



MBE/DBE INVOLVEMENT STATEMENT

Minority participation is a company-wide commitment at Brasfield & Gorrie, and we make it a goal to take an active approach to involving minority companies in our work. It is a promise we take seriously—and one we have embraced since our beginning.

In 1990, Brasfield & Gorrie played a leading role in developing the Birmingham Construction Industry Authority (BCIA). This organization is now responsible for the creation and implementation of programs that continue to provide minority contractors with opportunities for expanded business and future growth. It spans a five-county area in Alabama, and is one of our proudest achievements. Our Chairman and CEO, Miller Gorrie, chaired BCIA from 1990 to 1993, and through the BCIA Mentor/Protégé Program, we have served as mentor to two firms: R.T. Plumbing & Mechanical Company, a local minority mechanical subcontractor, and Bellcon Company, a local minority general contractor.

Brasfield & Gorrie is also a local corporate sponsor of INROADS—a national mentorship program designed to foster corporate and community leadership by placing talented minority youth in business and industry. A comprehensive and long-term program that deeply involves both interns and partner companies, INROADS is dual-faceted—combining four-year study at a university with summer mentorship with sponsor firms. Through this collaborative process, students and mentors develop a unique Career Development Plan for each intern. The business sponsor then works with the intern toward the mutual goal of placement in a professional position within the company.

Finally, Brasfield & Gorrie is also proud to sponsor a four-year scholarship at Georgia Tech for minority students in the Building Construction program.

APPROACH

No matter our role in a project—as general contractor or construction manager—our approach to minority participation is the same. It begins with a process of analysis that recognizes both the abilities and limitations of minority firms within a specific geographic region, and ends with award of a contract to the lowest and most qualified bidder.

Our process has five steps:

- 1. Performance of an MBE/DBE market survey for the project's geographic region**

This analysis tool provides us with statistics relative to the number of local MBE/DBE firms and their capacity to perform work. In Birmingham, the BCIA certification process largely provides this information.

- 2. MBE/DBE profile analysis**

In addition to providing statistics on the number of qualified MBE/DBE firms in an area, this analysis

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yields information on the following critical factors about each potential firm:

- Work specialty or type of work performed
- Financial status
- Current backlog
- Experience level
- Available workforce
- References

3. Analysis of scope of work

After considering the field of applicants, their strengths, qualifications and availability, we consider the work opportunities available to them. Our goal is to find a project and participant that fit together in the best way possible. It is at this stage of a project that a realistic level of minority participation can be set. We also evaluate the various different formats of participation at this point. Possible relationships include joint ventures, mentor/protégé relationships, subcontractor or sub-subcontractor relationships and vendorships.

4. Advertising of opportunities

Finally, after all other research has been completed, we will advertise the project available for MBE/DBE participation to both the minority and non-minority contractor communities. This advertisement may take a number of forms, including:

- Direct telephone/mail contact
- Pre-bid conferences
- Notice to the Birmingham Construction Industry Authority (BCIA)
- Notice to the Association of Minority Contractors (AMC)
- Notice through plan rooms, trade associations, etc.

Once proper notice of bids has been ensured, bid packages will be issued. In the case of MBE/DBE applicable projects, these packages will be structured to provide the greatest opportunity possible for minority firms. Beyond that, a normal bid procedure is used to evaluate successful bidders.

As a final offering of assistance, throughout the bidding process, bid support is made available to all MBE/DBE contractors to provide these firms every opportunity to submit a complete and accurate bid. After bids are received, a full bid evaluation form will be made available to the owner to document response, as well as calculate the final results relative to MBE/DBE participations. Finally, based on concurrence with the owner, a recommendation will be made to award contracts to successful bidders.