

Port of Seattle Federal Aviation Administration Disadvantaged Business Enterprise Goal

Section 26:45 Overall Goal Calculations

Name of Recipient: Port of Seattle

Goal Period: FY 2023 – 2025 (October 1, 2023 through September 30, 2025)

Market Area: State of Washington

Determination of Market Area:

- a. Substantial majority (at least 60% of the contractors and subcontractors come from King County, Pierce County and Snohomish County), and
- b. Substantial majority (at least 100% of the contracting dollars will be spent in King County, Pierce County and Snohomish County)

The Port of Seattle submits the SeaTac International Airports Disadvantaged Business Enterprise (DBE) goal methodology to the Federal Aviation Administration (FAA) for review and approval pursuant to 49 CFR § 26.45 to establish the DBE goal for its upcoming federally-assisted airport contracts. Port of Seattle has established a DBE goal of 23.6%. The 23.6% goal is based on the availability results of the 2019 Airports DBE Program Disparity Study and based on the type of work anticipated in the Port of Seattle's upcoming FAA-funded contracts, and the estimated cost. Port of Seattle has determined that the 23.6% can be met through race/gender conscious measures.

As required by the regulations, the Port of Seattle will meet the maximum feasible portion of its overall goal by using race-conscious measures to facilitate DBE participation. Port of Seattle will employ ongoing and new initiatives to reduce discriminatory barriers, increase capacity, and level the playing field for the participation of DBEs and other small contractors.

Disadvantaged Business Enterprise Goal Methodology

To meet the requirements of 49 CFR § 26.45, Port of Seattle commissioned a Disparity Study from Colette Holt & Associates (CHA), a nationally recognized law and consulting firm. The Study provides a statistical analysis of baseline DBE availability, which was used to establish the Step 1 base figure estimate of DBE availability in Port of Seattle's markets. The Study further analyzed Census Bureau and other econometric and social science evidence to determine whether there are disparities between DBEs and non-DBEs in factors affecting entrepreneurial success on Port of Seattle contracts and subcontracts. It also provided anecdotal data on DBEs' experiences in seeking Port of Seattle prime contracts and associated subcontracts, and whether firms owned by minorities or women have equal opportunities to compete.

Please see attached link below to access and view the 2019 Washington State Airports Disparity Study disparity Study below:

[Disparity Study | Port of Seattle \(portseattle.org\)](https://portseattle.org)

Step One Base Figures

Definition of Port of Seattle's contracting Market

The first element in estimating DBE availability is to determine the relevant product and geographic markets for Port of Seattle FAA-assisted contracts. The Disparity Study used the well-accepted standard of identifying the firm locations that account for at least 75% of contract and subcontract dollar payments in the contract data file. Location was determined by ZIP code and aggregated into counties as the geographic unit. The

State of Washington captured 94.3% of the unconstrained product market dollars and, therefore, the state constituted the geographic market for the Airports. This approach incorporates USDOT's advice to use the most detailed data available and to weight that data by the recipient's expenditures. See USDOT's Tips for Goal Setting webpage. It also separates firms by detailed function, delineating, for example, general contractors from specialty trade firms that primarily act as subcontractors on Port of Seattle projects.

Counting Establishments in POS relevant markets

The Study used the Master D/M/WBE Directory, combined with the results of an exhaustive search for directories and other lists containing information about minority-and women-owned businesses to establishments in Port of Seattle's relevant markets. The resulting list of minority and women businesses was comprehensive. After compiling the Master D/M/WBE Directory, the Study limited the firms to those operating within Port of Seattle's constrained product market (i.e. Washington State). The Study next developed a custom database from Hoovers, a Dun & Bradstreet company. Hoovers maintains a comprehensive, extensive, and regularly updated listing of all firms conducting business. Hoovers contains a vast amount of information on each firm, including location and detailed industry codes, and is the broadest publicly available data source for firm information.

The Study purchased the information from Hoovers for the firms in the NAICS codes located in Port of Seattle's market area in order to form a custom Dun & Bradstreet/Hoovers Database. In the initial download, the data from Hoovers simply identify a firm as being minority-owned. However, the company does keep detailed information on ethnicity (i.e., if the minority firm owner is Black, Hispanic, Asian, or Native American). The Study obtained this additional information from Hoovers by special request. The Study merged all three databases to form an accurate estimate of disadvantaged, minority, and women-owned firms (collectively, "DBEs") availability as a percentage of all firms to Port of Seattle.

Estimating baseline DBE availability

Utilizing the "custom census" approach to estimating availability, and the further assignment of race and gender (using the Master Directory and other sources); the Study estimated 13.4% as the overall, unweighted DBE availability in the relevant markets. The table 4-7 below presents the unweighted availability data for all product sectors combined for the racial and gender categories.

Table 4-7: Unweighted Availability

NAICS	Black	Latino	Asian	Native American	White Women	DBE	Non-DBE	Total
236220	1.4%	1.8%	1.7%	3.0%	6.4%	14.2%	85.8%	100.0%
237310	1.5%	3.3%	1.7%	4.2%	7.1%	17.7%	82.3%	100.0%
238110	0.1%	1.9%	0.4%	0.8%	4.0%	7.1%	92.9%	100.0%
238120	3.8%	4.8%	3.8%	2.9%	10.5%	25.7%	74.3%	100.0%
238150	0.6%	1.1%	0.0%	0.0%	9.6%	11.3%	88.7%	100.0%
238160	0.0%	0.5%	0.4%	0.0%	3.3%	4.2%	95.8%	100.0%
238210	0.4%	0.5%	0.3%	0.5%	4.1%	5.8%	94.2%	100.0%
238220	0.3%	0.4%	0.2%	0.5%	3.0%	4.3%	95.7%	100.0%
238310	0.3%	0.9%	0.0%	0.4%	2.5%	4.1%	95.9%	100.0%
238350	0.8%	1.1%	0.5%	0.3%	3.6%	6.3%	93.7%	100.0%
238910	0.8%	1.6%	0.6%	1.7%	6.0%	10.8%	89.2%	100.0%
326199	0.5%	0.5%	0.5%	0.0%	8.4%	9.9%	90.1%	100.0%
484220	4.7%	2.7%	1.6%	3.1%	12.5%	24.6%	75.4%	100.0%
541330	0.5%	0.8%	3.0%	0.8%	5.6%	10.7%	89.3%	100.0%
541370	1.1%	1.4%	1.6%	3.4%	7.3%	14.9%	85.1%	100.0%
541620	0.8%	1.4%	2.1%	0.8%	21.3%	26.5%	73.5%	100.0%
561730	0.2%	0.7%	0.6%	0.2%	5.4%	7.0%	93.0%	100.0%
TOTAL	0.6%	1.0%	1.0%	1.0%	5.6%	9.2%	90.8%	100.0%

Source: CHA analysis of Washington Airports data; Hoovers; CHA Master Directory

Port of Seattle reviewed all of its upcoming FAA funded Projects/Contracts. Port of Seattle summed the estimated project cost and assigned NAICS codes to the spending amounts, please see Goal Methodology for the NAICS codes and breakdown of each project.

Disparities affecting DBE Opportunities

In addition to the custom census approach, the Study explored the Census Bureau data and literature relevant to how discrimination in the Washington State airports market and throughout the wider economy affects the ability of minorities and women to fairly and fully engage in Port of Seattle's prime contract and subcontract opportunities. Data from the Census Bureau's Survey of Business Owners indicate very large disparities between Minority and Women's Business Enterprises (M/WBE) firms and non-M/WBE firms when examining the sales of all firms, the sales of employer firms (firms that employ at least one worker), or the payroll of employer firms.

	Total Number of Firms (All Firms)	Sales & Receipts All Firms (\$1,000)	Number of Firms with Paid Employees (Employer Firms) (\$1,000)	Sales & Receipts All Firms with Paid Employees (Employer Firms) (\$1,000)	Number of Paid Employees	Annual Payroll (\$1,000)
Black	2.62%	0.18%	0.88%	0.13%	0.40%	0.21%
Latino	4.51%	4.91%	2.85%	---	---	---
Native American	1.21%	0.16%	0.62%	0.14%	0.26%	2.12%
Asian	8.41%	2.43%	10.04%	2.23%	3.42%	2.12%
Non-White	17.40%	7.78%	14.80%	7.56%	5.69%	4.53%
White Women	27.29%	3.28%	15.00%	2.83%	5.69%	3.87%
White Men	39.94%	22.73	43.95%	22.02%	35.57%	21.21%

Data from the Census Bureau's American Community Survey (ACS) indicate that Blacks, Hispanics, Native Americans, Asian/Pacific Islanders, Others, and White women were underutilized relative to White men. Controlling for other factors relevant to business outcomes, wages and business earnings were lower for these groups compared to White men.

Data from the ACS further indicate that non-Whites and White women are less likely to form businesses compared to similarly situated White men. The literature on barriers to access to commercial credit and the development of human capital further reports that minorities continue to face constraints on their entrepreneurial success based on race. These constraints negatively affect the ability of firms to form, grow, and succeed.

The Study explored the Census Bureau data and literature relevant to how discrimination in the Washington State market and throughout the wider economy affects the ability of minorities and women to fairly and fully engage in Port of Seattle's prime contract and subcontract opportunities. Data from the Census Bureau's Survey of Business Owners indicate very large disparities between Minority and Women's Business Enterprises (M/WBE) firms and non-M/WBE firms when examining the sales of all firms, the sales of employer firms (firms that employ at least one worker), or the payroll of employer firms. Data from the Census Bureau's American Community Survey (ACS) indicate that Blacks, Hispanics, Native Americans, Asian/Pacific Islanders, Others, and White women were underutilized relative to White men. Controlling for other factors relevant to business outcomes, wages and business earnings were lower for these groups compared to White men. Data from the ACS further indicate that non-Whites and White women are less likely to form businesses compared to similarly situated White men.

Step Two (26.45d)

We did not consider the median of our past participation of DBEs on projects which was 9.96% for race-conscious.

FAA-Assisted Contracting Opportunities

For all FAA-Assisted contracting opportunities along with NAICS Codes, please see DBE Goal Calculation chart below.

DBE Goal Calculation

Contract Name	Trade Description	NAICS	Trade (\$)	CEN	OMWBE	DBE (%)	DBE (\$) (= Trade \$ x DBE%)
2023 Noise Comp. Study	Facilitator	541820	\$500,000	159	27	16.98%	\$84,906
	Noise Consultant	541330	\$6,500,000	961	4	0.42%	\$27,055
Total			\$7,000,000.00	1120	31	3%	\$111,961 (3% of \$7,000,000.00)
Contract Name	Trade Description	NAICS	Trade (\$)	CEN	OMWBE	DBE (%)	DBE (\$) (= Trade \$ x DBE%)
2023 South Concourse Evolution GC/CM	Asphalt Paving	237310	\$13,970,000	117	26	0.31%	\$3,104,444
	Concrete Installation	238120	\$45,000,000	48	23	2.16%	\$21,562,500
	Carpentry	238130	\$181,610,000	377	9	0.43%	\$4,335,517
	Curtain Wall	238150	\$66,247,000	107	2	0.12%	\$1,238,262
	Roofing	238160	\$41,910,000	431	1	0.01%	\$97,239
	Concrete Forms	238190	\$65,659,000	76	17	1.47%	\$14,686,882
	Alarm System	238210	\$68,895,000	1009	54	0.37%	\$3,687,146
	Air System	238220	\$178,595,000	982	21	0.38%	\$3,819,241
	Automated Door Installation	238290	\$51,689,000	93	1	0.06%	\$555,796
	Acoustical Tile install	238310	\$44,704,000	382	9	0.11%	\$1,053,236
	Painting	238320	\$13,970,000	884	14	0.02%	\$221,244
	Carpet	238330	\$27,940,000	491	9	0.05%	\$512,138
	Tile	238340	\$47,940,000	291	4	0.07%	\$658,969
	Carpentry	238350	\$4,191,000	635	10	0.01%	\$66,000
	Concrete Coating	238390	\$69,850,000	118	10	0.59%	\$5,919,492
	Backfilling, Demo	238910	\$22,352,000	537	92	0.38%	\$3,829,393
	Crane	238990	\$1,397,000	409	17	0.01%	\$58,066
	Cleaning	561720	\$1,397,000	1052	29	0.00%	\$38,510
	Fire Hydrant Install	237110	\$15,000,000	130	48	0.56%	\$5,538,462
	Cable, Power	237330	\$15,000,000	78	22	0.42%	\$4,230,769
	Concrete Finish	238110	\$12,142,000	350	35	0.12%	\$1,214,200
	Asbestos Abatement	562910	\$8,000,000	79	4	0.04%	\$405,063
Total			\$997,458,000.00	8676	457	5%	\$76,832,569 (5% of \$997,458,000.00)
Contract Name	Trade Description	NAICS	Trade (\$)	CEN	OMWBE	DBE (%)	DBE (\$) (= Trade \$ x DBE%)
2023 South Concourse Evolution Design	Architectural Design Services	541310	\$40,500,000	523	11	2.10%	\$851,816
	Architectural Construction Specifications Consulting	541310	\$6,000,000	523	1	0.01%	\$11,472
	Lighting Design Services	541490	\$2,000,000	29	8	0.49%	\$551,724

	Network Systems Integration Design	541512	\$5,000,000	356	3	0.04%	\$42,135
	Acoustical System Engineering Design Services	541330	\$1,500,000	961	2	0.00%	\$3,122
	Civil Engineering	541330	\$8,000,000	961	50	0.37%	\$416,233
	Electrical Engineering	541330	\$10,000,000	961	13	0.12%	\$135,276
	Environmental Consulting	541620	\$5,500,000	208	39	0.91%	\$1,031,250
	Geological Engineering	541330	\$2,000,000	961	1	0.00%	\$2,081
	Mechanical Engineering	541330	\$15,000,000	961	1	0.01%	\$15,609
	Structural Engineering	541330	\$10,000,000	961	4	0.04%	\$41,623
	Audio visual system engineering design service	541330	\$1,000,000	961	2	0.00%	\$2,081
	Interior Design Services	541410	\$7,000,000	270	8	0.18%	\$207,407
Total			\$113,500,000.00	8636	143	2%	\$3,311,829 (2% of \$113,500,000.00
Contract Name	Trade Description	NAICS	Trade (\$)	CEN	OMWBE	DBE (%)	DBE (\$) (= Trade \$ x DBE%)
2023 Restroom Upgrades Conc. B, C, D-Phase 5	Plumbing	238220	\$2,500,000	982	13	1.32%	\$33,096
	HVAC	238220	\$1,000,000	982	12	1.22%	\$12,220
	Carpenters	238350	\$2,000,000	635	18	2.83%	\$56,693
	Tile	238340	\$1,500,000	291	13	4.47%	\$67,010
	Drywall	238310	\$1,000,000	382	10	2.62%	\$26,178
	Electrical	238210	\$2,000,000	1009	103	10.21%	\$204,163
	Painting & Wallpaper	238320	\$300,000	884	38	4.30%	\$12,896
	Fireprotection	238210	\$150,000	0	1	0.00%	\$0.00
	Demolition	238910	\$667,000	537	11	2.05%	\$13,663
Total			\$11,117,000.00	5702	219	4%	\$425,919 (4% of \$11,117,000.00
Contract Name	Trade Description	NAICS	Trade (\$)	CEN	OMWBE	DBE (%)	DBE (\$) (= Trade \$ x DBE%)
2023 Reconstruct Taxilane-S. Satellite-Phase 2	Concrete	237310	\$4,087,204	117	12	10.26%	\$419,200
	Asphalt Paving	324121	\$90,273	8	1	12.50%	\$11,284
	Excavation/Site Preparation	238910	\$1,115,814	537	3	0.56%	\$6,233
	Demolition	238910	\$368,939	537	20	3.72%	\$13,740
	Grading	237310	\$1,272,388	117	1	0.85%	\$10,875
	Expansion Joints	332312	\$144,696	47	0	0.00%	\$0.00
	Runway Airport, Line Painting /Striping	237310	\$107,982	117	6	5.13%	\$5,537
	Flagging/Traffic Control	561990	\$879,970	172	35	20.35%	\$179,063
	Utility Line Construction	237110	\$130,478	130	3	2.31%	\$3,011
	Drainage System	238910	\$1,961.674	130	4	3.08%	\$60,359
	Dump Trucking	484220	\$719,880	248	77	31.05%	\$223,511
	Sand and Gravel Quarrying	212321	\$1,619,731	30	2	6.67%	\$107,982

	Hydro Seeding Services	561730	\$89,985	1515	8	0.53%	\$475
	Electrical	238210	\$89,985	1009	102	10.11%	\$9,096
Total			\$12,678,999.84	4714	274	8%	\$1,050,370 (8% of \$12,678,999.84)
Contract Name	Trade Description	NAICS	Trade (\$)	CEN	OMWBE	DBE (%)	DBE (\$) (= Trade \$ x DBE%)
2023 Apartment Sound Insulation	Window Insulation/Carpentry	238350	\$6,629,700	635	29	4.57%	\$302,774
	Electrical/Telecomm	238210	\$291,000	1009	102	10.11%	\$29,417
	Mechanical	238220	\$987,350	982	17	1.73%	\$17,093
	Drywall	238310	\$1,163,750	382	10	2.62%	\$30,465
	Paint	238320	\$580,650	884	54	6.11%	\$35,470
	Demolition	238910	\$580,650	537	20	3.72%	\$21,626
	Remediation Abatement	562910	\$1,239,700	79	27	34.18%	\$423,695
	Masonry	238140	\$1,744,400	212	8	3.77%	\$65,826
	Glass & Glazing	238150	\$8,954,750	107	10	9.35%	\$836,893
	Roofing	238160	\$872,200	431	19	4.41%	\$38,450
	Siding	238170	\$1,455,300	322	9	2.80%	\$40,676
Total			\$24,449,450.00	5580	305	5%	\$1,842,384 (5% of \$24,449,450.00)
Contract Name	Trade Description	NAICS	Trade (\$)	CEN	OMWBE	DBE (%)	DBE (\$) (= Trade \$ x DBE%)
2023 Checkpoint 1 Relocation	Concrete	238110	\$100,000	350	9	2.57%	\$2,571
	Steel	238120	\$600,000	48	5	10.42%	\$62,500
	Framing/Drywall/Fire proofing/ACT	238310	\$450,000	382	9	2.36%	\$10,602
	Glazing	238150	\$750,000	107	3	2.80%	\$21,028
	Signage	238990	\$750,000	409	14	3.42%	\$25,672
	Flooring	238340	\$1,400,000	291	4	1.37%	\$19,243
	Architectural Finishes	238390	\$1,700,000	118	28	23.73%	\$403,389
	Elevators / Baggage Handling / Doors	238290	\$600,000	93	11	11.83%	\$70,967
	Demolition	238910	\$500,000	537	36	6.70%	\$33,519
	Plumbing/HVAC/Fire Protection	238220	\$1,250,000	982	13	1.32%	\$16,547
	Electrical	238210	\$2,070,000	1009	99	9.81%	\$203,102
	FF&E (furniture and equipment)	238390	\$115,000	118	4	3.39%	\$3,898
Total			\$10,285,000.00	4444	35	8%	\$873,043 (8% of \$10,285,000.00)
Contract Name	Trade Description	NAICS	Trade (\$)	CEN	OMWBE	DBE (%)	DBE (\$) (= Trade \$ x DBE%)
2023 Widen Arrivals Roadway	Concrete Breaking and cutting for demolition	238910	\$580,000	537	5	0.93%	\$5,400.37
	Asphalt Paving	237310	\$1,900,000	117	9	7.69%	\$146,153.85
	Concrete sidewalk, barrier and curbs	237310	\$587,000	117	10	8.55%	\$50,170.94

	Striping	237310	\$240,000	117	0	0.00%	\$0.00
	Retaining Walls	238110	\$5,891,000	350	14	4.00%	\$235,640.00
	Signage	339950	\$1,100,000	83	4	4.82%	\$53,012.05
	Traffic Control	561990	\$4,715,000	172	44	25.58%	\$1,206,162.79
	Hauling excavation	484110	\$900,000	311	4	1.29%	\$11,575.56
	Water and Storm Drains	237110	\$2,192,000	130	16	12.31%	\$269,784.62
	High voltage, street lights and communication	237130	\$7,533,000	78	11	14.10%	\$1,062,346.15
	Landscaping	561730	\$448,000	1515	12	0.79%	\$3,548.51
Total			\$26,086,000.00	3527	129	9%	\$3,043,795 (9% of \$26,086,000.00)
Total FFY 2023			\$1,202,574,449.84			44%	\$87,491,870
Contract Name	Trade Description	NAICS	Trade (\$)	CEN	OMWBE	DBE (%)	DBE (\$) (= Trade \$ x DBE%)
2024 Reconstruct Taxilane W at Concourse B	Concrete Paving	237310	\$11,597,142	117	12	10.26%	\$1,189,450
	Asphalt Paving	237310	\$94,544	8	1	12.50%	\$11,818
	Excavation/Site Preparation	238910	\$504,237	537	3	0.56%	\$2,817
	Demolition	238910	\$4,884,798	537	20	3.72%	\$181,929
	Grading	237310	\$2,111,493	117	1	0.85%	\$18,047
	Expansion Joints	332312	\$663,387	47	0	0.00%	\$0.00
	Runway Airport, Line Painting	237310	\$31,515	117	6	5.13%	\$1,616
	Flagging/Traffic Control	561990	\$,245,148	172	35	20.35%	\$253,373
	Utility Line Construction	237110	\$472,722	130	3	2.31%	\$10,909
	Drainage System	238910	\$819,385	130	4	3.08%	\$25,212
	Dump Trucking	484220	\$630,296	248	77	31.05%	\$195,697
	Sand and Gravel Quarrying	212321	\$2,143,008	30	2	6.67%	\$142,867
	Hydo Seeding Services	561730	\$78,787	1515	8	0.53%	\$416
	Electrical	238210	\$78,787	1009	102	10.11%	\$7,965
Total			\$25,355,250.55	4714	274	6%	\$2,042,116 (6% of \$25,355,250.55)
Contract Name	Trade Description	NAICS	Trade (\$)	CEN	OMWBE	DBE (%)	DBE (\$) (= Trade \$ x DBE%)
2024 Apartment Sound Insulation	Window Insulation Carpentry	238350	\$5,015,571	635	29	4.57%	\$229,058
	Electrical Telecomm	238210	\$220,567	1009	102	10.11%	\$22,297
	Mechanical	238220	\$746,961	982	17	1.73%	\$12,931
	Drywall	238310	\$880,413	382	10	2.62%	\$23,047
	Paint	238320	\$439,280	884	54	6.11%	\$26,834
	Demolition	238910	\$439,280	537	20	3.72%	\$16,361
	Remediation Abatement	562910	\$937,781	79	27	34.18%	\$320,538
	Masonry	238140	\$1,319,692	212	8	3.77%	\$49,800
	Glass & Glazing	238150	\$6,774,543	107	10	9.35%	\$633,135

	Roofing	238160	\$659,846	431	19	4.41%	\$22,088
	Siding	238170	\$1,110,979	322	9	2.80%	\$30,773
Total			\$18,535,000.00	5580	305	5%	\$1,386,862 (5% of \$18,535,000.00)
Total FFY 2024			\$43,890,250.55			11%	\$3,428,978
Contract Name	Trade Description	NAICS	Trade (\$)	CEN	OMWBE	DBE (%)	DBE (\$) (= Trade \$ x DBE%)
2025 Reconstruct Apron at Concourse C Rehabilitate Taxilanes B & W Joint Seals	Paving	237310	\$9,844,043	117	12	10.26%	\$1,009,645
	Asphalt	237310	\$107,746	8	1	12.50%	\$13,468
	Excavation Site Preparation	238910	\$448,940	537	3	0.56%	\$2,508
	Demolition	238910	\$4,130,252	537	20	3.72%	\$153,827
	Grading	237310	\$1,975,338	117	1	0.85%	\$16,883
	Expansion Joints	332312	\$520,771	47	0	0.00%	\$0.00
	Runway Airport Line Painting	237310	\$26,936	117	6	5.13%	\$1,381
	Flagging Services Traffic Control	561990	\$1,079,576	172	35	20.35%	\$219,681
	Utility Line Construction	237110	\$89,788	130	3	2.31%	\$2,072
	Drainage System	238910	\$1,616,186	537	4	0.74%	\$12,039
	Dump Trucking	484220	\$538,729	248	77	31.05%	\$167,267
	Sand and Gravel Quarrying	212321	\$897,881	30	2	6.67%	\$59,859
	Hydro Seeding Services	561730	\$89,788	1515	8	0.53%	\$474
	Electrical	238210	\$89,788	1009	102	10.11%	\$9,077
Total			\$21,455,762.45	5121	274	5%	\$1,668,181 (5% of \$21,455,762.45)
Contract Name	Trade Description	NAICS	Trade (\$)	CEN	OMWBE	DBE (%)	DBE (\$) (= Trade \$ x DBE%)
2025 Extend RW 16R-34L Blast Pads	Concrete	237310	\$165,000	12	117	10.26%	\$16,923
	Asphalt Paving	324121	\$1,320,000	8	1	12.50%	\$165,000
	Excavation/Site Preparation	238910	\$375,000	537	3	0.56%	\$2,094
	Demolition	238910	\$465,000	537	20	3.72%	\$17,318
	Grading	237310	\$156,750	117	1	0.85%	\$1,339
	Expansion Joints	332312	\$320,000	47	0	0.00%	\$0.00
	Runway Airport Line Painting Striping	237310	\$504,000	117	6	5.13%	\$25,846
	Flagging Traffic Control	561990	\$392,000	172	35	20.35%	\$79,767
	Utility Line Construction	237110	\$250,000	130	3	2.31%	\$5,769
	Drainage System	238910	\$500,000	130	4	3.08%	\$15,384
	Dump Trucking	484220	\$1,026,250	248	77	31.05%	\$318,634
	Sand & Gravel Quarrying	212321	\$597,000	30	2	6.67%	\$39,800
	Hydroseeding Services	561730	\$100,000	1515	8	0.53%	\$528
	Electrical	238210	\$250,000	1009	102	10.11%	\$25,272

Total			\$6,421,000.00	4714	274	6%	\$713,674 (6% of \$6,421,000.00)
Contract Name	Trade Description	NAICS	Trade (\$)	CEN	OMWBE	DBE (%)	DBE (\$) (= Trade \$ x DBE%)
2025 Apartment Insulation	Window Insulation Carpentry	238350	\$9,278,603	635	29	4.57%	\$423,747
	Electrical/Telecomm	238210	\$408,039	1009	102	0.12%	\$41,249
	Mechanical	238220	\$1,381,847	982	17	0.07%	\$23,922
	Drywall	238310	\$1,628,728	382	10	0.12%	\$42,637
	Paint	238320	\$812,649	884	54	0.14%	\$49,641
	Demolition	238910	\$812,649	537	20	0.09%	\$30,266
	Remediation/Abatement	562910	\$1,735,023	79	27	1.73%	\$592,983
	Masonry	238140	\$2,441,377	212	8	0.27%	\$92,127
	Glass and Glazing	238150	\$12,532,630	107	10	3.42%	\$1,171,274
	Roofing	238160	\$1,220,688	431	19	0.16%	\$53,812
	Siding	238170	\$2,036,767	322	9	0.17%	\$56,928
Total			\$34,289,000.00	5580	305	5%	\$2,578,586 (5% of \$34,289,000.00)
Total FFY 2025			\$62,165,762.45			16%	\$4,960,441

Past Participation

The Port of Seattle examined the historic overall DBE goals accomplishments at the airport in recent years, i.e., 3-4 years, specifically, the annual Uniform Report of DBE Awards or Commitments and Payments supplemented by contractual closeout information, and summarized below:

Recipients Historic DBE Accomplishments for DOT-Assisted Contracts (3-4 years analysis of similar or the same type of work)

<u>Fiscal Year</u>	<u>Goal</u>	<u>Accomplishments</u>	<u>Type of Work</u>
2019	9.96%	6.03%	Construction
2020	8.00%	10.03%	Construction
2021	8.00%	11.91%	Construction

Breakout of Estimated Race Neutral (RN) and Race Conscious (RC) Participation. 26.51(b)(1-9)

The Port of Seattle will meet the maximum feasible portion of its overall goal by using RN means of facilitating DBE participation, including but not limited to:

1. Arranging solicitations, times for the presentation of bids, quantities, specifications, and delivery schedules in ways that facilitates DBE, and other small businesses, participation;
2. Providing resources for technical assistance and other services;
3. Carrying out information and communications programs on contracting procedures and specific contract opportunities;

4. Providing resources to help DBE's and other small businesses improve long-term development, increase opportunities to participate in a variety of kinds of work, handle increasingly significant projects, and achieve eventual self-sufficiency;
5. Supporting programs to assist new, start-up firms, particularly in fields in which DBE participation has historically been low;
6. Ensuring distribution of DBE directory, through print and electronic means, to the widest feasible universe of potential prime contractors;

The Port of Seattle estimates that in meeting its overall goal 23.6%, it will obtain 0% from RN participation and 23.6% through RC measures.

Anticipated overall FY 2023-2025 DBE goal is 23.6%

FY 2023 Anticipated DBE goal is 44%

FY 2024 Anticipated DBE goal is 11%

FY 2025 Anticipated DBE goal is 16%

Sum of FY 2023-2025 anticipated DBE goal is 71%
divided by 3 = 23.6%

Public Participation

Consultation: Section 26.45(g) (1).

In establishing the overall goal, Port of Seattle provided for consultation and publication. This process included consultation with minority, women's, and general contractor groups, community organizations, and other officials or organizations which could be expected to have information concerning the availability of disadvantaged and non-disadvantaged businesses, the effects of discrimination on opportunities for DBEs, and the Port's efforts to establish a level playing field for the participation of DBEs. The consultation included a scheduled, direct, interactive exchange with as many interested stakeholders as possible focused on obtaining information relevant to the goal setting process, and was conducted before the goal methodology was submitted to the operating administration for review. Details of the consultation are as follows.

On July 5th, we conducted a virtual DBE program informational meeting and invited DBE certified construction firms, non certified firms, Consultants, community organizations, firms from the OMWBE database and the Port of Seattle vendor database, and the general public. Here we discussed our DBE program and potential goals. We discussed every project in our FY 2023-2025 plan and encouraged attendees to share the information and respond to the public notice. This event was held at 10:00 am via TEAMS.

On July 7th, we conducted a virtual DBE program informational meeting and invited DBE certified construction firms non certified firms, Consultants, community organizations, firms from the OMWBE database and the Port of Seattle vendor database, and the general public. Here we discussed our DBE program and potential goals. We discussed every project in our FY 2023-2025 plan and encouraged attendees to share the information and respond to the public notice. This event was held at 10:00 am via TEAMS.

A notice of the proposed goal was published on the Port of Seattle's official website before the methodology was submitted to the FAA Civil Rights Department.

If the proposed goal changes following review by FAA Civil Rights Department, the revised goal will be posted on Port of Seattle's official website.

Notwithstanding paragraph (f)(4) of §26.45, Port proposed goals will not be implemented until this requirement has been met.

Published Notice: Section 26.45 (g)(2).

Public Notice (s)

The Port of Seattle's Sea-Tac International Airport hereby announces its fiscal years 2023-2025 goal of **22.3%** for Disadvantaged Business Enterprise (DBE) airport construction projects. The proposed goals and rationale is available for inspection between 8:00 a.m. and 5:00 p.m., Monday through Friday at Port of Seattle's address below for 45 days from the date of this publication.

Comments on the DBE goal will be accepted for 45 days from the date of this publication and can be sent to the following:

Diversity in Contracting
Port of Seattle
2711 Alaskan Way
Seattle, WA 98121
Telephone: (206) 787-5775
Fax Number: (206) 787-3089
Email: diversityincontracting@portseattle.org

Web Site: <https://www.portseattle.org/business/bid-opportunities>

or

Federal Aviation Administration
Office of Civil Rights
PO Box 92007
Los Angeles, CA 90009

Revised Public Notice 07-28-2022

The Port of Seattle's Sea-Tac International Airport hereby announces its fiscal years 2023-2025 goal of **25%** for Disadvantaged Business Enterprise (DBE) airport construction projects. The proposed goals and rationale is available for inspection between 8:00 a.m. and 5:00 p.m., Monday through Friday at Port of Seattle's address below for 14 days from the date of this publication.

Comments on the DBE goal will be accepted for 14 days from the date of this publication and can be sent to the following:

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Port of Seattle
2711 Alaskan Way
Seattle, WA 98121
Telephone: (206) 787-5775
Fax Number: (206) 787-3089
Email: diversityincontracting@portseattle.org

Web Site: <https://www.portseattle.org/business/bid-opportunities>

or

Federal Aviation Administration
Office of Civil Rights
PO Box 92007
Los Angeles, CA 90009

Revised Public Notice 01-20-2023

The Port of Seattle's Sea-Tac International Airport hereby announces its fiscal years 2023-2025 revised goal of **20.6%** for Disadvantaged Business Enterprise (DBE) airport construction projects. The proposed goals and rationale is available for inspection between 8:00 a.m. and 5:00 p.m., Monday through Friday at Port of Seattle's address below for 14 days from the date of this publication.

Comments on the DBE goal will be accepted for 14 days from the date of this publication and can be sent to the following:

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Email: diversityincontracting@portseattle.org

Web Site: <https://www.portseattle.org/business/bid-opportunities>

or

Federal Aviation Administration
Office of Civil Rights
PO Box 92007

Revised Public Notice 03-17-2023

The Port of Seattle's Sea-Tac International Airport hereby announces its fiscal years 2023-2025 revised goal of **23.6%** for Disadvantaged Business Enterprise (DBE) airport construction projects. The proposed goals and rationale is available for inspection between 8:00 a.m. and 5:00 p.m., Monday through Friday at Port of Seattle's address below for 14 days from the date of this publication.

Comments on the DBE goal will be accepted for 14 days from the date of this publication and can be sent to the following:

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Seattle, WA 98121
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Fax Number: (206) 787-3089
Email: diversityincontracting@portseattle.org

Web Site: <https://www.portseattle.org/business/bid-opportunities>

or

Contract Goals

The recipient will use contract goals to meet any portion of the overall goal that the recipient does not project being able to meet using RN means. Contract goals are established so that, over the period to which the overall goal applies, they will cumulatively result in meeting any portion of the recipient's overall goal that is not projected to be met through the use of RN means.

The recipient will establish contract goals only on those DOT-assisted contracts that have subcontracting possibilities. It need not establish a contract goal on every such contract, and the size of the contract goals will be adapted to the circumstances of each such contract (e.g., type and location of work and availability of DBE's to perform the particular type of work).