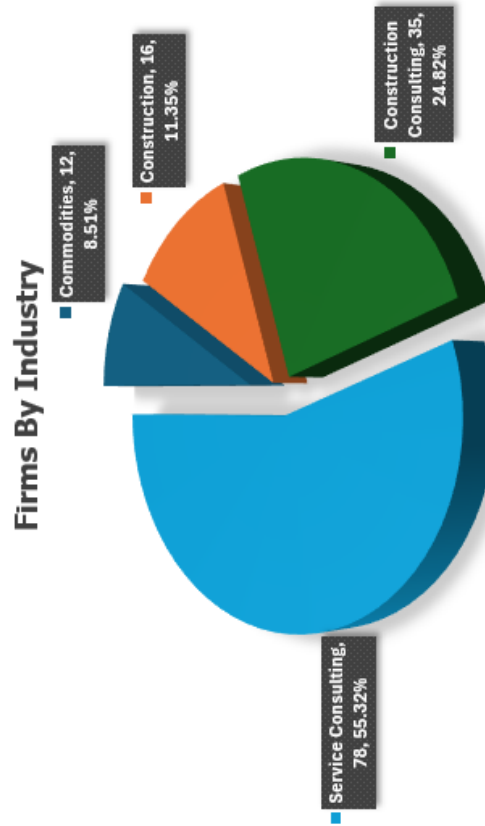
MWBE, DBE, SDVOB Program – Outreach Activity

✓ Newly certified and/or currently certified firms new to the MTA are invited to the MTA's New Firm Orientation Session (NFOS). The NFOS integrates certified firms into the MTA procurement process.

✓ To build a pipeline of certified firms, we recommend non-certified firms participate in the MTA's Disadvantaged Business Enterprise (DBE) Certification Workshop and/or referred to our partner agencies for the M/WBE and SDVOB certifications.

Total Number of Firms Interested in Doing Business with the MTA (JANUARY – MARCH 2025): 141

| Current Certification Type(s) | |
|-------------------------------|-----|
| MBE/WBE/DBE/SDVOB | 110 |
| NON-CERTIFIED FIRMS | 31 |



MWBE, DBE, SDVOB Program – DBE Certification Activity

| | January – March 2025 | January – March 2024 |
|--|-------------------------|-------------------------|
| Total of New Applications Received | 23 | 36 |
| Total New Firms Certified | 14 | 16 |
| Average Time to Process Applications (Days) | 64 | 41 |

MWBE Success Story

WATS International, Inc. (MBE)

WATS International has been a leader in the small business arena for over 40 years, having engaged in supply contracts with both public and private sectors. blanket procurement agreements with numerous City, State and Federal governmental agencies, as well as long term business relationships with a vast number of major corporations including Grainger.

Their supply distribution business is focused on Office, Janitorial, Medical Supplies, and MRO/Industrial Supplies. With over 900 major manufacturers from which to select from, WATS International has supplied the MTA agencies with an array of supplies delivered from their warehouse in Poughkeepsie, NY. Using their own trucks, Wats delivers to anywhere from Albany to Brookhaven, NY and all points between.



Jim Watts
President & CEO

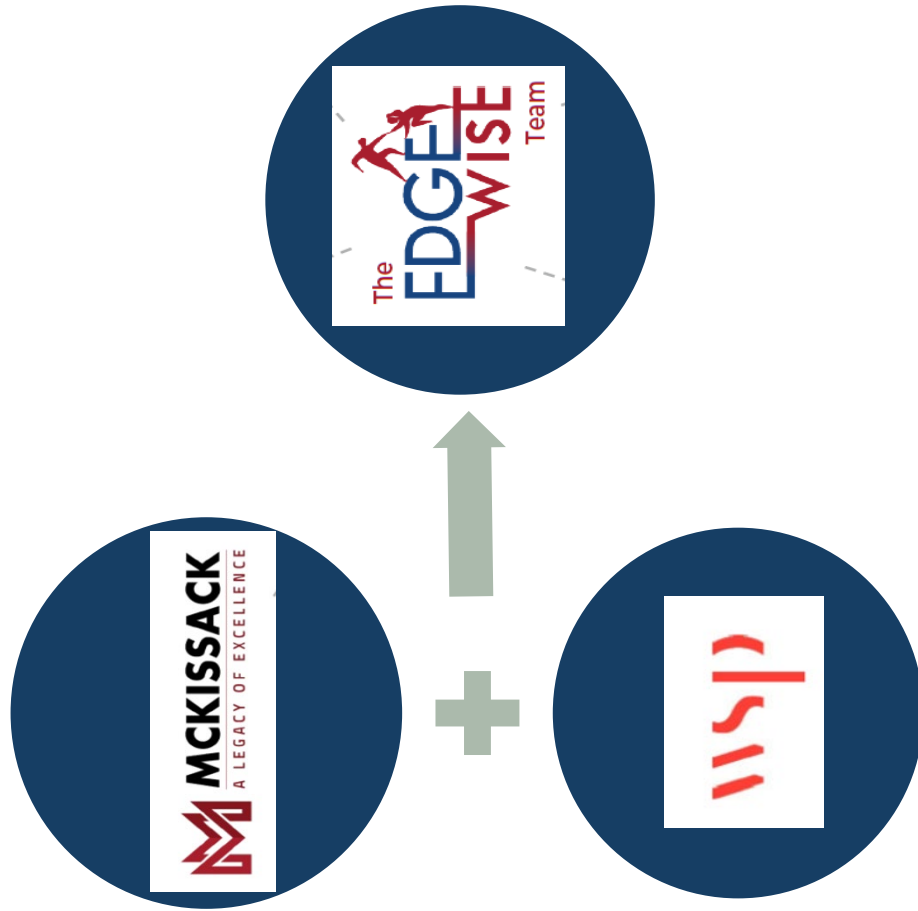


Small Business Development Program (SBDP)

2025-26
SBDP Activity



Small Business Development Program (SBDP) *New Partnerships & New Beginnings*



Small Business Development Program (SBDP) *Update*

- ✓ McKissack/WSP JV Transition
- ✓ Prequalification Process
- ✓ Application Review
- ✓ Training Curriculum
- ✓ Program Rebranding: MTA EDGE

Small Business Development Program (SBDP) 2025 Contract Awards

| Small Business Development Program | 2024 | 2025 | 2025 SBMP Contract Awards | | | |
|---------------------------------------|-------------------------------|-------------------------------|---------------------------|-----|----|----|
| | Total Contracts Awarded | Total Contracts Awarded | Q1 | Q2 | Q3 | Q4 |
| Number of Awarded Contracts | 23 | 5 | 5 | 0 | 0 | 0 |
| Total Contract Value | \$32.2 M | \$5.8 M | \$5.8 M | \$0 | 0 | 0 |

Agenda:

I. MTA-wide EEO Activities

- Workplace Statistics – Q1 Reporting
- Recombitment to Equal Opportunity (“EO”)
- All Agency Military Benefits Policy

II. 2024-25 MW/DBE Activity

- Contact Compliance
- Fiscal Year Program Highlights
- MWBE/DBE/SDVOB Payments & Awards
- Small Business Development Program (SBMP)
- Outreach & Certification Activities
- MWBE Success Story

III. Q1 ERG Events



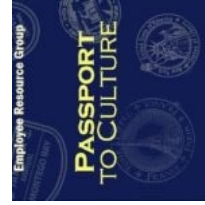
**Metropolitan
Transportation
Authority**

Department of
Diversity and Civil Rights

All Agency Employee Resource Groups Quarterly Highlights



PRIDE EXPRESS



Transport A sian

*The ERG Events are open to all MTA employees

All Agency Employee Resource Groups (ERG) Quarterly Highlights

**Wednesday, April 9, 2025:
Cafecito Chat - Latinos & Friends**



**Monday, April 21, 2025:
Transit-Themed “Tringo” Young
Professional**



**Thursday, April 24, 2025:
The Subway is Storytelling with Pride -
Pride Express ERG**



*The ERG Events are open to all MTA employees

All Agency Employee Resource Groups Quarterly Highlights

**Tuesday, May 20, 2025:
AAPI Heritage Month – TransportAsian ERG**



**Thursday, May 22, 2025:
Memorial Day Commemoration – Veterans ERG**



**Upcoming Event
Monday, June 16, 2025:
Grand Central Madison Tour – Multicultural ERG**



*The ERG Events are open to all MTA employees

Thank you from the DDCR team...

Lourdes Zapata (she/ella)

Chief Diversity and Inclusion Officer

Ray Burke (he/him)

Deputy Chief Diversity and Inclusion Officer, MWDBE/SDVOB Contract Compliance

Dr. Rosalyn Green (she/her)

Deputy Chief Diversity and Inclusion Officer, Diversity & Equal Opportunity/ C&D Agency Chief EEO Officer

Evita Marrow (she/her)

Deputy Chief Diversity and Inclusion Officer, Programming & Operations

Christine Norman (she/her)

Deputy Chief Diversity and Inclusion Officer, Technology, Operations, DBE Certification & Outreach

Sheree Owens (she/her)

Deputy Chief Diversity and Inclusion Officer, Small Business Mentoring Program





Metropolitan Transportation Authority Diversity and Equal Opportunity 1st Quarter Progress Report

June 23, 2025





Department of Diversity and Civil Rights EEO Tower

As a grantee recipient of the US Department of Transportation, Federal Transit Administration (FTA) funding, MTA is obligated to maintain and comply with the EEO Program (EEOP) requirements as indicated in FTA circular 4704.1A.

- **Purpose** – Resulting from the NYS Public Authority Law enacted (*Title 11 of Article 5, §1279-e*), known as Transformation, the EEO Tower was created to consolidate organizational undertakings and serve as a resource to the Agency Chief EO Officers to improve MTA’s compliance efforts in response to federal and state requirements regarding equal employment statutes and regulations

The EEO tower serves a compliance function regarding employment practices within the MTA and its agencies.

- **Impact** – Provide technical assistance regarding the update, administration and implementation of the federal EEO Program and other regulatory requirements to promote transparency and standardization of processes and systems used in employment actions, across all agencies.
- **Focus** – This presentation will highlight accomplishments in improving data integrity for EEO reporting and showcase 2024 movements into (and within) leadership positions





Workforce Reporting 1st Quarter Progress Report



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.



Definitions of EEO Job Categories (con't)

- **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-Wide Representation Overview

Reporting from a One-MTA organizational perspective, this quarterly report provides a basic overview of the current workforce representation within each agency and of the hiring and separations activities during the reporting period ending **March 31st, 2025**.

The hiring & separation activity is described as only those employees coming into or out of the organization for each agency, by race and/or gender. Data on internal transfers between agencies as well as temporary workers (e.g. rehired retirees, contingents) are not included.

Also shown on the slides are the internal and external complaints filed with the organization, by allegation type (a.k.a. bases).



NOTE: The numbers and information provided do not infer statistical disparities or explain the reasons or provide a root cause analysis for any identified



EEO Summary

- ❑ MTA's overall workforce is currently comprised of **74,540** employees; of which **14,465 (19 %)** are self-identified Females, **55,191 (74 %)** are Minorities, **1,786 (2%)** are Veterans, and **778 (1%)** are People with Disabilities.
- ❑ MTA Agencies hired **1,410** new employees into the organization; of which **278 (20%)** are self-identified Females, **1,154 (82%)** are Minorities, **18 (1%)** are veterans, and **5 (0.4%)** are People With Disabilities.
- ❑ During 2025, MTA Agencies received a total of **68** EEO complaints (Including lawsuits); of which **37** were internal and **26** were external.
- ❑ As of March 31, 2025, the representation of self-identified females has **increased** by **302** employees and the representation of minorities has **increased by 1,354** employees, when compared to March 31, 2024.
- ❑ In comparison to 1Q 2024, the MTA workforce size has increased by **1%**. Although the presentation representation for those who self-identified as a veteran decreased by **19% (from 2,204 in 2024 to 1,786 in 2025)**, those who self-identified as a person with disabilities increased by **8% (from 718 in 2024 to 778 in 2025)**.
- ❑ **Trends**
 - ☑ Constant
 - ☐ Downward
 - ☐ Upward
- ❑ **Strategies for Improvement**
 - Identify the specific drivers by job titles within the underutilized categories.
 - Create and customize targeted strategies to address areas of underutilization in the newly created job groups.
 - Utilize Employee Resource Groups to positively impact the recruitment, engagement and building of MTA's workplace culture.



MTA-Wide Workforce as of March 31, 2025

| JOB CATEGORY | TOTAL | | Minorities | | WHITES | | BLACKS | | HISPANICS | | ASIANS | | AI/AN* | | NHOP1** | | 2+ RACES | | VETERANS | | PWD*** | |
|----------------------------|----------|-----|------------|-----|--------|-----|--------|-----|-----------|-----|--------|-----|--------|----|---------|----|----------|----|----------|----|--------|----|
| | # | % | # | % | # | % | # | % | # | % | # | % | # | % | # | % | # | % | # | % | # | % |
| Officials & Administrators | 5,748 | | 3360 | 58% | 2,388 | 42% | 1,326 | 23% | 724 | 13% | 891 | 16% | 11 | 0% | 4 | 0% | 404 | 7% | 190 | 3% | 215 | 4% |
| | F 1,699 | 30% | 1224 | 21% | 475 | 8% | 603 | 10% | 237 | 4% | 268 | 5% | 4 | 0% | 0 | 0% | 112 | 2% | 18 | 0% | 71 | 1% |
| | M 4,049 | 70% | 2136 | 37% | 1,913 | 33% | 723 | 13% | 487 | 8% | 623 | 11% | 7 | 0% | 4 | 0% | 292 | 5% | 172 | 3% | 144 | 3% |
| Professionals | 4,466 | | 3208 | 72% | 1,258 | 28% | 1,144 | 26% | 592 | 13% | 1,077 | 24% | 11 | 0% | 5 | 0% | 379 | 8% | 84 | 2% | 159 | 4% |
| | F 1,682 | 38% | 1363 | 31% | 319 | 7% | 635 | 14% | 229 | 5% | 340 | 8% | 4 | 0% | 5 | 0% | 150 | 3% | 15 | 0% | 68 | 2% |
| | M 2,784 | 62% | 1845 | 41% | 939 | 21% | 509 | 11% | 363 | 8% | 737 | 17% | 7 | 0% | 0 | 0% | 229 | 5% | 69 | 2% | 91 | 2% |
| Technicians | 635 | | 363 | 57% | 272 | 43% | 138 | 22% | 99 | 16% | 86 | 14% | 4 | 1% | 1 | 0% | 35 | 6% | 27 | 4% | 16 | 3% |
| | F 76 | 12% | 60 | 9% | 16 | 3% | 36 | 6% | 15 | 2% | 4 | 1% | 0 | 0% | 0 | 0% | 5 | 1% | 3 | 0% | 3 | 0% |
| | M 559 | 88% | 303 | 48% | 256 | 40% | 102 | 16% | 84 | 13% | 82 | 13% | 4 | 1% | 1 | 0% | 30 | 5% | 24 | 4% | 13 | 2% |
| Protective Services | 2,264 | | 1494 | 66% | 770 | 34% | 681 | 30% | 584 | 26% | 137 | 6% | 2 | 0% | 2 | 0% | 88 | 4% | 115 | 5% | 16 | 1% |
| | F 425 | 19% | 334 | 15% | 91 | 4% | 193 | 9% | 106 | 5% | 7 | 0% | 1 | 0% | 0 | 0% | 27 | 1% | 9 | 0% | 6 | 0% |
| | M 1,839 | 81% | 1160 | 51% | 679 | 30% | 488 | 22% | 478 | 21% | 130 | 6% | 1 | 0% | 2 | 0% | 61 | 3% | 106 | 5% | 10 | 0% |
| Paraprofessionals | 116 | | 91 | 78% | 25 | 22% | 50 | 43% | 18 | 16% | 11 | 9% | 1 | 1% | 1 | 1% | 10 | 9% | 2 | 2% | 1 | 1% |
| | F 76 | 66% | 68 | 59% | 8 | 7% | 38 | 33% | 13 | 11% | 7 | 6% | 1 | 1% | 1 | 1% | 8 | 7% | 0 | 0% | 1 | 1% |
| | M 40 | 34% | 23 | 20% | 17 | 15% | 12 | 10% | 5 | 4% | 4 | 3% | 0 | 0% | 0 | 0% | 2 | 2% | 2 | 2% | 0 | 0% |
| Administrative Support | 1,556 | | 1192 | 77% | 364 | 23% | 608 | 39% | 257 | 17% | 213 | 14% | 5 | 0% | 1 | 0% | 108 | 7% | 26 | 2% | 40 | 3% |
| | F 835 | 54% | 699 | 45% | 136 | 9% | 387 | 25% | 144 | 9% | 99 | 6% | 2 | 0% | 1 | 0% | 66 | 4% | 9 | 1% | 23 | 1% |
| | M 721 | 46% | 493 | 32% | 228 | 15% | 221 | 14% | 113 | 7% | 114 | 7% | 3 | 0% | 0 | 0% | 42 | 3% | 17 | 1% | 17 | 1% |
| Skilled Craft | 23,242 | | 14745 | 63% | 8,497 | 37% | 6,870 | 30% | 3,303 | 14% | 3,203 | 14% | 122 | 1% | 19 | 0% | 1,228 | 5% | 719 | 3% | 138 | 1% |
| | F 675 | 3% | 598 | 3% | 77 | 0% | 419 | 2% | 96 | 0% | 45 | 0% | 0 | 0% | 1 | 0% | 37 | 0% | 8 | 0% | 10 | 0% |
| | M 22,567 | 97% | 14147 | 61% | 8,420 | 36% | 6,451 | 28% | 3,207 | 14% | 3,158 | 14% | 122 | 1% | 18 | 0% | 1,191 | 5% | 711 | 3% | 128 | 1% |
| Service Maintenance | 36,513 | | 30738 | 84% | 5,775 | 16% | 18,740 | 51% | 7,763 | 21% | 7,711 | 7% | 104 | 0% | 7 | 0% | 1,413 | 4% | 623 | 2% | 193 | 1% |
| | F 8,997 | 25% | 8361 | 23% | 636 | 2% | 6,107 | 17% | 1,652 | 5% | 237 | 1% | 22 | 0% | 3 | 0% | 340 | 1% | 74 | 0% | 59 | 0% |
| | M 27,516 | 75% | 22377 | 61% | 5,139 | 14% | 12,633 | 35% | 6,111 | 17% | 2,474 | 7% | 82 | 0% | 4 | 0% | 1,073 | 3% | 549 | 2% | 134 | 0% |
| Total | 74,540 | | 55,191 | 74% | 19,349 | 26% | 29,557 | 40% | 13,340 | 18% | 8,329 | 11% | 260 | 0% | 40 | 0% | 3,665 | 5% | 1,786 | 2% | 778 | 1% |

NOTE: Data may vary by +/- 4% due to variations in reporting methodology and/or external factors affecting the data collection process and have been rounded up to the nearest whole number.

* American Indian/Alaskan Native
** Native Hawaiian Other Pacific Islander
*** Persons With Disabilities

• F represent employees who Self-identified as Females
• M represent employees who Self-identified as Males



MTA-Wide Agency as of March 31, 2025

| MTA Agency | TOTAL | | Minorities | | WHITES | | BLACKS | | HISPANICS | | ASIANS | | AI/AN* | | NHOPI** | | 2+ RACES | | VETERANS | | PWD*** | |
|------------|--------|-----|------------|-----|--------|-----|--------|-----|-----------|-----|--------|-----|--------|----|---------|----|----------|----|----------|----|--------|----|
| | # | % | # | % | # | % | # | % | # | % | # | % | # | % | # | % | # | % | # | % | # | % |
| B&T | 825 | | 489 | 59% | 336 | 41% | 206 | 25% | 170 | 21% | 52 | 6% | 4 | 0% | 0 | 0% | 57 | 7% | 11 | 1% | 11 | 1% |
| F | 158 | 19% | 129 | 16% | 29 | 4% | 75 | 9% | 30 | 4% | 14 | 2% | 1 | 0% | 0 | 0% | 9 | 1% | 2 | 0% | 5 | 1% |
| M | 667 | 81% | 360 | 44% | 307 | 37% | 131 | 16% | 140 | 17% | 38 | 5% | 3 | 0% | 0 | 0% | 48 | 6% | 9 | 1% | 6 | 1% |
| BUS | 3,979 | | 3484 | 88% | 495 | 12% | 1,942 | 49% | 902 | 23% | 385 | 10% | 19 | 0% | 8 | 0% | 228 | 6% | 55 | 1% | 34 | 1% |
| F | 518 | 13% | 487 | 12% | 31 | 1% | 307 | 8% | 129 | 3% | 20 | 1% | 2 | 0% | 0 | 0% | 29 | 1% | 3 | 0% | 4 | 0% |
| M | 3,461 | 87% | 2997 | 75% | 464 | 12% | 1,635 | 41% | 773 | 19% | 365 | 9% | 17 | 0% | 8 | 0% | 199 | 5% | 52 | 1% | 30 | 1% |
| C&D | 1,779 | | 1172 | 66% | 607 | 34% | 328 | 18% | 203 | 11% | 519 | 29% | 5 | 0% | 1 | 0% | 116 | 7% | 16 | 1% | 58 | 3% |
| F | 560 | 31% | 420 | 24% | 140 | 8% | 148 | 8% | 84 | 5% | 147 | 8% | 2 | 0% | 1 | 0% | 38 | 2% | 2 | 0% | 24 | 1% |
| M | 1,219 | 69% | 752 | 42% | 467 | 26% | 180 | 10% | 119 | 7% | 372 | 21% | 3 | 0% | 0 | 0% | 78 | 4% | 14 | 1% | 34 | 2% |
| HQ | 5,629 | | 3613 | 64% | 2,016 | 36% | 1,311 | 23% | 859 | 15% | 1,004 | 18% | 14 | 0% | 6 | 0% | 419 | 7% | 152 | 3% | 162 | 3% |
| F | 1,962 | 35% | 1472 | 26% | 490 | 9% | 692 | 12% | 301 | 5% | 295 | 5% | 3 | 0% | 4 | 0% | 177 | 3% | 25 | 0% | 65 | 1% |
| M | 3,667 | 65% | 2141 | 38% | 1,526 | 27% | 619 | 11% | 558 | 10% | 709 | 13% | 11 | 0% | 2 | 0% | 242 | 4% | 127 | 2% | 97 | 2% |
| LIRR | 7,542 | | 3200 | 42% | 4,342 | 58% | 1,379 | 18% | 989 | 13% | 341 | 5% | 26 | 0% | 4 | 0% | 461 | 6% | 379 | 5% | 79 | 1% |
| F | 994 | 13% | 608 | 8% | 386 | 5% | 341 | 5% | 139 | 2% | 52 | 1% | 1 | 0% | 0 | 0% | 75 | 1% | 21 | 0% | 12 | 0% |
| M | 6,548 | 87% | 2592 | 34% | 3,956 | 52% | 1,038 | 14% | 850 | 11% | 289 | 4% | 25 | 0% | 4 | 0% | 386 | 5% | 358 | 5% | 67 | 1% |
| MNR | 6,474 | | 2862 | 44% | 3,612 | 56% | 1,323 | 20% | 873 | 13% | 209 | 3% | 25 | 0% | 5 | 0% | 427 | 7% | 386 | 6% | 106 | 2% |
| F | 727 | 11% | 497 | 8% | 230 | 4% | 278 | 4% | 113 | 2% | 32 | 0% | 6 | 0% | 2 | 0% | 66 | 1% | 21 | 0% | 19 | 0% |
| M | 5,747 | 89% | 2365 | 37% | 3,382 | 52% | 1,045 | 16% | 760 | 12% | 177 | 3% | 19 | 0% | 3 | 0% | 361 | 6% | 365 | 6% | 87 | 1% |
| NYCT | 48,312 | | 40371 | 84% | 7,941 | 16% | 23,068 | 48% | 9,344 | 19% | 5,819 | 12% | 167 | 0% | 16 | 0% | 1,957 | 4% | 787 | 2% | 328 | 1% |
| F | 9,546 | 20% | 9094 | 19% | 452 | 1% | 6,577 | 14% | 1,696 | 4% | 447 | 1% | 19 | 0% | 4 | 0% | 351 | 1% | 62 | 0% | 112 | 0% |
| M | 38,766 | 80% | 31277 | 65% | 7,489 | 16% | 16,491 | 34% | 7,648 | 16% | 5,372 | 11% | 148 | 0% | 12 | 0% | 1,606 | 3% | 725 | 2% | 216 | 0% |
| Total | 74,540 | | 55,191 | 74% | 19,349 | 26% | 29,557 | 40% | 13,340 | 18% | 8,329 | 11% | 260 | 0% | 40 | 0% | 3,665 | 5% | 1,786 | 2% | 778 | 1% |

NOTE: Data may vary by +/- 4% due to variations in reporting methodology and/or external factors affecting the data collection process and have been rounded up to the nearest whole number.

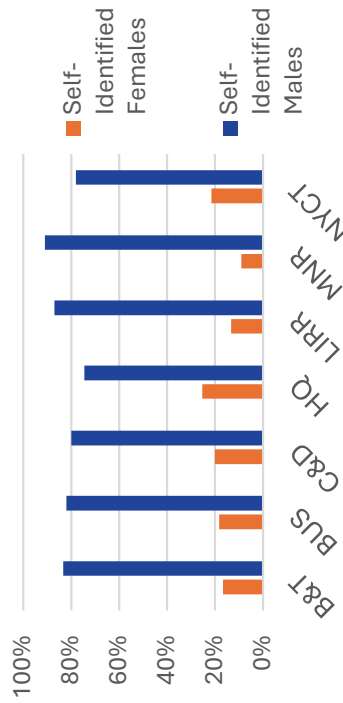
* American Indian/Alaskan Native
** Native Hawaiian Other Pacific Islander
*** Persons With Disabilities

* F represent employees who Self-Identified as Females
* M represent employees who Self-Identified as Males

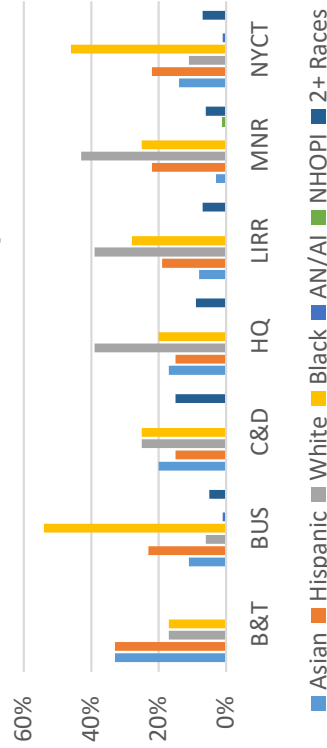


New Hires by Agency January 1, 2025 – March 31, 2025

MTA Agencies New Hires By Sex



MTA Agencies New Hires By
Race/Ethnicity



| Agency | New Hires | Self-Identified Females | Minorities |
|--------|-----------|-------------------------|------------|
| B&T | 6 | 17% | 83% |
| BUS | 137 | 18% | 94% |
| C&D | 20 | 20% | 75% |
| HQ | 122 | 25% | 61% |
| LIRR | 75 | 13% | 61% |
| MNR | 154 | 9% | 57% |
| NYCT | 896 | 22% | 89% |



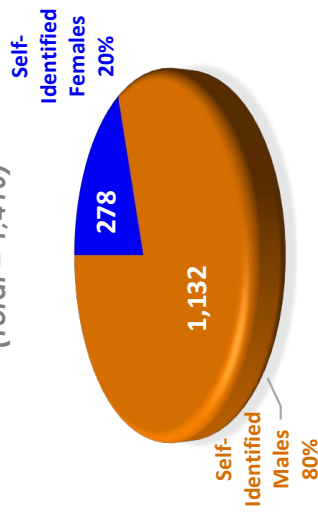
*The above agency-specific data does not accurately reflect employee movements resulting from the transformation.



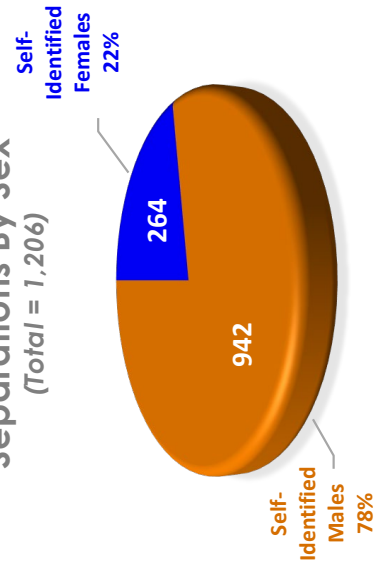
MTA-Wide New Hires & Separations by Sex

January 1, 2025 – March 31, 2025

New Hires By Sex (Total = 1,410)



Separations By Sex (Total = 1,206)



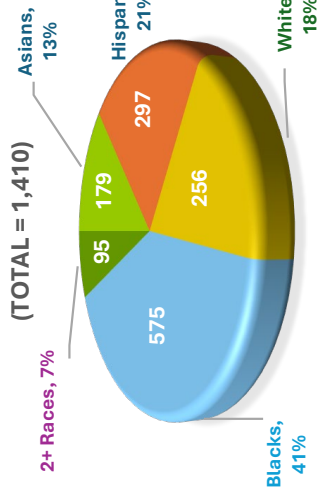
- During the 1st Quarter 2025, **MTA** hired **1,410** employees, including **278** self-identified females and **1,132** self-identified males. During this same reporting period, **1,206** employees separated from MTA, including **264** self-identified females and **942** self-identified males.
- The result was a net increase of **14** self-identified females and **190** self-identified males employees.
- The number of employees who self-identified as veterans decreased by **17**. There were **18** veterans hired and **35** veterans separated during 2025.



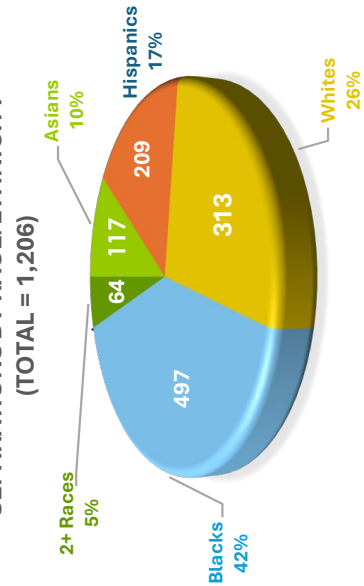
MTA-Wide New Hires & Separations by Ethnicity

January 1, 2025 – March 31, 2025

NEW HIRES BY RACE/ETHNICITY



SEPARATIONS BY RACE/ETHNICITY



- During 2025, MTA hired **1,410** employees, **1154** minorities, and **256** non-minorities. During this same reporting period, **1,206** employees separated from MTA, **893** minorities and **313** non-minorities.
- The number of employees who self-identified as a person(s) with a disability decreased by **14**. There were **5** persons with a disability hired and 19 persons with a disability separated during 2025.



EO Complaints and Litigation Year to Date



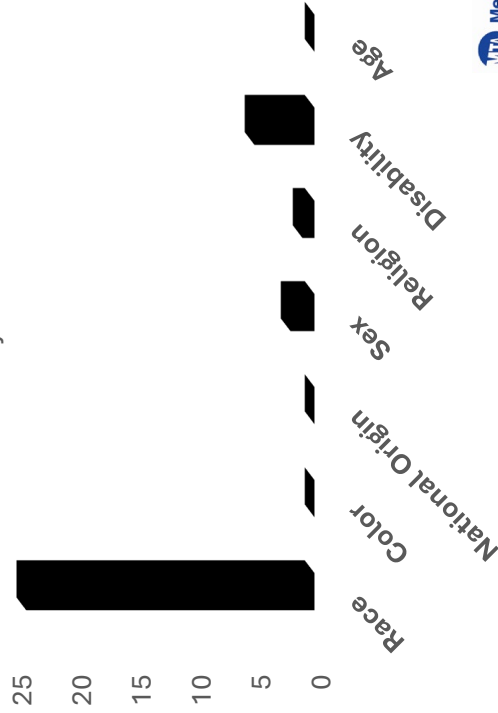
MTA – Wide Workforce: Q1

Title VI and Related Discrimination Complaints

January 1, 2025 – March 31, 2025

- **31** Title VI and Related* complaints were filed, citing **32** separate bases
- The most frequently cited basis was **Race**
- There were **no Title VI Lawsuits filed**.

Title VI and Related Discrimination Complaints
by Bases



Notes:
Formal complaints and lawsuits can be filed alleging multiple bases.
* Related Discrimination complaints are filed by customers based on age, disability, religion and sex.



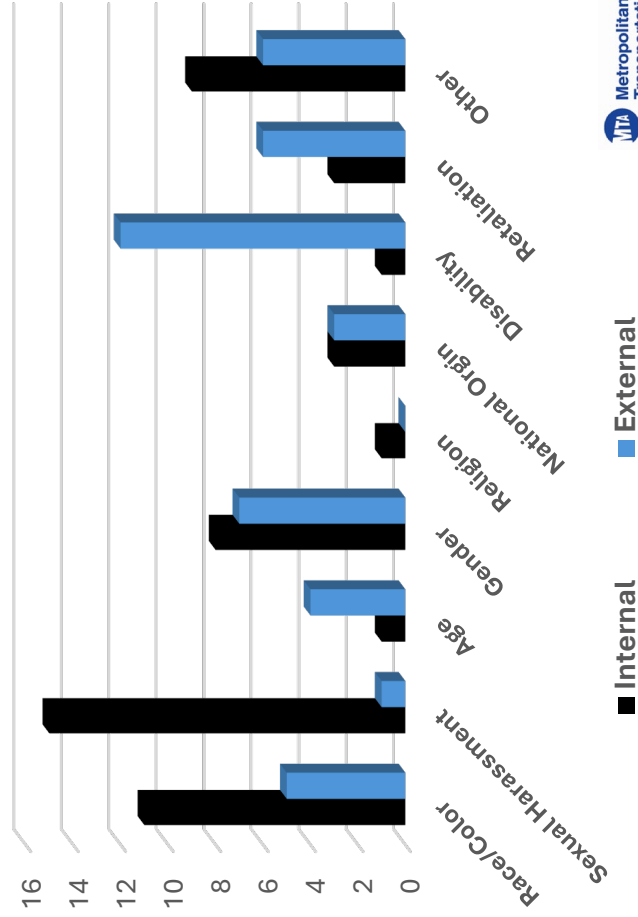
MTA – Wide Workforce: Q1

Title VII Employee Discrimination Complaints

January 1, 2025 – March 31, 2025

- **63** complaints were **filed** citing **96** separate bases
- The most frequently singularly-cited* basis was **Race/Color and Sexual Harassment**
- There were **5 Lawsuits** filed.

Internal and External Complaints
by Bases



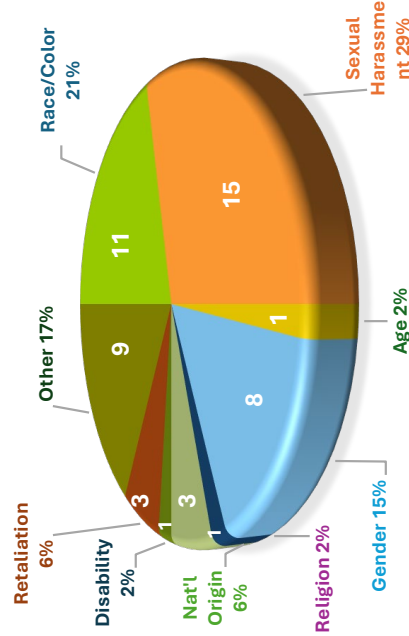
Notes:
Formal complaints can be filed alleging multiple bases.
* Other consists of any of the remaining 12 legally protected bases not individually shown

MTA-Wide EEO Internal/External Discrimination Complaints by Bases

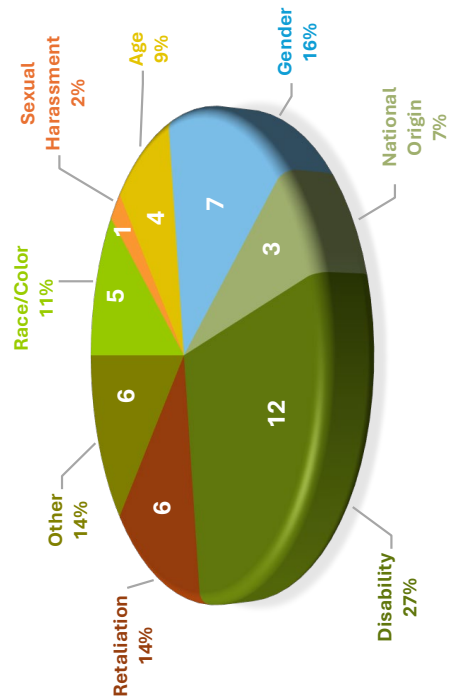
January 1, 2024 – March 31, 2025



INTERNAL EEO COMPLAINTS



EXTERNAL EEO COMPLAINTS



- During 2025, MTA received **63** EEO complaints*, citing **96** separate bases, and **5** lawsuits.
- 37** filed internal complaints.
- 26** filed external complaints including lawsuits.
- The most frequently cited bases internally was **Sexual Harassment**.

Note: *Formal complaints can be filed alleging multiple bases. Additionally, numerous incoming matters were also handled during this time

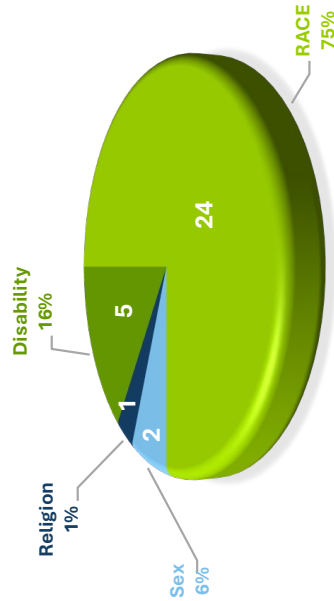




MTA-Wide Title VI and Related Discrimination Complaints by Bases

January 1, 2024 – March 31, 2025

TITLE VI AND RELATED DISCRIMINATION COMPLAINTS



- During 2025, MTA received **31** Title VI and Related complaints, citing **32** separate bases and no Title VI lawsuit.
- **31** Title VI complaints* were filed.
- **8** Related discrimination complaints** were filed.
- The most frequently cited bases was **Race**.



Note: *Only Formal complaints filed, which can allege multiple bases, are included.
Note: **Related Discrimination complaints are filed by customers based on age, disability, religion and sex.



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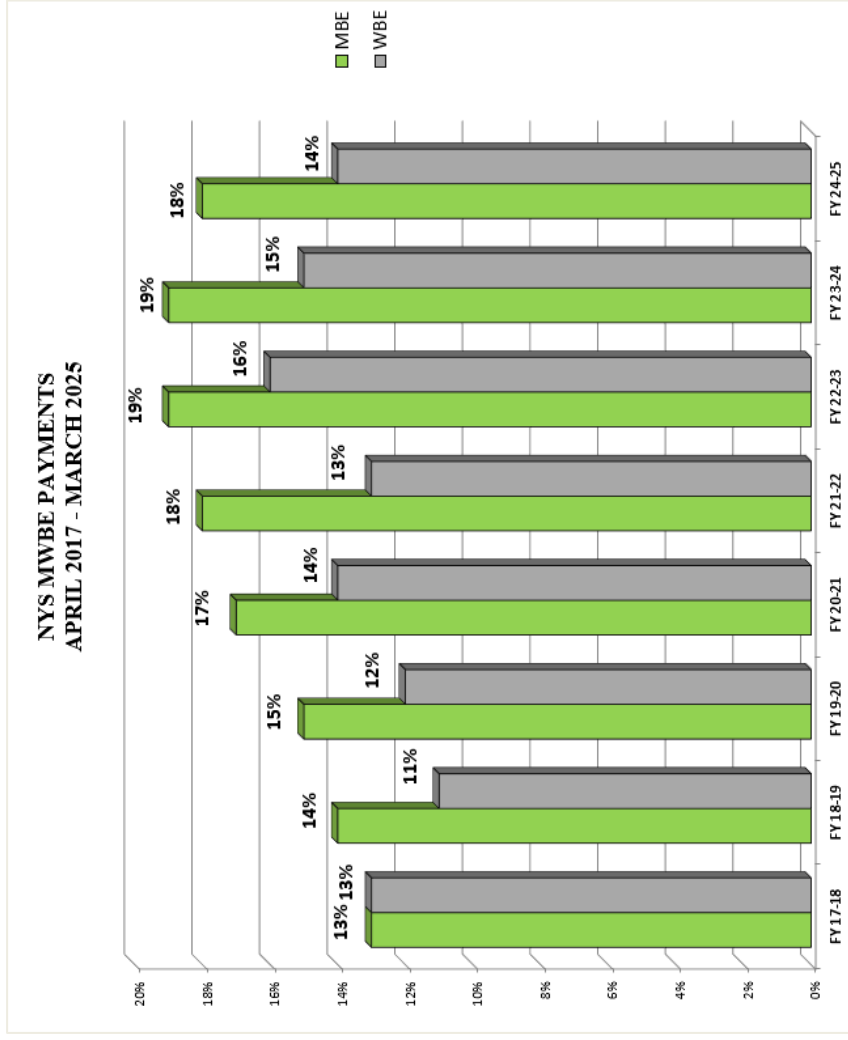
**MTA
MWBE/DBE/SDVOB
Program Activity**

June 23, 2025

MWBE Participation on State-Funded Contracts New York State Fiscal Year 2024-2025* (Reporting Period: April 1, 2024, to March 31, 2025)

- Each quarter, the MTA reports to the Empire State Development Corporation the 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 the New York State fiscal year 2024-2025, starting April 1, 2024.
- During the FY 2024-25, the MTA has paid over \$2.7 billion on prime contracts, with \$886 million (32%) paid to certified MWBEs.

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

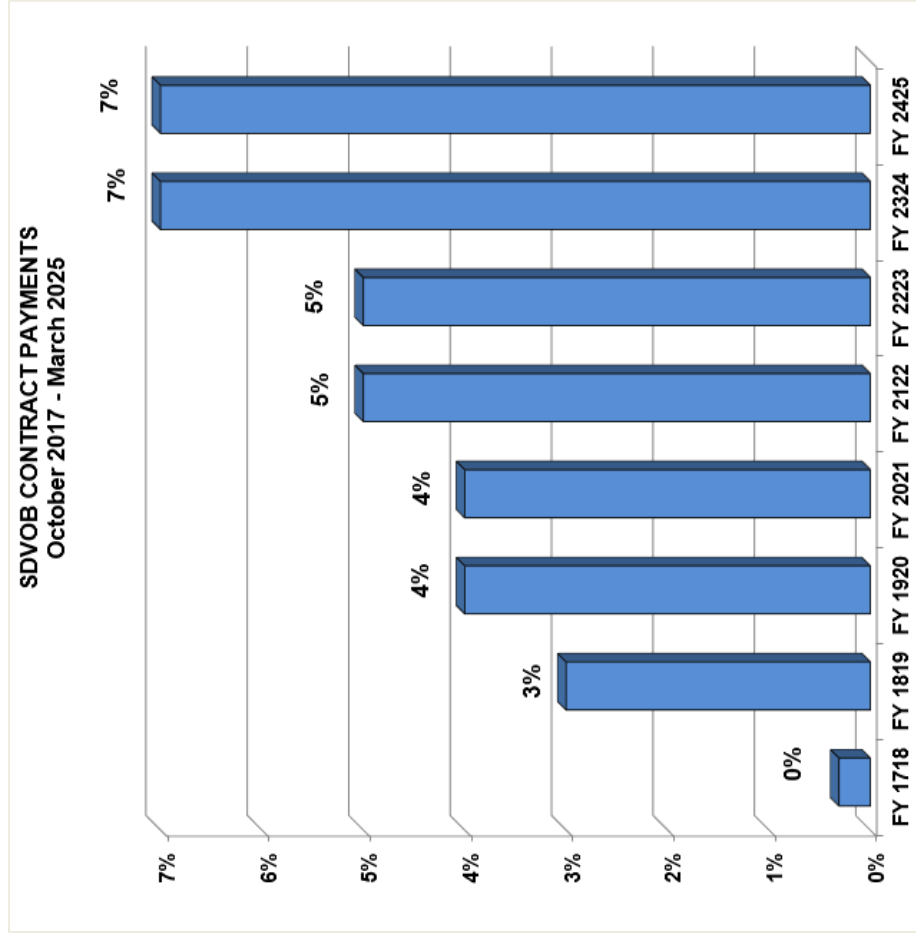


SDVOB Participation on State-Funded Contracts

New York State Fiscal Year 2024-2025*

(Reporting Period: April 1, 2024, to March 31, 2025)

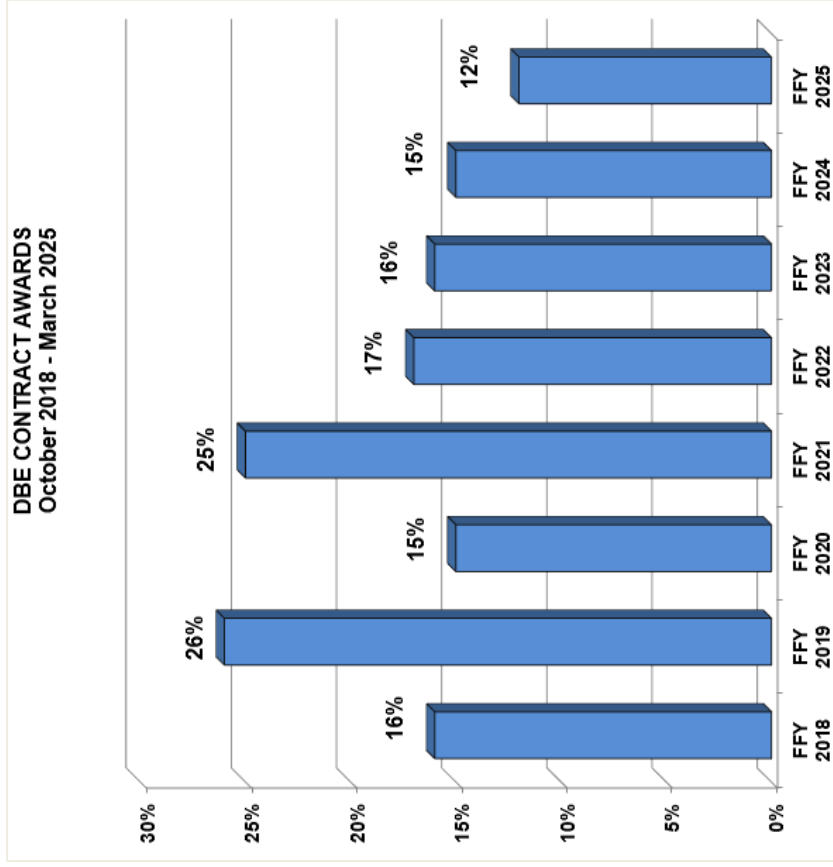
- Each quarter, the MTA reports to the New York State Office of General Services the SDVOB participation on state-funded contracts.
- Reports are submitted 30 days after the end of each quarter on January 30, April 30, July 30, and October 30.
- Reports include data on contracts with SDVOB goals and payments made to SDVOBs.
- New York State and MTA established an overall SDVOB goal of 6% for the State fiscal year 2024-2025, starting on April 1, 2024.
- During the FY 2024-25, the MTA paid \$891 million on prime contracts, with \$62 million (7%) paid to certified SDVOBs.



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

DBE Participation in Federally Funded Contracts Federal Fiscal Year 2024-2025 (Reporting Period: October 1, 2023, to March 31, 2025)

- On a semi-annual basis, the MTA reports to the Federal Transit Administration on 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 DBE participation data on new awards and payments on ongoing and completed contracts.
- For FFY 2024-25, MTA's DBE goal is 20%.
- During the first half of FFY 2024-25, MTA awarded \$556 million in the federally funded portion of contracts, with approximately \$66 million (12%) being awarded to certified DBEs.
- On contracts closed during the first half of FFY 2024-25, MTA achieved 19% DBE participation.



MWBE, DBE, SDVOB Program – Capital Project Performance

| | Federal DBE Goal 20% | NYS MBE Participation Goal (15%) | NYS WBE Participation Goal (15%) | SDVOB Participation Goal (6%) |
|---------------------------------|--|---|--|-------------------------------------|
| Term | Federal FY 2024 (Oct 2024 – Mar 2025) | NYS FY 2024-25 (Apr 2024 – Mar 2025) | | |
| Total MTA Payments | \$495M | \$1.2B | \$1.2B | \$416M |
| Total MWDBE Payments | \$222M (45%) | \$267M (22%) | \$173M (15%) | \$26M (6%) |

Report is based on original contract amount provided by MTA Agencies for third-party design and construction contracts (excluding rolling stock and signals).

** Total does not include TBDs on Design Build contracts.



MWBE, DBE, SDVOB Program – Discretionary Spend

IT Discretionary Consulting Contract No. 14357

April 2024 – March 2025

Total Number of Awards- 78

Total Value of Awards- \$10.5 million

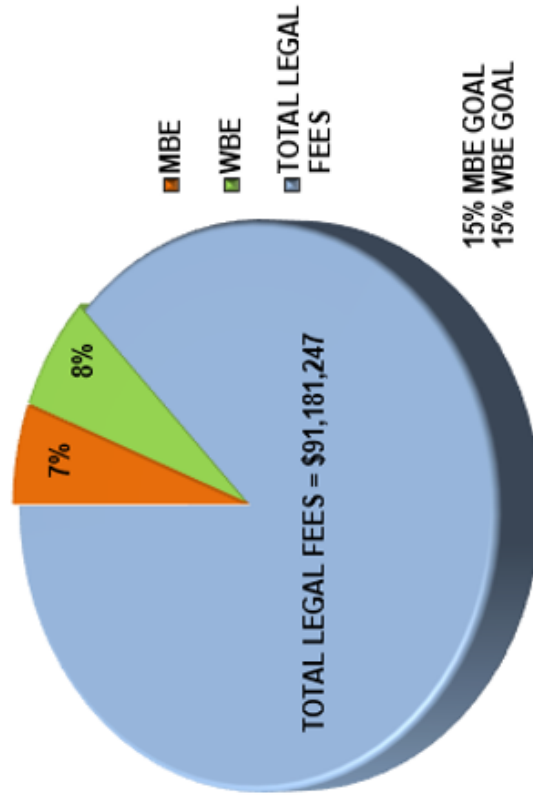
Discretionary spend since 2016 to Date

Total Number of Awards- 1,188

Total Value of Awards- \$240 million

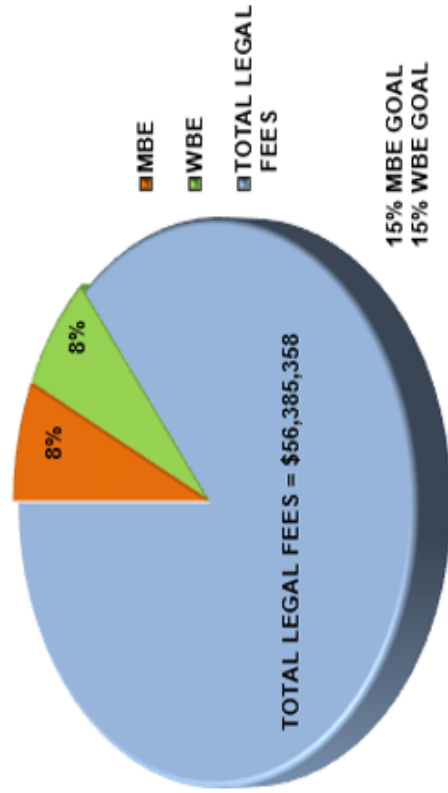
MTA – All Agency Legal Fee

April 2024 – March 2025



Actual MBE Participation: \$6,016,392 (7%)
Actual WBE Participation: \$6,857,913 (8%)

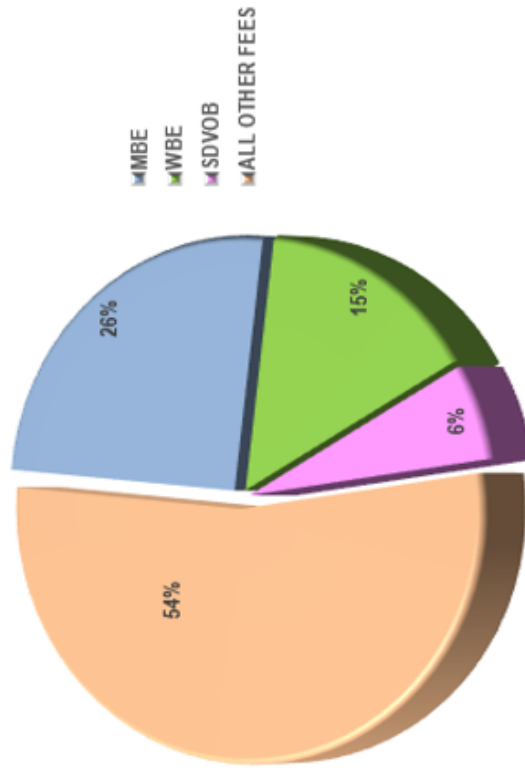
April 2023 – March 2024



Actual MBE Participation: \$4,519,395 (8%)
Actual WBE Participation: \$4,460,233 (8%)

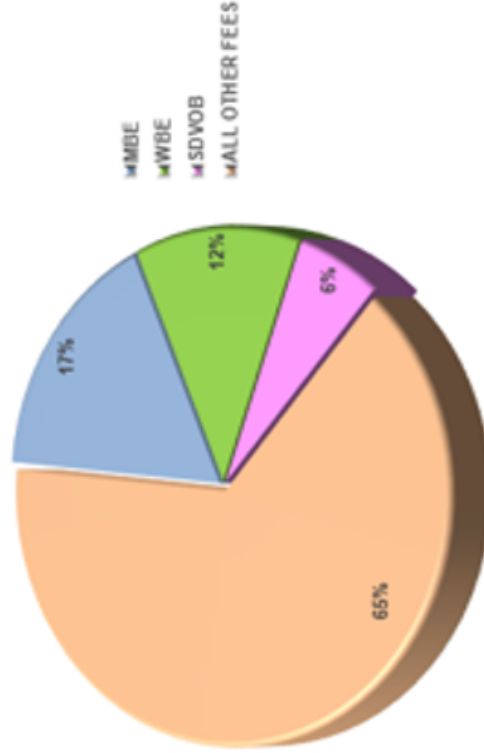
MTA All Agency Underwriter Fees

April 2024 – March 2025



| | |
|---------------------------------|---------------------|
| Actual MBE Participation: | \$2,461,354 (15%) |
| Actual WBE Participation: | \$4,228,653 (26%) |
| Actual SDVOB Participation: | \$990,444 (6%) |
| All Other Underwriting Fees: | \$8,868,962 (54%) |
| Total Underwriting Fees: | \$16,549,414 |

April 2023 – March 2024



| | |
|---------------------------------|---------------------|
| Actual MBE Participation: | \$2,691,568 (17%) |
| Actual WBE Participation: | \$1,953,008 (12%) |
| Actual SDVOB Participation: | \$ 962,469 (6%) |
| All Other Underwriting Fees: | \$10,274,285 (65%) |
| Total Underwriting Fees: | \$15,881,329 |

MWBE, DBE , SDVOB Program – Asset Fund Managers/Combined Plans

As of March 2025

- Total assets managed by MWBEs: \$3.93 billion; or 34% of total assets
- Majority of assets are in traditional asset classes
- Traditional assets managed by MWBEs: \$3.77 billion; or 43% of traditional assets
 - MWBE firms manage
 - 86% of US Equities
 - 37% of Real Estate
 - 16% of Non-US Equities
 - 34% of Fixed Income
 - 14% of Credit/Private
- Alternative investments managed by MWBE's: \$162 million; or 6% of alternative investments



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**All Discretionary Spend
Including A&E, IT, Legal**

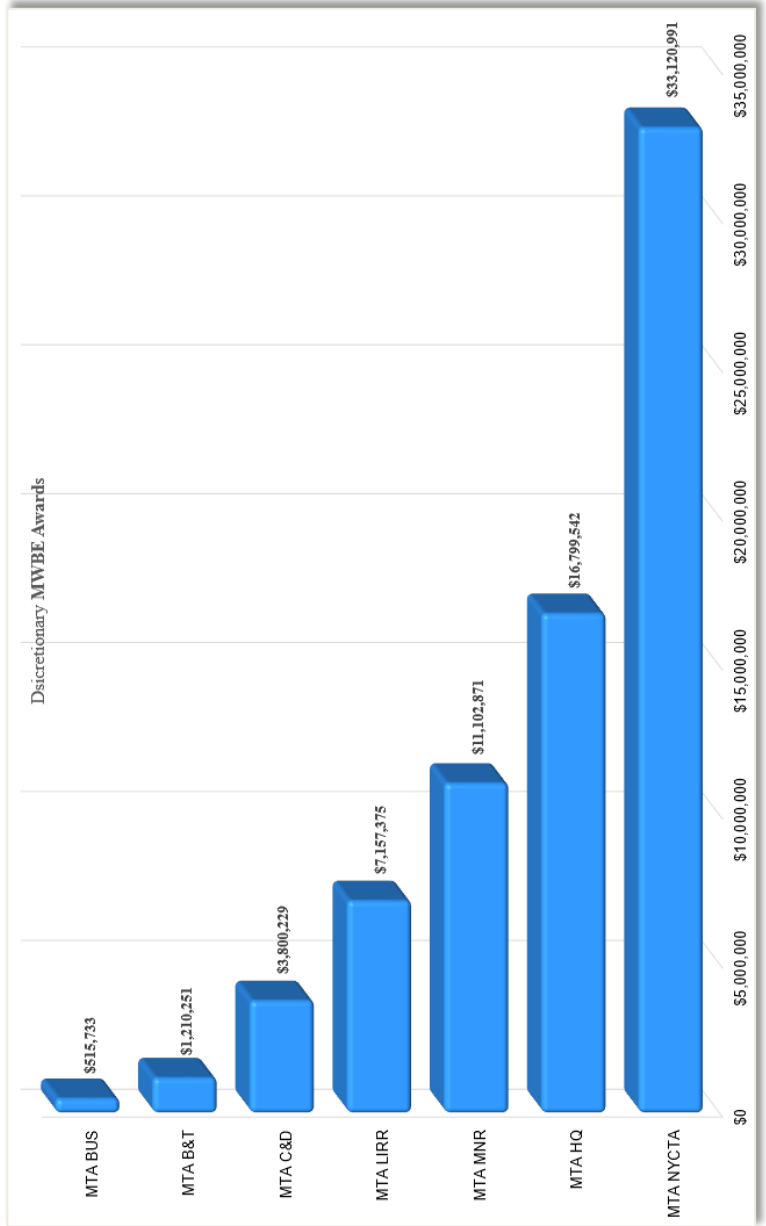
June 23, 2025

MTA All Agency Discretionary Procurement Report

April 2024 - March 2025

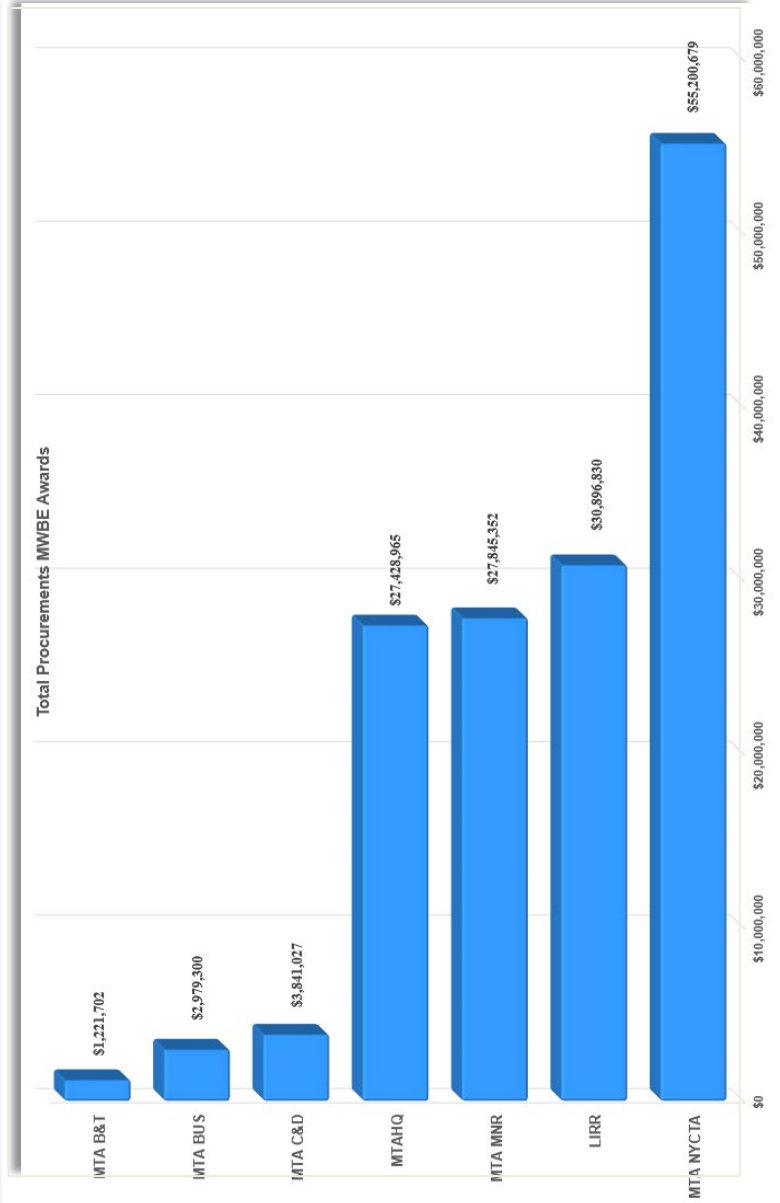
| Agency | Total Awards \$1.5M or Less | MWBE Discretionary Awards | Discretionary MWBE | SBC Discretionary | Discretionary SBC |
|--------------|--------------------------------|------------------------------|--------------------|----------------------|-------------------|
| MTA NYCTA | \$ 206,569,355 | \$ 33,120,991 | 16% | \$ 5,327,947 | 3% |
| MTA MNR | \$ 68,034,241 | \$ 11,102,871 | 16% | \$ 1,532,110 | 2% |
| MTA B&T | \$ 12,412,785 | \$ 1,210,251 | 10% | \$ 102,800 | 1% |
| MTA LIRR | \$ 83,009,088 | \$ 7,157,375 | 9% | \$ 1,730,137 | 2% |
| MTA HQ | \$ 52,720,962 | \$ 16,799,542 | 32% | \$ - | 0% |
| MTA C&D | \$ 5,015,237 | \$ 3,800,229 | 76% | \$ - | 0% |
| MTA BUS | \$ 38,265,607 | \$ 515,733 | 1% | \$ 724,908 | 2% |
| Total | \$ 466,027,277 | \$ 73,706,992 | 16% | \$ 9,417,903 | 2% |

* Discretionary procurements include purchases for goods, miscellaneous procurements, personal or miscellaneous services.



MTA All Agency Total Procurements

| April 2024 - March 2025 | | | |
|-------------------------|-------------------------|-----------------------|------------|
| Agency | Total Award Amount | Total MWBE Awards | MWBE |
| MTA NYCTA | \$ 398,493,693 | \$ 55,200,679 | 14% |
| MTA MNR | \$ 109,512,931 | \$ 27,845,352 | 25% |
| MTA B&T | \$ 42,878,925 | \$ 1,221,702 | 3% |
| MTA LIRR | \$ 142,808,973 | \$ 30,896,830 | 22% |
| MTA HQ | \$ 361,484,991 | \$ 27,428,965 | 8% |
| MTA C&D | \$ 6,707,170 | \$ 3,841,027 | 57% |
| MTA BUS | \$ 38,265,607 | \$ 2,979,300 | 8% |
| Total | \$ 1,100,152,292 | \$ 149,413,855 | 14% |





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Department of
Diversity and Civil Rights

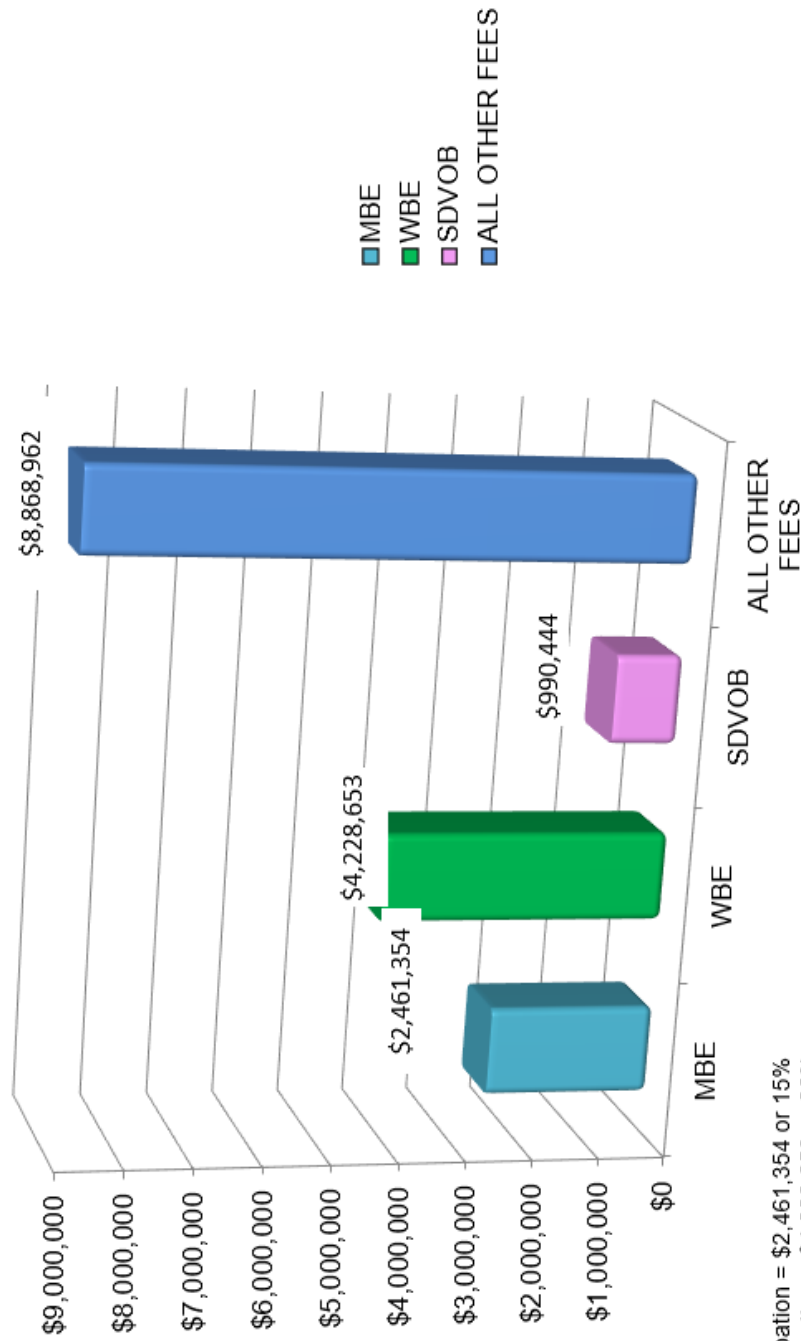
MTA

Underwriter Fees

June 23, 2025

MTA All Agency Underwriter Fees April 2024 – March 2025

**MTA ALL AGENCY UNDERWRITER FEES
APRIL 2024 - MARCH 2025**



Actual MBE Participation = \$2,461,354 or 15%
 Actual WBE Participation = \$4,228,653 or 26%
 Actual SDVOB Participation = \$990,444 or 6%
 All Other Underwriting Fees = \$8,868,962 or 54%
 Total Underwriting Fees = \$16,549,414



**Metropolitan
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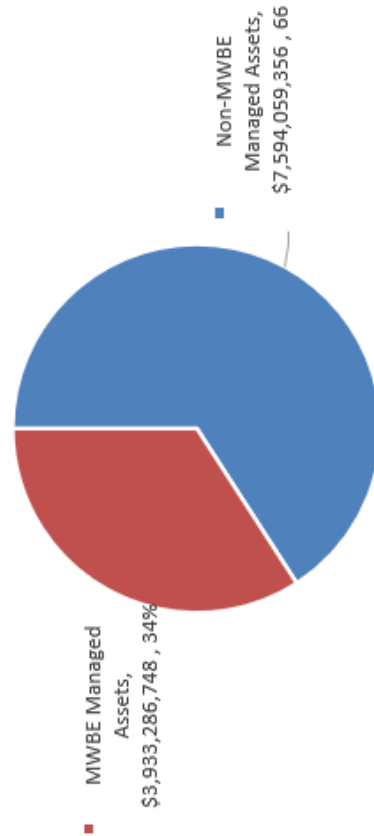
Asset Fund Managers

June 23, 2025

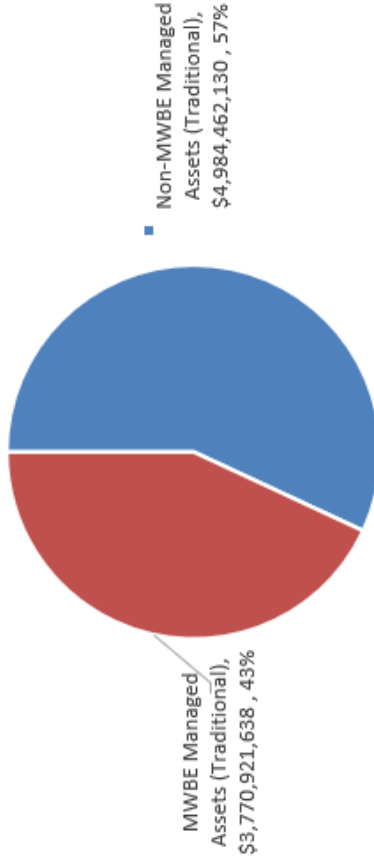
MTA Sponsored Plans – MWBE Participation

As March 2025

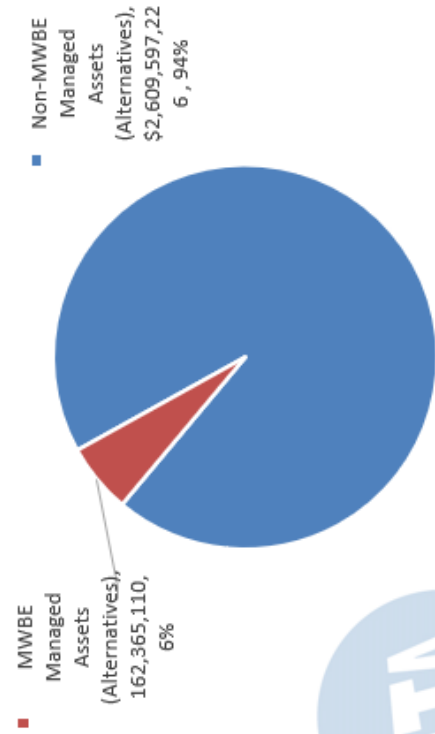
Combined Plans - Total Assets



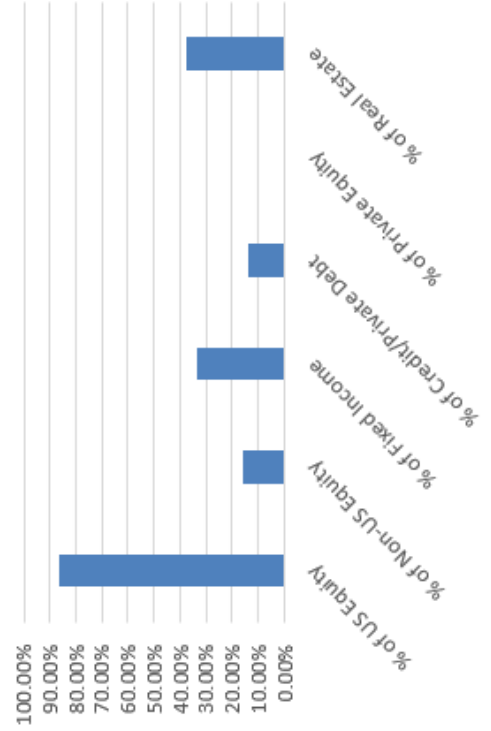
Combined Plans - Traditional Investments



Combined Plans- Alternative Investments



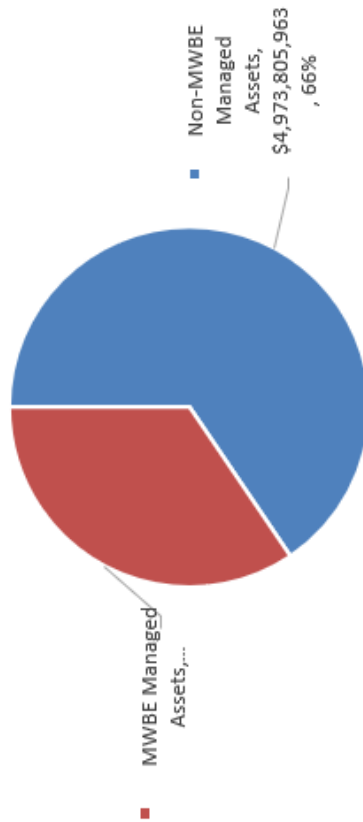
MWBE Managed Assets by Asset Class



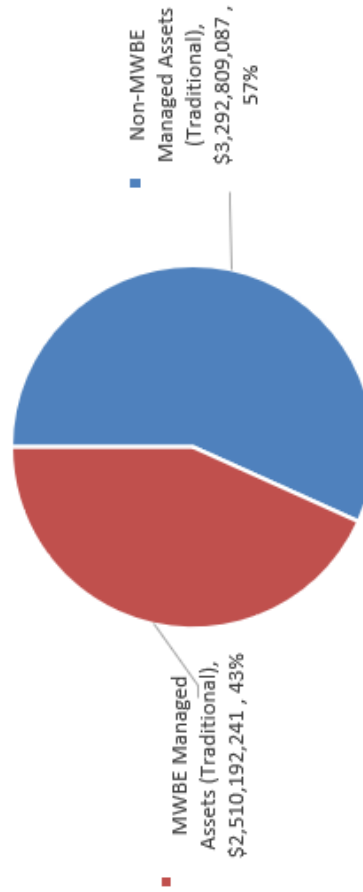
MTA Sponsored Plans – MWBE Participation

As March 2025

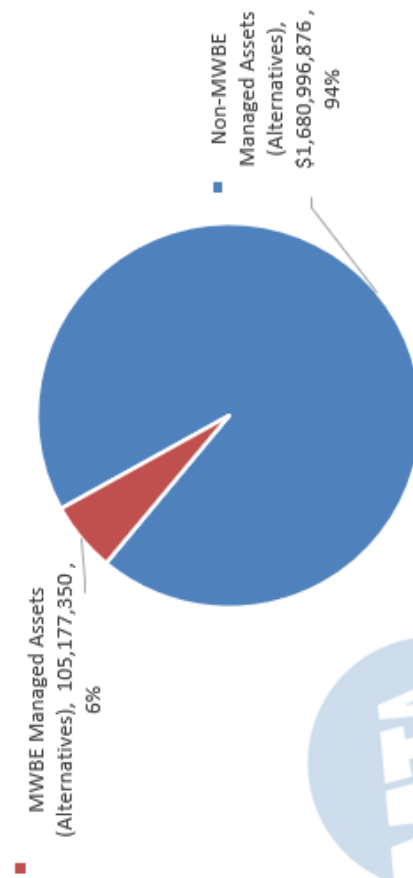
MTA Defined Benefit - Total Assets



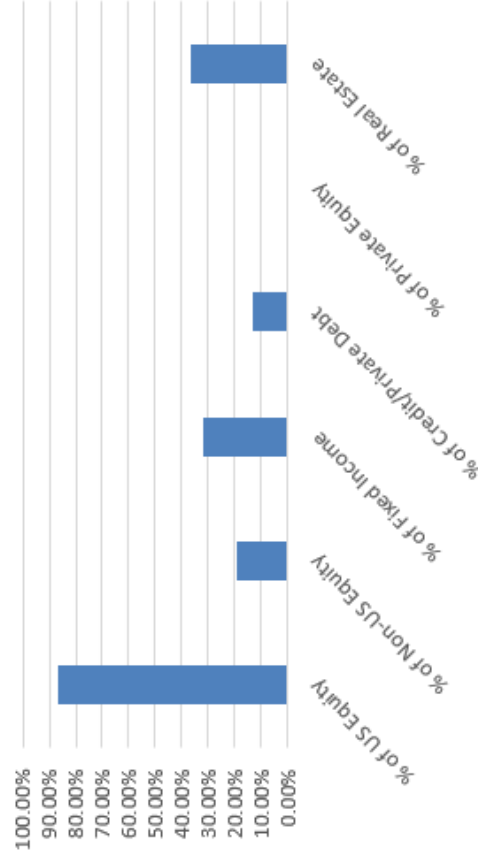
MTA Defined Benefit - Traditional Investments



MTA Defined Benefit - Alternative Investments



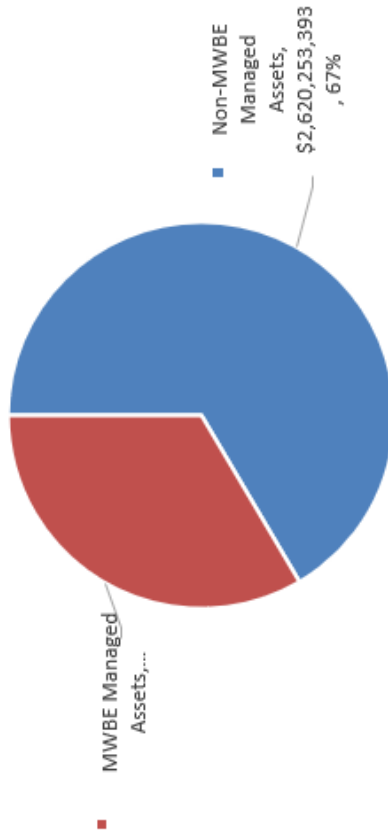
MWBE Managed Assets by Asset Class



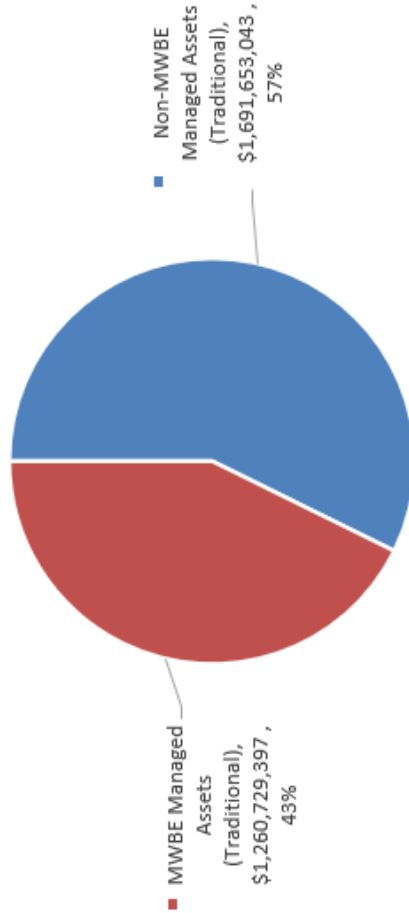
MTA Sponsored Plans – MWBE Participation

As of March 2025

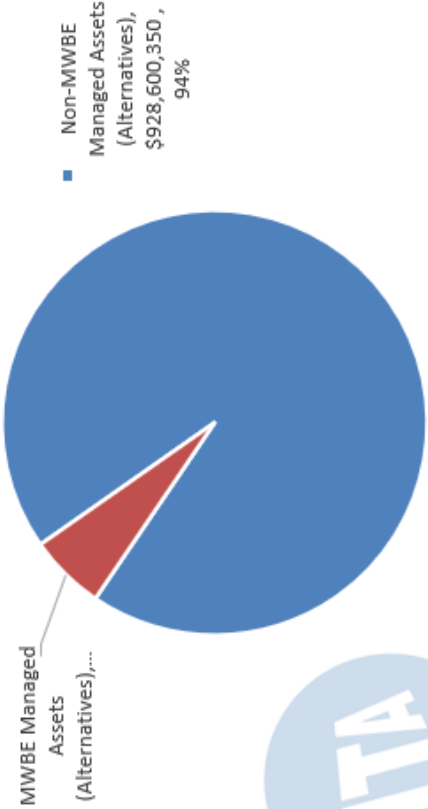
MaBSTOA - Total Assets



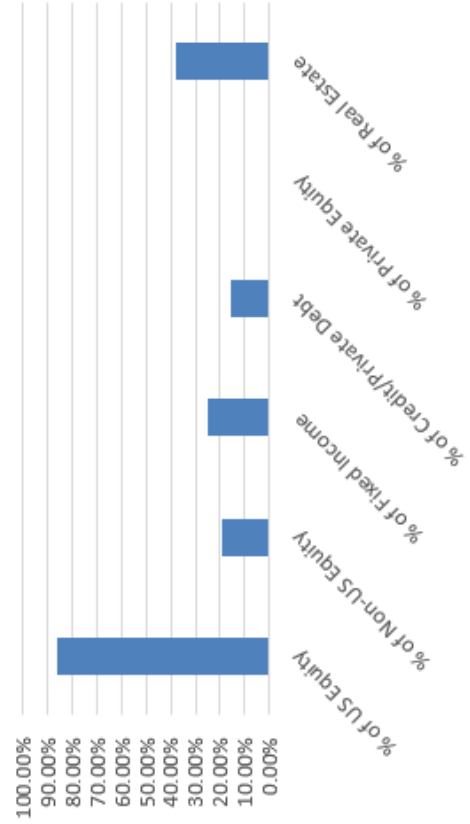
MaBSTOA - Traditional Investments



MaBSTOA - Alternative Investments



MWBE Managed Assets by Asset Class





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**MTA
Business Development
Initiatives**

June 23, 2025

Business Development Initiatives – Outreach

| |
|---|
| January |
| |
| February |
| DDCR Presents "DBE Certification Session" |
| NYSABPRHAL CAUCUS/MWBE Legislative Conference, Albany |
| March |
| DDCR Presents New Firm Orientation Session |
| NY Build Expo – Jacob Javits Center |
| Women Builders Council (WBC) AIM Forum |
| The General Contractors Association of NY, Inc. (GCA) Opportunities Expo |
| Westchester County Gov.: “How the Government Can Help to Build Your Business” |

MTA Small Business Development Program

June 23, 2025

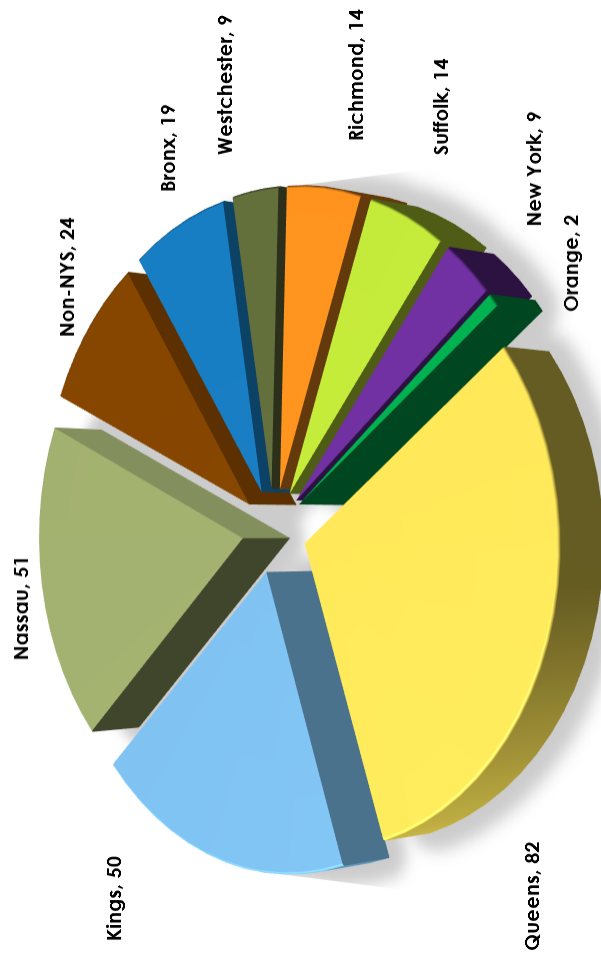


Small Business Development Program

| Mission Statement | Elements of the SBDP | Benefits of the Program |
|--|--|---|
| To develop and grow emerging contractors through classes, on-the-job training, and technical assistance on prime contracts with MTA Agencies, creating a larger pool of diverse, qualified contractors who can compete for and complete MTA construction projects safely, timely, and within budget. | <ul style="list-style-type: none"> ✓ Prime Contract Bid Opportunities up to \$5 million ✓ Business Management, Leadership and Technical Training ✓ Access to Working Capital and Surety Bonding ✓ Comprehensive business consulting services ✓ Experience working on MTA Projects up to \$5 million | <ul style="list-style-type: none"> ✓ Uniform Set of Front-End Bid Documents for All Agencies: NYCT, MNR, B&T, LIRR, MTA BUS, and MTA C&D ✓ Fast-Track Payments – 10 Business Days ✓ Awards SBMP & SBFP – within <u>22 business days</u> ✓ Closeouts SBMP & SBFP – within <u>20 & 30 business days</u> respectively ✓ Change Orders – within <u>15 business days</u> ✓ Submittals – within <u>10 business days</u> ✓ RFIs – within <u>5 business days</u> |

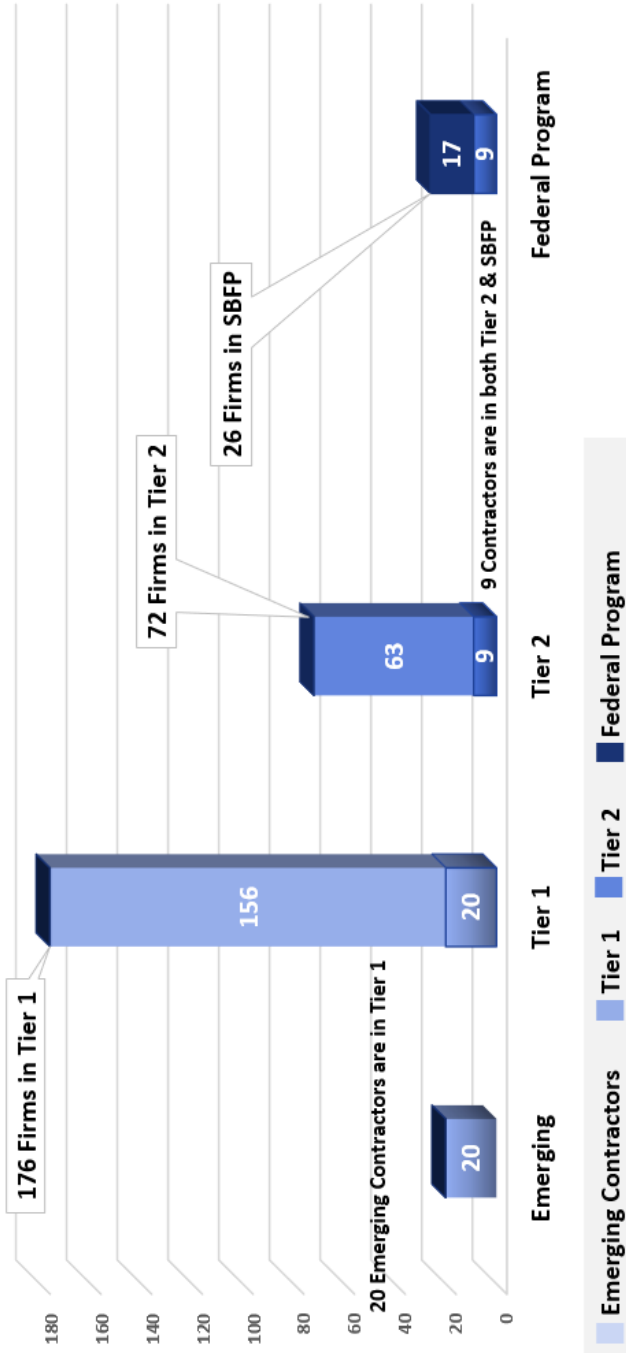
Small Business Development Program – NY Metropolitan Area Enrollment

274 Firms Actively Enrolled in the Program

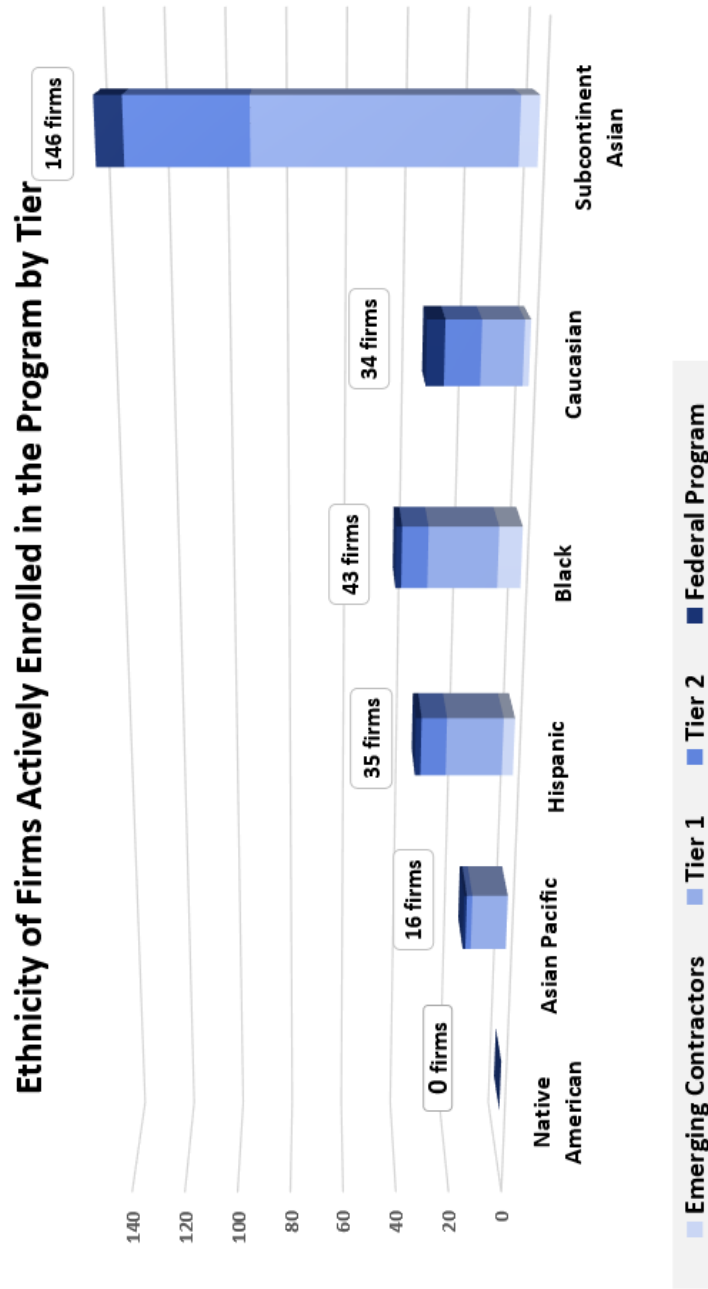


Small Business Development Program – Tier Participation

Active Prequalified Firms by Tier (Emerging ECP, Tier-1, Tier-2, SBFP)

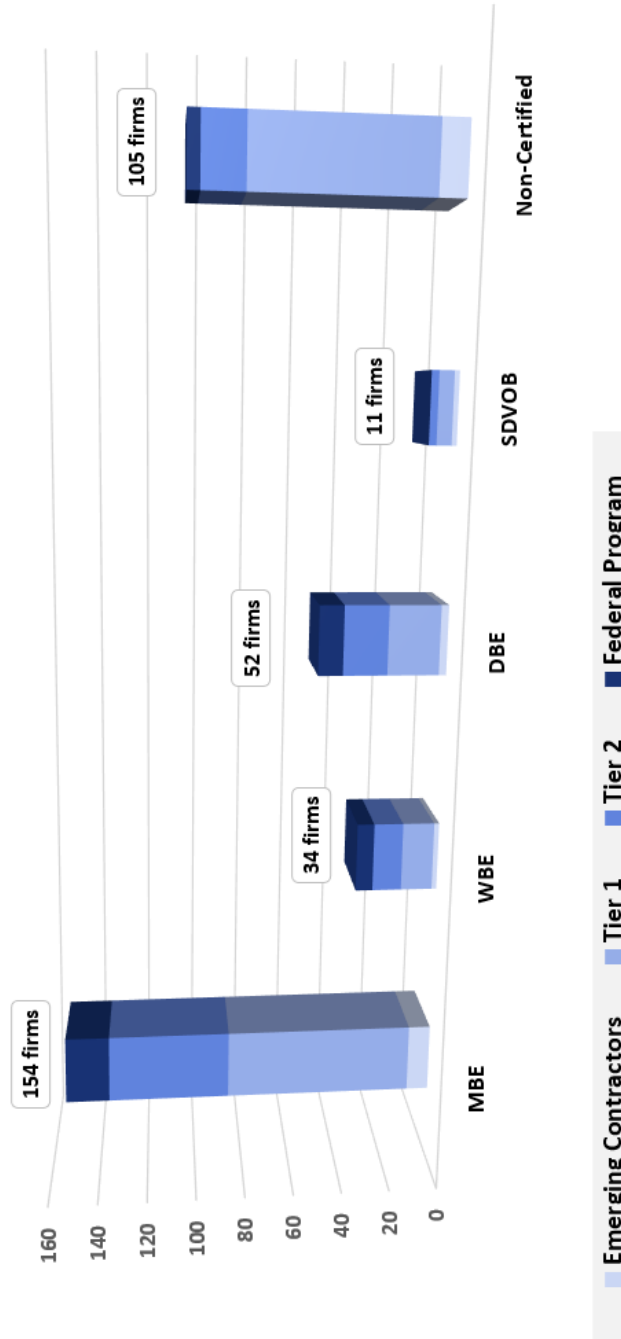


Small Business Development Program – Diversity of Tier Participants



Small Business Development Program – Certification of Program Participants

Certifications of Firms Actively Enrolled in the Program by Tier



Small Business Development Program – Prime Contract Awards

| Small Business Development Program | 2024 | 2025 | 2025 SBMP Contract Awards | | | |
|------------------------------------|-------------------------|-------------------------|---------------------------|-----|----|----|
| | Total Contracts Awarded | Total Contracts Awarded | Q1 | Q2 | Q3 | Q4 |
| Number of Awarded Contracts | 23 | 5 | 5 | 0 | 0 | 0 |
| Total Contract Value | \$32.2 M | \$5.8 M | \$5.8 M | \$0 | 0 | 0 |

Small Business Development Program (SBDP) Loan Program

| Small Business Development Program | 2024 Loans Awarded | 2025 Loans Awarded | 2025 SBMP Loans Awards | | | |
|------------------------------------|--------------------|--------------------|------------------------|-----|----|----|
| | | | Q1 | Q2 | Q3 | Q4 |
| Number of Loans Facilitated | 14 | 0 | 0 | 0 | 0 | 0 |
| Total Loan Value | \$2,581,525 | \$0 | \$0 | \$0 | 0 | 0 |