

DELIVERING OPPORTUNITY

PORT GOODS AND SERVICES VENDOR DAY



Welcome! We will begin at 9:00AM



Welcome and Opening Remarks

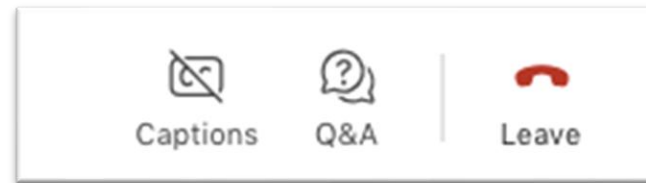
Alex Clark,

Assistant Director, Central Procurement Office



Housekeeping and Meeting Logistics

- Purchased goods, Purchased services, and Personal consulting focus today
- This meeting will be recorded and posted online
- Presentation slides will be sent to your emails after this meeting ends
- Microphone and camera access will be limited to presenters
- Post questions in the Q&A at the top right corner of this window



- Event continues: In-person networking 2-5pm at Pier 69
- 90 minute presentation with no breaks



1

GOODS AND
SERVICES
OVERVIEW

2

GOODS AND
SERVICES
NEEDS ACROSS
THE PORT AND
ITS PARTNERS

3

NEXT
STEPS

1 GOODS & SERVICES OVERVIEW

Understand better:

- ✓ What “goods and services” mean at the Port
- ✓ Which purchases are competitive/advertised and which are not
- ✓ How buying is distributed across the Port



Goods and Services Categories at the Port

Personal Services

Customized/"Consulting"

Category 1 <\$49,999

- Competition not required
- Advertisement not required

Category 2 \$50,000-199,999

- Competitive selection from multiple firms
- Advertisement not required

Category 3 >\$200,000

- Competitive selection
- Publicly advertised
- WMBE Goals

Purchased Goods & Purchased Services

Ready-made/Standard

Procurement Card <\$5,000

- Port Cardholder IDs vendor
- Credit card purchase is made

Direct Purchase <\$99,999

- Competition not required
- Advertisement not required

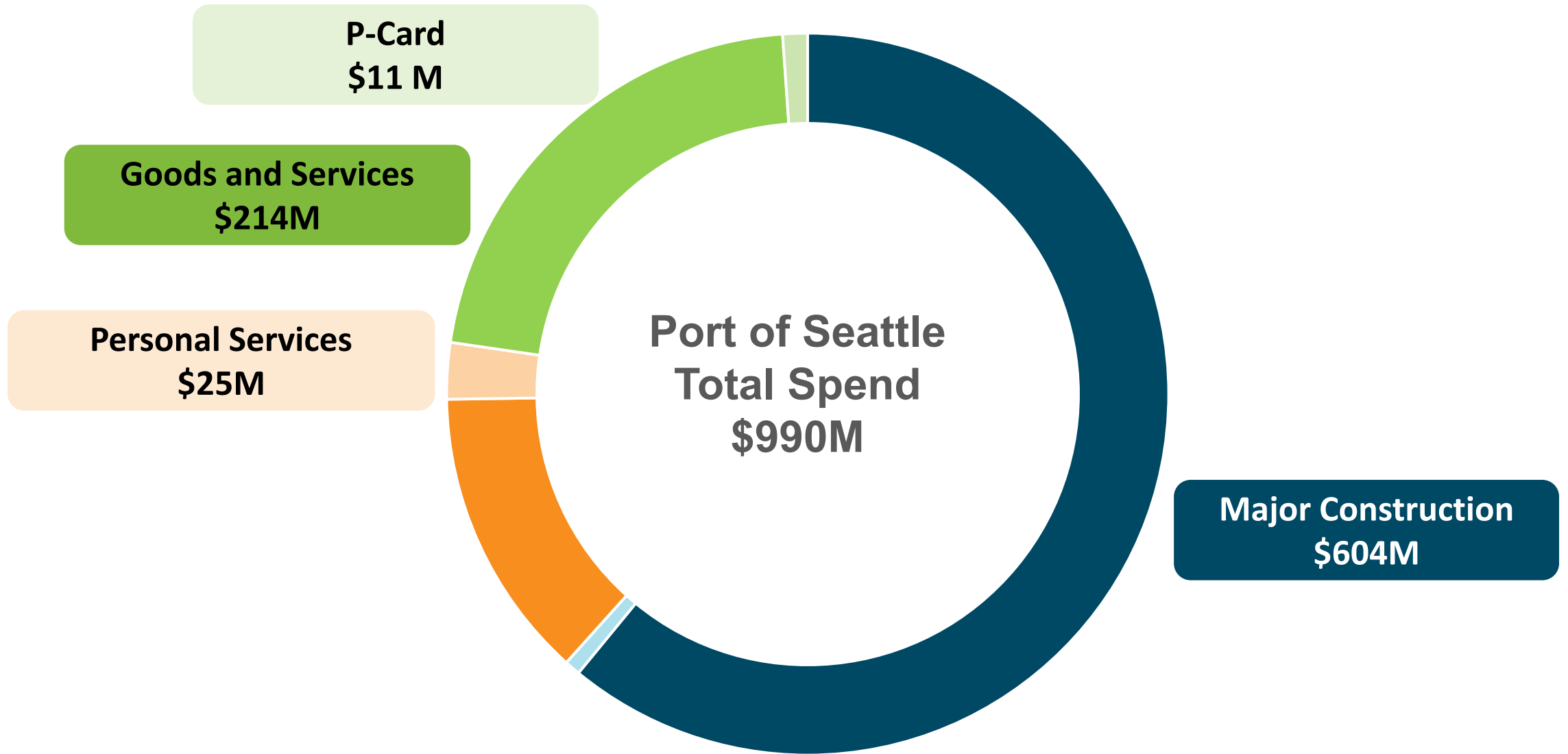
RFQ Procurements \$100,000-299,999

- Competitive selection –3 quote
- Advertisement not required

Formal Solicitations >\$300,000

- Competitive selection
- Public advertisement required
- WMBE Goals

2025 Port Spend



Diversity in Contracting

Purpose:

Advance equity and address contracting disparities by increasing the utilization of Women and Minority-Owned Business Enterprises and other disadvantaged firms

Current Goals 2026 – 2030:

- ☐ Increase the amount of spend on WMBE contracts to 16%
- ☐ Increase the number of WMBE firms doing business with the Port to 500

Women and Minority Business Enterprise (WMBE) Program

- Sets WMBE goals per division
- Sets WMBE goals per project
- Monitors goal attainment

Disadvantaged Business Enterprise (DBE) Program

- Sets Port-wide DBE goal
- Sets DBE goals per project
- Monitors DBE goal attainment

Community Engagement and Training

- Ensures businesses are aware of and are ready to pursue Port contracts

Today's Presenters

Team	What they do	What they purchase
Aviation Maintenance Asset Management and Logistics	Manage assets necessary to support SEA Airport and Aviation Division	Auto & electrical parts, PPE, uniforms, etc.
Marine Maintenance	Manage assets necessary to support the Maritime Division	Auto & electrical parts, PPE, uniforms, etc.
Workforce Development	Connect near-port communities to careers in aviation, maritime, construction, and green jobs	Outreach; Training programs; Support services
Human Resources	Support and manage the Port of Seattle's workforce of 2,300 employees	Employee engagement survey; Consulting
Office of Equity Diversity and Inclusion	Embed equity, diversity, and inclusion into all Port operations	Community outreach; Program evaluation
Carnival Corp	Cruise Line Operator that sails out of the Port's Pier 91	Cruise-related goods and supplies
Norwegian Cruise Line	Cruise Line Operator that sails out of the Port's Pier 66	Cruise-related goods and supplies

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GOODS & SERVICES ACROSS THE PORT

Become familiar with:

- ✓ Various teams across the Port that purchase goods and services
- ✓ Different types/cadence of goods and services opportunities at the Port
- ✓ Specific upcoming contracts



AVIATION MAINTENANCE ASSET MANAGEMENT AND LOGISTICS

Tae Stacy, Manager, AV Maint Asset Mngmt & Logistics
Stacy.T@portseattle.org



Aviation Maintenance Asset Management

- **Who we are:**
 - Part of the Port's AV Maintenance team, the Port's largest department
 - Team of 10, primarily Inventory Purchasing Specialists
- **What we do:**
 - Responsible for managing the assets to support the Port's:
 - Multiple mission critical systems
 - Facilities
 - Equipment
 - Fleet (including Bus Maintenance and seventeen (17) functional crafts)
- **Where we operate:**
 - AV Maintenance Distribution Center and storerooms in/around SEA
- **Why:**
 - Upkeep and maintain the airport and surrounding support buildings



Aviation Maintenance

- How much we procure annually:
 - \$8.7M in P-card purchases in 2025

- What we typically procure:

Goods

- Auto
- Carpentry/building
- Electrical
- Electronic systems
- Lighting
- Lubricants
- Mechanical
- Paint
- Plumbing supplies
- PPE (safety glasses, vests, gloves)
- Tools
- Uniforms (logo'd apparel)

Services

- Collision/autobody repair
- Equipment rental
- HVAC
- Plumbing
- Upholstery
- Technical training (e.g. lift operations)

MARINE MAINTENANCE LOGISTICS

Garrett Terwilliger, Marine Maintenance Logistics Manager
Terwilliger.G@portseattle.org



Marine Maintenance Logistics

- **Who we are:**
 - Part of the Port's Marine Maintenance Team
 - Team of 7, primarily Logistics Specialists
- **What we do:** Responsible for managing the logistics to support the Port's:
 - Class A office space
 - Piers & Wharfs
 - Cruise & Container Terminals
 - Marinas (both commercial fishing and recreational boating)
 - Shoreline Access & Parks on the Duwamish River and Elliot Bay
 - Fourteen Crafts – sixteen disciplines
 - Maritime Fleet: Boats, Cars, Light Trucks, Medium & Heavy Duty Trucks, Construction Equipment, Landscaping Equipment, etc.
 - Storm Water Utility
- **Where we operate:**
 - Marine Maintenance Bus Operations, Systems, and Logistics Center
- **Why:**
 - Upkeep and maintain the Maritime, Real Estate, and Park properties



Marine Maintenance Logistics

- How much we procure annually:
 - \$2.3M in P-card purchases in 2025

- What we typically procure:

Goods

- Auto Parts & Accessories
- Carpentry / Building Supplies
- Electrical, Data & Lighting
- HVAC
- Mechanical / Plumbing
- Millwright / Pile Buck
- Office Supplies
- Paint & Sundries
- PPE (safety glasses, vests, gloves)
- Sheet Metal
- Sign Making
- Sprinkler / Fire Safety
- Tools
- Uniforms (logo'd apparel)

Services

- Auto glass
- Biohazard clean up
- Collision/autobody repair
- Leak Detection

WORKFORCE DEVELOPMENT

Fayna Yahiaoui, Contract & Budget Specialist
Yahiaoui.F@portseattle.org



Workforce Development (WFD)

**Director of Workforce
Development**

Anna Pavlik

Aviation

WFD Program Manager &
Data Analyst

Leslie Horton

Construction

WFD Program Manager &
Data Analyst

Carl Hugle

Maritime & Green Jobs

WFD Program Manager &
Data Analyst

Robert Brown

Contract & Budget Specialist

Fayna Yahiaoui

Workforce Development

- **Who we are:**

A team that connects near-port communities to careers in aviation, maritime, construction, and green jobs.

- **What we do:**

Build external partnerships with community-based organizations, training providers and industry employers to ensure equitable access to job training and career services through:

- Internships, pre-apprenticeships, college technical courses, etc.
- Career navigation services, including job placement assistance and wraparound support.



- **Where we operate:**

- Across King County

- **Why:**

- To keep port operations running with qualified employees (e.g. SEA, maritime, and construction) and provide community members access to quality, living-wage careers in port-industries, helping families thrive and build wealth over time.

Workforce Development

- **How much we procure annually:**

- \$2.8M in personal service contracts

- **What we typically procure:**

Job Training: NAICS Education Support Services - 611710

- Project specific, 2 contracts, amounts range from \$300k to \$1.5M, solicited every 2-5 years

Career Services: NAICS Vocational Rehabilitation – 624310

- Project specific, 5 contracts, amounts range from \$150k to \$8.3M, solicited every 1-7 years

Audiovisual Services: NAICS Motion Picture and Video Production – 512110

- Project specific, 1 contract, amount ~\$43k, solicited every 2-3 years

2026-2027 Workforce Development Contracts

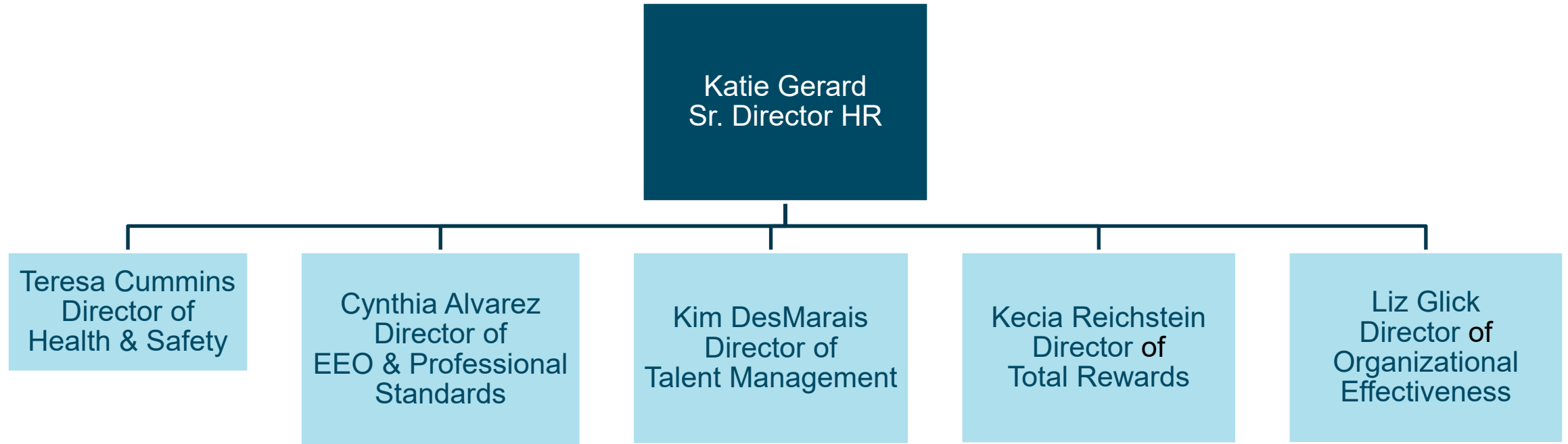
Name	Contract Type	Estimated Amount	Estimated Advertise Date
Leadership Development Program for Construction Pathways	Personal Services	\$300,000	September 2026
Audiovisual Services	Personal Services	\$43,000	March 2027

HUMAN RESOURCES

Chelsea Foster, Asst. to Sr. Director, HR
Foster.C@portseattle.org



Human Resources



Human Resources

- **Who we are:**

The Human Resources Department is responsible for the management of the workforce through several programs: EEO and Professional Standards, Health & Safety, Organizational Effectiveness, Talent Management, and Total Rewards. We support programs that recruit, develop and retain employees with the goal of supporting a highly productive workforce that can meet organizational demands.

- **What we do & why:**

Human Resources partners strategically to foster and celebrate a diverse, engaged, safe and high performing organization to achieve the Century Agenda and business goals while maintaining compliance with state and federal regulations. We provide employees with critical benefits, training and development opportunities, and other services.

- **Where we operate:**

Human Resources serves our internal customers from both the Pier 69 Headquarters and the Airport Office Building.

Human Resources

- **How much we procure annually:**
 - \$575,000 in personal services contracts
 - \$79,400 in goods and services contracts
 - \$45,800 in P-card purchases
- **What we typically procure:**
 - Benefits contracts: 10 contracts; \$50k – \$4.6MM; every 10 years
 - Temp Agency services: 3 contracts; \$600k; every 6 years
 - Affirmative Action Consulting, 1 contract; \$90k; every 5 years
 - Employee Engagement Survey: 1 contract; \$260k; every 6 years
 - Leadership Coaching, Training: 2-5 contracts; \$30k - \$200k; annually to every 7 years
 - Venue/Catering: 2 contracts, \$200k; every 5 years

2026-2027 Human Resources Contracts

Name	Contract Type	Estimated Amount	Estimated Advertise Date
Leave Administration Services	Personal Services	\$850,000	October 2026
Executive Search Firms	Personal Services	\$100,000	Rolling

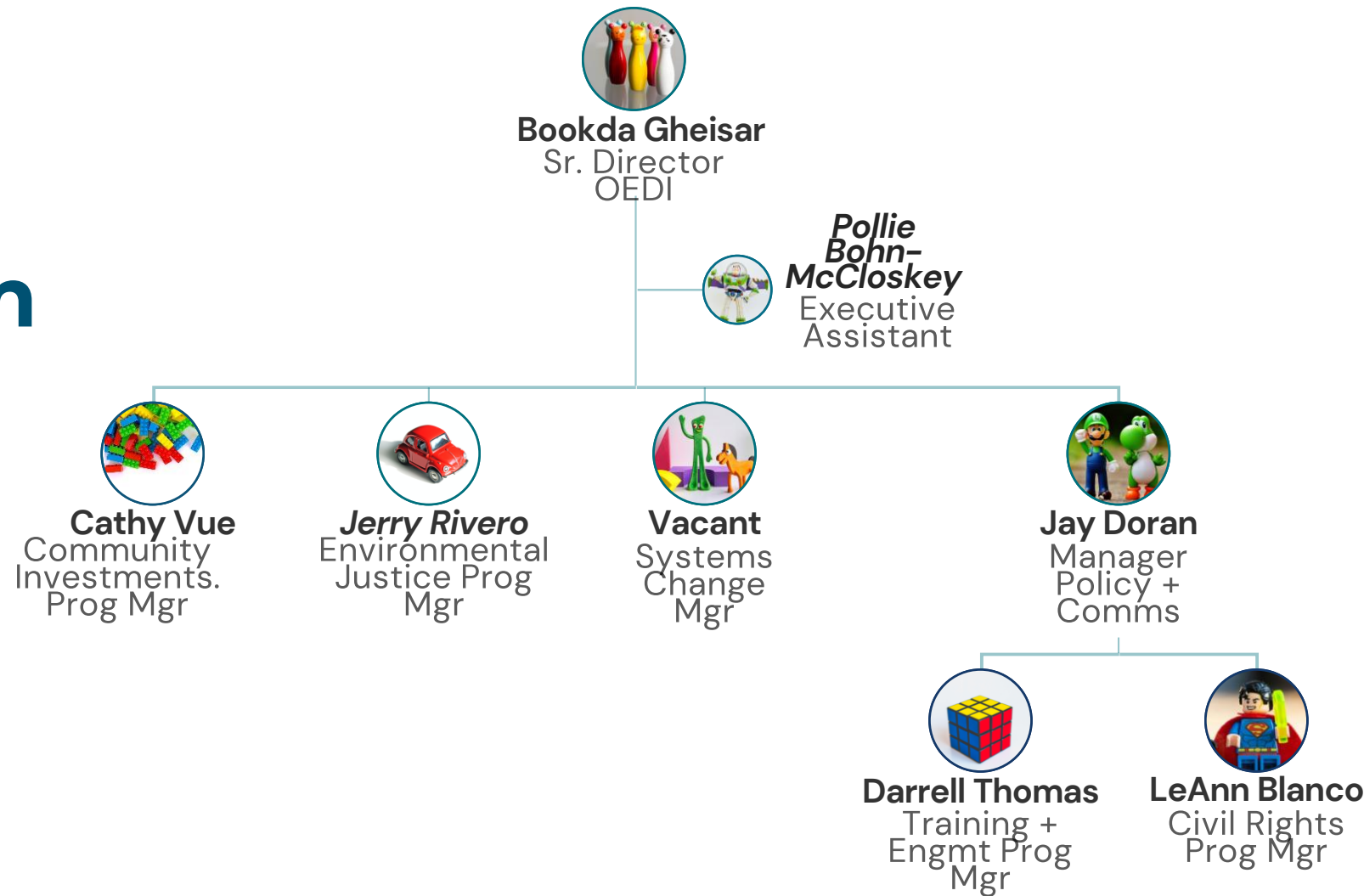
OFFICE OF EQUITY, DIVERSITY & INCLUSION

Jerry Rivero, Environmental Justice Program Manager
Rivero.J@portseattle.org



OEDI Team

September 2026



Office of Equity, Diversity & Inclusion

- **Who we are:**
 - The Office of Equity, Diversity, and Inclusion is working to transform the Port of Seattle into an organization that embeds equity, diversity, and inclusion into all port operations.
- **What we do:**
 - Build the organization's capacity to address inequities, foster a culture of belonging, and develop a collective vision for an anti-racist, equitable organization.
 - Build and nurtures external partnerships that advance equitable practices that collaboratively expand community impact.
- **Where we operate:**
 - The Office of Equity Diversity & Inclusion encompasses port wide operations working alongside Aviation, Maritime and Economic Development Division
- **Why:**
 - OEDI exists to ensure that the Port advances equity, removes systemic barriers, and strengthens community trust so that all people can benefit from Port operations

Office of Equity, Diversity & Inclusion

- **How much we procure annually:**
 - \$553,000 in personal services contracts
 - \$140,584 in goods and services contracts
 - South King and Port Community Funds – Economic Opportunities for Communities
 - Minimal in P-card purchases
- **What we typically procure:**
 - Personal services with consultants to facilitate EDI trainings/workshops, strategic planning sessions, and to provide coaching; approximately 6-10 consultants per year, totaling roughly \$150k
 - Companies that provide language access services (translation and interpretation); currently, a single contract for the next 3-4 years, max of \$500K in services
 - Communications consultants and/or videographers to assist with video work, communications plans, design and document creation, typically 1-2 per year, totaling \$50k-70k

2026-2027 OEDI Contracts

Name	Contract Type	Estimated Amount	Estimated Advertise Date
South King and Port Communities Fund – Economic Opportunities for Communities	Personal Services (<i>Career Prep Community Programs</i>)	\$115k - \$275k (2-3 year duration)	Q2 2027
EDI Coaching for Supervisors	Personal Services	2 contracts each between \$30k - \$40k	Late Q1/early Q2 2027

Global Responsible Sourcing



**CARNIVAL
CORPORATION™**

Port of Seattle Vendor Day

September 29, 2026



Carnival Corporation: Who We Are



- **Largest global cruise company** with eight world-class cruise brands. Fleet of **90+ ships** visiting over **700 ports worldwide**.
- Workforce of over **160,000 team members** from 150 countries that served **~13.5 million guests in 2025**.
- Seek to deliver unforgettable experiences while **honoring the integrity of every ocean we sail, place we visit, and life we touch**.
- **Carnival partners with the Port of Seattle**, using the port to safely **manage passengers, process customs, load supplies**, and connect the vessel to local transport.



AIDA



Carnival



Costa



Cunard



Holland
America



P&O



Princess



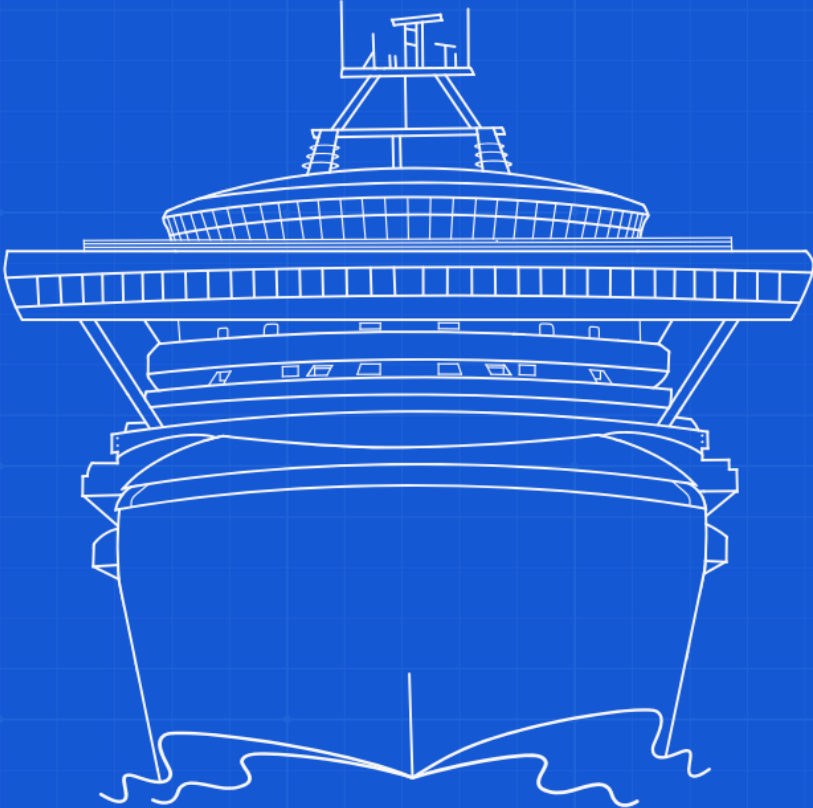
Seabourn

Sustainability Goals & Aspirations



CARNIVAL

SUSTAINABLE
FROM SHIP
TO SHORE












PURPOSE

PEOPLE

PLANET

Responsible Sourcing Policy (RSP)

- Policy detailing Carnival's supplier-partnership framework to:
 - Embed **respect for our values** and **sustainability commitments** throughout our supply chain
 - Set **clear expectations** for our **suppliers**
 - Establish a **framework** that helps us **monitor compliance** with our **standards**
 - Raise **environmental** and **social performance** across our entire supply chain
- Builds on Business Partner Code of Conduct



Responsible Sourcing & Sustainability Focus Areas

Environment



Labor & Human Rights



Workplace Health & Safety



Seattle Local Sourcing Pilot

Expand engagement with local suppliers to identify opportunities for partnership. Additional focus on small, tribal, and disadvantaged businesses.

What We Look for in Our Suppliers



Quality



Service



**Innovation &
Sustainability**



**Reliability &
Consistency**



Cost



Ethics

**Carnival Prospective
Supplier Intake Form**



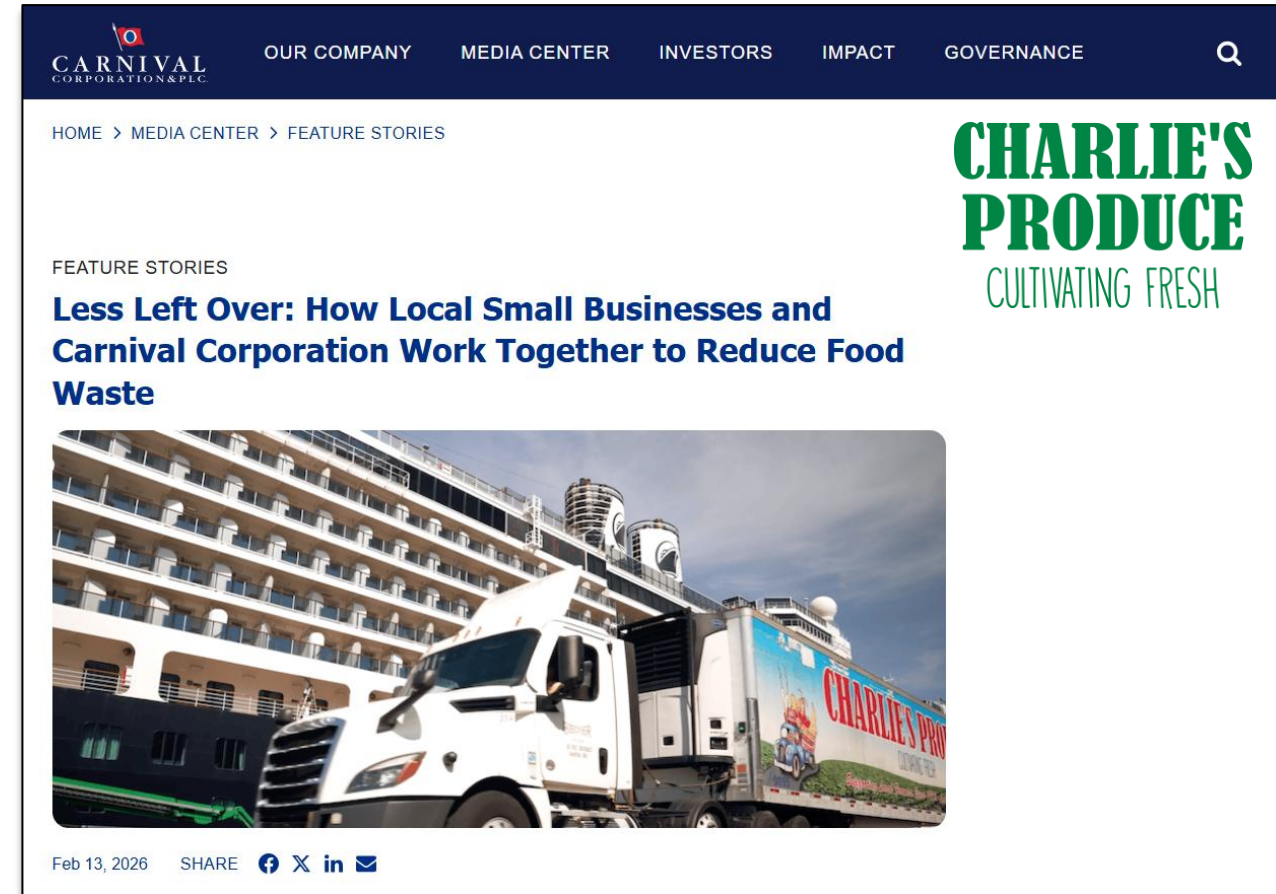
Successful Partnerships: Charlie's Produce

September 2024

- Carnival visited Charlie's Produce, an independently-owned distributor with a focus on sourcing from local growers when possible

February 2026

- Carnival published a [featured story](#) on partnership with Charlie's Produce
- Includes a description of the partnership and short video highlighting joint sustainability efforts



Thank You!

For more information, please visit our table at this afternoon's networking event
or reach out to us at RSP@carnival.com

**Carnival
Prospective
Supplier
Intake Form**





NORWEGIAN CRUISE LINE
HOLDINGS LTD.

Direct Supply Chain

Port of Seattle Presentation

September 29, 2026





NCL
NORWEGIAN
CRUISE LINE®

21 Ships | ~63,300 Berths
7 Ships on order¹

~84% of Capacity Days



OCEANIA
CRUISES®

8 Ships | ~7,600 Berths
5 Ships on order¹

~10% of Capacity Days



Regent
SEVEN SEAS CRUISES®

6 Ships | ~4,100 Berths
4 Ships on order¹

~6% of Capacity Days

~\$10B

2026 EXPECTED REVENUE

~3.5M

2026 EXPECTED
GUESTS CARRIED

35

CURRENT SHIPS
IN FLEET

16

CURRENT SHIPS
ON ORDER¹

1. The third and fourth Sonata Class ships for Oceania Cruises and third and fourth New Class ships for Norwegian Cruise Line have effective contracts, but have not yet been financed. Contracts for the third and fourth Prestige Class ships for Regent Seven Seas Cruises, fifth Sonata Class ship for Oceania Cruises and fifth New Class ship for Norwegian Cruise Line will become effective upon financing. Expected delivery dates are preliminary and subject to change.



LATE MAY

**Waterpark
Open for Sale**



EARLY AUGUST

Waterpark Preview Period

**Pier Completion for
Two Berths**



SEPTEMBER 4

**WATERPARK
GRAND OPENING**



Current Fleet		2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036	2037
NORWEGIAN CRUISE LINE[®] 21 ships	↑ 7 Added through 2037		Norwegian Aura ²	Norwegian Prima Class ²		New Class 1		New Class 2		New Class 3 ³		New Class 4 ³	New Class 5 ³
	↓ 2 Leaving the fleet	Norwegian Sky ¹	Norwegian Sun ¹										
OCEANIA CRUISES[®] 8 ships	↑ 5 Added through 2037		Oceania Sonata		Oceania Arietta			Sonata Class 3 ³			Sonata Class 4 ³		Sonata Class 5 ³
	↓ 2 Leaving the fleet	Oceania Regatta ¹		Oceania Sirena ¹									
Regent SEVEN SEAS CRUISES[®] 6 ships	↑ 4 Added through 2037	Seven Seas Prestige				Seven Seas Prestige Class 2			Seven Seas Prestige Class 3 ³			Seven Seas Prestige Class 4	
	↓ 1 Leaving the fleet		Seven Seas Navigator ¹										

1. Ships noted as leaving the fleet reflect current expectations and are subject to change. The Company executed long-term charter agreements, each inclusive of purchase options, for Norwegian Sky beginning in 2026 and Norwegian Sun and Seven Seas Navigator beginning in 2027. Oceania Regatta is scheduled to commence a two-year time charter in late 2026. At the conclusion of the initial term, the charter may be extended for multiple years or, alternatively, the vessel may be sold to a third-party cruise operator. In July 2026, we entered into a memorandum of agreement for the sale of Oceania Sirena, which is expected to close during the third quarter of 2026. Oceania Cruises expects to continue operating Oceania Sirena through spring 2028 pursuant to a charter agreement. We are currently contemplating additional long-term charters and ship sales.

2. Designs for the final two Prima Class ships have been lengthened and reconfigured to accommodate the use of green methanol as a future fuel source. Additional modifications will be needed to fully enable the use of green methanol.

3. The third and fourth Sonata Class ships for Oceania Cruises and third and fourth New Class ships for Norwegian Cruise Line have effective contracts, but have not yet been financed. Contracts for the third and fourth Prestige Class ships for Regent Seven Seas Cruises, fifth Sonata Class ship for Oceania Cruises and fifth New Class ship for Norwegian Cruise Line will become effective upon financing. Expected delivery dates are preliminary and subject to change.

2027					
	Q1	Q2	Q3	Q4	FY
Alaska	0%	13%	20%	1%	9%
Asia/Africa/Pacific	11%	6%	4%	10%	8%
Bermuda	1%	12%	10%	3%	6%
Caribbean	67%	25%	20%	50%	40%
Europe	1%	25%	38%	14%	20%
Hawaii	3%	3%	3%	3%	3%
Other	17%	16%	6%	19%	14%
TOTAL	100%	100%	100%	100%	100%

Deployment Mix Variance vs 2026					
	Q1	Q2	Q3	Q4	FY
Alaska	0%	(0%)	(3%)	0%	(1%)
Asia/Africa/Pacific	(0%)	(1%)	2%	0%	0%
Bermuda	0%	0%	(0%)	(0%)	0%
Caribbean	0%	(2%)	2%	0%	0%
Europe	1%	(1%)	(1%)	1%	0%
Hawaii	(0%)	(0%)	(0%)	(0%)	(0%)
Other	(1%)	3%	(1%)	(1%)	0%

**North America: 3 warehouses**

Seattle, WA | Dayton, NJ | Miami, FL

Europe: 2 warehouses

Rotterdam, Netherlands | Livorno, Italy

 Local to the Port of Seattle



LEADER

Michelle Solorzano

VP, Direct Supply Chain Management

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**Mario DeBarros**

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**Mariela Guerra**

Manager, Grocery Category

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**Kirsha Perez**

Manager, Produce & Dairy Category

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3 NEXT STEPS

Understand better:

- ✓ The next steps you can take
- ✓ How to make the most of networking this afternoon



Immediate Next Steps

1. Receive automatic notifications on relevant projects

- Register on [VendorConnect](#) and include correct contact information, NAICS codes, business firm certifications, and work types

2. View bid opportunities on VendorConnect

- Get a better understanding of the Port's formal solicitations and what the requirements are
- If there is a specific project you're interested in, register as a "plan holder" to receive timely updates

3. Sign on to the Diversity in Contracting Mailing List

- Never miss out on the Port's many contracting opportunities, networking events, training opportunities

Additional Resources

- **Learn more about the Contracting Process**
 - [Service Agreements Contracting 101](#)
 - [Goods and Services Contracting 101](#)
- **View Additional Port Goods and Services Recordings**
 - [PortGen First Look: Information & Communications Technology Contracts](#)
 - [PortGen First Look: SEA Sparks Program](#)
 - Upcoming: Janitorial Services
- **Advanced PortGen Workshops**
 - [September 17 – Follow-Up Strategies to Win Work](#)
 - [October 1 – Filling Your Pipeline for Sustainable Success](#)
 - [October 8 – Small Dollar Buys: Your Way In](#)
- **Attend other networking events**
 - [October 7 - Regional Contracting Forum](#)
 - [October 29 – North Puget Sound Contracting Conference](#)
 - [December 15 – Diversity in Contracting End of Year Celebration](#)
 - [March 25, 2027 - Alliance Northwest](#)

Exhibitor Walk Networking

- **Exhibitor Walk Set-up:**
 - Staff from 12 teams across the Port who have goods and services needs
 - Carnival Cruise and Norwegian Cruise Line
 - Diversity in Contracting staff and Central Procurement Office staff
- **As a result of the networking:**
 - The people you talk to know what you do, who you help, what problem you solve
 - You understand which Port teams need your capabilities and where you can fit in (ask questions!)
 - Create/grow connections that build trust and keep you top of mind

Port Goods and Services Vendor Day Tablers

Team	Most commonly procured	Representative
Aviation Customer Service	Promotional items	Kat Maye
Aviation Maintenance Asset Management and Logistics	Auto & electrical parts, PPE, uniforms	Tae Stacy, Nathan Olafsen, Corey Churchill, Alex Thompson, Gavin Benofsky
Marine Maintenance	Auto & electrical parts, PPE, uniforms	Garrett Terwilliger
Maritime Division	Catering; Office Supplies	Kenzie Curtis, Helena Waterton, Jim Wanex
Maritime Marketing	Promotional Items	Jennifer Banday
Port Executive Office	Catering; Office Supplies	Joel Chapman
Airport Dining and Retail	Dining and Retail	James Belle
External Relations- Creative Services	Photography; Videography	Devlin Donnelly, Claire Alexander
Human Resources	Employee engagement survey; Consulting	Danielle Bennett, Tracy Patterson
Information & Communication Technology	Consulting Services; Technical Services	Scott Hill, Harold Federow
Office of Equity Diversity and Inclusion	Community outreach; Program evaluation	Jerry Rivero
Workforce Development	Outreach; Training programs; Support services	Fayna Yahiaoui; Carl Hugle

Port Goods and Services Vendor Day Tablers

Team	Most commonly procured	Representative
Carnival Corp	Cruise-related goods and supplies	Anthony Auriemma; Nick Ranade, Chriscelda Portillo
Norwegian Cruise Line	Cruise-related goods and supplies	Linda Springmann (Port employee)
Central Procurement Office – Goods and Services	Ask us about the contracting process, or general information, for goods and services	Chelsea Ding, Lisa-Marie Mackenzie
Central Procurement Office – Personal Services	Ask us about the contracting process, or general information, for personal services	Carol Hassard, Crystal Dome
Diversity in Contracting	Ask us about Diversity in Contracting, general questions, or if you just don't know where to start	Monica Dawson, Mian Rice

Question and Answer & Closing Remarks

Kelvin Dankwa,
Diversity in Contracting Program Specialist



THANK YOU!

Port
of Seattle®

