

FY 2023

October 1, 2022 – September 30, 2023



Small Business
Enterprise Program

FACT BOOK



Mission Statement

"Provide safe, clean, reliable, accessible and friendly public transportation services to our region."

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METRO's Small Business Enterprise Program Fact Book FY2023

METRO is pleased to present a summary of its Small Business Enterprise (SBE) Program, goals and achievements for fiscal year 2023. As an agency, METRO is committed to complete diversity, as represented by the success of its SBE Program. Originated by METRO's Board of Directors, championed by its executives, and implemented throughout the Agency, METRO strives to utilize small and disadvantaged businesses in its procurement and purchasing efforts.

The METRO's Office of Economic Business Opportunity (OEBO) works closely with its partners throughout the small business community, ensuring awareness of procurement, training, and supporting efforts to build capacity. The OEBO is METRO's in-house certification agent, providing small business certification, outreach, and technical assistance.

Below is a summary of METRO's SBE Program achievements at the close of FY2023 (Oct. 2022 - Sept. 2023):

- 661 firms received METRO SBE certification
- 1,721 SBE certified firms in METRO Small Business Directory
- METRO achieved 33% Small Business (SB) participation on contracts with goals
- METRO awarded \$111.5M to Small and Disadvantaged Businesses
- 31 METRO Business University (MBU) training sessions offered to Small and Disadvantaged Businesses

The impact of these efforts in FY2023 has been recognized within the small business community with METRO receiving recognition/awards from the following organizations:

- Greater Houston Business Procurement Forum "Strategic Partner of the Year"
- Greater Houston Business Procurement Forum "Bronze Sponsor Award"
- Greater Houston Business Procurement Forum "Award of Merit"
- Houston Minority Supplier Development Council "2023 Accountability Recognition"
- Subcontractor U.S.A. "Top 25 Prime Contractors for Diversity and Supplier Diversity Champion"
- Tri-County Regional Black Chamber of Commerce "Certificate of Appreciation"
- Women's Business Enterprise Alliance Cutting Edge Award – "Greatest Growth in Spend" with WBEs Nomination Recognition

METRO looks forward to continuing its successful engagement with the small business community.

Metropolitan Transit Authority of Harris County, Texas

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Small & Disadvantaged Business Enterprise Programs Overview

The Metropolitan Transit Authority's Small Business Enterprise/Disadvantaged Business Enterprise (SBE/DBE) Program was adopted by the METRO Board of Directors in December 2005 and was last updated in April 2020. The purpose of these Programs is to provide additional opportunities for small businesses and to promote equal opportunity and fairness in all procurement matters, in accordance with state and federal laws. In 2005, METRO established its Office of Small Business (OSB) specifically to promote small business participation in METRO procurement opportunities. In FY2023, the Office of Small Business was renamed the Office of Economic Business Opportunity (OEBO) to better reflect METRO's commitment to provide contracting opportunities to all businesses. By formalizing innovative practices and implementing new procedures, METRO's Office of Economic Business Opportunity continues to increase Small and Disadvantaged Business Enterprise participation. The METRO OEBO has three primary functions in administration of METRO's Small Business Program: (1) Small Business Enterprise (SBE) certification, (2) compliance, and (3) outreach, which includes: business development, technical assistance, and training.

METRO operates a Small Business Enterprise (SBE) Program, and a Disadvantaged Business Enterprise (DBE) Program:

- The SBE Program was established by the Board with a 35% annual aspirational goal for eligible contracts
- The DBE Program was established by the Board in accordance with the Federal Transit Administration/Department of Transportation (FTA/DOT) requirements for recipients of funds from FTA/DOT

METRO's DBE Program follows the regulations of 49 CFR part 26, and calculates its DBE goal every three (3) years, pursuant to FTA guidelines.

In October 2023, METRO's Board approved additional programs administered by OEBO:

- Veteran-owned Business Enterprise Program
- Disability-owned Business Enterprise Program

METRO's Office of Economic Business Opportunity Objectives:

- Provide full and equal business opportunities
- Follow non-discrimination policy in selection of vendors
- Use only race and gender-neutral means to ensure full and inclusive small business participation across a variety of business types
- Provide outreach and technical assistance to small businesses
- Meet or exceed 35% aspirational goal for small business participation
- Build small, disadvantaged, veteran and disability business capacity
- Ensure compliance with the SBE and DBE programs

SBE Program Enhancements

Over the years, METRO has demonstrated its commitment to increasing participation in procurement opportunities across all sectors of the business community. Despite the proven track record of METRO's Small Business Enterprise (SBE) Program, the Authority is continually seeking ways to improve the Program to be more inclusive and bring increased awareness to opportunities. In FY2023, the Procurement Department, in conjunction with the Office of Economic Business Opportunity, implemented the following key enhancements/activities:

- Conducted focus group sessions to identify obstacles in doing business with METRO
- Established a METRO Advisory Committee (MAC)
- Enhanced pre/post award monitoring and reporting
- Reinstated Multi-Trades program
- Tracked all formal contracts in B2Gnow
- Increased Prime and subcontractor training

Upcoming Enhancements:

- Increase marketing and messaging efforts to reach parity in contract awards
- Establish METRO Mentoring/Protégé program
- Continue capacity-building efforts

Small Business Certification Program

Small Business Certification Program

METRO is one of three (3) agencies in Harris County that administers a formal certification program. The METRO Small Business Enterprise certification is valid for three (3) years.



The METRO's Office of Small Business certification process identifies small businesses that meet the following criteria:

- Must be in business for at least one year
- Must have at least \$5,000 in revenue over the last 12 months
- Company's gross receipts must not exceed SBA industry size standards
- Must provide owner(s) personal net worth statement
- Must provide one year of personal tax returns for everyone holding 5% or more ownership in the company
 - Personal net worth of each owner may not exceed \$1,320,000 (excluding the owner's primary residence and the value of the business)
- Must provide three (3) years of the firm's tax returns or at least one year of business tax returns, if a new business

In addition to METRO's own SBE certification, the Authority also accepts Disadvantaged Business Enterprise (DBE) certifications from any state' as well as the following agencies:

- City of Houston
- City of Austin
- Corpus Christi Regional Transportation Authority
- North Central Texas Regional Certification Agency (NCTRCA)
- South Central Texas Regional Certification Agency (SCTRCA)
- Texas Department of Transportation (TxDOT)
- Small Business Administration (SBA - 8a certification only)

METRO Small Business Enterprise (SBE) certification is recognized by the following agencies for inclusion in their small, disadvantaged, minority and women-owned business development programs:

- Port Houston, The International Port of Texas
- Fort Bend Independent School District (FBISD)
- Houston Community College (HCC) Small Business Procurement
- Houston First Corporation (HFC)

How Do I Get Certified?

Getting certified with METRO as a Small Business Enterprise (SBE) offers several advantages to qualified small businesses:

- The process is fast, easy and free
- The entire process is done online for greater security of sensitive information
- Offers a competitive advantage for solicitations with Small Business goals
- Certification is accepted on solicitations issued by Port Houston, Fort Bend ISD, Houston Community College, and Houston First Corporation
- Certification lasts for three (3) years
- DBE certified firms receive reciprocity and are expedited through the SBE certification process
- Expedited certification for HMSDC members

To start the certification process:

- Visit www.RideMETRO.org/SBECertification and click on “Apply for / Renew Certification,” then follow the online instructions

How Do I Register as A Vendor?

Any firm that wishes to do business with METRO should first register as a vendor. The two biggest advantages include: 1) automatic email notification of solicitations that match your company’s services; and 2) automatic notification of “Addendums” during the solicitation process.

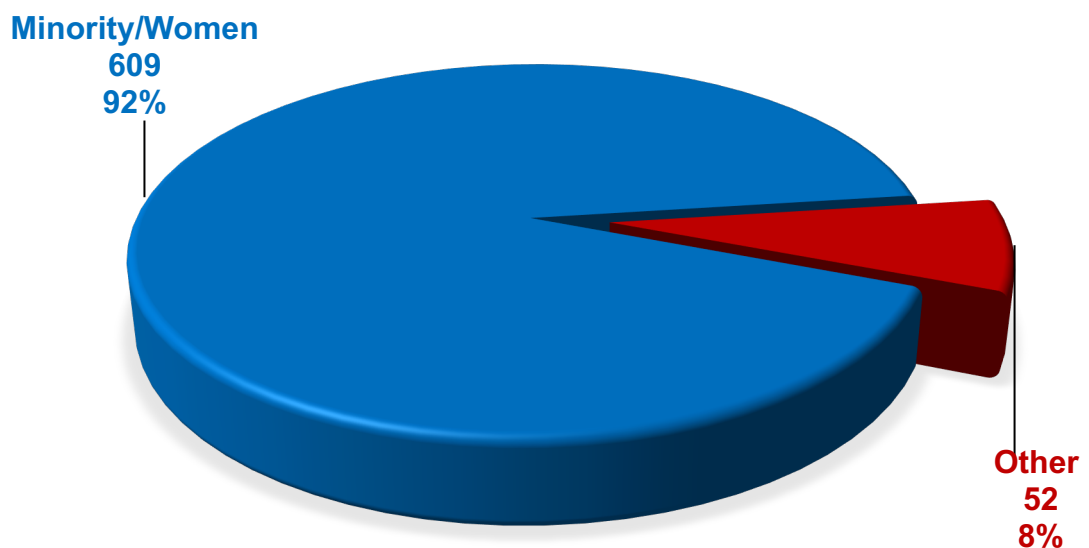
To start the vendor registration process:

- Visit [Supplier Self-Registration \(ridemetro.org\)](http://ridemetro.org/Supplier-Self-Registration)

FY2023 Small Business Certification Fast Facts

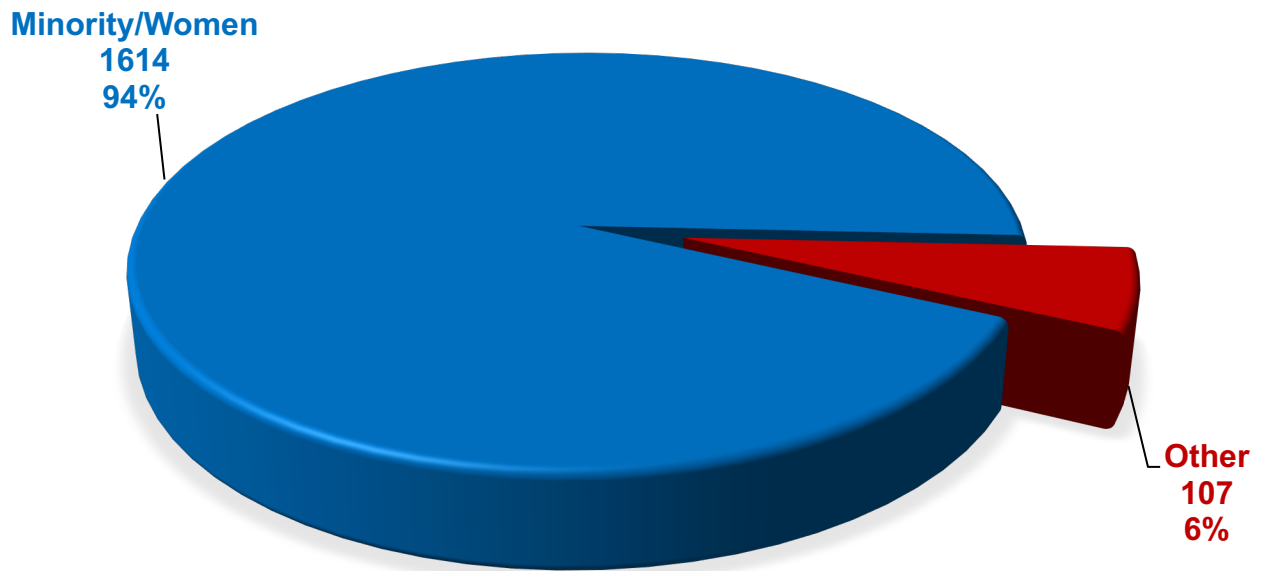
- **661** Firms certified as a METRO Small Business Enterprises
 - **528** New Small Business Enterprise certifications
 - **133** Small businesses renewing their certifications
 - **609 (92%)** Certified firms were minority and women-owned firms

Firms Certified in FY2023



- **5** Firms graduated from METRO's Small Business Enterprise Program in FY2023
- **1,721** METRO-certified Small Businesses listed in the agency's Certified Small Business Enterprise Directory at the end of FY2023
- **215 (12.5%)** Certified firms listed in the directory at the end of FY2023 were actively participating on a total of 356 METRO contracts, as either a Prime or subcontractor
- **1,613 (94%)** Firms listed in the directory at the end of FY2023 were minority and women-owned businesses

Certified SBEs at the End of FY2023



13,341 Firms certified as METRO Small Businesses Enterprises, since inception of the Small Business Enterprise Program

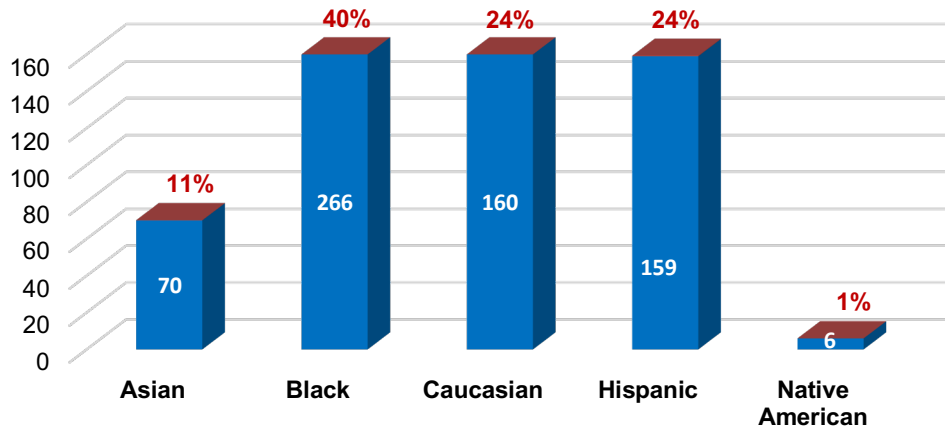
12 Small Business Certification workshops with partners in FY2023

- Fort Bend ISD (4)
- Port Houston (2)
- Women's Business Enterprise Alliance (2)
- SCORE/SBA (2)

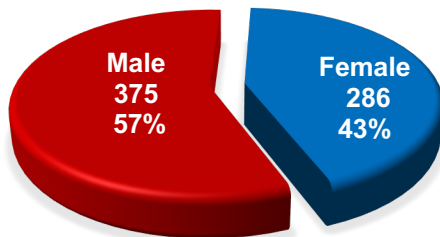
FY2023 Small Business Certification Data

In FY2023, METRO's Office of Small Business certified 661 firms of various ethnicity, gender, locale and industry as represented below.

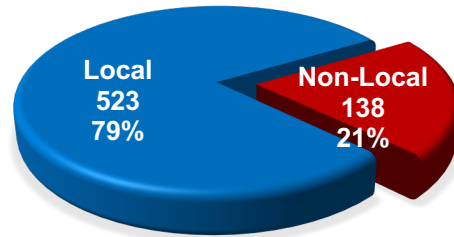
FY2023 Certified SBE Firms by Ethnicity



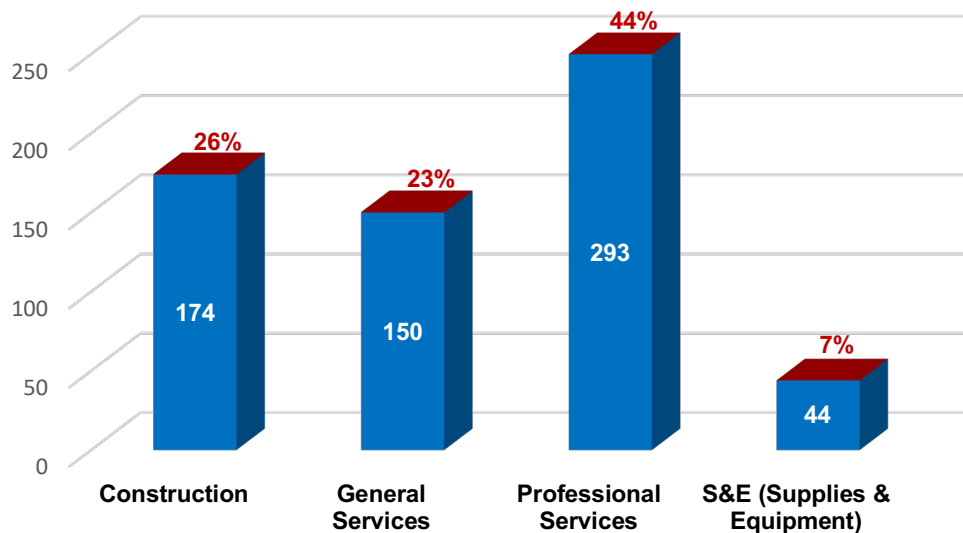
FY2023 Certified SBE Firms by Gender



FY2023 Certified SBE Firms by Locale



FY2023 Certified SBE by Industry

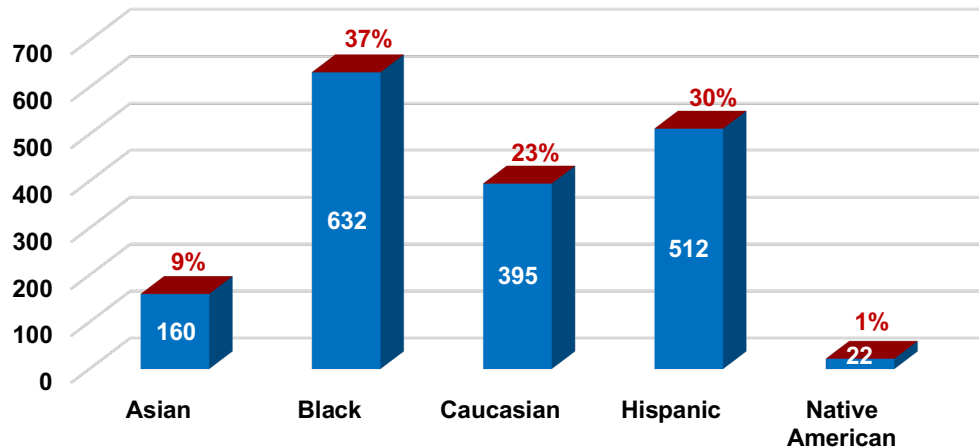


Note: All industry designations are self-proclaimed by the certified firm and may not represent METRO's criteria for these established industries.

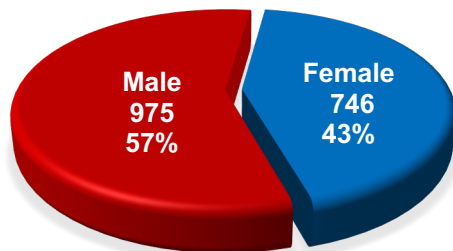
METRO Certified Small Business Directory

As of the end of FY2023, 1,721 firms were listed as METRO-certified Small Businesses and represent the following categories:

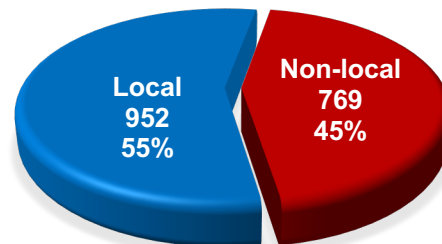
SBE Database by Ethnicity



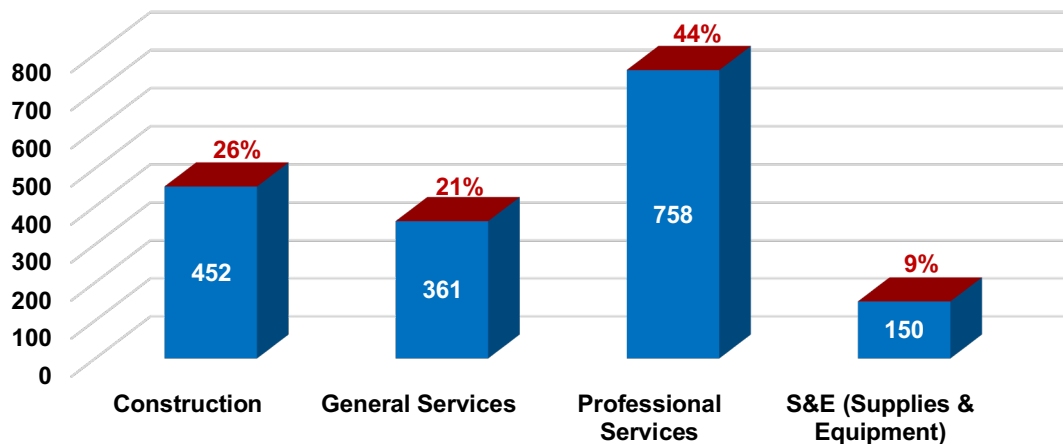
SBE Database by Gender



SBE Database by Locale



SBE Database by Industry



Note: All industry designations are self-proclaimed by the certified firm and may not represent METRO's criteria for these established industries.

Small Business Compliance Program

Small Business Compliance Program

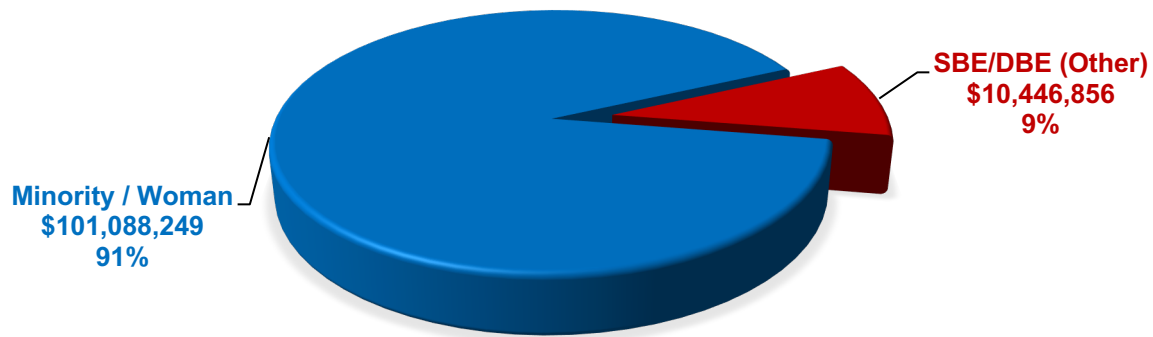
The METRO Office of Small Business ensures compliance with its Small Business and Disadvantaged Business Enterprise programs by performing the following functions:

- Reviews solicitations with local budgets of \$100,000 or greater or with federal funds, of any value, for Small Business goal setting opportunities
- Presents Small Business Enterprise Program at pre-bid/proposal conferences for contracts with Small Business goals
- Evaluates bids/proposals for contracts with Small Business goals for Small Business goal commitment
- Monitors contracts with Small Business goals for:
 - Small Business Participation goal achievement
 - Small Business Enterprise/Disadvantaged Business Enterprise (SBE/DBE) subcontractor utilization
 - Subcontractor addition/removal requests
 - Adherence to Prompt Payment Policy for subcontractors
 - SBE Program flow-down language
 - 49 CFR Part 26 compliance
- Seeks to amicably resolve disputes between Prime contractors and SBE/DBE subcontractors
- Reports Small Business goal achievement to Departments monthly
- Reports Small Business Enterprise Program activities annually
- Develops Disadvantaged Business Enterprise triennial goals for federally funded projects
- Monitors DBE participation on subrecipient contracts
- Reports DBE participation on federally funded projects to the Federal Transit Administration (FTA)

FY2023 Small Business Compliance Fast Facts

- **198** Procurement opportunities reviewed for Small Business (SB) goals
 - **56** projects assigned SB goals
- **55** New contracts awarded with SB goals
 - **34 (62%)** of the new contracts were awarded to SBE/DBE Primes
 - **26 (76%)** of the SBE/DBE Primes were minority and women-owned firms
- **\$343M** Awarded on contracts with SB goals
 - **\$111.5M (33%)** of contracts awarded with SB goals went to SBE/DBE Primes and subcontractors
 - **\$101.1M (91%)** of the contracts with SB goals awarded to SBE/DBEs went to minority and women-owned firms

SBE/DBE Contract Awards with SB Goals in FY2023



- **33%** Small business participation achieved against an aspirational goal of 35%
- **62.7%** Represents the average Small Business goal commitment
- **146** Active contracts with Small Business commitments were monitored for compliance

Small Business Program Goals

The METRO Office of Economic Business Opportunity monitors and reports three (3) types of Small and Disadvantaged Business participation goals:

1. Annual Small Business Goals
2. Contract Small Business Goals
3. FTA Disadvantaged Business Enterprise Goals

Annual Small Business (SB) Goals:

- Established to measure the overall impact of the Small Business Enterprise Program (year-to-year)
- The METRO Board established a 35% aspirational Small Business goal
- Satisfied by the overall participation of Small/Disadvantaged Business Primes and/or subcontractors on METRO procurements

Contract Small Business (SB) Goals:

- Established on a contract-by-contract basis, prior to issuance of solicitation
- The Office of Economic Business Opportunity reviews all projects estimated over \$100,000 that are locally funded or DOT-funded projects, of any value, for small business subcontracting opportunities and availability
- May be lower than stated Annual Goal depending on budget, funding, subcontracting opportunities and Small/Disadvantaged Business capacity
- The SB contract goals can be satisfied by the participation of SBE/DBE Primes and/or subcontractors

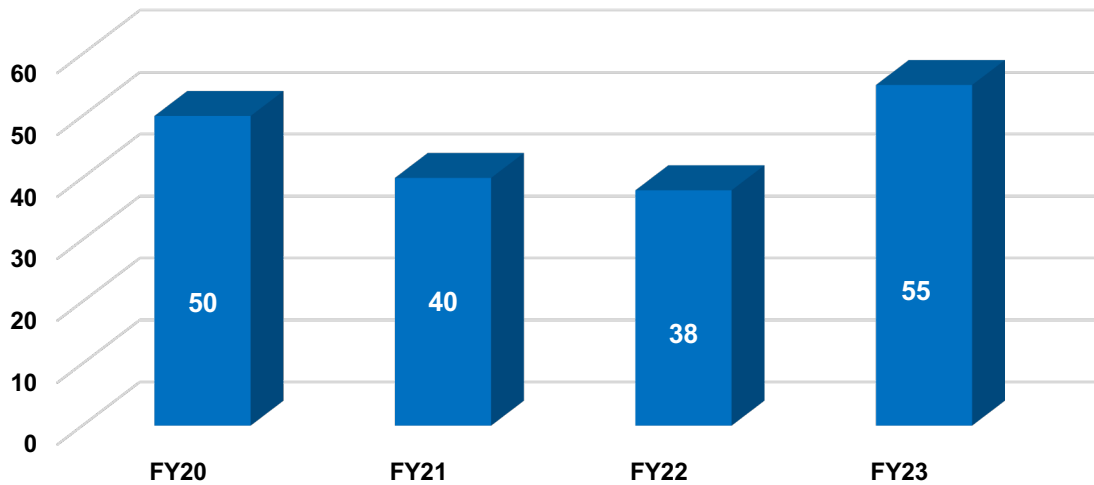
FTA Disadvantaged Business Enterprise (DBE) Goals:

- METRO is a recipient of DOT funds; therefore, the FTA requires a DBE Program
- METRO adopted a race and gender-neutral DBE Program
- Applicable to Department of Transportation (DOT) funded contracts only
- Goal calculation is established by FTA guidelines
- Triennial DBE goal for FY2023 - FY2025 is 16%
- FTA prohibits local preference on contracts involving federal funds (architect/engineering services excluded)
- Reported bi-annually to FTA

FY2023 Small and Disadvantaged Business Enterprise Contract Awards

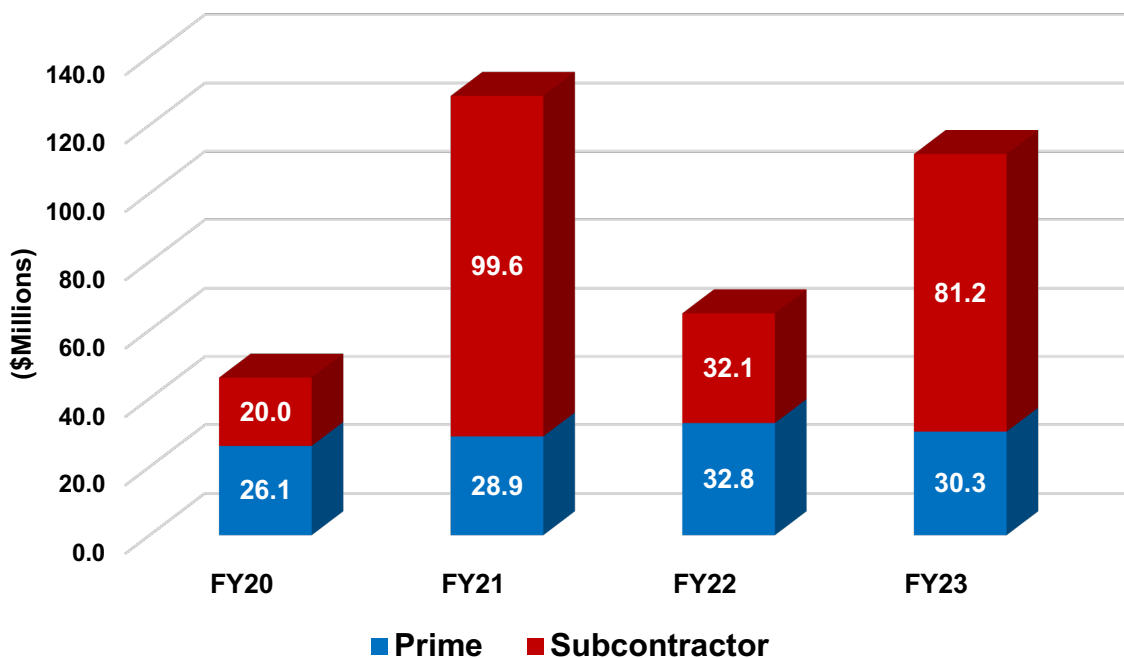
In FY2023, METRO awarded 55 contracts with Small Business goals for a total of \$111.5M.

Number of Contracts with SB Goals



Since 2009, \$1.49 billion has been awarded to Small and Disadvantaged Business Enterprise Primes and subcontractors on contracts with Small Business goals.

Total Small/Disadvantaged Business Enterprises on Contracts with SB Goals



FY2023 New Contracts Awarded with Small Business Goals

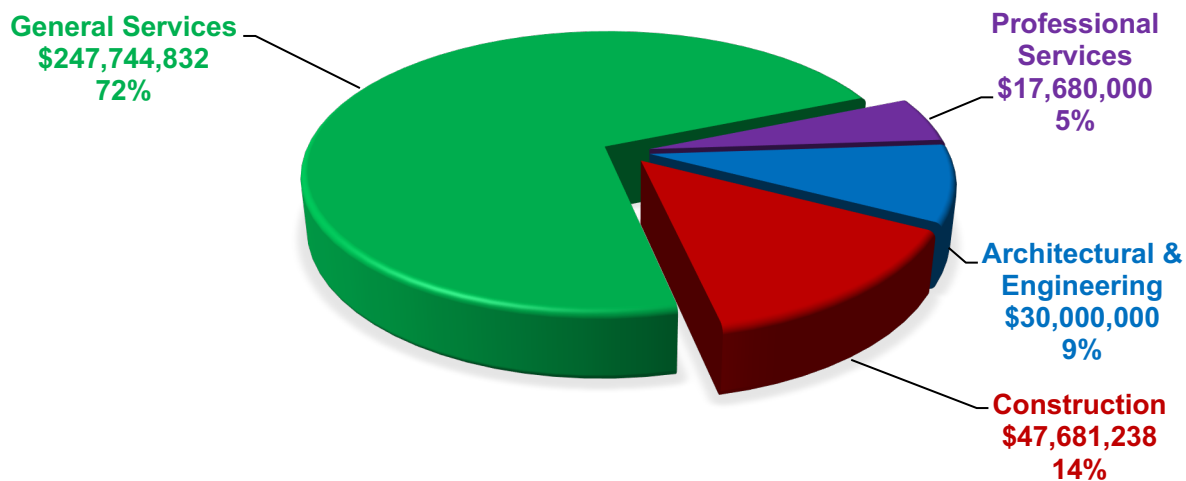
Contract Number	Contract Description	SB Goal	SB Goal Commitment
7122001898IDIQ	1900 Main 12th Floor Carpet Replacement	35.0%	35.0%
7123001165IDIQ	1900 Main 2nd Floor Buildout Package 2	35.0%	35.0%
7122001897IDIQ	1900 Main 7th Floor Carpet Replacement	35.0%	35.0%
7023000148	1900 Main Exterior Window Washing - Floors 1 Thru 14	20.0%	100.0%
7124000074IDIQ	1900 Main IT Computer Room A/C Replacement	20.0%	42.1%
7023000031MN	A/E Services for Universal Accessibility Projects - On An "As Needed" Basis	35.0%	38.0%
7023000010MN	A/E Services for Universal Accessibility Projects - On An "As Needed" Basis	35.0%	96.0%
7023000012MN	A/E Services for Universal Accessibility Projects - On An "As Needed" Basis	35.0%	84.0%
7023000013MN	A/E Services for Universal Accessibility Projects - On An "As Needed" Basis	35.0%	38.0%
7023000014MN	A/E Services for Universal Accessibility Projects - On An "As Needed" Basis	35.0%	40.0%
7023000011MN	A/E Services for Universal Accessibility Projects, On An "As Needed" Basis	35.0%	95.0%
7023000199MN	BOOST 56 Airline/Montrose - Seg 2 & 3 Unfinished Work and Punch List	35.0%	100.0%
7023000026	Bus Stop Cleaning Services	35.0%	40.0%
7023000027	Bus Stop Cleaning Services	35.0%	100.0%
7023000028	Bus Stop Cleaning Services	35.0%	100.0%
7023000029	Bus Stop Cleaning Services	35.0%	100.0%
7023000006	Cleaning of In-Service Buses at Transit Centers	35.0%	100.0%
7023000005	Cleaning of In-Service Buses at Transit Centers	35.0%	100.0%
7023000024	Continuous Daily Cleaning Services at METRORapid Platforms	35.0%	100.0%
7022000259	Deep Cleaning and Sanitizing of METRORail Platforms and Canopies	35.0%	100.0%
7123000548IDIQ	Downtown Transit Center Canopy Glass Replacement and Gutter Cleaning	35.0%	35.0%
7023000009	Electric Bus Infrastructure Accommodation for Kashmere, Polk, and West Bus Operating Facilities	35.0%	35.0%
7122002091IDIQ	FSC Fence & Gate Installation	10.0%	10.0%
7022000257	Healthcare Benefits Broker/Consultants Services	35.0%	40.0%
7122002078IDIQ	Hiram Clarke Bus Parking Area Rehab	35.0%	54.2%
7124000036IDIQ	Kashmere Admin Building - 2nd Floor Rehab	25.0%	66.0%
7122002092IDIQ	Kashmere BOF Fence & Gate Installation	35.0%	35.0%
7023000065	Landscape Maintenance for METRO Public Facilities	35.0%	100.0%
7022000253	Landscape Maintenance for METRORail Green and Purple Line	35.0%	100.0%
7022000254	Landscape Maintenance for METRORail Red Line	35.0%	100.0%
7023000180	Landscape Maintenance for METRO Undeveloped Properties	35.0%	100.0%
7023000003	Landscape Maintenance for Operating and Support Facilities	35.0%	40.0%
7023000057	Life Safety System Inspections and Repair of Public Facilities	35.0%	35.0%
7023000058	Life Safety System Inspections and Repair of Public Facilities	35.0%	35.0%

Contract Number	Contract Description	SB Goal	SB Goal Commitment
7023000041	METRO Organizational Assessment	35.0%	35.0%
7023000054	METROLift Van Transportation Services	15.0%	16.1%
7123001540IDIQ	Northwest Transit Center LED Sign Construction & Installation	35.0%	61.0%
7023000176	Passenger Shelter Assembly	35.0%	35.5%
7123000047IDIQ	Polk Tire Bay Lift Replacement	20.0%	20.0%
7023000111	Professional Consulting services for Joint Development/Transit Oriented Development on an "As Needed" Basis	35.0%	37.0%
7023000159	Professional Environmental Engineering and Assessment Services on an "As-Needed" Basis	35.0%	40.0%
7023000160	Professional Environmental Engineering and Assessment Services on an "As Needed" Basis	35.0%	38.0%
7023000144	Red Line Tactile Replacement	35.0%	100.0%
7022000241	Removal of Bus Shelters	35.0%	35.9%
7124000039IDIQ	ROC Shop Heater Replacement	25.0%	42.6%
7023000008	Signal Engineer Consultant for Rail or Bus Transit Corridor on an "As Needed" Basis	35.0%	37.0%
7023000007	Signal Engineer Consultant for Rail or Bus Transit Corridor on an "As Needed" Basis	35.0%	36.0%
7023000091	Tire Lease & Maintenance Service for Transit Vehicles	20.0%	21.0%
7023000100	Tree Trimming Along All Three (3) Rail Lines	35.0%	35.0%
7023000082MN	Universal Accessibility Bus Stop Improvements Construction Project - Zone One (1)	35.0%	89.9%
7023000081MN	Universal Accessibility Bus Stop Improvements Construction Project - Zone Two (2)	35.0%	89.9%
7023000063MN	Universal Accessibility Bus Stop Improvements Construction Project - Zone Three (3)	35.0%	35.0%
7023000083MN	Universal Accessibility Bus Stop Improvements Construction Project - Zone Four (4)	35.0%	35.0%
7023000080MN	Universal Accessibility Bus Stop Improvements Construction Project - Zone Five (5)	35.0%	35.0%
7023000064MN	Universal Accessibility Bus Stop Improvements Construction Project - Zone Six (6)	35.0%	35.0%

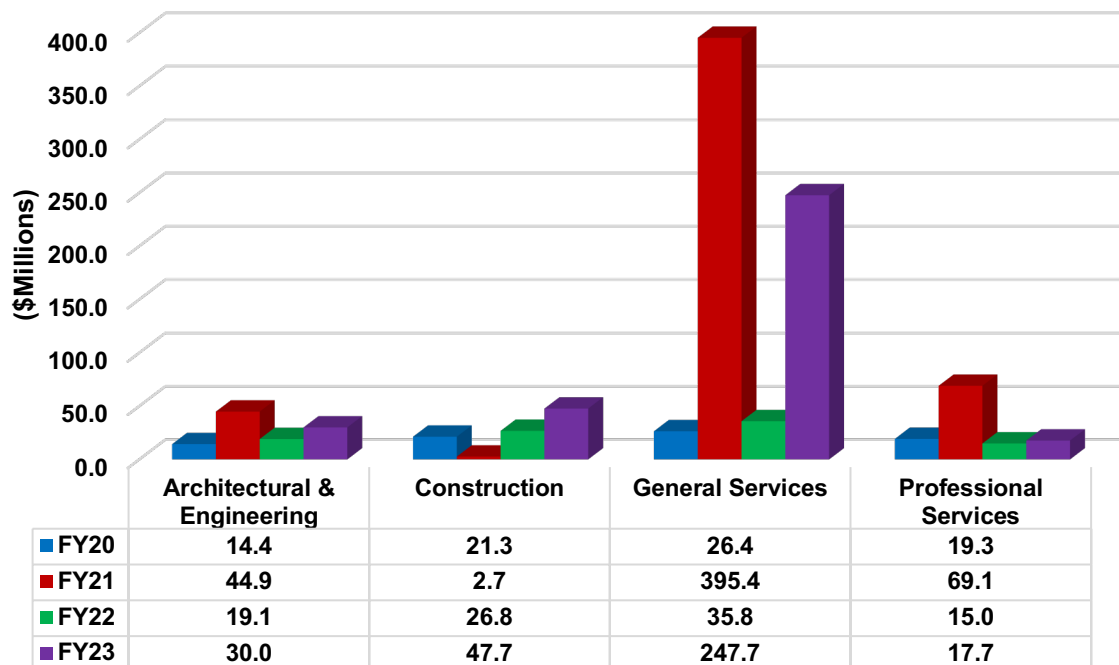
Contracts with Small Business Goals Breakdown

Contract awards by industry vary from year to year depending on METRO's needs. The following charts represent industry and ethnicity breakdowns for FY2023; as well as the past four years.

Contracts Awarded with SB Goals by Industry Breakdown in FY2023

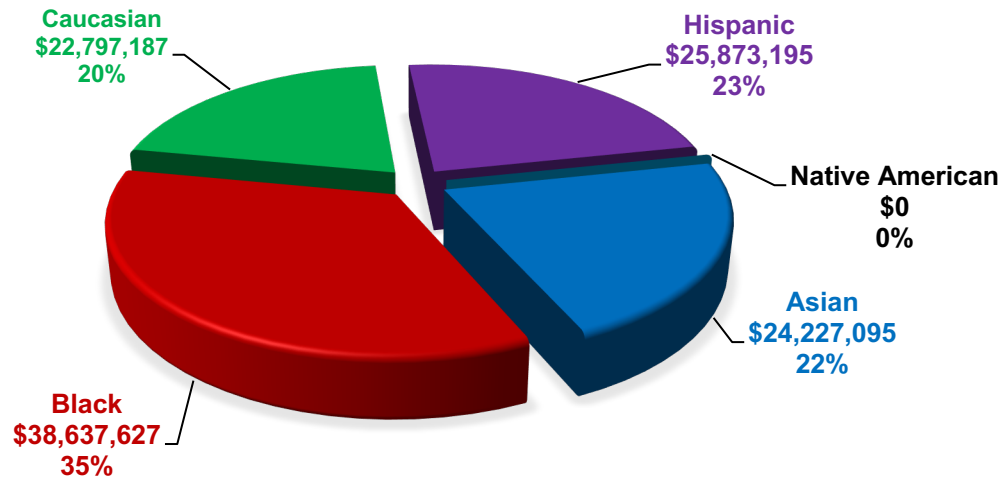


Contracts Awarded with SB Goals by Industry Breakdown (FY2020 - FY2023)



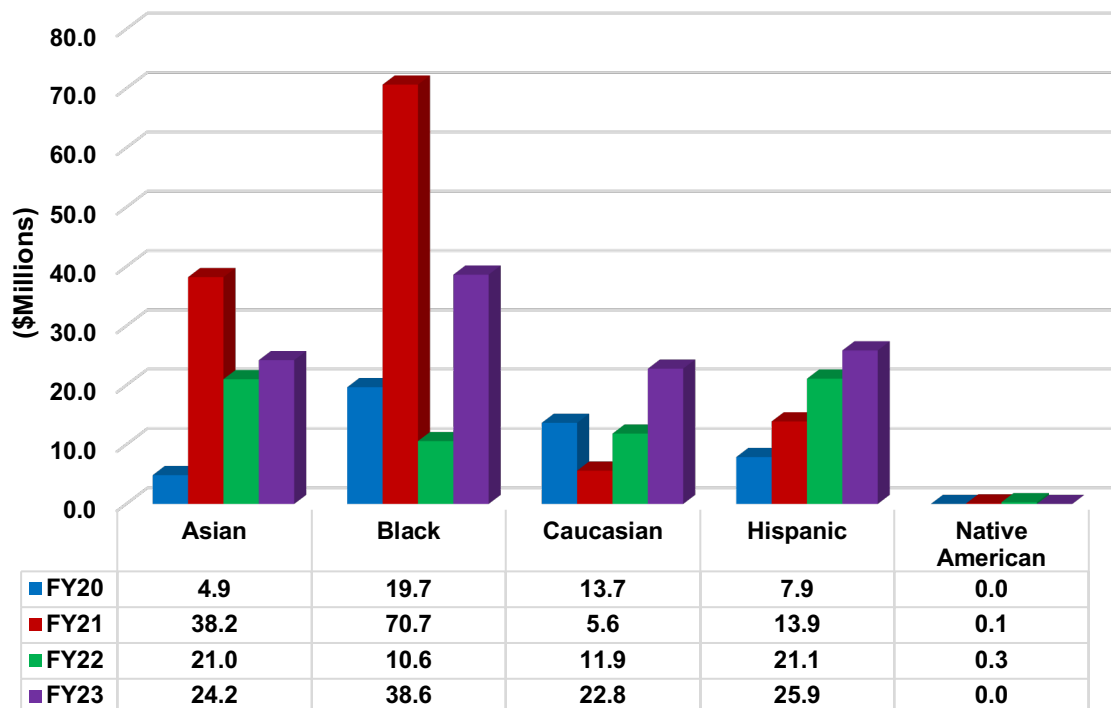
Contracts with Small Business Goals Breakdown (cont'd)

SBE/DBEs on Contracts Awarded with SB Goals by Ethnicity Breakdown in FY2023



Note: \$101.1 (91%) of the SBE/DBEs are minority- and women-owned firms.

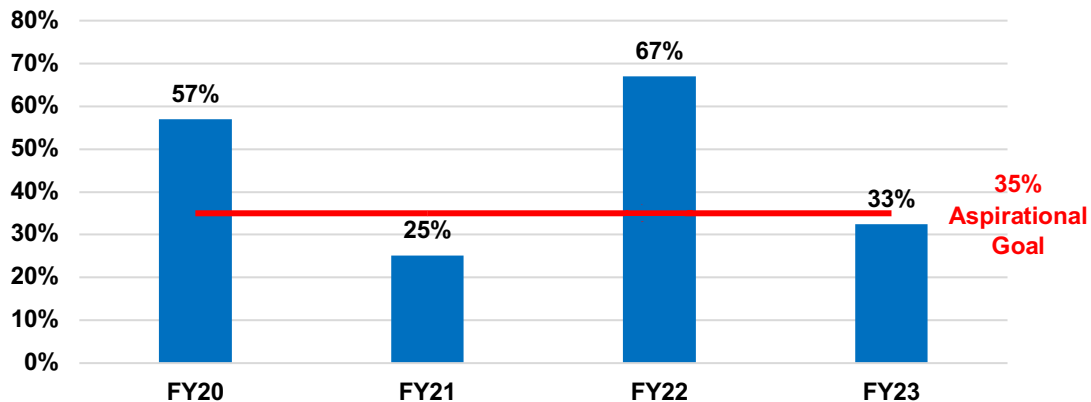
SBE/DBEs on Contracts Awarded with SB Goals by Ethnicity Breakdown (FY2020 - FY2023)



Note: \$334.5 (95%) of the above SBE/DBEs are minority- and women-owned firms from FY2020 to FY2023.

Small Business Goal Achievement FY2020 - FY2023

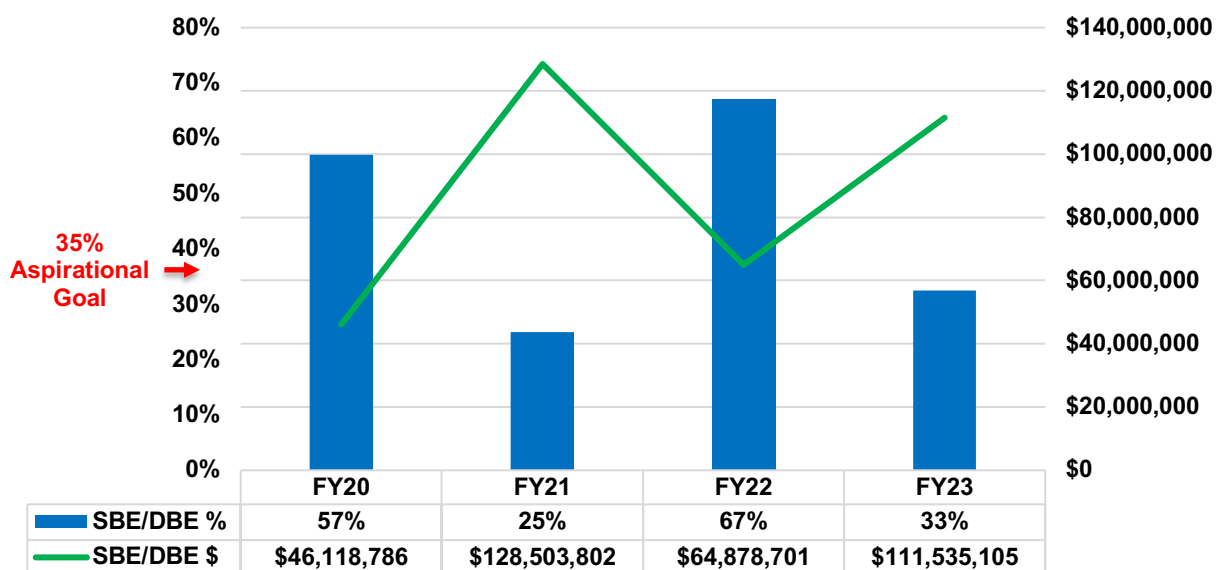
The METRO Board established an annual 35% aspirational Small Business goal. Small Business goals are established in contracts on a case-by-case basis, depending on budget, funding, subcontracting opportunities and Small/Disadvantaged Businesses capacity. Therefore, the contract Small Business goal may be less than the 35% Aspirational Goal. The chart below compares Small and Disadvantaged Primes and subcontractors on contracts awarded with Small Business goals, relative to the 35% annual Small Business goal.



Note: The FY2021 reduction in the SB goal achievement is due to the SB goal commitments associated with the Turnkey Operation of the Northwest Bus Operations Facility (NWBOF) and the METROLift Minivan Transportation Services. Without these two contracts, the SB goal achievement would have been 52.22%. Once again, the FY2023 METROLift Minivan Transportation Services project contributed to the reduction in the overall SB goal achievement. Without this contract, the SB goal achievement would have been 55.16%.

The chart below reflects the Small Business percentage goal achievement for all contracts with Small Business goals, and the dollar amounts awarded from FY2020 - FY2023.

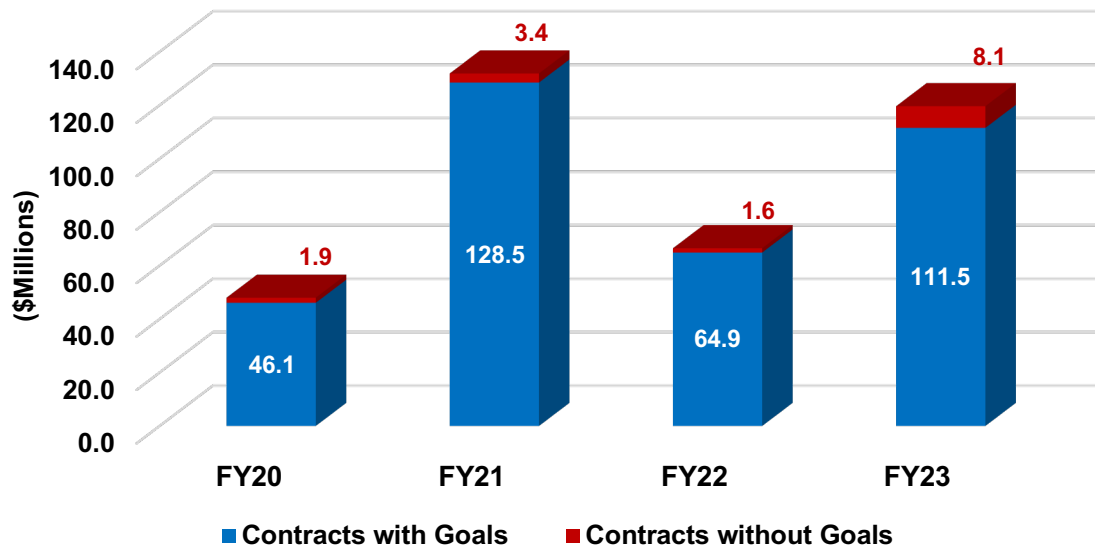
Small Business Goal Achievement on Contracts with SB Goals



Small and Disadvantaged Businesses on All METRO Contracts

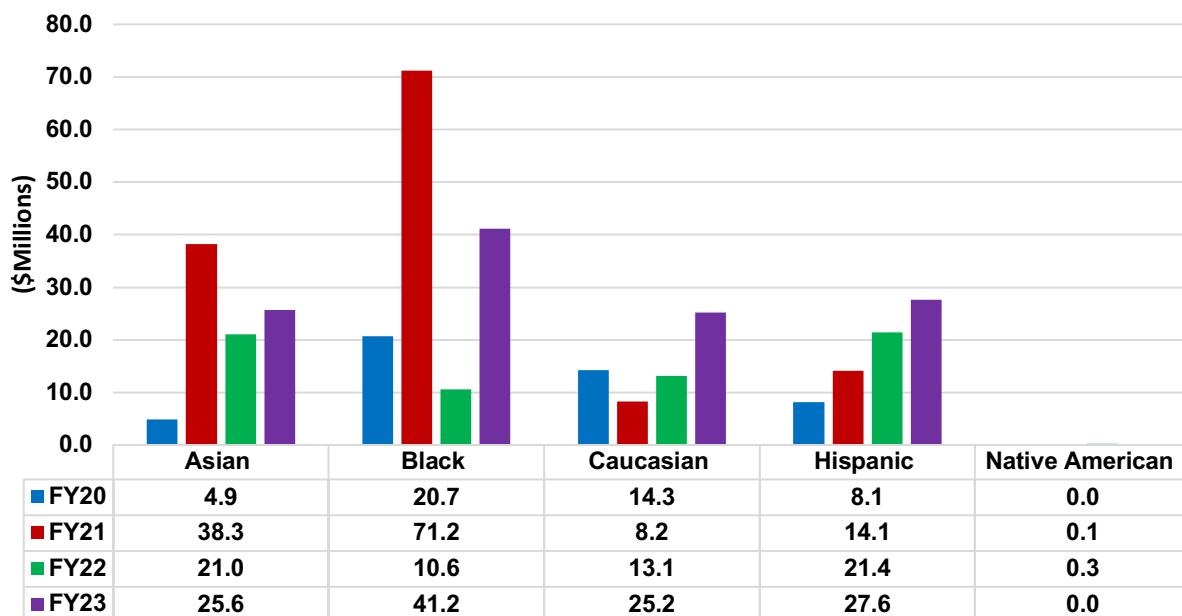
METRO tracks SBE/DBE participation on all METRO contracts. The following charts represent SBE/DBE participation with and without Small Business goals, and Purchase Orders.

Total SBE/DBEs on Contracts (FY2020 - FY2023)

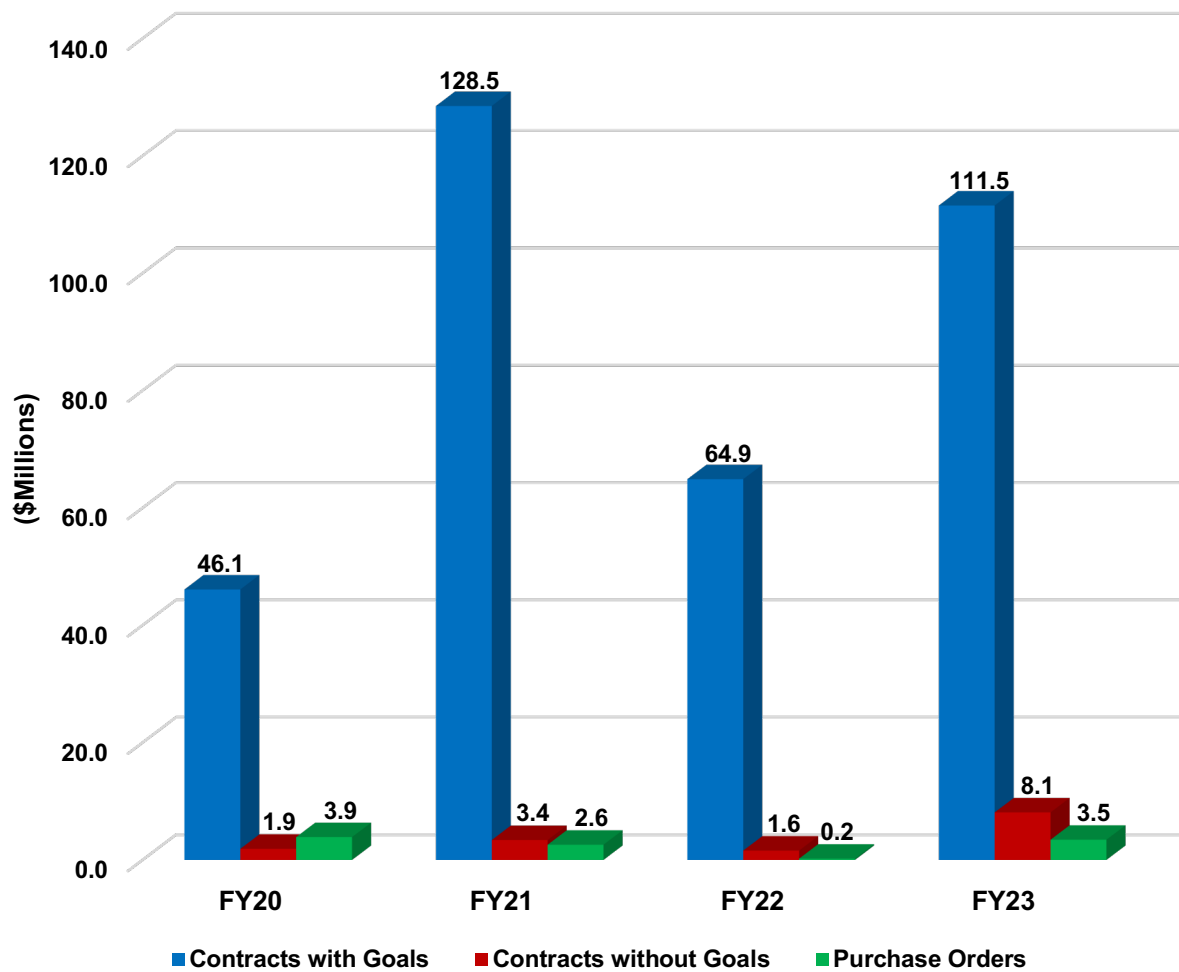


Note: In FY2023, 84% of the \$119,646,928 went to minority- and women-owned firms.

Total SBE/DBEs on Contract Awards by Ethnicity Breakdown (FY2020 - FY2023)



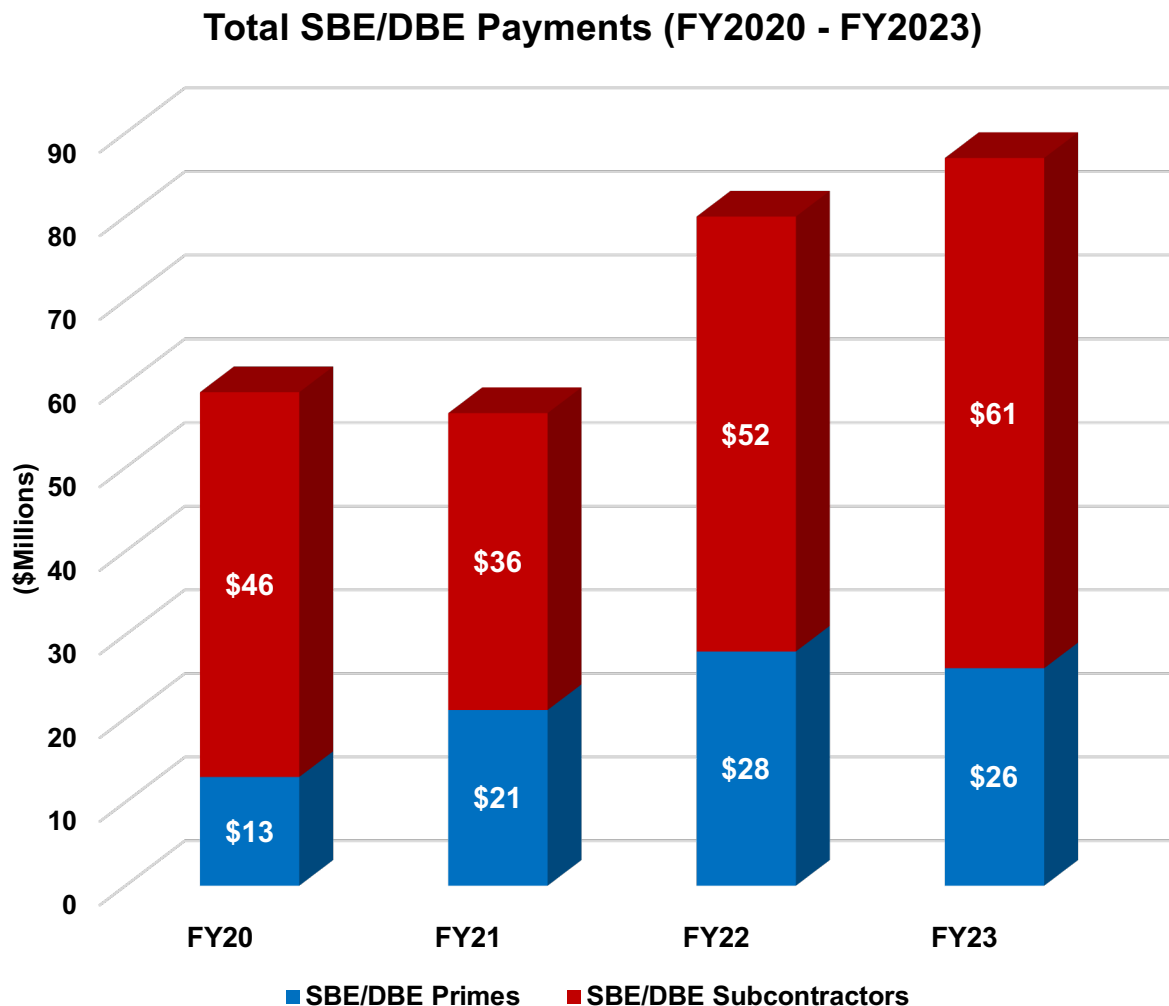
Total SBE/DBE Awards in FY2020 - FY2023



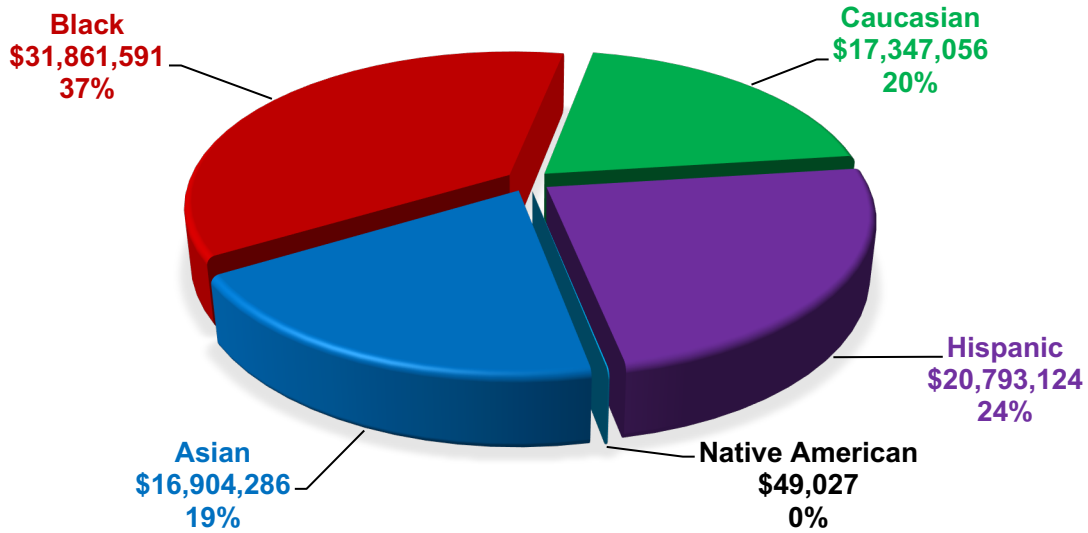
FY2023 Payments to Small and Disadvantaged Businesses

In FY2023, METRO paid \$285,829,281 all on active contracts with Small Business participation. This payout represents contracts with and without Small Business goals that were awarded in FY2023, or in previous years, and were paid for services performed in FY2023.

- \$86,955,085 paid to SBE/DBEs
 - \$25,651,247 (29%) paid to SBE/DBE Primes
 - \$61,303,838 (71%) paid to SBE/DBE subcontractors

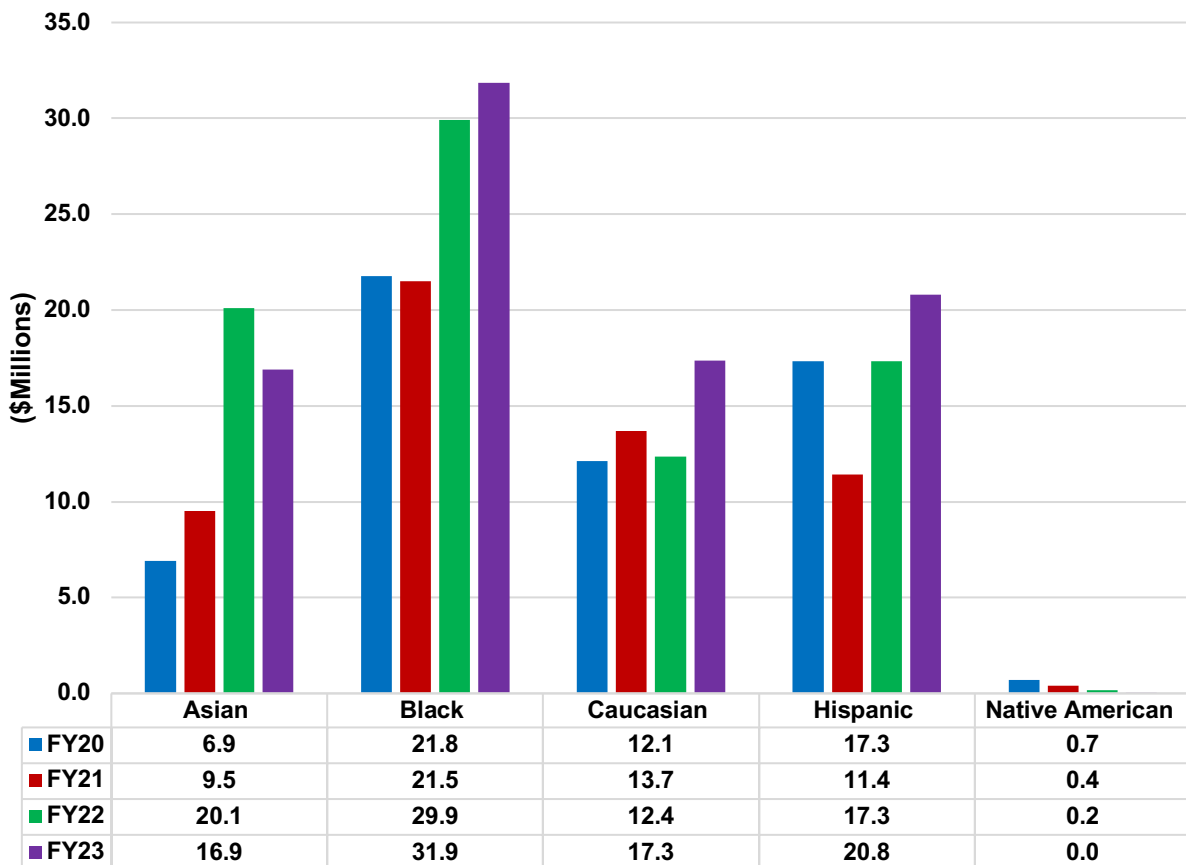


FY2023 SBE/DBE Payment Breakdown by Ethnicity



Note: \$80.7 (93%) of above SBE/DBEs are minority- and women-owned firms.

SBE/DBE Payments by Ethnicity Breakdown (FY2020 - FY2023)



METRONext

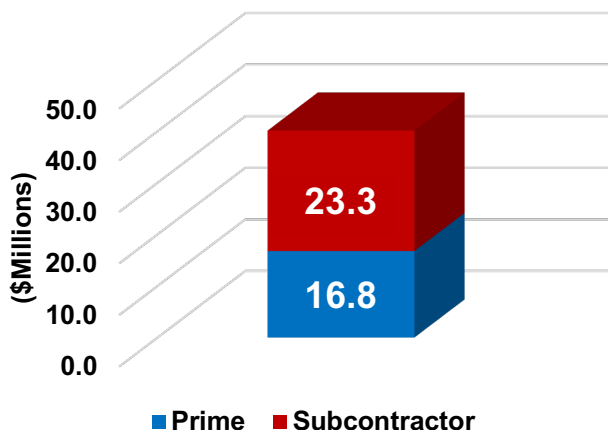
METRONext Overview

The population of our region is expected to grow to more than 10 million people by 2040. As our community grows, so will traffic. The **METRONext Moving Forward Plan** is designed to help ease traffic congestion by taking more vehicles off the road and providing more options for moving around the region. The **Moving Forward** plan creates new service and additional travel options by expanding several modes of transportation and making investments in service and accessibility. This 20-year landmark initiative will create tremendous opportunities for small business participation and is estimated to cost \$7.5B. This section of the report highlights our FY2023 achievements and our accumulative achievements through FY2023.

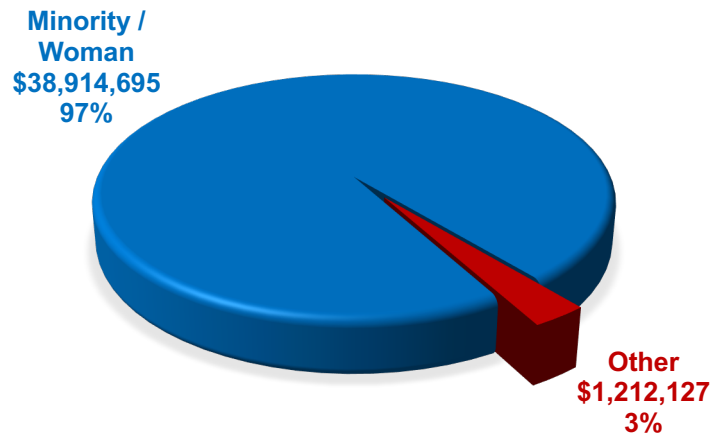
FY2023 METRONext Small Business Compliance Fast Facts

- **13** New contracts awarded with SB goals in FY2023
 - **6 (46%)** of the new contracts were awarded to SBE/DBE Primes
 - **6 (100%)** of the SBE/DBE Primes were minority- and women-owned firms
- **\$68.0M** Awarded on contracts with SB goals
 - **\$40.1M (59%)** of contracts awarded with SB goals went to SBE/DBE Primes and subcontractors
 - **\$38.9M (97%)** of the contracts with SB goals awarded to SBE/DBEs went to minority- and women-owned firms
 - **59%** Small business participation achieved

Total Small/Disadvantaged Business Enterprises on METRONext Contracts with SB Goals in FY2023



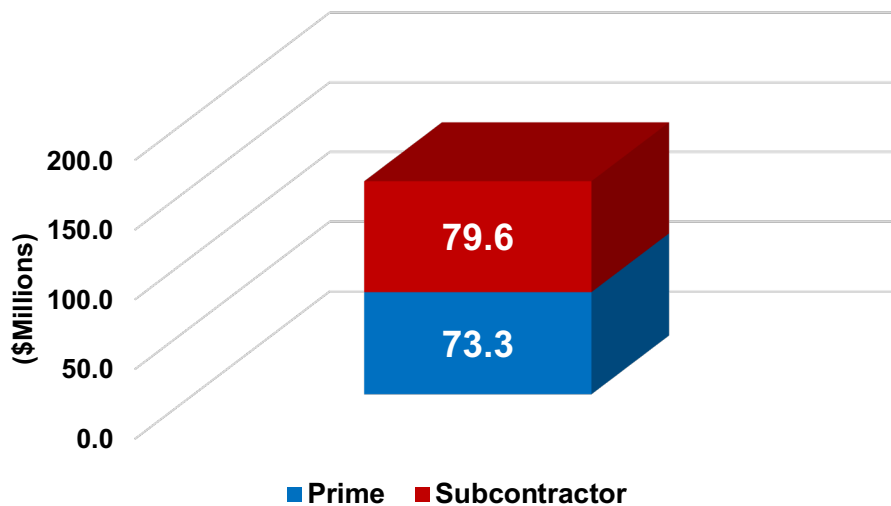
SBE/DBE METRONext Contract Awards with SB Goals in FY2023



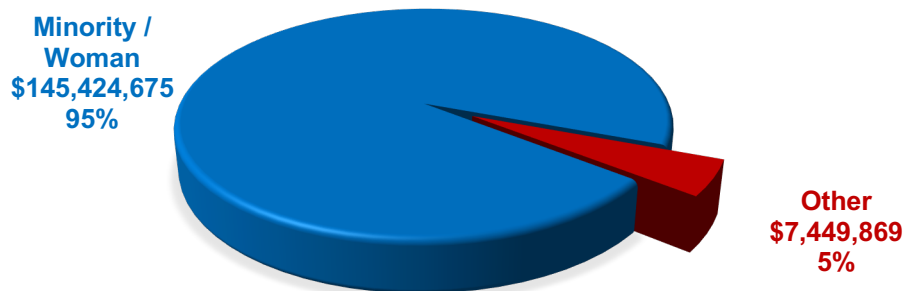
METRONext Small Business Compliance Fast Facts To-Date

- **53** Total contracts awarded with SB goals*
 - **29 (55%)** of the contracts were awarded to SBE/DBE Primes
 - **28 (97%)** of the SBE/DBE Primes were minority- and women-owned firms
- **\$231M** Awarded on contracts with SB goals
 - **\$152.9M (66%)** of contracts awarded with SB goals went to SBE/DBE Primes and subcontractors
 - **\$145.4M (95%)** of the contracts with SB goals awarded to SBE/DBEs went to minority- and women-owned firms
 - **66%** Small Business participation achieved

Total Small/Disadvantaged Business Enterprises on METRONext Contracts with SB Goals To-Date



SBE/DBE METRONext Contract Awards with SB Goals To-Date



* A change has been made in the identification of METRONext contracts. Contracts that were previously being counted prior to the implementation of the METRONext initiative have been removed and are reflected in this publication.

METRONext Contracts Awarded with Small Business Goals

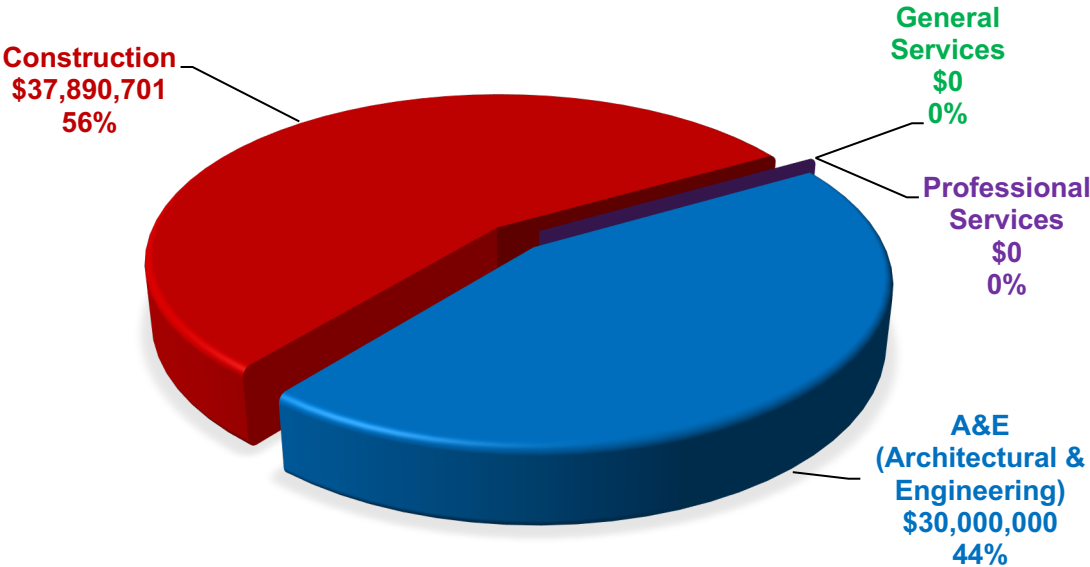
Contract Number	Contract Description	SB Goal	SB Goal Commitment
7022000080MN	54 Scott BOOST Contract for Construction along the Scott Route	35.0%	100.0%
7022000111MN	56 Airline/Montrose BOOST Contract	35.0%	94.0%
7021000144MN	A/E Services for BOOST 82 Westheimer Corridor	35.0%	47.0%
7020000152MN	A/E Services for CTA for Universal Accessibility Projects - on an "As Needed" Basis	35.0%	98.0%
7020000155MN	A/E Services for CTA for Universal Accessibility Projects - on an "As Needed" Basis	35.0%	67.0%
7020000157MN	A/E Services for CTA for Universal Accessibility Projects - on an "As Needed" Basis	35.0%	84.0%
7020000156MN	A/E Services for CTA Design for Universal Accessibility Projects	35.0%	36.0%
7022000097MN	A/E Services for Design for Transit Facilities	35.0%	91.0%
7023000010MN	A/E Services for Universal Accessibility Projects - on an "As Needed" Basis	35.0%	96.0%
7023000011MN	A/E Services for Universal Accessibility Projects - on an "As Needed" Basis	35.0%	95.0%
7023000012MN	A/E Services for Universal Accessibility Projects - on an "As Needed" Basis	35.0%	84.0%
7023000013MN	A/E Services for Universal Accessibility Projects - on an "As Needed" Basis	35.0%	38.0%
7023000014MN	A/E Services for Universal Accessibility Projects - on an "As Needed" Basis	35.0%	40.0%
7023000031MN	A/E Services for Universal Accessibility Projects - on an "As Needed" Basis	35.0%	38.0%
7122000204IT	Annual Break Fix and 811 Locates	35.0%	65.0%
7021000031MN	B.O.O.S.T. Pilot Project	35.0%	93.5%
7023000199MN	BOOST 56 Airline/Montrose - Seg 2 & 3 Unfinished Work and Punch List	35.0%	100.0%
7022000260MN	Boost Amenity Fabrication	35.0%	92.7%
7121000046IT	Break Fix and 811 Locates Enterprise Physical Security Systems and Cable Plant Maintenance	35.0%	35.0%
7021000126MN	Construction Management Services - Zone 3 - on an "As Needed" Basis	35.0%	80.0%
7021000127MN	Construction Management Services - Zone 4 - on an "As Needed" Basis	35.0%	100.0%
7021000125MN	Construction Management Services - Zone 5 - on an "As Needed" Basis	35.0%	100.0%
7021000128MN	Construction Management Services - Zone 6 - on an "As Needed" Basis	35.0%	39.0%
7021000123MN	Construction Management Services for Universal Accessibility and BOOST Projects - on an "As Needed" Basis - Zone 1	35.0%	36.0%
7021000124MN	Construction Management Services for Universal Accessibility and BOOST Projects - on an "As Needed" Basis - Zone 2	35.0%	95.0%
7122000202IT	FY22 ITS Maintenance	35.0%	35.0%
7021000083MN	I-10 Inner Katy Bus Rapid Transit Engineering Consultant Services	35.0%	68.0%
7022000061MN	Land Surveying, Mapping & GIS Services	35.0%	40.0%
7022000062MN	Land Surveying, Mapping & GIS Services	35.0%	64.5%
7121000045IT	Maintenance Enterprise Physical Security Systems and Cable Plant Maintenance	35.0%	35.0%
7020000223MN	METRONext Program Management - on an "As Needed" Basis	35.0%	37.3%

Contract Number	Contract Description	SB Goal	SB Goal Commitment
7021000141MN	North Houston Highway Improvement Project (NHHIP) General Engineering Consultant	35.0%	36.0%
7121001005IT	PAS Network Backhaul & Power (TMC)	20.0%	20.0%
7122001142IT	Physical Security Enhancements (TMC)	10.0%	10.0%
7020000227MN	Program Management Information System for PEC	10.0%	100.0%
7121000940IT	Security Service Devices (Refresh)	10.0%	20.0%
7021000075MN	Universal Accessibility Bus Stop Improvements - Zone Five (5)	35.0%	89.1%
7021000074MN	Universal Accessibility Bus Stop Improvements - Zone Four (4)	35.0%	89.3%
7021000071MN	Universal Accessibility Bus Stop Improvements - Zone One (1)	35.0%	89.9%
7021000076MN	Universal Accessibility Bus Stop Improvements - Zone Six (6)	35.0%	89.8%
7021000073MN	Universal Accessibility Bus Stop Improvements - Zone Three (3)	35.0%	88.5%
7021000072MN	Universal Accessibility Bus Stop Improvements - Zone Two (2)	35.0%	90.7%
7023000082MN	Universal Accessibility Bus Stop Improvements Construction Project - Zone Five (5)	35.0%	35.0%
7023000081MN	Universal Accessibility Bus Stop Improvements Construction Project - Zone Four (4)	35.0%	35.0%
7023000063MN	Universal Accessibility Bus Stop Improvements Construction Project - Zone One (1)	35.0%	89.9%
7023000083MN	Universal Accessibility Bus Stop Improvements Construction Project - Zone Six (6)	35.0%	35.0%
7023000080MN	Universal Accessibility Bus Stop Improvements Construction Project - Zone Three (3)	35.0%	35.0%
7023000064MN	Universal Accessibility Bus Stop Improvements Construction Project - Zone Two (2)	35.0%	89.9%
7020000153MN	Universal Accessibility CTA Services - on an "As Needed" Basis	35.0%	95.0%
7020000154MN	Universal Accessibility CTA Services - on an "As Needed" Basis	35.0%	56.5%
7021000191MN	University BRT General Engineering Consulting Services	35.0%	37.1%
7121000585IT	West Bellfort Fiber Relocate	10.0%	10.0%
7122001406IT	West BOF Parking Lot Access Control Install	35.0%	36.0%

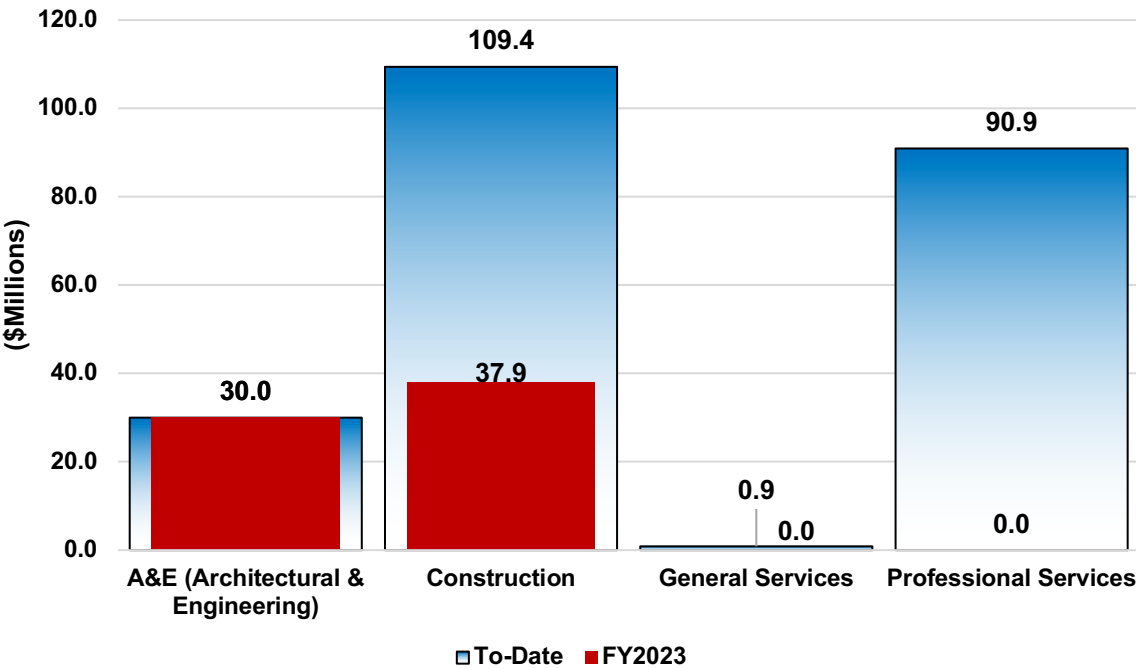
Note: Shaded projects represent FY2023.

METRONext Contracts with Small Business Goals Breakdown

METRONext Contracts Awarded with SB Goals by Industry Breakdown in FY2023

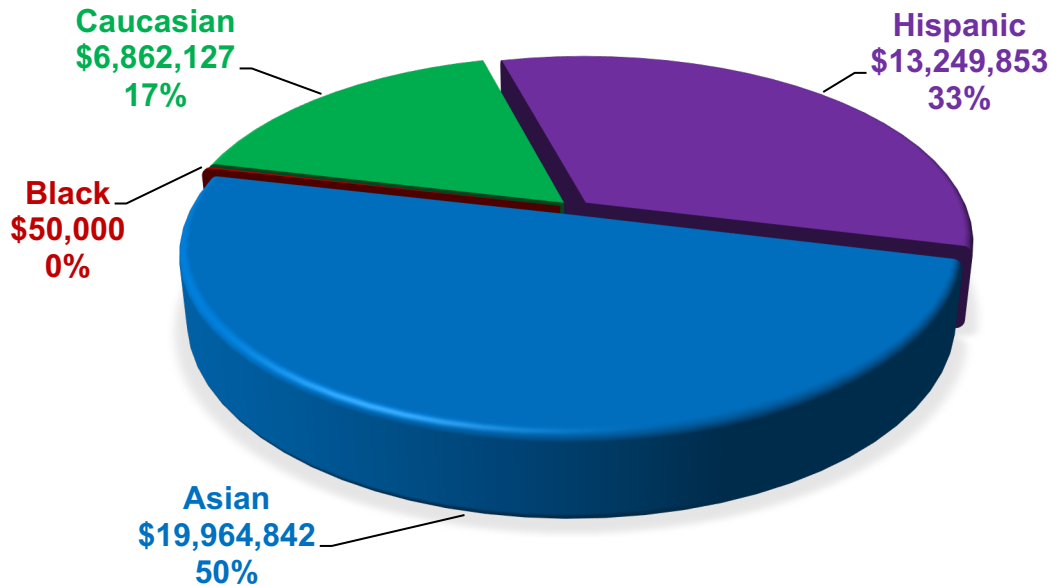


METRONext Contracts Awarded with SB Goals by Industry Breakdown To-Date



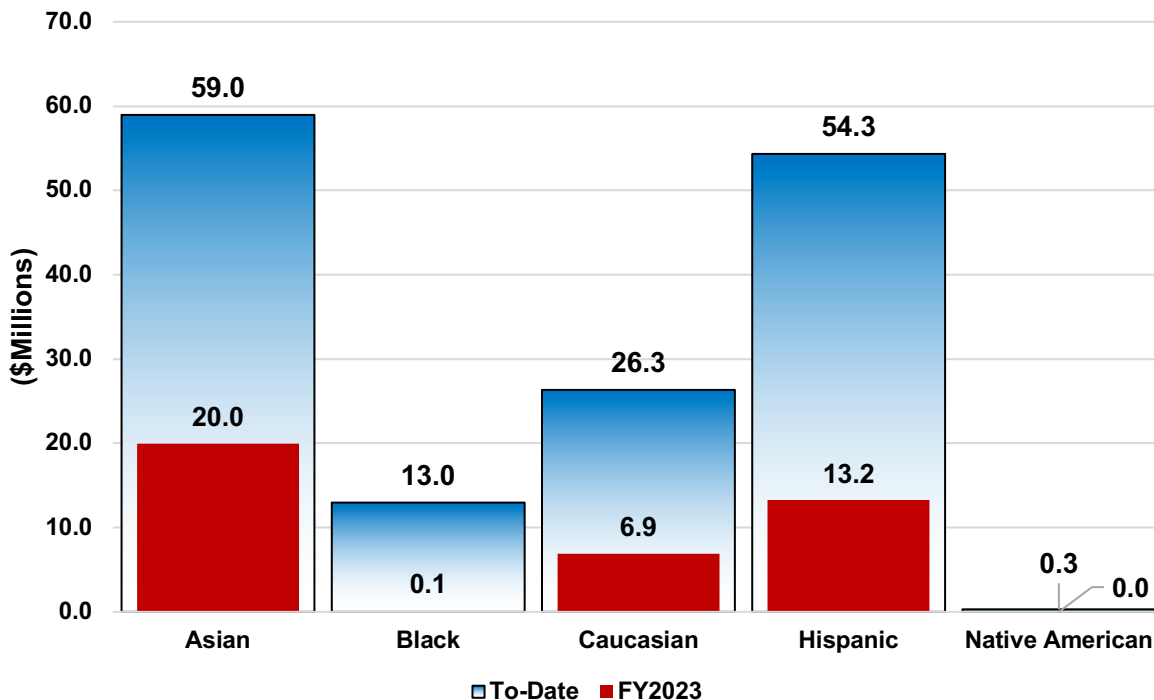
METRONext Contracts with Small Business Goals Breakdown (cont'd)

SBE/DBEs on METRONext Contracts Awarded with SB Goals by Ethnicity Breakdown in FY2023



Note: \$46.3M (95%) of the SBE/DBEs are minority- and women-owned firms.

SBE/DBEs on METRONext Contracts Awarded with SB Goals by Ethnicity Breakdown To-Date



Note: \$145.4M (95%) of the above SBE/DBEs are minority- and women-owned firms.

Outreach, Training and Business Development Program

Outreach, Training and Business Development Program

The METRO Office of Economic Business Opportunity (OEBO) plays a pivotal role in nurturing and developing small and disadvantaged businesses in the region. Their commitment to promoting the Authority's Small Business Enterprise (SBE) Program, alongside offering a wide range of contracting opportunities, underscores the organization's dedication to fostering an inclusive and supportive business environment. This comprehensive approach not only aids in the growth of small businesses but significantly contributes significantly to the local economy's vitality.

The OEBO's strategy encompasses several critical support services designed to empower small businesses. These services include educational workshops, early procurement notifications, networking events, business development support, technical assistance and the Interagency Mentor Protégé Program (IMPP). Each of these components is tailored to address specific challenges faced by small and disadvantaged enterprises, ensuring they receive the necessary tools and knowledge to thrive in a competitive marketplace.

Key Small Business Support Platforms

- **METRO Business University (MBU) Workshops:** These training workshops serve as an educational cornerstone, offering insights into various aspects of business operations, including compliance, financial management, and strategic planning. By equipping entrepreneurs with this knowledge, METRO ensures that businesses are well-prepared to navigate the complexities of the market and the METRO procurement process.
- **Early Notification of Upcoming Procurements and Expanded Outreach:** By providing early alerts to Primes and subcontractors in METRO's directory regarding upcoming contracting opportunities, METRO enables businesses to prepare their bids and proposals in a timely manner, thereby increasing their chances of success. This proactive approach also includes expanded outreach efforts via strategic partners, chambers, and community advocacy groups to ensure that small businesses are aware of the opportunities available to them.
- **Networking and Business-to-Business (B2B) Events:** These events offer a platform for entrepreneurs to connect with peers, potential clients, and industry leaders. Such interactions are invaluable for building relationships, exchanging ideas and identifying potential partnerships, which are crucial for business growth and diversification.
- **Business Development:** METRO's commitment to business development involves providing resources and support to help businesses expand their capabilities and reach. This includes assistance with marketing, access to financing and guidance on navigating the procurement process, thereby ensuring businesses are positioned for growth.

- **Technical Assistance:** Understanding the technical requirements of contracts can be challenging for small businesses. METRO's provision of technical assistance helps demystify these requirements, ensuring that businesses can effectively compete for and manage contracts.
- **Business Help Center**
In FY2019, the Office of Economic Business Opportunity (formerly known as the Office of Small Business) and Procurement established a formal Business Help Center. This allowed the department to centralize many of its business support activities. The Business Help Center provides:
 - One-on-One Introductions
 - Vendor Registration Assistance
 - Certification Assistance
 - SBE/DBE Compliance – B2GNow Training, Invoicing and Dispute Resolution
 - One-on-One Small Business Assessments
 - Business Development/Technical Assistance
 - Demo of METRO's Small Business and Procurement Websites
 - Procurement Debriefings
 - Meetings with Department Representatives
- **Interagency Mentor Protégé Program (IMPP):** This innovative program pairs emerging small businesses with established firms and public agencies. The mentorship received through the IMPP is invaluable, providing businesses with insight into industry best practices, management techniques, and strategies for sustainable growth.

In FY2023, METRO's Office of Economic Business Opportunity (OEBO) leadership team launched the METRO Advisory Committee (MAC). The committee is comprised of the leaders from various organizations. The primary objective of MAC is to increase small business participation on METRO contracts. The primary role of this Advisory Committee is to serve as a sounding-board to OEBO, provide lessons learned and best practice recommendations to increase capacity and participation in METRO procurement opportunities. As a member of MAC, the organizations are tasked with:

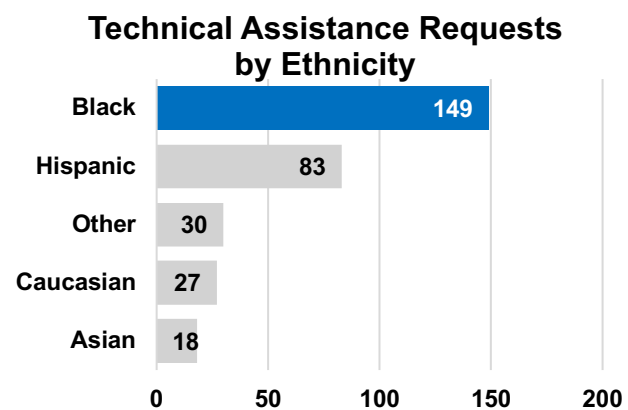
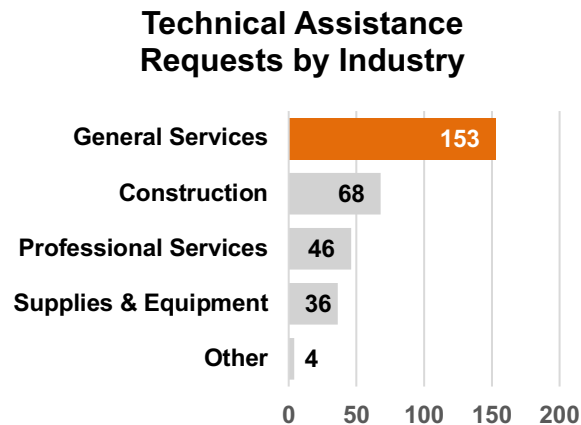
- Identifying roadblocks to doing business with METRO
- Improving technical assistance
- Evaluating additional training options and methods
- Finding ready, willing and able firms to participate in METRO procurement opportunities
- Advocating our training offerings and sharing upcoming contracting opportunities to their members and network

METRO Advisory Committee consisted of the leaders from the following organizations below:

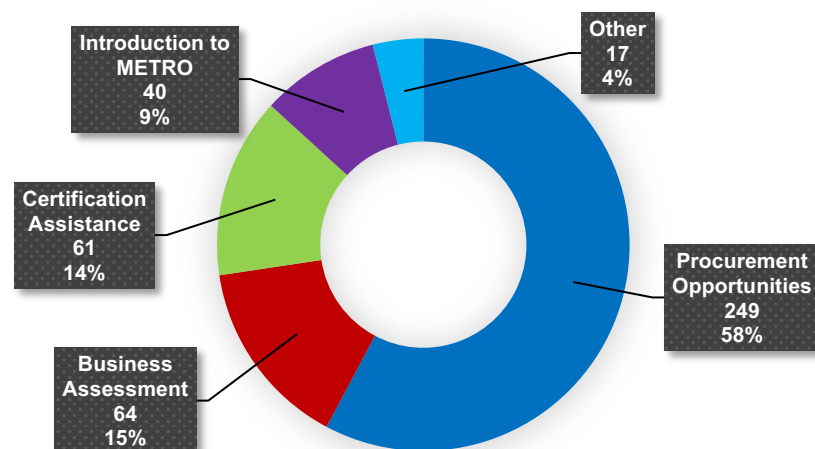
- Council of Black Architect and Engineering Companies (CBAEC)
- Greater Houston Black Chamber of Commerce (GHBC)
- Greater Houston Business Procurement Forum (GHBPF)
- Greater Houston LGBT Chamber of Commerce
- Greater Houston Women Chamber of Commerce
- Houston Hispanic Chamber of Commerce
- Houston Minority Supplier Development Council (HMSDC)
- Indo American Chamber of Commerce of Greater Houston (IACCGH)
- National Association Minority Contractors (NAMC)
- Tri-County Regional Black Chamber of Commerce
- Women's Business Enterprise Alliance (WBEA)
- Women Contractors Association (WCA)

FY2023 Outreach & Business Development Fast Facts

- **132** events/workshops attended to identify ready, willing, and able vendors to participate in the METRO SBE Program and contracting opportunities
- **5** “Meet METRO Primes” events in support of upcoming METRONext Projects
- **31** MBU training courses conducted with primes and subcontractors
- **4** OSHA-30 training courses to METRO SBE certified construction firms
- **307** One-on-One Small Business meetings either in person, via phone or virtually through Microsoft Teams
- **96** firms completed a Business Assessment
- **388** firms have completed a Business Assessment since 2015
- **7** Awards/Nominations received for the METRO SBE Program
- **18** IMPP graduates
- **14** Gap List firms added



Technical Assistance by Primary Topics



FY2023 Outreach, Business Development and Recognitions

In FY2023, the Office of Economic Business Opportunity and Procurement collaborated with various partners, community advocacy groups and chambers to address and support the needs of the small business community. Below is a list of the various events and workshops:

Events/Workshops:

- 2023 Houston East End Chamber of Commerce - East End Means Business – Connecting and Growing Businesses Through Knowledge & Procurement
- 2023 Women's Business Enterprise Alliance Business Conference and Matchmaking
- Asian Chamber of Commerce Business Conference and Expo 2023
- Camara de Empresarios Latinos - How to Do Business with METRO Workshop
- City of Houston Airport System's Industry Day
- City of Houston Contracts Connect 2023
- D-Mars Top 25 Prime, Suppliers and Supplier Diversity Awards and Expo – Subcontractor USA
- Fort Bend ISD Small Business Enterprise Program (SBEP) Quarterly Workshop
- Greater Houston Black Chamber of Commerce - Economic Development Committee Meeting
- Greater Houston Business Monthly Procurement Forum
- Greater Houston Business Procurement Forum's – Transportation Industry Day
- Greater Houston LGBT Chamber of Commerce – How to Do Business with METRO & Certification Workshops
- Greater Houston Women's Chamber of Commerce – Business Luncheon
- Houston Community College Small Business EXPO 2023
- Houston East End Chamber of Commerce – Women in Business Luncheon & Business EXPO
- Houston Hispanic Chamber of Commerce Annual Luncheon & Business EXPO
- Houston Minority Supplier Development Council - Monthly Supplier Diversity Advisory Council (SDAC) Committee Meetings
- Houston Minority Supplier Development Council (HMSDC) 2023 EXPO
- IMPP Meet & Greet
- IMPP Workshop 1 - Doing Business with Government Entities
- IMPP Workshop 2 - Back Office (HR/Compliance/PO's/Invoices/Insurance/Payroll Quick Books etc.)
- IMPP Workshop 3 - Learning to Market Your Company
- IMPP Workshop 4 - How to Price Your Product/Project/Proposal
- IMPP Workshop 7 - Mock Request for Proposal
- Indo-American Chamber of Commerce Business Networking Event
- METRO & Port Houston Baker's Fair
- National Association Minority Contractors (NAMC) Monthly Advisory Committee Meeting
- National Association Minority Contractors (NAMC) Monthly Business Development Committee Meeting
- National Association Minority Contractors (NAMC) Fifth Annual Day of the Construction Worker Celebration
- Women Business Enterprise Alliance (WBEA) Women's Conference
- Women Business Enterprise Alliance (WBEA) Women in Leadership Workshop
- WTS – Advancing Women Advancing Transportation Luncheon

- **Strategic Partners:**



PORT HOUSTON
THE INTERNATIONAL PORT OF TEXAS



U.S. Small Business
Administration



WOMEN
CONTRACTORS
ASSOCIATION



WOMEN'S BUSINESS
ENTERPRISE ALLIANCE



Houston
Minority Supplier
Development Council



NATIONAL ASSOCIATION OF
MINORITY CONTRACTORS



East End Chamber
of Commerce



SMALL BUSINESS DEVELOPMENT CENTER
TEXAS GULF COAST NETWORK
UNIVERSITY OF HOUSTON | BAUER



CÁMARA DE EMPRESARIOS
LATINOS DE HOUSTON

In FY2023, METRO was recognized for its Small Business Program and Procurement practices.

Awards/Recognitions

- Greater Houston Business Procurement Forum “Strategic Partner of the Year”
- Greater Houston Business Procurement Forum “Bronze Sponsor Award”
- Greater Houston Business Procurement Forum “Award of Merit” – Shurronda Murray & Jorge “Alex” Sandoval
- Houston Minority Supplier Development Council “2023 Accountability Recognition”
- Subcontractor U.S.A. “Top 25 Prime Contractors for Diversity and Supplier Diversity Champion
- Tri-County Regional Black Chamber of Commerce “Certificate of Appreciation” – Otis Johnson, Shurronda Murray & Jorge “Alex” Sandoval
- Women’s Business Enterprise Alliance Cutting Edge Award – “Greatest Growth in Spend” with WBEs Nomination Recognition



Event: Subcontractor U.S.A. “Top 25 Prime Contractors for Diversity and Supplier Diversity Champion

The GAP List

In the continuous effort to identify areas where METRO has limited small business capacity, a **Gap List** was created. With increased capacity of certified SBE/DBE firms, the Office of Small Business can potentially set small business goals on projects. This list was created from lessons learned on past projects, as well as anticipating the needs for upcoming projects over the next few years. METRO expects the services listed below (but not limited to) will be needed at a Prime or subcontractor level.

- Rail construction
 - Overhead Catenary Systems (OCS)
 - Traction Power Substations (TPSS)
 - Concrete pouring for platform construction
 - Laying track
 - Rail ties
- Bridge construction
- Boring and tunneling
- Major IT equipment (authorized supplier/DIR)
- IT (SAP certification and modules)
- Street sweeping (with water and vacuum option)
- Sound walls
- Specialized trucks (waste removal, fuel tank cleaning, etc.)
- Fuel transportation
- EV Charging Stations
- Bus wrapping
- Solar energy provider/installer

GAP List Successes

As a result of Outreach efforts, OEBO identified and met with 14 firms, which increased small business capacity in the following areas:

Name of Firm	GAP List Category
Sign-ups and Banners	Bus Wrapping
Vital Signs Solution	Bus Wrapping
Bradlink LLC	EV Charging Station Provider
h.e.u. Technologies	EV Charging Station Provider
Maxari	EV Charging Station Provider
4 Refuel	Fuel Transportation
A'loel Petroleum Company LLC.	Fuel Transportation
Cocoon Consulting Services	Fuel Transportation
GTF Transport LLC	Fuel Transportation
Marathon Trucking and Logistics	Fuel Transportation
S5 Fuels	Fuel Transportation
Sea Horse Express	Fuel Transportation
Sky's International Properties , LLC.	Fuel Transportation
Gunn Janitorial	Specialized Trucks (Waste Removal)

METRO Business University (MBU)

METRO's Office of Economic Business Opportunity developed its own in-house training program: **METRO Business University (MBU)**. This program is designed to help Small and Disadvantaged Businesses understand how to do business with METRO and to become more competitive in the METRO procurement process. METRO's MBU also trains internal staff on mandated Small and Disadvantaged Business requirements. The following training/workshops and forums were offered in FY2023.

FY2023 Calendar



October 18, 2022

METRONext Update!

10:00am – 11:30am

November 16, 2022

Learn How to Read METRO's Solicitations From A to Z!

9:00am – 11:00am

November 18, 2022

METRO's Online SBE Certification Workshop

10:00am – 11:30am

December 7, 2022

Resources Every Small Business Should Know (Presented by Small Business Administration (SBA))

10:00am – 11:30am

December 14, 2022

Procurement Solicitations - Small Business Compliance Requirements and New Competitive Sealed Proposal (CSP) Process

9:00am – 11:00am

January 10, 2023

How To Do Business With METRO (with an emphasis on Procurement) In Partnership with Old Spanish Trail Community Partners

9:00am – 11:00am

January 18, 2023

Navigating Through METRO's RFPs RFQs & IFBs (Learn the important difference between an RFP, RFQ & IFB)

9:00am – 11:00am

January 25, 2023

Accessing Capital

9:00am – 11:00am

February 8, 2023

Pricing Your Proposal/Product

9:00am – 11:00am

February 21, 2023

Meet METRONext Primes (In-Person)

9:00am – 12:00am

March 8, 2023

Day 1: METRO's Meet the Buyers (Focus is on Professional Services & General Services Firms Only)

9:00am – 11:00am

March 9, 2023 – Day 2

Day 2: METRO's Meet the Buyers (Focus is on Construction, Supplies & Equipment and Materials Firms Only)

9:00am – 11:00am

March 22, 2023

Learn How To Do Business with METRO's HR Department

10:00am – 11:30am

March 30, 2023

METRO's Online SBE Certification Workshop

10:00am – 11:30am

April 6,13,20,27 2023

OSHA 30 Training

(Every Thursday in April)
(Please Apply – 20 Seats Available)

8:00am – 5:00pm

April 12, 2023

Understanding METRO's IT Process

10:00am – 11:30am

April 26, 2023

Come Discover The Added Value Of METRO's "Certification" Partners

(Port Houston, HCC, Houston First & Fort Bend ISD)

9:00am – 11:00am

April 28, 2023

Learn How To Navigate Through METRO's New Website

10:00am – 11:30am

May 10, 2023

Davis Bacon Workshop (presented by the Department of Labor)

9:00am – 11:30am

May 24, 2023

Prime Contractors: "Understanding Small Business Compliance Requirements"

10:00am – 11:30am

June 14, 2023

Learn How METRO Procures Its Small Purchases (under \$50,000 Purchase Orders)

10:00am – 11:30am

June 28, 2023

METRO's Online SBE Certification Workshop

10:00am – 11:30am

July 12, 2023

How To Do Business With METRO (with an emphasis on Procurement)

9:00am – 11:00am

July 26, 2023

METRO's Online SBE Certification Workshop

10:00am – 11:30am

August 16, 2023

Bonding & Insurance

10:00am – 11:30am

August 30, 2023

Creating A METRO Safety Plan

10:00am – 11:30am

September 6, 2023

Hear From METRO's Strategic Partners

(SCORE, PTAC, SBA, GHBPf)

9:00am – 11:00am

September 20, 2023

METRO's Online SBE Certification Workshop

10:00am – 11:30am

METRO Business Assessment Tool

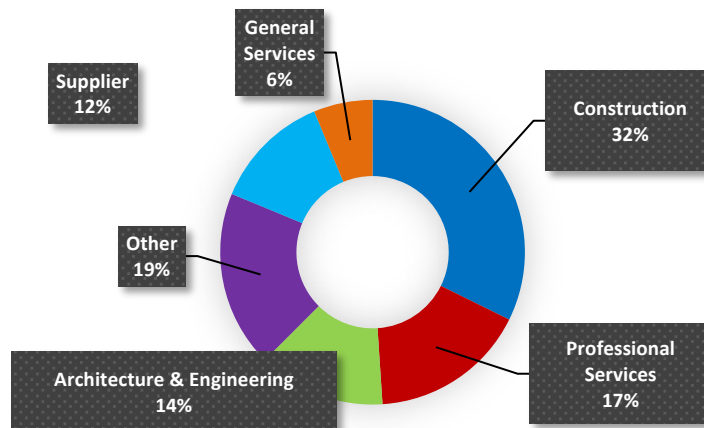
METRO's Office of Economic Business Opportunity supports the Authority's mission and goals by providing leadership in promoting diversity and equal opportunity. METRO believes in the small business community having the tools it needs to compete fairly in METRO's contracting opportunities.

The Small Business Assessment Tool was developed in 2015 to help assist in measuring the abilities of small businesses to effectively compete in the METRO procurement process. Small businesses are asked to provide the following four (4) items:

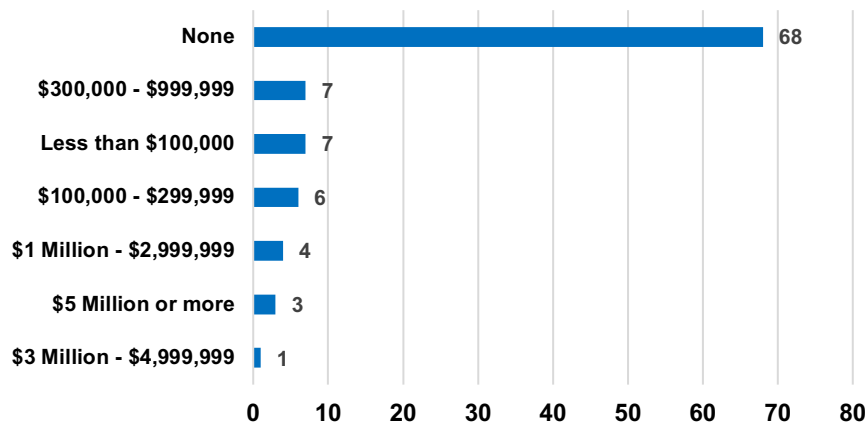
1. The firm's revenue.
2. Number of employees.
3. The size (dollar amount) of contracts on which they are currently working and have worked on in the past year.
4. Bonding capacity, insurance limits, line(s) of credit, etc.

This specific information helps METRO craft recommendations for assisting firms to effectively compete in the procurement process. The METRO Office of Economic Business Opportunity has administered 388 assessments since inception of the Small Business Assessment Tool. In FY2023, 96 firms completed a Business Assessment.

Business Assessment Results by Industry



Business Assessments - Bonding Capacity



Business Assessment Firms

- 4 Refuel US, LLC
- A Renewable Electric LLC
- ABT Product & Services , LTD
- Aeonnova Consulting Group
- AGC Carpet Company Inc.
- AHRMDCO
- Alsdan Consulting, LLC
- Arcadis U.S., Inc
- Ballew Construction, LLC
- Bayou City Masonry Inc
- B Jackson Enterprises LLC
- BKJ Global Management Consulting, LLC
- Boomerang Packaging Solutions Inc.
- Candorit (USA) LLC
- Cascade Civil Services LLC
- Cleophus Investments Company, LLC
- CMC Development and Construction Corporation, LLC
- Conspicuous Inc.
- Construction
- Curved Glass Distributors
- DAE & Associates, LTD dba Geotech Engineering and Testing
- DCJ Global Management Solutions, LLC
- Demolition by Design
- Don R Williams Remodeling & Construction
- Durand-Hollis Rupe, Inc.
- Eastex Laser Corporation
- Edwards Enterprise Roofing &
- Elite Clean Source
- EM Paints
- EverLine Coatings and Services Northeast Houston
- Executive Security Integrators & Fire Protection, Inc dba ESI Fire & Security, Inc.
- FDT Logistics LLC
- Fellowship Coffee Company
- Frankie Thompson Enterprises, Inc.
- Frye's Mechanical General Commercial Solutions, LLC
- Global Supplier, LLC
- Gonzo Electric
- H&H Escobar Property Services LLC
- Hardy Collision Center Inc.
- Heart To Heart Counseling Services, LLC
- Hunter Force Pressure
- ICUBE Information Technology Solutions LLC
- Integrity Electrical Systems LLC
- Iron Horse Architects, Inc
- J Thomas II Construction
- J. Morales Inc.
- JS&J Storage LLC
- Kevin Mitch Group Inc.
- K's Concierge Services
- Lantana Communications Corp.
- LS Ready Mix, LLC
- Manager & Associates, Inc.
- Marathon Trucking and Logistics
- Marshall Engineering Corp.
- MasterWord Services, Inc
- MS2R Engineering, LLC
- MSS Strategic Partners
- MTG Construction & Renovations
- Neera Associates, Inc
- Nimble Aire Mechanical LLC
- Novo Communications LLC
- OnTime BI, Inc.
- Osiris Enterprises LLC
- Paige Management LLC
- Payton's Janitorial Cleaning Services, LLC
- Paytons Cleaning
- Perpetual Development LLC
- Piper Whitney Construction LLC
- Plus Alpha LLC
- PM Connections, LLC, dba Vet Global Solutions
- Precision Site Services, LLC
- Projeplan Services LLC
- Providence Street E&C LLC
- Quartet Engineers, PLLC
- R J Clifton Designs, LLC
- Recruiting Source International
- RooConnect Logistics Inc.
- Royalty Property Preservation LLC
- Sapphire Hydraulics, Inc.
- STAR Geoenvironmental, LLC
- TAM Logistics, LLC
- Teddy's Inc.
- Tellus Earthworks, LLC
- The Robot Agency INC
- The Speech and Voice Care Center of Houston
- Transformait LLC
- US Council of Hispanics in Construction
- Vertical Transportation Services, LLC
- Visions Contractors Inc., dba Visions Transportation
- Washing Service LLC
- WaterLight Group
- Zarinkelk Engineering Services, Inc.

Small Business Success Stories/Testimonials

Success means something different to everyone. It could mean getting SBE certified with METRO, meeting or exceeding a small business goal on a contract, participating on a METRO project for the first time as a Prime or a subcontractor, learning how to do business with METRO, attending a MBU workshop or becoming a new member of a Prime contractor's team. Below, you will find a partial list of firms and a summary of their success stories for FY2023.

2MK Solutions LLC

Owner: Mark Higgins

Project: 1900 Main Exterior Window Washing for Floors 1 thru 14

Summary: Project marks a significant milestone for the growth of the company.

Identity Plus, LLC

Owner: Rachel Cevallos de Gonzales

Project: Promotional Items

Summary: Received their very first promotional items purchase order with METRO.

IS2 LLC

Owner: Jose Orrego

Project: Fannin South Park & Ride

Summary: The project was completed successfully without any delays, adhering to our commitment to safety and efficiency. Everything was in place for the first Houston Texans home game, as requested by METRO. This achievement underscores our ability to manage complex infrastructure projects and our dedication to meeting client expectations and deadlines.

Perpetual Development, LLC dba Perpetual Construction Company

Owner: Ahmad Drumgo

Project: Fencing

Summary: Firm was awarded a METRO purchase order for fencing services in June 2023. It was the firm's time ever bidding on a METRO project.

Assuring Hands Chair Massage

Owner: Valecia Weeks

Project: Employee Wellness

Summary: "METRO gave my massage team and I the opportunity to provide wellness chair massages to employees at all 9 of their locations on several occasions this year. This was a great opportunity for Assuring Hands Massage. This really helped to take my business to a new level."

Power Line Solutions

Owner: Jenn Vossler

Project: Electric Bus Infrastructure Accommodation for Kashmere, Polk, and West Bus Operating Facilities

Summary: Power Line issued their first Prime contract with METRO to install the electrical portion of Houston METRO Bus Charging Stations at Polk, West Park, and Wayside locations.

Super Universal Waste, LLC dba U-Waste Recycling Solutions**Owner: Pauline Oakley**

Project: Waste Disposal

Summary: In FY2023, they received their first purchase order from METRO for waste disposal of lamps, ballast, and paint.

AmaTerra Environmental, Inc./Environmental Research Group (ERG)**Director: Deborah Dobson-Brown**

Project: METRO Rapid line from Westchase Park & Ride to the Tidwell Transit Center

Summary: AmaTerra provided historic resources and archaeology services for METRO along this route, which allowed for the preservation of several historical sites.

J&E Sifuentes LLC**Owner: Javier Sifuentes**

Project: Polk Bus Operating Facility (BOF) Tire Bay Lift Replacement

Summary: They worked as a subcontractor and provided saw cutting, demolition and concrete services.

Facilities Management Resources**Director: Nikeya Allen**

Project: Daily Cleaning Services for Northwest Transit Center and Park & Rides

Summary: Management Resources provided all the necessary personnel, equipment, supplies and supervision to ensure safe transit centers and park & rides at specified METRO locations.

STAR Geoenviornmental, LLC**Owner: Aravind Marella**

Project: Professional Environmental Engineering and Assessment Services

Summary: For their first METRO project, STAR Geoenviornmental worked as a subcontractor to Terracon Consultants, Inc. to provide professional environmental engineering and assessment services.

TRW Engineers, Inc. (dba TSC Engineering)**Partner: David S. Kermany**

Project: Architectural/Engineering Design Services for West Belfort Park & Ride Modifications

Summary: Performed land surveying services as a subcontractor to Entech Civil Engineers, Inc. and Rey De La Reza Architects, Inc. (dba RDLR Architects, Inc.).

M2L Associates Incorporated**Owner: Lynn Mauer**

Project: Architectural/Engineering Design Services for West Belfort Park & Ride Modifications

Summary: M2L provided landscape architectural and urban forestry design services.

M2L worked with the design team to implement METRO's people-first urban strategies into the facility's design, which increased functionality and the overall user experience.

Interagency Mentor-Protégé Program



The Interagency Mentor-Protégé Program (IMPP) is a governmental partnership between the Metropolitan Transit Authority of Harris County (METRO), City of Houston, Houston Independent School District (HISD), Port Houston, and Houston Community College (HCC), created to address the common issues that small business owners encounter in public procurements.

The Interagency Mentor-Protégé Program has been active for ten (10) years - (2011, 2013, 2015, 2016, 2017, 2018, 2019, 2021, 2022 and 2023). METRO, City of Houston, Houston Independent School District (HISD), and Port Houston teamed up to form a partnership to foster and strengthen long-term, effective working relationships among established companies, local agencies and emerging and historically underutilized businesses. METRO was the only agency to complete the 2011 Interagency Mentor-Protégé Program with seven (7) graduates.

In 2013, METRO, City of Houston, HISD and Port Houston rededicated their commitment to the IMPP. In 2017, Houston Community College and Houston First Corporation joined the Interagency Mentor-Protégé Program (IMPP) partnership.

The qualifications to participate in the IMPP include:

- Current certification as a Small, Women-owned, Veteran-owned, Minority-owned or Disadvantaged Business Enterprise by the City of Houston, METRO Small Business, or hold a current registration from the Port of Houston or the Houston Independent School District (HISD)
- Continuous operation for at least 24 months
- Revenue production between \$150,000 and \$4 million in the most recent fiscal year
- Minimum staff of four (4) employees
- Ability to commit to nine (9) workshops
- Ability to identify the type of guidance needed for development

Applicants meeting these qualifications are interviewed by the partners and selected based on their readiness to do business. Since inception of the Interagency Mentor-Protégé Program, over 834 applications have been received, 250 firms have been interviewed, and 186 firms have graduated.

Below is a breakdown of the 18 graduates in the IMPP for FY2023:

Industries Represented	# of Firms
Construction	6
General Services	6
Professional Services	5
Supplies & Equipment	1

List of Protégé's:

Brian Smith Construction
CM Simple Janitorial LLC
Delta Electrical Solution LLC
Extreme Xterminating Pest Control
Hiwet Clinic
Meagan Copelin Global Management Consultants
MTG Construction & Renovations
Nagua Janitorial Solutions LLC
National Urban Construction, Inc.
Perpetual Development LLC
Pipe Whitney Construction
S5 Fuels
Sapphire Hydraulics, Inc.
Spick & Span Trach Cans LLC
TNR Advisors & Management Consultants LLC
TRW Engineers, Inc.
TSC Engineering
X & T Enterprise Company

List of Mentors:

Austin Business Coaching
Black and Veatch
Canteen
Charlesworth Consulting
Freese & Nichols
Grainger
HNTB Corporation
Holder's Pest Solutions
Level 3 Corporation
Nobel Construction
Parsons Transportation
SpawGlass
STOA Architects
TDI
Turner Construction Company
WSP

IMPP Workshop Presenters

- Joi Beasley, Gogo Business Communications
- Latoshia Norwood, L'Renee & Associates, LLC.
- Ervin Hughes, Level 3 Business Consulting
- Julie Irvin & Susan Repka, B2G Victory

Interagency Mentor Protégé Program

Continues it's Partnership to Advance, Strengthen & Drive the Small Business Community.

								
David S. Kamary TRW Engineers, Inc., dba TSC Engineering	Ahmed Dnunge Perpetual Development LLC, Manager	Michael Garcia MTG Construction & Renovations LLC	Brian Smith Brian Smith Construction Inspection Inc	Tamiska Aaron X & T Enterprise Company	Meagan Tamara Copelin MC Global Management Consultants	Heidi Gregory Judd & Span Trash Cars	Sarah Sepir Sephire Hydraulics, Inc.	Ade Olurin Extreme Xterminating Pest Control
								
Nannette Ray, MBA TNR Advisors & Management Consultants, LLC	Michael Sowell National Urban Construction, Inc	Kryshon Bratton Piper Whitney Construction LLC	Gloria Centu Shrewsbury SS Fuels	Dori Mullins CM Simple Janitorial LLC	Stanley Isawode Delta Electrical Solution LLC	Awet Asfaha Hiwet Clinic	Anna-Lynn Verkilen Optimize Electric Inc.	Selin Gutierrez Nagus Janitorial Solutions LLC

IMPP Testimonials:

Michael Garcia - MTG Construction & Renovations LLC

"IMPP truly exceeded my expectations in many ways and gave me knowledge on practical tools to enhance my personal and professional life. I wholeheartedly recommend this program to anyone seeking to increase their knowledge and skills!" We were already doing work for METRO previously, but we had been trying to grow our footprint with the agency. We were awarded the Kashmere Auditorium Renovations project. This was a significant project for us because if it hadn't been posted on GovSpend and for us receiving your assistance we would have not had an opportunity to bid on the project.

Meagan Tamara Copelin - MC Global Management Consultants

"The Interagency Mentor Protégé Program (IMPP) exceeded my expectations in every way. The diversity of workshops and guest speaker sessions exposed me to various facets of entrepreneurship that I had never considered before. The program was tailored to accommodate different learning styles, which made it engaging and accessible to everyone, regardless of their background. What I found most impressive was the program's emphasis on innovation and creativity. We were encouraged to think outside the box, challenge conventions, and explore unconventional solutions to business problems. Overall, the Interagency Mentor Protégé Program (IMPP) gave me the tools, knowledge and inspiration to confidently grow my business and explore other business ventures."

Gloria Cantu-Shrewsbury - S5 Fuels

“S5 Fuels is a fuel distribution company specializing in the delivery of dyed and clear diesel fuel along with unleaded and DEF. We service construction companies, PowerGen companies, heavy equipment, rental companies, and anyone that needs bulk fuel delivery. I truly enjoyed being a part of the IMPP program and learning from some of the most successful entities in Houston. The leaders brought energy to the meetings and provided several presentations to help us in different areas of our businesses. It’s a comfort to know that as a small business owner, I have knowledgeable and experienced individuals to turn to if I have questions or concerns about doing business with METRO, the City of Houston, Houston HISD and Houston Community College, just to name a few. I have a meeting set up with the mentor that was assigned to me for next week and I’m looking forward to meeting her and seeing how we can form a relationship. Thank you again for such a wonderful experience and opportunity.”

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