



Business Diversity Development (BDD) Annual Report Fiscal Year 2021

Accelerating growth by increasing inclusion and diversifying our suppliers and partners

Message from the President & CEO

The Memphis-Shelby County Airport Authority's (MSCAA) vision is to provide a wide variety of opportunities to grow our metro economy and the Business Diversity Development (BDD) Department is a key component of that strategy. We are proud to present the Business Diversity Development Fiscal Year 2021 Annual Report to highlight the department's accomplishments in leading the airport's minority, women-owned, and disadvantaged businesses participation efforts. This report highlights those accomplishments, but also emphasizes our determination to continual improvement and growth in our business diversity effort.

While COVID-19 had wide-ranging impacts on the aviation industry and our local small businesses, Memphis International Airport's (MEM) BDD Department honored its commitments, conducted routine engagement opportunities, and delivered strong results during a tumultuous reporting period.

This report identifies major areas of success in our efforts to forge ahead even under adverse conditions and deliver on our promise to continue to be an economic engine in the Mid-South. Our minority, women-owned, and disadvantaged businesses accomplishments can be seen in the intentionality of our prime contractors in increased collaboration on our projects. This sends a significant message to all that MEM is intentional about creating business-to-business partnerships at all levels.

The employees of the Memphis-Shelby County Airport Authority are proud of our accomplishments in leading the charge for minority participation at MEM. We will continue our quest to raise the bar as we strive to provide a "positively MEMorable" experience for all who do business with us.

Scott A. Brockman, A.A.E.

President & CEO

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SUMMARY

The Memphis-Shelby County Airport Authority (MSCAA) Business Diversity Development Annual Report celebrates the achievements of Fiscal Year 2021 (FY 2021).

MSCAA knows that Building a Better MEM will positively impact our city's economic capacity and will require a connected labor market, a strong financial investment, and policy intervention. While supply chains continue to be severely impacted by the pandemic, systemic inequities already existed for minorities, women and small businesses well before COVID-19. As a result, MSCAA realizes it's more important than ever to provide increasing opportunities for DBEs.

This report is a reflection of a community working side by side to move forward in the

face of a changing, challenging environment.

This is a snapshot of MSCAA's concerted effort in Building a Better MEM

The Business Diversity Development (BDD) team restructured its resources, met the challenges before it and worked as an internal community partner with other MSCAA departments to develop new strategies for minority, women owned business opportunity growth.

MSCAA continues to use its network of community partners to increase, enhance and develop opportunities for minority, women-owned and small businesses. As we move forward, we are poised to face the challenges ahead with a renewed and greater sense of collaboration and unity.

THE TEAM



SCOTT BROCKMAN
PRESIDENT & CEO



MICHAEL FULTON
DIRECTOR OF GOVERNMENT
AFFAIRS & BDD



JOE CLAIBORNE
SENIOR MANAGER OF BDD



REGINA ARMSTRONG
DBE PROGRAM
ADMINISTRATOR



STEPHANIE JEFFRIES
DBE PROGRAM
ADMINISTRATOR



STACY HARRIS
DBE CERTIFICATION
SPECIALIST



PATRICK WOODS
CONTRACT
COMPLIANCE
COORDINATOR

PROGRAM GOALS

1. To provide an environment that promotes equal access to and maximizes business opportunities to D/M/WBE firms seeking to provide goods and services for MSCAA.
2. To provide technical and developmental assistance to D/M/WBE firms in order to promote their stability and growth.
3. To serve the entire community through the process of inclusion and create and implement initiatives that promote the enhanced economic, business and educational concerns of the community.
4. To increase the visibility of the Business Diversity Development (BDD) Department among small and diverse businesses and other agency stakeholders.
5. To increase the efficiency of the administrative functions of the BDD Department and improve monitoring and tracking of all Airport projects.



WHAT WE DO

Goal Setting

- Calculate the overall FAA participation goals for MSCAA for a 3-year period
- Calculate individual project goals to determine the appropriate percentage of D/M/WBE participation

Monitoring & Enforcement

- Monitor whether DBE/ACDBE/SBE firms listed on a project are performing the work specified in the contract
- Monitor DBE projects and contract payments
- Assist with non-contractual issues between primes and subs

Certification

- Certify companies as DBEs, ACDBEs and SBEs

Administration

- Perform outreach with community stakeholders and current and potential DBE/ACDBE/SBE firms
- Provide information for financial management resources to DBE/ACDBE/SBE firms

FEDERAL PROGRAMS

Disadvantaged Business Enterprise (DBE) Program

MSCAA currently operates a Disadvantaged Business Enterprise Program that is regulated and administered by the Federal Aviation Administration (FAA), as authorized by CFR 49, Part 26. Under this program there are two separate plans: a construction plan, required by CFR 49, Part 26 and a concession plan, required by CFR 49, Part 23, Subpart F.

Airport Concessions Disadvantaged Business Enterprise (ACDBE) Program

MSCAA has established an Airport Concessions Disadvantaged Business Enterprise Program in accordance with the regulations of the U.S. Department of Transportation (DOT), 49 CFR Part 23. Memphis International Airport is a primary airport that receives federal funds authorized for airport development and has signed grant assurances that it will comply with 49 CFR Part 23. It is the policy of MSCAA to ensure that ACDBEs, as defined in 49 CFR Section 23.3, have an equal opportunity to receive and participate in concessions opportunities at MSCAA's airports.

Small Business Participation (SBP) Program

Small Business Participation Program is designed to encourage small businesses, without regard to race or gender of the business owner, to participate in requests for bids from MSCAA. A small business is one that:

- The business must meet the size standards in accordance with 13 CFR Pt. 121 for their industry.
- Business management and daily business operations must be controlled by one or more U.S. citizens.
- They must have a personal net worth (PNW) not exceeding \$1,320,000.
- Any additional groups found to be socially and economically disadvantaged by the SBA under section 8(a) of the Small Business Act.

NON-FEDERAL PROGRAMS

Business Diversity Development (BDD) Program

The Business Diversity Development Program is designed to encourage disadvantaged, minority and women-owned businesses to participate in request for bids issued by MSCAA. This program was created in response to a disparity study, which was commissioned by the Memphis-Shelby County Intergovernmental Consortium. The Consortium consisted of eight other governmental agencies and the Greater Memphis Chamber. The disparity study was completed in October 1994 and it was determined that disparity existed between majority firms and D/M/WBEs in the Memphis Area Statistical Area (MASA).



GOAL SETTING

MSCAA is a recipient of federal and state grant funds that contribute primarily to capital improvement project costs. As a recipient of federal funds for Airport Improvement Projects (AIP), we are required by the FAA to set overall goals for DBE and ACDBE participation, which include separate goals for car rental and non-car rental concessions. These two goals are determined primarily by MSCAA's historical spend data, future project lists, and our current disparity study.

Current Goals

For the FY 2020 – FY 2022 period, MSCAA expects approximately \$174,687,354 in federally funded contracts. Therefore, at least \$45,790,090 is expected to be disbursed to DBEs during this goal period.

• DBE	FY 2020 – 2022	26.63%
• ACDBE (Non-Car Rental)	FY 2018 – 2020	21.61%
• ACDBE (Car Rental)	FY 2018 – 2020	4.32%



MONITORING AND ENFORCEMENT

After setting a DBE goal on a project, BDD is responsible for monitoring and enforcement activities such as: attending pre-bid meetings, performing good faith effort (GFE) reviews (including the review of DBE participation), conducting Commercial Useful Function (CUF) reviews, attending pre-construction meetings, attending weekly project progress meetings, verifying payments to DBEs and conducting site visits throughout the duration of each project. MSCAA is required to:

- **Ensure that work committed to DBEs is performed by DBEs.**

Monitors the work on-site to verify that work awarded is actually performed by the DBEs and ACDBEs. BDD reviews records of all contracts, leases, joint venture agreements, or other related agreements to ensure inclusion of all required contract provisions and the firm's commitment to the DBEs/ACDBE's participation level.

- **Provide a running tally of DBE attainments (actual payments to DBEs).**

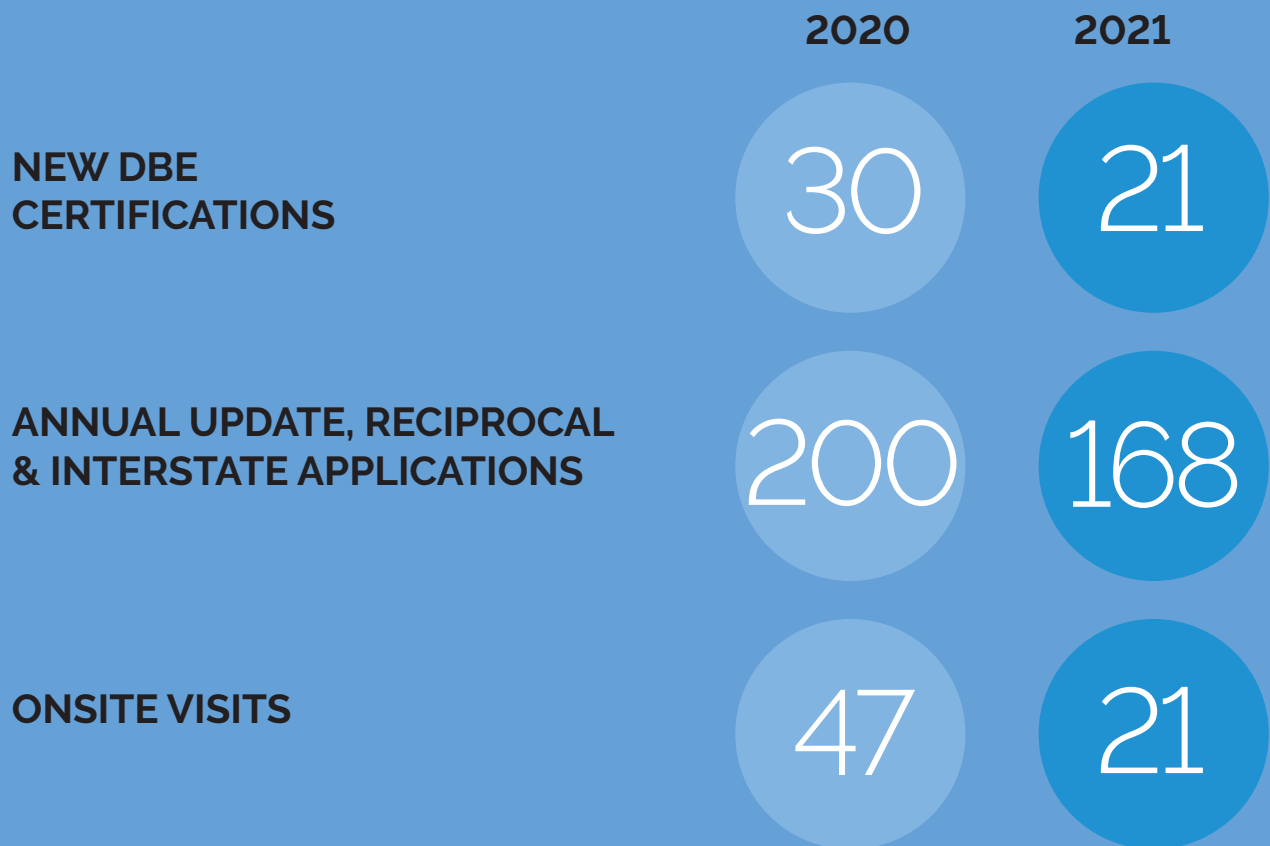
The federal prompt payment mechanism requires prime contractors to pay their subcontractors within 30 days after receiving payments from MSCAA. BDD utilizes B2GNow to verify DBE participation reporting. The system is accessible by all firms doing business with MSCAA and includes capabilities for automated communication with contractors via email regarding compliance issues and concerns, submission of DBE utilization reports, tracking of contract goals, and verification of subcontractor payments.

- **Assist with non-contractual issues between primes and subs**

If it is determined that a regulatory concern exists, BDD, in conjunction with the appropriate MSCAA Department representative, will work with the contractor or vendor in an effort to amicably resolve the matter.

CERTIFICATIONS

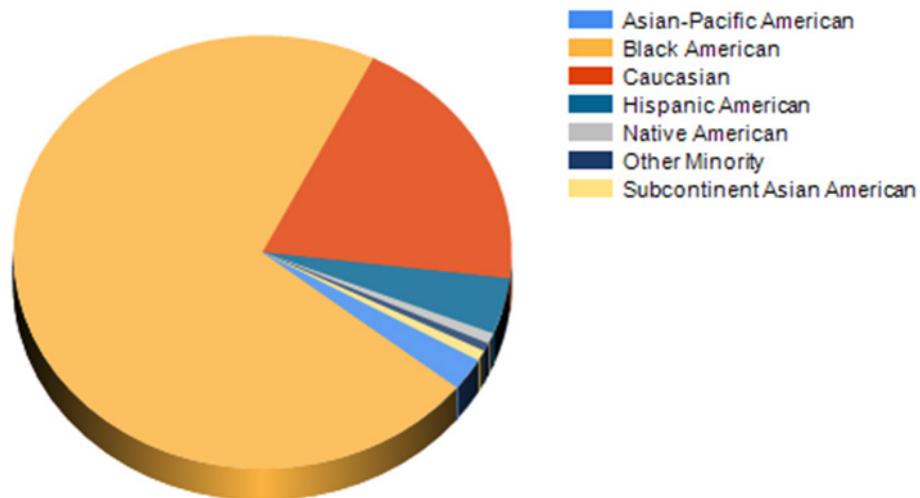
MSCAA uses the certification standards of 49 CFR Part 26 to determine the eligibility of firms to participate as Disadvantaged Business Enterprises (DBEs) in U.S. Department of Transportation-assisted contracts. The goal of the DBE certification program is to increase participation among minority groups in terms of federal projects. The qualifications can be found in 49 CFR 26.61 through 26.73.



DATABASE REPORTS

BDD's current database consists of 500 DBE, ACDBE, and SBE files. As a member of the Tennessee Uniform Certification Program (TNUCP), MSCAA has access to more than 1100 certified companies with national ties.

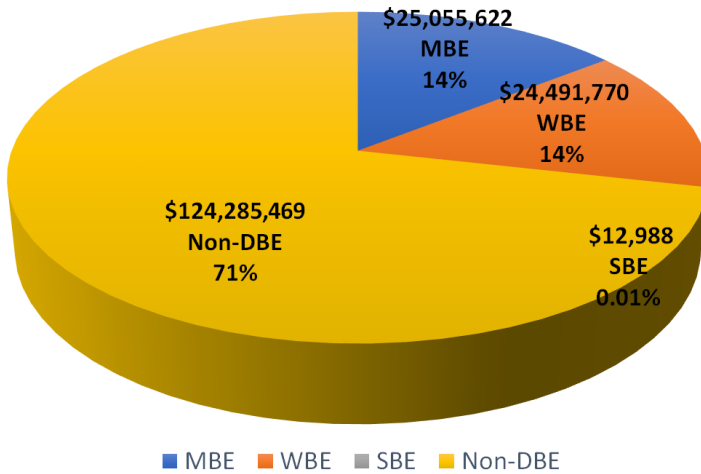
Count of Firms by Ethnicity



Ethnicity	Count of Businesses
Native American	4
Subcontinent Asian American	4
Hispanic American	21
Black American	358
Asian-Pacific American	12
Caucasian	98
Other Minority	3
TOTAL:	500

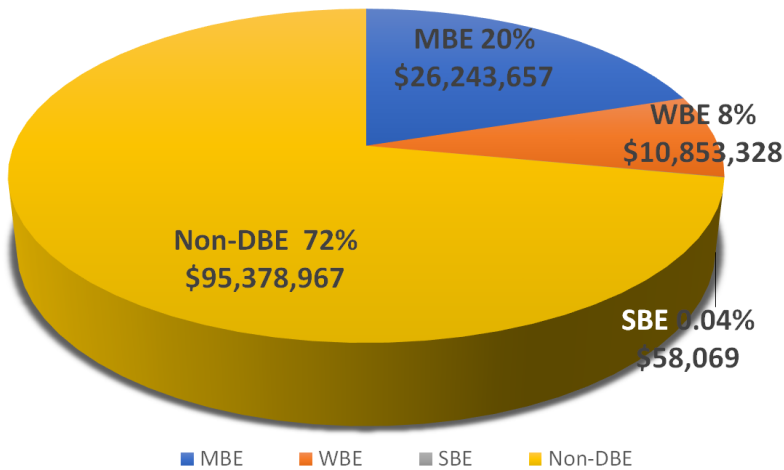
OUR SPEND

FY 2021



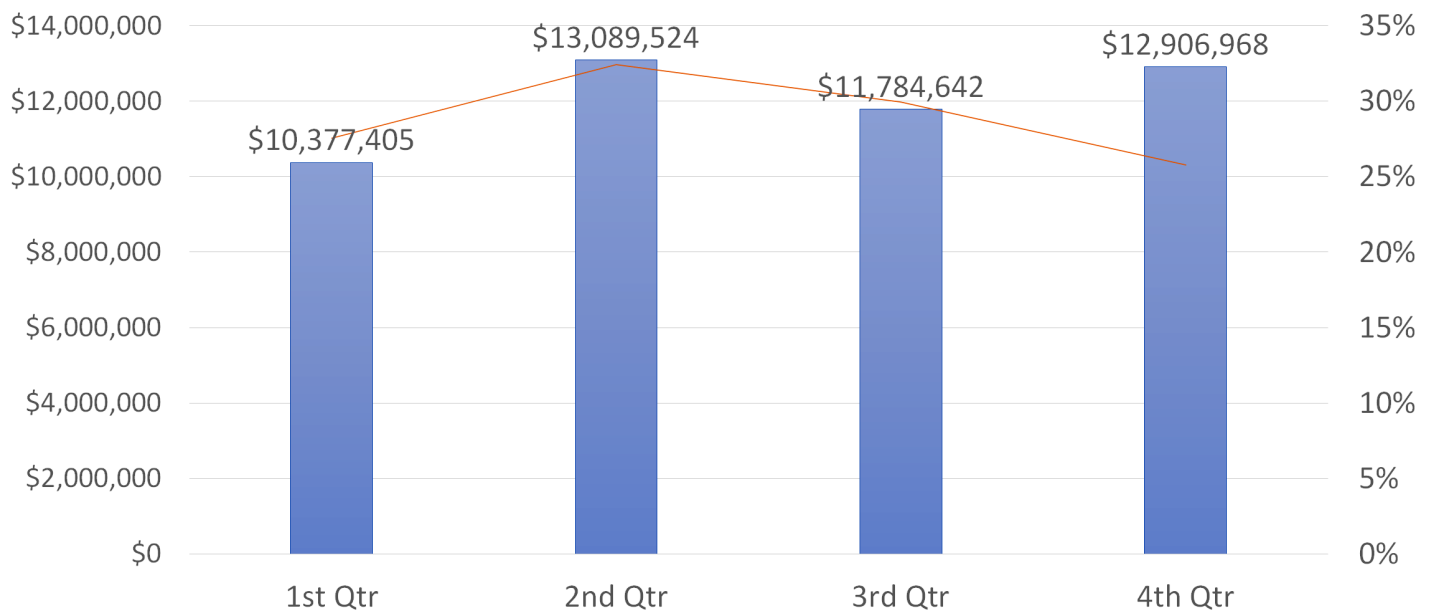
MBE	14%	\$ 25,055,622
WBE	14%	\$ 24,491,770
SBE	0.01%	\$ 12,988
Non-DBE	71%	\$ 124,285,469
Total		\$ 173,845,849

FY 2020



MBE	20%	\$ 26,243,657
WBE	8%	\$ 10,853,328
SBE	0.04%	\$ 58,069
Non-DBE	72%	\$ 95,378,967
Total		\$ 132,534,021

LOCAL SPEND FY21





D/M/W/SBE SPEND

	1st Qtr		2nd Qtr		3rd Qtr		4th Qtr		Total	
	07/01/2020 - 09/30/2020		10/01/2020 - 12/31/2020		01/01/2021 - 03/31/2021		04/01/2021 - 06/30/2021		FY 2021	
Total Eligible Dollars Expensed	\$37,655,145		\$40,385,954		\$45,744,791		\$50,059,959		\$173,845,849	
	Amount Paid	%	Amount Paid	%	Amount Paid	%	Amount Paid	%	Amount Paid	%
Minority Business Enterprise (MBE)	\$5,924,825	16%	\$6,188,752	15%	\$6,236,629	14%	\$6,705,417	13%	\$25,055,622	14%
Women Business Enterprise (WBE)	\$4,758,576	13%	\$6,059,485	15%	\$7,451,526	16%	\$6,222,183	12%	\$24,491,770	14%
Small Business Enterprise (SBE)	\$3,000	0.01%	\$4,238	0.01%	\$5,750	0.01%	\$0	0.00%	\$12,988	0.01%
Disadvantaged Business Enterprise (DBE)	\$10,686,400	28%	\$12,252,475	30%	\$13,693,905	30%	\$12,927,600	26%	\$49,560,380	29%
Local Spend	\$10,377,405	28%	\$13,089,524	32%	\$11,784,642	26%	\$12,906,968	26%	\$48,158,539	28%
Local DBE Spend	\$5,973,241	58%	\$7,089,049	54%	\$6,282,557	53%	\$8,150,846	63%	\$27,495,693	57%
Local Non-DBE Spend	\$4,404,164		\$6,000,475		\$5,502,085		\$4,756,122		\$20,662,846	
Number of D/M/W/SBE Firms	67		71		64		61			
Number of New D/M/W/SBE Firms	5		4		1		3			



OUTREACH HIGHLIGHTS

Working during the pandemic proved to be extremely challenging. However, BDD pivoted, like a lot of other businesses, to get the job done. We attended the following meetings, conferences, outreach events, etc. virtually and in person in FY21.

- Beam Seating DBE Review 07/10/2020
- MMBC Continuum – CRC Meeting 07/10/2020
- MMBC Continuum – CRC Meeting 08/14/2020
- ACCA Town Hall Meeting – Virtual 8/26/2020
- Medium Voltage Switchgear Replacement - Pre-Construction Meeting 09/04/2020
- MEM Annual Airport Emergency Plan (AEP) Review 09/09/2020
- WorkDay Vendor Discussion 09/10/2020
- ACI-NA Business Diversity Committee Meeting/Webinar 09/16/2020
- B2Gnow Symposium: COVID + 6 months -- A review of industry and system status – Virtual 09/18/2020
- MMBC MED Week 2020 11/9 - 11/13 2020
- Robert R Church Awards – Virtual 11/13/2020
- Certification Panel Discussion – Virtual 12/01/2020
- Airline Operations Space Renovations - Construction - Pre-Construction Meeting - Virtual 12/02/2020
- NAWBO Monthly Meeting-Certification within the Memphis Community Panel Discussion – Virtual 12/08/2020

- Pre-Proposal Meeting: RFQ Real Estate Services – Virtual 12/09/2020
- ACI-NA Business Diversity Committee Call – 12/16/2020
- Concessions and BDD Committee Meeting – Virtual 12/17/2020
- Panel Interviews - DeWitt Spain Apron Rehab – Virtual 12/18/2020
- Pre-Certification Workshop - Shelby County Schools 01/06/2021
- B2Gnow: DBE Rule Updates with MSCAA 01/27/2021
- B2Gnow Review of the USDOT 2020 DBE Rule Updates and System Impacts – Virtual 01/28/2021
- Pre-Bid Meeting: 4225 Airways Roof Replacement – Virtual 02/01/2020
- Police Uniform Cleaning // Bidding Opportunity 02/03/2021
- Elevator, Escalator, and MW Services Meeting – Virtual 02/08/2021
- MBDOC Monthly Meeting - Administered by OBDC Staff 02/09/2021
- MMBC Continuum – CRC Meeting Virtual - 2/12/21
- ACI-NA Business Diversity Committee Call 02/17/2021
- FAA Diversity Recap Discussion – Virtual 02/22/2021
- MBDOC Monthly Meeting - Administered by OBDC Staff 03/09/2021
- Transportation Research Board - TRB Diversity in Airport Business Contracting 03/10/2021
- Interview: RFQ 20-0012 IDMS 03/22/2021

- Pre-Bid Meeting- AWOS Replacement System – Virtual 03/23/2021
- MEM ACDBE Stakeholder Meeting 03/25/2021
- 2021 Airport Rental Car Supplier Diversity Outreach Event 04/14/2021
- ADA / Title VI – Virtual 04/20/2021
- AMAC Legends & Leapers – Virtual 04/28/2021
- Buy Memphis Cohort Kickoff Meeting – Virtual 05/07/2021
- Disparity Study Team Review 05/10/2021
- Pre-Bid Meeting for ID Office & WA Area Sanitary Sewer Repair – Construction
05/20/2021
- Memphis/Shelby County Intergovernmental Consortium Meeting 05/26/2021
- Memphis Airport Rental Car Rally 06/03/2021
- Memphis Construction Conference-Matchmaking 06/09/2021
- Buy Memphis Supplier Pitch: Tate Computer Systems, Inc.06/10/2021
- AMAC 2021 - Hosted by Atlanta Hartsfield-Jackson International Airport
06/14/2021
- Pre-Proposal Meeting: Elevator, Escalator, and MW Repair and Maintenance
06/14/2021
- OBDC-"A Seat at the Table"- Airport Authority 06/23/2021

SUCCESS STORIES

SKB Facilities & Maintenance

SKB Facilities & Maintenance Inc. is a family-owned business led by Shone Bynum and his wife, Kelley Bynum. SKB is a leading provider of quality facility services, including janitorial and custodial services, contamination control for cleanroom manufacturing, facilities operations and maintenance, grounds management and more. With hundreds of employees across the Mid-South, SKB services a variety of sectors, including government agencies, K-12 schools, higher education, manufacturing, corporate office buildings, banks and others.



For the past eight years, SKB Facilities & Maintenance has partnered with the Memphis-Shelby County Airport Authority. They are currently the primary janitorial supplier for the terminals, concourse, gate areas, and several off-site and executive offices throughout the airport.

“Being a part of the Business Diversity Development Program has meant a lot to my business,” said Shone Bynum, president and CEO of SKB Facilities & Maintenance. “It has allowed us to get the experience we need to continue to provide our services within the aviation industry.”

As an expert in the business, Bynum also mentors nine other minority businesses within the janitorial realm. He teaches them about finances and allows them to meet with his banker, accountant and attorney to help them understand all of the intricate pieces of running a business. Bynum believes it is important for minority businesses to position themselves to be prepared to go after any opportunity they might come across.

"Have yourself in a position to be able to pivot," said Bynum. "Manage your finances so you can purchase the necessary equipment. Build strong relationships with vendors so you can receive your supplies on-demand, and make sure your certifications are current."



SUCCESS STORIES

Action Chemicals

Action Chemical Janitorial Paper Safety (ACTION JPS) is a full-service distributor of janitorial supplies and related products. Since 1994, ACTION JPS has been providing quality products and services to their customers. Currently, ACTION JPS supplies the Memphis-Shelby County Airport Authority with sanitizer, hand soap, and plastic forks and spoons.



Charles E. Barnes, the majority owner of ACTION JPS, has a long history in the janitorial supply industry. Before joining the company, he owned Memphis Chemical for nine years and then purchased ACTION JPS in 2010. He has also been a supplier of the airport since the very beginning of the Business Diversity Development Program. His business benefited from the program in multiple ways.

"Being a vendor for an organization like the airport gives you credibility," said Barnes. "We're happy to be a vendor because of the status of the airport and the opportunities we get because other companies see us as a vendor for the airport."

Barnes also contributes much of ACTION JPS's success to the spirit of his employees and the quality of service they provide to customers.

"Often, we may get business because we are a minority company, but we keep the customer because of the excellent service we provide," said Barnes.

ACTION JPS has won many awards from the City of Memphis, Shelby County and the MMBC Continuum for the quality of service and scalable growth.

"We go above and beyond to understand our customer's specific needs. We understand that the quality of products and service we sell is a direct reflection of our motto 'Customer Service is Our Passion,'" said Barnes.

Action JPS has multiple minority business and small business certifications and suggests other minority businesses become certified as well. Barnes also believes it is essential for minority businesses to build relationships to grow their business.

"Get to know and build relationships with the people who purchase the products and services," said Barnes. "Let people know who you are, what you do, your capabilities and then follow up. It's our responsibility to make ourselves known as to what we can do for any company."



SUCCESS STORIES

C. Foster Construction, Inc.

C. Foster Construction Company Inc. is a subcontractor at the Memphis International Airport that performs work such as installing doors, architectural hardware and specialties that include handicap rail bars, paper towel dispensers, toilet accessories, baby changing stations. In addition, they handle some mill work.



Company founder and president Carlo Foster started his business around 2009. While looking for opportunities, he heard about the Disadvantaged Business Enterprise (DBE) Program through MAMCA (Memphis Area Minority Contractors Association). The airport was holding an informational session, so he went to learn what was being offered.

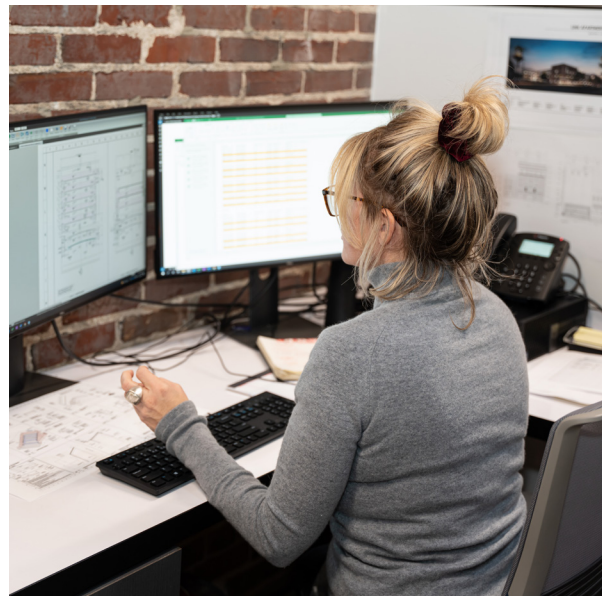
The work with the airport has been significant and important to C. Foster Construction. "The project we're working on is great," Foster said. "It's one of those projects that is iconic; we worked on the redevelopment of Memphis International Airport! It's been good for our business and allowed us to provide opportunities for other people. Some of our guys have done some new things since they have been at the airport, including the opportunity to get [more] training and to learn the logistics of working in a federal facility."

Foster can't stress enough the importance of relationships. His advice to other DBEs is to build relationships first and foremost. He admitted, "I figured that out after I had been in business a couple of years. But that's what you should do first."

He definitely recommends taking advantage of the certification the airport offers. Businesses should also keep an eye out for work, go to the meetings, read through requests for proposals to determine whether or not they are a good fit, and perhaps most importantly, make sure they keep their certification up to date.

The airport is intentional about its diversity goals. Foster says, "They don't just talk it, they walk it." He goes further to say that the program pushes both larger businesses and DBEs out of their comfort zone, compelling [the larger or more established companies] to work with someone new, someone from another culture that may not look like them or be familiar to them. Companies are encouraged to give new people a chance, and the smaller business is encouraged to take a chance.

"There's an opportunity for a relationship bigger than the diversity," Foster said. "[This program] opens the door. If you go in, perform and do a great job, that will open it up for you to get calls back over and over again, whether it's diversity-related or not."



SUCCESS STORIES

T & W Construction LLC

As T&W Construction CEO, Chicago native Tuere Triplett-Wilson is winning at what she'd been told is "a man's game." When she was starting her business, she was told that she should either hand it over to her husband or put it in his name. Needless to say, she disregarded that advice and instead followed some more constructive guidance.

Upon a chance meeting with a FedEx architect, Triplett-Wilson learned of the Memphis International Airport's Disadvantaged Business Enterprise (DBE) Program. This was a turning point for her and her business. T&W Construction is currently under contract with the airport to haul earthwork, dirt, gravel, rocks, sand, and wet batch.

Triplett-Wilson said her DBE certification has had an immeasurable impact on her company. In addition to being able to provide employment for more people, T&W has experienced tremendous growth in equipment procurement and profit margins.

Triplett-Wilson said working with Joe Claiborne, Sr. Manager of Business Diversity Development for MSCAA, has helped open doors and allowed her access to information she would not have had otherwise, like upcoming bids, information meetings and professional development/training programs. "I have had so many opportunities that I've had to turn some business down."

To other businesses, she added this advice: "I am a total supporter and advocate. I tell anyone who has a small business if you want to grow and have equal opportunity, get certified.

"The DBE program doesn't make any guarantees, but it puts you in a better position and levels the playing field. For any small or minority business, that it is your best option. They have the program set up for success."

Triplett-Wilson wants other DBEs to understand that the only way to fail is choosing not to pursue the opportunities presented or not participating in the programs that are available.





MILLION DOLLAR CLUB

During FY 2021, 30 certified DBE companies received payments for work performed on MSCAA projects in amounts ranging from \$200,000 to \$3.6 million.

Business Name	Ethnicity	Gender	Category	Total Payments
Access Builders, LLC	Black American	Male	MBE	\$3,661,534
VuCon, LLC	Asian-Pacific American	Female	MBE	\$3,052,544
Brandon Construction, LLC	Black American	Female	MBE	\$2,369,602
Tegan Marketing, Inc.	Caucasian	Female	WBE	\$1,878,954
SKB Facilities & Maintenance	Black American	Male	MBE	\$1,796,080
Professional Technologies Group, Inc.	Hispanic American	Female	MBE	\$1,639,438
Waterproofing Systems, Inc.	Caucasian	Female	WBE	\$953,728
Martin & White Mechanical Contractors, Inc.	Caucasian	Female	WBE	\$938,676
Southern Sales & Services Co., Inc.	Black American	Male	MBE	\$892,347
H & K Plumbing & Heating, Inc.	Caucasian	Female	WBE	\$803,959
Caribbean Technical Services, Inc.	Hispanic American	Male	MBE	\$687,871
Mississippi Paving	Black American	Male	MBE	\$680,486
THY, Inc	Asian-Pacific American	Male	MBE	\$573,093
ACOT Associates Grp. LLC.	Other Minority	Male	MBE	\$529,812
C. Foster Construction, Inc	Black American	Male	MBE	\$527,692
Top Notch Security	Black American	Male	MBE	\$526,071
Bullseye Equipment & Supply	Caucasian	Female	WBE	\$500,177
Campbell & Ford Construction, Inc	Black American	Male	MBE	\$488,656
Toles & Associates, Inc.	Black American	Male	MBE	\$479,182
Airfield, Etc., Inc.	Caucasian	Female	WBE	\$470,962
A&B Construction Co. Inc.	Caucasian	Female	WBE	\$454,170
Dunning-Martin Engineering	Caucasian	Female	WBE	\$445,994
ARK Roofing Company, Inc	Caucasian	Female	WBE	\$441,198
Jacobsen/Daniels Associates, LLC	Black American	Male	MBE	\$401,947
Midsouth Erosion Control & Landscape	Caucasian	Female	WBE	\$348,957
Owens Construction	Caucasian	Female	WBE	\$328,674
Ross Witt, PLLC	Caucasian	Female	WBE	\$267,750
Summerfield Associates, Inc.	Caucasian	Female	WBE	\$244,862
Faith Group, LLC	Caucasian	Female	WBE	\$243,306
Chandler & Campbelle Investment Group LLC	Black American	Male	MBE	\$234,602
TOTALS:				\$27,801,295



DIVERSITY CONTRACT AWARDS FOR FY21

The following 6 certified DBE companies were awarded contracts in amounts up to \$1.3 Million for work performed on MSCAA Projects. Some of the companies listed below were not listed on the previous page because they have either not started their work or have recently started.

NOTE: Each of the 6 companies listed are local.

Business Name	Ethnicity	Gender	Category	# Awards	Awards
A&B Construction Co. Inc.	Caucasian	Female	WBE	2	\$1,380,627
Southern Sales & Services Co., Inc.	Black American	Male	MBE	1	\$754,933
Martin & White Mechanical Contractors, Inc.	Caucasian	Female	WBE	1	\$368,450
Airfield, Etc., Inc.	Caucasian	Female	WBE	1	\$230,641
Mid-South Fiber Communications	Caucasian	Female	WBE	1	\$100,000
Pat's Pro Cut, LLC	Caucasian	Female	WBE	1	\$900
TOTALS:				7	\$2,835,550

OPPORTUNITIES FOR D/M/WBE GROWTH

BDD has identified the following areas of potential capacity growth for local, minority, and women owned businesses:

- Fuel Management
 - Fuel Supply
 - Fuel Facility Management (certified DBE identified)
- Mentor/Protégé Opportunities
- New DBE Prime Contractors
 - Sub to Prime
- Pavement Joint Resealing (certified DBE identified)
- Professional Services
 - Legal Services
 - Financial Management
- Minority New Car Dealership
- Minority-Owned Banks (certified DBE identified)
- Procurement Barriers
- Upcoming Seminars (Quarterly)
 - Strategic Networking : Meet the MEM Decision Makers
 - Submitting a Successful Proposal
 - Certification (DBE,SBE, & Interstate)
 - Underutilized Contracting Opportunities (High profit / Capital Intensive)

COMMUNITY PARTNERS

MSCAA's integrated approach to diversity and inclusion is founded on lasting partnerships with organizations across the region. We sincerely appreciate the valued partners that are helping us build an airport that reflects the communities and customers we serve.





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