



Metropolitan Transportation Authority

Diversity Committee Meeting

September 2026

Committee Members

Dr. JR. Rizzo, Chair
M. Hartzog
C. Leathers
M. M. Miller
M. Rand
J. Samuelsen
E. Valente
N. Zuckerman

Diversity Committee Meeting

Monday, 9/28/2026

1:15 - 1:45 PM ET

1. Public Comments

2. Approval of Minutes

Diversity Committee Minutes - Page 3

3. 2026 Diversity Work Plan

2026 Diversity Committee Work Plan - Page 6

4. Equal Opportunity Policy Statements

2026 EEO Policy Statement - Page 10

2026 Sexual and Other Discriminatory Harassment Policy Statement - Page 14

2026 ADA and NYS Human Rights Law Policy Statement - Page 20

5. Executive Summary / Presentation

Executive Summary / Presentation - Page 23

6. EEO Activity

EEO Activity and Workforce Report - Page 45

7. M/W/DBE and SDVOB Utilization

M/W/DBE and SDVOB Utilization - Page 55

8. Discretionary Awards

All Discretionary Spend Including A&E, IT and Legal - Page 65

9. Financial Services

Underwriter Fees - Page 68

10. Asset Fund Management

Asset Fund Management - Page 70

11. Business Development Initiatives

Business Development Initiatives - Page 75

12. MTA EDGE Update

MTA EDGE Update - Page 79

MTA DIVERSITY COMMITTEE

Meeting Minutes
2 Broadway, 20th Floor
New York, NY 10004
Monday, June 22, 2026

The following Committee Members were present:

Hon. Blanca Lopez, Chair
Hon. Christopher Leathers
Hon. Melva M. Miller

The following staff were also present:

Quemuel Arroyo, Chief Accessibility Officer
Ray Burke, Deputy CDO, MWDBE/SDVOB Contract Compliance
Evita Marrow, Deputy CDO, Operations & Programming
Christine Norman, Deputy CDO, Technology, Operations, DBE Certification & Outreach
Sheree Owens, Deputy CDO, MTA EDGE
Lourdes Zapata, Chief Diversity and Inclusion Officer

Chair Lopez called to order the June 2026 Diversity Committee.

1. PUBLIC SPEAKERS' SESSION

- There were five public speakers during the public comments portion of the meeting:
Jason Anthony
Christopher D. Grief
Matty W. Buchys-Hyland
Jesse Figueroa
Aleta Dupree

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

- Due to the absence of a quorum, the Diversity Committee was unable to approve the minutes of the September 29, 2025, December 15, 2025, and March 23, 2026 meetings. Approval is deferred to the next meeting.

3. WORK PLAN REPORT

- Due to the absence of a quorum, the Diversity Committee was unable to approve the 2025/2026 Work Plan. Approval is deferred to the next meeting.

- Chair Lopez asked if there were any changes to the 2026 Work Plan. Ms. Zapata provided a Work Plan update, noting that the Agency-Wide EEO Program Report has been removed from DDCR's Work Plan. She explained that, following a June 2026 U.S. Department of Transportation directive rescinding the Federal Transit Administration's EEO Program reporting requirement, the MTA is no longer required to submit the report. The Updated 2026 Work Plan can be found on pages 6-9 of the Diversity Committee Book

4. EXECUTIVE SUMMARY

Ms. Zapata presented the agenda items and asked Mr. Arroyo to present the accessibility programming update

Accessibility Program Update

- Mr. Arroyo provided updates on accessibility improvements across all MTA stations. The updates covered elevator replacements, ramp installations and upgrades, mobile applications and assistive technology, accessible subway gates, platform accessibility enhancements, digital information screens, accessible seating, and other ongoing and upcoming accessibility projects currently under development.

EEO Activities

- Ms. Marrow presented an update on the recent Federal Transit Administration (FTA) notice concerning Circular 4704.1A. She elaborated on its implications, outlining key changes and their potential impact on current operational procedures.
- Ms. Marrow presented data on the MTA's overall workforce, noting an increase in self-identified female and male hires for Q1. However, there was a decrease in hires of self-identified individuals with disabilities and veterans. Workforce data can be found on pages 34-41 of the Diversity Committee Book.

M/W/DBE, SDVOB Activity

- Ms. Owens shared program updates on MTA EDGE. The updates included an increased admission threshold, in-house assessments, and trainings.
- Mr. Burke provided insights and an update on the Enhanced Utilization Credit Initiative (EUCI) program.
- Ms. Norman provided updates on the changes to the Federal Disadvantaged Business Enterprise (DBE) and the Airport Concessions DBE/ACDBE Program, as well as its re-evaluation process.
- Ms. Norman highlighted the key aspects of the M/W/DBE and SDVOB fiscal year programs. SDVOB payments increased by approximately \$8 million compared to the previous fiscal year, reflecting meaningful progress. Ms. Norman also announced a record high in utilization payments for FY 2025-2026, exceeding \$947 million and surpassing the previous benchmark of \$916 million.

Ms. Zapata recognized Mr. Burke on behalf of leadership in honor of his upcoming retirement following more than 35 years of service to the MTA. She highlighted Mr. Burke's contributions and accomplishments throughout his tenure and thanked him for his many years of dedicated service.

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 Chair Blanca Lopez.

Respectfully submitted,
Ipek M. King
Diversity & Business Resources Assistant Manager

2026 Diversity Committee Work Plan *(Revised: June 2026)*

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 2026	Responsibility
MTA Agency-Wide Title VI Triennial Report	Dept. of Diversity/Civil Rights
2025 Year-End Report	
DBE Program Update	
NYS Diversity, Inclusion and Equal Opportunity 2025 Report	

June 2026	Responsibility
1 st Quarter 2026 Report	Dept. of Diversity/Civil Rights
EUCI/EMPP Pilot Program Updates	
MTA EDGE Program Update	
Accessibility Programming Update	MTAHQ and Agency Staff

September 2026	Responsibility
2 nd Quarter 2026 Report	Dept. of Diversity/Civil Rights
5-Year DEI Strategic Plan – Bi-Annual Update	
DBE Program Update	
Recommitment to Equal Opportunity (“EO”)	

December 2026	Responsibility
3 rd Quarter 2026 Report	Dept. of Diversity/Civil Rights
2027 Diversity Committee Workplan	
Accessibility Programming Update	MTAHQ and Agency Staff
Recruitment Strategies for MTAHQ and MTA Agencies	
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 2026

- **MTA Agency-Wide Title VI Triennial Report**
The MTA is required to submit a report to the Federal Transit Administration (FTA) outlining its Title VI program activities for the term of July 1, 2022 – June 30, 2025. Due to the FTA by June 1, 2026, the report requires full MTA Board approval prior to submission. DDCR will provide the Committee with an overview of the report scope and findings for approval prior to submission.
- **2025 Year-End Report**
The Department of Diversity and Civil Rights will present 2025 year-end update on MTA Agency-wide DEO and M/W/DBE and SDVOB contract compliance activities.
- **DBE Program Update**
DDCR will provide an update on program activities resulting from the Interim Final Rule published by the U.S. Department of Transportation related to amendments to 49 CFR Parts 23 and 26 in October 2025 which restructured the Disadvantaged Business Enterprise (DBE) program.
- **NYS Diversity, Inclusion and Equal Opportunity 2025 Report**
Pursuant to NYS Executive Order 187, the MTA is required to submit an annual report to the State regarding its workplace demographic data, training activities and other diversity activities. Due for submission by January 31,

2026, the report does not require full MTA Board approval prior to submission but will be shared with the Committee with an overview of the report scope and findings.

June 2026

- **1st Quarter 2026 Report**
The Department of Diversity and Civil Rights will present 1st quarter 2026 update on MTA Agency-wide DEO, and M/W/DBE and SDVOB contract compliance activities.
- **EUCI/EMPP Pilot Program Updates**
Launching in 2026, DDCR will update on two pilot initiatives designed to increase NYS MWBE contracting with the MTA – the Enhanced Utilization Credit Initiative (EUCI) and the Enhanced Mentor Protégé Program (EMPP).
- **MTA EDGE Program Update**
DDCR will provide an update on program roll out and transition for current MTA EDGE (formerly named Small Business Mentoring Program) cycle.
- **Accessibility Programming Update**
The Committee will receive an update on MTA accessibility programming that is non-capital in nature and relevant to the MTA's workforce and customers.

September 2026

- **2nd Quarter 2026 Report**
The Department of Diversity and Civil Rights will present 2nd quarter 2026 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.
- **DBE Program Update**
DDCR will provide an update on program activities resulting from the Interim Final Rule published by the U.S. Department of Transportation related to amendments to 49 CFR Parts 23 and 26 in October 2025 which restructured the Disadvantaged Business Enterprise (DBE) program.
- **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 2026 EO Policy Statements.

December 2026

- **3rd Quarter 2026 Report**
The Department of Diversity and Civil Rights will present 3rd quarter 2026 update on MTA Agency-wide DEO, and M/W/DBE and SDVOB contract compliance activities

- **2027 Diversity Committee Work Plan**

The Department of Diversity and Civil Rights will present an updated Diversity Committee Work Plan for 2027.

- **Recruitment Strategies for MTAHQ and MTA Agencies**

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.

- **Accessibility Programming Update**

The Committee will receive an update on MTA accessibility programming that is non-capital in nature and relevant to the MTA's workforce and customers.

- **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

EQUAL EMPLOYMENT OPPORTUNITY (11-082)

The Metropolitan Transportation Authority ("MTA"), including its current and any future subsidiary or affiliated entities of the MTA, hereinafter collectively referred to as "MTA", is 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 race, color, religion (including the wearing of any attire, clothing, or facial hair in accordance with the requirements of a person's religion), national origin, sex, age, disability, genetic information, veteran or military status, or any other legally protected basis. In addition, MTA will not impermissibly use or rely on any protected category or characteristic defined by federal, state, and/or 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 ("EOD") or the Chief Diversity and Inclusion Officer at MTA Department of Diversity and Civil Rights ("DDCR") at (646) 252-1385. This Policy Statement supersedes and replaces prior versions of Policy Statements on this subject.

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.

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

MTA ALL AGENCY POLICY STATEMENT

EQUAL EMPLOYMENT OPPORTUNITY (11-082)

regulatory adherence with all MTA Equal Opportunity Programs. MTA's Chief Diversity and Inclusion Officer and the agencies' Chief Equal Opportunity Officers are responsible for implementing EEO 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
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
Michelle Thompson
2 Broadway, 8th Floor
New York, NY 10004
646-252-1362
michelle.thompson@mtahq.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 Railroad
Jessica Cooke
93-02 Sutphin Blvd., 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
Jeanne Victor
130 Livingston St., 3rd Floor
Brooklyn, NY 11201
718-694-1730
jeanne.victor@mtahq.org

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.

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.

MTA ALL AGENCY POLICY STATEMENT

EQUAL EMPLOYMENT OPPORTUNITY (11-082)

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, 1-844-697-3471

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 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 EOD 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.

MTA ALL AGENCY POLICY STATEMENT

EQUAL EMPLOYMENT OPPORTUNITY (11-082)

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

Effective: August 2026

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 # 11-082

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"), including its current and any future subsidiary or affiliated entities of the MTA, 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 supersedes and replaces all previous memoranda and policies on this subject.

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 (Continued)

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 or sexual orientation, such as:
 - 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.

MTA ALL AGENCY POLICY STATEMENT

SEXUAL AND OTHER DISCRIMINATORY HARASSMENT (Continued)

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 race, color, religion, national origin, age, disability, genetic information, veteran or military status, or any other legally protected basis, including based on the employee's 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 race, color, religion, national origin, age, disability, genetic information, veteran or military status, or any legally protected basis; 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.

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
Michelle Thompson
2 Broadway, 8th Floor
New York, NY 10004
646-252-1362
michelle.thompson@mtahq.org

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

MTA ALL AGENCY POLICY STATEMENT SEXUAL AND OTHER DISCRIMINATORY HARASSMENT (Continued)

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

New York City Transit
Jeanne Victor
130 Livingston St., 3rd Floor
Brooklyn, NY 11201
718-694-1730
jeanne.victor@mtahq.org

Long Island Railroad
Jessica Cooke
93-02 Sutphin Blvd., 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@mnrt.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.

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

MTA ALL AGENCY POLICY STATEMENT

SEXUAL AND OTHER DISCRIMINATORY HARASSMENT (Continued)

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
1-844-697-3471

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 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.

MTA ALL AGENCY POLICY STATEMENT SEXUAL AND OTHER DISCRIMINATORY HARASSMENT (Continued)

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: August 2026

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

MTA ALL AGENCY POLICY STATEMENT

Americans With Disabilities Act and New York State Human Rights Law (11-081)

The Metropolitan Transportation Authority ("MTA"), including its current and any future subsidiary or affiliated entities of the MTA, hereinafter collectively referred to as "MTA", is fully committed to equal opportunity for all employees and applicants for employment and prohibits discrimination on the basis of disability in all of its employment practices. Such interference with the ability of the MTA's employees to perform their expected job duties is not tolerated. The Americans with Disabilities Act ("ADA") 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 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 and applicants for employment shall be protected from retaliation or harassment for filing a complaint or participating in an investigation of a complaint. Reprisal against or interference with an employee's or applicant's right to file a complaint concerning such matters constitutes a violation of this Policy. The MTA Equal Employment Opportunity Policy and Sexual and Other Discriminatory Harassment Policies also contain pertinent information relating to claims of discrimination.

If you believe you have been subjected to a violation of MTA's Equal Employment Opportunity ("EEO") Policy 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 other personnel at the appropriate agency listed below:

MTA Headquarters
Loures Zapata
2 Broadway, 16th Floor
New York, NY 10004
646-252-1385
loures.zapata@mtahq.org

Construction and Development
Michelle Thompson
2 Broadway, 7th Floor
New York, NY 10004
646-252-1362
michelle.thompson@mtahq.org

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

MTA ALL AGENCY POLICY STATEMENT

Americans With Disabilities Act and New York State Human Rights Law (11-081)

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

Long Island Railroad
Jessica Cooke
93-02 Sutphin Blvd., 4th
Floor
Jamaica, NY 11435
718-558-8170
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
Jeanne Victor
130 Livingston Street, 3rd Floor
Brooklyn, NY 11201
718-694-1730
jeanne.victor@mtahq.org

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 of the above EEO personnel. 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, 11th 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.*

MTA ALL AGENCY POLICY STATEMENT

Americans With Disabilities Act and New York State Human Rights Law

2. The New York State Division of Human Rights Headquarters
One Fordham Plaza, 4th Floor, Bronx, NY 10458, 1-844-697-3471

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 enforcement agencies of other localities 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 DEO 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.

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Chairperson and CEO

Lourdes Zapata
Chief Diversity and Inclusion Officer

Jamie Torres-Springer
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President MTA C&D

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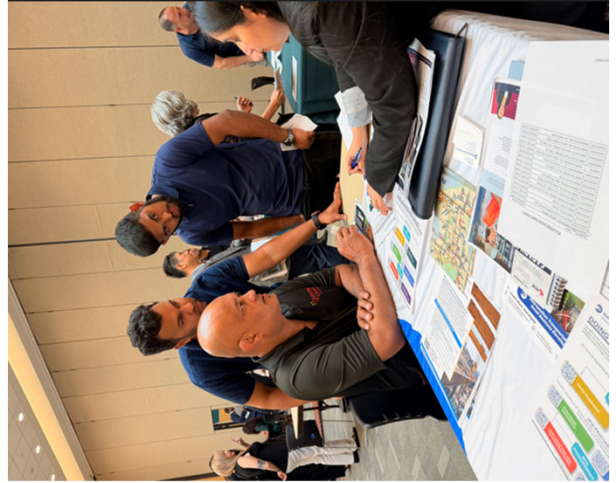
Robert Free
President, LIRR

Demetrius Crichlow
President, NYCT and MTA BUS

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

Diversity Committee/ Presentation/ Executive Summary

September 28, 2026



Agenda:

I. MTA-wide EEO Activities

- Recommitment to Equal Opportunity (“EO”)
- Workplace Statistics – Q2 Reporting

II. 2026-27 Small Business Development Activity

- MWBE/DBE/SDVOB Payments & Awards
- MWBE Success Story



**Metropolitan
Transportation
Authority**

Department of
Diversity and Civil Rights

III. Events

IV. Five-Year Diversity, Equity, and Inclusion (DEI) Strategic Plan Agency-Wide Initiatives: Year 3 Progress Report (July 1, 2025 – Jun 30, 2026)

**MTA reports on MWBE and SDVOB contract awards and payments in accordance with applicable NYS requirements, including Executive Law Article 15-A and Veterans' Services Law Article 3.*

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Equal Opportunity

2026 EO Policy Statements

1. MTA EEO Policy
2. Sexual and Other Discriminatory Harassment
3. ADA and NYS Human Rights Law

MTA - Wide Workforce: Q2

75,250 strong as of June 30, 2026

Workforce Demographics

Snapshot as of June 30, 2026

- **20%** (14,866) self-identified as **females**
- **75%** (56,522) self-identified as **minorities**
- **2%** (1,489) **veterans***
- **1%** (792) self-identified as a **person with a disability**

Hires & Separations

YTD (January 1, 2026 – June 30, 2026)

- **2,799** new hires and **2,565** separations
- Net increase of **88** self-identified female and a net increase of **146** self-identified male employees
- Net decrease of **42** veterans and a net decrease of **16** self-identified individuals with a disability

* Veteran data reflects employees verified by the MTA as Eligible Veterans based on DD-214 documentation issued by the U.S. Department of Defense.
• MTA collects demographic data as part of its obligations under NYS Executive Order 187.

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SDVOB Utilization & Payments

	NYS FY 2026/2027 <i>Apr. – Jun. 2026</i>	NYS FY 2025/2026 <i>Apr. – Jun. 2025</i>
SDVOB %	3%	4%
SDVOB Payments	\$15,100,953	\$13,627,020

NYS FY 2026/2027 SDVOB (APRIL 2026 – JUN 2026)		
Industry	Amount Paid (\$)	Amount Paid (%)
C - Commodities	\$8,396,587	55.5%
CC - Construction Consultants	451,881	3%
CN - Construction	\$3,407,173	22.5%
SC - Services / Consultants	\$2,845,312	19%
Grand Total	\$15,100,953	100%

NYS FY 2024/2025 SDVOB (APRIL 2025 - JUN 2025)		
Industry	Amount Paid (\$)	Amount Paid (%)
C - Commodities	\$2,148,573	16%
CC - Construction Consultants	\$615,945	4%
CN - Construction	\$8,164,100	60%
SC - Services / Consultants	\$2,698,402	20%
Grand Total	\$13,627,020	100%

* SDVOB utilization and payment requirements are established under Article 3 of the NYS Veterans' Services Law

MWBE Utilization & Payments

	NYS FY 2026/2027 <i>Apr. – Jun. 2026</i>	NYS FY 2025/2026 <i>Apr. – Jun. 2025</i>
MWBE %	26%	41%
MWBE Payments	\$215,361,267	\$287,025,595

NYS FY 2026/2027 MWBE (APRIL 2026 – JUNE 2026)		
Industry	Amount Paid (\$)	Amount Paid (%)
C - Commodities	\$36,579,905	17%
CC - Construction Consultants	\$4,916,380	2%
CN - Construction	\$120,357,526	56%
SC - Services / Consultants	\$53,507,456	25%
Grand Total	\$215,361,267	100%

NYS FY 2024/2025 MWBE (APRIL 2025 - JUNE 2025)		
Industry	Amount Paid (\$)	Amount Paid (%)
C - Commodities	\$36,610,214	13%
CC - Construction Consultants	\$5,394,160	2%
CN - Construction	\$193,972,110	67%
SC - Services / Consultants	\$51,049,111	18%
Grand Total	\$287,025,595	100%

*MWBE utilization and payment requirements are established under Article 15A of the NYS Executive Law

MWBE Success Story

New Wave People (MBE/WBE)



Kathy Ameneiros,
President and CEO



New Wave People, Inc. (NWP) is a privately held staffing and recruitment company founded in 2000, providing workforce solutions to government and corporate clients nationwide. Its services include staffing for construction and skilled trades, healthcare, administration, engineering, defense, telecommunications/IT, and general labor, as well as supplemental and emergency staffing.

Over the past five years, NWP has provided medical staffing and other professional services to the MTA, primarily NYCT, LIRR, and MNRR. NWP has also filled positions including social workers, statistical assistants, and civil engineers. Through multiple contracts, including discretionary procurements, NWP has been awarded more than \$10 million in MTA work.

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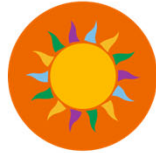
OCTOBER: GLOBAL DIVERSITY MONTH



All Agency Employee Resource Groups (ERG) Quarterly Highlights



Abilities



Latinos & Friends



All Generational



Veterans



B.E.G.I.N.
Black Employee Group for
Inclusion and Networking



TransportAsian



Multicultural



Pride Express

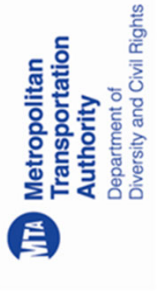
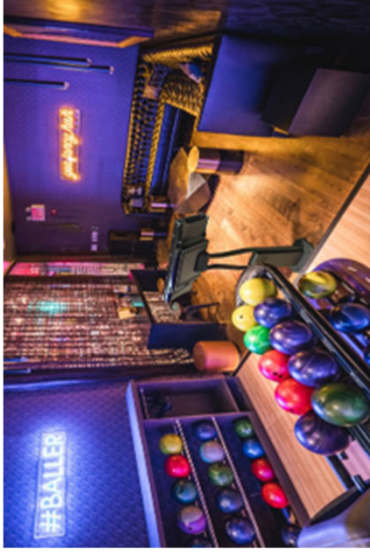


Young Professionals



E.W.T.
Empowering Women
in Transportation

All Agency Employee Resource Groups (ERG) Quarterly Highlights



*The ERG Events are open to all MTA employees

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Five-Year Diversity, Equity, and Inclusion (DEI) Strategic Plan Update



**Try CityTicket and
save within NYC**
LIIRR rides within the city are just
\$7.25 peak and \$5.25 off-peak.

Year 3 Goals & Progress
July 1, 2025 - June 30, 2026

The Four-Phase Enterprise Progression

The four goals collectively demonstrate a progression from identifying customer, community, and workforce needs, to building the infrastructure, pathways, and opportunities to address those needs, to embedding inclusion into organizational practices, and ultimately delivering and integrating those priorities through accessible services, workforce development, stakeholder engagement, and inclusion informed-decision-making.

PHASE 01

IDENTIFY

Customer, community & workforce needs surfaced through data and partnerships.

PHASE 02

BUILD

Infrastructure, pathways, and recruitment programs.

PHASE 03

EMBED

Inclusion becomes part of practice, leadership, and culture.

PHASE 04

DELIVER

Through programs, services, and stakeholder-informed decisions.

Goal 1: Deliver Inclusive Programs and Services

IDENTIFY & ADVANCE

Using data, partnerships, investment, and customer-focused initiatives to better understand communities and expand fair access to transportation and opportunity.

YEAR 1

ESTABLISH

Identify needs, establish partnerships, launch pilots, and develop access frameworks.

YEAR 2

ADVANCE

Scale programs, expand investment, and strengthen community engagement.

YEAR 3

DELIVER

Tangible transportation, accessibility, and economic outcomes.

- Expanded inclusive network investments
- Small-business and local-hiring opportunities
- Zero-emission planning
- CityTicket expansion
- Fleet accessibility improvements
- ADA investments

Goal 2: Recruit, Retain & Develop a Talented Workforce

BUILD & DEVELOP

Building the recruitment infrastructure, career pathways, leadership development, and talent pipelines needed to attract, develop, and retain a inclusive workforce.

YEAR 1

BUILD

Establish recruitment measurement, development frameworks, leadership pathways, and talent programs.

YEAR 2

DEVELOP

Expand training, career pathways, targeted strategies, professional development, and talent pipelines.

YEAR 3

INSTITUTIONALIZE

Programs with measurable retention and career-development outcomes.

- Certification, licensing pathways, and alumni engagement in recruitment
- Continued implementation of the NYCT Operations Crossover Initiative and C&D Talent Pipeline Participation across 84% of C&D departments

Goal 3: Foster an Inclusive Workplace Culture

EMBED & SUSTAIN

Making inclusion part of the employee experience, leadership practices, performance expectations, and organizational culture.

YEAR 1

EMBED

Establish inclusive expectations, listening mechanisms, and leadership development.

YEAR 2

ENGAGE

Measure workforce experience, expand dialogue, and strengthen development.

YEAR 3

SUSTAIN

Mechanisms that reinforce inclusion across the organization.

- Integration of inclusive behaviors into performance management
- Updates Railroad Academy Diversity & Inclusion training
- Expanded workforce engagement initiatives & employee dialogue

Goal 4: Collaborative Engagement & Communication

DELIVER & INTEGRATE

Making stakeholder engagement, transparency, and inclusion-informed decision-making part of how the MTA operates.

YEAR 1

CONVENE

Establish stakeholder groups, communication channels, and access frameworks.

YEAR 2

COLLABORATE

Expand engagement, feedback, and community participation.

YEAR 3

INTEGRATE

Stakeholder input into planning, mitigation, and decision-making.

- Environmental Justice Community Group engagement
- Title VI Training expansion
- Transparent communication around accessibility, capital, and service initiatives
- Inclusive access focused subway pilots
- Community & rider engagement

Year 3: The Shift to Implementation

STRATEGIC SYNTHESIS

Across the four goals, the MTA has moved beyond establishing frameworks and initiatives toward active programs, expanded partnerships, measurable workforce and service outcomes, stakeholder-informed decision-making, and continuous improvement.

Goal	Strategies	Completed	Pending	Revised
Goal 1	9	100%	-	-
Goal 2	7	57%	3	5
Goal 3	8	75%	2	4
Goal 4	6	100%	-	-

Our work continues, but the direction is clear: fairness is becoming embedded in how the MTA operates.

Thank you from the DDCR team....

Lourdes Zapata (she/ella)

Chief Diversity and Inclusion Officer

Chris Santariello (he/him)

Acting Deputy Chief Diversity and Inclusion Officer, Business Program Compliance

Odelia Levy (she/her)

Deputy Chief Diversity and Inclusion Officer, Division of Equal Opportunity

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, MTA EDGE



MTA
EEO Activity and
Workforce Report
September 28, 2026

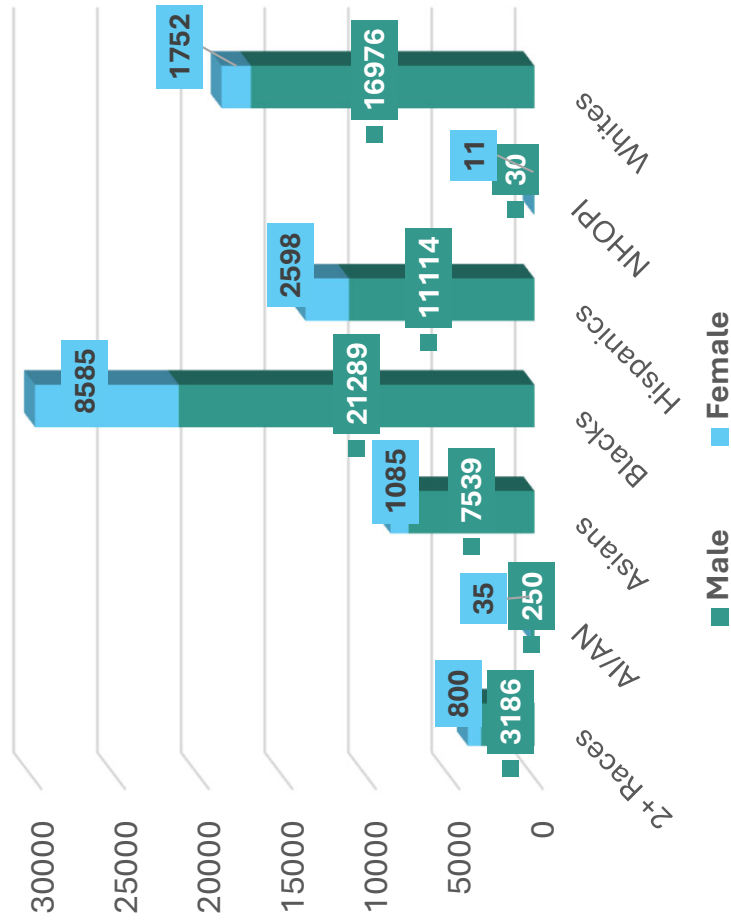
Definitions of EEO Job Categories

- **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 that require specialized and theoretical knowledge, which is usually acquired through college training or through work experience and other training that provides comparable knowledge.
- **Technicians** – Occupations that require a combination of basic scientific or technical knowledge and manual skill, which can be obtained through specialized post-secondary school education or through equivalent on-the-job training.
- **Protective Services** – Occupations in which workers are entrusted with public safety, security, and protection from destructive forces.
- **Paraprofessionals** – Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status.
- **Administrative Support** – Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information, and other paperwork required in an office.
- **Skilled Craft** – Occupations in which workers perform jobs that require special manual skill and a thorough 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 that result in or contribute to the comfort, convenience, hygiene, or safety of the general public or that contribute to the upkeep and care of buildings, facilities, or grounds of public property.

MTA - Wide Workforce: Q2

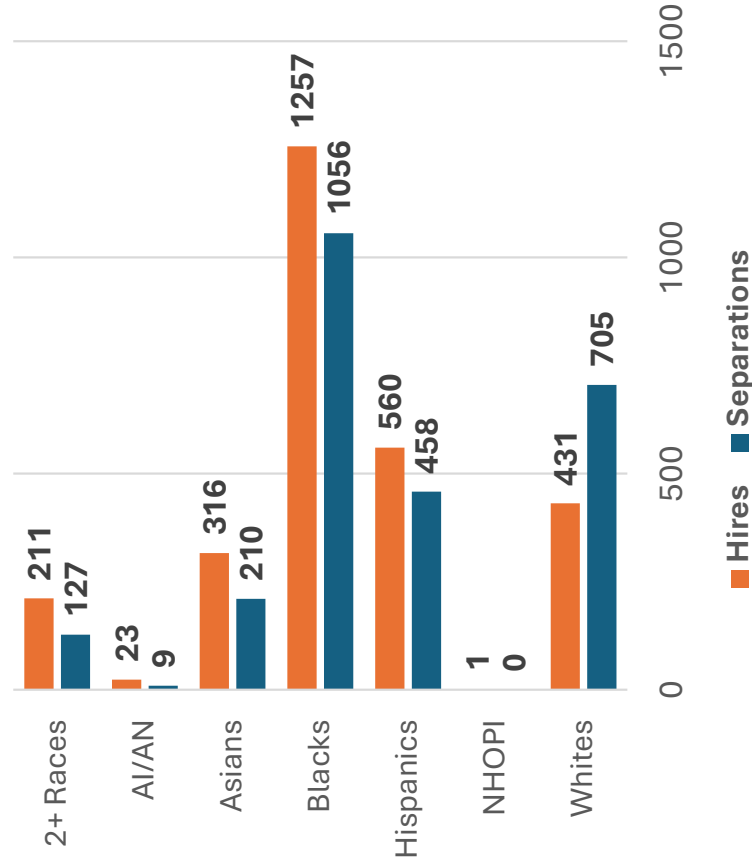
Workforce by Sex and Ethnicity

As of June 30, 2026



Hires & Separations

January 1, 2026 – June 30, 2026



MTA - Wide Workforce: Q2

as of June 30, 2026

JOB CATEGORY	TOTAL		MINORITIES		2+ RACES		AI/AN*		ASIANS		BLACKS		HISPANICS		NHOPI**		WHITES		VETERANS		PWD***	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Officials & Administrators	5,972		3,580	60%	446	7%	9	0%	959	16%	1,378	23%	783	13%	5	0%	2,392	40%	152	3%	222	4%
	F 1,782	30%	1,302	22%	127	2%	3	0%	278	5%	636	11%	257	4%	1	0%	480	8%	14	0%	77	1%
	M 4,190	70%	2,278	38%	319	5%	6	0%	681	11%	742	12%	526	9%	4	0%	1,912	32%	138	2%	145	2%
Professionals	4,474		3,239	72%	416	9%	12	0%	1,090	24%	1,105	25%	612	14%	4	0%	1,235	28%	72	2%	158	4%
	F 1,695	38%	1,374	31%	164	4%	6	0%	362	8%	614	14%	225	5%	3	0%	321	7%	9	0%	70	2%
	M 2,779	62%	1,865	42%	252	6%	6	0%	728	16%	491	11%	387	9%	1	0%	914	20%	63	1%	88	2%
Technicians	723		455	63%	42	6%	3	0%	138	19%	157	22%	114	16%	1	0%	268	37%	25	3%	15	2%
	F 96	13%	77	11%	3	0%	0	0%	17	2%	41	6%	16	2%	0	0%	19	3%	3	0%	3	0%
	M 627	87%	378	52%	39	5%	3	0%	121	17%	116	16%	98	14%	1	0%	249	34%	22	3%	12	2%
Protective Services	2,284		1,534	67%	91	4%	2	0%	146	6%	709	31%	584	26%	2	0%	750	33%	102	4%	17	1%
	F 458	20%	363	16%	32	1%	1	0%	11	0%	206	9%	113	5%	0	0%	95	4%	9	0%	7	0%
	M 1,826	80%	1,171	51%	59	3%	1	0%	135	6%	503	22%	471	21%	2	0%	655	29%	93	4%	10	0%
Paraprofessionals	95		73	77%	14	15%	0	0%	6	6%	42	44%	10	11%	1	1%	22	23%	0	0%	1	1%
	F 65	68%	55	58%	10	11%	0	0%	4	4%	32	34%	8	8%	1	1%	10	11%	0	0%	1	1%
	M 30	32%	18	19%	4	4%	0	0%	2	2%	10	11%	2	2%	0	0%	12	13%	0	0%	0	0%
Administrative Support	1,685		1,293	77%	130	8%	4	0%	257	15%	621	37%	278	16%	3	0%	392	23%	21	1%	43	3%
	F 881	52%	733	44%	72	4%	2	0%	120	7%	381	23%	156	9%	2	0%	148	9%	10	1%	24	1%
	M 804	48%	560	33%	58	3%	2	0%	137	8%	240	14%	122	7%	1	0%	244	14%	11	1%	19	1%
Skilled Craft	23,349		15,143	65%	1,329	6%	140	1%	3,272	14%	6,973	30%	3,411	15%	18	0%	8,206	35%	613	3%	134	1%
	F 701	3%	628	3%	35	0%	2	0%	46	0%	439	2%	105	0%	1	0%	73	0%	7	0%	8	0%
	M 22,648	97%	14,515	62%	1,294	6%	138	1%	3,226	14%	6,534	28%	3,306	14%	17	0%	8,133	35%	606	3%	126	1%
Service Maintenance	36,668		31,205	85%	1,518	4%	115	0%	2,756	8%	18,889	52%	7,920	22%	7	0%	5,463	15%	504	1%	202	1%
	F 9,188	25%	8,582	23%	357	1%	21	0%	247	1%	6,236	17%	1,718	5%	3	0%	606	2%	61	0%	60	0%
	M 27,480	75%	22,623	62%	1,161	3%	94	0%	2,509	7%	12,653	35%	6,202	17%	4	0%	4,857	13%	443	1%	142	0%
Total	75,250		56,522	75%	3,986	5%	285	0%	8,624	11%	29,874	40%	13,712	18%	41	0%	18,728	25%	1,489	2%	792	1%

* American Indian/Alaskan Native

** Native Hawaiian Other Pacific Islander

*** Persons With Disabilities

- F represents employees who self-identified as females
- M represents employees who self-identified as males

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.



**Metropolitan
Transportation
Authority**
Department of
Diversity and Civil Rights

MTA - Wide Workforce, by Agency

as of June 30, 2026

MTA Agency	TOTAL		MINORITIES		2+ RACES		AI/AN*		ASIANS		BLACKS		HISPANICS		NHOP1**		WHITES		VETERANS		PWD***	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
B&T	766		458	60%	59	8%	4	1%	52	7%	189	25%	154	20%	0	0%	308	40%	7	1%	11	1%
F	136	18%	112	15%	8	1%	1	0%	12	2%	65	8%	26	3%	0	0%	24	3%	2	0%	4	1%
M	630	82%	346	45%	51	7%	3	0%	40	5%	124	16%	128	17%	0	0%	284	37%	5	1%	7	1%
BUS	3,943		3,488	88%	238	6%	22	1%	384	10%	1,928	49%	907	23%	9	0%	455	12%	40	1%	34	1%
F	510	13%	484	12%	27	1%	2	0%	22	1%	307	8%	126	3%	0	0%	26	1%	3	0%	7	0%
M	3,433	87%	3,004	76%	211	5%	20	1%	362	9%	1,621	41%	781	20%	9	0%	429	11%	37	1%	27	1%
C&D	1,954		1,303	67%	153	8%	3	0%	566	29%	351	18%	229	12%	1	0%	651	33%	14	1%	68	3%
F	616	32%	455	23%	46	2%	2	0%	156	8%	159	8%	91	5%	1	0%	161	8%	3	0%	29	1%
M	1,338	68%	848	43%	107	5%	1	0%	410	21%	192	10%	138	7%	0	0%	490	25%	11	1%	39	2%
HQ	5,956		3,917	66%	460	8%	17	0%	1,109	19%	1,383	23%	940	16%	8	0%	2,039	34%	134	2%	170	3%
F	2,106	35%	1,593	27%	193	3%	4	0%	335	6%	727	12%	330	6%	4	0%	513	9%	22	0%	69	1%
M	3,850	65%	2,324	39%	267	4%	13	0%	774	13%	656	11%	610	10%	4	0%	1,526	26%	112	2%	101	2%
LIRR	7,485		3,257	44%	490	7%	25	0%	363	5%	1,378	18%	998	13%	3	0%	4,228	56%	322	4%	71	1%
F	983	13%	609	8%	72	1%	1	0%	63	1%	336	4%	137	2%	0	0%	374	5%	18	0%	10	0%
M	6,502	87%	2,648	35%	418	6%	24	0%	300	4%	1,042	14%	861	12%	3	0%	3,854	51%	304	4%	61	1%
MNR	6,418		2,910	45%	451	7%	23	0%	222	3%	1,317	21%	893	14%	4	0%	3,508	55%	362	6%	110	2%
F	736	11%	514	8%	69	1%	4	0%	38	1%	279	4%	122	2%	2	0%	222	3%	20	0%	20	0%
M	5,682	89%	2,396	37%	382	6%	19	0%	184	3%	1,038	16%	771	12%	2	0%	3,286	51%	342	5%	90	1%
NYCT	48,728		41,189	85%	2,135	4%	191	0%	5,928	12%	23,328	48%	9,591	20%	16	0%	7,539	15%	610	1%	328	1%
F	9,779	20%	9,347	19%	385	1%	21	0%	459	1%	6,712	14%	1,766	4%	4	0%	432	1%	45	0%	111	0%
M	38,949	80%	31,842	65%	1,750	4%	170	0%	5,469	11%	16,616	34%	7,825	16%	12	0%	7,107	15%	565	1%	217	0%
Total	75,250		56,522	75%	3,986	5%	285	0%	8,624	11%	29,874	40%	13,712	18%	41	0%	18,728	25%	1,489	2%	792	1%

* American Indian/Alaskan Native

** Native Hawaiian Other Pacific Islander

*** Persons With Disabilities

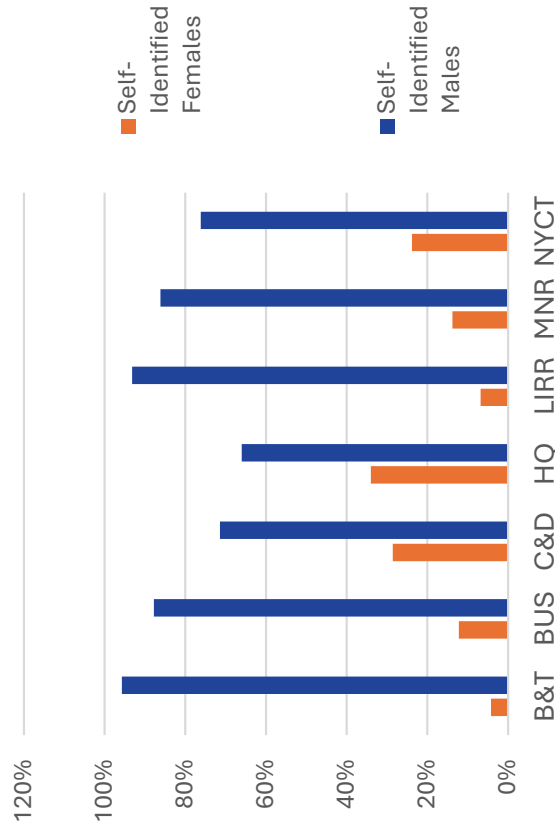
- F represents employees who self-identified as females
- M represents employees who self-identified as males

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.

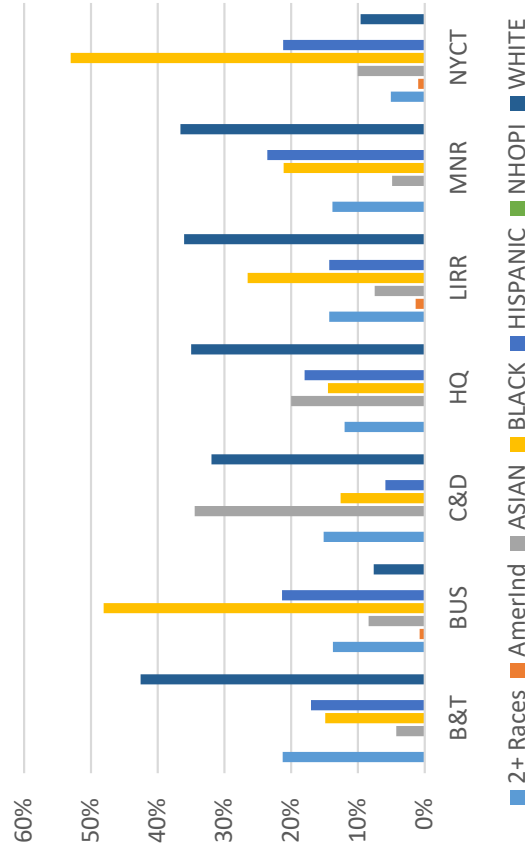
New Hires by Agency

January 1, 2026 – June 30, 2026

MTA Agencies New Hires By Sex



MTA Agencies New Hires By Race/Ethnicity

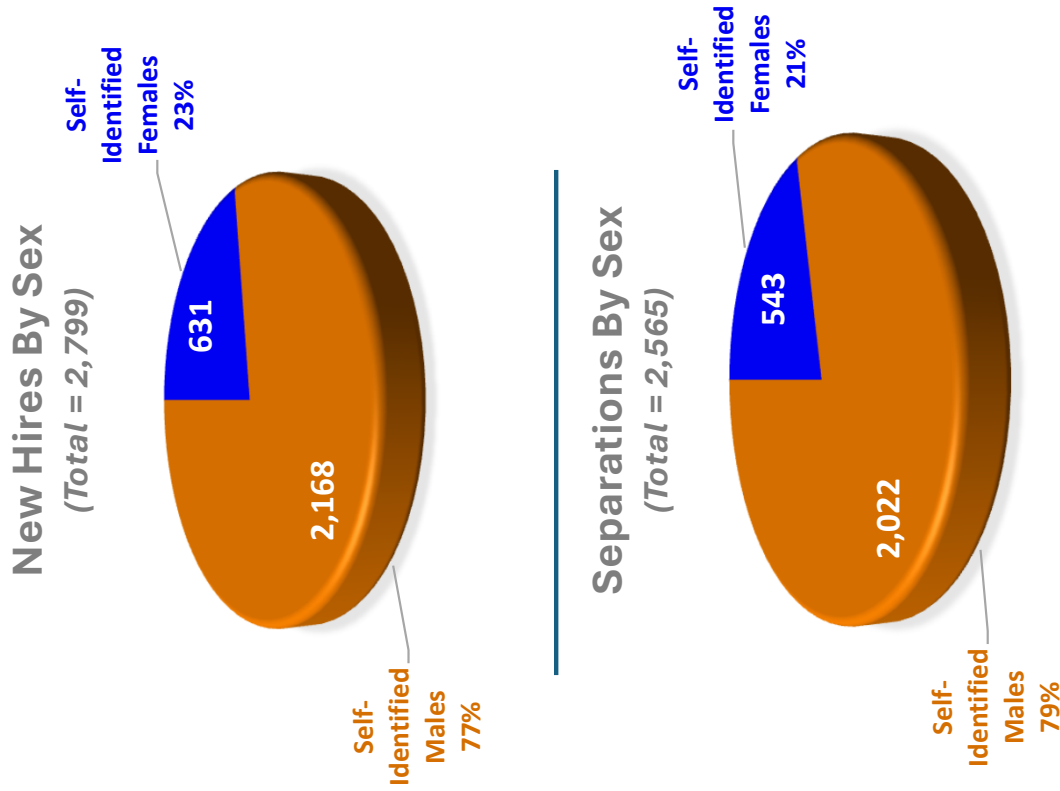


Self-identified Females Minorities

Agency	New Hires	Self-identified Females	Minorities
B&T	47	4%	57%
BUS	131	12%	92%
C&D	119	29%	68%
HQ	200	34%	65%
LIRR	147	7%	64%
MNR	123	14%	63%
NYCT	2032	24%	90%

MTA-Wide New Hires & Separations by Sex

January 1, 2026 – June 30, 2026



- Through the 2nd Quarter 2026, **MTA** hired **2,799** employees, including **631** self-identified females and **2,168** self-identified males. During this same reporting period, **2,565** employees separated from MTA, including **543** self-identified females and **2,022** self-identified males.
- The result was a net increase of **88** self-identified females and **146** self-identified male employees.
- The number of employees who are veterans* net decreased by **42**. There were **18** veterans hired and **60** veterans separated during 2026.

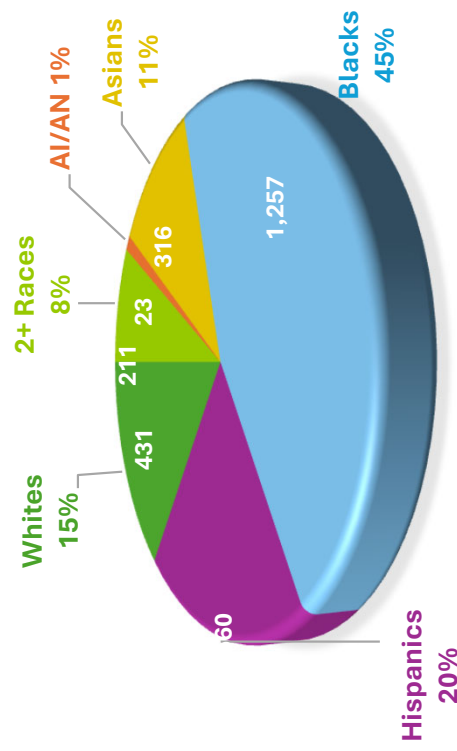
* Veteran data reflects employees verified by the MTA as Eligible Veterans based on DD-214 documentation issued by the U.S. Department of Defense.

- MTA collects demographic data as part of its obligations under NYS Executive Order 187.

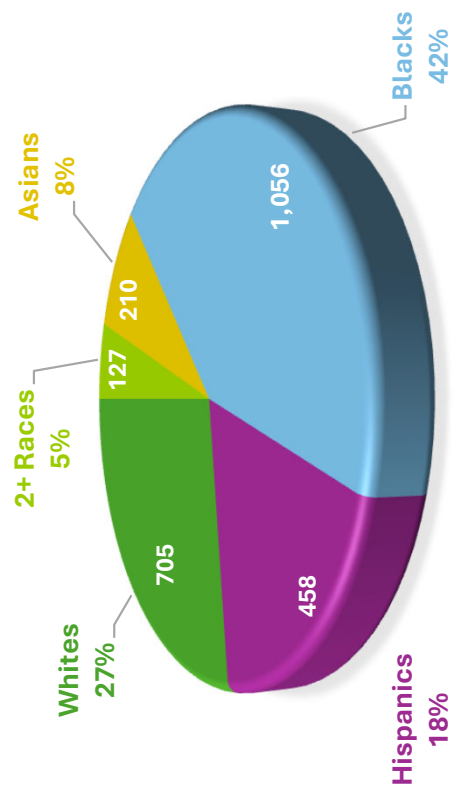
MTA-Wide New Hires & Separations by Ethnicity

January 1, 2026 – June 30, 2026

New Hires By Race/Ethnicity
(Total = 2,799)



Separations By Race/Ethnicity
(Total = 2,565)



- During 2026, MTA hired **2,799** employees, **2,368** minorities, and **431** non-minorities. During this same reporting period, **2,565** employees separated from MTA, **1,860** minorities, and **705** non-minorities.
- The number of employees who self-identified as a person with a disability net decreased by **16**. There were **18** persons with a disability hired and **34** persons with a disability separated during 2026.

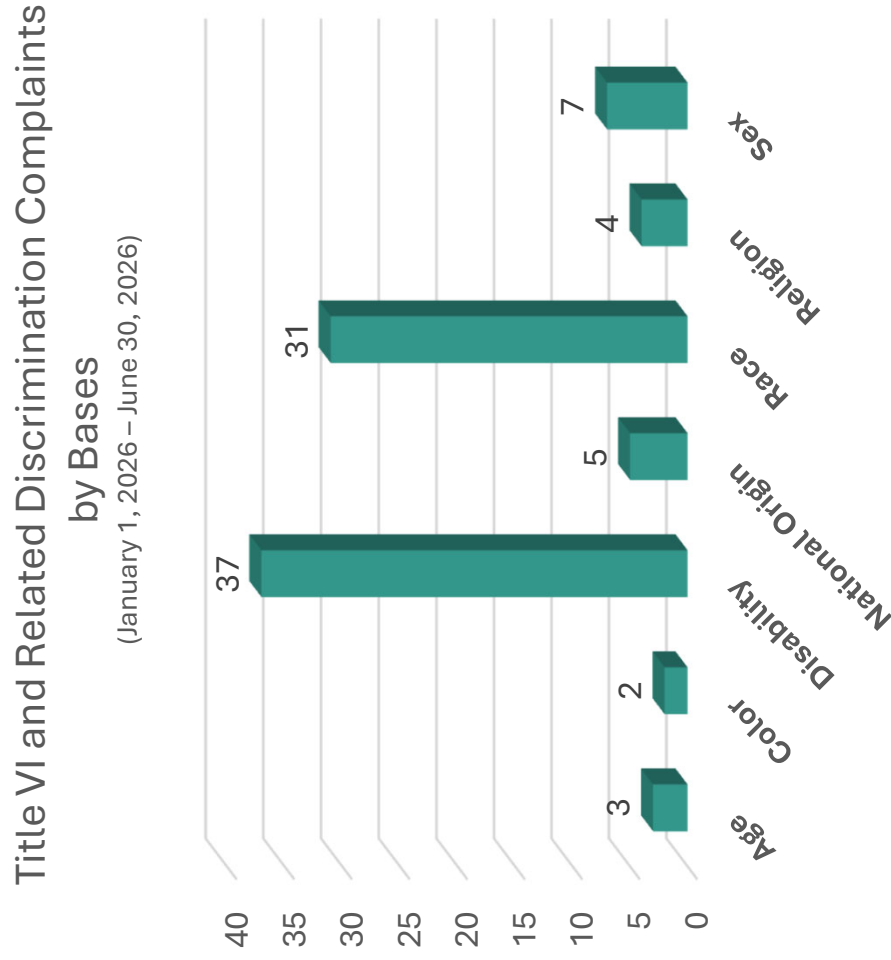


• MTA collects demographic data as part of its obligations under NYS Executive Order 187.

MTA - Wide Workforce: Q2

Title VI and Related Discrimination Complaints

- **82** Title VI and Related* complaints were filed, citing **89** separate bases.
- **31** Title VI complaints were filed.
- **51** Related discrimination complaints were filed.
- The most frequently cited basis was **Disability**.
- There were **No Title VI Lawsuits filed**.



Notes:

Formal complaints and lawsuits can be filed alleging multiple bases.

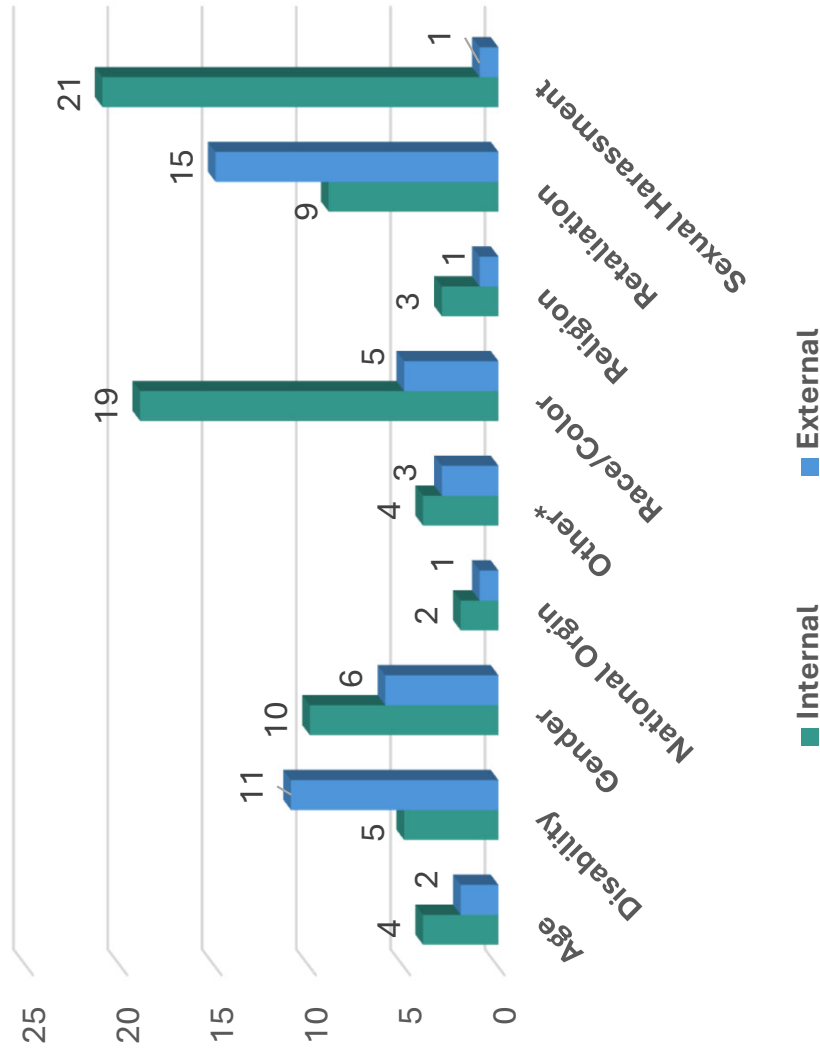
** Related Discrimination complaints are filed by customers based on age, disability, religion, and sex.*

MTA - Wide Workforce: Q2

EO Employment Discrimination Complaints

Internal and External Complaints by Bases

(January 1, 2026 – June 30, 2026)



- **81** complaints were **filed** citing **122** separate bases.
- **60** filed internal complaints.
- **21** filed external complaints.
- The most frequently singularly-cited* bases were **Race/Color** and **Retaliation**.
- There were **10 Lawsuits** filed.

Notes:

Formal complaints can be filed alleging multiple bases.

* Other consists of any of the remaining 12 legally protected bases not individually shown.



**Metropolitan
Transportation
Authority**

Department of
Diversity and Civil Rights

**MTA
MWBE/DBE/SDVOB
Utilization**

September 28, 2026

Contract Compliance Q2

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 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 **1,315 contracts** for MW/DBE and SDVOB goal compliance.

As of June 30, 2026, DDCR:

✓ Conducted **303 site visits** for MW/DBE and SDVOB Commercial Useful Function (CUF) review this year.
Monthly Average: 50.5

✓ Closed 102 contracts
Monthly Average: 17

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	The Outfit M&J LLC \$4.92M	Daves Odd Jobs, Inc \$37.7M
	WBE	Battery Buyers Inc. \$4.70M	International Asbestos Removal \$1.90M
NYS FY: April 1, 2026 – June 30, 2026	SDVOB	Whitewood Renovations \$2.56M	Noreast Property Management \$12.1M

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

Note: The DBE Program is currently on hold due to changes directed by the U.S. Department of Transportation (DOT).

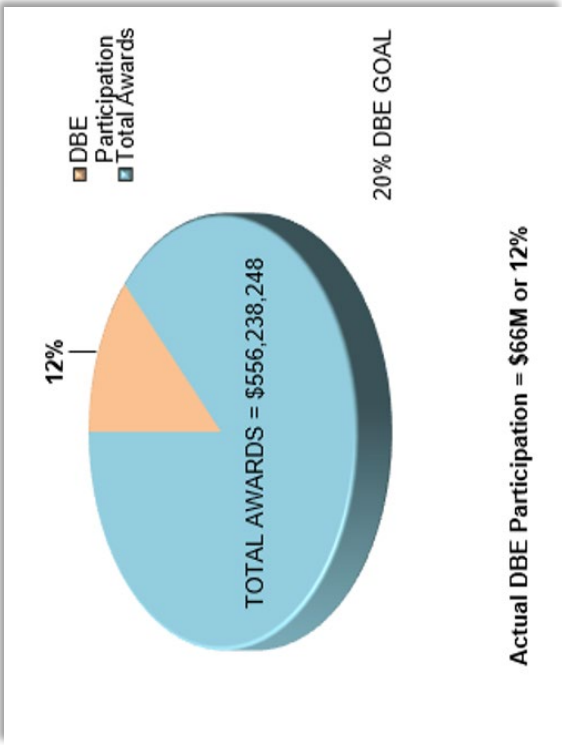


DBE Program – Awards

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

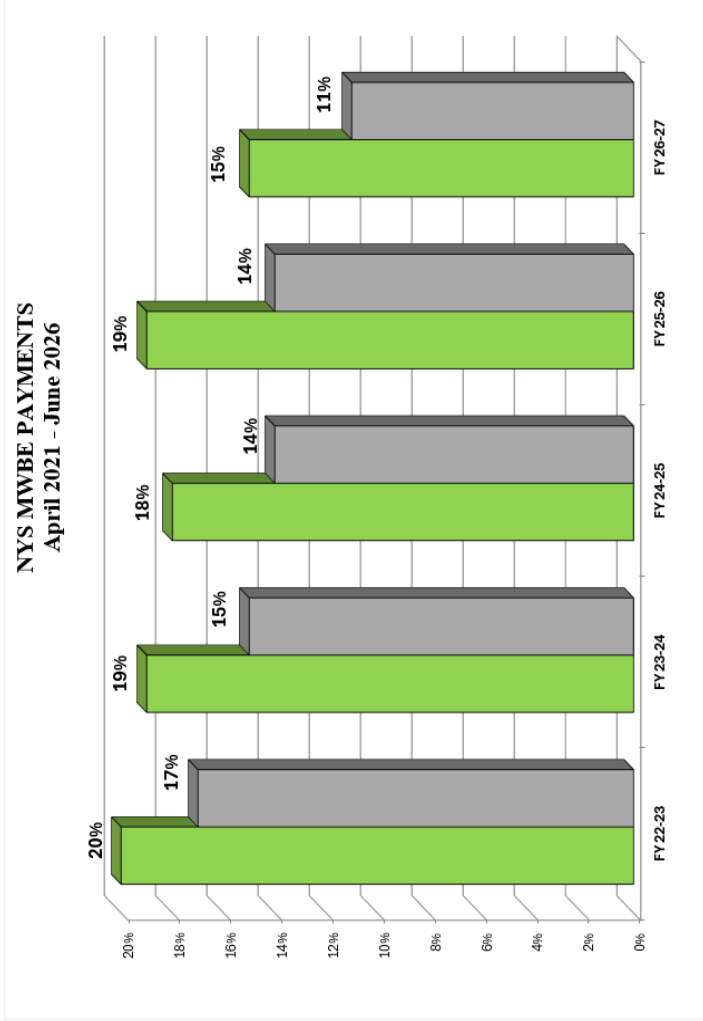
Note: The DBE Program is currently on hold due to changes directed by the U.S. Department of Transportation (DOT).



MWBE Participation on State-Funded Contracts New York State Fiscal Year 2026-2027* (Reporting Period: April 1, 2026, to June 30, 2026)

- 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 2026-2027, starting April 1, 2026.
- During the first quarter of FY 2026-27, the MTA paid over \$838 million on prime contracts, with \$215 million (26%) paid to certified MWBEs.

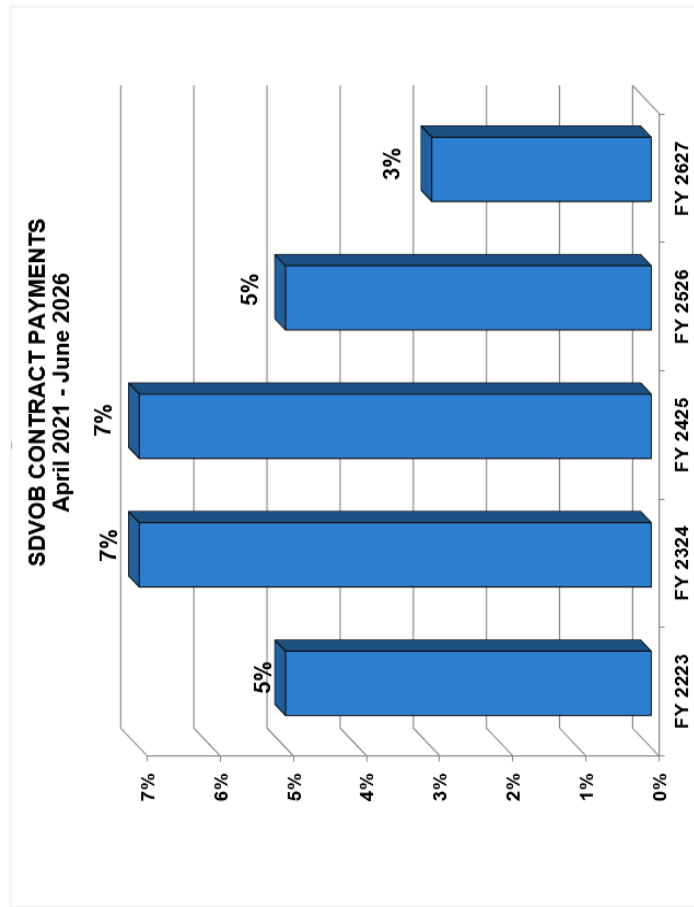
*The State Fiscal Year runs from April 1st through March 31st



SDVOB Participation on State-Funded Contracts
New York State Fiscal Year 2026-2027*
(Reporting Period: April 1, 2026, to June 30, 2026)

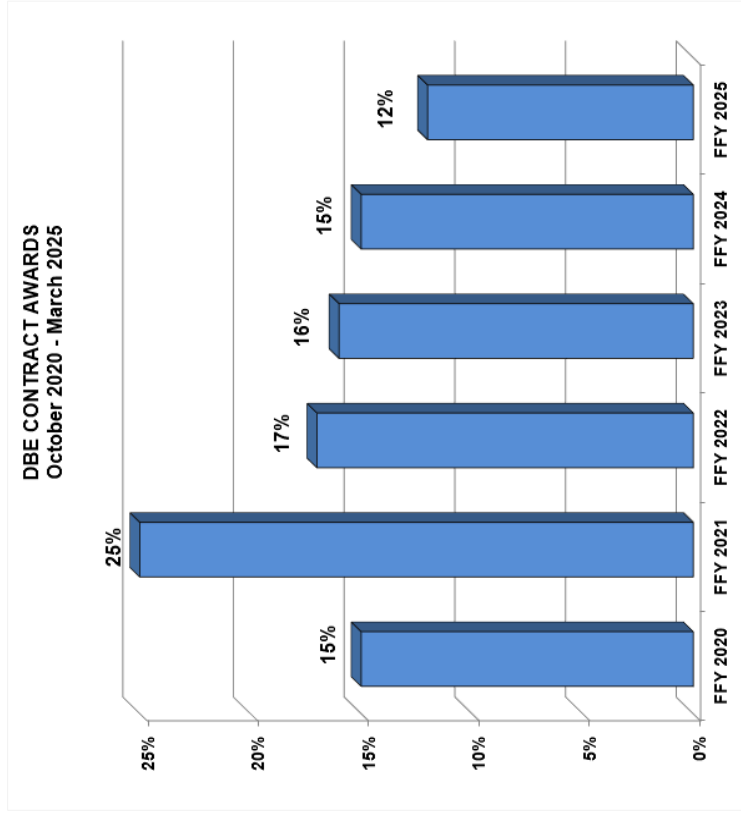
- Each quarter, the MTA reports to the New York State Office of General Services the SDVOB participation on state-funded contracts.
- Reports are submitted 30 days after the end of each quarter on January 30, April 30, July 30, and October 30.
- Reports include data on contracts with SDVOB goals and payments made to SDVOBs.
- New York State and MTA established an overall SDVOB goal of 6% for the State fiscal year 2026-2027, starting on April 1, 2026.
- During the first quarter FY 2026-27, the MTA paid over \$506 million on prime contracts, with over \$15 million (3%) 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, 2024, 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.



Note: The DBE Program is currently on hold due to changes directed by the U.S. Department of Transportation (DOT).

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 – Sep 2025)	NYS FY 2026-27 (Apr 2026 – Jun 2026)		
Total MTA Payments	\$1.8B*	\$492M	\$492M	\$443M
Total MWDBE Payments	\$434M (24%)*	\$75M (15%)	\$39.6M (8%)	\$3.7M (1%)

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

Note: Total does not include TBDs on Design Build contract

*The DBE Program is currently on hold due to changes directed by the U.S. Department of Transportation (DOT).



IT Discretionary Consulting Contract No. 14357

April 2026 – June 2026

Total Number of Awards-15

Total Value of Awards~ \$2 million

Discretionary spend since 2016 to Date

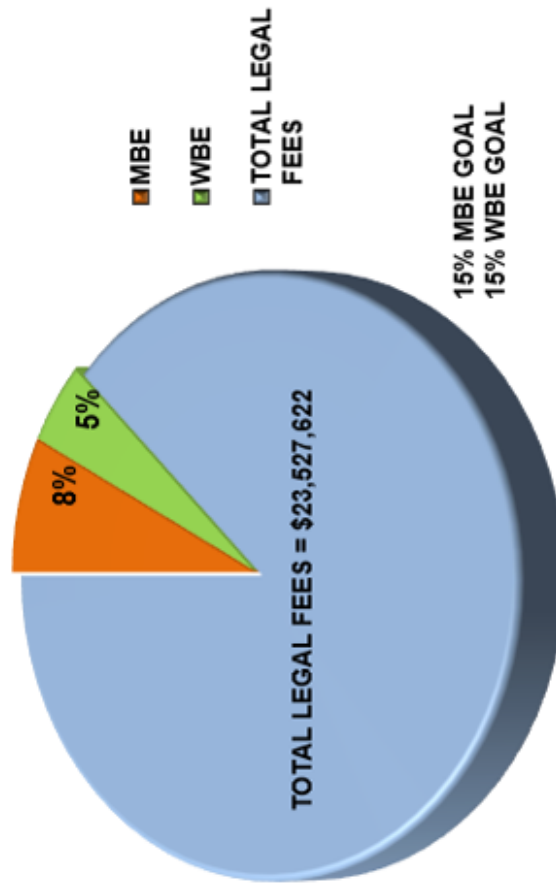
Total Number of Awards- 1277

Total Value of Awards~ \$252 million

Special Initiatives

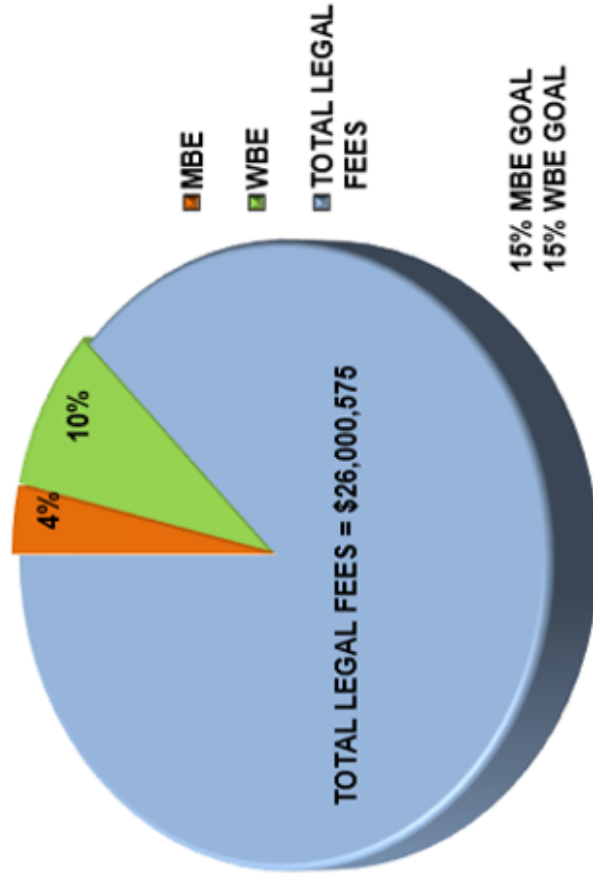
MTA – All Agency Legal Fees

April 2026– June 2026



Actual MBE Participation: \$1,961,457 (8%)
Actual WBE Participation: \$1,194,664 (5%)

April 2025 – June 2025



Actual MBE Participation: \$1,059,667 (4%)
Actual WBE Participation: \$2,521,319 (10%)



**Metropolitan
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Department of
Diversity and Civil Rights

MTA

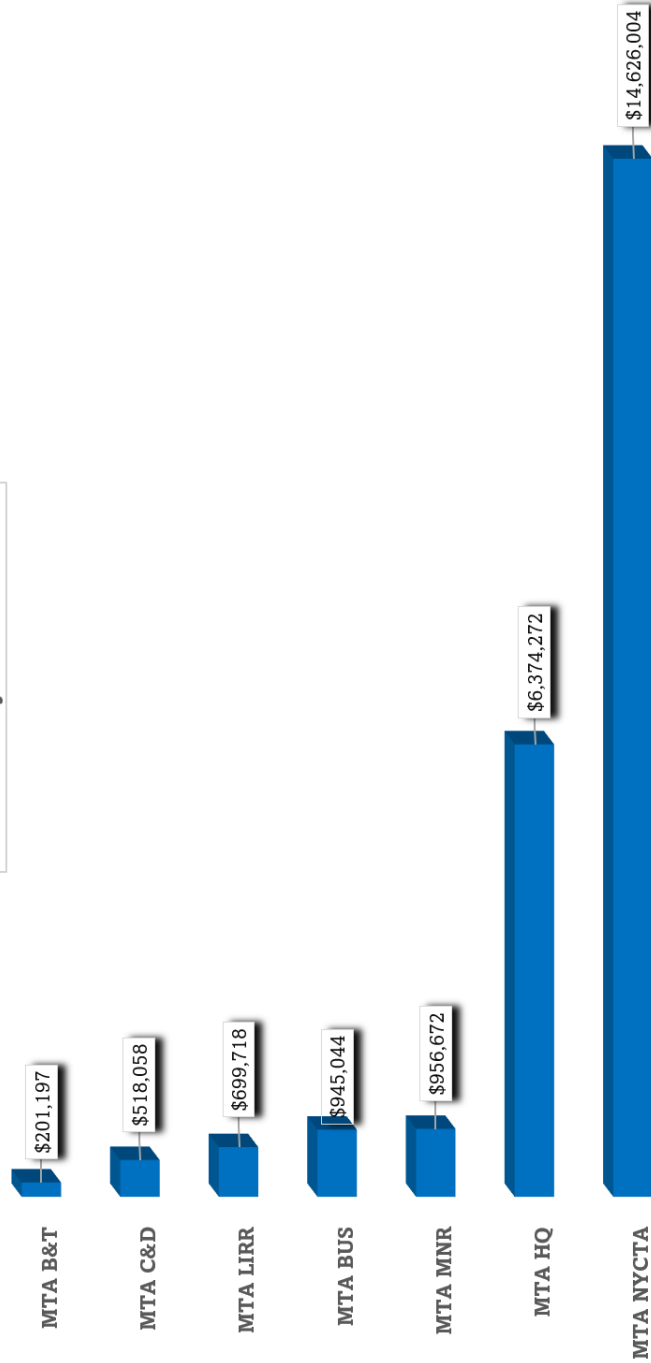
**All Discretionary Spend
Including A&E, IT, Legal**

September 28, 2026

MTA All Agency Discretionary Procurement Report

April 2026 - June 2026					
Agency	Total Awards \$1.5M or Less	MWBE Discretionary Awards	Discretionary MWBE	SBC Discretionary	Discretionary SBC
MTA NYCTA	\$ 60,862,837	\$ 14,626,004	24%	\$ 181,940	0%
MTA MNR	\$ 13,982,722	\$ 956,672	7%	\$ -	0%
MTA B&T	\$ 6,992,127	\$ 201,197	3%	\$ -	0%
MTA LIRR	\$ 17,289,899	\$ 699,718	4%	\$ 250,740	1%
MTA HQ	\$ 25,054,177	\$ 6,374,272	25%	\$ -	0%
MTA C&D	\$ 2,522,684	\$ 518,058	21%	\$ -	0%
MTA BUS	\$ 11,029,842	\$ 945,044	9%	\$ 693	0%
Total	\$ 137,734,288	\$ 24,320,966	18%	\$ 433,373	0%

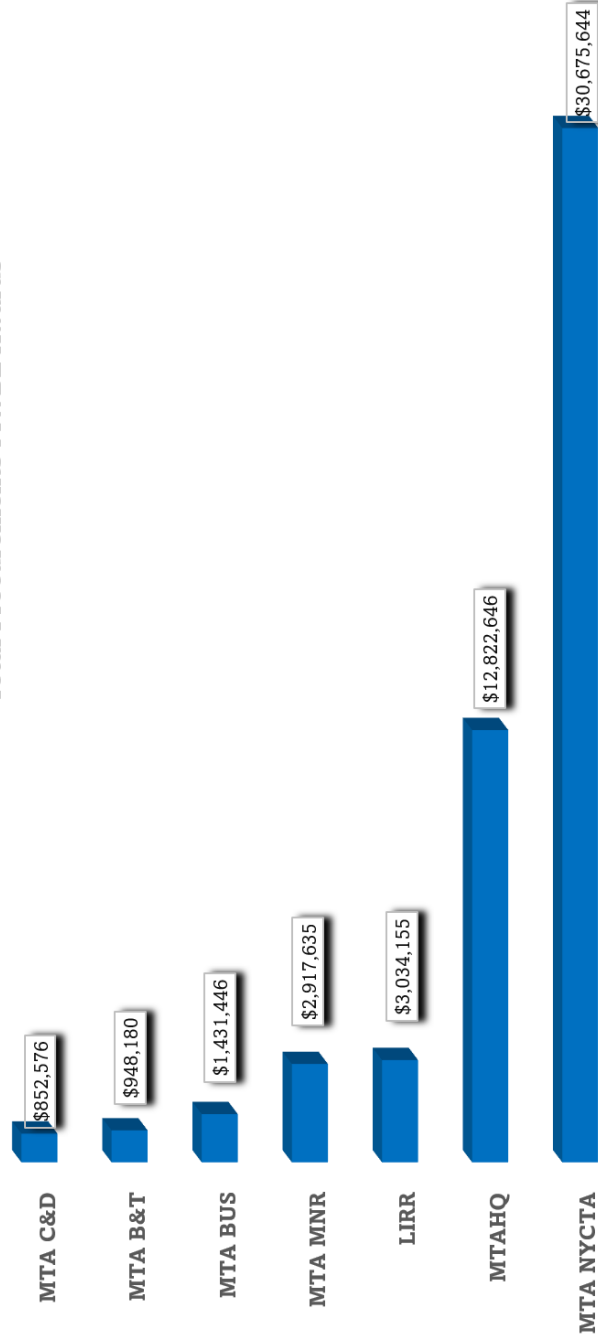
Discretionary MWBE Awards



MTA All Agency Total Procurements

April 2026 - June 2026			
Agency	Total Award Amount	Total MWBE Awards	MWBE
MTA NYCTA	\$ 174,292,133	\$ 30,675,644	18%
MTA MNR	\$ 36,256,071	\$ 2,917,635	8%
MTA B&T	\$ 44,918,895	\$ 948,180	2%
MTA LIRR	\$ 25,220,200	\$ 3,034,155	12%
MTA HQ	\$ 78,979,811	\$ 12,822,646	16%
MTA C&D	\$ 2,522,684	\$ 852,576	34%
MTA BUS	\$ 18,402,614	\$ 1,431,446	8%
Total	\$ 380,592,408	\$ 52,682,282	14%

Total Procurements MWBE Awards





**Metropolitan
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Authority**

Department of
Diversity and Civil Rights

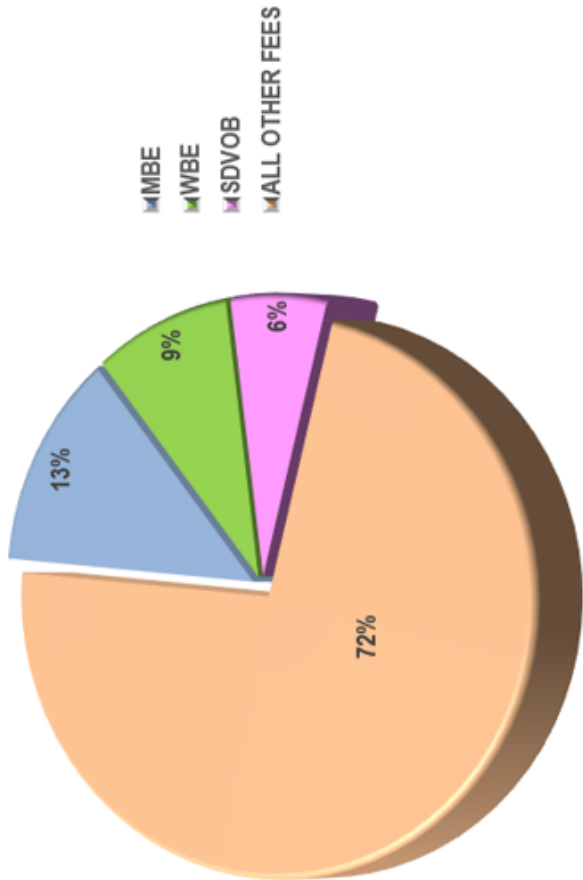
MTA

Underwriter Fees

September 28, 2026

MTA All Agency Underwriter Fees

April 2026 – June 2026



Actual MBE Participation:	\$376,247	(13%)
Actual WBE Participation:	\$255,565	(9%)
Actual SDVOB Participation:	\$170,376	(6%)
All Other Underwriting Fees:	\$2,027,807	(72%)
Total Underwriting Fees:	\$2,829,994	

April 2025 – June 2025

Note: For FY 2526 Q1, no underwriter fees were paid to the certified firm.



**Metropolitan
Transportation
Authority**

Department of
Diversity and Civil Rights

MTA

Asset Fund Managers

September 28, 2026

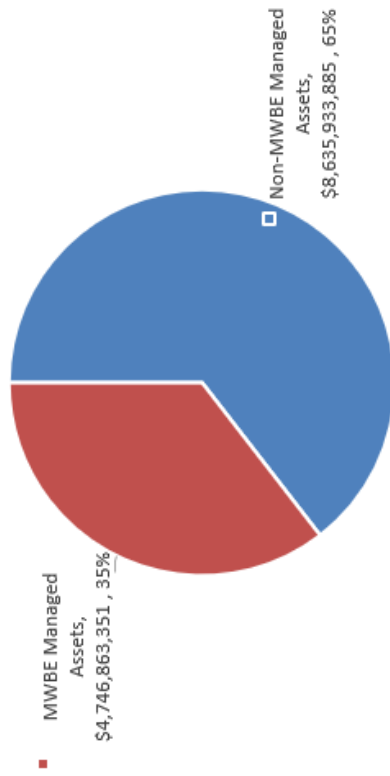
As of May 2026

- Total assets managed by MWBEs: \$4.7 billion; or 35% of total assets
- Majority of assets are in traditional asset classes
- Traditional assets managed by MWBEs: \$4.66 billion; or 45% of traditional assets
 - MWBE firms manage
 - 90% of US Equities
 - 16% of Non-US Equities
 - 36% of Fixed Income
 - 4% of Credit/Private
- Alternative investments managed by MWBE's: \$84.5 million; or 3% of alternative investments

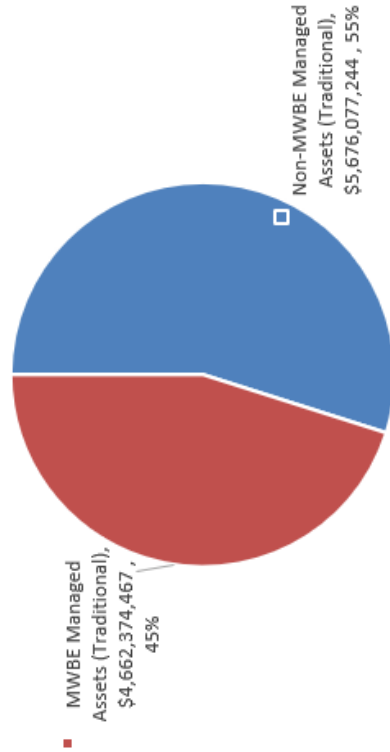
MTA Sponsored Plans – MWBE Participation

As May 2026

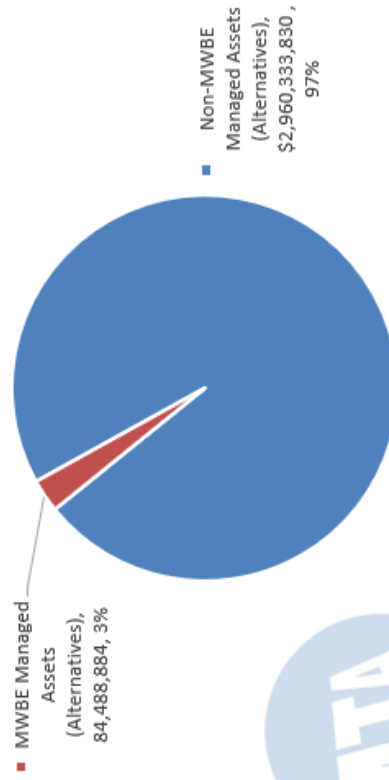
Combined Plans - Total Assets



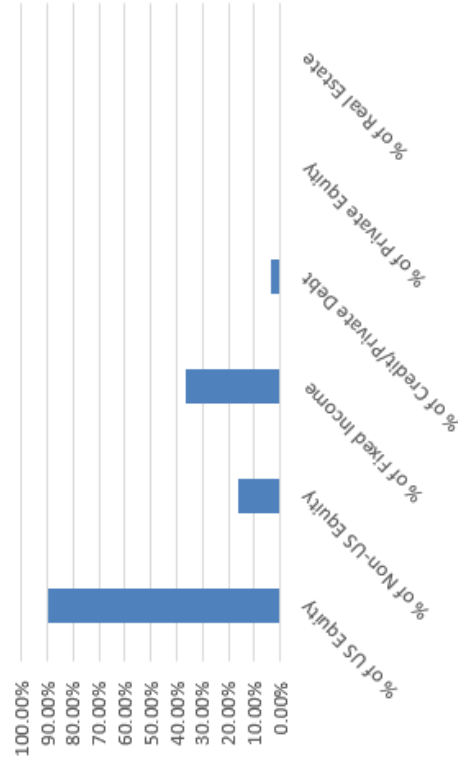
Combined Plans - Traditional Investments



Combined Plans- Alternative Investments



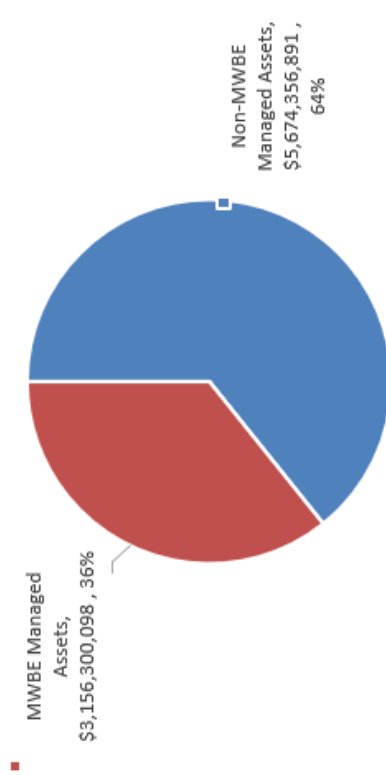
MWBE Managed Assets by Asset Class



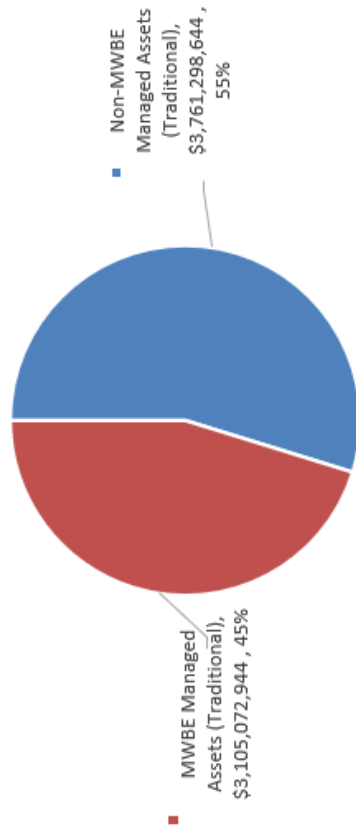
MTA Sponsored Plans – MWBE Participation

As May 2026

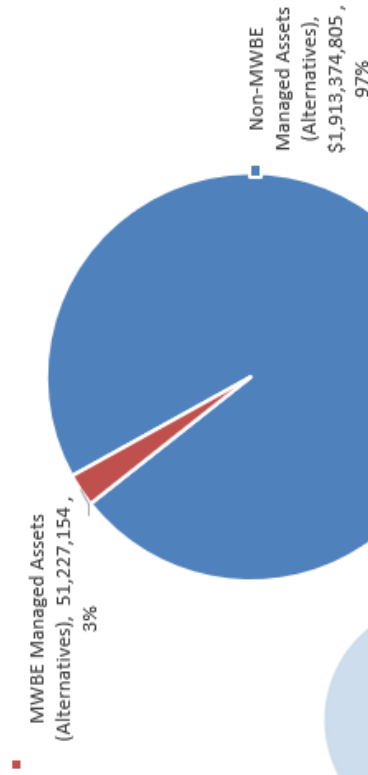
MTA Defined Benefit - Total Assets



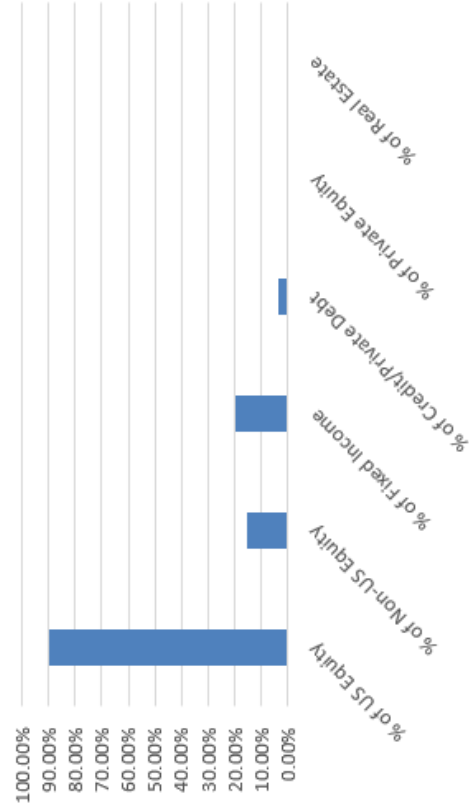
MTA Defined Benefit - Traditional Investments



MTA Defined Benefit - Alternative Investments



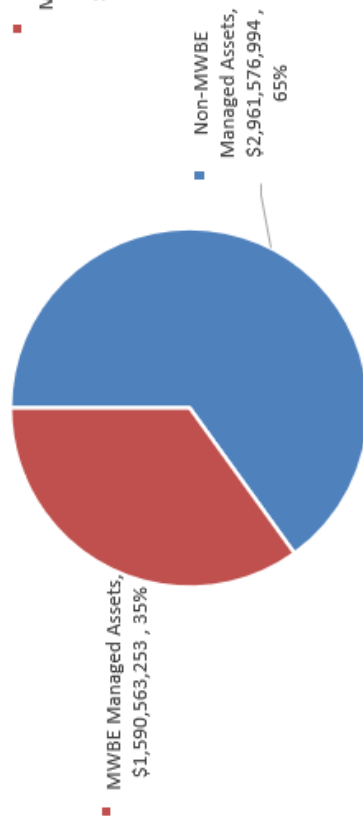
MWBE Managed Assets by Asset Class



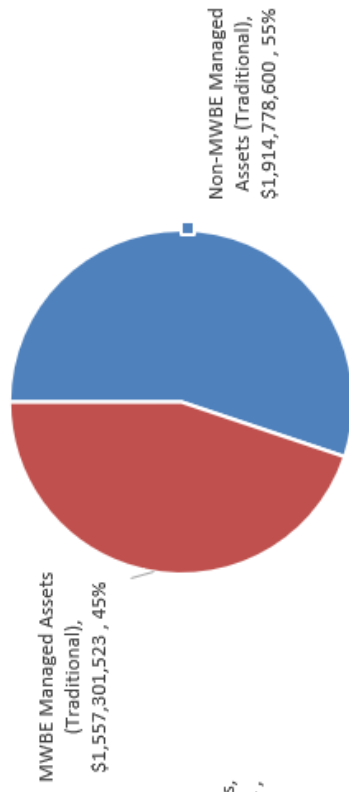
MTA Sponsored Plans – MWBE Participation

As of May 2026

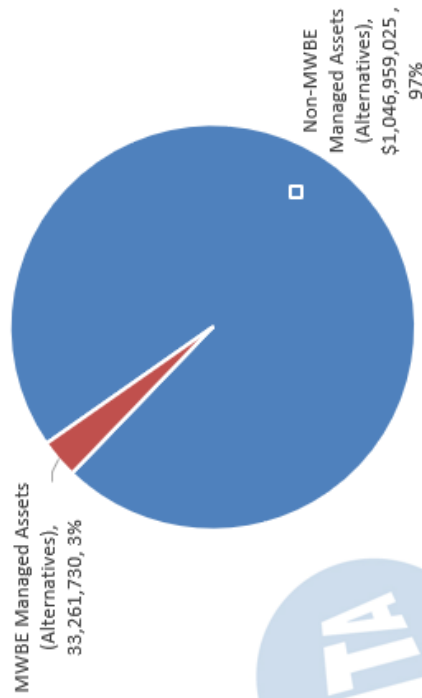
MaBSTOA - Total Assets



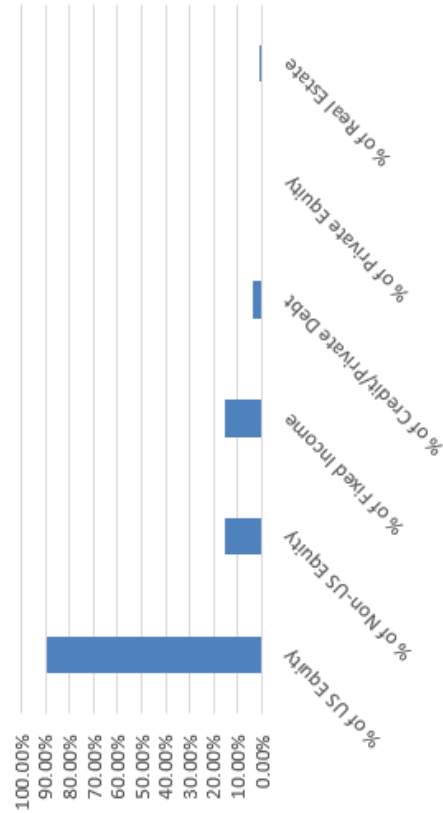
MaBSTOA - Traditional Investments



MaBSTOA - Alternative Investments



MWBE Managed Assets by Asset Class





**Metropolitan
Transportation
Authority**

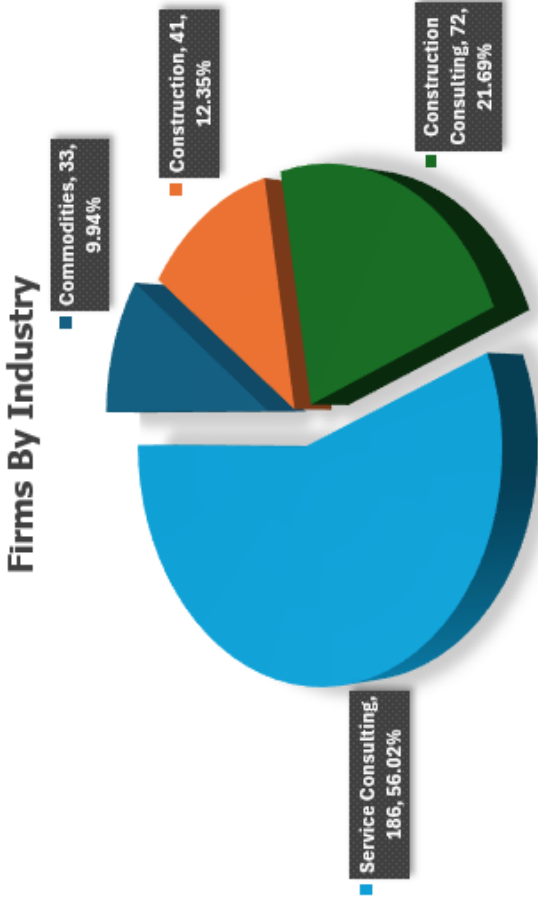
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**MTA
Business Development
Initiatives**

September 28, 2026

- ✓ 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 MWBE and SDVOB certifications.

Total Number of Firms Interested in Doing Business with the MTA (APRIL – JUNE 2026): 332	
Current Certification Type(s)	
MBE/WBE/DBE/SDVOB	283
NON-CERTIFIED FIRMS	49



DBE Program - DBE Certification Activity

	January – June 2026	January – June 2025
Total of New Applications Received	415	51
Total New Firms Certified	379	32
Average Time to Process Applications (Days)	38	74

Note: The DBE Program is currently on hold due to changes directed by the U.S. Department of Transportation (DOT).

Business Development Initiatives – Outreach April 2026 – June 2026

April	May	June
WBC AIM FORUM	EDGE/NAMC/ASCEND - Doing Business with MTA	ConXpo - Westchester Small Business Expo
ESD/Queens CC Pop Up Event	SUPPLIER DIVERSITY EXPO, NYPA	MWBE Resource Fair –LEHMAN COLLEGE
SOMOS CONFERENCE, ALBANY	City Council Member Sandy Nurse Annual Job Fair	LaGuardia CC: Connections to Contracts
BRONX Elected Officials Outreach Event	Doing Business with MTA - (HCCI)	ESD Pop-Up Event - Long Island
SAS Phase 2 - Local Hiring Event		PSEG Procurement Fair
BROOKLYN Elected Officials Outreach Event		MTA NEW FIRM ORIENTATION SESSION
		ESD Pop Up Event - Bronx



**Metropolitan
Transportation
Authority**

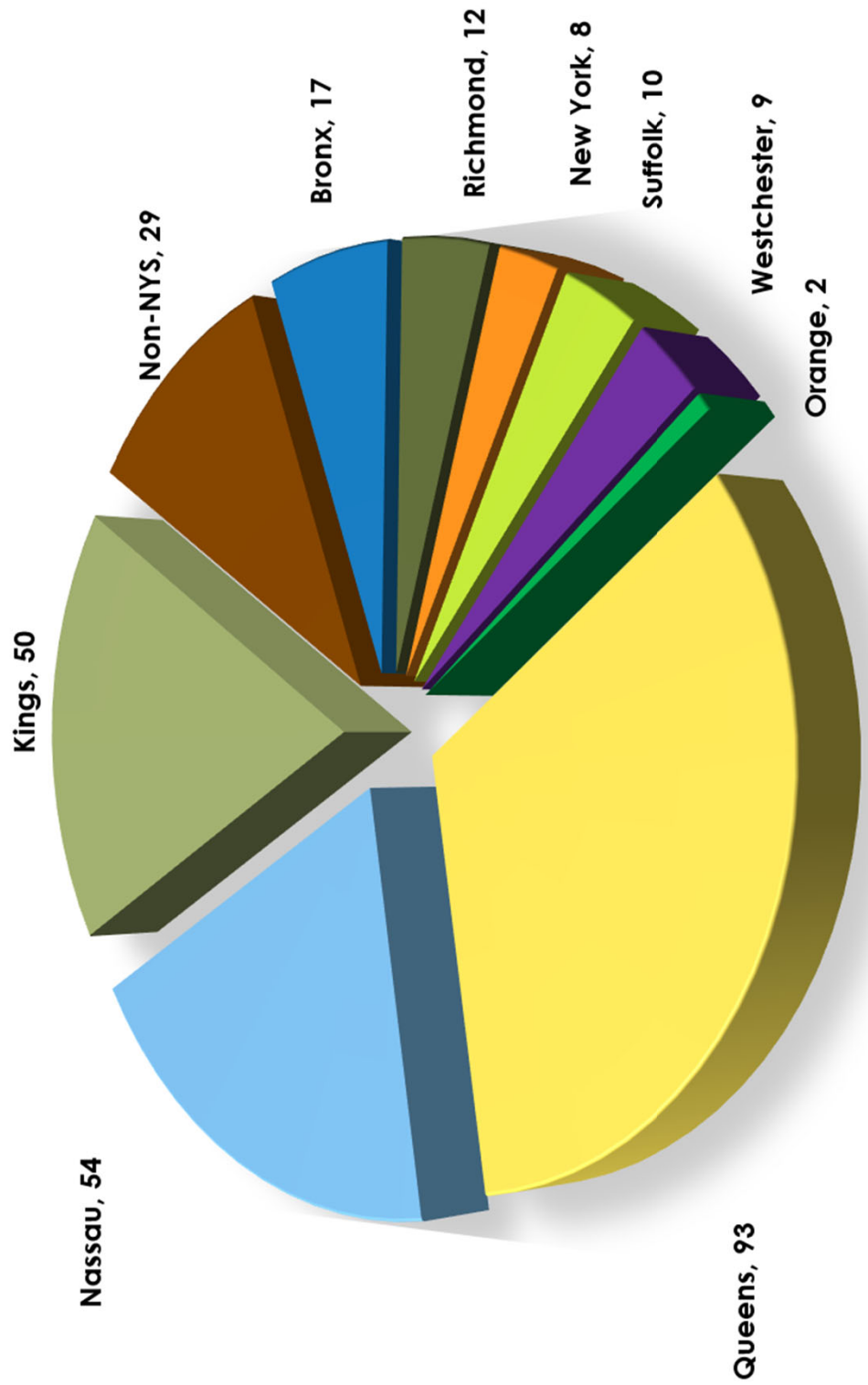
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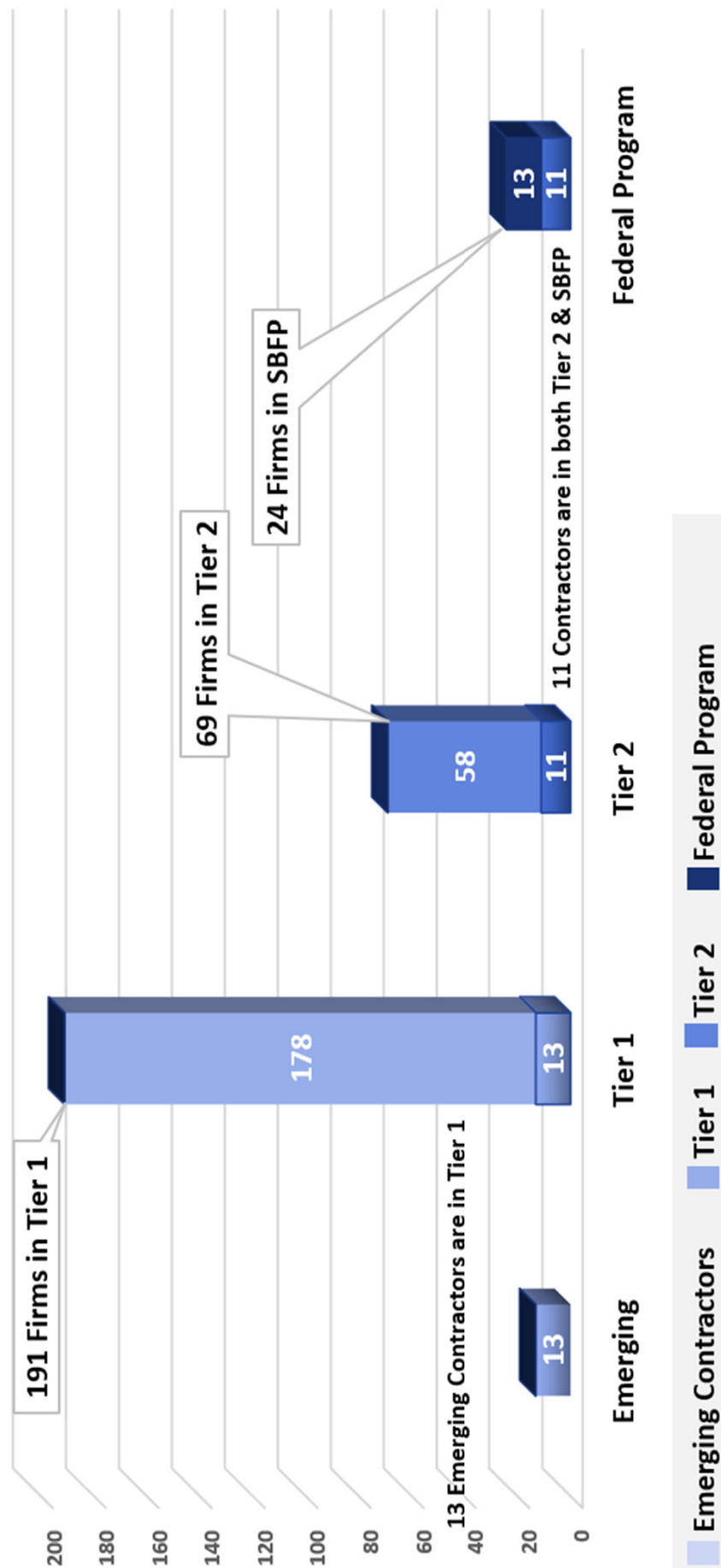
September 28, 2026

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.	✓ 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	✓ Uniform Set of Front-End Bid Documents for All Agencies: NYCT, MNR, B&T, LIRR, MTA BUS, and MTA C&D ✓ Fast-Track Payments ✓ Awards SBMP & SBFP – within <u>22 business days</u> ✓ Closeouts SBMP & SBFP – within <u>20 & 30 business days</u> respectively ✓ Submittals – within <u>10 business days</u> ✓ RFIs – within <u>5 business days</u>

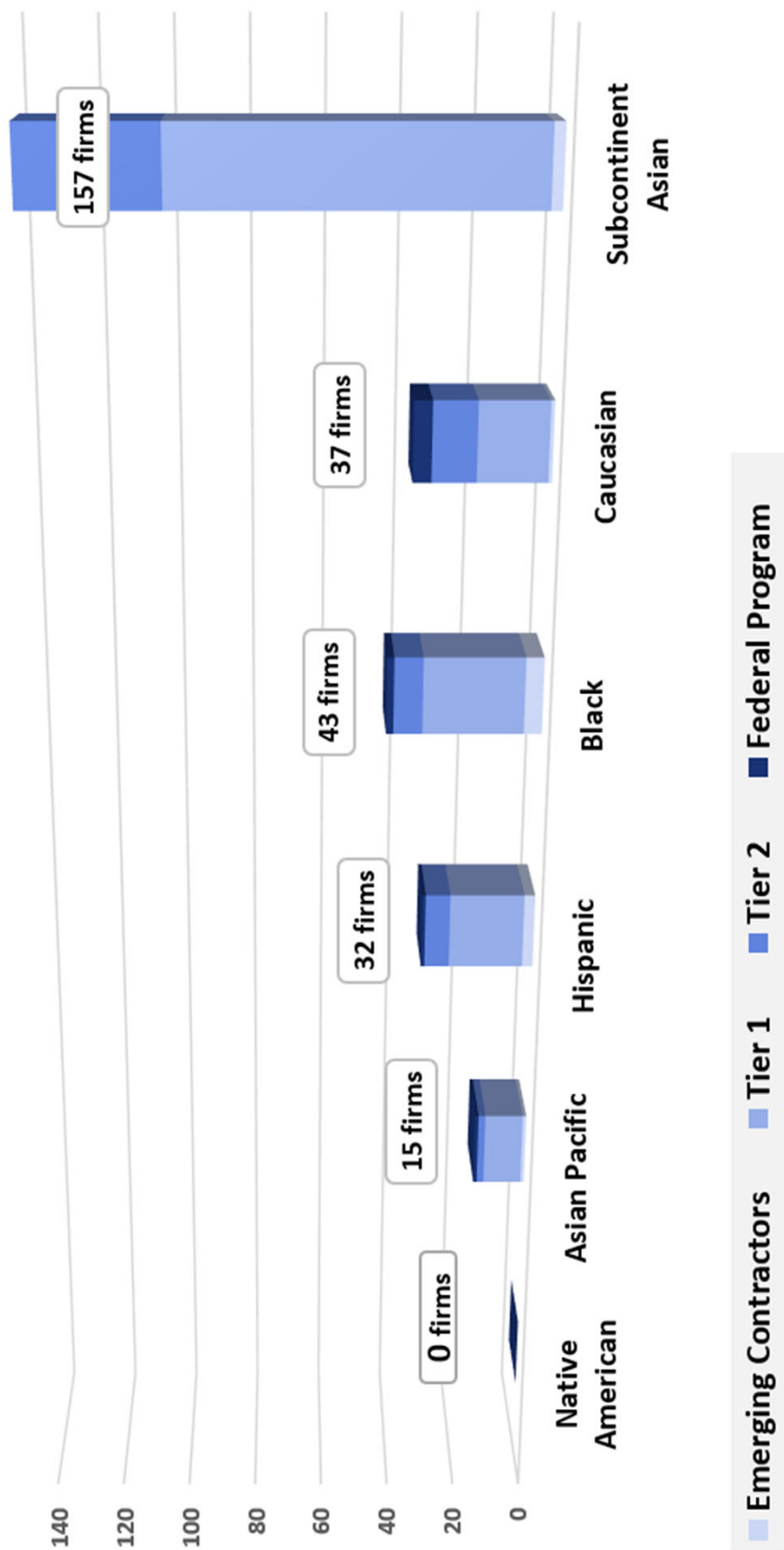
284 Firms Actively Enrolled in the Program



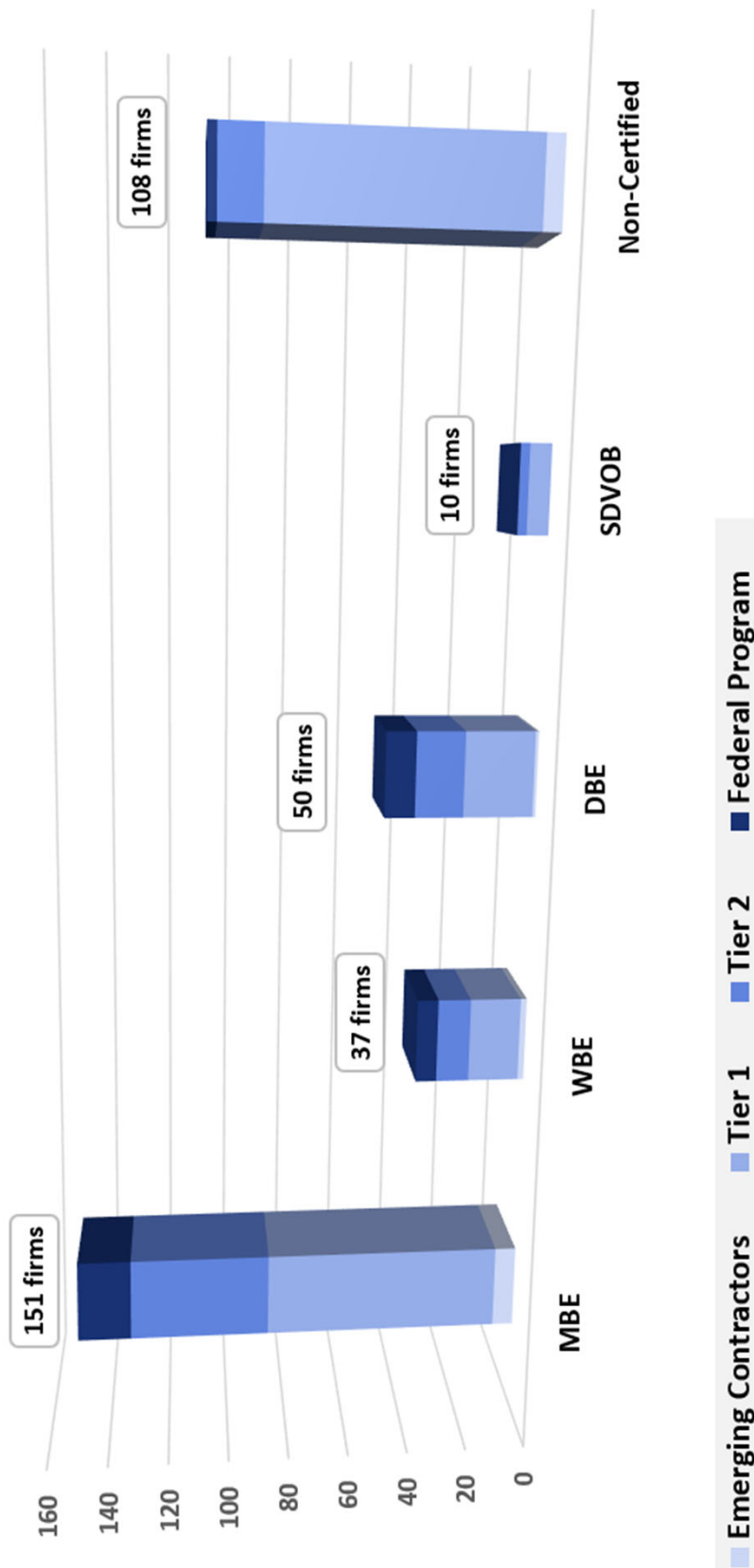
Active Prequalified Firms by Tier (Emerging ECP, Tier-1, Tier-2, SBFP)



Ethnicity of Firms Actively Enrolled in the Program by Tier



Certifications of Firms Actively Enrolled in the Program by Tier



	2025 Total Contracts Awarded	2026 Total Contracts Awarded	2026 SBMP Contract Awards			
			Q1	Q2	Q3	Q4
Number of Awarded Contracts	31	12	3	9	-	-
Total Contract Value	\$54.7 M	\$14.2 M	\$2.2 M	\$12.0 M	-	-

	2025 Loans Awarded	2026 Loans Awarded	2026 SBMP Loans Awards			
			Q1	Q2	Q3	Q4
Number of Loans Facilitated	5	2	2	0	-	-
Total Loan Value	\$857,000	\$800,000	\$800,000	\$0	-	-