

DEPARTMENT OF FINANCE | Division of Purchases

ANNUAL REPORT for the Equal Business Opportunity Program

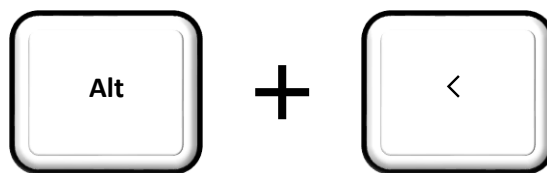
FISCAL YEAR 2025 | July 2024 - June 2025

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NOTE: When viewing appendices throughout the report, you may quickly go back to your previous view by pressing Alt + Left Arrow.



Dear Colleague,

The Metropolitan Government is proud of its Equal Business Opportunity Program, which meets Tennessee Public Chapter 458 (2025)'s definition allowing preferences for lawful eligibility criteria. The lawful eligibility criteria are established pursuant to *City of Richmond v. J.A Croson Co.*, 488 U.S. 469 (1989), which permits equal business opportunity programs supported by a disparity study establishing a factual predicate.

From July 1, 2024, through June 30, 2025, **54 contracts were awarded** with goals for certified black, brown, and women owned participation. Highlights include:

- **\$89 million** in proposed spending with **black/brown owned** (MBE) businesses.
- **\$74 million** in proposed spending with **woman owned** (WBE) businesses.
- **13%** - average combined **EBO goal**:
 - **7%** - average for **MBEs**.
 - **6%** - average for **WBEs**.
- Proposed **MBE** and **WBE** utilization **met or exceeded market availability** in **50%** of purchasing categories.
- A **\$14.6 million** or **33%** increase in payments to MBE and WBE subcontractors year over year.
- For contracts that closed in FY 2025 with MBE/WBE goals:
 - **45%** met or exceeded MBE market availability.
 - **42%** met or exceeded WBE market availability.

We are grateful for your continued support of the Equal Business Opportunity (EBO) Program and commend this report for your consideration.

Best,

Christopher S. Wood

Director of BAO/Finance Manager

EXECUTIVE SUMMARY

This annual report analyses the effectiveness of the Equal Business Opportunity (EBO) program in increasing government spending with certified black/brown (MBE) and women owned (WBE) businesses.



Proposed participation is the amount of work committed over the life of a contract at the time of award.

These numbers represent commitments, not payments. Change orders and amendments will be reflected in subsequent reports for the fiscal years in which they were effectuated.

From July 2024 to June 2025, the sixth year of the EBO program, the proposed participation on Metro awards was **\$89 million** dollars for MBE subcontractors and **\$74 million** dollars for WBE subcontractors.

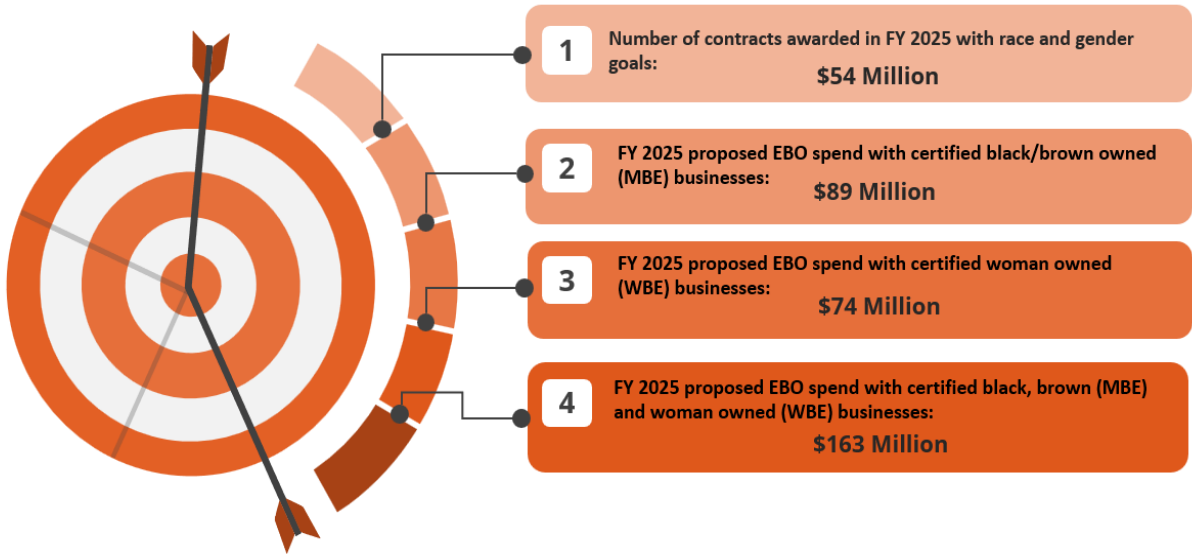
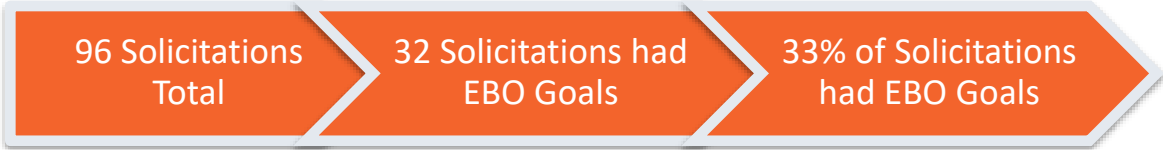
The average MBE proposed participation was **7%**; the average WBE proposed participation was **6%**.

Metro goals are set by the Goal Setting Committee based upon availability of firms as determined in the Disparity Study. See **Appendix 2** for a full list of fiscal year 2025 contracts awarded under the EBO Program.

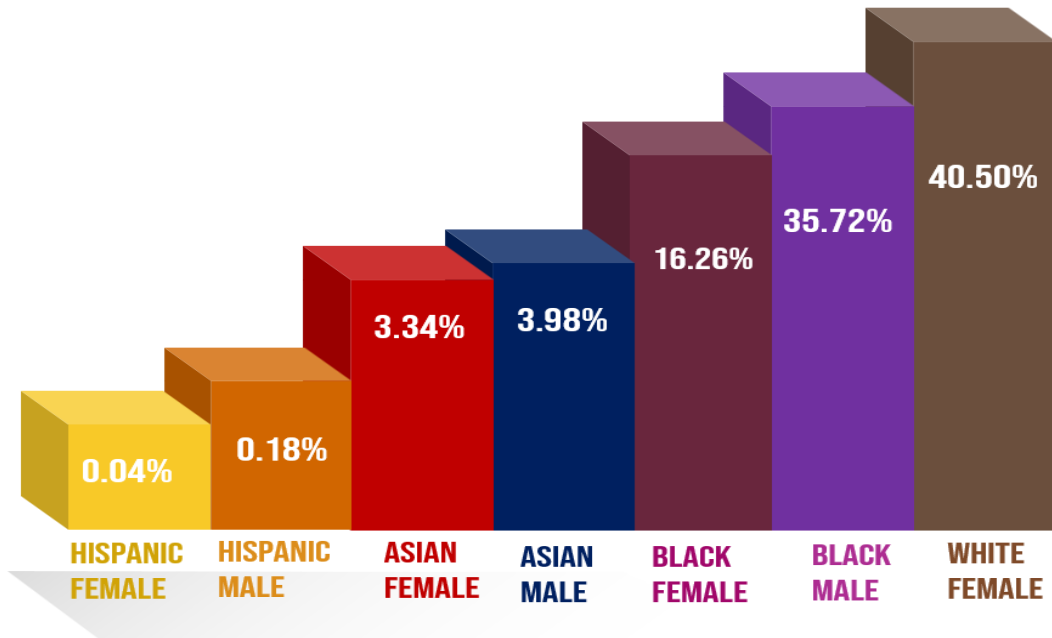


Payments to certified black, brown, and women owned subcontractors totaled **\$59.4 million** dollars.

These payments were spread across **132 contracts**.













PARTICIPATION BY DEMOGRAPHICS



PROPOSED SUBCONTRACTOR CONTRACT PARTICIPATION BY RACE & GENDER

July 2024 – June 2025

	<p>Asian Male \$6,483,915 dollars</p>	<p>Asian Female \$5,439,457 dollars</p>	
	<p>Black Male \$58,238,800 dollars</p>	<p>Black Female \$26,507,822 dollars</p>	
	<p>Hispanic Male \$290,031 dollars</p>	<p>Hispanic Female \$62,632 dollars</p>	
	<p>Native American Male \$0 dollars</p>	<p>Native American Female \$0 dollars</p>	
	<p>White Female \$66,035,399 dollars</p>	<p>Total \$163,058,055 dollars</p>	

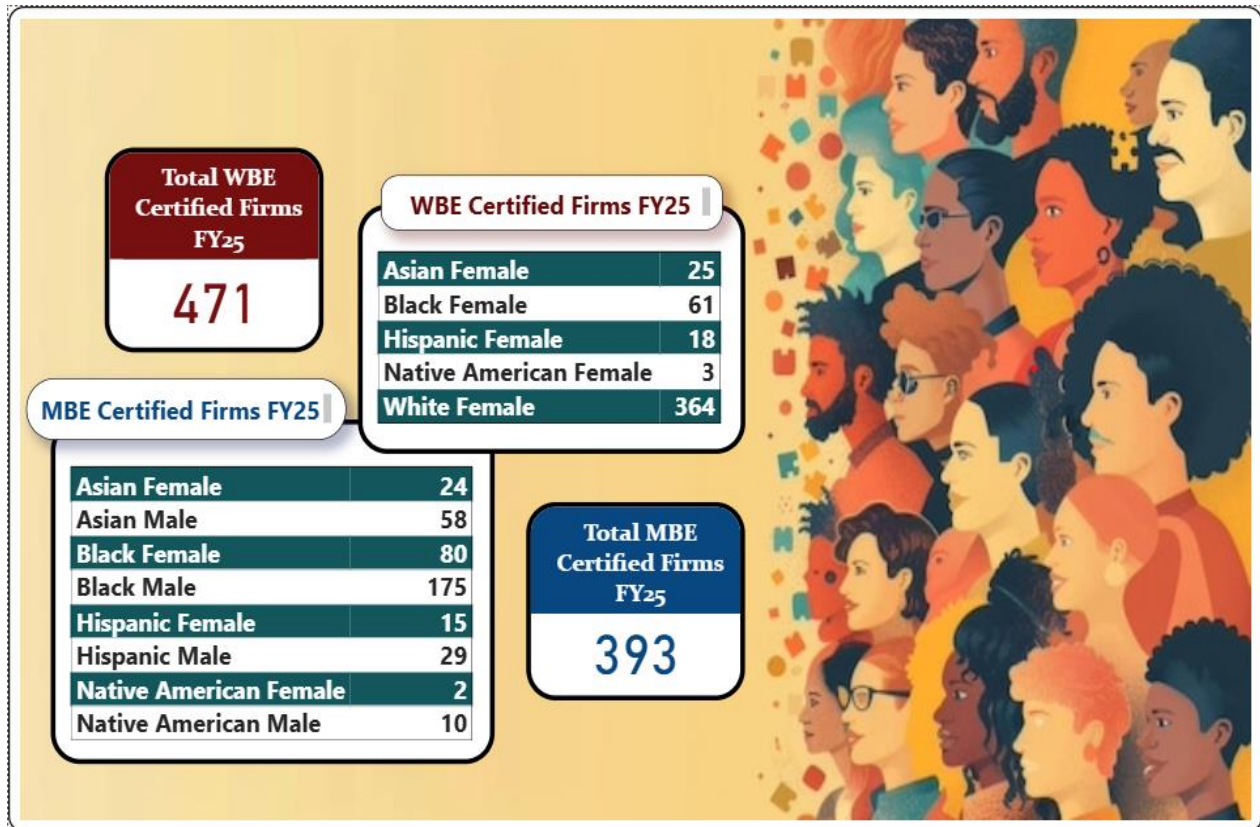
See **Appendix 2** for a complete list of contracts awarded in FY 2025 with Metro proposed participation goals vs. vendor proposed participation goals.

See **Appendix 3** for a complete list of contracts awarded in FY 2025 by sector with proposed MBE/WBE utilization.

See **Appendix 4** for a complete list of contracts awarded in FY 2025 with race, gender, and UNSPS code.

METRO'S DIRECTORY OF CERTIFIED SUPPLIERS BY RACE AND GENDER

July 2024 – June 2025



MARKET AVAILABILITY VS. ASPIRATIONAL GOALS VS. ACHIEVEMENT BY PROCUREMENT SECTOR

For Proposed Black/Brown Owned (MBE) and Women Owned (WBE) Utilization

July 2024 – June 2025

Construction	Non-Professional Services
Total Proposed Spend: \$25,563,210	Total Proposed Spend: \$47,870,050
MBE: 6% Availability; 13% Aspirational; 3% Achieved	MBE: 8% Availability; 23% Aspirational; 22% Achieved
WBE: 8% Availability; 12% Aspirational; 3% Achieved	WBE: 6% Availability; 16% Aspirational; 7% Achieved
Professional Services	Goods*
Total Proposed Spend: \$86,827,694	Total Proposed Spend: \$3,295,164
MBE: 9% Availability; 24% Aspirational; 8% Achieved	MBE: 8% Availability; 10% Aspirational; 61% Achieved
WBE: 7% Availability; 16% Aspirational; 9% Achieved	WBE: 9% Availability; 11% Aspirational; 39% Achieved

*Per Metro Code, Metro does not set goals for Goods Only projects on a project-by-project basis; however, any utilization of MBEs and WBEs that provide goods shall be counted toward annual aspirational percentage and overall project goals.

SUPPLIER DIVERSITY HIGHLIGHTS

July 2024 – June 2025

- **5** prime contracts awarded to certified women owned businesses (WBE).
- **2** prime contracts awarded to certified black/brown owned businesses (MBE).
- **57** unique MBEs awarded subcontracts.
- **76** unique WBEs awarded subcontracts.
- **72%** of awarded contracts met or exceeded Metro's MBE/WBE goals.
- **28%** of awarded contracts met Metro's good faith effort requirements.
- Individual Project Goals for MBEs:
 - **8%** - average MBE goal set by Metro.
 - **7%** - average MBE utilization proposed by vendors.
 - **1%** - average MBE underutilization relative to market availability.
- Individual Project Goals for WBEs:
 - **7%** - average WBE goal set by Metro.
 - **6%** - average WBE utilization proposed by vendors.
 - **1%** - average WBE underutilization relative to market availability.
- **35%** - highest MBE utilization proposed by vendor.
- **22%** - highest WBE utilization proposed by vendor.

EQUAL BUSINESS OPPORTUNITY SUBCONTRACTOR PAYMENTS

July 2024 – June 2025

The EBO directed **\$59,376,258** in payments to black/brown (MBE) and women owned (WBE) businesses as subcontractors during FY 2025. The payments were spread across **132 contracts – 3** awarded in FY 2025 and **129** awarded in previous fiscal years.

Note that Metro contracts are often multi-year projects with payments spread across several fiscal years.

See **Appendix 5** for EBO subcontractor payments made in FY 2025 by race, gender, and UNSPS code.

See **Appendix 6** for a complete list of certified MBE and WBE subcontractors paid in FY 2025.

EBO CONTRACT CLOSE-OUT STATISTICS

July 2024 – June 2025

Thirteen (**13**) contracts with EBO provisions were completed and closed out in FY 2025. The total amount paid to subcontractors for these contracts was **\$8,102,584.95**.

Eleven (**11**) of the Thirteen (**13**) contracts were awarded with black/brown owned (MBE) subcontractor participation. Of these eleven (**11**) contracts:

- **5/11** or **45** percent met or exceeded MBE market availability.
- **4/11** or **36** percent underperformed MBE market availability.
- **2/11** or **18** percent had some utilization, but contracts were terminated for convenience.

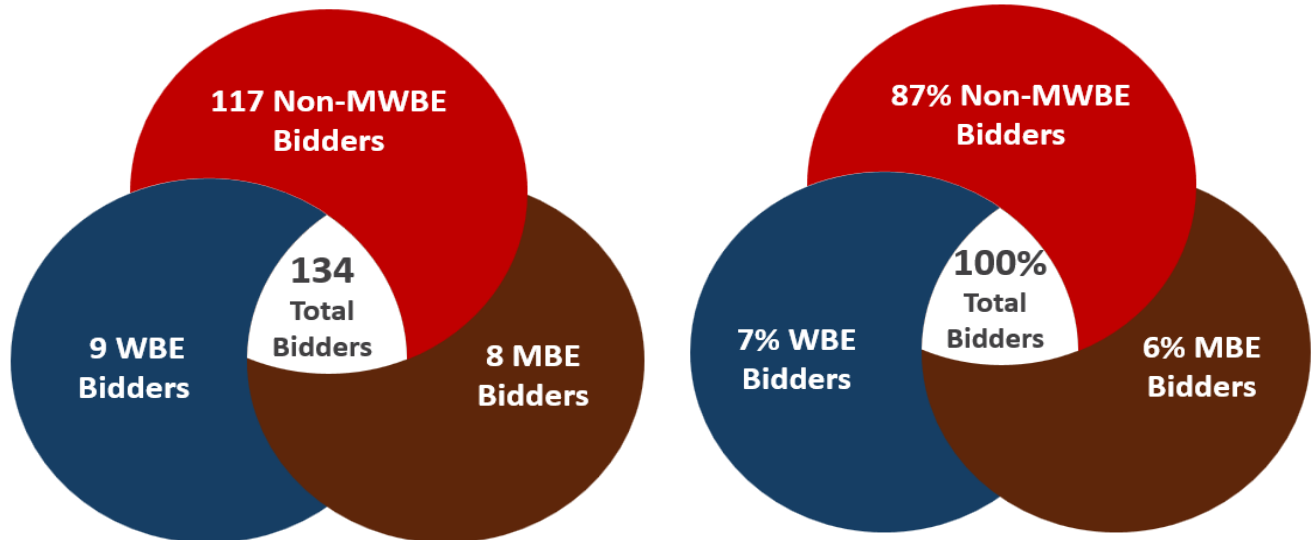
Twelve (**12**) of the Thirteen (**13**) contracts were awarded with goals for woman owned (WBE) subcontractor participation. Of these twelve (**12**) contracts:

- **5/12** or **42** percent met or exceeded WBE market availability.
- **5/12** or **42** underperformed WBE market availability.
- **2/12** or **17** percent had some utilization, but contracts were terminated for convenience.

See **Appendix 7** for a complete list of contracts that closed in FY 2025 with GFE and MBE/WBE goals.

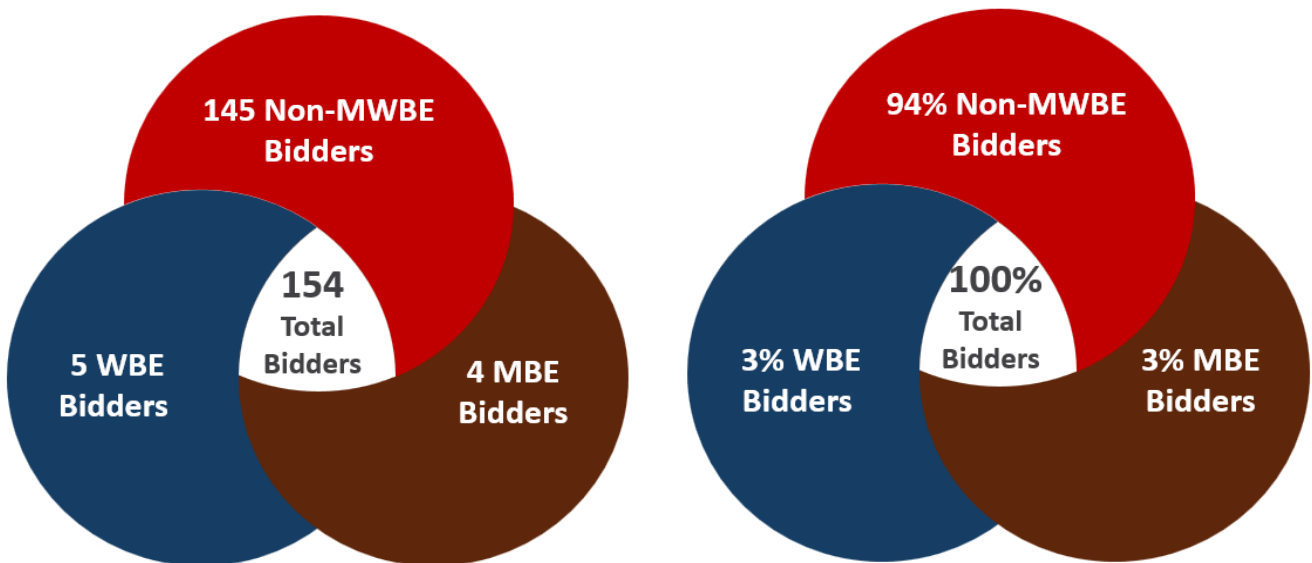
NUMBER OF MBE AND WBE FIRMS BIDDING AS PRIME CONTRACTORS ON PROJECTS WHERE EBO GOALS WERE APPLICABLE

July 2024 – June 2025



NUMBER OF MBE AND WBE FIRMS BIDDING AS PRIME CONTRACTORS ON PROJECTS WHERE EBO GOALS WERE NOT APPLICABLE

July 2024 – June 2025



CONTRACT COMPLIANCE

July 2024 – June 2025

A contract compliance officer evaluates all offers for conformity with the EBO Program. This involves reviewing statements of MWBE utilization, statements of interested subcontractors/vendors, and statements of bid proposals/price quotations. If MBE and/or WBE goals have not been met, good faith effort summary sheets and supporting documents are evaluated.

BAO monitors all contracts with MBE and WBE goals to ensure that proposed participation goals are met, and subcontractors are paid within the appropriate timeframe. If there are disputes about performance, payments, or other related items, BAO acts as a mediator between the involved parties.

Of fifty-four (**54**) awarded contracts, fifteen (**15**) awards were made based on good faith effort summary sheets. See **Appendix 8** for a complete list of projects with good faith efforts. For a breakdown of amounts on these projects, see **Appendix 3**.

PROCUREMENT ACCOUNTABILITY

July 2024 – June 2025

The Procurement Accountability Officer (PAO) monitors the EBO program to ensure compliance with applicable laws and regulations. The PAO is independent of the Division of Purchases and the Business Assistance Office; and reports directly to the Office of Financial Accountability (OFA).

During FY 2025, the PAO completed the following reviews and reports:

- **1** Delegated Purchasing Authority examination
- **1** Reviewed small business certification process (shadowed)
- **1** Reviewed EBO process (shadowed)
- **0** Metro credit card procurement analyses
- **0** Certificate of Insurance reviews
- **4** Prompt Pay quarterly Procurement Standards Board Reports
- **240** Prompt Pay Quarterly Department follow-up requests
- **1** Document electronically the process of Prompt Pay being to end

BUSINESS DEVELOPMENT & OUTREACH

July 2024 – June 2025

The Business Development & Outreach Officer (BDO) is responsible for cultivating relationships with the business community, professional organizations, and trade groups. The goal is to create and maintain a local small business ecosystem that builds capacity and provides opportunities through training, networking, and technical assistance.

To meet Metro's procurement needs, the needs of the broader marketplace, and to help set project goals, the BDO actively recruits small, black, brown, and women owned businesses to the database of certified vendors by:

1. Hosting targeted outreach events.
2. Meeting with firms one-on-one to encourage participation.
3. Working with community and business partners to leverage their membership lists.
4. Attending industry-specific outreach events to identify viable diverse firms.
5. Utilizing digital and social media platforms to notify firms of outreach events.

In FY 2025, these BDO efforts include:

- **20** hours of direct training provided by Metro.
- **768** individuals trained live.
- **1,612** individuals provided with recording/materials from training.
- **14** electronic communications with vendors.
- Hosting, attending, and participating in **85** hours of indirect training, business networking, and outreach events provided by partner organizations.
- Approving **388** unique, diverse businesses in Metro's certified directory, reaching a total of **1,186** diverse businesses registered.

The BDO works with external stakeholders to maximize utilization of MBE, WBE, & SBE/SDV firms. The goal is for these diverse firms to move from subcontractor to prime contracting opportunities and from smaller value contracts with single departments to larger, multi-year engagements.

APPENDICES

Appendix 1

Definitions from BL2018-1419, Chapter 4.46. EQUAL BUSINESS OPPORTUNITY PROGRAM

African American: Means persons having origins in any black racial group of Africa. It includes people who indicate their race as "Black, African American, or Negro," or provide written entries such as African American, Afro American, Kenyan, Nigerian, or Haitian.

Annual Aspirational Goal: Means a non-mandatory annual aspirational percentage goal for overall MWBE Prime and Subcontractor participation in Metropolitan Government contracts for Construction, Professional Services, Goods and other Services contracts. This goal is established every five (5) years by a duly-authorized disparity study and based upon and derived from the Prime and Subcontractor availability statistics provided therein, and is measured every year to ascertain program effectiveness.

Asian: Means persons having origins in any of the original people of the Far East, Southeast Asia, the Indian subcontinent or the Pacific Islands.

Availability: Means being "qualified" to perform work for the Metropolitan Government. This means that the Bidder does business within an industry group from which the Metropolitan Government and its agencies make certain purchases; the firm's owner has taken steps to do business with the Metropolitan Government and qualified itself to do such business by registering or certifying; and the firm is located within a relevant geographical area such that it can do business with the Metropolitan Government.

Bid: Means a quotation, proposal, sealed bid or offer to perform or provide labor, materials, supplies or services to the Metropolitan Government for a price.

Bidder: Means any individual, sole proprietorship, partnership, joint venture, or corporation that submits a Bid to the Metropolitan Government.

Certification: Means the qualifying process that assures buyers and local, state, and federal agencies that a particular business is an MWBE that performs a commercially useful function. Certification or Recertification shall mean official recognition and approval by the acceptable certifying agency and/or Metropolitan Government that a business meets the qualification criteria of an MWBE, as set forth in this EBO Program. Certification or Recertification relates to qualifications regarding ownership and control, not the quality of the service or product.

Compliance: Means the condition existing when a Participant has met the requirements of this EBO Program.

Goal, or Contract-by-Contract, or Project-by-Project Goal: Means race or gender-conscious corrective measures administered on a contract-by-contract or project-by-project basis which measure sets a percentage-based minimum participation level for MWBE subcontractors based on the available subcontracting opportunities for that project and the available firms and may be set as MBEs and WBEs or any ethnic subset of MBEs.

Goal Setting Committee ("GSC"): Means a committee comprised of the head of the BAO, the Purchasing Agent, and the head of the originating Department, which Committee is, tasked with setting contract/project goals for the EBO Program. All goals for the EBO Program are subject to the approval of the Purchasing Agent prior to its implementation.

Good Faith Efforts: Means the voluntary actions of a Participant undertaken in good faith to ensure that it does not discriminate in its contracting practices and to explain any failure to meet either an Annual Aspirational Goal or a contract/project Goal set in accordance with this legislation.

Hispanic American: Means people who identify with the terms "Hispanic" or "Latino" and who classify themselves in a specific Hispanic or Latino category such as "Mexican," "Puerto Rican," "Cuban," or "other Spanish, Hispanic, or Latino."

Minority Business Enterprise ("MBE"): Refers to a business enterprise maintaining a significant business presence in the Program Area and performing a commercially useful function that is owned by one or more of the following: (1) African Americans, (2) Native Americans, (3) Hispanic Americans, and (4) Asian Americans.

Minority or Women Owned Business Enterprise ("MWBE"): Refers to a business enterprise maintaining a significant business presence in the Program Area and performing a commercially useful function that is owned by one or more of the following: (1) African Americans, (2) Native Americans, (3) Hispanic Americans, (4) Asian Americans and (5) Women. Racial and gender categories are separated for monitoring and tracking purposes only.

Metropolitan Government: Means the Metropolitan Government of Nashville and Davidson County, including any of its operating elements, officers, and/or employees acting with authority, but excluding the Metropolitan Development and Housing Authority, Nashville Electric Service, Metropolitan Transit Authority, the Metropolitan Nashville Public Schools, the Metropolitan Hospital Authority, the Metropolitan Sports Authority and the Metropolitan Nashville Airport Authority.

Metropolitan Nashville Disparity Studies: Means the Disparity Studies prepared by Griffin & Strong, P.C., and submitted to the Metropolitan Government in December 2004, and in August 2018.

MWBE Owned: Means that African American, Native American, Hispanic American, Asian American or woman owner(s) who are citizens or permanent residents of the United States individually or collectively possess an ownership interest of at least fifty-one percent (51%) of the business.

Native American: Means persons having origins in any of the original people of North America, including American Indians, Eskimos and Aleuts.

Non-Compliance: Means the condition existing when a Participant has failed to meet the requirements of this EBO Program.

Participant: Means an individual or entity that enters into a contract with the Metropolitan Government to provide goods or services within the scope of the EBO Program, or a subcontractor or supplier to such an individual or entity.

Program or EBO Program: Means the Equal Business Opportunity Program.

Purchasing Agent: Shall have the meaning given in section 8.108 of the Metropolitan Charter.

Purchasing Sector: Means the UNSPSC category for the specific procurement of construction, non-professional services and professional services.

Race/Gender-Conscious: Means any governmental or legislative policy or programmatic action that uses race or gender as criteria for participation.

Race/Gender-Neutral: Means any governmental or legislative policy or a programmatic action in which race or gender is not among the criteria for participation.

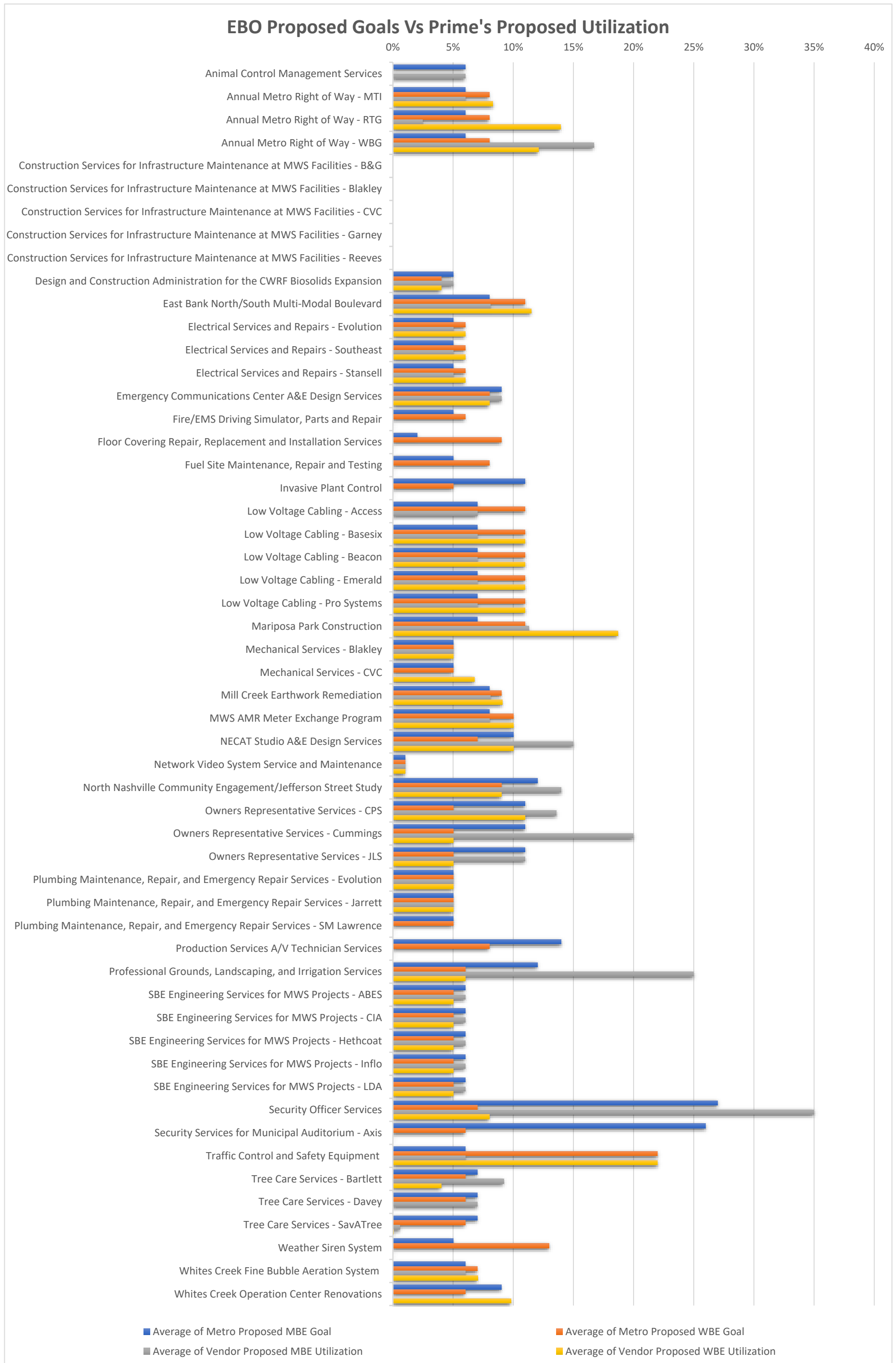
Supplier: Means a warehouse or manufacturer of materials, supplies or equipment that contracts directly with a Bidder to provide such materials, supplies or equipment on a project that involves a trade or service. For purposes of measuring the total contract dollars awarded or paid to suppliers on projects, only amounts paid to suppliers of goods customarily and ordinarily used based upon standard industry or trade practices shall be counted.

Underutilization: Means the percentage of dollars spent by the Metropolitan Government with MWBE's is less than participation of MWBE's than reasonably expected based on the availability of MWBE's within the Program Area.

UNSPSC: Means the United Nations Standard Products and Services Code used to identify the Purchasing Sector.

Women Business Enterprise (WBE): Means a business that is an independent and continuing enterprise for profit, performing a commercially useful function, and which is owned and controlled by one or more women and is not otherwise certified as an MBE.

Contracts Awarded in FY 2025 with Metro Proposed Participation Goals Vs. Vendor Proposed Participation Goals



APPENDIX 3:

CONTRACTS AWARDED IN FY 2025 BY PROCUREMENT SECTOR WITH PROPOSED MBE/WBE UTILIZATION

	Contract Value	Prime Proposed MBE Utilization \$	Prime Proposed WBE Utilization \$
Construction	\$ 435,221,685.00	\$ 10,751,706.21	\$ 17,508,604.99
Construction Services for Infrastructure Maintenance at MWS Facilities – B&G***	\$ 50,000,000.00	\$ -	\$ -
Construction Services for Infrastructure Maintenance at MWS Facilities – Blakley***	\$ 50,000,000.00	\$ -	\$ -
Construction Services for Infrastructure Maintenance at MWS Facilities – CVC***	\$ 50,000,000.00	\$ -	\$ -
Construction Services for Infrastructure Maintenance at MWS Facilities – Garney***	\$ 50,000,000.00	\$ -	\$ -
Construction Services for Infrastructure Maintenance at MWS Facilities – Reeves***	\$ 50,000,000.00	\$ -	\$ -
Electrical Services and Repairs – Evolution	\$ 10,000,000.00	\$ 500,000.00	\$ 600,000.00
Electrical Services and Repairs – Southeast	\$ 10,000,000.00	\$ 500,000.00	\$ 600,000.00
Electrical Services and Repairs – Stansell	\$ 10,000,000.00	\$ 500,000.00	\$ 600,000.00
Floor Covering Repair, Replacement and Installation Services*	\$ 10,000,000.00	\$ -	\$ 739,000.00
Low Voltage Cabling – Access*	\$ 1,000,000.00	\$ 70,000.00	\$ -
Low Voltage Cabling – Basesix	\$ 1,000,000.00	\$ 70,000.00	\$ 110,000.00
Low Voltage Cabling – Beacon	\$ 1,000,000.00	\$ 70,000.00	\$ 110,000.00
Low Voltage Cabling – Emerald	\$ 1,000,000.00	\$ 70,000.00	\$ 110,000.00
Low Voltage Cabling – Pro Systems	\$ 1,000,000.00	\$ 70,000.00	\$ 110,000.00
Mariposa Park Construction	\$ 47,588,740.00	\$ 5,377,527.62	\$ 8,899,094.38
Mechanical Services – Blakley	\$ 20,000,000.00	\$ 1,000,000.00	\$ 1,000,000.00
Mechanical Services – CVC*	\$ 20,000,000.00	\$ -	\$ 1,358,000.00
Mill Creek Earthwork Remediation	\$ 295,328.00	\$ 23,921.57	\$ 26,874.85
Plumbing Maintenance, Repair, and Emergency Repair Services – Evolution	\$ 5,000,000.00	\$ 250,000.00	\$ 250,000.00
Plumbing Maintenance, Repair, and Emergency Repair Services – Jarrett	\$ 5,000,000.00	\$ 250,000.00	\$ 250,000.00
Plumbing Maintenance, Repair, and Emergency Repair Services – SM Lawrence**	\$ 5,000,000.00	\$ -	\$ -
Whites Creek Fine Bubble Aeration System	\$ 33,337,617.00	\$ 2,000,257.02	\$ 2,353,635.76
Whites Creek Operation Center Renovations*	\$ 4,000,000.00	\$ -	\$ 392,000.00
Non-Professional Service	\$ 166,810,000.00	\$ 36,719,500.00	\$ 11,250,550.00
Animal Control Management Services	\$ 500,000.00	\$ 30,000.00	\$ -
Fire/EMS Driving Simulator, Parts and Repair**	\$ 700,000.00	\$ -	\$ -
Fuel Site Maintenance, Repair and Testing**	\$ 1,000,000.00	\$ -	\$ -
Invasive Plant Control**	\$ 4,000,000.00	\$ -	\$ -
MWS AMR Meter Exchange Program	\$ 32,000,000.00	\$ 2,560,000.00	\$ 3,200,000.00
Network Video System Service and Maintenance	\$ 10,000,000.00	\$ 100,000.00	\$ 100,000.00
Production Services A/V Technician Services**	\$ 250,000.00	\$ -	\$ -
Professional Grounds, Landscaping, and Irrigation Services	\$ 20,000,000.00	\$ 5,000,000.00	\$ 1,200,000.00
Security Officer Services	\$ 80,460,000.00	\$ 28,161,000.00	\$ 6,436,800.00
Security Services for Municipal Auditorium – Axis**	\$ 2,000,000.00	\$ -	\$ -
Traffic Control and Safety Equipment	\$ 500,000.00	\$ 30,000.00	\$ 110,000.00
Tree Care Services – Bartlett*	\$ 5,000,000.00	\$ 460,000.00	\$ 200,000.00

Tree Care Services – Davey*	\$ 5,000,000.00	\$ 350,000.00	\$ -
Tree Care Services – SavATree*	\$ 5,000,000.00	\$ 28,500.00	\$ 3,750.00
Weather Siren System**	\$ 400,000.00	\$ -	\$ -
Professional Service	\$ 505,461,543.00	\$ 41,402,688.87	\$ 45,425,005.09
Annual Metro Right of Way – MTI	\$ 100,000,000.00	\$ 6,000,000.00	\$ 8,310,000.00
Annual Metro Right of Way – RTG*	\$ 100,000,000.00	\$ 2,460,000.00	\$ 13,930,000.00
Annual Metro Right of Way – WBG	\$ 100,000,000.00	\$ 16,710,000.00	\$ 12,110,000.00
Design and Construction Administration for the CWRP Biosolids Expansion	\$ 94,000,000.00	\$ 4,700,000.00	\$ 3,760,000.00
East Bank North/South Multi-Modal Boulevard	\$ 6,571,079.00	\$ 532,257.40	\$ 755,674.09
Emergency Communications Center A&E Design Services	\$ 8,000,000.00	\$ 720,000.00	\$ 640,000.00
NECAT Studio A&E Design Services	\$ 700,000.00	\$ 105,000.00	\$ 70,000.00
North Nashville Community Engagement/Jefferson Street Study	\$ 3,000,000.00	\$ 420,000.00	\$ 270,000.00
Owners Representative Services – CPS	\$ 15,330,130.00	\$ 2,083,364.67	\$ 1,686,314.30
Owners Representative Services – Cummings	\$ 17,860,334.00	\$ 3,572,066.80	\$ 893,016.70
Owners Representative Services – JLS	\$ 10,000,000.00	\$ 1,100,000.00	\$ 500,000.00
SBE Engineering Services for MWS Projects – ABES	\$ 10,000,000.00	\$ 600,000.00	\$ 500,000.00
SBE Engineering Services for MWS Projects – CIA	\$ 10,000,000.00	\$ 600,000.00	\$ 500,000.00
SBE Engineering Services for MWS Projects – Hethcoat	\$ 10,000,000.00	\$ 600,000.00	\$ 500,000.00
SBE Engineering Services for MWS Projects – Inflo	\$ 10,000,000.00	\$ 600,000.00	\$ 500,000.00
SBE Engineering Services for MWS Projects – LDA	\$ 10,000,000.00	\$ 600,000.00	\$ 500,000.00

*Vendor partially met the Metro established EBO goals but met good faith effort requirements.

**Vendor did not meet the Metro established EBO goals but met good faith effort requirements.

***Vendor agreed to meet Metro established EBO goals on a project-by-project basis.

APPENDIX 4:


CONTRACTS AWARDED IN FY 2025 WITH RACE, GENDER, AND UNSPSC


	MBE (UNSPSC)	WBE (UNSPSC)	Prime
Construction			
Construction Services for Infrastructure Maintenance at MWS Facilities - B&G	Provided on a project-by-project basis	Provided on a project-by-project basis	
Construction Services for Infrastructure Maintenance at MWS Facilities - Blakley	Provided on a project-by-project basis	Provided on a project-by-project basis	
Construction Services for Infrastructure Maintenance at MWS Facilities - CVC	Provided on a project-by-project basis	Provided on a project-by-project basis	
Construction Services for Infrastructure Maintenance at MWS Facilities - Garney	Provided on a project-by-project basis	Provided on a project-by-project basis	
Construction Services for Infrastructure Maintenance at MWS Facilities - Reeves	Provided on a project-by-project basis	Provided on a project-by-project basis	
Electrical Services and Repairs - Evolution	Black Female (39000000); Black Male (76121600)	White Female x3 (39000000, 39190000, 72131701)	
Electrical Services and Repairs - Southeast	Black Male (72141100)	White Female (72102201)	
Electrical Services and Repairs - Stansell	Black Female (39120000)	White Female (39120000)	
Floor Covering Repair, Replacement and Installation Services	N/A	White Female (76111604)	White Female
Low Voltage Cabling - Access	Black Male (72151600)	N/A	White Female
Low Voltage Cabling - Basesix	Black Male (72151600)	White Female (72151600)	
Low Voltage Cabling - Beacon	Black Male (72151500); Hispanic Female (72151500)	Asian Female (30000000); White Female (72151600)	
Low Voltage Cabling - Emerald	Black Female (72151605)	White Female (72151605)	White Female
Low Voltage Cabling - Pro Systems	Asian Female (39130000); Black Male (83110000)	White Female (80111600)	
Mariposa Park Construction	Black Male x2 (72102902, 72151100)	Hispanic Female (72151500); White Female (72141300)	
Mechanical Services - Blakley	Asian Male x2 (72101700, 81101600); Black Male x13 (40140000, 46161500 x2, 72101700, 72102902, 72103000 x2, 72150000, 78101801 x4, 80160000); Black Female x4 (39120000, 72100000, 72101700, 80101604); Hispanic Male (72100000)	Black Female (72102200); Hispanic Female (72102200); White Female x17 (4015000, 40170000, 46161500, 72101700 x2, 72150000, 72151500 x2, 72152900 x3, 72153900 x2, 77110000, 78101801, 81101500 x2)	
Mechanical Services - CVC	N/A	White Female (73181000)	
Mill Creek Earthwork Remediation	Black Male (78101801)	White Female (30120000)	
Plumbing Maintenance, Repair, and Emergency Repair Services - Evolution	Black Male (77101505)	White Female x2 (30190000, 72141103)	
Plumbing Maintenance, Repair, and Emergency Repair Services - Jarrett	Black Male (80111613)	White Female (80111613)	
Plumbing Maintenance, Repair, and Emergency Repair Services - SM Lawrence	N/A	N/A	
Whites Creek Fine Bubble Aeration System	Black Female (39000000); Hispanic Male (72100000)	White Female x2 (72141103, 72151100)	
Whites Creek Operation Center Renovations	N/A	White Female x4 (30111505, 30161700, 55120000, 72102902)	
Non-Professional Service			
Animal Control Management Services	Black Male (72101600)	N/A	
Fire/EMS Driving Simulator, Parts and Repair	N/A	N/A	
Fuel Site Maintenance, Repair and Testing	N/A	N/A	
Invasive Plant Control	N/A	N/A	
MWS AMR Meter Exchange Program	Black Female (80111600)	White Female (80161511)	
Network Video System Service and Maintenance	Black Male (46161500)	White Female (30000000)	
Production Services A/V Technician Services	N/A	N/A	
Professional Grounds, Landscaping, and Irrigation Services	Black Male x2 (72102900, 72102902)	Black Female (72103000)	Black Male
Security Officer Services	Black Male (92121504)	White Female (92121504)	

Security Services for Municipal Auditorium - Axis	N/A	N/A	
Traffic Control and Safety Equipment	Black Male (46161500)	White Female (46161500)	White Female
Tree Care Services - Bartlett	Black Male (70111507)	White Female (46161500)	
Tree Care Services - Davey	Black Male (70111507)	N/A	
Tree Care Services - SavATree	Black Male (76121600)	White Female (72154013)	
Weather Siren System	N/A	N/A	
Professional Service			
Annual Metro Right of Way - MTI	Black Male (78101801)	White Female x2 (72131701)	
Annual Metro Right of Way - RTG	Black Male x2 (72102500, 78101801)	Black Female (78101801); White Female (72141103)	
Annual Metro Right of Way - WBG	Black Female (72101703)	White Female (72131701, 72141000)	
Design and Construction Administration for the CWRP Biosolids Expansion	Black Male (81101500)	White Female x4 (81101514, 81101517, 81151604, 90151502)	
East Bank North/South Multi-Modal Boulevard	Asian Male (81101500); Black Male (80101600)	White Female x3 (81101500, 81101514, 81102200)	
Emergency Communications Center A&E Design Services	Asian Male (81101505); Black Male (81101508)	White Female x3 (80101600 x2, 81101517)	
NECAT Studio A&E Design Services	Black Male (81100000)	White Female x2 (81101701 x2)	
North Nashville Community Engagement/Jefferson Street Study	Black Female x2 (80170000 x2)	Black Female (80131800); White Female x2 (81102200, 80170000)	
Owners Representative Services - CPS	Asian Male (81101514); Black Female x3 (80170000, 80101600, 81102202)	Black Female (80130000); White Female x2 (77101700, 81102200)	
Owners Representative Services - Cummings	Asian Male (81100000); Black Male (80101600)	White Female x2 (80170000, 81101514)	
Owners Representative Services - JLS	Black Male (80101600)	White Female x3 (77101700, 80170000, 81101517)	
SBE Engineering Services for MWS Projects - ABES	Asian Male (81101505)	White Female (81101514)	Black Male
SBE Engineering Services for MWS Projects - CIA	Asian Male x3 (81100000, 81101505, 80101600)	White Female x2 (77101700, 81101514)	White Female
SBE Engineering Services for MWS Projects - Hethcoat	Asian Male x2 (81101505, 81101514)	White Female x3 (81102200, 80130000, 80141602)	
SBE Engineering Services for MWS Projects - Inflo	Asian Male x2 (81101514, 81102200)	White Female x3 (77101600, 81101508, 81151604)	
SBE Engineering Services for MWS Projects - LDA	Asian Male (81101505); Black Male (81101528)	White Female (81101514)	

APPENDIX 5:

EBO SUBCONTRACTOR PAYMENTS BY RACE, GENDER, & UNSPSC

			
Category	Codes	Code Descriptions	Dollars Spent
Asian Male	UNSPSC 81101500	Civil Engineering	\$15,570
Asian Male	UNSPSC 81101703	Engineering testing services	\$73,896
Asian Male	UNSPSC 81101512	Geographic information system GIS services	\$4,733
Asian Male	UNSPSC 81101510	Highway engineering	\$8,032
Asian Male	UNSPSC 81100000	Professional engineering services	\$2,625
Asian Male	UNSPSC 81101505	Structural engineering	\$14,500
Asian Male	UNSPSC 81101505	Structural engineering	\$15,295
Asian Male	UNSPSC 81101505	Structural engineering	\$1,052,812
Asian Male	UNSPSC 81101505	Structural engineering	\$55,661
Asian Male	UNSPSC 81101505	Structural engineering	\$129,858
Asian Male	UNSPSC 81101505	Structural engineering	\$6,275
Asian Male	UNSPSC 81101505	Structural engineering	\$1,318
Asian Male	UNSPSC 81101505	Structural engineering	\$7,995
Asian Male	UNSPSC 81101505	Structural engineering	\$7,780
Asian Male	UNSPSC 81101505	Structural engineering	\$866,141
Asian Male	UNSPSC 81101505	Structural engineering	\$183,221
Asian Male	UNSPSC 81101505	Structural engineering	\$105,470
Asian Male	UNSPSC 81101505	Structural engineering	\$9,070
Asian Male	UNSPSC 81102200	Transportation engineering	\$32,062

			
Category	Codes	Code Descriptions	Dollars Spent
Hispanic Male	UNSPSC 81101518	Lighting engineering service	\$32,801



Category	Codes	Code Descriptions	Dollars Spent
Black Male	UNSPSC 80160000	Accounting and auditing	\$56,955
Black Male	UNSPSC 80111604	Accounting and auditing	\$180,635
Black Male	UNSPSC 80111604	Air filtration service	\$242,111
Black Male	UNSPSC 84110000	Asphalts	\$520,301
Black Male	UNSPSC 84110000	Building construction management	\$12,200
Black Male	UNSPSC 72154061	Civil Engineering	\$184,994
Black Male	UNSPSC 30121600	Civil Engineering	\$105,520
Black Male	UNSPSC 81101513	Civil Engineering	\$23,125
Black Male	UNSPSC 81101500	Cleaning and janitorial services	\$4,169
Black Male	UNSPSC 81101500	Cleaning and janitorial services	\$514,800
Black Male	UNSPSC 81101500	Cleaning and janitorial services	\$261,600
Black Male	UNSPSC 76110000	Cleaning and janitorial services	\$279,050
Black Male	UNSPSC 76110000	Commercial & office building construction	\$8,884
Black Male	UNSPSC 76110000	Environmental monitoring	\$199,970
Black Male	UNSPSC 76110000	Environmental Services	\$25,280
Black Male	UNSPSC 72121100	Ground maintenance services	\$6,200
Black Male	UNSPSC 77101505	Infrastructure maintenance and repair	\$16,085
Black Male	UNSPSC 77000000	Insulation	\$186,010
Black Male	UNSPSC 72102900	Landscaping services	\$17,050
Black Male	UNSPSC 72103300	Landscaping services	\$687,697
Black Male	UNSPSC 30140000	Landscaping services	\$109,032
Black Male	UNSPSC 72102902	Library or documentation services	\$11,643
Black Male	UNSPSC 72102902	Local area trucking services	\$175,893
Black Male	UNSPSC 72102902	Local area trucking services	\$177,182
Black Male	UNSPSC 86141704	Local area trucking services	\$15,502
Black Male	UNSPSC 78101801	Local area trucking services	\$596,119
Black Male	UNSPSC 78101801	Local area trucking services	\$21,469
Black Male	UNSPSC 78101801	Mailing supplies	\$12,790
Black Male	UNSPSC 78101801	Management advisory services	\$20,088
Black Male	UNSPSC 78101801	Management advisory services	\$9,897
Black Male	UNSPSC 80100000	Management advisory services	\$83,072
Black Male	UNSPSC 81101600	Mechanical engineering	\$213,428
Black Male	UNSPSC 72151306	Pavement marking service	\$6,173
Black Male	UNSPSC 72102405	Pavement marking services	\$9,618
Black Male	UNSPSC 72153103	Playground construction and equip. install	\$24,000
Black Male	UNSPSC 82121500	Printing	\$6,273
Black Male	UNSPSC 80101600	Project management	\$8,241

Black Male	UNSPSC 80101600	Project management	\$2,310
Black Male	UNSPSC 80101600	Project management	\$26,403
Black Male	UNSPSC 80101600	Project management	\$14,158
Black Male	UNSPSC 80101600	Project management	\$18,106
Black Male	UNSPSC 80170000	PR and professional communications	\$61,609
Black Male	UNSPSC 30120000	Roads and landscape	\$8,000
Black Male	UNSPSC 72101600	Roofing and siding and sheet metal work	\$53,135
Black Male	UNSPSC 30151500	Roofing materials	\$42,287
Black Male	UNSPSC 30151500	Roofing materials	\$1,676,367
Black Male	UNSPSC 92120000	Security and personal safety	\$1,908,153
Black Male	UNSPSC 72103000	Site preparation services	\$82,340
Black Male	UNSPSC 81101528	Stormwater engineering	\$38,121
Black Male	UNSPSC 81101528	Stormwater engineering	\$117,275
Black Male	UNSPSC 80111600	Temporary personnel services	\$122,956
Black Male	UNSPSC 46161500	Traffic control	\$292,548
Black Male	UNSPSC 46161500	Traffic control	\$156,605
Black Male	UNSPSC 46161500	Traffic control	\$32,064
Black Male	UNSPSC 46161500	Traffic control	\$220,400
Black Male	UNSPSC 81101513	Water or Wastewater Engineering Services	\$17,784
Black Male	UNSPSC 80160000	Business administration services	\$8,109
Black Male	UNSPSC 80111604	Temporary technician staffing needs	\$73,689
Black Male	UNSPSC 80111604	Temporary technician staffing needs	\$143,718



Category	Codes	Code Descriptions	Dollars Spent
Native American Male	UNSPSC 78101801	Local area trucking services	\$798,182
Native American Male	UNSPSC 78101801	Local area trucking services	\$1,038,750
Native American Male	UNSPSC 78101801	Local area trucking services	\$619,618
Native American Male	UNSPSC 78101801	Local area trucking services	\$1,309,389



Category	Codes	Code Descriptions	Dollars Spent
Black Female	UNSPSC 81101508	Architectural engineering	\$1,860
Black Female	UNSPSC 76110000	Cleaning and janitorial services	\$238,240
Black Female	UNSPSC 76110000	Cleaning and janitorial services	\$1,536,170
Black Female	UNSPSC 76110000	Cleaning and janitorial services	\$188,493
Black Female	UNSPSC 76110000	Cleaning and janitorial services	\$861,476
Black Female	UNSPSC 80171907	Community relations consulting/engagement	\$62,294
Black Female	UNSPSC 72152700	Concrete installation and repair services	\$1,500
Black Female	UNSPSC 72152700	Concrete installation and repair services	\$549,778
Black Female	UNSPSC 72152700	Concrete installation and repair services	\$378,001
Black Female	UNSPSC 72152700	Concrete installation and repair services	\$26,166
Black Female	UNSPSC 72152700	Concrete installation and repair services	\$202,184
Black Female	UNSPSC 72152700	Concrete installation and repair services	\$180,162
Black Female	UNSPSC 72152700	Concrete installation and repair services	\$183,048
Black Female	UNSPSC 81121500	Economic analysis	\$7,831
Black Female	UNSPSC 81101701	Electrical engineering services	\$679
Black Female	UNSPSC 81101701	Electrical engineering services	\$23,311
Black Female	UNSPSC 72102200	Electrical services	\$54,453
Black Female	UNSPSC 72153504	High pressure water blasting	\$98,600
Black Female	UNSPSC 40171600	Industrial pipe and piping	\$591,648
Black Female	UNSPSC 81101518	Lighting engineering service	\$30,676
Black Female	UNSPSC 78101801	Local area trucking services	\$85,930
Black Female	UNSPSC 78101801	Local area trucking services	\$17,160
Black Female	UNSPSC 80100000	Management advisory services	\$1,100
Black Female	UNSPSC 80100000	Management advisory services	\$10,800
Black Female	UNSPSC 80100000	Management advisory services	\$20,125
Black Female	UNSPSC 81141503	Materials or product inspection	\$345,508
Black Female	UNSPSC 81100000	Professional engineering services	\$159,170
Black Female	UNSPSC 80170000	PR and professional communications	\$134,405
Black Female	UNSPSC 80170000	PR and professional communications	\$529
Black Female	UNSPSC 80170000	PR and professional communications	\$321,212
Black Female	UNSPSC 80170000	PR and professional communications	\$36,887
Black Female	UNSPSC 80140000	Public relations programs or services	\$20,191
Black Female	UNSPSC 80131800	Real estate management services	\$30,000
Black Female	UNSPSC 80101504	Strategic planning consultation services	\$21,265
Black Female	UNSPSC 30130000	Structural building products	\$295,030
Black Female	UNSPSC 80111600	Temporary personnel services	\$9,735
Black Female	UNSPSC 80111600	Temporary personnel services	\$267,592

Black Female	UNSPSC 80111600	Temporary personnel services	\$14,026
Black Female	UNSPSC 81141606	Transport planning	\$42,823
Black Female	UNSPSC 81141606	Transport planning	\$6,332
Black Female	UNSPSC 81102202	Urban transport network	\$31,660
Black Female	UNSPSC 47100000	Water/wastewater treatment supply/disposal	\$248,659
Black Female	UNSPSC 72154032	Window, door, & screening installation & repair	\$194,750



Category	Codes	Code Descriptions	Dollars Spent
Hispanic Female	UNSPSC 86101700	Management training services	\$44,800



Category	Codes	Code Descriptions	Dollars Spent
White Female	UNSPSC 84110000	Accounting and auditing	\$22,000
White Female	UNSPSC 82131601	Aerial photography services	\$290
White Female	UNSPSC 81101508	Architectural engineering	\$2,309,964
White Female	UNSPSC 81101508	Architectural engineering	\$33,462
White Female	UNSPSC 81101508	Architectural Services	\$32,485
White Female	UNSPSC 81101508	Architectural Services	\$15,024
White Female	UNSPSC 22101900	Building construction machinery/accessories	\$294,496
White Female	UNSPSC 72153900	Building site preparation services	\$129,959
White Female	UNSPSC 72152503	Carpet laying service	\$7,477
White Female	UNSPSC 81101500	Civil Engineering	\$19,143
White Female	UNSPSC 81101500	Civil Engineering	\$522,888
White Female	UNSPSC 30110000	Concrete and cement and plaster	\$482,205
White Female	UNSPSC 72152700	Concrete installation and repair services	\$49,293
White Female	UNSPSC 72101700	Concrete Work	\$64,857
White Female	UNSPSC 81150000	Earth science services	\$30,838
White Female	UNSPSC 81101701	Electrical engineering services	\$19,092
White Female	UNSPSC 81101701	Electrical engineering services	\$12,901
White Female	UNSPSC 81101701	Electrical engineering services	\$10,078
White Female	UNSPSC 81101701	Electrical engineering services	\$1,009,006
White Female	UNSPSC 72102200	Electrical services	\$429

White Female	UNSPSC 81000000	Engineering, Research, & Technology Services	\$116,349
White Female	UNSPSC 81101703	Engineering testing services	\$247,464
White Female	UNSPSC 77101700	Environmental advisory services	\$96,717
White Female	UNSPSC 77101700	Environmental advisory services	\$10,371
White Female	UNSPSC 77101700	Environmental advisory services	\$9,209
White Female	UNSPSC 77101700	Environmental advisory services	\$35,237
White Female	UNSPSC 77101600	Environmental planning	\$1,084,456
White Female	UNSPSC 77000000	Environmental Services	\$8,352
White Female	UNSPSC 77000000	Environmental Services	\$93,676
White Female	UNSPSC 77000000	Environmental Services	\$1,603
White Female	UNSPSC 31310000	Fabricated pipe assemblies	\$24,957
White Female	UNSPSC 72154013	Fence construction service	\$30,900
White Female	UNSPSC 72151507	Fire protection system installation service	\$149,055
White Female	UNSPSC 80161511	Fleet management services	\$232,725
White Female	UNSPSC 80161511	Fleet management services	\$22,622
White Female	UNSPSC 72102700	Flooring service	\$330
White Female	UNSPSC 81101514	Geotechnical or geoseismic engineering	\$15,815
White Female	UNSPSC 81101514	Geotechnical or geoseismic engineering	\$188
White Female	UNSPSC 81101514	Geotechnical or geoseismic engineering	\$459
White Female	UNSPSC 81101514	Geotechnical or geoseismic engineering	\$108,449
White Female	UNSPSC 81101514	Geotechnical or geoseismic engineering	\$36,084
White Female	UNSPSC 81101514	Geotechnical or geoseismic engineering	\$2,434
White Female	UNSPSC 82140000	Graphic design	\$5,611
White Female	UNSPSC 82140000	Graphic design	\$11,398
White Female	UNSPSC 72141103	Highway and road paving service	\$907,012
White Female	UNSPSC 72141103	Highway and road paving service	\$16,075
White Female	UNSPSC 72141103	Highway and road paving service	\$801,896
White Female	UNSPSC 72141103	Highway and road paving service	\$5,082,744
White Female	UNSPSC 72141103	Highway and road paving service	\$1,222,256
White Female	UNSPSC 72141103	Highway and road paving service	\$201,908
White Female	UNSPSC 72141103	Highway and road paving service	\$330,158
White Female	UNSPSC 72141103	Highway and road paving service	\$184,100
White Female	UNSPSC 72141103	Highway and road paving service	\$22,979
White Female	UNSPSC 72141103	Highway and road paving service	\$185,527
White Female	UNSPSC 72141103	Highway and road paving service	\$537,902
White Female	UNSPSC 72131701	Highway or road paving or surfacing	\$994,615
White Female	UNSPSC 72131701	Highway or road paving or surfacing	\$9,550
White Female	UNSPSC 72131701	Highway or road paving or surfacing	\$410
White Female	UNSPSC 72131701	Highway or road paving or surfacing	\$98,951
White Female	UNSPSC 72131701	Highway or road paving or surfacing	\$447,086
White Female	UNSPSC 72131701	Highway or road paving or surfacing	\$5,455
White Female	UNSPSC 23180000	Industrial food and beverage equipment	\$58,279
White Female	UNSPSC 72141100	Infrastructure building & surfacing & paving	\$20,670
White Female	UNSPSC 72141100	Infrastructure building & surfacing & paving	\$91,127
White Female	UNSPSC 72141500	Land preparation services	\$199,020
White Female	UNSPSC 81151604	Land surveying	\$14,352

White Female	UNSPSC 81151604	Land surveying	\$7,511
White Female	UNSPSC 81151604	Land surveying	\$681,978
White Female	UNSPSC 81151604	Land surveying	\$49,097
White Female	UNSPSC 81151604	Land surveying	\$26,295
White Female	UNSPSC 81151604	Land surveying	\$22,914
White Female	UNSPSC 81101517	Landscape architecture and design service	\$38,491
White Female	UNSPSC 81101517	Landscape architecture and design service	\$58,420
White Female	UNSPSC 72102906	Landscape architecture service	\$257,448
White Female	UNSPSC 72102902	Landscaping services	\$27,094
White Female	UNSPSC 78101801	Local area trucking services	\$24,311
White Female	UNSPSC 78101801	Local area trucking services	\$117,214
White Female	UNSPSC 78101801	Local area trucking services	\$159,964
White Female	UNSPSC 78101801	Local area trucking services	\$173,478
White Female	UNSPSC 78101801	Local area trucking services	\$233,335
White Female	UNSPSC 78101801	Local area trucking services	\$239,151
White Female	UNSPSC 78101801	Local area trucking services	\$3,419
White Female	UNSPSC 73181000	Machining services	\$63,814
White Female	UNSPSC 80100000	Management advisory services	\$139,385
White Female	UNSPSC 30121605	Manhole frames with covers	\$13,174
White Female	UNSPSC 30121605	Manhole frames with covers	\$253
White Female	UNSPSC 72102503	Marble or stone or tile installation	\$10,696
White Female	UNSPSC 80141501	Marketing analysis	\$10,080
White Female	UNSPSC 72151900	Masonry and stonework services	\$85,020
White Female	UNSPSC 72151900	Masonry and stonework services	\$352,060
White Female	UNSPSC 72151900	Masonry and stonework services	\$302,974
White Female	UNSPSC 81101600	Mechanical engineering	\$73,660
White Female	UNSPSC 76121600	Nonhazardous waste disposal	\$326
White Female	UNSPSC 76121600	Nonhazardous waste disposal	\$23,360
White Female	UNSPSC 81141807	Plumbing or sewer inspection service	\$36,750
White Female	UNSPSC 81141807	Plumbing or sewer inspection service	\$1,037,137
White Female	UNSPSC 80131506	Portable toilet rental service	\$7,025
White Female	UNSPSC 82121500	Printing	\$1,037
White Female	UNSPSC 82121500	Printing	\$7,420
White Female	UNSPSC 80172000	Professional communication services	\$61,159
White Female	UNSPSC 81100000	Professional engineering services	\$150,985
White Female	UNSPSC 81100000	Professional engineering services	\$37,913
White Female	UNSPSC 81100000	Professional engineering services	\$184,397
White Female	UNSPSC 81100000	Professional engineering services	\$166,400
White Female	UNSPSC 81100000	Professional engineering services	\$151,018
White Female	UNSPSC 81100000	Professional engineering services	\$143,841
White Female	UNSPSC 80101604	Project administration or planning	\$31,640
White Female	UNSPSC 80101600	Project management	\$33,117
White Female	UNSPSC 80101600	Project management	\$1,920
White Female	UNSPSC 80101600	Project management	\$36,948
White Female	UNSPSC 80101600	Project management	\$41,071
White Female	UNSPSC 80101600	Project management	\$152,624

White Female	UNSPSC 80101600	Project management	\$176,569
White Female	UNSPSC 80170000	PR & professional communications	\$4,753
White Female	UNSPSC 80170000	PR & professional communications	\$6,792
White Female	UNSPSC 80170000	PR & professional communications	\$17,316
White Female	UNSPSC 80170000	PR & professional communications	\$20,648
White Female	UNSPSC 85101705	Public health administration	\$1,018,003.25
White Female	UNSPSC 83000000	Public Utilities and Public Sector Related	\$54,862
White Female	UNSPSC 80130000	Real estate services	\$90,926
White Female	UNSPSC 80130000	Real estate services	\$15,873
White Female	UNSPSC 80130000	Real estate services	\$1,700
White Female	UNSPSC 80130000	Real estate services	\$7,712
White Female	UNSPSC 30103623	Reinforcing bar or rebar or mesh	\$1,871,567
White Female	UNSPSC 72101600	Roofing and siding and sheet metal work	\$11,065
White Female	UNSPSC 92121504	Security guard services	\$200,036
White Female	UNSPSC 72141120	Sewer line construction service	\$118,984
White Female	UNSPSC 72141120	Sewer line construction service	\$2,343,374
White Female	UNSPSC 72103000	Site preparation services	\$814,147
White Female	UNSPSC 72103000	Site preparation services	\$289,908
White Female	UNSPSC 81101528	Stormwater engineering	\$35,876
White Female	UNSPSC 81101528	Stormwater engineering	\$33,767
White Female	UNSPSC 72152900	Structural Steel Erection Services	\$99,581
White Female	UNSPSC 30000000	Building/Construction Components/Supplies	\$13,712
White Female	UNSPSC 30000000	Building/Construction Components/Supplies	\$73,127
White Female	UNSPSC 80111613	Temporary manual labor	\$19,557
White Female	UNSPSC 80111600	Temporary personnel services	\$104,144
White Female	UNSPSC 80111600	Temporary personnel services	\$339,152
White Female	UNSPSC 80111600	Temporary personnel services	\$268,027
White Female	UNSPSC 80111600	Temporary personnel services	\$19,557
White Female	UNSPSC 80111604	Temporary technician staffing needs	\$781,556
White Female	UNSPSC 80131702	Title search services	\$10,447
White Female	UNSPSC 46161500	Traffic control	\$30,590
White Female	UNSPSC 46161500	Traffic control	\$76,541
White Female	UNSPSC 46161500	Traffic control	\$5,540
White Female	UNSPSC 46161500	Traffic Control	\$47,298
White Female	UNSPSC 46161500	Traffic control	\$510
White Female	UNSPSC 81102201	Traffic engineering	\$71,192
White Female	UNSPSC 81102200	Transportation engineering	\$3,852
White Female	UNSPSC 81102200	Transportation engineering	\$19,657
White Female	UNSPSC 81102200	Transportation engineering	\$57,270
White Female	UNSPSC 81102200	Transportation engineering	\$22,272
White Female	UNSPSC 83100000	Utilities	\$157,863
White Female	UNSPSC 81101527	Wastewater engineering	\$765,059
White Female	UNSPSC 81101527	Wastewater engineering	\$9,822
White Female	UNSPSC 46210000	Workplace safety equip./supplies/materials	\$12,441

TOTAL EBO SUBCONTRACTOR PAYMENTS BY RACE, GENDER, & UNSPSC

	<p>Asian Male \$2,592,314 Total Payments</p>	<p>Black Female \$7,531,459 Total Payments</p>	
	<p>Black Male \$10,149,193 Total Payments</p>	<p>Hispanic Female \$44,800 Total Payments</p>	
	<p>Hispanic Male \$85,586 Total Payments</p>	<p>White Female \$34,462,389 Total Payments</p>	
	<p>Native American Male \$3,765,939 Total Payments</p>	<p>All EBO Subcontractor MBE and WBE Payments \$59,376,258 Total Payments</p>	

APPENDIX 6:

BLACK/BROWN (MBE) AND WOMEN OWNED (WBE) FIRMS PAID IN FY 2025

MBE	WBE
7NT Enterprises, LLC	Accord Production Services
A&R Masonry Inc.	Administrative Controls Management, Inc.
A-Action Air HVAC Inc.	Aerial Innovations of TN & KY
ABES Engineering	ARTifice, LLC
All-N-One Lawn Care, LLC	Asa Engineering and Consulting, Inc.
Allworld Project Management, LLC	Athena Engineering and Environmental LLC
Archangel Protective Services Inc.	BAC Paving Co Inc
Beard Property Maintenance, Inc.	Bama Reinforcing LLC,
Bentley Miller & Company	Bentley Miller & Company
Bestway Services, Inc.	Burch Transportation, LLC
Booker Engineering, Inc.	Business Resource Group, LLC
Borra Consulting	Chefs Deal Inc.
Broadwater And Associates Group, Inc.	CIA, Civil Infrastructure Associates, LLC
Business Resource Group, LLC	Clarksville Fencing, LLC
CD Steger Construction, Inc.	CNT Enterprises
Community Solutions by Design LLC	Cobra, LLC
Consolidated Facility Services, Inc.	Compass Partners, LLC
Cornerstone Engineering, Inc.	Connico, Inc.
Culture Shift Team, Inc.	Contract Carpet Sales Company, Inc.
Dale's Cleaning Service, Inc.	CorBrook, LLC
David Mason & Associates, Inc.	Croft & Associates
Design Consultants, Inc	Culture Shift Team, Inc.
Domingo Gonzalez Associates, Inc.	D. Nickell Company, LLC
Don Hardin Group, LLC	DF&H Services, PLLC
Elite Roofing Company of Nashville Inc.	DSZ Enterprises LLC
Enfinity Supply, LLC	duGard Communications
Etchmark Pavement Maintenance Experts, LLC	EOA Architects PLLC
Fairpointe Planning, LLC	Extreme Electric, Inc.
Flournoy Tough Security Company	Gibco Construction LLC
G & M Associates, LLC	Hawkins Partners, Inc.
Hoskins & Co. PC	High Fidelity Communications, LLC
J R Construction Tennessee Inc	Homeland LLC
Jerry B. Young, Jr. Construction, Inc.	HQ Direct, LLC
K. Payne Contracting, LLC	Inventive Solutions, LLC
KBMD & Associates, P.C.	Jen-Hill Construction Materials
Lady Electrical Company LLC	John Bouchard & Sons Company
Lestar Mineral Development Inc.	Joyner & Hogan Company, Inc.

Logan Patri Engineering, Inc.	LA Scapes, LLC
Lynn Staffing LLC	Lady Electrical Company LLC
McMahan & Collins Trucking, LLC	Lykins Reinforcing, Inc.
McQuiddy Trucking LLC	M & P Services, Inc.
MEPR Agency	McCoy Design
Morgan & Morgan, Inc.	McInerney & Associates, Inc.
NuOrigin Systems Inc.	Mills Supply Co., Inc.
Open Air Products, Inc.	Nasco Construction Services
Pantegon, LLC	Nashville Fabrication LLC
Pillars Development LLC	New South Services of Tenn, Inc.
Planning Design & Research Engineers, Inc.	O.R. Colan Associates, LLC
Premiere Building Maintenance Corporation	Paladin, Inc.
Readyserv Enterprises	Pavement Restorations, Inc.
Redox Environmatics Inc.	Pipeworks-Plus, Inc.
Russells Lawn Care Plus	Professional Traffic Control Services, LLC
Specs & Details	Richard Grubb and Associates, Inc.
Spring Clean Cleaning Service LLC	Safezone, LLC
Tennatee Services, Inc.	Shadowens, PLLC
The Maynard Group Inc.	Shane Trucking & Excavating Inc.
TRC Worldwide Engineering, Inc.	Smith Gee Studio
	Spencer Rose Consulting LLC
	Sportsturf Solutions, LLC
	Stonesetter Masonry, LLC
	Sunrise Contracting, Inc.
	Sunset Marketing, Inc.
	Tegrah Engineering PC
	Tennessee Tile & Marble Co., Inc.
	Tennessee Valley Archaeological Research, Inc.
	Terrain LLC
	Thomason Financial Resources, Inc.
	Tioga Environmental Consultants, Inc.
	Titan Fastener & Supply LLC
	Underground Eyes, Inc.
	Urban Campus and Core
	Varallo Public Relations
	Water Control Roofing Company, Inc.
	Wilmot Inc.
	Win Engineering, LLC
	W-ZHA, LLC

APPENDIX 7:

CONTRACTS CLOSED OUT IN FY 2024 WITH GFE AND MBE/WBE GOALS

Contract Name	MBE Goal Set by Metro	WBE Goal Set by Metro	Prime Proposed MBE Utilization	Prime Proposed WBE Utilization	MBE Achievement	WBE Achievement
2 Sidewalk Improvements & MWS Relocations (Ashford Trace and Old Harding Pike)	21%	17%	26%	21%	26%	14%
4 Sidewalk Improvements & MWS Relocations+ (EOL, Hamilton Church, Old Lebanon, Tusculum)	12%	12%	13%	66%	0.1%	47%
Antioch Pike Streetscape Project*	12%	9%	3%	11%	2%	9%
Bowling Ave. Phase 1 and 2 Sidewalk Improvements & MWS Relocations+	11%	12%	12%	64%	0%	48%
East Trinity Lane Resurfacing	6%	10%	6%	10%	17%	15%
Emergency Communications Center Design for Interior Renovations	6%	5%	9%	10%	9%	4%
Injury on Duty (IOD) Claims Administration	0%	20%	0.1%	44%	0%	61%
Install of 36-inch Water Main near Division St.	3%	7%	3%	7%	2%	0%
Metro Demolition*	12%	8%	0%	0%	0%	0%
Moss Rose Drive Water Main*	7%	16%	0%	40%	0%	37%
Old Hickory Blvd Resurfacing	15%	16%	18%	24%	26%	27%
Resurfacing Clarksville Pk/Dr. D.B. Todd Jr Blvd	13%	14%	13%	14%	14%	15%
Swiss Kinhawk Feed Reconfiguration*	10%	10%	6%	25%	5%	21%

*Utilized Good Faith Efforts (GFEs)

+Contract was terminated for convenience

APPENDIX 8:

CONTRACTS AWARDED IN FY 2025 WITH GOOD FAITH EFFORTS

Contracts that Required Good Faith Efforts
Annual Metro Right of Way - RTG
Fire/EMS Driving Simulator, Parts and Repair
Floor Covering Repair, Replacement and Installation Services
Fuel Site Maintenance, Repair and Testing
Invasive Plant Control
Low Voltage Cabling - Access
Mechanical Services - CVC
Plumbing Maintenance, Repair, and Emergency Repair Services - SM Lawrence
Production Services A/V Technician Services
Security Services for Municipal Auditorium - Axis
Tree Care Services - Bartlett
Tree Care Services - Davey
Tree Care Services - SavATree
Weather Siren System
Whites Creek Operation Center Renovations