



**DISADVANTAGED BUSINESS ENTERPRISE
(DBE) PROGRAM**

Version 3.2d

February 6, 2023

Record of Changes

	<u>Date</u>
DBE Plan, Version 1.0 – adoption, Resolution 10-058	August 17, 2009
DBE Policy Statement, updated, new City Manager	July 8, 2011
DBE Plan, Version 2.0 – adoption, Resolution 12-143	February 21, 2012
DBE Plan, Version 2.1 – adoption, Resolution 13-014 (added small business component)	August 6, 2012
DBE Program, Version 3.0 – new DBELO approved	January 28, 2015
DBE Program, Version 3.1– new DBELO and new City Manager	July 12, 2017
DBE Program, Version 3.2 – new City Manager, updated City Manager and DBELO contacts, corrected out-of-date information, attachments updated to current version	September 4, 2019
DBE Program, Version 3.2b – updated small business element	March 11, 2020
DBE Program, Version 3.2c – new City Manager, updated City Manager and DBELO contacts, corrected out-of-date information, attachments updated to current version	December 14, 2020
DBE Program, Version 3.2d – new DBELO – Ikani Taumoepeau Updated NMDOT DBE list, corrected hyperlinks	February 6, 2023

**CITY OF LAS CRUCES DBE PROGRAM
POLICY STATEMENT**

Section 26.1, 26.23 Objectives/Policy Statement


The City of Las Cruces (City) has established a Disadvantaged Business Enterprise (DBE) program in accordance with regulations of the U.S. Department of Transportation (DOT), 49 CFR Part 26. The City has received Federal financial assistance through the Federal Aviation Administration (FAA), Federal Highway Administration (FHWA), and the Federal Transit Administration (FTA). As a condition of receiving this assistance, the City has signed assurances that it will comply with 49 CFR Part 26.

It is the policy of the City to ensure that DBEs as defined in 49 CFR Part 26, have an equal opportunity to receive and participate in DOT-assisted contracts. It is also our policy:


1. To ensure nondiscrimination in the award and administration of DOT-assisted contracts;
2. To create a level playing field on which DBEs can compete fairly for DOT-assisted contracts;
3. To ensure that the DBE Program is narrowly tailored in accordance with applicable law;
4. To ensure that only firms that fully meet 49 CFR Part 26 eligibility standards are permitted to participate as DBEs;
5. To help remove barriers to the participation of DBEs in DOT-assisted contracts;
6. To assist the development of firms that can compete successfully in the marketplace outside the DBE Program;
7. To provide appropriate flexibility to recipients of Federal financial assistance in establishing and providing opportunities for DBEs.

Ikani Taumoepeau, Assistant City Manager has been designated as the DBE Liaison Officer (DBELO). In that capacity Mr. Taumoepeau will be responsible for implementing all aspects of the DBE program. Implementation of the DBE program is accorded the same priority as compliance with all other legal obligations incurred by the City in its financial assistance agreements with the U.S. Department of Transportation.

This modifies the 2020 DBE Policy Statement version 3.2c to reflect different a new DBELO. The City has disseminated this policy statement to the City Council of Las Cruces and all the components of the organization. The City has publicized its program objectives to DBE and non-DBE business communities that perform work for the City on DOT-assisted contracts through the City Purchasing Department web site and in any Invitation for Bids (IFB), Requests for Bids (RFB), or Requests for Proposals (RFP) issued by the City's Purchasing Department.



Ifo Pili, City Manager



Date

Issuing Agency: City of Las Cruces, P.O. Box 20000, Las Cruces, NM 88004

SUBPART A – GENERAL REQUIREMENTS

Section 26.1 Objectives

The objectives are found in the policy statement on the first page of this program. The entire content of 49 CFR Part 26 including complete guidance on the DBE program may be obtained from the DBE Liaison Officer noted in Section 26.25 of this policy, or from the City Purchasing website or from the USDOT Civil Rights office website. The numbered sections of the City DBE policy correspond to section numbers in 49 CFR Part 26, which mandate the required policy elements for recipients of DOT funds.

Section 26.3 Applicability

The City is the recipient of federal airport funds authorized by 49 U.S.C. 47101, *et seq.*

Additionally, the City has been and is the recipient of federal-aid highway and public transportation funds authorized in the Intermodal Surface Transportation Efficiency Act of 1991 (ISTEA), Public Law 102-240; the Transportation Equity Act for the 21st Century (TEA-21, Public Law 105-178; the Safe, Accountable, Flexible, Efficient Transportation Equity Act: A Legacy for Users (SAFTEA-LU), Public Law 109-59; Moving Ahead for Progress in the 21st Century (MAP-21), Public Law 112-141; and Fixing America's Surface Transportation (FAST) Act, Public Law 114-94.

Section 26.5 Definitions

The City will adopt the definitions contained in 49 CFR Part 26 for this program. Acronyms used in this policy are defined in Attachment 1.

Section 26.7 Non-Discrimination Requirements

The City will never exclude any person from participation in, deny any person the benefits of, or otherwise discriminate against anyone in connection with the award and performance of any contract covered by 49 CFR Part 26 on the basis of race, color, sex, or national origin.

In administering its DBE program, the city will not, directly or through contractual or other arrangements, use criteria or methods of administration that have the effect of defeating or substantially impairing accomplishment of the objectives of the DBE program with respect to individuals of a particular race, color, sex, or national origin.

Section 26.11 Record Keeping Requirements

Uniform Report of DBE Awards, Commitments, Payments: 26.11(a)

The city will transmit the Uniform Report of DBE Awards or Commitments and Payments on the form required by DOT at the intervals required by the DOT operating administrations.

Reporting to DOT: 26.11(b)

The City will report DBE participation to DOT as follows:

- For Federal Aviation Administration (FAA) projects, we will submit annually DOT Form 4630, as modified for use by FAA recipients.
- For Federal Transit Administration (FTA) projects, we will report DBE participation on a semi-annual basis using the Uniform Semi-Annual Report of DBE Awards or Commitments and Achievements. These reports will reflect payments actually made to DBEs on FTA assisted contracts.
- For Federal Highways Administrations (FHWA) projects, we will report DBE participation on a

quarterly basis, using DOT form 4630.

Bidders List: 26.11(c)

The City will utilize a bidders list through contracted services (currently BidNet), consisting of information about all DBE and non-DBE firms (contractors and subcontractors) that bid or quote on DOT-assisted contracts. The purpose of this requirement is to allow use of the bidders' list approach to calculating overall goals. The bidder list will include the name, address, DBE/non-DBE status, age of firm, and annual gross receipts of firms.

The City will collect this information in the following ways:

We will use various methods to maintain its bidders list and calculate its overall goal. We use the current list provided online by NMDOT. To derive the total number of businesses in Doña Ana County and New Mexico, we use the U.S. Census Bureau's most recent year's Economic Census Summary Statistics for New Mexico or the most recent available information. When it is appropriate, estimates from the Census Bureau's American Community Survey (ACS) program will be used for more up-to-date information. The relative availability of DBE's within the city is expressed as a percentage of the Doña Ana County or other New Mexico DBEs registered with NMDOT divided by the number of businesses registered in the county or service area with New Mexico. This ratio is used to determine the City's overall DBE goal. The City will, to the best of its ability, evaluate the capacity of a business to perform the work on each project when estimating DBE goals. Overall annual goals will be calculated separately for FHWA, FAA and FTA program area.

The City will require prospective bidders on DBE program-eligible projects to submit forms to document good faith efforts to obtain DBE business as part of their proposal. These forms include information such as a list all of subcontractors including addresses, phone numbers, whether they are DBE or Non-DBE, the age of the firm, and annual gross receipts information. Failure to provide the information could disqualify a bid proposal.

Section 26.13 Federal Financial Assistance Agreement

The City has signed the following assurances or will sign the most current assurance as changed by DOT, applicable to all DOT-assisted contracts and their administration:

Assurance: 26.13(a)

The City shall not discriminate on the basis of race, color, national origin, or sex in the award and performance of any DOT-assisted contract or in the administration of its DBE Program or the requirements of 49 CFR Part 26. As a recipient, the City shall take all necessary and reasonable steps under 49 CFR Part 26 to ensure nondiscrimination in the award and administration of DOT- assisted contracts. The City's DBE Program, as required by 49 CFR Part 26 and as approved by the DOT, is incorporated by reference in this agreement. Implementation of this program is a legal obligation and failure to carry out its terms shall be treated as a violation of this agreement. Upon notification to the City of its failure to carry out its approved program, the Department may impose sanctions as provided for under 49 CFR Part 26 and may, in appropriate cases, refer the matter for enforcement under 18 U.S.C. 1001 and/or the Program Fraud Civil Remedies Act of 1986 (31 U.S.C. 3801 *et seq.*).

This language will appear in financial assistance agreements with sub-recipients.

Contract Assurance: 26.13b

The City will ensure that the following clause is placed in every DOT-assisted contract and each subcontract the prime contractor signs with each subcontractor:

The contractor, sub-recipient, or subcontractor shall not discriminate on the basis of race, color, national origin, or sex in the performance of this contract. The contractor shall carry out applicable requirements of 49 CFR Part 26 in the award and administration of DOT-assisted contracts. Failure by the contractor to carry out these requirements is a material breach of this contract, which may result in the termination of this contract or such other remedy as the City deems appropriate.

Recipient Exceptions or Waivers 26.15

The City of Las Cruces, as a federal DOT-assisted recipient, has not applied for nor received and exceptions or waivers under 49 CFR Part 26.

SUBPART B – ADMINISTRATIVE REQUIREMENTS

Section 26.21 DBE Program Updates

The City will continue to carry out this program until all funds from DOT-financial assistance have been expended. The City will provide updates to the applicable DOT operating agencies when there are significant changes to the program.

Section 26.23 Policy Statement

The Policy Statement is elaborated on the first page of this program.

Section 26.25 DBE Liaison Officer (DBELO)

We have designated the following individual as the City's DBE Liaison Officer:

Assistant City Manager (Ikani Taumoepeau)
PO Box 20000
Las Cruces NM 88004
(575) 541-2506
itaumoepeau@lascruces.gov

In that capacity, the DBELO is responsible for implementing all aspects of the DBE program and ensuring that the City complies with all provision of 49 CFR Part 26. The DBELO has direct, independent access to the City Manager concerning DBE program matters. An organizational chart displaying the DBELO's position in the organization is found in Attachment 2 to this program.

The DBELO is responsible for developing, implementing, and monitoring the DBE program, in coordination with other appropriate officials. The DBELO is supported by the City Purchasing Department and operating departmental (Airport, Public Works, Transit) staff. The Purchasing Department currently has no personnel dedicated solely to the DBE program. The duties and responsibilities of the DBELO include the following:

1. Gathers and reports statistical data and other information as required by DOT.
2. Reviews third party contracts and purchase requisitions for compliance with this program.
3. Ensures that bid notices and requests for proposals are available to DBEs in a timely manner.
4. Analyzes City's progress toward attainment and identifies ways to improve progress.
5. Advises the City Manager, City Council, and the City program administrator(s) responsible for the DOT-funded project on DBE matters and achievement.
6. Determines contractor/bidder compliance with good faith efforts, where applicable.
7. Participates in pre-bid meetings involving DOT-funded projects applicable to this program.
8. Provides outreach to DBEs and community organizations to advise them of opportunities.

9. Works with all departments to set overall annual goals.
10. Updates the DBE policy references as necessary.

In support of the DBELO, the City's Purchasing Department staff is responsible for the following:

1. Maintains the DBE policy and support material on the Department's webpage.
2. In coordination with the administer program departments, identifies contracts and procurements so that DBE goals are included in solicitations (both race-neutral methods and contract specific goals attainment and identifies ways to improve progress.)
3. Provides DBEs with information in submitting bids, obtaining bonding and insurance.
4. Includes DBE necessary clauses in the IFB, RFB, RFP, and contracts in applicable DOT-funded projects.
5. Plans and participates in DBE training seminars.
6. Provides information on the Uniform Certification Process in New Mexico.

Section 26.27 DBE Financial Institutions

It is the policy of the City to investigate the full extent of services offered by financial institutions owned and controlled by socially and economically disadvantaged individuals in the community, to make reasonable efforts to use these institutions, and to encourage prime contractors on DOT-assisted contracts to make use of the institutions.

The City uses the Federal Reserve Board's listing of quarterly data on banks that participate in the Department of Treasury's Minority Bank Deposit Program to fulfill this requirement: [Minority Bank Deposit Program - List of Participants \(treasury.gov\)](#).

Information on the availability of such institutions can also be obtained from the DBE Liaison Officer or the City's Purchasing Department website:

[Disadvantaged Business Enterprise Program | Las Cruces, NM \(las-cruces.org\)](#).

The City will re-evaluate the availability of DBE financial institutions at least yearly.

Section 26.29 Prompt Payment Mechanisms

Contract Requirements:

The City will include the following clause in each DOT-assisted prime contract:

The City shall pay all prime contractors or design consultants and other consultants (henceforth referred to as "prime contractors" collectively) in accordance with the NM Prompt Payment Act (New Mexico Statutes Annotated, 1978 Annotated (henceforth referenced as "NMSA", 57-28-1 et. seq.) for their respective contract amount for undisputed, acceptable work within twenty-one (21) calendar days. The prime contractors shall pay all subcontractors or sub-consultants (henceforth referred to as "subcontractors" collectively) their respective subcontract amount for undisputed, acceptable work within seven (7) calendar days from the receipt of each payment the prime contract or consultant receives from the City of Las Cruces.

Retainage: 26.29(b)

The City shall not retain any portion of the prime contract from the prime contractor. The prime contractor acknowledges that the City will not allow retainage to be retained by the prime contractor for any subcontractor. Any delay or postponement of payment from the above referenced timeframe may occur only for good cause following written approval of the City of Las Cruces. This clause applies to both DBE and non-DBE subcontracts.

Additional Mechanisms:

The City will use the following requirements to ensure prompt payment:

1. Require that prime contractors include in their subcontract's language providing that prime and subcontractors will use appropriate alternative dispute resolution mechanism to resolve payment disputes, subject to New Mexico Public Works Mediation Act, NMSA 1978, Section 13-4C-1 et. seq.
2. Require that contractors will not be reimbursed for work performed by subcontractors unless and until the prime contractor has a signed certified statement from each subcontractor for each payment request beyond the first payment and after all subsequent payment requests, including final payment requests, submitted to the City.
3. If the prime contractor is found to be in violation or fails to abide by the prompt payment mechanisms, the City shall notify the non-compliant party in writing. A compliance conference to discuss the area(s) of non-compliance will be held. In the event that the noncompliant party fails or refuses to perform in compliance with this program, a "Notice of Non-Compliance" will be transmitted. If the non-compliant party corrects the deficiencies, the "Notice of Non-Compliance" will be rescinded, and the party will be notified as to compliance. If the deficiencies are not corrected, the City will initiate administrative action against the non-compliant party, which may include but not be limited to:
 - a. Termination of Contract.
 - b. Initiation of appropriate suspension, debarment or de-certification proceedings pursuant to 49 CFR Part 26.
 - c. Referral of any unlawful actions to the appropriate enforcement agencies pursuant to 49 CFR Part 26.
 - d. Prosecution pursuant to 18 USC 1001.
 - e. Other action as appropriate, at the discretion of the City.

Monitoring Payments to DBEs

The City will require prime contractors to maintain records and documents of payments to DBEs for three years following the performance of the contract. These records will be made available for inspection upon request by any authorized representative of the City and/or DOT. This reporting requirement also extends to any certified DBE subcontractor.

The City will keep a running tally of actual payments to DBE's for work committed to them at the time of contract award.

The City will perform interim audits of contract payments to DBEs. The audit will review payments to DBE subcontractors to ensure that the actual amount paid to DBE subcontractors equals or exceeds the dollar amounts states in the schedule of DBE participation.

As part of the City's payment approval process, the prime contractor will be required to submit a form certifying that the subcontractors have been paid for each payment request beyond the first payment (i.e. with the 2nd pay request, the prime contractor will provide a certification that the subcontractors, including DBE's have been paid from the 1st pay request). Additionally, the contractors will be required to submit the DBE reporting form with each pay request (See Attachment 3).

Section 26.31 Directory

A directory will be maintained listing all firms who have identified themselves as eligible to participate as DBEs. In accordance with the New Mexico Unified Certification Program Letter of Agreement with the New Mexico Department of Transportation (NMDOT), approved by a City Council Resolution, the NMDOT certifies and maintains the DBE directory for the State of New Mexico. The directory lists the firm's name, address, phone number, e-mail address, fax number, and type of work performed using the most specific North American Industrial Classification System (NAICS) Code. The directory is revised

on a continuous basis and is maintained by the NMDOT.

The City will utilize the directory of certified firms capable of bidding on the City's USDOT funded projects. This action will enable the City to take advantage of a larger pool of available certified DBE's in various specialties from throughout the state in meeting and/or exceeding the established annual DBE goal.

The most current directory will be available through the NMDOT website.

Section 26.33 Over-concentration

The City has not identified that over-concentration exists in the types of work that DBEs perform. The City has not identified any fields in which non-DBEs are unduly burdened that could be assisted by additional measures or requirements to assist DBEs to expand their efforts to assist any unduly burdensome work. The City will vary our contract goals, to the extent consistent with 26.51, to ensure that non-DBEs are not unfairly prevented from competing for subcontracts. The City will re-evaluate for overconcentration annually. In the future should an overconcentration of DBEs by type of work be determined to exist, the City will amend this Plan and obtain approval from the concerned DOT operating agency and implement such efforts as part of this Program.

Section 26.35 Business Development Programs

The City has not established a business development program. The City will re-evaluate the need for such a program annually.

Section 26.37 Monitoring and Enforcement Mechanisms

The City will take the following monitoring and enforcement mechanisms to ensure compliance with 49 CFR Part 26.

1. The City will bring to the attention of the relevant Department of Transportation agency (either FAA, FHWA, or FTA) any false, fraudulent, or dishonest conduct in connection with the program, so that the DOT can take the steps (e.g., referral to the Department of Justice for criminal prosecution, referral to the DOT Inspector General, action under suspension and debarment or Program Fraud and Civil Penalties rules) provided in 26.107.
2. The City will consider similar action under our own legal authority, including responsibility determinations in future contracts. Attachment 3 lists the regulation, provisions, and contract remedies available to us in the event of non-compliance with the DBE regulation by a participant in our procurement activities.
3. The City will provide a monitoring and enforcement mechanism to verify that work committed to DBEs at contract award or subsequently (i.e. as the result of modification to the contract) is actually performed by the DBEs to which the work was committed. This will, include at a minimum, a written certification by the City, that the City has reviewed contracting records and monitored work sites for this purpose (see Attachment 3). This monitoring may be conducted in conjunction with monitoring of contract performance for other purposes (e.g. close-out reviews for a contract, verification of certified payrolls, wage interviews for Davis-Bacon compliance).
4. The City will keep a running tally of actual payments to DBE firms for work committed to them at the time of contract award. The contractor will complete a monthly monitoring form (See Attachment 4).

As part of our enforcement efforts, the City shall undertake the following:

- a. Provide notice to the contractors that they have been awarded a contract, along with an acknowledgment that their listed subcontractors were to be used, including both DBE and non-DBE subcontractors.
- b. Subcontractors will be provided notice that the contract has been awarded to the prime

contractor and that they should anticipate communication from the prime contractor and the City will indicate an anticipated Notice to Proceed date for the contract.

- c. In accordance with New Mexico statutes (NMSA 13-4, 1978 as annotated) in which the property owner, i.e. the City of Las Cruces, substitution of subcontractor cannot be done without owner approval. The City shall strongly encourage all major subcontractors and/or DBE's, either in person or via teleconference, have at least one representative at any pre-construction or pre-work meetings between the City and the prime contractor, including requiring that all present sign-in at the meeting.
- d. Develop and utilize a check list for all construction related contracts that ensure proper Davis-Bacon reports are submitted by all contractors and verify those weekly payroll reports submitted confirm to the list of provided subcontractors.
- e. Require a certification by the prime contractor and verification by the subcontractor that work performed was performed by the respective firm.
- f. Develop and utilize a performance log and certification form that the City has reviewed the contracting records and monitored the applicable work sites to ensure that both contracts were provided to any DBE-subcontracting firm and that work was actually performed by those listed subcontractors. (See Attachment 3).

Section 26.39 Fostering Small Business Participation

Small Business Provision

It is the policy of the City of Las Cruces to ensure that Small Businesses as defined in part 26, have an equal opportunity to receive and participate in DOT-assisted contracts. Without compromising mandated measures to maximize competition pursuant to federal regulations, the City will make every effort, as part of our DBE program, to structure contracting requirements to facilitate competition by small business concerns, taking all reasonable steps to eliminate obstacles to their participation, including unnecessary and unjustified bundling of contract requirements that may preclude small business participation in procurements as prime contractors or subcontractors.

Small Business Provision Implementation Plan

As part of this program element, the City has identified the following strategies:

- a. Ensure nondiscrimination in the award and administration of DOT-assisted projects.
- b. Create a level playing field on which small businesses can compete fairly for DOT assisted projects.
- c. Ensure that the Small Business Program is narrowly tailored in accordance with applicable law.
- d. Ensure that only firms that fully meet 49 CFR Part 26 eligibility standards are qualified to participate, by verifying Small Business Administration Certification numbers on City Vendor Registration forms and formal definitions of Small Business in accordance with the Small Business Act.
- e. In multi-year design-build contracts or other large contracts (e.g., for "megaprojects") requiring bidders on the prime contract to specify elements of the contract or specific subcontracts that are of a size that small businesses, including DBEs, can reasonably perform.
- f. Without compromising the prime contractors right to establish project means and methods, on prime contracts not having DBE contract goals, encouraging the prime contractor to provide subcontracting opportunities of a size that small businesses, including DBEs, can reasonably perform, rather than self-performing all the work involved.

- g. Identifying alternative acquisition strategies and structuring procurements to facilitate the ability of consortia or joint ventures consisting of small businesses, including DBEs, to compete for and perform prime contracts. Efforts such as procuring and using pricing agreements for construction trades for use in contracts not to exceed \$25,000 will be performed.
- h. To meet the portion of your overall goal you project to meet through race-neutral measures, ensuring that a reasonable number of prime contracts are of a size that small businesses, including DBEs, can reasonably perform.
- i. Whenever practical and to the extent allowed by law, award contracts for tangible goods based on lowest unit price received from multiple small businesses instead of a lump sum award to one large business.
- j. Utilize Job Order Contract for awarding minor construction projects to small contractors.
- k. Waive payment/performance bonds for subcontractors.
- l. Waive payment/performance bonds on contracts less than \$25,000.
- m. Reduce insurance requirements for small, non-construction contracts, costing less than \$10,000, including those to be performed by small businesses.
- n. Ensure the application of the Prompt Payment mechanisms for all business interests, not just DBE, as contained elsewhere within this Plan.
- o. Add a contract condition requiring proof of release of lien by all subcontractors and suppliers, including small businesses, from prime contractors prior to final payment on a contract, thus ensuring that the subcontractors and suppliers have been paid before final payment is made to the prime contractor.

Small Business Outreach

The City of Las Cruces encourages small business participation in City of Las Cruces contracting opportunities. To assist these businesses in knowing how to do business with the City and to take advantage of programs that support small business participation, the Purchasing Section, with assistance from City Departments that offer contracting opportunities, will implement the following activities to encourage this participation.

1. At least once a year, beginning in September 2020, the Purchasing Section will offer training to small businesses interested in participating in City contracts. This training will include:
 - a. Common types of services and goods contracted by the City
 - b. How to register as a vendor with the City Purchasing Department and declare the types of services and goods your business offers by commodity codes and NAICS codes
 - c. Self-service vendor registration
 - d. Bidding practices that encourage small business participation (e.g. unbundling large projects)
 - e. The procurement process (How bids, quotes, etc. are solicited; how to ask and who to ask questions about the solicitation; pre-bid meetings; how contracts are awarded; how approved purchase orders issued, and payments are processed; etc.)
 - f. Business insurance and certification requirements for some city contracting opportunities
 - g. Types of certification requirements requested for some contracting opportunities, especially those involving State or Federal funds
 - h. How to learn of contracting opportunities on BidNet
 - i. Information about Minority/Women/Disadvantaged Business Enterprise Programs

Outreach to small businesses for these training sessions will include:

- a. Email notice of training to vendors providing services and goods in the Las Cruces area and currently on the City vendor list, that have self-declared their business to be a Minority/Women/Disadvantaged Enterprise

- b. Invite businesses registered with the New Mexico DOT as a Disadvantaged Business Enterprise (DBE) that do business in Doña Ana County
 - c. Reach out to user City Departments for recommendations of vendors to notify
 - d. Reach out to the City Community Development Department and the Economic Development Department for potential contacts for this training
 - e. Distribute information about upcoming training through the Greater Las Cruces Chamber of Commerce, the Las Cruces Green Chamber of Commerce, and the Las Cruces Hispanic Chamber of Commerce
 - f. Publish announcements of trainings in local papers and on the City Website
 - g. Coordinate with Las Cruces Public Schools, New Mexico State University, Doña Ana County, and the New Mexico Department of Transportation to share information to their vendors about upcoming training or when possible, co-host such training with these agencies.
2. The City's Purchasing Section will maintain a record of each of these events to include a list of the invited small businesses, a roster of business representatives who attend who attend the event, and an agenda of the topics covered at the event. The City's Disadvantaged Business Enterprises Liaison Officer (DBELO) will also attend these events to be a resource as a subject matter expert.
 3. When specific procurement solicitations are issued by the City, the Purchasing Section places these on BidNet. The Purchasing Section will also seek information from the user Department as to additional businesses that should be advised of the solicitation and will email the solicitation information to the business.
 4. Provide bids to various local sources so that small businesses have greater access to procurement opportunities, including but not limited to the local SBA office, union houses and shops, local chambers of commerce, and local builder associations.

Small Business Verification

Verification of business size will be accomplished primarily through the City's vendor registration system and form. Other information may be used to assist in verification procedures, including, DBE certification records, DBE Bid forms, Subcontractor listing forms, City Business Registration records, SBA Registration Records, Contractor Bonding Capacity from the NM Contractor License website, and other readily available public records.

Small Business Program Implementation Schedule

For all elements not already in existence, the City will implement the Small Business provision no later than nine (9) months after FTA approves this program.

SUBPART C – GOALS, GOOD FAITH EFFORTS, AND COUNTING

Section 26.43 Set-asides or Quotas

The City does not use set-asides or quotas in any way in the administration of this DBE program.

Section 26.45 Overall Goals

The City will annually establish overall goals for each of the three USDOT funding agencies (FHWA, FAA, and FTA) if it anticipates that it will award cumulative prime contracts exceeding \$250,000 in DOT funds under each program. We will annually establish overall goals in accordance with the two-step process as specified in 49 CFR Part 26.45. The first step is to determine potential contracting opportunities and the relative availability of ready, willing, and able DBE's to all businesses ready, willing, and able to participate

in the City DOT-assisted contracting opportunities. Generally, the City will rely on the use of the most current Certified DBE listing and the U.S. Census Bureau's Economic Census for the State of New Mexico. The DBE and Census listing will be adjusted or modified based on the most current and up-to-date bidders list that the City maintains. The second step is to review relevant evidence and historical data available and determine if adjustments to the base figure are needed. This will consist of a review of past attainment of overall DBE goals achieved within the last three fiscal years, taking the median of those goals (if any), and averaging it with the base goal to establish the overall goal. If there are no accomplishments for the past three fiscal years or there is less than three years' worth of data, then no adjustment will be made to the original base figure.

The City shall maintain a separate listing and documentation on each goal setting methodology. The FTA goal methodology will be established every three (3) years based on FFY funds. Currently FHWA goals are established by the NMDOT. The City of Las Cruces Airport receives FAA funding and independently has its goals calculated annually; however, this policy will also guide the implementation of FAA goals.

The City will submit its overall goals to DOT on August 1 of each year or as determined by the operating administration. Before establishing the overall goal each year, City staff will consult various groups including but not limited to minority, women's and general contractor groups, community organizations and other official organizations which could be expected to have information concerning the ability of disadvantaged and non-disadvantaged businesses for the DOT-assisted projects. The purpose of this consultation is to obtain information concerning the availability of disadvantaged and non-disadvantaged businesses, the capacity of businesses to do the proposed work, the effects of discrimination on opportunities for DBE's, and the City's efforts to establish a level playing field for the participation of DBE's.

Following this consultation, the City will publish a notice of the proposed overall goals, informing the public that the proposed goal and its rationale are available for inspection during normal business hours at the City offices for 30 days following the date of the notice, and informing the public that the City and DOT will accept comments on the goals for 45 days from the date of the notice. The notice will be published in general circulation media and available minority-focused media and trade association publications. Comments may be sent to the DBELO at the contact information noted in 26.25 above.

The City will begin using our overall goal for each of the USDOT funding agencies on October 1 of each year, unless we have received other instructions from DOT.

Section 26.47 Goal Setting and Accountability

If the Awards and commitments shown on the City of Las Cruces' Uniform Report of Awards or Commitments and Payments at the end of any fiscal year are less than the overall goal applicable to that fiscal year, the City will:

1. Analyze in detail the reasons for the difference between the overall goal and the city's awards and commitments in that fiscal year;
2. Establish specific steps and milestones to correct the problems identified in the analysis that will allow the City to meet the goal for the new fiscal year.
3. Retain the analysis and corrective actions in our records for at least three years and make it available to FTA or FAA on request.

Section 26.49 Transit Vehicle Manufacturers (TVM) Goals

The City will require each transit vehicle manufacturer (TVM), as a condition of being authorized to bid or propose on FTA-assisted transit vehicle procurements, to certify that it has complied with the requirements of this section. Alternatively, the City may, at its discretion and with FTA approval, establish

project-specific goals for DBE participation in the procurement of transit vehicles in lieu of the TVM complying with this element of the program.

The City shall require that TVMs must provide a copy of their FTA-approved goal setting documentation/letter as part of their bid submission to the City.

Section 26.51(a-c) Breakout of Estimated Race-Neutral & Race-Conscious Participation

The City will meet the maximum feasible portion of its overall goal by using race-neutral means facilitating DBE participation. The City uses the following race-neutral means to increase DBE participation:

- Provides information on City functions and its full range of contractual needs.
- Offers instructions and clarification on bid specifications, procurement policy, procedures, and general bidding requirements.
- Maintains a file of successful bid documents from past procurements and permits DBE contractors to review and evaluate such documents.
- On each awarded contract, upon request, explains why certain bids were unsuccessful.
- Provides announcements of upcoming bidding opportunities to DBE contractors.
- Provides information on project scope of work and any job performance requirements.
- Provides information and assistance on continued certification procedures, subcontracting practices, and bonding requirements, and available information on obtaining bonding, financing, or technical assistance.
- Ensures distribution of the DBE directories, through print and electronic means, to the widest feasible audience of potential prime contractors.

The City will adjust the estimated breakout of race-neutral and race-conscious participation as needed to reflect actual DBE participation and will track and report race-neutral and race-conscious participation separately. For reporting purposes, race-neutral DBE participation includes, but is not necessarily limited to, the following:

- DBE participation through a prime contract a DBE obtains through customary competitive procurement procedures;
- DBE participation through a subcontract on a prime contract that does not carry a DBE goal;
- DBE participation through a subcontract from a prime contractor that did not consider a firm's DBE status in making the award;
- DBE participation on a prime contract exceeding a contract goal.

Section 26.51(d-g) Contract Goals

The City will use contract goals to meet any portion of the overall goal the City does not project being able to meet using race-neutral 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 our overall goal that is not projected to be met through the use of race-neutral means.

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

The City will express our contract goals as a percentage of the federal share of a DOT-assisted contract.

Section 26.53 Good Faith Efforts Procedures

Demonstration of good faith efforts (26.53(a) & (c))

When the City has established a Contract Goal, the obligation of the bidder/offeror is to make good faith efforts. The bidder/offeror can demonstrate that it has done so either by meeting the contract goal or documenting good faith efforts. Examples of good faith efforts are found in Appendix A to Part 26 (see links to websites noted in section 26.1).

The DBELO is responsible for determining whether a bidder/offeror who has not met the contract goal has documented sufficient good faith efforts to be regarded as responsive.

The City will ensure that all information is complete and accurate and adequately documents the bidder/offeror's good faith efforts before we commit to the performance of the contract by the bidder/offeror.

Information to be submitted (26.53(b))

The City shall require that the bidder/offeror must present the information required by items 1 through 6 of this Section, listed immediately below, as part of their submission under sealed bid procedures or with initial proposals or as otherwise outlined within the request for bid/proposal documents, as a matter of responsiveness.

Each solicitation for which a contract goal has been established, the award of the contract will be conditioned on meeting the requirements of the entire Section 26.53 and will require the bidders/offerors to submit the following information:

1. The names and addresses of DBE firms that will participate in the contract.
2. A description of the work that each DBE will perform.
3. The dollar amount of the participation of each DBE firm participating.
4. Written and signed documentation of commitment to use a DBE subcontractor whose participation it submits to meet a contract goal.
5. Written and signed confirmation from the DBE that it is participating in the contract as provided in the prime contractor's commitment, and;
6. If the contract goal is not met, evidence of good faith efforts.

Administrative reconsideration (26.53(d))

Within five (5) working days of being informed by the City's DBELO that it is not responsive because it has not documented sufficient good faith efforts, a bidder/offeror may request administrative reconsideration. Bidder/offerors should make this request in writing to the following reconsideration official: Ikani Taumoepeau, Assistant City Manager, P.O. Box 20000, Las Cruces, NM 88004, phone: 575.541.2506, e-mail: <mailto:itaumoepeau@lascruces.gov>. The reconsideration official will not have played any role in the original determination that the bidder/offeror did not document sufficient good faith efforts.

As part of this reconsideration, the bidder/offeror will have the opportunity to provide written documentation or argument concerning the issue of whether it met the goal or made adequate good faith efforts to do so. The bidder/offeror will have the opportunity to meet in person with our reconsideration official to discuss the issue of whether it met the goal or made adequate good faith efforts to do so. The City will send the bidder/offeror a written decision on reconsideration, explaining the basis for finding that the bidder did or did not meet the goal or make adequate good faith efforts to do so. The result of the reconsideration process is not administratively appealable to the Department of Transportation.

Design-Build/Turnkey Contracting

Should the City establish a "design-build" or "turnkey" contracting situation, in which we award a master contract to a contractor, who in turn lets subsequent subcontractors for the work of the project, the City may establish a goal for the project. The master contractor shall then establish contract goals, as appropriate, for the subcontracts that it lets. The City shall maintain oversight of the master contractor's activities to ensure that they are conducted consistent with the applicable federal regulations.

Good Faith Efforts when a DBE is replaced on a contract (26.53(f))

The City will require that a prime contractor not terminate a DBE subcontractor listed in response to this section (or an approved substitute DBE firm) without the City's prior written consent. This includes, but is not limited to, instances in which a prime contractor seeks to perform work originally designated for a DBE subcontractor with its own forces or those of an affiliate, a non-DBE firm, or with another DBE firm.

The City may provide such written consent only at its discretion for reasons stated in the City's concurrence document, that the prime contractor has good cause to terminate the DBE firm as established by Section 26.53(f)(3).

For purposes of this paragraph, good cause includes the following circumstances:

- The listed DBE subcontractor fails or refuses to execute a written contract.
- The listed DBE subcontractor fails or refuses to perform the work of its subcontract in a way consistent with normal industry standards. Provided, however, that good cause does not exist if the failure or refusal of the DBE subcontractor to perform its work on the subcontract results from the bad faith or discriminatory action of the prime contractor.
- The listed DBE subcontractor fails or refuses to meet the prime contractor's reasonable, nondiscriminatory bond requirements.
- The listed DBE subcontractor becomes bankrupt, insolvent, or exhibits credit unworthiness.
- The listed DBE subcontractor is ineligible to work on public works projects because of suspension and debarment proceedings pursuant 2 CFR Parts 180, 215 and 1,200 or applicable state law.
- The City determines that the listed DBE subcontractor is not a responsible contractor;
- The listed DBE subcontractor voluntarily withdraws from the project and provides to both the prime contractor and the City written notice of its withdrawal;
- The listed DBE is ineligible to receive DBE credit for the type of work required.
- A DBE owner dies or becomes disabled with the result that the listed DBE contractor is unable to complete its work on the contract.
- Other documented good cause that the City determines that compels the termination of the DBE subcontractor. Provided, that good cause does not exist if the prime contractor seeks to terminate a DBE it relied upon to obtain the contract so that the prime contractor can self-perform the work for which the DBE contractor was engaged or so that the prime contractor can substitute another DBE or non-DBE contractor after contract award.

Before transmitting to the City its request to terminate and/or substitute a DBE subcontractor, the prime contractor must give notice in writing to the DBE subcontractor, with a copy to the City, of its intent to request to terminate and/or substitute, and the reason for the request.

The prime contractor must give the DBE five days to respond to the prime contractor's notice and advise the City and the contractor of the reasons, if any, why it objects to the proposed termination of its subcontract and why the City should not approve the prime contractor's action. If required in a particular case as a matter of public necessity (e.g., safety) solely at the City's discretion and decision, the City may provide a response period shorter than five (5) days.

In addition to post-award terminations, the provisions of this section apply to pre-award deletions of or substitutions for DBE firms put forward by offerors in negotiated procurements.

When a DBE subcontractor is terminated or fails to complete its work on the contract for any reason, the City will require the prime contractor to make good faith efforts to find another DBE subcontractor to substitute for the original DBE. These good faith efforts shall be directed at finding another DBE to perform at least the same amount of work under the contract as the DBE that was terminated, to the extent needed to meet the contract goal the City has established for the procurement.

The City will include in each prime contract a provision for appropriate administrative remedies as afforded under City ordinance or written policy, and/or state or federal law that the City will invoke if the prime contractor fails to comply with the requirements of this section.

The City will apply the requirements of this section to DBE bidders/offerors for prime contracts. In determining whether a DBE bidder/offeror for a prime contract has met a contract goal, the City will count the work the DBE has committed to performing with its own forces as well as the work that it has committed to be performed by DBE subcontractors and DBE suppliers.

Sample Bid Specification:

The requirements of 49 CFR Part 26, Regulations of the U.S. Department of Transportation, apply to this contract. It is the policy of the City to practice nondiscrimination based on race, color, sex or national origin in the award or performance of this contract. All firms qualifying under this solicitation are encouraged to submit bids/proposals. Award of this contract will be conditioned upon satisfying the requirements of this bid specification. These requirements apply to all bidders/offerors, including those who qualify as a DBE. A DBE contract goal of <insert goal percent here> has been established for this contract. The bidder/offeror shall make good faith efforts to meet the contract goal for DBE participation in the performance of this contract, as defined in Appendix A, 49 CFR Part 26 which can be found at this link: [Electronic Code of Federal Regulations \(eCFR\)](#)

The bidder/offeror will be required to submit the following information: (1) the names and addresses of DBE firms that will participate in the contract; (2) a description of the work that each DBE firm will perform; (3) the dollar amount of the participation of each DBE firm participating; (4) written documentation of the bidder/offeror's commitment to use a DBE subcontractor whose participation it submits to meet the contract goal; (5) written confirmation from the DBE that it is participation in the contract as provided in the commitment made under (4); and (6) if the contract goal is not met, evidence of good faith efforts.

Note: this specification will only be used when a contract goal has been established.

Section 26.55 Counting DBE Participation

The City will count DBE participation toward overall and contract goals as provided in 49 CFR 26.55. The City will not count participation of a DBE subcontract towards a contractor's final compliance with its DBE obligations on a contract until the amount being counted has actually been paid to the DBE.

SUBPART D – CERTIFICATION STANDARDS

Section 26.61 – 26.73 Certification Process

The certification standards of Subpart D of Part 26 and the certification procedures of Subpart E of Part 26 determine the eligibility of firms to participate as DBEs in DOT-assisted contracts. To be certified as a DBE, a firm must meet all certification eligibility standards.

The City is a member of the New Mexico Unified Certification Program (NMUCP). The NMDOT Office of Equal Opportunity Programs is the lead for this program and determines the eligibility of firms to participate as DBEs in DOT-assisted contracts. To be certified as a DBE in the NMUCP, a firm must meet all certification standards set forth by 49 CFR Parts 26.61 -26.73. The NMUCP will make certification decisions based on the facts.

Any bidder certified by the NMDOT under these documents is presumed by the City to be qualified for this program.

A DBE's certification will not be removed without prior notification from the State of New Mexico. Any decision-making or appealing of the DBE status will be referred to the NMDOT.

For information about the certification process or to apply for certification, firms should contact:

Office of Equal Opportunity Programs
Disadvantaged Business Enterprise Program
New Mexico Department of Transportation
Aspen Plaza
1596 Pacheco, Suite 107
Santa Fe, NM 87505
[Disadvantaged Business Enterprise Certification | NMDOT](#)
Phone: (505) 827-1774 or (800) 544-0936
Fax: (505) 827-1779

The NMUCP certification application form and annual personal net worth declaration form, and documentation requirements may also be downloaded from the NMDOT website. A courtesy link can also be found on the City's Purchasing Section website at: [Disadvantaged Business Enterprise Program | Las Cruces, NM \(las-cruces.org\)](#).

SUBPART E – CERTIFICATION PROCEDURES

Section 26.81 Unified Certification Programs

As noted in Section 26.61 – 26.73 above, the City is a member of the New Mexico Unified Certification Program (NMUCP) administered by New Mexico Department of Transportation (NMDOT) Office of Equal Opportunity Programs. The NMUCP will follow all certification procedures and standards of this part, and the NMUCP shall cooperate fully with oversight, review and monitoring activities of USDOT and its operating administrations; and the NMUCP shall implement USDOT directives and guidance concerning certification matters. The agreement shall commit the City and other recipients to ensure that the NMUCP has sufficient resources and expertise to carry out the requirements of this part. The City will assist any bidder in the qualification process as a DBE. Additionally, we will inform bidders of any seminars given by universities, business organizations, and labor organizations that deal with DBE compliance, qualifications, and rules.

A complete description of the NMUCP can be obtained from NMDOT (see contact information in Section 26.61 -26.73 above).

Section 26.83 Procedures for Certification Decisions

Re-certifications 26.83(a) & (c)

Re-certifications are the responsibility of the NMDOT through the NMUCP. The eligibility of DBEs certified under former part 23 may be reviewed to ensure compliance with the standards of Subpart E of Part 26. The NMUCP staff may a certification review at least every three years to ensure there have not been any changes in the bidder' DBE status. The NMUCP shall establish a review schedule in accordance with 49 CFR Part 26, should the NMUCP adopt a certification review process.

"No Change" Affidavits and Notices of Change (26.83(j))

Each DBE is required to inform the NMUCP through a written affidavit, of any change in its circumstances affecting its ability to meet size, disadvantaged status, ownership or control criteria of 49 CFR Part 26 or of any material changes in the information provided with its application for certification.

The NMUCP also requires all owners of all DBEs that have been certified to submit, on the anniversary date of their certification, a "no change" affidavit meeting the requirements of 26.83(j). The text of this

affidavit is the following:

I swear (or affirm) that there have been no changes in the circumstances of [name of DBE firm] affecting its ability to meet the size, disadvantaged status, ownership, or control requirements of 49 CFR part 26. There have been no material changes in the information provided with [name of DBE]'s application for certification, except for any changes about which you have provided written notice to the NMDOT under 26.83(j). [Name of firm] meets Small Business Administration (SBA) criteria for being a small business concern and its average annual gross receipts (as defined by SBA rules).

The NMUCP requires DBEs to submit with this affidavit documentation of the firm's size and gross receipts. If the DBE fails to provide this affidavit in a timely manner, it will be deemed to have failed to cooperate under 49 CFR Part 26.109(c). The NMUCP will mail the firm, prior to its anniversary date, the annual affidavit. The firm will have 15 days to complete the affidavit, attach supporting documentation as to small business size, and return the affidavit and document to the NMUCP.

The NMUCP will require all applicants and currently certified DBE's, to submit a statement of personal net worth annually. These certification forms may be found on the NMDOT website at: [Disadvantaged Business Enterprise Certification | NMDOT](#).

Section 26.85 Interstate Certification

The NMUCP shall follow the requirements for interstate certification in accordance with 49 CFR Part 26.85 and should be contacted at the information listed under 26.61 – 27.73 above.

Section 26.86 Denials of Initial Requests for Certification

When the NMUCP denies a request by a firm, which is not currently certified with the NMUCP to be certified as a DBE, the NMUCP will provide the firm a written explanation for denial, specifically reinforcing the evidence in the record that supports each reason for denial. All documents and other information on which denial is based will be made available to the applicant, on written request. When a firm is denied certification, it may not reapply to the NMUCP for certification for a time period of 12 months from the date the firm received the denial letter. The firm may appeal the NMUCP's denial of certification the USDOT under 49 CFR Part 26.89.

Section 26.87 Removal of a DBE's Eligibility

In the event the NMUCP proposes to remove a DBE's certification, the City will follow procedures consistent with 26.87. Federal regulations in 49 CFR Part 26 (see 26.1 for a web link to this) sets forth these procedures in detail. To ensure separation of functions in a de-certification, the NMUCP ensures that the decision in a proceeding to remove the firm's eligibility is made by an office and personnel that did not take part in actions leading to or seeking to implement the proposal to remove a firm's eligibility and are not subject, with respect to the matter, to direction from the office or personnel who did take part in these actions. The NMUCP's method of implementing this requirement is having the Secretary of the NMDOT designate a "Hearing Officer". This hearing officer will not already be assigned to the NMUCP or the Office of Equal Opportunity. The Hearing Officer shall be an individual who is knowledgeable about the certification requirements of the NMUCP.

Section 26.89 Certification Appeals

Any firm or complainant may appeal the NMUCP's decision in a certification matter to DOT. Such appeals may be sent to:

U.S. Department of Transportation
Office of Civil Rights
External Civil Rights Programs Division (S-33)

1200 New Jersey Ave, SE
Washington, DC 20590
Phone: (202) 366-4754
TTY: (202) 366-9696
Fax: (202) 366-5575

Information on how the appeals process works, how to file an appeal, or what information to provide for an appeals process can be found on the USDOT website at: [Appeal Process | US Department of Transportation](#).

Section 26.91 Required actions by the City following DOT Certification Appeals decisions

The City will promptly implement any DOT certification appeal decisions affecting the eligibility of DBEs for our DOT-assisted contracting (e.g., certify a firm if DOT has determined that NMUCP denial of its application was erroneous).

SUBPART F – COMPLIANCE AND ENFORCEMENT

Section 26.107 Enforcement Actions that apply to DBE Firms

Any firm that does not meet the eligibility criteria of subpart D of this part and that attempts to participate in a DOT-assisted program as a DBE on the basis of false, fraudulent, or deceitful statements or representations or under circumstances indicating a serious lack of business integrity or honesty, the DOT may initiate suspension or debarment proceedings against you under 2 CFR parts 180 and 1200.

If any firm that, in order to meet DBE contract goals or other DBE program requirements, uses or attempts to use, on the basis of false, fraudulent or deceitful statements or representations or under circumstances indicating a serious lack of business integrity or honesty, another firm that does not meet the eligibility criteria of subpart D of this part, the DOT may initiate suspension or debarment proceedings against you under 2 CFR parts 180 and 1200.

In a suspension or debarment proceeding brought under those paragraphs listed immediately above of this section, the concerned operating administration may consider the fact that a purported DBE has been certified by a recipient (i.e. NMUCP). Such certification does not preclude the DOT from determining that the purported DBE, or another firm that has used or attempted to use it to meet DBE goals, should be suspended or debarred.

The DOT may take enforcement action under 49 CFR Part 31, Program Fraud and Civil Remedies, against any participant in the DBE program whose conduct is subject to such action under 49 CFR part 31.

The DOT may refer to the Department of Justice, for prosecution under 18 U.S.C. 1001 or other applicable provisions of law, any person who makes a false or fraudulent statement in connection with participation of a DBE in any DOT-assisted program or otherwise violates applicable Federal statutes.

Section 26.109 Information, Confidentiality, Cooperation, and Intimidation or Retaliation

Availability of records. (1) In responding to requests for information concerning any aspect of the DBE program, the DOT complies with provisions of the Federal Freedom of Information and Privacy Acts (5 U.S.C. 552 and 552a) and the City complies with provisions of the New Mexico Public Records Act. The DOT and the City may make available to the public any information concerning the DBE program release of which is not prohibited by Federal, state, or local law.

Notwithstanding any provision of Federal or state law, the City shall not release any information that may reasonably be construed as confidential business information to any third party without the written consent of the firm that submitted the information. This includes applications for DBE certification and

supporting information. However, the City must transmit this information to DOT in any certification appeal proceeding under §26.89 of this part or to any other state to which the individual's firm has applied for certification under §26.85 of this part.

Confidentiality of information on complainants. Notwithstanding the provisions of the paragraphs under *Availability of records*, of this section, the identity of complainants shall be kept confidential, at their election. If such confidentiality will hinder the investigation, proceeding or hearing, or result in a denial of appropriate administrative due process to other parties, the complainant must be advised for the purpose of waiving the privilege. Complainants are advised that, in some circumstances, failure to waive the privilege may result in the closure of the investigation or dismissal of the proceeding or hearing. FAA follows the procedures of 14 CFR part 16 with respect to confidentiality of information in complaints.

Cooperation. All participants in the DOT's DBE program (including, but not limited to, recipients (the City), DBE firms and applicants for DBE certification, complainants and appellants, and contractors using DBE firms to meet contract goals) are required to cooperate fully and promptly with DOT and recipient compliance reviews, certification reviews, investigations, and other requests for information. Failure to do so shall be a ground for appropriate action against the party involved (e.g., with respect to recipients, a finding of noncompliance; with respect to DBE firms, denial of certification or removal of eligibility and/or suspension and debarment; with respect to a complainant or appellant, dismissal of the complaint or appeal; with respect to a contractor which uses DBE firms to meet goals, findings of non-responsibility for future contracts and/or suspension and debarment).

Intimidation and retaliation. The City, contractor, or any other participant in the program, shall not intimidate, threaten, coerce, or discriminate against any individual or firm for the purpose of interfering with any right or privilege secured by this part or because the individual or firm has made a complaint, testified, assisted, or participated in any manner in an investigation, proceeding, or hearing under this part. Any violation of this prohibition shall render the party/person noncompliant with this part.

GOAL SETTING – METHODOLOGY & REPORTING

The City shall establish goal setting process for each operating administration (FHWA, FTA, and FAA) as required by the DOT's process and schedules. Each goal setting methodology will be documented and advertised as required by federal regulations. A change in goal shall not require an update to this Plan.

The City shall maintain a summary listing of goals established and accomplishments met as a separate document of this Plan.

ATTACHMENTS

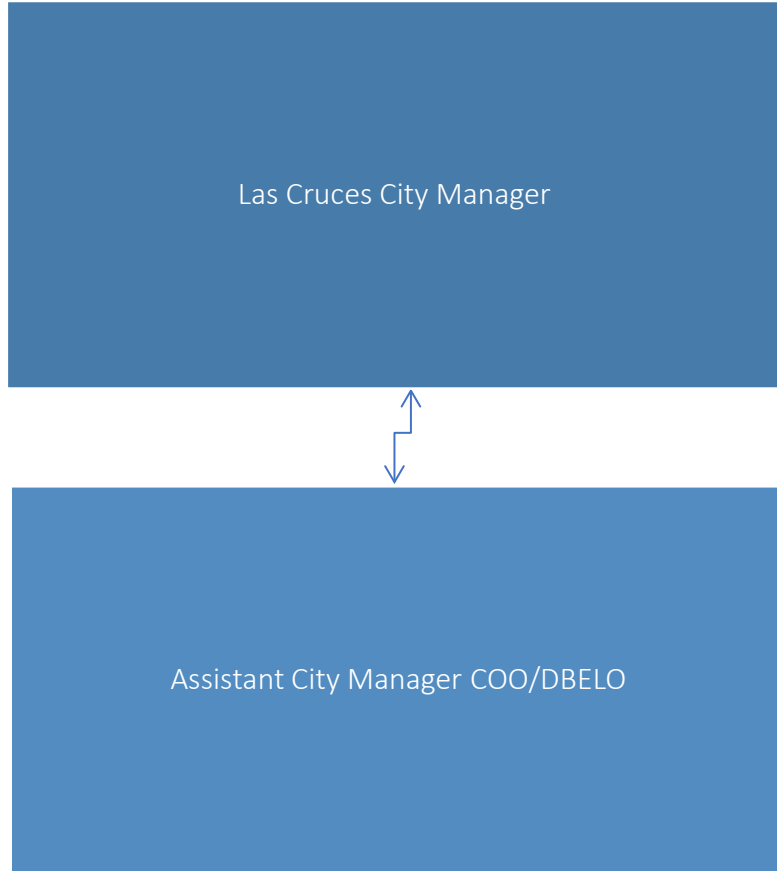
Attachment 1	Acronyms Used in this Document
Attachment 2	Organizational Chart
Attachment 3	City of Las Cruces DBE Program Forms
Attachment 4	Monthly Reporting Form
Attachment 5	Monitoring and Enforcement Mechanisms
Attachment 6	Authority to Debar: Procurement Code Sec. 24-256. Authority to debar
Attachment 7	49 CFR Part 26

Attachment 1

Acronyms Used in this Policy

CFR	- Code of Federal Regulation
DBE	- Disadvantaged Business Enterprise
DBELO	- Disadvantaged Business Enterprise (program) Liaison Officer
DOT	- United States Department of Transportation (also USDOT)
FAA	- Federal Aviation Administration
FHWA	- Federal Highway Administration
FTA	- Federal Transit Administration
IFB	- Invitation for Bids
ISTEA	- Intermodal Surface Transportation Efficiency Act of 1991
NMDOT	- New Mexico Department of Transportation
NMUCP	- New Mexico Unified Certification Program
RFB	- Request for Bids
RFP	- Request for Proposals
SAFETEA-LU	- Safe, Accountable, Flexible, Efficient Transportation Equity Act – a Legacy for Users
SBA	- Small Business Administration
TEA-21	- Transportation Equity Act for the 21 st Century
TVM	- Transit Vehicle Manufacturer
USDOT	- United States Department of Transportation

Attachment 2 Organizational Chart



Attachment 3

City of Las Cruces DBE Program Forms

Disadvantaged Business Enterprises

CITY AND FEDERAL CLAUSES AND CERTIFICATIONS **DISADVANTAGED BUSINESS ENTERPRISE NOTICE**

Disadvantage Business Enterprise Goal – Race Neutral

The Federal Department of Transportation has implemented a Disadvantaged Business Enterprise (DBE) program mandate and the City has developed its own DBE program and has established a DBE goal for fiscal years 2018-2020 is 0% for this Federal Transit Administration-funded project(s). Further information about what this program entails and its requirements can be found via the following link: [Disadvantaged Business Enterprise \(DBE\) Program | US Department of Transportation](#). It shall be the responsibility of the awarded respondent to adhere and administer the relevant requirements of this program. DBE program information is available by request through the Purchasing Office as outlined elsewhere within this request for bid/proposal.

DBE participation in this procurement may be in the form of a prime contract, subcontract, joint venture, or another arrangement that qualifies under 49 CFR Sections 26.55, “How is DBE participation counted toward goals?”

Bidders List

The City of Las Cruces, New Mexico has adopted by Letter of Agreement the New Mexico State Department of Transportation’s (NMDOT) Certification Procedures and DBE Directory. The DBE Directory lists the firm’s name, address, phone number, date of most recent certification, and the type of work the firm has been certified to perform as a DBE. The DBE Directory is available from the NMDOT at: [New Mexico Department of Transportation - Disadvantaged Business Enterprise System \(dbesystem.com\)](#)

NOTICE TO CONTRACTORS

This completed form is a MANDATORY SUBMITTAL with bid
(Submitting a blank form will render the bid non-compliant)

DISADVANTAGED BUSINESS ENTERPRISE (DBE) PROGRAM
RACE NEUTRAL

FORM:RN- 1 (DBE Utilization) Rev: Jan 1,2022

PROJECT: <Insert RFP number here>

The City of Las Cruces DBE program race-neutral goal for fiscal years 2021-2023 is 5.28% for this Federal Transit Administration funded project.

The undersigned has satisfied the requirements of the specifications in the following manner. Please check the appropriate space:

- The bidder is committed to a minimum of 5.28% DBE utilization on this project.

- The bidder, if unable to meet the goal of 5.28% DBE utilization is committed to a minimum of _____ % DBE utilization on this project and has submitted documentation showing good faith effort.

- The bidder is not a DBE and does not subcontract any work.

The following must be completed fully and signed by bidder:
Prime Contractor:

DBA: _____

Owner: _____

Street Address: _____

City, State, Zip: _____

Contact Email: _____

Phone No.: _____

Certified Business: _____

Description – NAICS #: _____

Signature

Date

Printed Name

Title

City of Las Cruces
STATEMENT REGARDING DISADVANTAGED BUSINESS ENTERPRISE (DBE) PROGRAM

This project, [REDACTED] (CLC Bid Number xx-xx-xxx), is subject to a goal established under the City of Las Cruces and/or New Mexico Department of Transportation DBE Program(s).

DISADVANTAGED BUSINESS ENTERPRISE NOTICE

The Federal Department of Transportation has implemented a Disadvantaged Business Enterprise (DBE) program mandate and the City has developed its own DBE program and has established Race-Conscious DBE goals (or Contract Goal) for fiscal year 20 [REDACTED] of [REDACTED]% for this Federal [REDACTED] Administration-funded project(s). Further information about what this program entails and its requirements can be found via the following link: <https://www.transportation.gov/civil-rights/disadvantaged-business-enterprise>. It shall be the responsibility of the awarded respondent to adhere and administer the relevant requirements of this program. DBE program information is available by request through the Purchasing Office as outlined elsewhere within this request for bid/proposal.

DBE participation in this procurement may be in the form of a prime contract, subcontract, joint venture, or another arrangement that qualifies under 49 CFR Sections 26.55, "How is DBE participation counted toward goals?"

Bidders List

The City of Las Cruces, New Mexico has adopted by Letter of Agreement the New Mexico State Department of Transportation's (NMDOT) Certification Procedures and DBE Directory. The DBE Directory lists the firm's name, address, phone number, date of most recent certification, and the type of work the firm has been certified to perform as a DBE. The DBE Directory is available from the NMDOT.

Good Faith Efforts

The requirements of 49 CFR Part 26, Regulations of the U.S. Department of Transportation, apply to this contract. It is the policy of the City of Las Cruces, New Mexico, to practice nondiscrimination based on race, color, sex, or national origin in the award or performance of this contract. All firms qualifying under this solicitation are encouraged to submit bids/proposals. Award of this contract will be conditional upon satisfying the requirement of this bid specification. These requirements apply to all bidders/proposers, including those who qualify as a DBE. The bidders/proposers shall make good faith efforts, as defined in 49 CFR part 26 (Attachment 1), to meet the contract goal for DBE participation in the performance of this contract.

Policy on Contract Clauses Under 49 CFR Part 26

The bidder/proposer will be required to submit/provide the following information:

(1) Assurances as to whether or not they are able to meet the established Contract Goal, including written documentation of the bidder's/proposer's commitment to use a DBE Subcontractor(s) whose participation it submits to meet the contract goal (**See Form RC-1**);

(2) As applicable, the names and addresses of DBE firms that will participate in the contract; a description of the work that each DBE firm will perform; and dollar amount of each DBE firm's participation (See Forms RC-2A and RC-2B);

(3) Written confirmation from the DBE that it is participating in the contracts provided in the commitment made under (1) listed above (See Form RC-4); and

(4) If the contract goal is not met, evidence of good faith efforts (See Form RC-3).

The City of Las Cruces, New Mexico treats bidders/proposers compliance with good faith effort requirements as a matter of responsiveness. Each solicitation for which a contract goal has been established will require bidders/proposers to submit DBE forms (RC1, RC-2A, RC-2B, Rc-3, RC-4) with their bid/proposal.

The DBE Forms contained at the end of this Request for Proposal need to be completed by all proposers, as applicable, to the instructions provided on each form or listed herein. Failure to submit the applicable forms at the time of bid/proposal or other required deadline will constitute "Unresponsive" and disqualify the proposer from consideration by the City of Las Cruces.

The forms following this page are:

<u>FORM:</u>	<u># of Pages:</u>	<u>Submittal time:</u>
RC-1	2	Must be submitted by all bidders with bid
RC-2A	1-duplicate as necessary	Must be submitted by all bidders with bid.
RC-2B	1-duplicate as necessary	Must be submitted by all bidders with bid.
RC-3	1-duplicate as necessary	Must be submitted by all bidders as applicable.
RC-4	1-duplicate as necessary	Must be submitted by all bidders as applicable.

NOTICE TO CONTRACTORS
THIS FORM IS A MANDATORY SUBMITTAL WITH BID/PROPOSAL

CITY OF LAS CRUCES
DISADVANTAGED BUSINESS ENTERPRISE (DBE) PROGRAM
RACE-CONSCIOUS/CONTRACT GOAL MEASURES

FORM: RC-1

Rev.: June 13, 2017

Page 1 of 2

RFB#: xx-xx-xxx Project Name: _____

FAILURE TO COMPLY WITH THESE REQUIREMENTS SHALL RENDER A BID/PROPOSAL NON-RESPONSIVE AND THE BID/PROPOSAL SHALL BE REJECTED.

This project is subject to race-conscious measures. The established DBE goal for this project is _____%. At the time the bid is submitted to the City, **ALL BIDDERS** as indicated below, shall establish whether they can or cannot meet the established DBE Goal and shall complete, sign and submit Forms: RC-1 (this form, both pages).

ALL BIDDERS shall submit: **1)** Forms RC-2A and RC-2B, indicating all subcontractors/suppliers, as applicable, that they will use if awarded the project **OR** Form RC-2B, if **no** DBE is being utilized, print "N/A" or "not applicable" on all lines and sign and notarize signature of authorized representative. Each Bidder is responsible for confirming that each DBE it intends to utilize is currently certified. To do so, Bidders should confirm the DBE firm's status by accessing the NMDOT DBE Directory at [New Mexico Department of Transportation - Disadvantaged Business Enterprise System \(dbesystem.com\)](http://New Mexico Department of Transportation - Disadvantaged Business Enterprise System (dbesystem.com)). Any questions about accessing the Directory or properly completing the forms can be addressed to the City's Purchasing Department at 575-541-2525.

ALL BIDDERS shall submit: **1)** Written confirmation from each DBE of its intent to participate in the contract Form RC-4. **AND/OR 2)** If the bidder cannot meet all the established DBE goal, the bidder shall submit documentation evidencing its "Good Faith Efforts" to obtain DBE participation and must include Form RC-3 which lists all DBE firm(s) contacted, along with all other supporting documentation.

The *Selected DBE Program Provisions Disadvantaged Business Participation in USDOT Assisted Contracts* provides a detailed listing of the types of actions that the City of Las Cruces will consider as evidence of a Bidder's "Good Faith Efforts" to obtain DBE participation. At a minimum and in addition to Form(s) RC-3, the Bidder shall provide evidence that it solicited through all reasonable and available means the interest of all certified DBE firms that have the capability to perform the work on the contract and determined with certainty whether DBE firms were interested by taking appropriate steps to follow up on initial solicitations. Evidence shall include, but is not limited to, copies of newspaper advertisements, fax logs, telephone logs, or other means utilized to solicit and follow up with the DBE firms. If the City's DBE Liaison Officer determines that the apparent low bidder has failed to provide adequate evidence of "Good Faith Efforts," the City will notify the apparent low bidder of that determination and provide the apparent low bidder with the opportunity to request administrative reconsideration of that determination pursuant to 49 CFR 26.53(b) and the City of Las Cruces DBE Program.

NOTICE TO CONTRACTORS

THIS FORM IS A MANDATORY SUBMITTAL WITH BID/PROPOSAL

CITY OF LAS CRUCES
DISADVANTAGED BUSINESS ENTERPRISE (DBE) PROGRAM
RACE-CONSCIOUS/CONTRACT GOAL MEASURES

FORM: RC-1

Rev.: June 13, 2017

Page 2 of 2

RFB#: xx-xx-xxx Project Name: _____

FAILURE TO COMPLY WITH THESE REQUIREMENTS SHALL RENDER A BID NON-RESPONSIVE AND THE BID SHALL BE REJECTED.

In accordance with 49 CFR Part 26, the City's DBE Program, and the applicable Special Provisions and/or Certifications, the bidder shall below:

Check **A. or B, and C.** as applicable:

- A. _____ Assures to meet or exceed the established DBE goal.
- B. _____ Cannot meet the established DBE goal, but will meet _____% toward the DBE goal and documentation in accordance with the guidelines established herein.
- C. _____ Is a certified DBE contractor and shall list itself and any other DBE subcontractor(s) on Forms RC-2A & RC-2B.

I will abide by the DBE Goal set for this project and hereby assure to submit the names, if any, of the DBE Firms that will participate in this project. Substitution(s) of DBE firms and/or subcontractors **IS PROHIBITED** without prior submission of written justification to the City of Las Cruces for approval. I understand that failure to meet the goal may result in Liquidated Damages for the difference between the DBE goal and the actual DBE participation achieved.

This statement is my assurance that _____ (Name of firm) agrees to comply with the requirements of 49 CFR Part 26, as amended, and the City of Las Cruces and/or NM Department of Transportation's Disadvantaged Business Enterprise Program and all the requirements contained therein.

Date

Signature of Company Official

NOTICE TO CONTRACTORS

THIS FORM IS A MANDATORY SUBMITTAL WITH BID/PROPOSAL

CITY OF LAS CRUCES
DISADVANTAGED BUSINESS ENTERPRISE (DBE) PROGRAM
RACE-CONSCIOUS/CONTRACT GOAL MEASURES

FORM: RC-1

Rev.: February 1, 2012

Page 2 of 2

RFB#: xx-xx-xxx Project Name: _____

FAILURE TO COMPLY WITH THESE REQUIREMENTS SHALL RENDER A BID NON-RESPONSIVE AND THE BID SHALL BE REJECTED.

In accordance with 49 CFR Part 26, the City's DBE Program, and the applicable Special Provisions and/or Certifications, the bidder shall below:

Check **A. or B, and C.** as applicable:

- A. _____ Assures to meet or exceed the established DBE goal.
- B. _____ Cannot meet the established DBE goal, but assures to submit "Good Faith Efforts" documentation in accordance with the guidelines established above.
- C. _____ Is a certified DBE contractor and shall list itself and any other DBE subcontractor(s) on

Forms RC-2A & RC-2B.

I will abide by the DBE Goal set for this project and hereby assure to submit the names, if any, of the DBE Firms that will participate in this project. Substitution(s) of DBE firms and/or subcontractors **IS PROHIBITED** without prior submission of written justification to the City of Las Cruces for approval. I understand that failure to meet the goal may result in Liquidated Damages for the difference between the DBE goal and the actual DBE participation achieved.

This statement is my assurance that _____ (Name of firm) agrees to comply with the requirements of 49 CFR Part 26, as amended, and the City of Las Cruces and/or NM Department of Transportation's Disadvantaged Business Enterprise Program and all the requirements contained therein.

Date

Signature of Company Official

NOTICE TO CONTRACTORS

THIS FORM IS A MANDATORY SUBMITTAL WITH BID/PROPOSAL

**CITY OF LAS CRUCES
DISADVANTAGED BUSINESS ENTERPRISE (DBE) PROGRAM
RACE-CONSCIOUS/CONTRACT GOAL MEASURES**

FORM: RC- 2A Rev: June 13, 2017 **Duplicate Page as necessary**

RFB#: xx-xx-xxx Project Name: _____

This form is only to be completed by the Prime Contractor/Proposer and is to list **all** sub-contractors/suppliers for this bid/proposal. **Please provide only one copy of this form per bid/proposal, but provided duplicate pages (preferably numbered as 1 of 2, 2 of 2, etc.) until all subcontractors and/or suppliers are listed.**

Bidder's Questionnaire	
Prime Contractor:	
Address:	
City, State:	
Federal Fiscal Year:	

In accordance with Section 26.11 Record Keeping Requirements – This form shall be completed by each firm for all subcontractors/suppliers quoting on the project as indicated above.

Name of Subcontractor/ Supplier	Address	DBE Status (check as applicable)	Year Firm Established	Type(s) of work	Annual Gross Receipts (check as applicable)
		<input type="checkbox"/> DBE <input type="checkbox"/> Non DBE			<input type="checkbox"/> Less than \$1 million <input type="checkbox"/> \$1 million-\$5 million <input type="checkbox"/> \$5 million and above
		<input type="checkbox"/> DBE <input type="checkbox"/> Non DBE			<input type="checkbox"/> Less than \$1 million <input type="checkbox"/> \$1 million-\$5 million <input type="checkbox"/> \$5 million and above
		<input type="checkbox"/> DBE <input type="checkbox"/> Non DBE			<input type="checkbox"/> Less than \$1 million <input type="checkbox"/> \$1 million-\$5 million <input type="checkbox"/> \$5 million and above
		<input type="checkbox"/> DBE <input type="checkbox"/> Non DBE			<input type="checkbox"/> Less than \$1 million <input type="checkbox"/> \$1 million-\$5 million <input type="checkbox"/> \$5 million and above
		<input type="checkbox"/> DBE <input type="checkbox"/> Non DBE			<input type="checkbox"/> Less than \$1 million <input type="checkbox"/> \$1 million-\$5 million <input type="checkbox"/> \$5 million and above
		<input type="checkbox"/> DBE <input type="checkbox"/> Non DBE			<input type="checkbox"/> Less than \$1 million <input type="checkbox"/> \$1 million-\$5 million <input type="checkbox"/> \$5 million and above

Page ___ of ___

NOTICE TO CONTRACTORS

THIS FORM IS A MANDATORY SUBMITTAL WITH BID/PROPOSAL

**CITY OF LAS CRUCES
DISADVANTAGED BUSINESS ENTERPRISE (DBE) PROGRAM
RACE-CONSCIOUS/CONTRACT GOAL MEASURES**

FORM: RC-2B Rev.: June 13, 2017 **Duplicate Page as necessary**

RFB#: xx-xx-xxx Project Name: _____

Name of Prime Contractor: _____

TYPE OR PRINT LEGIBLY

Name of DBE	DBE Address	Description of Work	Proposed Amount
Total DBE Participation			\$

1. Contractor's DBE Liaison Officer: _____
2. Total Amount of the Bid: \$ _____
3. * DBE Participation Percentage : _____ (i.e. % of line 2 above)

* If the contract goal is not met, evidence of "Good Faith Efforts" must be provided in addition to Form RC-3.

The undersigned affirms that he/she is an authorized representative of Prime Contractor listed above and further certifies that the above DBE(s) was/were contacted and said DBE(s) are ready, willing, and able to participate in the project's completion. That the making of a material misrepresentation of fact is grounds for disqualification.

Signature of Authorized Representative Printed Name of Authorized Representative

Subscribed and sworn to before me this _____ day of _____, 20____.

County of _____ }
State of New Mexico }

Notary Seal

My commission expires: _____, Notary Public

NOTICE TO CONTRACTORS
THIS FORM IS A MANDATORY SUBMITTAL WITH BID/PROPOSAL
IF DBE GOAL IS NOT MET, DOCUMENTATION OF "GOOD FAITH" EFFORTS MUST BE
ATTACHED

CITY OF LAS CRUCES
DISADVANTAGED BUSINESS ENTERPRISE (DBE) PROGRAM
RACE-CONSCIOUS/CONTRACT GOAL MEASURES

Schedule & Certification of DBE Unavailability

FORM: RC-3 Rev.: June 13, 2017 **Duplicate Page as necessary**

RFB#: xx-xx-xxx Project Name: _____

Name of Prime Contractor: _____

Name of DBE Contractor	Address	Type of Work (electrical, paving, etc.) and contract items or parts thereof to be performed	Reason Unavailable

The undersigned affirms that he/she is an authorized representative of the Prime Contractor Listed above and further certifies that the above DBE(s) was/were contacted, in good faith, and said DBE(s) was/were unable to submit an acceptable responsive bid. That the making of a material misrepresentation of fact is grounds for disqualification.

Signature of Authorized Representative Printed Name of Authorized Representative

Subscribed and sworn to before me this _____ day of _____, 20____.

County of _____ }
} }
State of New Mexico }

Notary Seal

My commission expires: _____

Notary Public

Monitoring and Enforcement Mechanisms

The City of Las Cruces has available several remedies to enforce the DBE requirements contained in its contract, including, but not limited to, the following:

1. Breach of contract action, pursuant to the terms of the contract.
2. 1.4.7 New Mexico Administrative Code **Suspension or Debarment of Bidders, Offerors or Contractors.**
3. Las Cruces Municipal Code Chapter 24, Section 256, **Authority to Debar** (attached as Attachment 6).

In addition, the federal government has available several enforcement mechanisms that it may apply to firms participating in the DBE program, including, but not limited to, the following:

1. Suspension or debarment proceedings pursuant to 49 CFR part 26.
2. Enforcement action pursuant to 49 CFR Part 31.
3. Prosecution pursuant to 18 USC 1001.

Procurement Code, Section 24-256 Remedies for Contractors Failure to Comply

Sec. 24-256. Authority to debar

(a) The purchasing manager, after consulting with the city attorney and the contract administrator, as defined by the using department, is authorized to debar a person for cause from consideration for the award of future city contracts for a specified period of time. The debarment may apply to a person in his individual as well as corporate capacity. The debarment shall be for a period of not more than three years.

(b) The causes for debarment shall include one or more of the following:

(1) Conviction for commission of a criminal offense as an incident to obtaining or attempting to obtain a public or private contract or subcontract, or in the performance of such contract or subcontract.

(2) Conviction under state or federal statutes of embezzlement, theft, forgery, bribery, falsification or destruction of records, receiving stolen property, or any other offense indicating a lack of business integrity or business honesty which currently, seriously and directly affects responsibility as a city contractor.

(3) Conviction under state or federal antitrust statutes arising out of the submission of bids or proposals.

(4) Violation of any city or non-city contract provision, as follows, of a character which is regarded by the purchasing manager to be so serious as to justify debarment action:

a. Deliberate failure without good cause to perform in accordance with the specifications or within the time limit provided in the contract; or

b. A recent record of failure to perform or of unsatisfactory performance in accordance with the terms of one or more contracts, including failure to pay subcontractors, provided that failure to perform or unsatisfactory performance caused by acts beyond the control of the contractor shall not be considered to be a basis for debarment.

(5) Any other cause the purchasing manager determines to be so serious and compelling as to affect responsibility as a city contractor, including debarment by another governmental entity for any cause listed in this chapter.

(6) Violation of the ethical standards set forth in article X of this chapter.

(7) Any violation of the drug-free workplace regulations.

DBE Regulations

49 CFR Part 26—Participation by Disadvantaged Business Enterprises in Department of Transportation
Financial Assistance Programs

Website link: [Electronic Code of Federal Regulations \(eCFR\)](#)

Registered NM DBEs as of 2/6/2023

Search Results

335 firms with 367 certifications found

Click the certification type for contact information and certification details

Vendor	Location	Certification
10012 Second Street NW, DBA Hernandez Concrete Pumping, Inc	Albuquerque, NM	DBE
24-7 Consulting LLC, DBA 24-7 Consulting, LLC	Apopka, FL	DBE
675 Road 7 1/2	Cowley, WY	DBE
A Brothers Milling, LLC, DBA n/a	El Paso, TX	DBE
A-1 QUALITY REDI MIX, INC.	Socorro, NM	DBE
A. A. C. Construction LLC	Santa Fe, NM	DBE
ABQ CPCS, LLC	Rio Rancho, NM	DBE
Abraham's Construction, Inc.	Albuquerque, NM	DBE
AC & COMPANY , LLC.	Alto, NM	DBE
AC DISASTER CONSULTING LLC	ARLINGTON, TX	DBE
Access Technologies, Inc., DBA Access Technologies	Albuquerque, NM	DBE
ACE Rebar, Inc.	Albuquerque, NM	DBE
ACI Group, LLC, DBA ACI Consulting	Austin, TX	DBE
Aequi Ventures, LLC	Denver, CO	ACDBE DBE
Aerial Data Service, Inc.	Tulsa, OK	DBE
Aimone-Martin Associates, LLC	Lemitar, NM	DBE
Airport Edge, LLC	Glenview, IL	DBE
Airport Lighting Systems, Inc.	Grapevine, TX	DBE
Alert Traffic Control, Inc.	Bayfield, CO	DBE
Allchemax LLC, DBA Allchemax LLC.	Window Rock, AZ	DBE
ALLIANT CONSULTING, INC.	San Diego, CA	DBE
AllSource Construction Supply, DBA AllSource Construction & Safety Supply	Portland, OR	DBE
Altor Construction, Inc., DBA N/A	Albuquerque, NM	DBE
AMARILLO TESTING & ENGINEERING, INC., DBA The Quotient Group	Greenville, WI	ACDBE

AMARILLO TESTING & ENGINEERING, INC., DBA TEXOMA ENGINEERING SERVICES, LLC	AMARILLO, TX	<u>DBE</u>
AMARILLO TESTING & ENGINEERING, INC., DBA The Quotient Group	Greenville, WI	<u>DBE</u>
AmaTerra Environmental, Inc.	Austin, TX	<u>DBE</u>
Anderson Paint Store LLC	Detroit, MI	<u>DBE</u>
Anderson Technical Solutions, LLC	Lithia, FL	<u>DBE</u>
Apache Construction Co., Inc., DBA Valley Fence Company	Albuquerque, NM	<u>DBE</u>
Aquarian Web Studio, LLC	ALBUQUERQUE, NM	<u>DBE</u>
AR Borunda, Inc., DBA Art's Painting	Las Cruces, NM	<u>DBE</u>
Arellano Power Wash & Auto Detail	Farmington, NM	<u>DBE</u>
Ash Engineering, LLC	Albuquerque, NM	<u>DBE</u>
Atlantic Petroleum & Mineral Resources, Inc., DBA Atlantic Petroleum	Houston, TX	<u>ACDBE</u> <u>DBE</u>
Automated Enterprises	Columbia, SC	<u>DBE</u>
Aviation Alliance, Inc.	Colleyville, TX	<u>DBE</u>
Avila Retail Development & Management, LLC	Albuquerque, NM	<u>ACDBE</u> <u>DBE</u>
B2Z Engineering, LLC	Mission, TX	<u>DBE</u>
Baca's Trees, Inc.	ALBUQUERQUE, NM	<u>DBE</u>
Bai Engineers, LLC, DBA Certificate from City & County of Denver	Centennial, CO	<u>DBE</u>
Baseline Supply LLC	Monroe Township, NJ	<u>DBE</u>
Baskets-n-Bags, DBA Baskets-n-Bags	Las Cruces, NM	<u>DBE</u>
Bear Woman Enterprises LLC, DBA Bear Woman Enterprises (BWE)	Denver, CO	<u>DBE</u>
Bel Technology Solutions, LLC d/b/a Good Life Media Productions, DBA Good Life Media Productions	Chicago, IL	<u>DBE</u>
Beyond Construction	Las Cruces, NM	<u>DBE</u>
Beyond Engineering and Testing, LLC	Round Rock, TX	<u>DBE</u>
BIAH GROUP LLC	Las Cruces, NM	<u>DBE</u>
BiaMar, LLC	Atlanta, GA	<u>DBE</u>
Big Picture Marketing Strategies	Albuquerque, NM	<u>DBE</u>

Black Iron Steel LLC, DBA Black Iron Rebar LLC	Colorado Springs, CO	DBE
Bladerunner Earthmoving, Inc.	Moriarty, NM	DBE
Bomanite Artistic Concrete	El Paso, TX	DBE
Brady Co., Inc., DBA A2Z Staffing Solutions - Adroit Employment Resources	HELENA, MT	ACDBE DBE
Bridge Rubber Bearing, LLC, DBA BRB LLC	Tyler, TX	DBE
BrightPortal Resources, LLC	BLANCO, TX	DBE
Burgos Group, LLC	ALBUQUERQUE, NM	DBE
C2PM	Mission Viejo, CA	DBE
CANDELARIA CONSTRUCTION, INC.	Dolores, CO	DBE
CAPP Uniform Services, Inc	Long Beach, CA	DBE
Cargo Transit, Inc.	Weaverville, NC	DBE
Catalystlinks, Inc.	Snellville, GA	DBE
Cayuse Government Services, LLC, DBA n/a	Pendleton, OR	DBE
CBKN Dirtworks, Inc	Algodones, NM	DBE
Centurion Planning & Design, LLC	San Angelo, TX	DBE
Century Sign Builders	Albuquerque, NM	DBE
Chandler & Campbelle Investment Group LLC, DBA Chandler Campbelle Daschle	Palm Beach Gardens, FL	ACDBE DBE
Circuit Media, LLC, DBA none	Denver, CO	ACDBE DBE
Clark Transportation Consulting & Services LLC , DBA Bison Rail Systems	Flemington, NJ	DBE
CLEARLY CLEAN JANITORIAL SERVICES, LLC	Rio Rancho, NM	DBE
CLJ Construction Consulting LLC	Scottsdale, AZ	DBE
CMTS, LLC, DBA CMTS Construction Management Services LLC	Dallas, TX	DBE
Coating Specialist, LLC	Colorado Springs, CO	DBE
COMCENTIA, LLC	MEQUON, WI	DBE
ComSolutions Inc.	Chesterfield, MO	DBE
Comtech Global Inc.	Columbus, OH	DBE
Concrete, Aggregate & Asphalt Testing, LLC, DBA CA2 Testing	Algodones, NM	DBE
CONNICO, INC.	Mount Juliet, TN	DBE

Connie Sparks, DBA Wadeco Business Center, Wheel Barrel Products	NEWHALL, CA	DBE
Construction Engineering Solutions LLC	Fruita, CO	DBE
CONSTRUCTION RECRUITERS AMERICA STAFFING, INC., DBA d/b/a CRA Staffing of America	Palm Beach Gardens, FL	DBE
Construction Survey Technologies, Inc.	Albuquerque, NM	DBE
Consultant Engineering, Inc.	Phoenix, AZ	DBE
Cooper Resources LLC	Okmulgee, OK	DBE
Cruz Construction, Inc.	Colorado Springs, CO	DBE
CSW Funding, LLC, DBA Construction Service Workers	San diego, CA	DBE
Cylvale, LLC	Frisco, TX	ACDBE DBE
D. E. Ready Mix, Inc.	Las Cruces, NM	DBE
Dallago Corporation	Gallup, NM	DBE
DBE Plans & Goals Preparation Services, LLC	WEATHERFORD, TX	DBE DBE
Del Sol Group LLC	Phoenix, AZ	DBE
Departure Media, Inc., DBA Departure Media Airport Advertising	Charleston, SC	ACDBE DBE
Desert Archaeology, Inc.	Tucson, AZ	DBE
Desert Diamond Trucking, LLC	Loving, NM	DBE
Desert Fox, LLC	Bosque Farms, NM	DBE
Detecht, LLC	Socorro, NM	DBE
DIAMOND CONSTRUCTION, INC.	Las Cruces, NM	DBE
Diesel Electrical Equipment, Inc.	Griffith, IN	DBE
DIGIDOC INC DBA DOCUMENT MANAGERS; Public Sector Solutions Group, DBA Public Sector Solutions Group	District of Columbia, DC	DBE
DiscountCell, Inc	Provo, UT	ACDBE
Dixon Resources Unlimited	SAN DIEGO, CA	DBE
DMG FOUR CORNERS RESEARCH, INC., DBA Four Corners Research	Las Cruces, NM	DBE
Dominguez Trucking, LLC	Albuquerque, NM	DBE
DuCross Construction, LLC	Las Cruces, NM	DBE
EAGLESMITH CONSTRUCTION LLC	Vernal, UT	DBE
Earth Worx Environmental Services, LLC	Belen, NM	DBE
Ecosystem Management, Inc.	Albuquerque, NM	DBE

EDS Service Solutions, LLC	Atlanta, GA	<u>ACDBE</u>
Educators 4 Education Inc	Folcroft, PA	<u>DBE</u>
El Terrero Construction, LLC	Rio Rancho, NM	<u>DBE</u>
Elite Professionals, LLC	Davie, FL	<u>DBE</u>
Entrench, Inc.	Hobbs, NM	<u>DBE</u>
EP Venture Group, LLC	EL PASO, TX	<u>DBE</u>
Escalante Construction Management and Engineering, Inc., DBA Escalante Construction Management and Engineering, Inc., ECME	Grand Junction, CO	<u>DBE</u>
ESP Enterprises Inc, DBA ESP SERVICES	Houston, TX	<u>DBE</u>
Estudio, LLC, DBA Estudio Architecture	Houston, TX	<u>ACDBE</u> <u>DBE</u>
EVERGREEN SPRAY SERVICE, INC., DBA Evergreen Spray Service, Inc	Prescott, AZ	<u>DBE</u>
EVNoire Mobility Intelligence Consulting Group, DBA EVNoire LLC	Atlanta, GA	<u>DBE</u>
EZ Construction, DBA EZ Construction	Las Cruces, NM	<u>DBE</u>
FAY'S PAINTING	Albuquerque, NM	<u>DBE</u>
Felix Chavez & Son Construction, LLC	Midland, TX	<u>DBE</u>
Fenway Enterprises Consulting and Innovative Solutions LLC, DBA Fenway Enterprises	Edmond, OK	<u>ACDBE</u> <u>DBE</u>
FH-Staffing	Saginaw, MI	<u>DBE</u>
Fierro Enterprises, LLC	Las Cruces, NM	<u>DBE</u>
Florida Cleaning Systems, Inc., DBA FCS Facility Services	Altamonte Springs, FL	<u>ACDBE</u> <u>DBE</u>
Fresquez Concessions, Inc.	Albuquerque, NM	<u>ACDBE</u> <u>DBE</u>
G. W. Peoples Contracting Co., Inc., DBA G. W. Peoples Contracting Co., Inc.	Arlington, VA	<u>DBE</u>
GARY A. CRAIN, INC.	Prague, OK	<u>DBE</u>
Geisler Projects, LLC	Santa Fe, NM	<u>ACDBE</u> <u>DBE</u>
Geometrics Engineering, P.S., Inc., DBA Geometrics	Bellevue, WA	<u>DBE</u>
GIA Group	MINNEAPOLIS, MN	<u>DBE</u>
Gill Con Inc.	Rio Rancho, NM	<u>DBE</u>

Gilly Vending Inc, DBA Gilly Vending Inc	MIAMI, FL	DBE
GL ENVIRONMENTAL, INC.	Las Vegas, NM	DBE
Global Conveyor Installation, Inc.	Kissimmee, FL	DBE
Global Maven Enterprises, LLC	Las Cruces, NM	DBE
Global Public Intelligence LLC	Orlando, FL	DBE
Gloworks Trucking	Albuquerque, NM	DBE
GM Emulsion, LLC	Santa Fe, NM	DBE
Grace Steel and Fabrication LLC, DBA Grace Steel and Fabrication	Phoenix, AZ	DBE
GRAM Traffic Counting, Inc.	Georgetown, TX	DBE
Groundhog Excavating Inc.	Albuquerque, NM	DBE
Gunn Communications, Inc.	Phoenix, AZ	DBE
Gus Transport, Inc., DBA Gus Transport Inc	Park Forest, IL	DBE
Guzman Construction Solutions, LLC	Albuquerque, NM	DBE
Guzman Tractor Services, LLC	Albuquerque, NM	DBE
H.O. Construction, Inc.	Albuquerque, NM	DBE
Hafco Services Inc, DBA Hafco Railroad Services	AUSTIN, TX	DBE
Hanseatic Management Services, Inc.	Albuquerque, NM	DBE
Hasse Contracting Co, Inc.	Albuquerque, NM	DBE
HBSS Connect CORP	Lowell, MA	DBE
High Country Fence, LLC	Colorado City, CO	DBE
HIGH FIVE CONSTRUCTION, INC.	ALBUQUERQUE, NM	DBE
Hilda Hanson CPA, LLC	Albuquerque, NM	DBE
Horizon Environmental Services, Inc., DBA Horizon Environmental Services	Durango, CO	DBE
Hot Shot Supply Co.	Denver, CO	DBE
HR Consultants, Inc.	Johnstown, PA	DBE
I & R Construction, LLC	Canutillo, TX	DBE
Ideals, Inc.	Las Cruces, NM	DBE
IMEX Cargo LLC, DBA IMEX Cargo	Peabody, MA	DBE
Information Design Consultants, Inc.	San Pedro, CA	DBE
Innova Technologies Inc.	Las Vegas, NV	DBE
Intellibee Inc	Detroit, MI	DBE

Interactive Elements, Inc.	New York, NY	DBE
Interactive Voice Applications, Inc., DBA IVA, Inc.	Dallas, TX	DBE
Interstate Fuel Logistics LLC	Sugar Land, TX	DBE
Interstate Sealant & Concrete, Inc.	Waukesha, WI	DBE
J&M TRUCKING, LLC, DBA J & M Trucking, LLC	Hatch, NM	DBE
J-H SUPPLY COMPANY INC.	Albuquerque, NM	DBE
J. Aimone Associates, LLC	Chimayo, NM	DBE
J.A. Watts Inc.	CHICAGO, IL	DBE
J.C.M. & Associates, Inc., DBA Blue Goose Uniforms	Commerce, CA	DBE
J.Carrizal General Construction	EL PASO, TX	DBE
J.F.Q. CONSTRUCTION INC.	ALBUQUERQUE, NM	DBE
J.R.'s Striping, Inc.	Anton Chico, NM	DBE
J29 ENTERPRISES, LLC	LAS CRUCES, NM, NM	DBE
Jacobsen/Daniels Associates, LLC	Ypsilanti, MI	ACDBE DBE
Jamison Professional Services, DBA Jamison Insurance, Jamison Transportation Products	Aurora, CO	ACDBE DBE
JCB Engineering, Inc.	Sandia Park, NM	DBE
JCM1, LLC	Red Bank, NJ	ACDBE DBE
JNJ Distributors, LLC	Tomball, TX	DBE
JOHNNYBOARDS, LLC	Albuquerque, NM	DBE
JPR, Inc.	ALBUQUERQUE, NM	DBE
KELEUSMATIC TECHNOLOGIES, INC	Pembroke Pines, FL	DBE
Keres Consulting, Inc.	ALBUQUERQUE, NM	DBE
KFH Group, Inc.	Bethesda, MD	DBE
Kimo Constructors, Inc., DBA N/A	Bosque Farms, NM	DBE
KNJ, INC.	Pueblo, CO	DBE
Knowledge Architects, LLC.	Atlanta, GA	DBE
Kolbe Striping Inc., DBA Kolbe Striping or KSI	Castle Rock, CO	DBE
Koppel Fabrication Inc.	Sweet Springs, MO	DBE

Kristine Fallon Associates, Inc., DBA KFA, INC.	South Holland, IL	DBE
KW Enterprises, LLC	Aztec, NM	DBE
L&R Comm. and Construction Inc	Los Lunas, NM	DBE
La Calerita Construction LLC	Las Cruces, NM	DBE
La Villa del Rio Grande LLC	Los Ranchos, NM	ACDBE DBE
LANCS INDUSTRIES HOLDINGS LLC, DBA LANCS INDUSTRIES	Albuquerque, NM	DBE
Legacy Group Alpha, DBA Legacy clean energy	Charlotte, NC	DBE
LENS CONSULTING FIRM, LLC	Raleigh, NC	DBE
Leonard Barela Trucking	Farmington, NM	DBE
Leslie Saunders Insurance Agency, Inc	Las Vegas, NV	ACDBE DBE
LNZ Enterprises LLC	Carlsbad, NM	DBE
Loadstone Transportation, LLC	Las Cruces, NM	DBE
Longhouse Inventory Solutions, LLC, DBA LIS	Claremore, OK	ACDBE DBE
Lujan's Communications, Inc.	Peralta, NM	DBE
M & L Pest Control Services, Inc., DBA Enroute Services	Weymouth, MA	DBE
M.G. Tech-Writing, L.L.C.	Clarkdale, AZ	DBE
Magrym Consulting, Inc.	Midland, TX	DBE
Makin' It Move Transport, LLC	Springtown, TX	DBE
MANS Construction Company, DBA MANSCo	Las Cruces, NM	DBE
Marketing Solutions	Albuquerque, NM	DBE
Marquez Trucking	Anthony, NM	DBE
Marr Arnold Planning, LLC	Ames, IA	DBE
Mary A. Lynch	Arlington, TX	DBE
McIntyre Environmental LLC	Oro Valley, AZ	DBE
MEDVED GLOBAL INC	Cortez, CO	DBE
Mevacom LLC	LAS CRUCES, NM	DBE
Mill City Environmental Corporation	Lowell, MA	DBE
Modern Fire & Security Systems, Inc., DBA MFSS Contracting, Inc.	Grand Rapids, MI	DBE
MOLEA LLC	Florence, AL	DBE

Molinar's Trucking LLC	Albuquerque, NM	DBE
Monrreal Trucking, Inc..	Sunland Park, NM	DBE
Motiva Corporation	Bernalillo, NM	DBE
Mountain Air Helicopters. Inc.	Los Lunas, NM	DBE
MT. Olympus Concrete Construction LLC	Baltimore, MD	DBE
MTZ 11 Trucking, LLC	Hispanic/Latino, NM	DBE
MWI Inc.	Albuquerque, NM	DBE
MyCity Transportation	Cleveland, OH	DBE
Navjoy Consulting Services, Inc.	Golden, CO	DBE
Nevarez Trucking	Roswell, NM	DBE
Nexus AEC, LLC, DBA Titan AEC	Los Angeles, CA	DBE
North American Safety Products Inc, DBA North American Safety Products	Mokena, IL	DBE
NovaRest, Inc.	Sahuarita, AZ	DBE
NPW Contracting, Inc., DBA HJR Supply, Inc.	Denver, CO	DBE
OMG Its Gluten Free, LLC	Frankfort, IL	ACDBE DBE
Ordonez & Vogelsang LLC, DBA OV Consulting	Golden, CO	DBE
ORGANIZED AFFAIR LLC	Scottsdale, AZ	DBE
Otero Transport LLC	Albuquerque, NM	DBE
OTHON, INC.	Houston, TX	DBE
OYS - Orchestrating Your Success LLC, DBA IT Project Solution and PM For Entrepreneurs	Tempe, AZ	DBE
P & M Signs, Inc.	Mountainair, NM	DBE
Pacheco Construction & Trucking, Inc.	Tucumcari, NM	DBE
Pacific Railway Enterprises, Inc.	Riverside, CA	DBE
PAULSON PLUMBING & MECHANICAL, LLC	ALBUQUERQUE, NM	DBE
Pavement Solutions, Inc., DBA pavement solutions inc	Queen Creek, AZ	DBE
PERFORMANCE TOOLS & EQUIPMENT, INC.	Albuquerque, NM	DBE
PERIKIN Enterprises, LLC, DBA Perikin Enterprises	Albuquerque, NM	DBE
Phalanx Consulting and Solutions, LLC	Upper Marlboro, MD	DBE
Pluma Construction Systems, Inc.	Albuquerque, NM	DBE

PMCM Consulting Services LLC	Henderson, NV	DBE
POST TENSIONING REINFORCING SERVICES	Albuquerque, NM	DBE
Precision Task Group, Inc	HOUSTON, TX	DBE
PREMIERE Consulting Group	Fort Washington, MD	ACDBE DBE
Prestigious Paving LLC	Gallup, NM	DBE
Quality Testing, LLC	Gilbert, AZ	DBE
R2 CONTRACTORS SPECIALTY, INC.	Las Cruces, NM	DBE
RAE Consultants, Inc.	Colorado Springs, CO	DBE
Raul V. Bravo + Associates, Inc.	Reston, VA	DBE
ReMedi Health Solutions LLC	Houston, TX	DBE
RL Controls, LLC	Woburn, MA	DBE
RLS & Associates, Inc., DBA RLS & Associates, Inc. and Precision Compliance	Dayton, OH	DBE
ROADWAY MATERIAL SUPPLY LLC	NORCROSS, GA	DBE
Rockspring Transport LLC	Aztec, NM	DBE
Roman Molina R&R Trucking	La Union, NM	DBE
Rosa M. Abeyta LLC	Seattle, WA	DBE
Roybal Enterprises General Contractors, Inc.	Santa Fe, NM	DBE
Rubio Enterprises, LLC, DBA Renata Rubio 92.5	Littleton, CO	ACDBE
Ruff Nex, LLC	Baltimore, MD	DBE
Russell Sand & Gravel Co., Inc.	Chama, NM	DBE
San Bar Construction Corporation	Albuquerque, NM	DBE
San Engineering, LLC	Littleton, CO	DBE
Sandia Land Surveying, LLC	Placitas, NM	DBE
SAORSA, LLC	MIDWAY, GA	DBE
Sealant Specialists, Inc.	Albuquerque, NM	DBE
SECURITY WALLS, LLC	KNOXVILLE, TN	DBE
Sequoia Landscaping, Inc.	Albuquerque, NM	DBE
Serrano's Inc.	Bloomfield, NM	DBE
Signal Core	Bosque Farms, NM	DBE
Silicon Transportation Consultants	Kirkland, WA	DBE
Smart City Traffic LLC	Sammamish, WA	DBE
SOAL TECHNOLOGIES, LLC	Austin, TX	DBE
Southeast Airport Services, Inc.	Orlando, FL	ACDBE

		<u>DBE</u>
Southeast Electric, Inc.	Las Cruces, NM	<u>DBE</u>
Southern Partners, Inc., DBA Southern Partners	Ladera Ranch, CA	<u>ACDBE</u> <u>DBE</u>
Southwest Merchant Services, LLC, DBA Orion Payment Systems	Albuquerque, NM	<u>ACDBE</u> <u>DBE</u>
Sparksoft Corporation	Columbia, MD	<u>DBE</u>
Srirama, LLC	ALBUQUERQUE, NM	<u>DBE</u>
Stampede Ventures, Inc.	Nome, AK	<u>DBE</u>
Statistical Research, Inc.	Tucson, AZ	<u>DBE</u>
STEVE POLICAR LLC	Issaquah, WA	<u>DBE</u>
Stoven Construction, Inc.	Albuquerque, NM	<u>DBE</u>
Stover Developments, LLC	JACKSON, MS	<u>DBE</u>
Strickland Services, LLC	Grants, NM	<u>DBE</u>
Stride, Inc., DBA Diverse Office Supply	Albuquerque, NM	<u>ACDBE</u> <u>DBE</u>
Strongbow Strategies, LLC	Gallup, NM	<u>DBE</u>
Summit Consulting & Engineering, Inc.	Pasadena, CA	<u>DBE</u>
Sun City Builders, Inc.	Las Cruces, NM	<u>DBE</u>
Surface Prep & Maintenance	Reno, NV	<u>DBE</u>
Symphony Placements, LTD, DBA Symphony Placements	Cockeysville, MD	<u>DBE</u>
Synergy Development Ltd, DBA Robin	Calumet City, IL	<u>ACDBE</u> <u>DBE</u>
Synergy Systems & Services, Inc.	Owings Mills, MD	<u>DBE</u>
Tera Consulting Inc.	Hicksville, NY	<u>DBE</u>
Terra Land Surveys, LLC	Corrales, NM	<u>DBE</u>
Terrazzo USA & Associates, Inc	McLoud, OK	<u>DBE</u>
the CK Group, Inc	Phoenix, AZ	<u>DBE</u>
The Forrest Group	Los Angeles, CA	<u>ACDBE</u> <u>DBE</u>
The Transtec Group, Inc., DBA Transtec Group Products	Austin, TX	<u>DBE</u>
Tiis Ya To'h, Inc.	La Plata, NM	<u>DBE</u>
Tofu Corporation, DBA Teriyaki Bowl	Santa Fe, NM	<u>DBE</u>
Total Response Technology, LLC, DBA none	Highland Park, IL	<u>DBE</u>

Transport with Care LLC, DBA Western Contracting Services	Black Canyon City, AZ	DBE
Triman Construction Industries, Inc.	Los Lunas, NM	DBE
Trinity Technology Services, Inc.	South Holland, IL	DBE
Triple F Transportation INC, DBA Triple F Transportation INC	Anthony, NM	DBE
Triste's Trucking	Hatch, NM	DBE
Tyler Communications Inc.	Atlanta, GA	ACDBE DBE
Unison Consulting, Inc.	Chicago, IL	DBE
United Region Transit Services, LLC	Saint Louis, MO	DBE
Utility Construction Company, Inc.	Mesa, AZ	DBE
V-1 Consulting, LLC	Denver, CO	DBE
VALLEY ILLUMINATORS	Norland, WA	DBE
VENCOR Engineering LLC	Las Cruces, NM	DBE
Veneklasen Associates, Inc.	SANTA MONICA, CA	DBE
Victor Corporation	Bernalillo, NM	DBE
Villalobos Construction Co., Inc.	Las Cruces, NM	DBE
Visage Production, Inc, DBA N/A	Houston, TX	ACDBE DBE
VITAL Consulting Group, LLC	Albuquerque, NM	DBE
W and P LLC, DBA Lab Test Depot	Hattiesburg, MS	DBE
Watearth, Inc.	Los Angeles, CA	DBE
Water, Civil, and Environmental Inc., DBA WCE Inc.	Boise, ID	DBE
Weeminuche Construction Authority	Towaoc, CO	DBE DBE
Weil Construction , Inc.	Albuquerque, NM	DBE
WMANS Enterprises, LLC	Las Cruces, NM	DBE
WMRenier Consulting LLC	Highlands Ranch, CO	DBE
Zia Engineering & Environmental Consultants, LLC	Las Cruces, NM	DBE
Zohnnie Construction Industries, Inc., DBA ZCI	Farmington, NM	DBE