



Supplier Diversity Office

Comprehensive Annual Report

Fiscal Year 2023





William M. McAvoy
Executive Director

THE COMMONWEALTH OF MASSACHUSETTS

Executive Office for Administration and Finance

Supplier Diversity Office

One Ashburton Place, Suite 1017
Boston, MA 02108-1552

Maura Healey,
Governor
Kim Driscoll,
Lieutenant Governor
Matthew Gorzkowicz,
Secretary

To: Governor Healey, Lieutenant Governor Driscoll, Members of the General Court, Cabinet Secretaries, Agency Heads, Secretariat and Agency Supplier Diversity Officers
From: William M. McAvoy, Executive Director, Supplier Diversity Office

I am pleased to present the Supplier Diversity Office's (SDO) Comprehensive Annual Report for Fiscal Year 2023 (FY2023). In addition to the reporting of Executive Branch agency results, this report also includes narrative descriptions of supplier diversity programs and/or results from 15 (an increase of two) Commonwealth quasi-public/non-executive organizations and the participation of seven (an increase of one) constitutional/quasi-public/non-executive organizations also participating in the quantitative sections of this report.

The SDO became a separate state agency under the Executive Office for Administration and Finance in 2021, a change which elevated the SDO to an oversight agency and codified SDO programs and certification categories. This change and the issuance of Executive Order 599 on June 24, 2022, strengthened the SDO's ability to carry out its important mission of promoting diversity in state contracting and increased opportunities for underrepresented businesses.

Consistent with the directives in MGL c. 7, §§ 61 and Executive Order 599, the SDO provides certification, programs, training services, and access to business opportunities and resources for Minority (MBE); Women (WBE); Veteran (VBE); Service-Disabled Veteran (SDVOBE); Disability (DOBE); and Lesbian, Gay, Bisexual, and Transgender (LGBTBE) owned businesses, as well as small Massachusetts businesses. The accompanying report includes information about the Commonwealth's diverse and small business programs, including the Certification, Supplier Diversity (SDP), Small Business Purchasing (SBPP), Affirmative Marketing (AMP and MCAMP), and Individuals with Disabilities programs.

I am pleased to provide the following highlights from the attached SDO FY2023 Annual Report:

- **Growth in total diverse spending.** The Commonwealth spent approximately \$3.38 billion in FY2023 with diverse and small businesses (a 7.56% increase over FY2022), which includes:
 - Discretionary (or program) spending by Commonwealth agencies through SDP, SBPP, and DCAMM's AMP programs of approximately \$2.1 billion (a 7.75% increase over FY2022), and
 - Nondiscretionary (or non-program) spending of approximately \$1.2 billion (a 7.24% increase over FY2022).

In addition, this report documents more than \$163.7 million in spending on state-funded municipal construction projects overseen by SDO's MCAMP and more than \$400 million in spending by quasi-public organizations who submitted program narratives. **The combined impact of all these efforts is almost \$4 billion in Commonwealth public spending with diverse and small businesses.**

- **Growth in spending by category.** In FY2023, discretionary spending grew in the MBE, WBE, SBPP, Veteran, and Disability categories by 0.56%, 6.9%, 13.9%, 21.1%, and 46.2% respectively compared to the prior year. Spending with LGBT-owned businesses declined by approximately 40% in large part due to changes in communication projects at two departments.
- **Benchmark performance.** Program participants exceeded spending benchmarks for MBE, WBE, and SBPP by 8.14%, 43.03%, and 46%, respectively. The Commonwealth continued its efforts to meet its ambitious veteran-owned business benchmark. Although nine executive agencies and two secretariats met the veteran spending benchmark, the highest number since it was set in FY2015, the Commonwealth as a whole did not meet this benchmark. The SDO hired a Senior Advisor for Veteran Owned Business Development and Partnerships in Q4 of FY2023 to more actively recruit and manage the engagement of Veteran-owned businesses in Commonwealth contracts through certification and support.
- **Spending by race/ethnicity.** In FY2023, MBE spending by executive departments and other agencies participating in the Supplier Diversity Program grew by \$3.3 million, despite a dramatic shift in purchasing after the end of the COVID pandemic. FY2020-FY2022 saw a significant growth of MBE sales of personal protective equipment (PPE), COVID test kits and supplies. FY2023 saw a readjustment as COVID-related orders diminished while non-COVID MBE spending continued to grow. As a result of these two trends and year-to-year changes in agency and contractor needs, some business groups experienced growth in spending while others saw a decline. Spending with Asian American (Pacific), Cape Verdean, and Hispanic/Latino owned businesses increased by 5.97%, 20.37%, and 14.22% respectively. In the meantime, spending with African American-owned businesses declined by 26.03%, Asian American (Subcontinent) by 8.8%, and Native American-owned businesses by 93.23%. In the case of African American-owned business spending, the change is due to large COVID-related purchases in FY2021 and FY2022, which did not take place again in FY2023. However, while COVID orders declined dramatically from FY2022 to FY2023, non-COVID-related spending with African American-owned business increased by 35.8% over the same period. More details on the impact of COVID spending can be found in the “Supplier Diversity During the Pandemic: FY2020-FY2023 in Review” and the “MBE Spending by Race and Ethnicity” sections of this report on pages 12 and 30 respectively. Changes in Asian American (Subcontinent) and Native American-owned business spending are due to changes in indirect spending by statewide contractors and the completion of construction contracts respectively.
- **Number of business relationships.** The number of diverse and small companies with which the Commonwealth conducted business directly and number of diverse businesses doing business with Commonwealth contractors continued to grow. The SDO recorded direct expenditures with 1,584 diverse and small companies, an 8% increase compared to FY2022. The number of diverse businesses listed as supplier diversity partners by Commonwealth contractors increased by 4% and reached 1,238.
- **Number of certified and recognized businesses.** The number of businesses certified and recognized by the SDO increased in all categories with the exception of Portuguese Business Enterprises. The SDO added 1,149 new diverse businesses to its directory (a 25% increase over FY2022), including 202 new MBEs, 178 new WBEs, 28 new disability-owned businesses, 25 new veteran-owned and service-disabled veteran-owned businesses, and 801 new LGBT-owned businesses.
- **Training internal and external stakeholders.** In its first full year of operation, the SDO’s training program developed and delivered sessions that addressed the needs of diverse and small bidders, prime contractors, executive agencies, and other public purchasers. The program built a full slate of training sessions and held 74 dedicated classes that attracted 1,955 attendees. In addition, it

participated in statewide and departmental pre-bid conferences, contractor onboardings, and contract kick-off sessions for buyers.

- **Increased compliance efforts.** In FY2023, the SDO continued to expand its compliance efforts to ensure the integrity of the diverse and small business programs. The Spending Compliance Verification program engaged 1,087 unique certified diverse businesses to verify 2,405 reporting line items submitted by prime contractors. The program verified \$306 million in reported spending, a 36% increase compared to FY2022.
- **LGBTBE and DOBE Benchmarks:** The Healey-Driscoll Administration announced the expansion of spending benchmarks in the SDO's Supplier Diversity Program (SDP) to LGBT and Disability-Owned Businesses effective in FY2024, further building on the Commonwealth having the most inclusive state supplier diversity program in the nation.
- **“SDO Means Business” campaign and Cross Functional Team.** The SDO implemented a focused, intentional approach to promote opportunities for diverse and small businesses by creating our “SDO Means Business” campaign. It created a Cross Functional Team (CFT) comprised of representatives from five of SDO's units with the goal to *increase the number of SDO-certified diverse and small prime contractors on 13 selected statewide contracts by 25%*. At the end of FY2023, 29% of the prime contractors on the 13 statewide contracts were SDO certified and SBPP participants, up from 20% the year before. This represents a 45% increase.
- **SDO Advertising Campaign.** For the second year in a row, the SDO engaged a certified diverse marketing and communications firm. In FY2023, Archipelago Strategies Group (ASG) was brought in to raise awareness and increase the user base of the Supplier Diversity Hub. ASG also created a new “Unlock the Power of Supplier Diversity” campaign, which was seen by more than 4.5 million people.
- **Expanded outreach.** In FY2023, the SDO Engagement Team conducted more than 100 one-on-one technical assistance sessions with diverse and small business owners. In addition, the Engagement Team and other SDO staff attended and/or presented at more than 150 events geared toward assisting small and diverse businesses, agencies, and other interested parties.
- **Launched the Supplier Diversity Hub.** The SDO launched the Supplier Diversity Hub ("Hub") in phases in FY2022 and FY2023. The Hub is a new way for state agencies and prime vendors to manage their supplier diversity efforts and to connect directly with diverse and small businesses. The Hub allows users to plan individual procurements, track benchmark progress for their department's spending, and manage the supplier diversity efforts of their prime contractors to ensure contract compliance. Through the Hub, all planning, reporting, spending tracking and notifications may now be collected into one portal. The Hub's easy-to-use dashboards and vendor tracking eliminates the guesswork out of agency and vendor SDP performance.
- **SDO Map:** The SDO unveiled the [SDO Certified Diverse Business Dashboard](#), which is an interactive map that will help state agencies, cities, towns, prime bidders and contractors identify certified diverse business partners based on location, certification category, and other search criteria.
- **Supplier Diversity Awards.** The SDO recognized the state departments and vendors who represented the best in supplier diversity in FY2022 with an award ceremony at UMass Boston. Awards were given for promoting the SDO's mission of fairness and equity in the state bidding process and recognized more than 40 organizations. Speaking at the event were the Governor's Deputy Chief of Staff for Access and Opportunity Marcony Almeida-Barros and Secretary of the Executive Office for Administration and Finance Matthew Gorzkowicz, who emphasized the importance of supporting underserved businesses in the Commonwealth.

While SDO annual reports typically do not include any activities or announcements that occurred after the conclusion of the reported fiscal year, we are pleased to announce the following **FY2024** initiatives (that were worked on in FY2023) that will have a continued positive impact on diverse and small businesses, including:

- The SDO released new **Municipal Construction Affirmative Marketing Program** (MCAMP) guidelines mandating a three percent Veteran goal on state-funded municipal construction projects.
- The SDO invested in **SDO IT infrastructure**, including moving SBPP registration from COMMBUYS to the SDO's certification tracking system, Certrak, and connecting the SDO's and DCAMM's certification systems in order to tag DCAMM certified businesses in the SDO's system.
- The SDO proposed and is promoting the reopening of several statewide contracts for additional diverse and small businesses in partnership with A&F and OSD.
- The SDO appointed members and kicked off the **SDO Diverse and Small Business Advisory Board**, a voluntary board that provides guidance and advice to the SDO in fulfilling its mission to promote equity and fairness in state contracting.
- The SDO updated the **Municipal Supplier Diversity Playbook**, which creates a framework for establishing a local supplier diversity program and includes links to new SDO resources.
- **Expanded Partnerships and Collaboration:**
 - **Springfield:** The SDO partnered with the **City of Springfield** to help them establish a diverse and small business program, whereby both the City and SDO invested in technology that would allow the City to certify diverse and small businesses and both entities to share certified business lists.
 - **NaVOBA:** The SDO entered into a partnership with the National Veteran Owned Business Association (NaVOBA) to increase contracting opportunities with veteran-owned businesses.
 - **MBDA:** The SDO has partnered with the Massachusetts Minority Business Development Agency (MBDA) Business Center, which is a subsidiary of the Greater New England Minority Supplier Development Council (GNEMSDC), to help MBEs grow their businesses.
- **Data Enhancement and Expanding SDO's Reach:** The SDO hired a data enhancement contractor to conduct additional data reviews to determine if any businesses the Commonwealth has made purchases from (prime contractors and subcontractors) are certified by other states or third-party certification organizations. In FY2024, the SDO will reach out to these businesses to certify or recognize them as diverse businesses in Massachusetts and to engage them in SDO programs. In addition the SDO has reached out to its current certification partners to identify any additional certified businesses that the Commonwealth may be doing business with and that the SDO can include in its programs.
- **Race and Ethnicity Transparency:** Effective in FY2025, the SDO will make publicly accessible race and ethnicity information about SDO-certified businesses that have not opted out of releasing this information. This will help public buyers to be more intentional in making purchases from businesses owned by specific racial and ethnic groups.

We look forward to building upon the legacy, innovation, and leadership the SDO has provided throughout the Commonwealth and the nation as we continue to promote diversity, equity, and inclusion in the Commonwealth's public procurement and contracting processes.

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Introduction

This report and the executive summary of SDO accomplishments included in the attached transmittal letter provide an overview of the FY2023 activities and accomplishments of the Supplier Diversity Office (SDO) and presents comprehensive information on diverse and small business spending across the wide range of Commonwealth departments and quasi-public organizations and their programs.

SDO Overview

The Commonwealth of Massachusetts spends more than \$6.8 billion each year on goods, services, and construction. The role of the SDO is to certify, provide resources for, and support a wide range of diverse and small businesses in competing for contracts being bid across the Commonwealth. The state's diversity programs include firms certified as Minority¹ (MBE); Women (WBE); Veteran (VBE); Service-Disabled Veteran (SDVOBE); Disability (DOBE); and Lesbian, Gay, Bisexual, and Transgender (LGBTBE) Owned Business Enterprises.² The SDO works to build a more inclusive supplier base for the Commonwealth through the following programs:

- State Certification Program
- Supplier Diversity Program (SDP)
- Small Business Purchasing Program (SBPP)
- Commonwealth and Municipal Construction Affirmative Marketing Programs (MCAMP)
- Individuals with Disabilities in State Procurement and Contracting Program

SDO Organizational Development

In FY2023, the SDO expanded its mission statement to reflect its continued focus and commitment to being more intentional, which will result in its efforts being more impactful:

SDO Mission Statement

To promote diversity, equity, and inclusion in state contracting by:

1. Certifying diverse businesses (minority, women, veteran, service-disabled veteran, disability, and LGBT-owned) and small Massachusetts-based businesses;
2. Connecting these companies with business opportunities and resources that enhance their marketability when bidding on public contracts; and
3. Collaborating with Executive Agencies and public organizations to:
 - a. Identify and remove barriers for diverse and small businesses; and
 - b. Increase diverse and small business spending.

¹ The term Minority Business Enterprise or MBE is defined in statute as a business that is owned by a racially or ethnically diverse individual. While the terms Minority and MBE are meant to define an ethnically or racially diverse individual or business respectively, they are not meant to denote a smaller or lesser status of the individuals or businesses included in this definition.

² The SDO's State Certification Unit reviews applications for certification as MBE, WBE, VBE, Portuguese-Owned Business Enterprises (PBE), and combinations thereof, as well as Minority (M/NPO), Women (W/NPO), and Veteran (V/NPO) Nonprofit Organizations. The SDO also accepts certifications issued by recognized third-party certifying organizations for MBE, WBE, VBE, SDVOBE, DOBE, and LGBTBE business enterprises. While the SDO does certify PBEs, there are limited opportunities for PBEs to participate in the state's diversity programs as described in [425 CMR 2.02](#).

SDO Commitment to Staff Diversity

In support of the Governor's goal of making state government representative of the constituents we serve and making it a great place to work for all its employees, the SDO:

- Issued the following **Diversity, Equity, and Inclusion Vision Statement:**
Diversity, Equity, and Inclusion (DEI) are critical to our organization and to the success of the diverse and small businesses that we represent. In fact, Diversity is in our name and it is what unites us! Ultimately, we believe we can only achieve our vision, mission, and goals with a demonstrated commitment, through words and actions, to DEI. We continuously seek to deepen our understanding of and perspective on the barriers and challenges facing those we serve, many of which are rooted in long-standing patterns of social inequities, exclusions, and divisions. Equally important, when we recruit, hire, and retain diverse talent that reflects the diverse businesses that we serve and when we foster an environment where the unique skills, capabilities, viewpoints, and dissenting opinions of all employees are valued, we enhance belonging, empathy, creativity, and ultimately innovation.
- Continued to prioritize the recruitment, hiring, and retention of diverse candidates to ensure its staff reflect the diverse businesses the SDO serves; and
- Continued to be one of the most diverse agencies in all of state government with the following representation:
 - 74% Women
 - 52% Persons of Color
 - 6.5% Veterans and
 - 13% Individuals with Disabilities

SDO Innovation

One of the keys to the SDO's success has been our focus on promoting innovation in everything we do. Below are some of the many examples of the innovative measures implemented by the SDO in FY2023.

The Supplier Diversity Hub

The future of fairness and equity in state contracting became simpler in FY2023 due to new technology introduced by the SDO. The SDO's Supplier Diversity Hub ("Hub") was launched in FY2023 and was designed to connect diverse and small businesses to prime contractors and Commonwealth agencies and cities and towns. The Hub's first feature made available to state agencies was a set of spending dashboards that allows each agency to track their SDP and SBPP performance virtually in real time against diverse and small business benchmarks, including direct spending and, for the first time, indirect spending as reported by Commonwealth prime contractors. Additional features include a Business Opportunity Exchange and Prime Contractor Spend Reporting.



Example of Supplier Diversity Hub Agency Diverse and Small Business Spending Dashboard

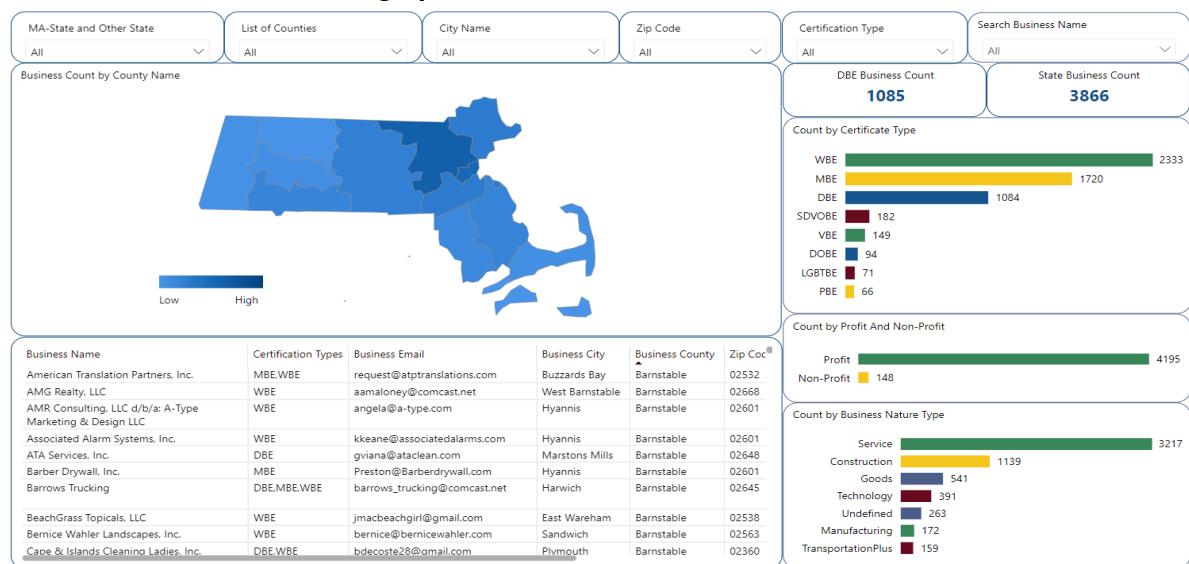


Example of Supplier Diversity Hub Business Opportunity Exchange

Example of Supplier Diversity Hub Prime Contractor Spending Report

- **Supplier Diversity Heat Map/Dashboard.** The SDO, in partnership with the Executive Office for Administration & Finance (ANF), launched a “supplier diversity heat map” of Massachusetts diverse and small businesses in FY2023. The map helps Commonwealth departments, cities and towns, and prime vendors find diverse and small businesses by business name, certification category, ZIP code, city/town, or county. The map enables buyers to engage not only diverse and small businesses but local ones as well.

SDO Certified Businesses Geographical Location



Supplier Diversity Heat Map Dashboard

SDO FY2023 Advertising Campaign

Continuing from our successful awareness campaign in FY2022, which increased traffic to the SDO’s website by more than 25 percent, the SDO worked for the second year in a row with Archipelago Strategies Group (ASG), a certified MBE, WBE, and LGBTBE marketing agency. The goal in FY2023 was to increase awareness of services and resources offered by the SDO and to increase the use of the SDO’s Supplier Diversity Hub, the agency’s new online networking tool.

From March through June, ASG worked through a call center which reached out to more than 4,000 diverse and small businesses to ensure they were aware of the Supplier Diversity Hub. If necessary, ASG associates walked vendors through the sign-in and registration process. ASG reported that 77 percent of the businesses they reached said they had a new awareness of The Hub, and ASG’s calls were directly responsible for bringing hundreds of new users to the system. The campaign also made The Hub more familiar to vendor partners so that subsequent communications from the SDO had a more robust response.

In addition to the call center, ASG conceived and executed a multimedia campaign to support the Hub and highlight services offered by the SDO. The campaign focused on a call to “Unlock the power of supplier diversity” and was executed with digital banner ads, print ads, a video, and a radio ad, which was recorded in English,

Spanish, Portuguese, and Haitian Creole. The campaign produced an estimated 4.7 million impressions across radio, television, and digital media.

See examples of the digital and print campaign below:



Some of the digital ads used in the ASG FY2023 campaign

Supplier Diversity During the Pandemic: FY2020-FY2023 in Review

During the pandemic, the Commonwealth was faced with the challenge of supplying PPE to executive agencies and other public and nonprofit entities across the state. The SDO, as part of Operational Services Division (OSD) at the time, saw this challenge as an opportunity for diverse and small businesses to assist in filling this critical gap. It was especially important to engage diverse and small businesses because of the disproportionate impact of the pandemic on communities of color.

The SDO participated in two sets of initiatives, one focused on supplying executive agencies and other public entities, and the other on all other individuals and organizations seeking to purchase PPE and related supplies. The SDO worked closely with OSD to advocate for and remove obstacles for diverse and small businesses who could offer COVID-19-related goods and services. Initially, this initiative included a list of any statewide contractors whose offerings included PPE and related supplies. As part of the process, OSD staff members did whatever was necessary to ensure a steady supply of PPE. SDO staff conducted outreach and engaged with diverse and small businesses to identify companies that were able to supply these important products and could be placed on OSD's list of PPE suppliers.

In 2021, an emergency contract focused on the needs of the Massachusetts Department of Elementary and Secondary Education (DESE) replaced this list, and vendors from the list had the opportunity to become part of the new contract. Once again, SDO staff conducted outreach and advocated for broader inclusion of diverse businesses on the new contract. In the end, 13 out of the 29 contractors (45%) on the contract were diverse businesses. In the end, 10 of the 13 diverse vendors on the contract received COVID spending totaling approximately \$86 million.³

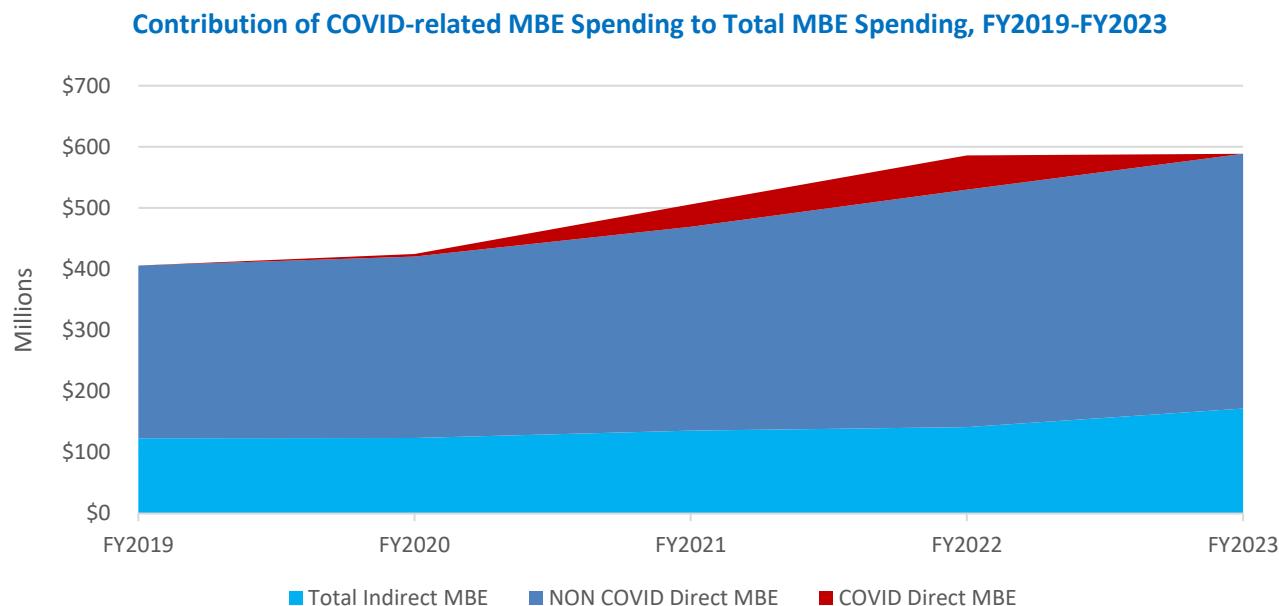
Diverse businesses proved that, when given the opportunity, they are capable of providing critical and necessary goods and services to the Commonwealth. Removing obstacles for diverse vendors during the pandemic can serve as a case study and as a model for additional industries. For example, current climate-related goods and services (such as electric car charging stations, installment, and maintenance and offshore wind) are considered emerging technologies. These types of climate-related initiatives and other emerging industries could benefit

³ COVID vs. non-COVID spending relies on agencies manually marking spending as COVID-related in the Massachusetts Management Accounting and Reporting System (MMARS). Actual COVID-related spending may be higher.

from including diverse businesses in the procurement process as these diverse businesses could also benefit from entering these industries.

This effort, in conjunction with other inclusion efforts, resulted in a total of \$97.8 million in COVID spending with MBEs alone from FY2020 through FY2023. COVID-related purchases were made from a total of 115 MBEs, approximately a third of which received more than \$100,000 each in payments over that period.

The chart below illustrates MBE spending in FY2019-FY2023, separating COVID-related spending from other types of spending.



| Fiscal Year | FY2019 | FY2020 | FY2021 | FY2022 | FY2023 |
|---------------------------|----------------------|----------------------|----------------------|----------------------|----------------------|
| COVID Direct MBE | \$0 | \$4,044,894 | \$36,929,501 | \$56,098,930 | \$723,819 |
| NON COVID Direct MBE | \$282,769,625 | \$296,594,623 | \$333,106,343 | \$388,721,216 | \$416,874,741 |
| Total Indirect MBE | \$123,003,703 | \$123,797,657 | \$135,911,753 | \$141,248,259 | \$171,772,571 |
| Total Direct Spending MBE | \$282,769,625 | \$300,639,517 | \$370,035,844 | \$444,820,146 | \$417,598,560 |
| Total MBE Spending | \$405,773,328 | \$424,437,174 | \$505,947,598 | \$586,068,407 | \$589,371,131 |

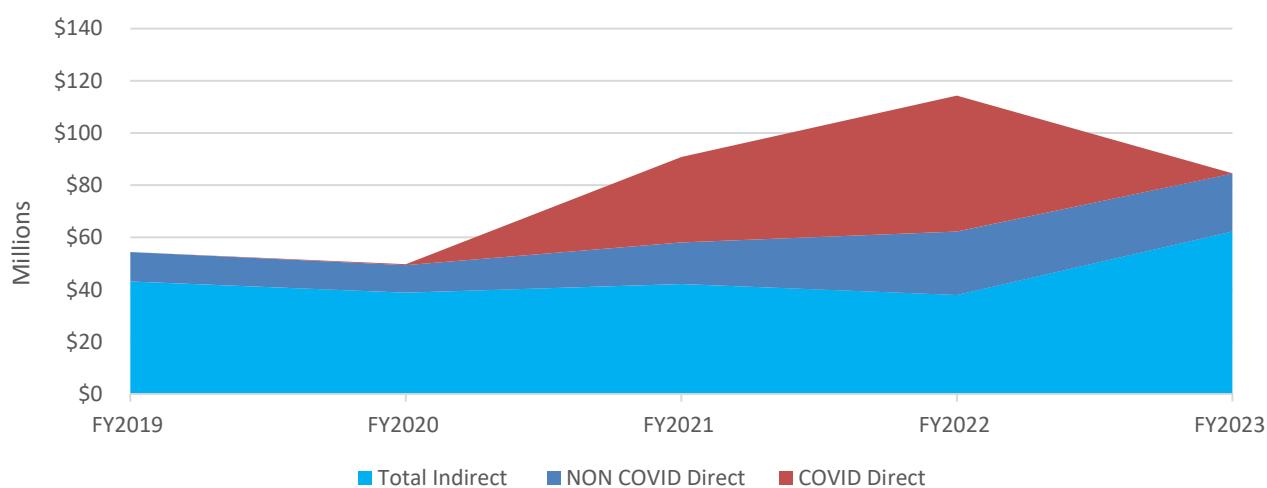
This chart shows that the Commonwealth's COVID-related MBE spending peaked in FY2022 while non-COVID MBE spending grew steadily throughout the same period. As explained in further detail in the MBE Spending by Race and Ethnicity section of this report, one African American/Black-owned business accounted for the majority of the COVID MBE spending in the table above, which resulted in African American/Black business spending experiencing significant growth in FY2020-FY2022. In FY2023, as the pandemic ended, African American/Black spending experienced a 26% decrease as the Commonwealth reduced its COVID-related purchases.⁴ However, non-COVID MBE spending still increased by 7.4% in FY2023. While we all hope to never experience another

⁴ When the SDO asked the contractor that accounted for most of this COVID spending about the impact of this contract ending on June 30, 2022, they stated: "We knew this was an anomaly due to COVID and that it was only for a set time."

COVID-like event, engaging and including more diverse businesses in existing and emerging industries, as referenced above, should provide for more sustained levels of spending growth.

The chart below illustrates African American/Black spending in FY2019-FY2023, separating COVID-related spending from other types of spending.

Contribution of COVID-related African American/Black MBE Spending to Total African American/Black MBE Spending, FY2019-FY2023



| Fiscal Year | FY2019 | FY2020 | FY2021 | FY2022 | FY2023 |
|--|---------------------|---------------------|---------------------|----------------------|---------------------|
| COVID Direct Black Business Spending | \$0.00 | \$363,192 | \$32,696,410 | \$52,099,232 | \$81,000 |
| Non COVID Direct Black Business Spending | \$11,240,746 | \$10,476,277 | \$15,962,996 | \$24,315,084 | \$22,191,199 |
| Total Indirect Black Business Spending | \$43,135,544 | \$38,894,082 | \$42,160,459 | \$37,924,817 | \$62,304,860 |
| Total Direct Black Business Spending | \$11,240,746 | \$10,839,469.31 | \$48,659,405.84 | \$76,414,315.40 | \$22,272,199.18 |
| Total Black Business Spending | \$54,376,290 | \$49,733,551 | \$90,819,865 | \$114,339,132 | \$84,577,059 |

In addition to the two initiatives referenced above, the SDO worked with the Executive Office of Housing and Economic Development (EOHED) to create an online list of PPE suppliers that was regularly updated. The list was published on the EOHED website and was accessible to the public.

State Certification Program

One of the SDO's primary services is to certify diverse and small businesses for participation in Massachusetts statewide and departmental procurements for goods and services, as well as departmental and municipal non-federally funded construction procurements.⁵ Each week, new businesses are certified, some businesses are decertified, and some businesses withdraw their applications. Therefore, the exact number of certified businesses fluctuates.

In FY2023, the total number of certified diverse firms available to do business with the Commonwealth and its prime contractors increased to 5,669 (a 25% increase over FY2022). These numbers are represented in the Diverse Businesses in the SDO Directory table below.

Diverse Businesses in the SDO Directory

| Certification Type | FY2021 | FY2022 | FY2023 | FY2023 vs. FY2022 Change (%) |
|---|--------------|--------------|--------------|------------------------------|
| Minority-Owned Business Enterprise (MBE) | 1,540 | 1,717 | 1,919 | 12% |
| Women-Owned Business Enterprise (WBE) | 2,362 | 2,455 | 2,633 | 7% |
| Portuguese-Owned Business Enterprise (PBE) | 126 | 85 | 81 | -5% |
| Disability-Owned Business Enterprise (DOBE) | 54 | 85 | 113 | 33% |
| Veteran-Owned Businesses Enterprise (VBE) | 171 | 186 | 192 | 3% |
| Service-Disabled Veteran-Owned Business Enterprise (SDVOBE) | 176 | 223 | 242 | 9% |
| LGBT-Owned Business Enterprises (LGBTBE) | 210 | 375 | 1,176 | 214% |
| TOTAL⁶ | 4,084 | 4,520 | 5,669 | 25% |

State Certification

The SDO's State Certification Unit accepts applications, conducts investigations and site visits, and issues SDO certifications for MBE, WBE, VBE, PBE, and combinations thereof, as well as Minority (M/NPO), Women (W/NPO), and Veteran Nonprofit Organizations (V/NPO).⁷ At the end of FY2023, there was a total of 3,796 SDO-certified businesses (3,549 for-profit and 162 non-profit firms), some of which were certified as both minority- and women-owned/controlled (M/WBE and M/W/NPO). The total number of businesses that were certified by the SDO's state certification program increased by 7% compared to FY2022.

⁵ The SDO's supplier diversity certification is distinct from DCAMM certification for prime, small prime, and filed sub-bidders. The latter is focused on construction-related criteria, such as years in business, completed projects, project value, and project evaluation. The SDO's diverse and small business certification is also distinct from the federal Disadvantaged Business Enterprise (DBE) certification conducted by the Massachusetts Department of Transportation (MassDOT) for participation in the federal Unified Certification Program (UCP), which was established for all recipients and individuals seeking to do business with transportation agencies as DBEs.

⁶ This line accounts for vendors that fall into more than one certification category and is not a sum of the lines above it.

⁷ The SDO issues Minority, Women and Veteran Nonprofit Organization (M/NPO, W/NPO and V/NPO) certifications to tax-exempt non-profit organizations that meet the following requirements: (1) at least 51% of the organization's Board of Directors and Voting Membership must be women, members of a minority group and/or veterans; (2) the same Board of Directors and Voting Membership must control the NPO's daily and long-term operations; (3) the organization must be regularly and actively engaged in business activity; and (4) the organization cannot be dependent upon or influenced by another non-eligible person or organization.

For-Profit Businesses and Non-Profit Organizations Certified by the SDO

| Certification Type | FY2021 | FY2022 | FY2023 | FY2023 vs. FY2022 Change (%) |
|--|--------------|--------------|--------------|------------------------------------|
| Minority-Owned Business Enterprise (MBE) | 1,501 | 1,650 | 1,835 | 11% |
| Women-Owned Business Enterprise (WBE) | 2,300 | 2,308 | 2,457 | 6% |
| Portuguese-Owned Business Enterprise (PBE) | 126 | 85 | 81 | -5% |
| Veteran-Owned Business Enterprise (VBE) | 84 | 84 | 110 | 31% |
| TOTAL⁸ | 3,456 | 3,549 | 3,796 | 7% |

In FY2023, the number of certified for-profit MBEs increased in most ethnicity categories, except for the Portuguese category, which decreased by 10%.⁹ The number of PBEs decreased as a result of a change in SDO's regulations which allowed Brazilian-owned businesses to become certified as MBEs.

State-Certified For-Profit Businesses by Ethnicity

| Ethnicity/Minority | FY2021 | FY2022 | FY2023 | FY2023 vs. FY2022 Change (%) |
|-------------------------------|--------------|--------------|--------------|------------------------------------|
| African American, Black | 632 | 722 | 793 | 10% |
| Asian American (Pacific) | 192 | 198 | 213 | 8% |
| Asian American (Subcontinent) | 190 | 199 | 218 | 10% |
| Cape Verdean | 40 | 39 | 45 | 15% |
| Caucasian | 1,740 | 1,718 | 1,791 | 4% |
| Eskimo/Aleut | 0 | 0 | 1 | 100% |
| Hispanic/Latino | 363 | 418 | 478 | 14% |
| Native American | 17 | 16 | 17 | 6% |
| Portuguese | 126 | 87 | 78 | -10% |
| TOTAL | 3,300 | 3,397 | 3,634 | 7% |

Third-Party Certification Recognition

In addition to offering its own certification services, the SDO recognizes and accepts certifications issued by third-party partner organizations, namely MBE and WBE certifications issued by the City of Boston, MBE certifications issued by the Greater New England Supplier Development Council (GNEMSDC), WBE certifications issued by the Center for Women and Enterprise (New England WBENC), VBE and SDVOBE certifications issued by the U.S. Small Business Administration (SBA)¹⁰ and the National Veteran-Owned Business Association

⁸ This line accounts for vendors that fall into more than one certification category and is not a sum of the lines above it.

⁹ Only for-profit businesses are categorized by ethnicity. Non-profit organizations are certified based on the composition of their board of directors and the composition of their voting body (if different) and, as a result, cannot be categorized by ethnicity.

¹⁰ SBA Small VBE and SDVOBE Certification (VetCert) replaced the certification of VBEs and SDVOBEs conducted by VetBiz/U.S. Department of Veterans Affairs (VA) on January 1, 2023.

(NaVOBA),¹¹ SDVOBE and DOBE certifications issued by Disability:IN, and LGBTBE certifications issued by the National LGBT Chamber of Commerce (NGLCC).

The full list of certifications issued and recognized by the SDO is available in Appendix H: SDO Certifications and Third-Party Certifications Issued and Recognized by the Supplier Diversity Office.

Third-Party Certified Businesses in the SDO Directory

| Certification Type | FY2021 | FY2022 | FY2023 | FY2023 vs. FY2022 Change (%) |
|---|---------------|---------------|---------------|---|
| Disability-Owned Business Enterprise (DOBE) | 54 | 85 | 113 | 33% |
| Veteran-Owned Business Enterprise (VBE) | 87 | 84 | 82 | -2% |
| Service-Disabled Veteran-Owned Business Enterprise (SDVOBE) | 176 | 223 | 242 | 9% |
| LGBT-Owned Business Enterprise (LGBTBE) | 210 | 375 | 1,176 | 214% |
| City of Boston MBE | 9 | 30 | 50 | 67% |
| City of Boston WBE | 4 | 45 | 77 | 71% |
| Greater New England Minority Supplier Development Council (GNEMSDC) MBE | 30 | 29 | 34 | 17% |
| Center for Women and Enterprise (New England WBENC) WBE | 58 | 100 | 99 | -1% |
| TOTAL¹² | 628 | 767 | 1,613 | 110% |

Ongoing Certification Program Activities

In FY2023, the SDO's State Certification Unit processed new applications and conducted triennial renewals and administrative reviews of existing applications.

Certification Program Activities

| Activity | FY2021 | FY2022 | FY2023 | FY2023 vs. FY2022 Change (%) |
|------------------------|---------------|---------------|---------------|---|
| New Applications | 407 | 428 | 483 | 13% |
| Certification Renewals | 889 | 339 | 389 | 15% ¹³ |
| Administrative Reviews | 59 | 50 | 76 | 52% |
| TOTAL | 1,355 | 817 | 948 | 16% |

¹¹ The SDO entered into a Memorandum of Understanding with NaVOBA on December 18, 2023, to accept NaVOBA VBE and SDVOBE certifications.

¹² This line accounts for vendors that fall into more than one certification category and is not a sum of the lines above it.

¹³ Certification Renewals were lower in FY2022 as a result of: (1) the number of businesses to be renewed each year varies since implementing a 3-year certification term; and (2) the SDO decertified certain businesses that went out of business during the pandemic and were not responsive to SDO's multiple attempts to renew their certification.

- **New applications.** The SDO reviewed a total of 483 new applications for state MBE, WBE, and VBE certifications (13% more than in the prior fiscal year), including non-profit applications.
- **Certification renewals & administrative reviews.** The SDO maintained the accuracy of existing certifications by conducting 389 certification renewals and 76 administrative reviews.¹⁴

¹⁴ Administrative reviews are performed when a certified company changes its business structure, name, scope of products/services offered, or if other material changes take place.

Overview of Diverse and Small Business Spending

In FY2023, the Commonwealth spent approximately \$3.38 billion with diverse and small businesses, a 22.46% increase when compared to the previous year. Participating departments and organizations expended funds in two areas:

- Discretionary (program) spending, which represented 64% of diverse and small business spending and included the SDO's Supplier Diversity Program (SDP), Small Business Purchasing Program (SBPP), and DCAMM's Affirmative Marketing Program (AMP) for Commonwealth Agencies; and
- Non-discretionary (non-program) spending, which accounted for 36% of departments' diverse and small business expenditures.

Consistent with previous SDO reports, the following sections measure the combined achievements of all supplier diversity programs that exist in participating organizations through the lens of SDP and SBPP benchmarks organized by business category – MBE, WBE, Veterans, and SBPP.¹⁵

Discretionary Spending with Diverse and Small Businesses

The SDO's programs focus on discretionary spending for goods, services, construction, and design, which result from competitively procured contracts.¹⁶ The SDO's programs use policy, benchmark-setting, coordination, training, compliance, and recognition of excellence to ensure the participation of diverse and small businesses in these areas of procurement.

In FY2023, organizations participating in the Supplier Diversity, Small Business Purchasing, and DCAMM's Affirmative Marketing programs increased diversity spending by approximately 7.75% to more than \$2.1 billion.¹⁷

Discretionary Spending Benchmark Performance

| Business Category | Benchmark (% of Discretionary Budget) | Achieved (% of Discretionary Spending) | % of Benchmark Met |
|---|---|--|-----------------------|
| Minority Business Enterprises (MBE) | 8% | 8.65% | 108.14% |
| Women Business Enterprises (WBE) | 14% | 20.02% | 143.03% |
| Veteran Businesses (VBE/SDVOBE) | 3% | 0.69% | 22.93% |
| Disability Business Enterprises (DOBE/SDVOBE) ¹⁸ | No Benchmark | - | - |

¹⁵ Under DCAMM's Affirmative Marketing Program (AMP) established under MGL c. 7C, § 6 for construction and design projects, MBE and WBE business project specific participation goals are established on a project-by-project basis consistent with DCAMM's current Disparity Study. View DCAMM's [Annual Affirmative Marketing Report](#) which contains design and construction awards, spending and MBE/WBE participation for the fiscal year.

¹⁶ Consistent with previous SDO annual reports, this analysis includes combined achievements of all supplier diversity programs that exist in participating organizations and use SDO-certified businesses. While the SDP and SBPP address goods and services, [MGL c. 7C, § 6](#) and [MGL c. 7, § 61](#) charge DCAMM and the SDO with establishing MBE and WBE participation goals for capital facility projects under DCAMM's control and state-assisted municipal building projects under SDO's oversight. This report includes spending data for DCAMM's construction projects. Final information on DCAMM's Affirmative Marketing Program efforts is published as a separate report issued by DCAMM's [Office of Access and Opportunity](#). Commonwealth departments, including MassDOT, manage their own supplier diversity or affirmative marketing programs addressing construction, relying on the SDO's certification services and setting their own supplier diversity goals or using those project specific goals established by the SDO and DCAMM.

¹⁷ The SDO's Municipal Construction Affirmative Marketing Programs (MCAMP) establishes project specific MBE and WBE participation goals for state-funded municipal construction contracts. Since the purchasing entities participating in the program are municipal, the program results in this report are presented separately.

¹⁸ Governor Healey announced a 0.3% benchmark (approximately \$18 million) for Disability Business Enterprises effective July 1, 2023.

| | | | |
|---|--------------|-------|---------|
| LGBT-Owned Business Enterprises (LGBTBEE) ¹⁹ | No Benchmark | - | - |
| COMMBUYS-Verified Small Businesses | 3.30% | 4.77% | 145.95% |

In FY2023, spending benchmarks were met or surpassed, except in the Veteran (VBE/SDVOBE) business category, which continues to be a challenging program goal.

Discretionary Spending with Diverse and Small Businesses

| Business Category | FY2021 | FY2022 | FY2023 | FY2023 vs. FY2022 Change (%) |
|---|------------------------|------------------------|------------------------|------------------------------|
| Minority Business Enterprises (MBE) | \$505,947,597 | \$586,068,405 | \$589,371,131 | 0.56% |
| Women Business Enterprises (WBE) | \$1,115,419,988 | \$1,276,055,472 | \$1,364,115,536 | 6.90% |
| Veteran Businesses (VBE/SDVOBE) | \$64,348,687 | \$38,705,172 | \$46,867,333 | 21.09% |
| Disability Business Enterprises (DOBE/SDVOBE) | \$12,173,739 | \$15,102,456 | \$22,083,227 | 46.22% |
| LGBT-Owned Business Enterprises (LGBTBEE) | \$5,514,612 | \$9,739,932 | \$5,846,461 | -39.97% |
| COMMBUYS-Verified Small Businesses | \$251,380,299 | \$285,198,824 | \$324,857,370 | 13.91% |
| TOTAL²⁰ | \$1,775,861,417 | \$1,992,576,692 | \$2,147,020,527 | 7.75% |

Discretionary spending grew in nearly all business categories in FY2023 over FY2022 with the exception of LGBTBEE spending. Spending in that category experienced a spike in FY2022 due to large communication projects in two departments, and in FY2023 returned to the level similar to FY2021.

Number of Diverse and Small Businesses Receiving Discretionary Payments

The SDO continues to track the number of diverse and small businesses with which the Commonwealth conducted business directly as well as the number of diverse businesses which Commonwealth contractors reported as their Supplier Diversity Program (SDP) Partners, which resulted in indirect spending.²¹ In FY2023, the Commonwealth increased the number of diverse and small companies it did business with by 123, or 8%, compared to the prior year. The number of Commonwealth contractors' diverse partners increased by 47 companies, or 4%, compared to FY2022.

Number of Vendors Receiving Direct and Indirect Discretionary Payments

| Type of Spending | FY2020 | FY2021 | FY2022 | FY2023 | FY2023 vs. FY2022 Change (%) |
|-------------------------------------|--------|--------|--------|--------|------------------------------|
| Vendors Receiving Direct Spending | 1,291 | 1,406 | 1,461 | 1,584 | 8% |
| Vendors Receiving Indirect Spending | 1,144 | 1,184 | 1,191 | 1,238 | 4% |

¹⁹ Governor Healey announced a 0.3% benchmark (approximately \$18 million) for LGBT Business Enterprises effective July 1, 2023.

²⁰ This line accounts for vendors that fall into more than one certification category and is not a sum of the lines above it.

²¹ The list of vendors that have received direct and indirect payments can be found in Appendix F: Vendor List – Direct Spending and Appendix G: Vendor List – Indirect Spending.

Non-Discretionary Spending with Diverse and Small Businesses

The Commonwealth makes pension and insurance-related expenditures, awards grants and subsidies, manages entitlement programs, and maintains loans and special payments, which are considered non-discretionary spending. While the Commonwealth's supplier diversity programs do not apply to these non-discretionary areas of spending, diverse and small businesses are part of that marketplace, and so the SDO also tracks this spending.

In FY2023, combined non-discretionary direct expenditures totaled more than \$1.2 billion, representing a 7.24% increase when compared to the prior fiscal year. While most of this spending is the Commonwealth's direct expenditures, indirect spending in this category was also reported by the Group Insurance Commission (GIC), which voluntarily includes supplier diversity provisions in non-discretionary contracts.

The SDO does not set policies for or direct non-discretionary spending, but it continues to promote such opportunities to our diverse and small businesses and track such spending and, whenever possible, to advocate for vendors doing business in this category to become certified and establish supplier diversity partnerships. In FY2023, spending in some categories (Minority, Veteran, and Disability-owned businesses) increased while it decreased in others (Women and LGBT-owned and small businesses) based on the Commonwealth's non-discretionary needs.

Non-Discretionary Spending by Business Category

| Business Category | FY2021 | FY2022 | FY2023 | FY2023 vs. FY2022 Change (%) |
|---|----------------------|------------------------|------------------------|------------------------------------|
| Minority Business Enterprises (MBE) | \$495,352,322 | \$683,154,242 | \$791,165,844 | 15.81% |
| Women Business Enterprises (WBE) | \$414,044,665 | \$367,007,718 | \$343,319,848 | -6.45% |
| Veteran Businesses (VBE/SDVOBE) | \$663,488 | \$195,295 | \$668,563 | 242.34% |
| Disability Business Enterprises (DOBE/SDVOBE) | \$298,140 | \$61,128 | \$433,301 | 608.84% |
| LGBT-Owned Business Enterprises (LGBTBE) | \$0 | \$9,999 | \$0 | -100.00% |
| COMMBUYS-Verified Small Businesses | \$209,939,418 | \$246,184,620 | \$220,029,609 | -10.62% |
| TOTAL²² | \$981,372,432 | \$1,146,536,767 | \$1,229,502,918 | 7.24% |

Total Spending with Diverse and Small Businesses

Total discretionary and non-discretionary spending with diverse and small businesses in FY2023 increased in all business categories with the exception of LGBT-owned business spending. Overall, spending across all supplier diversity categories grew by more than \$154 million, or 7.75%, compared to FY2022.

²² This line accounts for vendors that fall into more than one certification category and is not a sum of the lines above it.

Total Program and Non-Program Spending by Business Category

| Business Category | FY2021 | FY2022 | FY2023 | % Change |
|---|------------------------|------------------------|------------------------|--------------|
| Minority Business Enterprises (MBE) | \$1,001,299,919 | \$1,269,222,646 | \$1,380,536,974 | 8.77% |
| Women Business Enterprises (WBE) | \$1,529,464,653 | \$1,643,063,190 | \$1,707,435,384 | 3.92% |
| Veteran Business Enterprises (VBE/SDVOBE) | \$65,012,176 | \$38,900,467 | \$47,535,897 | 22.20% |
| Disability Business Enterprises (DOBE/SDVOBE) | \$12,471,880 | \$15,163,584 | \$22,516,527 | 48.49% |
| LGBT-Owned Business Enterprises (LGBTBE) | \$5,514,612 | \$9,749,931 | \$5,846,461 | -40.04% |
| COMMBUYS-Verified Small Businesses | \$461,319,717 | \$531,383,443 | \$544,886,979 | 2.54% |
| TOTAL²³ | \$2,757,233,849 | \$3,139,113,459 | \$3,376,523,445 | 7.56% |

²³ This line accounts for vendors that fall into more than one certification category and is not a sum of the lines above it.

Supplier Diversity Program (SDP)

The SDP is established through MGL c. 7, § 58 and § 61 and [Executive Order 599](#) to promote equity of opportunity in the state procurement and contracting process. The SDP applies to all executive department procurements for goods and services with annual values exceeding \$250,000. The program institutes policies to encourage participating organizations and their contractors to use SDO-certified MBEs, WBEs, VBEs, SDVOBEs, DOBEs, and LGBTBEs in their contracts for goods and services. In consultation with the Governor's Office for Access and Opportunity, the SDO sets annual benchmark goals for specific certification categories. These goals are expressed as a percentage of each participating organization's discretionary budget. In FY2023, the SDP spending benchmarks were set as follows:

FY2023 Supplier Diversity Program Benchmarks

| Business Category | Benchmark (% of Discretionary Budget) |
|---|---------------------------------------|
| Minority Business Enterprises (MBE) | 8% |
| Women Business Enterprises (WBE) | 14% |
| Veteran Business Enterprises (VBE/SDVOBE) | 3% |

Currently, 73 organizations participate in the SDP, falling into one of three groups:

- **Executive branch departments in all secretariats**
- **Non-executive departments and constitutional offices** (such as the Office of the Governor, the Massachusetts Gaming Commission, the Massachusetts Commission Against Discrimination, and the Disabled Persons Protection Commission)
- **Quasi-public entities** (such as the Massachusetts Convention Center Authority, the Massachusetts Housing Finance Agency, and the Cannabis Control Commission)

Only executive departments are required to participate in the SDO's procurement programs, which include the SDP and the SBPP. Through the SDO's continued collaboration and outreach, an additional 18 non-executive departments, constitutional offices, and quasi-public organizations participate in some degree in this annual report and do so voluntarily. For quasi-public organizations, the degree of adherence to the SDO's program rules and participation in this report varies:

- Seven non-executive, constitutional, or quasi-public organizations fully participate in the SDP and SBPP with goal-setting, tracking, and reporting consistent with procedures used by executive branch departments:
 - Office of the Governor
 - Massachusetts Commission Against Discrimination
 - Disabled Persons Protection Commission
 - Massachusetts Convention Center Authority (MCCA)
 - Massachusetts Gaming Commission (MGC)
 - MassHousing
 - Cannabis Control Commission

- An additional 11 quasi-public organizations submit narrative program reports for inclusion in the report:
 - Commonwealth Corporation
 - Massachusetts Bay Transportation Authority (MBTA)
 - Massachusetts Growth Capital Corporation (MGCC)
 - Massachusetts Water Resources Authority (MWRA)
 - Massachusetts School Building Authority (MSBA)
 - Massachusetts State College Building Authority (MSCBA)
 - MassDevelopment
 - Massport
 - Office of the Inspector General
 - UMass Building Authority (UMBA)
 - University of Massachusetts (UMass)

Participating organizations may use two types of spending to achieve program spending goals:

- **Direct spending** with MBE, WBE, VBE, SDVOBE, DOBE, and LGBTBE prime contractors
- **Indirect spending** resulting from business partnerships between the organizations' contractors and MBE, WBE, VBE, SDVOBE, DOBE, or LGBTBE vendors used in the contractors' operations. This includes subcontracting, as well as other types of business-to-business relationships.²⁴

Indirect spending can be further subdivided into the following types:²⁵

- **Subcontracting**, defined as a partnership in which the SDP partner is involved in the provision of products and/or services to the Commonwealth. Such relationships typically, but not always, involve a formal written agreement between the SDP partner and the prime contractor.
- **Ancillary Products and Services**, defined as a business relationship in which the SDP partner provides the prime contractor products or services that are not directly related to the prime contractor's contract with the Commonwealth (such as maintenance or office supply services). In most cases, this type of partnership is related to the prime contractor's general business operations and may or may not involve a formal written agreement with the SDP partner. It is also recognized that, in some cases, products and/or services provided by the SDP partner may contribute to both subcontracting (when used by the Commonwealth) and ancillary (when used by other customers) spending.

The SDO obtains information about direct spending with certified contractors from the Commonwealth Information Warehouse (CIW), a repository of the Commonwealth's financial transactions. Indirect spending is

²⁴ While contractors may use DOBE and LGBTBE vendors to meet their contractual SDP commitments, organizations participating in the SDP do not yet have spending goals for these certification categories.

²⁵ In previous years, indirect spending also included partner and growth development, defined as a type of partnership where a Commonwealth prime contractor provides education, training, mentoring, resource sharing, joint activities, and general assistance to diverse businesses, which results in increasing their capacity in a specific industry and/or increases the pool of qualified diverse businesses. The SDO issued a policy effective January 1, 2021, stating that "...Bidders and contractors will no longer be allowed to propose or implement Partner Growth and Development partnerships as a form of indirect spending which counts towards SDP spending goals. Existing Partner Growth and Development relationships shall be allowed to continue for the duration of their respective contracts. While valid for the purposes of contract compliance for existing contracts, this type of spending may not be included in spending reports submitted by departments to the SDO and will not contribute to meeting departmental SDP spending goals..."

reported to agencies by their contractors and then compiled and submitted to the SDO.²⁶ Quasi-public organizations monitor supplier diversity spending internally and submit their direct and indirect expenditure information to the SDO for analysis and publication.

Minority-Owned Business Enterprise (MBE) Spending

The 8% benchmark for MBE spending was exceeded by 8.14% in FY2023, meaning program participants spent approximately 8.65% of their discretionary budgets with minority-owned businesses.

MBE Benchmark Attainment

| Secretariat/Organization | FY2023 Discretionary Budget | FY2023 Benchmark (8%) | FY2023 Actual Expenditure | Percentage of Benchmark Met |
|---|-----------------------------|-----------------------|---------------------------|-----------------------------|
| Administration and Finance | \$365,631,752 | \$29,250,540 | \$37,946,585 | 129.73% |
| Economic Development | \$8,233,659 | \$658,693 | \$7,894,743 | 1198.55% |
| Education | \$358,050,307 | \$28,644,025 | \$48,757,140 | 170.22% |
| Energy and Environmental Affairs | \$127,168,843 | \$10,173,507 | \$12,003,740 | 117.99% |
| Health and Human Services | \$4,009,628,311 | \$320,770,265 | \$356,245,127 | 111.06% |
| Housing and Livable Communities | \$264,312,726 | \$21,145,018 | \$27,009,381 | 127.73% |
| Labor and Workforce Development | \$74,429,335 | \$5,954,347 | \$16,145,048 | 271.15% |
| Public Safety and Security | \$170,511,145 | \$13,640,892 | \$19,860,327 | 145.59% |
| Technology Services and Security | \$85,020,124 | \$6,801,610 | \$15,623,991 | 229.71% |
| Transportation | \$1,265,476,531 | \$101,238,122 | \$36,796,477 | 36.35% |
| Veterans' Services | \$6,959,640 | \$556,771 | \$498,735 | 89.58% |
| Executive Department Subtotal | \$6,735,422,374 | \$538,833,790 | \$578,781,297 | 107.41% |
| Commission Against Discrimination | \$512,233 | \$40,979 | \$164,500 | 401.43% |
| Disabled Persons Protection Commission | \$1,579,583 | \$126,367 | \$113,549 | 89.86% |
| Massachusetts Gaming Commission | \$6,965,934 | \$557,275 | \$2,368,574 | 425.03% |
| Office of the Governor | \$491,310 | \$39,305 | \$614,096 | 1562.39% |
| Non-Executive Department Subtotal | \$9,549,061 | \$763,925 | \$3,260,720 | 426.84% |
| Massachusetts Convention Center Authority | \$53,796,966 | \$4,303,757 | \$5,439,612 | 126.39% |
| MassHousing | \$13,557,191 | \$1,084,575 | \$1,889,502 | 174.22% |
| Quasi-Public Entity Subtotal | \$67,354,157 | \$5,388,333 | \$7,329,114 | 136.02% |
| TOTAL | \$6,812,325,592 | \$544,986,047 | \$589,371,131 | 108.14% |

When compared to the previous fiscal year, the Commonwealth's total program spending with MBEs increased by approximately \$3.3 million, or 0.56%.

Expenditures with Minority Business Enterprises (MBE)

| Secretariat/Organization | FY2020 | FY2021 | FY2022 | FY2023 |
|----------------------------------|---------------|---------------|---------------|---------------|
| Administration and Finance | \$19,997,720 | \$18,655,543 | \$29,231,256 | \$37,946,585 |
| Economic Development | \$1,458,309 | \$5,665,342 | \$6,655,848 | \$7,894,743 |
| Education | \$27,296,805 | \$56,068,737 | \$95,054,939 | \$48,757,140 |
| Energy and Environmental Affairs | \$5,354,944 | \$5,765,253 | \$8,456,456 | \$12,003,740 |
| Health and Human Services | \$253,657,696 | \$271,705,496 | \$306,921,614 | \$356,245,127 |
| Housing and Livable Communities | \$17,587,638 | \$17,207,102 | \$21,656,597 | \$27,009,381 |

²⁶ The SDO recently launched the "Supplier Diversity Hub," which provides many tools to assist the SDO's clients. One of these tools is a contract management tool that will send quarterly notices, track and provide reports on prime contractor SDP commitments and spending with diverse businesses.

| Secretariat/Organization | FY2020 | FY2021 | FY2022 | FY2023 |
|---|----------------------|----------------------|----------------------|----------------------|
| Labor and Workforce Development | \$7,598,387 | \$21,185,224 | \$21,055,988 | \$16,145,048 |
| Public Safety and Security | \$20,957,302 | \$21,527,856 | \$18,559,774 | \$19,860,327 |
| Technology Services and Security | \$13,120,738 | \$17,505,610 | \$16,906,057 | \$15,623,991 |
| Transportation | \$52,783,464 | \$68,016,543 | \$57,343,780 | \$36,796,477 |
| Veterans' Services | \$531,774 | \$1,101,629 | \$513,656 | \$498,735 |
| Executive Department Subtotal | \$420,344,775 | \$504,404,335 | \$582,355,965 | \$578,781,297 |
| Commission Against Discrimination | \$112,659 | \$95,296 | \$231,459 | \$164,500 |
| Disabled Persons Protection Commission | \$85,514 | \$109,858 | \$126,020 | \$113,549 |
| Massachusetts Gaming Commission | \$484,953 | \$359,657 | \$400,417 | \$2,368,574 |
| Office of the Governor | \$6,963 | \$8,771 | \$2,812 | \$614,096 |
| Non-Executive Department Subtotal | \$690,089 | \$573,582 | \$760,708 | \$3,260,720 |
| Massachusetts Convention Center Authority | \$2,938,004 | \$329,827 | \$1,178,128 | \$5,439,612 |
| MassHousing | \$464,306 | \$639,854 | \$1,773,606 | \$1,889,502 |
| Quasi-Public Entity Subtotal | \$3,402,310 | \$969,681 | \$2,951,734 | \$7,329,114 |
| TOTAL | \$424,437,174 | \$505,947,598 | \$586,068,407 | \$589,371,131 |

Women-Owned Business Enterprise (WBE) Spending

In FY2023, total spending with WBEs exceeded the benchmark by more than 43% with program participants spending approximately 20% of their discretionary budgets with women-owned businesses.

WBE Benchmark Attainment

| Secretariat/Organization | FY2023 Discretionary Budget | FY2023 Benchmark (14%) | FY2023 Actual Expenditure | Percentage of Benchmark Met |
|---|-----------------------------|------------------------|---------------------------|-----------------------------|
| Administration and Finance | \$365,631,752 | \$51,188,445 | \$67,848,798 | 132.55% |
| Economic Development | \$8,233,659 | \$1,152,712 | \$3,641,115 | 315.87% |
| Education | \$358,050,307 | \$50,127,043 | \$90,281,437 | 180.11% |
| Energy and Environmental Affairs | \$127,168,843 | \$17,803,638 | \$36,467,556 | 204.83% |
| Health and Human Services | \$4,009,628,311 | \$561,347,964 | \$901,142,886 | 160.53% |
| Housing and Livable Communities | \$264,312,726 | \$37,003,782 | \$53,533,744 | 144.67% |
| Labor and Workforce Development | \$74,429,335 | \$10,420,107 | \$44,086,349 | 423.09% |
| Public Safety and Security | \$170,511,145 | \$23,871,560 | \$27,867,640 | 116.74% |
| Technology Services and Security | \$85,020,124 | \$11,902,817 | \$14,993,342 | 125.96% |
| Transportation | \$1,265,476,531 | \$177,166,714 | \$111,408,996 | 62.88% |
| Veterans' Services | \$6,959,640 | \$974,350 | \$1,767,166 | 181.37% |
| Executive Department Subtotal | \$6,735,422,374 | \$942,959,132 | \$1,353,039,030 | 143.49% |
| Commission Against Discrimination | \$512,233 | \$71,713 | \$262,813 | 366.48% |
| Disabled Persons Protection Commission | \$1,579,583 | \$221,142 | \$633,844 | 286.62% |
| Massachusetts Gaming Commission | \$6,965,934 | \$975,231 | \$2,101,978 | 215.54% |
| Office of the Governor | \$491,310 | \$68,783 | \$617,734 | 898.08% |
| Non-Executive Department Subtotal | \$9,549,061 | \$1,336,869 | \$3,616,369 | 270.51% |
| Massachusetts Convention Center Authority | \$53,796,966 | \$7,531,575 | \$5,581,435 | 74.11% |
| MassHousing | \$13,557,191 | \$1,898,007 | \$1,878,703 | 98.98% |
| Quasi-Public Entity Subtotal | \$67,354,157 | \$9,429,582 | \$7,460,138 | 79.11% |
| TOTAL | \$6,812,325,592 | \$953,725,583 | \$1,364,115,536 | 143.03% |

When compared to the previous fiscal year, the Commonwealth's spending with WBEs increased by more than \$88 million, or 6.9%.

Expenditures with Women Business Enterprises (WBE)

| Secretariat/Organization | FY2020 | FY2021 | FY2022 | FY2023 |
|---|----------------------|------------------------|------------------------|------------------------|
| Administration and Finance | \$41,742,894 | \$51,147,638 | \$58,853,889 | \$67,848,798 |
| Economic Development | \$1,840,274 | \$1,685,044 | \$2,932,000 | \$3,641,115 |
| Education | \$47,594,487 | \$52,326,145 | \$68,304,922 | \$90,281,437 |
| Energy and Environmental Affairs | \$24,460,832 | \$15,994,992 | \$31,272,549 | \$36,467,556 |
| Health and Human Services | \$631,267,084 | \$696,555,179 | \$798,787,232 | \$901,142,886 |
| Housing and Livable Communities | \$35,036,172 | \$35,509,701 | \$43,810,148 | \$53,533,744 |
| Labor and Workforce Development | \$4,828,081 | \$27,013,823 | \$27,204,374 | \$44,086,349 |
| Public Safety and Security | \$21,802,574 | \$22,117,661 | \$29,246,709 | \$27,867,640 |
| Technology Services and Security | \$11,847,913 | \$18,471,024 | \$12,053,100 | \$14,993,342 |
| Transportation | \$142,899,504 | \$188,390,550 | \$195,709,129 | \$111,408,996 |
| Veterans' Services | \$2,044,147 | \$3,884,431 | \$2,297,254 | \$1,767,166 |
| Executive Department Subtotal | \$965,363,960 | \$1,113,096,188 | \$1,270,471,306 | \$1,353,039,030 |
| Commission Against Discrimination | \$76,453 | \$58,536 | \$181,518 | \$262,813 |
| Disabled Persons Protection Commission | \$96,291 | \$127,773 | \$540,436 | \$633,844 |
| Massachusetts Gaming Commission | \$490,775 | \$388,790 | \$428,036 | \$2,101,978 |
| Office of the Governor | \$7,485 | \$9,937 | \$10,011 | \$617,734 |
| Non-Executive Department Subtotal | \$671,003 | \$585,036 | \$1,160,001 | \$3,616,369 |
| Massachusetts Convention Center Authority | \$3,249,838 | \$855,572 | \$2,632,462 | \$5,581,435 |
| MassHousing | \$658,840 | \$883,187 | \$1,791,699 | \$1,878,703 |
| Quasi-Public Entity Subtotal | \$3,908,678 | \$1,738,759 | \$4,424,161 | \$7,460,138 |
| TOTAL | \$969,943,641 | \$1,115,419,983 | \$1,276,055,468 | \$1,364,115,536 |

Combined Veteran-Owned Business Spending

The Commonwealth continues to make progress toward meeting the challenging goal of spending 3% of its discretionary budget with veteran-owned (combined VBE and SDVOBE) businesses. Nine executive agencies and two secretariats met the veteran spending benchmark, the highest number since it was established in FY2015. The Commonwealth as a whole achieved 22.93% of the benchmark, an increase from 19.99% in FY2022.

Combined Veteran Benchmark Attainment

| Secretariat/Organization | FY2023 Discretionary Budget | FY2023 Benchmark (3%) | FY2023 Actual Expenditure | Percentage of Benchmark Met |
|---|-----------------------------|-----------------------|---------------------------|-----------------------------|
| Administration and Finance | \$365,631,752 | \$10,968,953 | \$9,052,250 | 82.53% |
| Economic Development | \$8,233,659 | \$247,010 | \$4,654 | 1.88% |
| Education | \$358,050,307 | \$10,741,509 | \$1,873,708 | 17.44% |
| Energy and Environmental Affairs | \$127,168,843 | \$3,815,065 | \$1,341,671 | 35.17% |
| Health and Human Services | \$4,009,628,311 | \$120,288,849 | \$22,176,140 | 18.44% |
| Housing and Livable Communities | \$264,312,726 | \$7,929,382 | \$81,307 | 1.03% |
| Labor and Workforce Development | \$74,429,335 | \$2,232,880 | \$392,334 | 17.57% |
| Public Safety and Security | \$170,511,145 | \$5,115,334 | \$3,439,809 | 67.25% |
| Technology Services and Security | \$85,020,124 | \$2,550,604 | \$2,627,260 | 103.01% |
| Transportation | \$1,265,476,531 | \$37,964,296 | \$4,644,440 | 12.23% |
| Veterans' Services | \$6,959,640 | \$208,789 | \$837,356 | 401.05% |
| Executive Department Subtotal | \$6,735,422,374 | \$202,062,671 | \$46,470,929 | 23.00% |
| Commission Against Discrimination | \$6,959,640 | \$15,367 | \$5,530 | 35.99% |
| Disabled Persons Protection Commission | \$9,549,061 | \$47,387 | \$12,713 | 26.83% |
| Massachusetts Gaming Commission | \$512,233 | \$208,978 | \$29,244 | 13.99% |
| Office of the Governor | \$1,579,583 | \$14,739 | \$0 | 0.00% |
| Non-Executive Department Subtotal | \$18,600,518 | \$286,472 | \$47,488 | 16.58% |
| Massachusetts Convention Center Authority | \$491,310 | \$1,613,909 | \$46,644 | 2.89% |
| MassHousing | \$67,354,157 | \$406,716 | \$302,272 | 74.32% |
| Quasi-Public Entity Subtotal | \$67,845,467 | \$2,020,625 | \$348,916 | 17.27% |
| TOTAL | \$6,821,868,360 | \$204,369,768 | \$46,867,333 | 22.93% |

Total spending with veteran businesses increased by 21%, from \$38.7 million in FY2022 to \$46.9 million in FY2023. At the same time, due to the relatively small number of veteran-owned businesses doing business with the Commonwealth, spending with veteran-owned businesses continues to fluctuate based on spending with individual businesses and fluctuate with large purchases, non-recurring purchases, and project commencements and completions. The SDO continues to conduct outreach, education, and training aimed at increasing the number of veteran-owned companies doing business with the Commonwealth.

Expenditures with Veteran-Owned Businesses

| Secretariat/Organization | FY2020 | FY2021 | FY2022 | FY2023 |
|--|---------------------|---------------------|---------------------|---------------------|
| Administration and Finance | \$17,456,501 | \$34,205,711 | \$11,633,673 | \$9,052,250 |
| Economic Development | \$63,200 | \$146,383 | \$8,310 | \$4,654 |
| Education | \$699,364 | \$1,588,936 | \$768,306 | \$1,873,708 |
| Energy and Environmental Affairs | \$1,361,604 | \$2,085,005 | \$932,978 | \$1,341,671 |
| Health and Human Services | \$6,070,159 | \$9,012,593 | \$14,871,133 | \$22,176,140 |
| Housing and Livable Communities | \$85,473 | \$211,839 | \$187,290 | \$81,307 |
| Labor and Workforce Development | \$725,328 | \$1,933,241 | \$1,007,679 | \$392,334 |
| Public Safety and Security | \$7,115,458 | \$7,602,799 | \$3,011,639 | \$3,439,809 |
| Technology Services and Security | \$1,212,299 | \$2,661,684 | \$1,965,823 | \$2,627,260 |
| Transportation | \$3,228,222 | \$4,314,944 | \$3,656,864 | \$4,644,440 |
| Veterans' Services | \$120,666 | \$253,144 | \$76,682 | \$837,356 |
| Executive Department Subtotal | \$38,138,273 | \$64,016,279 | \$38,120,377 | \$46,470,929 |
| Commission Against Discrimination | \$17,216 | \$10,742 | \$195 | \$5,530 |
| Disabled Persons Protection Commission | \$4,089 | \$5,198 | \$38,341 | \$12,713 |
| Massachusetts Gaming Commission | \$48,366 | \$51,792 | \$72,139 | \$29,244 |

| Secretariat/Organization | FY2020 | FY2021 | FY2022 | FY2023 |
|---|---------------------|---------------------|---------------------|---------------------|
| Office of the Governor | \$317 | \$2,587 | \$0 | \$0 |
| Non-Executive Department Subtotal | \$69,987 | \$70,319 | \$110,676 | \$47,488 |
| Massachusetts Convention Center Authority | \$0 | \$0 | \$186,000 | \$46,644 |
| MassHousing | \$0 | \$262,092 | \$288,117 | \$302,272 |
| Quasi-Public Entity Subtotal | \$0 | \$262,092 | \$474,117 | \$348,916 |
| TOTAL | \$38,208,260 | \$64,348,690 | \$38,705,170 | \$46,867,333 |

Disability and LGBTBE Spending

In FY2023, the SDO continued to focus on developing contractor availability in the SDP's two newest categories, DOBE and LGBTBE. Similar to spending with veteran-owned businesses, significant changes in expenditures in both categories are due to the relatively small number of contractors currently engaged. Spending in the disability-owned business category (combined DOBE and SDVOBE) increased by approximately \$7 million, or 46.22%, compared to FY2022 while spending with LGBT businesses decreased by \$3.9 million, or 39.97%.

Expenditures with Disability-Owned and LGBT Businesses Enterprises

| Business Category | FY2021 | FY2022 | FY2023 | FY2023 vs. FY2022 Change (%) |
|-----------------------|--------------|--------------|--------------|------------------------------------|
| Disability Businesses | \$12,173,774 | \$15,102,456 | \$22,083,227 | 46.22% |
| LGBT Businesses | \$5,514,618 | \$9,739,932 | \$5,846,461 | -39.97% |

As an additional initiative to encourage vendor engagement and contractor availability in these categories, on June 30, 2023, the Healey-Driscoll Administration announced spending benchmarks of \$18 million for purchasing from LGBT-owned businesses and \$18 million from businesses owned by individuals with disabilities for FY2024. After evaluating purchasing against these benchmarks, the Administration intends to set new goals for subsequent years.

Small Business Purchasing Program (SBPP)

The Small Business Purchasing Program (SBPP)²⁷ was established in 2010 through Executive Order 523 and reaffirmed in 2021 and 2022 through MGL c. 7, §§ 58 and 61 and [Executive Order 599](#) to direct state spending for non-construction goods and services to participating Massachusetts small businesses. This program applies to executive departmental procurements and requests for quotes with annual values equal to or less than \$250,000.²⁸

Small Business Registration

In FY2023, COMMBUYS continued to provide automated registration of small businesses. Similar to the state certification program, some businesses joined the program, while the SBPP participation of others expired. Overall, the program experienced a 3% increase in the number of verified businesses compared to FY2022.

Expenditures with COMMBUYS-verified Massachusetts Small Businesses

| Certification Type | FY2021 | FY2022 | FY2023 | FY2023 vs. FY2022 Change (%) |
|--|--------|--------|--------|------------------------------|
| COMMBUYS-verified Massachusetts Small Businesses | 1,376 | 1,479 | 1,516 | 3% |

Small Business Purchasing Program (SBPP) Spending

Only the Commonwealth executive and non-executive departments participate in the SBPP, which has a 3.3% benchmark for discretionary spending. Total SBPP spending in FY2023 exceeded the benchmark by approximately 46%, with program participants spending approximately 4.77% of their discretionary budgets with COMMBUYS-verified small businesses.

²⁷ To qualify for the SBPP, a firm must: (1) have its principal place of business in Massachusetts; (2) have been in business for at least one year; (3) currently employ a combined total of 50 or fewer full-time employee (FTE) equivalents in all locations; and (4) have gross revenues as reported on the appropriate Massachusetts Department of Revenue state tax forms of \$15 million or less, based on a three-year average.

²⁸ Effective July 1, 2021, the SBPP applies to procurements with annual value equal to or less than \$250,000.

SBPP Benchmark Attainment

| Secretariat/Organization | FY2023 Discretionary Budget | FY2023 Benchmark (3.3%) | FY2023 Actual Expenditure | Percentage of Benchmark Met |
|---|-----------------------------|-------------------------|---------------------------|-----------------------------|
| Administration and Finance | \$365,631,752 | \$12,065,848 | \$13,162,492 | 109.09% |
| Economic Development | \$8,233,659 | \$271,711 | \$729,552 | 268.50% |
| Education | \$358,050,307 | \$11,815,660 | \$41,021,900 | 347.18% |
| Energy and Environmental Affairs | \$127,168,843 | \$4,196,572 | \$14,331,727 | 341.51% |
| Health and Human Services | \$4,009,628,311 | \$132,317,734 | \$139,939,322 | 105.76% |
| Housing and Livable Communities | \$264,312,726 | \$8,722,320 | \$45,152,139 | 517.66% |
| Labor and Workforce Development | \$74,429,335 | \$2,456,168 | \$366,085 | 14.90% |
| Public Safety and Security | \$170,511,145 | \$5,626,868 | \$14,649,290 | 260.35% |
| Technology Services and Security | \$85,020,124 | \$2,805,664 | \$9,335,850 | 332.75% |
| Transportation | \$1,265,476,531 | \$41,760,726 | \$41,860,383 | 100.24% |
| Veterans' Services | \$6,959,640 | \$229,668 | \$1,066,220 | 464.24% |
| Executive Department Subtotal | \$6,735,422,374 | \$222,268,938 | \$321,614,961 | 144.70% |
| Commission Against Discrimination | \$512,233 | \$16,904 | \$18,146 | 107.35% |
| Disabled Persons Protection Commission | \$1,579,583 | \$52,126 | \$176,411 | 338.43% |
| Massachusetts Gaming Commission | \$6,965,934 | \$229,876 | \$3,047,852 | 1325.87% |
| Office of the Governor | \$491,310 | \$16,213 | \$0 | 0.00% |
| Non-Executive Department Subtotal | \$9,549,061 | \$315,119 | \$3,242,409 | 1028.95% |
| Massachusetts Convention Center Authority | \$53,796,966 | N/A | N/A | N/A |
| MassHousing | \$13,557,191 | N/A | N/A | N/A |
| Quasi-Public Entity Subtotal | \$67,354,157 | N/A | N/A | N/A |
| TOTAL | \$6,812,325,592 | \$222,584,057 | \$324,857,370 | 145.95% |

In FY2023, program participants' expenditures through the SBPP increased by more than \$39.76 million, or 13.94% over the prior fiscal year.

Expenditures with COMMBUYS-verified Massachusetts Small Businesses

| Secretariat/Organization | FY2020 | FY2021 | FY2022 | FY2023 |
|---|----------------------|----------------------|----------------------|----------------------|
| Administration and Finance | \$7,193,023 | \$9,403,332 | \$11,265,465 | \$13,162,492 |
| Economic Development | \$171,864 | \$310,279 | \$521,520 | \$729,552 |
| Education | \$32,970,976 | \$33,723,811 | \$41,707,643 | \$41,021,900 |
| Energy and Environmental Affairs | \$9,814,594 | \$12,656,139 | \$10,770,050 | \$14,331,727 |
| Health and Human Services | \$105,154,798 | \$105,054,290 | \$121,518,523 | \$139,939,322 |
| Housing and Livable Communities | \$27,821,777 | \$28,676,167 | \$31,257,185 | \$45,152,139 |
| Labor and Workforce Development | \$557,884 | \$660,592 | \$398,254 | \$366,085 |
| Public Safety and Security | \$11,140,867 | \$12,632,391 | \$18,968,631 | \$14,649,290 |
| Technology Services and Security | \$1,562,826 | \$5,709,412 | \$9,031,210 | \$9,335,850 |
| Transportation | \$22,580,764 | \$38,536,020 | \$36,091,319 | \$41,860,383 |
| Veterans' Services | \$770,302 | \$1,280,480 | \$588,171 | \$1,066,220 |
| Executive Department Subtotal | \$219,739,675 | \$248,642,913 | \$282,117,971 | \$321,614,961 |
| Commission Against Discrimination | \$6,747 | \$6,962 | \$4,411 | \$18,146 |
| Disabled Persons Protection Commission | \$157,789 | \$157,855 | \$99,815 | \$176,411 |
| Massachusetts Gaming Commission | \$2,974,230 | \$2,572,571 | \$2,875,755 | \$3,047,852 |
| Office of the Governor | \$1,219 | \$0 | \$4,146 | \$0 |
| Non-Executive Department Subtotal | \$3,139,985 | \$2,737,388 | \$2,984,127 | \$3,242,409 |
| Massachusetts Convention Center Authority | N/A | N/A | N/A | N/A |
| MassHousing | N/A | N/A | N/A | N/A |
| Quasi-Public Entity Subtotal | N/A | N/A | N/A | N/A |
| TOTAL | \$222,879,660 | \$251,380,301 | \$285,102,098 | \$324,857,370 |

MBE Spending by Race and Ethnicity

In the process of certifying MBEs, the SDO collects information on the race and ethnicity of the owner(s) in order to establish the business's eligibility for certification. Similarly, data on race and ethnicity of boards and voting bodies of M/NPOs are collected. Race and ethnicity information is considered confidential and is not published. In the same vein, the Commonwealth's supplier diversity policies treat all MBEs and M/NPOs as one group and do not provide individual business owner race and ethnicity information for procurement decision-making.

While this information on individual businesses is not available to buyers, the SDO is providing the following aggregated information on the Commonwealth's direct and indirect spending by race and ethnicity.

FY2023 MBE Spending by Race and Ethnicity

| Ethnicity/Minority | Direct Spending | Indirect Spending | Total Spending | Share of For-profit Spending | FY2023 vs. FY2022 Change (%) |
|-------------------------------------|----------------------|----------------------|----------------------|------------------------------|------------------------------|
| African American, Black | \$22,272,199 | \$62,304,860 | \$84,577,059 | 25.71% | -26.03% |
| Asian American (Pacific) | \$70,944,660 | \$24,737,652 | \$95,682,311 | 29.09% | 5.97% |
| Asian American (Subcontinent) | \$44,135,648 | \$29,943,691 | \$74,079,339 | 22.52% | -8.80% |
| Cape Verdean | \$2,897,007 | \$5,651,559 | \$8,548,565 | 2.60% | 20.37% |
| Hispanic/Latino | \$31,457,576 | \$35,334,013 | \$66,791,589 | 20.31% | 14.22% |
| Multiple (Minority-led Non-profits) | \$245,824,029 | \$14,619,382 | \$260,443,412 | - | 11.18% |
| Native American | \$67,441 | \$0 | \$67,441 | 0.02% | -93.23% |
| Overlap Adjustment | \$0 | -\$818,585 | -\$818,585 | -0.25% | 33.74% |
| Grand Total | \$417,598,560 | \$171,772,571 | \$589,371,131 | 100.00% | 0.56% |

Similar to prior years, purchases of client health and social services (also known as Purchase of Service, or POS) from M/NPOs accounted for a significant share, approximately 44%, of the Commonwealth's MBE spending. These expenditures are shown in the table as spending with multiple races and ethnicities because M/NPO certification is based on the races and ethnicities of multiple individuals comprising the non-profit organization's board and/or voting body.²⁹ The vast majority of these expenditures are direct payments by Commonwealth departments to certified minority-led non-profit organizations for providing health and human services to individuals across the state.

The SDO analyzed the Commonwealth's FY2023 spending with for-profit MBEs by owner race/ethnicity. Expenditures with companies with African American/Black owners accounted for 25.71% of the Commonwealth's for-profit MBE spending. In FY2020 and FY2021, spending with this business group increased by 84% and 25.02% respectively, with a significant share of this growth associated with PPE purchases predominantly from one contractor. As the Commonwealth reduced its PPE purchases in FY2023, African American/Black MBE spending experienced a 26.03% decrease while remaining higher than what it was before the pandemic. More information on the changes in the Commonwealth's PPE purchases is available in the

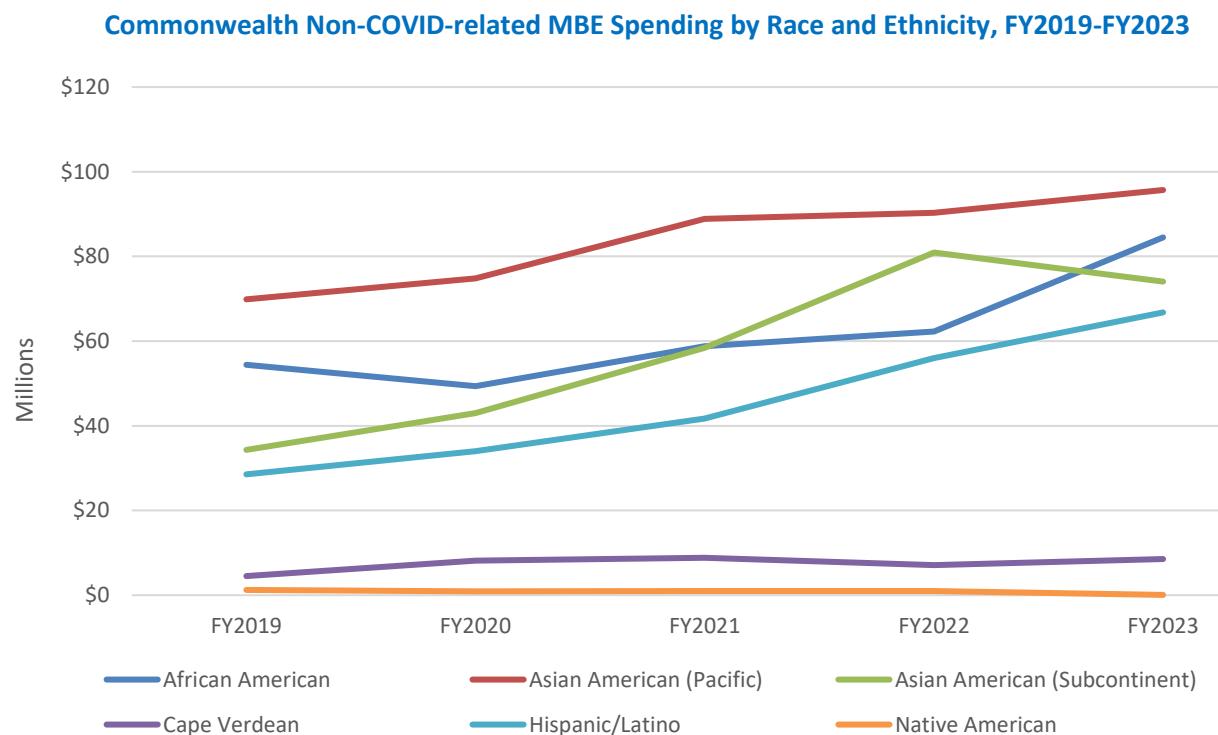
²⁹ MGL c. 7, § 61(l).

“Supplier Diversity During the Pandemic: FY2020-FY2023 in Review” subsection in the “SDO Innovation” section of this report.

Businesses owned by Asian American (Pacific) individuals accounted for 29.09% of the Commonwealth for-profit MBE spending, and the amount spent with this group in FY2023 increased by 5.97% compared to the prior year. Over the same period, spending with companies owned by Asian American (Subcontinent) individuals represented 22.52% of for-profit MBE spending and decreased by 8.8%. The majority of this difference is attributed to changes in indirect spending partnerships by Statewide Contractors.

Companies with Hispanic/Latino ownership represented approximately 20% of the Commonwealth’s for-profit MBE spending, and spending with these businesses grew by 14.22%. Cape Verdean and Native American businesses accounted for 2.6% and 0.02% of the Commonwealth minority for-profit spending respectively. Spending with Cape Verdean businesses increased by approximately \$1.4 million, which represented 20.37%, while spending with Native American-owned businesses decreased by approximately \$930,000, or 93.23%. The latter change is related to the completion of MassDOT and MCCA construction projects that engaged two Native American firms in FY2022.

As shown below and discussed in the “Supplier Diversity During the Pandemic: FY2020-FY2023 in Review” subsection in the “SDO Innovation” section of this report, even during the pandemic, the Commonwealth was able to continue to increase its non-COVID diverse spending. The year-to-year fluctuations in Asian American (Subcontinent) and Native American spending are largely due to changes in indirect spending by Commonwealth prime contractors.



| Race/Ethnicity | FY2019 | FY2020 | FY2021 | FY2022 | FY2023 |
|-------------------------------|----------------------|----------------------|----------------------|----------------------|----------------------|
| African American | \$54,376,290 | \$49,361,331 | \$58,759,452 | \$62,239,900 | \$84,496,059 |
| Asian American (Pacific) | \$69,869,382 | \$74,780,819 | \$88,867,190 | \$90,291,201 | \$95,682,311 |
| Asian American (Subcontinent) | \$34,315,011 | \$43,037,474 | \$58,432,750 | \$80,921,707 | \$74,071,882 |
| Cape Verdean | \$4,515,180 | \$8,178,894 | \$8,833,259 | \$7,101,334 | \$8,548,565 |
| Hispanic/Latino | \$28,542,405 | \$34,044,167 | \$41,748,642 | \$55,985,402 | \$66,778,859 |
| Native American | \$1,239,509 | \$935,252 | \$1,003,761 | \$995,987 | \$67,441 |
| Grand Total | \$192,857,777 | \$210,337,937 | \$257,645,054 | \$297,535,532 | \$329,645,117 |

Indirect Spending by Type (Subcontracting and Ancillary Products and Services)

The SDO's programs recognize two types of indirect (also referred to as Tier 2) spending: Subcontracting and Ancillary Products and Services. While the SDO reviews the business relationship information reported by contractors, it is the Commonwealth contractor's responsibility to accurately classify the nature of the business relationship with their supplier diversity partners.

FY2023 Indirect Spending by Type

| Business Category | Subcontracting | Ancillary Products & Services | Total | FY2023 vs. FY2022 Change (%) |
|---|----------------------|-------------------------------|----------------------|------------------------------|
| Minority Business Enterprises (MBE) | \$83,659,022 | \$88,113,549 | \$171,772,571 | 21.61% |
| Women Business Enterprises (WBE) | \$160,748,855 | \$119,350,855 | \$280,099,710 | -6.44% |
| Veteran Business Enterprises (VBE/SDVOBE) | \$9,371,465 | \$25,293,231 | \$34,664,696 | 61.71% |
| Disability Business Enterprises (DOBE/SDVOBE) | \$373,793 | \$16,973,314 | \$17,347,107 | 35.04% |
| LGBT-Owned Business Enterprises (LGBTBE) | \$299,615 | \$1,845,969 | \$2,145,584 | 215.41% |
| TOTAL³⁰ | \$220,503,973 | \$220,870,791 | \$441,374,764 | 8.38% |

In FY2023, the Commonwealth's indirect spending was split nearly evenly between subcontracting and ancillary relationships (49.96% and 50.04% respectively). Indirect spending increased in all categories with the exception of spending with women-owned businesses, which decreased by 6.44%. This decrease was compensated by growth in direct WBE spending, which resulted in the continued growth trend in women business spending.

³⁰ This line accounts for vendors that fall into more than one certification category and is not a sum of the lines above it.

Affirmative Marketing Programs (AMP)

The Commonwealth's Affirmative Marketing Program (AMP) was established pursuant to M.G.L. Chapter 7C, §6 and M.G.L. Chapter 7, §61 for the purpose of ensuring Minority (MBE) and Women (WBE) participation in state building (vertical) construction projects and state-funded (municipal) construction projects.³¹ Below are FY2023 results from both DCAMM's Affirmative Marketing Program (AMP) and SDO's Municipal Construction Affirmative Marketing Program (MCAMP). In FY2023, the combined spending with MBEs and WBEs from the AMP and MCAMP was as follows:

Total FY2023 Affirmative Marketing Program (AMP and MCAMP) Spending

| AMP Program | Total Project Spending | Total MBE Spending | Total WBE Spending | Total MBE/WBE Spending |
|---------------------------|------------------------|---------------------|----------------------|------------------------|
| DCAMM AMP | \$418,344,845 | \$25,207,466 | \$44,093,595 | \$69,301,061 |
| SDO MCAMP | \$1,288,478,035 | \$39,478,953 | \$124,177,273 | \$163,656,226 |
| Total AMP Spending | \$1,706,822,880 | \$64,686,419 | \$168,270,868 | \$232,957,287 |

DCAMM's Affirmative Marketing Program for Design and Construction (AMP)

The MBE/WBE program, also known as DCAMM's Affirmative Marketing Program (AMP), is established under M.G.L. Chapter 7C, §6 and addressed in various Executive Orders and Administrative Bulletins. Chapter 7C, §6 and Chapter 149, §44A(2)(G), along with A&F Administrative Bulletins 14 and 17A, establish reporting requirements and workforce participation benchmarks on state construction contracts. In addition, Executive Order 599 establishes tracking and reporting of Veteran Business Enterprises (VBE) and Service-Disabled Veteran Owned Business Enterprise (SDVOBE) contract expenditure.

The Division of Capital Asset Management and Maintenance (DCAMM) publishes its own [annual report](#) summarizing DCAMM's performance under the Commonwealth's Affirmative Marketing Program (AMP). DCAMM's AMP Report also includes minority and women workforce utilization data compiled from firms working on DCAMM construction and design projects.

DCAMM establishes overall annual MBE/WBE program goals across DCAMM's design and construction spending and sets project specific goals for each individual project based on the most recent statewide construction industry disparity study. Among other things, the disparity study determined the availability of MBE/WBE firms and the extent to which the design and construction marketplace has limited opportunities for these firms.

³¹ The SDO is also directed by MGL c. 7, §61 (j) and (k) to encourage and facilitate participation by service-disabled veteran-owned businesses and veteran-owned businesses on public construction and design projects, including the establishment of goals for their participation in all areas of state procurement contracting, including public construction, design services and commodities and service. As noted in the transmittal letter of this report, the SDO released new Municipal Construction Affirmative Marketing Program (MCAMP) guidelines in November 2023 mandating a 3% Veteran goal on state-funded municipal construction projects. While not technically part of DCAMM's AMP Program, DCAMM includes a 3% VBE/SDVOBE benchmark in design and construction projects and includes reporting on payments to VBEs and SDVOBEs as prime contractors only as part of this annual report.

For projects advertised prior to July 1, 2020 (legacy projects), DCAMM's overall annual program goals in place were 10.4% combined MBE/WBE participation for construction payments and 17.9% combined MBE/WBE for design payments. MBE and WBE business participation are tracked and reported separately for these legacy projects.

For projects advertised on or after July 1, 2020 (AMP 2020 projects), DCAMM measures performance against two sets of goals/targets. The first set, referred to in DCAMM's AMP report as AMP 2020 "availability-based goals" are based on availability of MBE and WBE firms in the Massachusetts design and construction market under DCAMM's 2017 Disparity Study. The second set of targets is more *aspirational*, as DCAMM looks to exceed the availability-based goals. These are referred to throughout DCAMM's AMP Report as "enhanced target goals". Two payment summary tables from DCAMM's FY 2023 AMP Report are included below--one with payment data for the AMP 2020 Program and the other for projects under the Legacy Program.

As indicated in these tables and discussed in DCAMM's Annual Report, DCAMM's overall annual spending has met or exceeded all availability-based goals for MBE and WBE participation as well as all but one of the higher enhanced target goals.

Table 1.1 – FY2023 Design and Construction Payments

| AMP 2020 Projects (Procurement Commenced On or After July 1, 2020) | | ACTUAL PERFORMANCE | | | | Goals | | |
|--|--------------------------------------|--------------------------------|----------------------------------|---------------------------------|-----------------------|--|---|---|
| | | Payments to MBE/WBE subs | Net MBE/WBE Prime Payments | Total Payments to ME/WBEs | Total to all Firms | Share of Total Construction and Design PMTs Credited to MBE/WBE Firms | AMP 2020 Availability- based Goals ³² | AMP 2020 Enhanced Target Goals ³³ |
| Construction | MBE | \$7,993,308 | \$2,986,639 | \$10,979,947 | \$ 207,284,500 | 5.3% | 4.0% | 4.2% |
| | WBE | \$20,178,323 | \$2,374,220 | \$22,552,543 | | 10.9% | 7.4% | 8.8% |
| | MBE/WBE Totals | \$28,171,631 | \$5,360,859 | \$33,532,490 | | 16.2% | 11.4% | 13.00% |
| | All Firms Total (including majority) | | | | | | | |
| Design | MBE | \$665,724 | \$77,045 | \$742,769 | | 5.0% | 4.6% | 6.6% |
| | WBE | \$1,135,534 | \$1,795,720 | \$2,931,254 | | 19.6% | 12.2% | 15.0% |
| | MBE/WBE Totals | \$1,801,258 | \$1,872,765 | \$3,674,023 | | 24.5% | 16.8% | 21.60% |
| | All Firms Total (including majority) | | | | \$ 14,983,797 | | | |

Table 1.2 – FY2023 Design and Construction Payments

| Legacy Projects (Procurement Commenced Before July 1, 2020) | | Payments to MBE/WBE subs | Net MBE/WBE Prime Payments | Total Payments to MBE/WBEs | Total Payments to all Firms | Share of Total Construction and Design PMTs Credited to MBE/WBE Firms | Legacy Combined Goals |
|---|--------------------------------------|-----------------------------|-------------------------------|----------------------------------|--------------------------------|--|--------------------------|
| Construction | MBE | \$11,598,715 | - | \$11,598,715 | | 6.8% | 10.40% |
| | WBE | \$8,608,972 | \$1,069,993 | \$9,678,965 | | 5.7% | |
| | MBE/WBE Totals | \$20,207,687 | \$1,069,998 | \$21,277,680 | | 12.5% | |
| | All Firms Total (including majority) | | | | \$ 170,849,341 | | |

³² DCAMM's 2017 disparity study availability percentages are the AMP 2020 availability – based goals established in our contracts with construction and design firms.

³³ As part of our efforts to expand MBE/WBE participation, DCAMM established aspirational, "enhanced target goals" which are higher than what is prescribed under the 2017 disparity study.

| Construction Design | Payments to MBE/WBE subs | Net MBE/WBE Prime Payments | Total Payments to MBE/WBEs | Total Payments to all Firms | Share of Total Construction and Design PMTs Credited to MBE/WBE Firms | Legacy Combined Goals |
|--------------------------------------|-----------------------------|-------------------------------|----------------------------------|--------------------------------|--|--------------------------|
| | | | | | | |
| MBE | \$1,687,484 | \$198,551 | \$1,886,035 | | 7.5% | 17.90% |
| | \$1,728,878 | \$7,201,955 | \$8,930,833 | | 35.4% | |
| | \$3,416,362 | \$7,400,506 | \$10,816,868 | | 42.9% | |
| All Firms Total (including majority) | | | | \$ 25,227,207 | | |

VBE Program Results – Payments

Executive Order 599 includes participation, tracking, and reporting on Veteran-Owned Business Enterprises (VBEs) – which for purposes of this report includes both VBEs and Service-Disabled Veteran-Owned Business Enterprises (SDVOBEs). The Commonwealth's established benchmark for VBE participation is 3% for design and 3% for construction.

Veteran participation is formally part of the Commonwealth's Supplier Diversity Office's (SDO) Supplier Diversity Program (SDP). While not technically part of DCAMM's AMP Program, DCAMM includes reporting on payments to VBE prime contractors only as part of this annual report.

Construction

- In FY2023, DCAMM paid a total of \$1.22 million to VBE prime construction firms.
- The \$1.22 million VBE payment total represents 0.32% of total construction payments, below the 3% benchmark.

Design

- There were no SDO-certified VBE design firms receiving payments on DCAMM projects for the FY2023 reporting cycle.

This is a summary of prime payments made under DCAMM construction projects during FY 2023. There were no certified veteran design firms reporting in FY2023.

DCAMM Payments to Veteran-Owned Businesses FY2023

| Category | Total payments to Veteran-Owned Firms ³⁴ / ³⁵ | Overall Share to total FY2023 Spend |
|--------------|--|--|
| Construction | \$1,220,022 | 0.32% |
| Design | - | - |
| Total | \$1,220,022 | |

³⁴ Includes \$530,086 in SDVOBE payments, along with \$689,936 in Veteran-Owned payments.

³⁵ The \$406M construction contract to replace the Holyoke Veterans' Home has been awarded to a joint venture with the VBE-certified Commodore Builders holding a 50% ownership stake. \$2.4M was paid to this joint venture during the reporting period. Due to provisions of the contract and applicable statutes and regulations, reporting of VBE payments is limited to the scope of work Commodore self-performs on this project and does not reflect their share of the full contract value as is the case when a VBE is a sole prime construction manager.

Strengthening Massachusetts' Commitment to Veterans

The SDO's statewide Supplier Diversity Program (SDP) includes both Service-Disabled Veteran Owned Business Enterprise (SDVOBE) and Veteran Business Enterprise (VBE) certifications along with a combined benchmark of 3% for both design and construction across agency spending. DCAMM contracts contain this benchmark, and strongly encourage participation by veteran-owned businesses. Outreach to VBEs, along with MBE and WBE firms and veteran, women, and minority workers continues to be a high priority on our construction and design projects.

- DCAMM reached out to all certified contractors in the DCAMM Directory to encourage self-identification as Veteran-Owned or Service-Connected Veteran-Owned Businesses with the Supplier Diversity Office.

The new state-of-the-art Holyoke Veterans Home is a showcase for the state's commitment to VBE participation on capital projects. The \$406 million construction contract for this new facility is a 50-50 joint venture between VBE-certified Commodore Builders and Walsh Construction (C|W). DCAMM continues to coordinate on-going efforts with C|W to increase veteran participation on this key project, including holding workforce diversity on-boarding strategy meetings with multiple prime and subcontractors to ensure veteran workforce participation, coordinating with a range of veteran organizations to assist in increasing veteran workers and apprentices, and implementing a hardhat sticker program to identify veteran workers on the project.

In addition, the SDO and DCAMM jointly hired a Senior Advisor for Veteran Owned Business Development and Partnerships in Q4 of FY2023 to more actively recruit and manage the engagement of Veteran-owned businesses in all Commonwealth procurement and contract opportunities.

SDO's Municipal Construction Affirmative Marketing Programs (MCAMP)

The Municipal Construction Affirmative Marketing Program (MCAMP) was established for the purpose of ensuring the fair participation of minority-owned and women-owned businesses on state-assisted building projects. The SDO, in consultation with DCAMM, is charged with establishing MBE and WBE participation goals for state-funded municipal construction contracts.

The mission of MCAMP (formerly known as the Construction Reform Program) is to educate, monitor, and assist municipalities in the attainment and enforcement of MBE/WBE participation goals for the design and construction phases of municipal projects.

Prior to FY2021, MCAMP combined the MBE and WBE goals to provide designers and contractors with flexibility in utilizing SDO-certified MBE and/or WBE contractors on state-assisted vertical construction projects. The combined MBE and WBE goal percentage was 17.9% for design and 10.4% for Construction.

Effective July 1, 2020, in its construction project goal setting, MCAMP utilized the general annual MBE and WBE aspirational goals based upon data from the DCAMM disparity study. The following general annual goals were used in FY2021 - FY2022:

- Design - MBE 6.6% and WBE 15%
- Construction - MBE 4.2% and WBE 8.8%

Some projects started during FY2021 – FY2022 will continue to be measured against these goals.

Effective July 1, 2022, based on the results of the DCAMM disparity study, MCAMP started to utilize the DCAMM project-specific MBE and WBE goals which are set for individual state-funded vertical construction projects monitored by MCAMP. This ensures more realistic MBE and WBE goals for individual projects based on construction trades and geographic availability.

Massachusetts School Building Authority (MSBA) Spending

The Massachusetts School Building Authority (MSBA) funds nearly 100% of the projects that fall under MCAMP. As a result, the SDO tracks their projects and serves as a resource for promoting these projects and on policy and process related to the implementation of MCAMP by municipalities. However, individual municipal recipients of MSBA funds make the final decisions regarding project MBE/WBE utilization goals for school construction projects.

The chart below compares FY2021, FY2022 and FY2023 MBE and WBE spending on MSBA projects based on notices to proceed issued each year. The total combined MBE/WBE spending in FY2023 exceeded \$163 million, which represents an increase of more than \$38 million, or 31%, when compared to the prior fiscal year.

Total Supplier Diversity Spending on MSBA School Projects in FY2021-FY2023

| FY | Total Municipal Spending | Total MBE Spending | MBE % | Total WBE Spending | WBE % | Total MBE/WBE Spending | Combined MBE/WBE % |
|------|--------------------------|----------------------------|--------|--------------------|-------|------------------------|--------------------|
| 2023 | \$1,288,478,035 | \$39,478,953 | 3.06% | \$124,177,273 | 9.6% | \$163,656,226 | 12.7% |
| 2022 | \$627,449,056 | \$73,005,302 ³⁶ | 11.64% | \$52,246,347 | 8.33% | \$125,251,649 | 19.96% |
| 2021 | \$769,723,700 | \$12,235,958 | 1.59% | \$65,458,880 | 8.50% | \$78,273,957 | 10.17% |

The MBE construction participation level in FY2023 was 3.06%, which fell below the 4.2% aspirational goal. The WBE construction participation level was 9.6%, which exceeded the 8.8% aspirational goal.

Supplier Diversity Performance of MSBA School Projects in FY2023

| Project | Total Municipal Spending | Total MBE Spending | MBE % | Total WBE Spending | WBE % | Total MBE/WBE Spending | Combined MBE/WBE % |
|--------------------|--------------------------|--------------------|-------|--------------------|-------|------------------------|--------------------|
| Bristol-Plymouth | \$193,421,041 | \$10,845,251 | 5.61% | \$19,839,553 | 10.3% | \$30,684,804 | 15.9% |
| Fitchburg Crocker | \$57,469,030 | \$1,500,000 | 2.61% | \$6,050,120 | 10.5% | \$7,550,120 | 13.1% |
| Hingham Foster | \$82,329,625 | \$2,191,686 | 2.66% | \$8,799,849 | 10.7% | \$10,991,535 | 13.3% |
| Nauset | \$134,384,000 | \$1,731,853 | 1.29% | \$21,587,347 | 16.1% | \$23,319,200 | 17.3% |
| Randolph Lyons | \$41,270,700 | \$549,031 | 1.33% | \$6,828,523 | 16.5% | \$7,377,554 | 17.9% |
| Swampscott Hadley | \$79,700,000 | \$3,352,418 | 4.21% | \$8,890,881 | 11.2% | \$12,243,299 | 15.4% |
| Westfield Franklin | \$52,542,787 | \$1,410,000 | 2.68% | \$5,444,095 | 10.4% | \$6,854,095 | 13.0% |

³⁶ \$45,730,728 of this \$73,005,302 in FY2022 total MBE spending was from payments made to a prime contractor, who was also a certified MBE. Removing the payments to this prime MBE contractor in FY2022 spending would result in payments to MBE subcontractors to be \$27,274,574.

| Project | Total Municipal Spending | Total MBE Spending | MBE % | Total WBE Spending | WBE % | Total MBE/WBE Spending | Combined MBE/WBE % |
|------------------------------|--------------------------|---------------------|-------|----------------------|-------|------------------------|--------------------|
| Westwood Paul Hanlon | \$74,352,876 | \$3,200,000 | 4.30% | \$6,605,390 | 8.9% | \$9,805,390 | 13.2% |
| Andover W Elementary | \$107,631,796 | \$4,957,685 | 4.61% | \$13,076,427 | 12.1% | \$18,034,112 | 16.8% |
| Boston Carter Development | \$73,372,869 | \$354,000 | 0.48% | \$4,281,756 | 5.8% | \$4,635,756 | 6.3% |
| Groton Dunstable | \$61,624,303 | \$1,854,919 | 4.61% | \$1,960,397 | 12.1% | \$3,815,316 | 6.2% |
| Norwood Coakley | \$115,823,497 | \$2,875,000 | 2.48% | \$5,805,529 | 5.0% | \$8,680,529 | 7.5% |
| Somerset | \$69,900,000 | \$1,885,960 | 2.70% | \$1,496,300 | 2.1% | \$3,382,260 | 4.8% |
| Walpole - Bird Middle School | \$92,568,764 | \$495,000 | 0.53% | \$8,480,480 | 9.2% | \$8,975,480 | 9.7% |
| Wellesley | \$52,086,747 | \$2,276,150 | 4.37% | \$5,030,626 | 9.7% | \$7,306,776 | 14.0% |
| Total | \$1,288,478,035 | \$39,478,953 | 3.06% | \$124,177,273 | 9.6% | \$163,656,226 | 12.7% |

Individuals with Disabilities in State Procurement and Contracting Program

Pursuant to [Section 4 of Chapter 219 of the Acts of 2016](#) and [Section 88 of Chapter 154 of the Acts of 2018](#), the SDO, in collaboration with the [Massachusetts Office on Disability](#) (MOD), established the SDO Individuals with Disabilities Program with the following goals, which are updated every two years. This report provides an update on the following goals established for FY2022/2023:

Goal #1: Expand inclusion of Disability-Owned Business Enterprises (DOBE) and Service-Disabled Veteran-Owned Business Enterprises (SDVOBE).

In FY2023, the SDO:

- continued its partnership with Disability:IN, Work Without Limits, MassAbility (formerly the Massachusetts Rehabilitation Commission), Easter Seals, Boston Center for Independent Living, Disability Policy Consortium, the Employment Advocacy Committee, and the Veterans Business Outreach Center (VBOC) to promote SDO programs to disability-owned businesses.
- grew the total number of certified disability-owned businesses recognized by the SDO from 308 to 355; a 15% increase.³⁷

Number of SDO-recognized Disability-Owned Businesses

| Certification Type | FY2019 | FY2020 | FY2021 | FY2022 | FY2023 |
|---|------------|------------|------------|------------|------------|
| Disability-Owned Business Enterprise (DOBE) | 46 | 42 | 54 | 85 | 113 |
| Service-Disabled Veteran-Owned Business Enterprise (SDVOBE) | 121 | 131 | 176 | 223 | 242 |
| Total | 167 | 173 | 230 | 308 | 355 |

Goal #2: Transform and expand the SDO Individuals with Disabilities Pilot Program into an Ongoing Program.

The SDO maintained the Pilot Program with two statewide contracts and one departmental contract. A total of 38 contractors, ranging from large national and international companies to small local businesses, maintained their participation in the Pilot Program during FY2023. Out of those, 17 contractors reported maintaining a voluntary and confidential self-identification process for individuals with disabilities.

³⁷ The SDO accepts DOBE certifications from Disability:IN and SDVOBE certifications from the SBA's Small Business Certification (VetCert) center (which replaced certifications conducted by VetBiz/U.S. Department of Veterans Affairs (VA) on January 1, 2023) and NaVOBA, who SDO executed an MOU with on December 18, 2023.

Disability employment statistics were available from 12 contractors employing a combined 65,000 individuals. These contractors employed 789 individuals with disabilities, 26 of whom were directly involved in providing services to the Commonwealth of Massachusetts. Contractors reported making 341 employment offers to individuals with disabilities over the reporting period. Disability employment percentages varied by contract and averaged 1.95% across those contractors that reported their disability employment levels.

In their annual updates, all responding businesses restated their commitment to the Pilot Program and several reported positive increases to their disability employment statistics. Unfortunately, many businesses have continued to experience difficulty in their ability to recruit, hire, and retain a workforce, including individuals with disabilities, following the COVID-19 pandemic. The SDO will work more closely with pilot program participants to increase the recruitment, employment, retention, and promotion of individuals with disabilities on statewide and departmental contracts.

Goal #3: Further develop the program webpage with resources and tools for employers and individuals with disabilities seeking employment. Following the establishment of the SDO as a standalone Commonwealth agency, the agency migrated, reorganized, and revised all program webpages and information. The new webpage, [Learn about SDO's Individuals with Disabilities Program](#) includes program background information, tools, and resources for employees, and Commonwealth resources and tools for job seekers with disabilities.

Enhanced program staffing. As previously reported, in FY2022, the SDO established and filled a new position whose responsibilities included the management of the Individuals with Disabilities Program. The position of Construction and Persons with Disabilities Program Coordinator covered program goal setting, education, partnerships, data collection, and assistance to Pilot participants.³⁸ In early FY2023, an Individuals with Disability Program Intern was hired to support the Program Coordinator in their data collection and coordinated efforts with agency partners and state organizations including MOD and MassAbility. FY2023 also saw the addition of a Senior Advisor for Veteran Owned Business Development and Partnerships position to provide direct outreach and support to SDVOBEs.

With the hiring of the Individuals with Disabilities Program Intern as well as the Senior Advisor for Veteran-Owned Business Development and Partnerships, the SDO has expanded its efforts to support persons with disabilities in the workforce and provide direct support to certified vendors and businesses interested in diversity certification. The SDO will continue to work closely with the state agency partners as well as build relationships with new organizations to coordinate presentations for Prime Contractors on hiring, retaining, and promoting persons with disabilities.

The SDO also looks forward to continuing its work with its other program partners, including the Employment Advocacy Committee,³⁹ Work Without Limits, Disability:IN, the Massachusetts Commission on the Status of Persons with Disabilities, the Veterans Business Outreach Center (VBOC), and other interested parties in

³⁸ While it is outside of the FY2023 reporting period, in FY2024, the SDO split the Construction and Persons with Disabilities Program Coordinator position into two positions. The incumbent in this original position became the Construction Program Coordinator and a new position was posted and filled in FY2024 for the Individuals with Disabilities Coordinator, who is dedicated full-time to this program.

³⁹ The Employment Advocacy Committee is a working group that includes Easter Seals Massachusetts, Boston Center for Independent Living, and other organizations that advocate for employment and other opportunities for individuals with disabilities.

promoting inclusion and opportunities for individuals with disabilities. As always, the main goal of the SDO is to help create a workforce and contractor pool that reflects the diversity of the citizens of the Commonwealth.

FY2024/2025 Goals for the Individuals with Disabilities in State Contracting Program

In accordance with Section 4 of Chapter 219 of the Acts of 2016 and Section 88 of Chapter 154 of the Acts of 2018, the SDO Individuals with Disabilities Program updates this program's goals every two years. This report provides the updated goals for FY2024/2025:

Goal #1: Expand inclusion of Disability-Owned Business Enterprises (DOBE) and Service-Disabled Veteran-Owned Business Enterprises (SDVOBE). The SDO will maintain progress in the growth of the Individuals with Disabilities Pilot Program through increased outreach and engagement with DOBEs and SDVOBEs. Collaboration between the Senior Advisor for Veteran Owned Business Development and Partnerships, the Individuals with Disabilities Program Intern, and the new Individuals with Disabilities Program Coordinator will drive these efforts. The success of this work will be reflected in the expansion of the number of certified DOBEs and SDVOBEs recognized by the SDO.

Goal #2: Finalize the transformation of the Individuals with Disabilities Pilot Program to a Full Program. In early FY2024, the SDO hired a dedicated Program Coordinator to manage the Individuals with Disabilities Program. The SDO will fully transition the pilot to an independent program, separate from the Construction Program, following the creation and implementation of program guidelines.

FY2024/2025 goals for this expansion are interconnected; as the pilot grows and expands to its own program with clear guidelines, the SDO expects to see continued growth of the number of certified DOBEs and SDVOBEs recognized by the department as well as the expansion of contracts including employment provisions for the recruitment, hiring, promotion, and retention of individuals with disabilities.

Goal #3: Publish updated program resources and guidance for vendors and Commonwealth departments and agencies. In response to the feedback from DOBE/SDVOBE vendors and program partners, the SDO will publish updates to our Individuals with Disabilities Program webpage. The revisions will include information on business resources, as well as information on our certification partners like Disability:IN and NaVOBA.

Program Outreach and Engagement

In FY2023, the SDO continued its work to recruit new businesses for state certification, to engage and connect these companies with business opportunities, and to provide training and coordination to assist them in securing new business. This vision of creating a steady stream of small and diverse businesses from certification to business relationships is implemented by multiple SDO teams. This section will provide an overview of these efforts in three areas: program outreach, collaboration, and innovation.

Program Outreach

- **Technical Assistance Sessions and Public Events.** In FY2023, the SDO Engagement Team conducted more than 100 one-on-one technical assistance sessions with diverse and small business owners. While

most sessions were held virtually, the SDO did hold in-person sessions at the U.S. Haitian Chamber of Commerce's Annual Haitian-American Business Expo and Job Fair. In these sessions, SDO staff worked directly with business owners to help determine which diversity certifications their business may be eligible for and show them how to find bidding opportunities relevant to their business.

In addition, the Engagement Team and other SDO staff attended and/or presented at more than 150 events geared toward assisting small and diverse businesses, agencies, and other interested parties. Those events included appearing as a panelist or delivering a presentation at events such as Commonwealth Corporation's #LeadTheChange business owner roundtables; a supplier diversity networking event hosted by the Western Mass Economic Development Council and MGM Springfield; the 1Berkshire Women and Minority Owned Business Certification Summit; the MA LGBT Chamber of Commerce's first-ever conference and tea dance; and the MassBankers DEI Summit.

- **Pathways and Connections.** The SDO continued to release its re-branded monthly newsletter, *Pathways and Connections*, sharing news and upcoming events from the SDO and its partners with more than 4,000 vendors, advocates, and buyers.
- **SDO Ad Campaign.** As mentioned in the “*SDO Innovation*” section earlier in this report, the SDO started a campaign to raise awareness of the Supplier Diversity Hub as well as a multimedia ad campaign to promote the SDO and the various programs we offer for diverse and small businesses. The department worked with Archipelago Strategies Group (ASG), which is certified as an MBE, WBE and LGBTBE. ASG worked through a call center which reached out to more than 4,000 diverse and small businesses to ensure they were aware of the Supplier Diversity Hub. ASG's calls were directly responsible for bringing hundreds of new users to the system. In addition to the call center, ASG conceived and executed a multimedia campaign to support the Hub and highlight services offered by the SDO.

Engagement

- **Strategic Partnerships and Collaboration.** In FY023, in addition to continuing our outreach to small and diverse businesses across the Commonwealth, the SDO established new strategic partnerships and strengthened existing ones, enabling the SDO to better meet needs and collaborate with our community partners and stakeholders. These partnerships helped the SDO to remove procurement barriers and connect community organizations and their members to business opportunities and resources.

New Collaborative partners include but are not limited to: the Western Mass Economic Development Council, 1Berkshire, Small Business Strong, and the Brockton Redevelopment Authority. In addition, the SDO continues its work with the Black Economic Council of Massachusetts (BECMA), Amplify Latinx, the Governor's Advisory Council on Black Empowerment and Advisory Council on Latino Empowerment, the City of Boston, the Greater New England Minority Supplier Development Council (GNEMSDC), Minority Business Development Agency (MBDA), the Center for Women and Enterprise (CWE, New England WBENC), the National LGBT Chamber of Commerce (NGLCC), the Massachusetts LGBT Chamber of Commerce, Disability:IN, Work Without Limits, the Persons with Disabilities Employment Advocacy Group, and all of the [SDO's Certification and Community Organizational Partnerships](#).

Examples of FY2023 collaborative projects and events created through the above partnerships include:

- **Diversity Certification for Your Business workshops.** The SDO hosted several informational workshops aimed at introducing the SDO's resources and the benefits of diversity certification to diverse and small businesses across the Commonwealth. Events included in-person and virtual workshops facilitated for Small Business Strong and the Brockton Redevelopment Authority, Worcester Chamber of Commerce, Women of Color Entrepreneurs, and the Bellingham Public Library.
- **Diverse business networking opportunities.** The SDO also co-hosted several in-person networking and informational sessions, bringing together diverse and small business owners with resource partners. These sessions were held in Boston and Springfield, MA in collaboration with the MBDA and GNEMSDC.
- **Black Economic Council of Massachusetts (BECMA).** In FY2023, the SDO continued to participate as a member of BECMA's Vendor Advisory Council, in which BECMA and procurement officials discussed and formalized strategies to address and reduce barriers of entry to state and municipal procurement opportunities. The SDO continued to participate in events with BECMA, exhibiting at the Mass Black Expo and hosting a resource panel for Black-owned businesses which featured BECMA and other resource providers across the Commonwealth.
- **Holyoke Veterans Home Access, Inclusion and Diversity Committee.** The SDO Executive Director serves on this committee, which meets on a monthly basis and is responsible for actively promoting and reporting on the inclusion of MBE, WBE, and VBE/SDVOBE-owned businesses in the construction of the Holyoke Veterans Home.
- **Federal Funds Equity and Accountability Review Panel.** The SDO Executive Director continued to serve on this panel which was statutorily-established and tasked with tracking how American Rescue Plan Act (ARPA) funds are spent in Massachusetts.
- **SCORE.** The Service Corps of Retired Executives (SCORE), which is a non-profit and affiliate organization of the Small Business Administration (SBA) with members who provide free consultation services and advice to entrepreneurs, continues to be a valued partner to the SDO. Representatives from SCORE attend each newly certified vendor onboarding to inform these vendors regarding how SCORE can assist them through their public procurement journeys.
- **Collaboration with Certification Partners.** Throughout FY2023, the SDO continued to work with our cross-certification partners while simultaneously enabling and supporting diverse and small businesses to apply for SDO certification through our streamlined process. The SDO has thus maintained vital relationships with the City of Boston, the Center for Women and Enterprise, the Greater New England Minority Supplier Diversity Council, Disability:IN, the National LGBT Chamber of Commerce, and the U.S. Small Business Administration.⁴⁰
- **The City of Boston.** The SDO has continued its partnership with the City of Boston by working with the city to incorporate businesses certified by our respective entities into each other's database and search engine. This enhanced partnership better enables Commonwealth and City of Boston

⁴⁰ SBA Small VBE and SDVOBE Certification (VetCert) replaced the certification of VBEs and SDVOBEs conducted by VetBiz/U.S. Department of Veteran's Affairs (VA) on January 1, 2023. The SDO also entered into a Memorandum of Understanding with NaVOBA on December 18, 2023, to accept NaVOBA VBE and SDVOBE certifications.

purchasing and procurement staff to locate diverse businesses that may be interested in competing for public contracts.

- **Cannabis Control Commission.** The SDO continued to work closely with the Cannabis Control Commission to enable full participation in the marijuana industry by people from communities that have previously been disproportionately harmed by marijuana prohibition and enforcement, and to positively impact those communities. In support of these efforts, the SDO provides supplier diversity certification services to cannabis companies and collaborates with the Commission to educate diverse cannabis companies about certification. The SDO also works with the Cannabis Control Commission to promote procurement opportunities to SDO-certified businesses. We are pleased to announce that the Cannabis Control Commission is now a full participant in SDO programs.

At the end of FY2023, the Programs, Policy, and Communication and Diverse and Small Business Engagement units were restructured so that Programs and Engagement fell under the same umbrella. Reporting to the new Director of Programs and Engagement, this unit includes the Director of Supplier Diversity Goods and Services Programs, Municipal Construction Affirmative Marketing Program (MCAMP) Coordinator, Procurement Program Coordinator, Diverse and Small Business Recruitment, Growth, and Retention Coordinator, and the Individuals with Disabilities Program Coordinator (a new position for FY2024). This change allows for a unified vendor outreach and support strategy for SDO's procurement-focused programs.

SDO Means Business and SDO Cross Functional Team

The SDO created the Cross Functional Team (CFT) in FY2022, which is a group tasked with developing a strategy focused on increasing the participation of certified diverse and Small Business Purchasing Program (SBPP) businesses in public procurement. Employees from five SDO departments worked together to identify opportunities, remove barriers, and connect businesses with resources that assist them with becoming successful bidders, prime contractors, or Supplier Diversity Partners. The CFT was an integral part of the ongoing SDO initiative "SDO Means Business – From Intent to Impact," which includes an [SDO Means Business webpage](#) that provides tools and resources for diverse and small businesses.

The CFT's goal for FY2023 was to *increase the number of SDO certified diverse and small business prime contractors on 13 selected statewide contracts by 25%*.

The Process

The CFT researched the current statewide contracts and available procurement schedules to identify contracts that were expiring and expected to be rebid in FY2023. Of these contracts, 13 were given priority and selected as targets. These contracts were:

- Management Consultants, Program Coordinators and Planners Services – PRF61, replaced by PRF76
- Laboratory Supplies and Equipment – HSP41, replaced by HSP45
- Imaging Devices, Supplies and Services – ITC66, replaced by ITC80
- Dairy Products and Baked Goods – GRO36 and GRO37, replaced by GRO41
- Landscaping, Snow Removal, Tree Services and Related Services – FAC103, replaced by FAC120
- Electronic Payment Solutions – PRF59A, replaced by PRF84
- Pharmaceutical Prime Vendor – MED47, replaced by MED56

- Pharmaceutical GPO – MED48, replaced by MED57
- Fleet Management Software (FMS) – VEH99, replaced by VEH118
- Road Salt – VEH107, replaced by VEH119
- Water Treatment Chemicals and Alternative Treatment Systems – FAC106, replaced by FAC121
- IT Asset Lease Services – ITC70, replaced by ITC83
- Maintenance Repair and Operations Retail Products and Supplies – FAC105, replaced by FAC119

The CFT considered all aspects of the procurement process, from researching the prior contract's documents, RFRs, and awarded categories to meeting with the Contract Manager at the Operational Services Division (OSD). Using this information, an action plan was created for each new statewide contract. The action plan included the following tasks:

- Review OSD's Procurement Schedule to determine upcoming SWC bid availability.
- Decide which SWC bid openings to focus on and set goals.
- Create detailed process maps for the CFT.
- Retrieve and review current SWC documents, such as the RFRs, Categories, and Contract User Guides.
- Calculate baseline numbers based on the previous contract.
- Cross-reference UNSPSC codes (used by OSD) with NAICS codes (used by the SDO). Retrieve a list of potential diverse businesses and SBPP participants from the SDO and COMMBUYS databases, and send the initial communication to these businesses.
- Retrieve the OSD Vendor Report Management (VRM) report and determine any potential subcontractors who may qualify as a prime vendor and make calls to these vendors.
- Make phone calls to diverse and small businesses on current contract; assess interest and answer questions.
- Send second communication to potential diverse businesses and SBPP participants.
- Develop and present Vendor Readiness training to prepare potential diverse businesses and SBPP participants for bidding.
- Send invitations for Vendor Readiness Session.
- Create and send survey to vendors to determine interest in bidding.
- Review data; measure results against baseline numbers.

Measuring Success and Final Results

To measure our success, we determined the baseline number of diverse and small businesses who are prime contractors on statewide contracts available for rebid and measured the percentage increase of new diverse and small businesses awarded on the replacement contracts.

At the end of FY2023, 29% of the prime contractors on the 13 statewide contracts are SDO certified and SBPP participants, which represents a 45% increase from FY2022, from 20% of contractors to 29% of contractors.

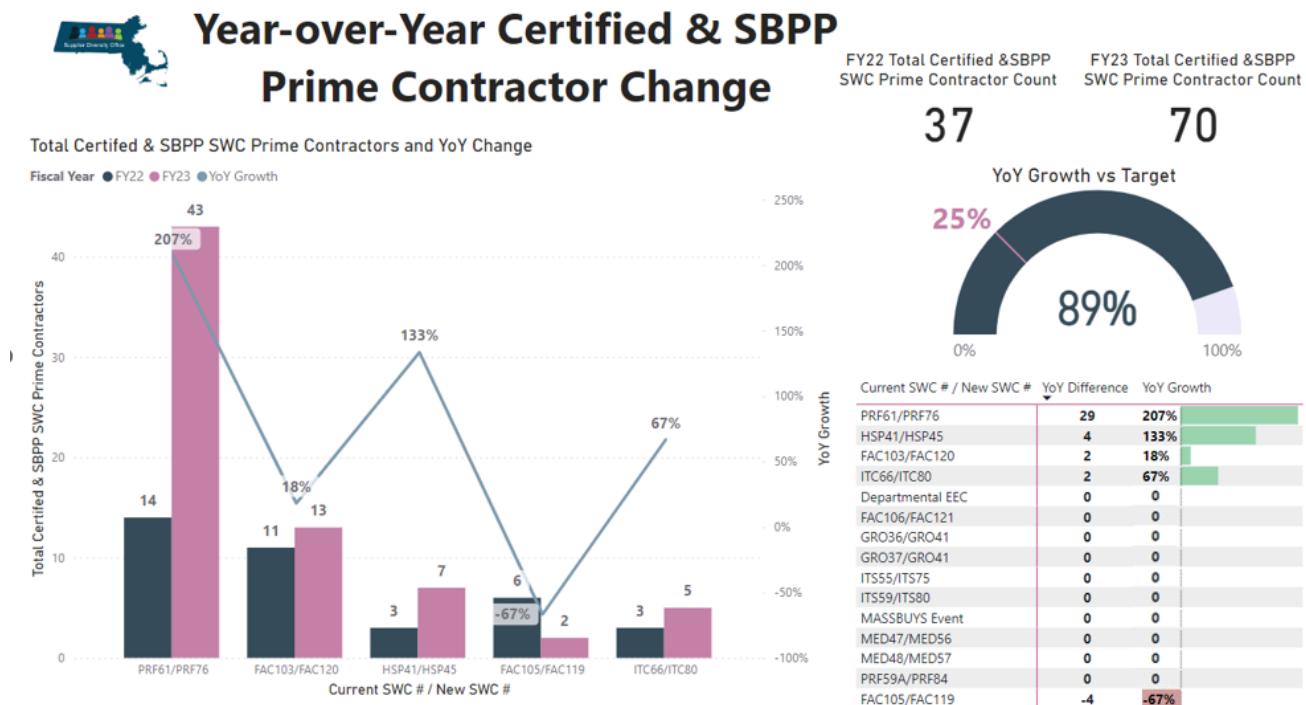
FY2023 CFT Results Breakdown

| Category | FY2022 | FY2023 | Increase/Decrease | %Increase/Decrease |
|-----------------------------|--------|--------|-------------------|--------------------|
| Total SWC Prime Contractors | 186 | 241 | +55 | +30% |
| SDO Prime Contractors | 37 | 69 | +32 | +86% |
| SDO Certified | 16 | 33 | +17 | +106% |

| | | | | |
|----------------------|----|----|-----|-------|
| SBPP | 14 | 11 | -3 | -21% |
| SDO Certified & SBPP | 7 | 28 | +21 | +300% |

Although there were a few opportunities without either certified or SBPP representation, our goal of increasing participation of diverse and small businesses by 25% was surpassed.

Below is the CFT Dashboard, which shows the year-over-year growth of certified and SBPP businesses on statewide contracts:



SDP Spending Compliance Verification

The goal of the Supplier Diversity Program (SDP) Spending Compliance Verification program is to assess the accuracy of SDP reports submitted by Commonwealth Contractors. This is done by requesting that SDO-certified vendors confirm they received the payments as stated on a sample of spending reports. This program ensures the accuracy of Contractor SDP-related reporting. FY2023 is the first fiscal year that Health and Human Service contractors on Purchase of Service contracts were included in the program, further expanding the newly-formed SDO Compliance Team's efforts.

For reports submitted for FY2023, the SDO Compliance Team sent out verification emails for 2,405 line items of spend to 1,087 unique certified diverse businesses who served as Contractors' supplier diversity partners. A total of 611 diverse businesses responded, verifying a total of 1,469 line items of reported spend exceeding \$307 million, a 36% increase over FY2022. Compared to FY2022, the number of line items verified has increased from 269 to 1,469. The response rate for FY2023 reported spend verification was 61%, 3% lower than FY2022's verification rate.

Based on the responses received, the SDO Compliance Team found the following:

- **Accurate and understated reports:** 1,236 line items of spend (84% of the reports, representing 84% of the expenditures reported) were confirmed to be accurate or higher than reported. Of that number, 209 line items (14% of the responses, representing 6% of the reported expenditures) were understated, and the Contractor, in fact, spent more than reported.
- **Overstated reports:** 233 line items (16% of the reports and 16% of the expenditures reported) were found to be overstated by Contractors. All Contractors who overstated their spending received notice from the SDO Compliance Team of the discrepancies identified. For Statewide Contractors, the SDO Compliance Team also alerted the OSD Sourcing unit and requested that any corrections, updates, or revisions be provided to both the SDO and OSD. Data used for this Annual Report spending section was updated to reflect the spending amounts confirmed by diverse vendors. All amounts were revised and the corrected spend is reflected in this Annual Report.

Summary of Responses to the FY2023 SDP Spending Compliance Verification

| Response Type | Number of Responses | % of Responses | Reported Expenditures | % of Total Reported Expenditures |
|---------------|---------------------|--------------------------|-------------------------|----------------------------------|
| Accurate | 1,027 | 69% | \$252,271,644.33 | 78% |
| Understated | 209 | 14% | \$20,614,932.25 | 6% |
| Overstated | 233 | 16% | \$51,735,392.17 | 16% |
| Total | 1,469 | 100%⁴¹ | \$324,621,968.75 | 100% |

Training

In FY2023, the SDO strengthened the Marketing, Communications and Training Unit with the addition of a Buyer Engagement, Training and Policy Manager and a Training Coordinator. The unit's responsibilities have grown to include developing and delivering training programs focusing on SDO policy, programs, and systems. The SDO now has a robust training program for small and diverse businesses, prime bidders and contractors, executive department purchasers, and other public buyers.

New Training Sessions: In the latter part of the fiscal year, three new courses were introduced to the vendor and buyer community. The first, **“Unlocking Opportunities: How to Make Your State Certification Work for You,”** assists newly certified vendors to learn how to use their state certification to identify opportunities in public procurement and develop business-to-business relationships with other vendors. The second, **“Using Existing Contracts to Achieve Supplier Diversity Benchmarks,”** helps buyers understand SDP benchmarks and identifies tools available in finding diverse and small business vendors. In support of the Hub rollout, the third course, **“Supplier Diversity Hub: Getting Started,”** was created for executive agencies to show how to navigate the new system.

The SDO also collaborated with DCAMM and held a **DCAMM Certification Overview** class for SDO state certified construction businesses interested in pursuing DCAMM certification. In addition, internal classes were

⁴¹ % of Responses are detailed as follows: Total Accurate, 69.3%; Total Overstated, 16.3%, and Total Understated 14.4%, adding up to 100%.

conducted for SDO staff on a variety of topics including procurement processes and policies, SDO programs, and systems.

SDO's Training Sessions in FY2023

| Class Name | Month | Number of Classes | Attended |
|--|---------------------|-------------------|----------|
| Unlocking Opportunities: How to Make Your State Certification Work for You | July 2022-June 2023 | 11 | 233 |
| Using Existing Contracts to Achieve Supplier Diversity Benchmarks | July 2022-June 2023 | 11 | 93 |
| Supplier Diversity Hub: Getting Started | July 2022-June 2023 | 28 | 164 |
| Responding to Request for Quotes | July 2022-June 2023 | 3 | 8 |
| Buyer Onboarding - Introduction to SDO Programs & Policies | July 2022-June 2023 | 9 | 43 |

SDO Award Ceremony

After a four-year pause, the Supplier Diversity Office was pleased to host an in-person SDO award ceremony in June 2023, recognizing executive agencies, public organizations, and vendors for outstanding work in Supplier Diversity in FY2022.

A total of 13 Executive Agencies were recognized for achieving all or three out of four supplier diversity benchmarks. In addition, four agencies received awards for purchasing from more than 200 diverse vendors. Individual Certified vendor awards were also given for the longest certified as well as the highest contract spend for each of the benchmark categories. In addition, one vendor was recognized for outstanding support and innovation during COVID-19. A total of 17 public organizations were also commended for submitting their supplier diversity spending data and/or a narrative describing their supplier diversity activities which were included in last year's report.

The award ceremony was an overwhelming success, and the Supplier Diversity Office looks forward to hosting it again in June 2024.

Pre-Bid Conferences, Contractor Onboarding, and Contract Kick-off Events

The SDO teamed with OSD, the Commonwealth's central procurement agency, to educate buyers and vendors on the Commonwealth's procurement process and the critical role of SDO certification and programs. In FY2023, the SDO participated in seven pre-bid conferences, two prime vendor onboarding sessions, and two contract kick-off events for buyers related to OSD's Statewide Contracts. The SDO also presented in three Strategic Sourcing Certificate Program courses.

Monthly Secretariat and Agency Supplier Diversity Officer Forums

The SDO Buyer Engagement, Training and Policy Manager and other SDO staff conducted monthly information sharing, training, and collaboration forums about SDO programs, policies, systems, and results with the Secretariat and Agency Supplier Diversity Officers.

Pre-certification Webinars:

The SDO continued to offer pre-certification webinars, led by a team of SDO staff and a trainer, and which are designed for businesses interested in applying for state certification. These webinars introduce SDO certification, discuss certification criteria, processes, and forms, and explain the marketing benefits of certification. Attendance at the pre-certification webinar is a requirement for all in-state businesses that wish to become certified. In FY2023, the SDO held 12 pre-certification webinars. These webinars were attended by 1,414 representatives of diverse businesses interested in certification, 10% less than in FY2022.

SDO's Pre-certification Webinars in FY2023

| Date | Attended |
|----------------|-----------------|
| July 2022 | 137 |
| August 2022 | 109 |
| September 2022 | 118 |
| October 2022 | 118 |
| November 2022 | 123 |
| December 2022 | 99 |
| January 2023 | 127 |
| February 2023 | 127 |
| March 2023 | 127 |
| April 2023 | 127 |
| May 2023 | 96 |
| June 2023 | 107 |
| Total | 1,414 |

Narrative Reports by Quasi-Public/Non-Executive Organizations

In FY2023, the SDO, in collaboration with the Governor's Office of Access, Opportunity, and Community Affairs, continued to coordinate supplier diversity activities among more than two dozen quasi-public and non-executive organizations across the state. In addition to meetings, resources, and best practices, participants in this effort were offered the opportunity to report the results of their supplier diversity programs through this Annual Report.

This chapter contains information from 15 quasi-public or non-executive organizations that submitted such narrative reports, including four organizations also participating in the quantitative sections of this report (the Cannabis Commission, Massachusetts Convention Center Authority, Massachusetts Gaming Commission and MassHousing).⁴² An additional three organizations that include a constitutional office (Office of the Governor) and two non-executive organizations (Commission Against Discrimination and Disabled Persons Protection Commission) also participate in the quantitative sections of this report.

The following is a summary of the spending reported in those narratives further below, which include diverse and/or small Massachusetts business spending and which total approximately \$400 million.^{43, 44}

Summary Table of Quasi-Public and Non-Executive Organization FY2023 Spending

| Certification Category | FY2023 Spend |
|--|---------------|
| Minority (MBE) | \$124,203,251 |
| Women (WBE) | \$200,144,873 |
| Veteran (VBE and SDVOBE) | \$20,732,644 |
| Disability (DOBE and SDVOBE) | \$8,964,019 |
| LGBTBE | \$210,485 |
| Small Business (UMass Small Disadvantaged Business) | \$52,450,056 |
| Diverse Business Enterprises (used by MassDevelopment to include all SDO certified categories) ⁴⁵ | \$16,923,756 |

Cannabis Commission

The Cannabis Control Commission (“Commission”), established in 2017, implements and administers the laws enabling access to medical and adult-use marijuana. The Commission regulates an industry that is characterized by small and larger participants, including minorities, women, and veterans. The Commission encourages full participation by people from communities that were disproportionately harmed by marijuana prohibition.

⁴² The Narrative Reports included in this SDO Annual Report were written and submitted by each individual Quasi-Public/Non-Executive Organization and were not authored by the SDO.

⁴³ While a summary of the table below equals \$423,629,084, the reference to “approximately \$400 million” accounts for vendors that fall into more than one certification category and is not a sum of the lines below.

⁴⁴ This table does not include spending by the seven quasi-public or non-executive organizations that fully participate in SDO programs (Cannabis Commission, Massachusetts Convention Center Authority, Massachusetts Gaming Commission, MassHousing, Office of the Governor, Commission Against Discrimination and Disabled Persons Protection Commission) because they are already counted in the quantitative program spending sections of this report.

⁴⁵ The abbreviation “DBE” as used by MassDevelopment is distinct from the federal Disadvantaged Business Enterprise certification with the same abbreviation.

The Commission requests information from vendors about their internal diversity, equity, and inclusion training as part of procurement, and awards points for MBE, WBE, and other designations.

Cannabis Control Commission's FY2023 Spending with SDO-certified Businesses

| Women Owned Businesses | Minority Owned Businesses | Veteran Owned Businesses | LGBTBE Owned Businesses |
|------------------------|---------------------------|--------------------------|-------------------------|
| \$554,962.44 | \$630,895.96 | \$202.78 | \$248,672.13 |

Since 2019, the Commission has worked with the SDO to educate cannabis businesses on how to obtain SDO certifications. Marijuana Establishment applicants who complete SDO training and sign attestations about their ownership receive expedited processes for licensing applications. Additionally, Marijuana Establishment licensees that are ultimately certified by the SDO and meet the Commission's small business eligibility requirements receive fee waivers associated with their licenses and future applications for other types of operations.

Commonwealth Corporation

Commonwealth Corporation, better known as CommCorp for short, is a quasi-public agency delivering innovative and collaborative career development solutions that help employees and businesses succeed. CommCorp is dedicated to creating a globally competitive workforce that fosters the success and well-being of all individuals. Partnering with the Executive Office of Health and Human Services (EOHHS), the state Department of Youth Services (DYS), and the Executive Office of Labor and Workforce Development (EOLWD), CommCorp deploys millions of dollars annually to provide residential programming, mental health services, and career development opportunities to individuals. Through skill building, high-quality education, and a pathway to employment, our programs enable participants to redirect their lives and break the cycle of recidivism. We empower participants to re-enter the workforce with the experience, tools, and resources needed to thrive.

At CommCorp, we are deeply committed to diversity, and that commitment is evident throughout our work. First, we prioritize representation in our ranks. As of January 2024, 44% of our staff self-identify as people of color and 67% self-identify as women, signifying our efforts to build a staff that reflects the diverse communities across the Commonwealth. Programs housed under CommCorp specifically focus on providing access and opportunity to the most systemically excluded communities. For example, our Re-entry program aims to increase the number of formerly incarcerated individuals successfully placed into career track, sustainable wage employment opportunities. We are creating a statewide network of industry-focused training programs with expertise serving this population—no matter what region of Massachusetts a returning citizen is released to, there will be re-entry support. This program will also increase the number of Black and Brown-owned and operated business partners, community-based organizations, and training partners applying for and receiving funds to work with this population.

Our Youthworks program stands as another example of how we create access for the populations we work with. Youthworks is a state-funded youth employment program that helps teens and young adults develop the skills and experience needed to find and keep jobs. Participants take part in paid short-term work placements during the summer and/or school year at public, private, and nonprofit work sites. As part of the program, they receive

training in core soft skills, practice professional behavior, and learn how to work effectively with supervisors, co-workers, and customers at their work sites. They also learn how to take the next steps in their education and career pathways.

We have integrated SDO certifications into the Workforce Training Fund Express Program Directory and we are continually identifying and pursuing opportunities to support and build partnerships with organizations currently engaged in promoting racial and economic justice within the communities served.

CommCorp works to provide economic opportunities to historically and systemically marginalized communities through our grant services and technical assistance programs—preparing them to administer funds and expand their capacity. However, this goal requires the collaborative effort of personnel, partners, and the community at large.

We use the Supplier Diversity Office’s directory to look for relationships that allow them to leverage their unique assets across disciplines and sectors to build power for marginalized communities, seeking out partnerships and vendors that focus on the intersection of DEI issues with other pressing social problems such as health disparities, education disparities, and criminal justice reform.

The journey to supporting, expanding, and investing in an equitable workforce is not always linear. Therefore, Commonwealth Corporation’s goal is two-fold: to learn from the mistakes they are aware of and to foster an environment that encourages partners, stakeholders, and employees to hold them accountable. Read more about CommCorp’s DEI initiatives here: <https://commcorp.org/dei/>.

Massachusetts Bay Transportation Authority (MBTA)

The 2nd Annual MBTA Supplier Diversity Report was delivered to the organization’s Board of Directors on February 29, 2024 at a public meeting. This report is part of a collection of new supplier diversity initiatives and programs recently unveiled by the MBTA, which follow best practices established in the government, nonprofit, and corporate sectors.

The 2nd Annual Supplier Diversity Report showcases the performance of the MBTA with certified diverse businesses receiving payments or awards as primes or sub-primes from federal and non-federal funds within goods and services and design and construction for our operating and capital funds.

By producing an aggregate MBTA annual report focusing on payments and awards for the agency’s total federal and non-federal supplier diversity components, the agency can better:

- Measure our total impact and performance with diverse businesses
- Understand opportunities, strengths, and challenges of supplier diversity programs
- Leverage synergies on federal and non-federal programs to grow results with diverse businesses

Production of this report is led by the DEI team via an integrated collaboration between various departments, including Procurement, Capital, ODCR, OPMI, Legal, and Finance. The report includes awards and payments with

funding from the Federal Transit Authority (FTA) and the report does not supersede or determine the program components set by the FTA for the DBE program.

The Payments and Awards sections of the report together are a synergistic and important tandem to better measure and understand the supplier diversity progress of the MBTA.

- Awards are defined as base executed contracts, purchase orders, and task orders. This section serves as a leading indicator of the MBTA's supplier diversity program.
- Payments are defined as direct payments issued to businesses. This section serves as a lagging indicator of the MBTA's supplier diversity program as many of our contracts are multi-year.

The two key sections of this report focus on:

- FY2023 Payments made to diverse businesses between July 1, 2022, and June 30, 2023, is our second annual exercise and provides a comparison to our FY2022 inaugural baseline report.
- FYTD2024 Awards introduces a new analysis from July 1, 2023, and December 31, 2023, on contracts awarded to diverse businesses and will be shared as a full year in the FY2024 Supplier Diversity Report.

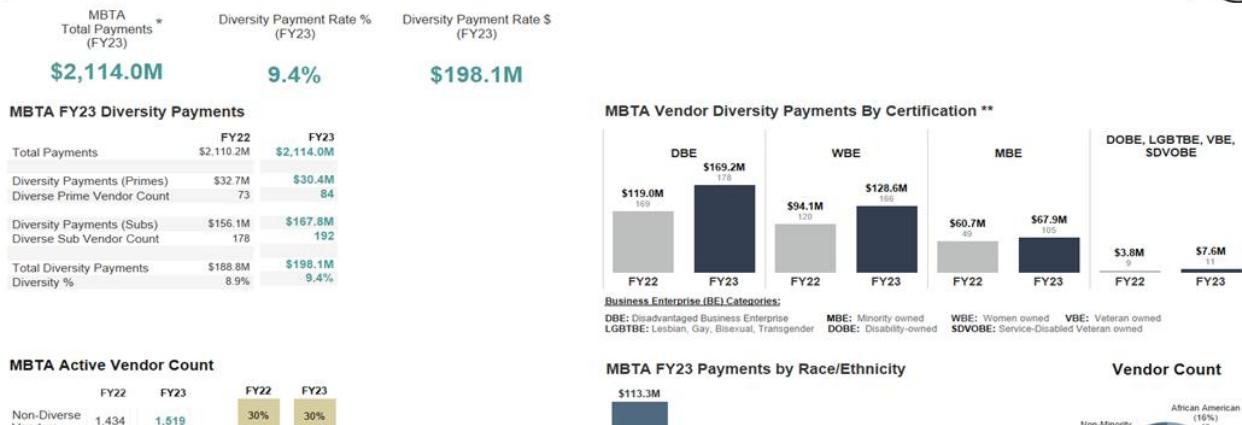
For Payments in FY2023, the MBTA paid a total of \$198.1 million or 9.4% to 252 certified diverse companies from an overall total of \$2.1B in payments issued for all companies during this period. FY2023 grew by approximately \$10 million from FY2022 when \$188.8 million or 8.9% was paid to 234 diverse companies.

- FY2023 \$67.9 million paid to 105 MBEs increasing from FY2022 of \$60.7 million to 49 MBEs
- FY2023 \$128.6 million paid to 166 WBEs increasing from FY2022 of \$94.1 to 120 WBEs
- FY2023 \$169.2 million paid to 178 DBEs increasing from FY2022 of \$119 million to 169 DBEs
- FY2023 \$7.6 million paid to 11 LGBTQ, Disability and Veterans businesses increasing from FY2022 of \$3.8 million paid to 9 businesses with these certifications

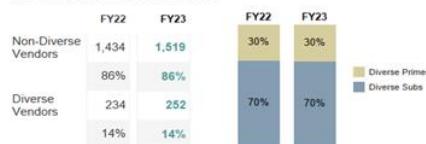
For Awards in FYTD2024, the MBTA awarded a total of \$57.8 million or 11% to 91 diverse companies from an overall total of \$526.5 million in awards issued for all companies from July 1 to December 31, 2023.

- 38 MBEs were awarded \$26 million
- 57 WBEs were awarded \$25 million
- 69 DBEs were awarded \$39 million

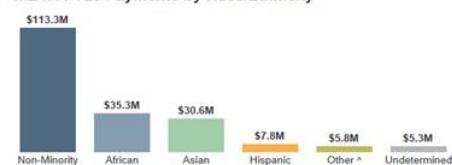
MBTA Diversity Payment Scorecard FY23 (Includes Federal & Non-Federal Funding)



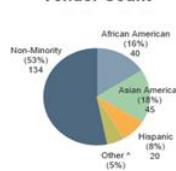
MBTA Active Vendor Count



MBTA FY23 Payments by Race/Ethnicity



Vendor Count



MBTA Diversity Awards FYTD24 (Includes Federal & Non-Federal Funding)



| MBTA Total Awards * | Diversity Award % | Diversity Award \$ | Number of Awards ** |
|---------------------|-------------------|--------------------|---------------------|
| \$526.5M | 11.0% | \$57.8M | 5,404 |

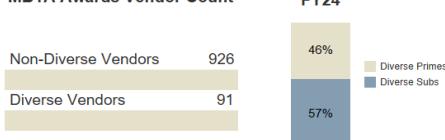
MBTA FYTD24 Awards

| Total Awards | \$526.5M |
|----------------------------|----------|
| Diversity Awards (Primes) | \$23.1M |
| Diverse Prime Vendor Count | 42 |
| Diversity Awards (Subs) | \$34.7M |
| Diverse Sub Vendor Count | 52 |
| Total Diversity Awards | \$57.8M |
| Diversity % | 11.0% |

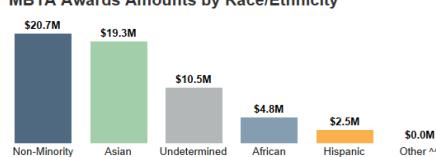
MBTA Awards and Vendor Count by Certification



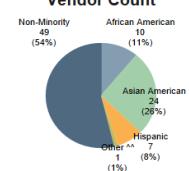
MBTA Awards Vendor Count



MBTA Awards Amounts by Race/Ethnicity ^



Vendor Count



* Total Awards excludes certain categories such as financial services, employee wages, utilities and settlements.

** Number of awards includes Contracts, POs and Task Orders

^ Note: Vendors with multiple certifications will be counted in each category they are certified in (i.e., a Women owned, Disadvantaged Business Enterprise would count in both.)

^ "Other" includes Native American, Portuguese, and Non-Specified by SDO-recognized third-party certified organization.

** "Undetermined DEI" refers to diverse commitments made to unidentified diverse firms at the time of award for non-FTA funded awards, Statewide contracts (SWC), and Transit Vehicle Manufacturer (TVM) contracts where the DBE Goal is set annually by the FTA.

At the MBTA, we are determined to continue to steward and grow the newly launched initiatives introduced in 2021 that continue to-date. Sharing our trends transparently with leadership, Board and key stakeholders is an important part of our commitment to supplier diversity. We are pleased by the year-over-year supplier diversity programming traction and also embrace the opportunity for some improvements.

Several key elements for our path forward stand out:

- Continue to receive support from Executive Leadership and Board of Directors

- Leverage synergies across the state and federal programs, initiatives, and efforts
- Strengthen compliance, monitoring, and tracking of performance
- Improve on outreach and engagement efforts targeting diverse firms for opportunities
- Develop more opportunities for diverse firms to win prime and sub-prime contracts
- Grow the small business program in total dollars and direct opportunities marketed
- Join quasi-public peers in reporting with the executive branch's annual report in March

Massachusetts Convention Center Authority (MCCA)

The MCCA adopted the SDO's methodology and procedures for measuring diverse business spending, beginning with its FY2017 reporting. While it has not tracked additional categories for diverse business types in the past, the MCCA now is asking vendors to report their certification status among a broader set of business categories (e.g., veteran-owned, LGBT-owned). In FY2018 and again in FY2023, the MCCA was proud to receive a Supplier Diversity Award for its efforts in promoting economic opportunity for small and diverse businesses in the Commonwealth in the prior fiscal year. Through its centralized Purchasing and Procurement team, the MCCA is looking to continually build upon these achievements to increase opportunities for diverse suppliers.

Beginning in FY2023, the MCCA's spending data reflects the purchasing activities of its food and beverage contractors at the BCEC, Hynes, and MassMutual Center as well as the diverse supplier results reported by its venue manager for the MassMutual Center in Springfield.

The MCCA advertises major procurements on its website and through local and regional news outlets. Typically, firms responding to such procurements are required to identify how and in what amount they are including diverse businesses within their proposals. Please visit the [MCCA Business Opportunities](#) page for information on current and upcoming Requests for Proposals, Requests for Qualifications, and Invitations for Bids.

Massachusetts Development Finance Agency (MassDevelopment)

Background

Massachusetts Development Finance Agency's (MassDevelopment) Board of Directors (Board) voted at its June 8, 2017, Board of Directors Meeting to adopt a Diverse Business Participation Program (Program) for MassDevelopment's direct contracting. This Program encourages parties seeking contracts with MassDevelopment to use good faith efforts to include MBEs, WBEs, VBEs, and SDVOBEs. MassDevelopment refers to these four categories as Diverse Business Enterprises (DBEs).⁴⁶

MassDevelopment's Program encourages DBE participation, which is measured in yearly reports to the Board. MassDevelopment staff encourages DBE participation by providing all Requests for Proposals, Requests for Qualifications, and Invitations of Bids to the SDO, the Greater New England Minority Supplier Development Council (GNEMSDC), and the Center for Women & Enterprise for dissemination.

⁴⁶ The abbreviation "DBE" as used by MassDevelopment is distinct from the federal Disadvantaged Business Enterprise certification with the same abbreviation.

In FY2018, MassDevelopment worked to roll out the Program and track its “baseline” for future years and annual reporting to the Board which resulted from a collaboration between the finance, legal/procurement, and information technology divisions.

FY2023 Reporting

MassDevelopment applied the same FY2018 methodology to subsequent years, including the FY2023 reporting. MassDevelopment’s total consolidated dollar spend on all vendors for FY2023 was \$29,416,242. MassDevelopment then identified, through cross-checking with the SDO database and through subsequent coding, all vendors eligible for inclusion in the Program. The total SDO-certified, DBE vendor spend was determined to be \$16,923,756. Accordingly, 57.5% of MassDevelopment’s total direct contracting was procured through DBE vendors in FY2023. Factoring in non-certified DBE vendors for \$139,450, the percent of participation by DBE Vendors amounts to 58.0%. This is a significant increase from FY2022, which was 4% for certified DBE vendors or 6.3% for certified and non-certified DBEs. The explanation for this increase can be explained by the spending of \$15,276,139 with one vendor for utility infrastructure work at Devens. If the one contract was removed, the DBE participation of certified vendors would be 11.65% and 12.63% if including non-certified vendors to the tally.

It should further be noted that vendor payments to DBE subcontractors are not factored in the above numbers. Unfortunately, our current system cannot extract the subcontractor portion so that number is not reportable at this time. We routinely encourage non-certified DBE vendors to seek or update their SDO certifications.

Lastly, the Culture Council conducted information sessions with Associated Industries of Massachusetts and GNEMSDC attended by staff with procurement responsibilities to expand our access to and utilization of DBE vendors.

Massachusetts Gaming Commission (MGC)

The Massachusetts Gaming Commission (MGC) has elected to follow 801 CMR 21.00, which governs the acquisition of all commodities and services by executive agencies including following SDO’s guidelines regarding diversity spending. MGC posts bid opportunities on COMMBUYS and on MGC’s website, in addition to engaging a company to enlarge the pool of diverse vendors to many of our RFRs.

The MGC continues to make small and diverse businesses a priority in our procurements, resulting in spending \$1.92 million with small businesses, \$2.00 million with women owned businesses, \$920K with minority owned businesses, \$22K with veteran owned businesses, \$22K with disability owned businesses and \$92.3K with LGBT owned businesses. The MGC fully participates in the SDP and SBPP and their results are included in the quantitative sections of this report.

In addition to the Commission’s direct purchasing, MGC monitors the casino licensees in meeting their own supplier/vendor diversity goals and compliance with required diversity plans (available on the [MGC website](#)). Each casino’s progress toward reaching those goals is published on the [MGC Reports and Publications Webpage](#).

The Massachusetts Gaming Commission Licensees' Supplier Diversity Performance in FY2023

| | MBE | | VBE | | WBE | |
|----------------------|------|--------|------|--------|------|--------|
| | Goal | Result | Goal | Result | Goal | Result |
| Encore Boston Harbor | 8% | 8% | 3% | 2% | 14% | 11% |
| MGM Springfield | 10% | 8% | 2% | 5% | 15% | 10% |
| Plainridge Park | 6% | 5% | 3% | 6% | 12% | 12% |

Oversight for each licensee's spending involves quarterly diversity reporting, compliance audits, and reviews, as well as working with community organizations to assist the casinos in sourcing diverse vendors. The most current information on supplier diversity status can be found in their quarterly reports posted to the website.

Massachusetts Growth Capital Corporation (MGCC)

MGCC empowers small businesses in Massachusetts through access to capital, managerial education, and resources, and promotes economic development in underserved and under-resourced communities and our gateway cities. With economic opportunities, these business owners – often women, minorities, and veterans – can build assets, create employment, and strengthen their communities. MGCC has provided these entrepreneurs with alternative funding solutions and free managerial assistance since 2010.

MGCC communicates with statewide partners and the SDO to expand its reach to diverse suppliers. MGCC offerings, as well as further inclusive opportunities and initiatives supported by MGCC, may be found on MGCC's website: EmpoweringSmallBusiness.org.

Massachusetts Housing Finance Agency (MassHousing)

The Massachusetts Housing Finance Agency (MassHousing) is now in its sixth decade of providing economic opportunities to Diverse Business Owners, not limited to Minority Businesses (MBEs) and Women Businesses (WBEs). MassHousing's Diverse Business & Engagement team works in collaboration with diverse business owners, property managers, and construction general contractors within MassHousing-financed development communities. The objective is connecting business to business and fostering equity of access to qualified diverse businesses.

It is MassHousing's long-standing commitment to leverage economic opportunities within the affordable and mixed income housing area. MassHousing's multifamily borrowers have maintained a long-standing relationship with deep efforts and commitments in building the workforce landscape to include MBEs and WBEs. The Agency negotiates and manages Access Opportunity Contracts with both Construction and multifamily contracts. The Diverse Business Engagement Division works with general contractors, property managers, and vendors to ensure the established MBE/WBE goals are being met with success and continuity.

MassHousing actively participates in trade fairs, conferences, and workshops sponsored by public, private and non-profit organizations. Through an interactive website, the Agency provides outreach, technical assistance, and information for all. The agency created an online tool which lists potential work opportunities at housing developments throughout the Commonwealth.

In FY2023, MassHousing continued to set ambitious goals and expand opportunities for the participation of diverse businesses in all aspects of the Agency's operations.

Massport

The Massachusetts Port Authority (“Massport”) is an independent public authority and is self-sustaining. It is governed by a seven-member board, of which five members are appointed by the Governor of Massachusetts and one is appointed by the Massachusetts Port Authority Community Advisory Committee. These six members serve staggered terms of seven years each. The seventh member is the Secretary of Transportation and Chief Executive Officer of the Massachusetts Department of Transportation.

A world-class organization moving people and goods, Massport connects Massachusetts and New England to the world – safely, securely, and efficiently, with a commitment to sustainability, our neighboring communities, and diversity, equity, and inclusion. Massport facilities generate \$22 billion a year in total economic impact and support more than 107,000 direct jobs.

During FY2023, activity improved across all of our business lines. Massport is well positioned to advance our mission and commitments to diversity, equity, and inclusion (DE&I) and create economic opportunities for the Commonwealth of Massachusetts. While business activity across the Authority's three airports and port facilities continues to rebound, we anticipate a full recovery in the next few years.

Massport remains committed to expanding economic opportunities to businesses owned by people of color, women, and other diverse groups. Through the Authority's Supplier Diversity Program, Massport seeks to expand business partnerships and increase participation of certified minority-owned business enterprises (MBEs), women-owned business enterprises (WBEs), and other diverse groups.

Massport issued a total of 300 new Requests for Proposals (RFPs) and Requests for Qualifications (RFQs) for Goods & Services. Of the 300 total awards, 192 had certified MBE/WBE opportunities with a value of \$43 million; 32 of the 192 contracts were awarded to MBE/WBEs totaling \$7 million, or 16.2% of awards for multiple and single year contracts.

In addition, Massport continues to elevate DE&I as a main goal, which includes nurturing and cultivating diversity by expanding our outreach efforts, educational and awareness programming, and community commitments.

The following are highlights of FY2023 initiatives and outcomes:

Supplier Diversity

- Established internal MBE/WBE benchmark for FY2024 procurement awards
- Continued implementation of Authority-wide Diversity Reporting Interface to monitor and track MBE/WBE awards and participation in “real time”
- Diversity, Equity & Inclusion/Compliance Staff Participation in Authority-wide Selection Committees as Voting Member

- Connecting Business Units with diverse firms for informational interviews, creating a structured approach, and fostering an open and inclusive environment
- Hosted 10th Annual Massport Business Diversity Summit, our first in-person Business Diversity Summit since 2019. Nearly 300 small and diverse firms attended the Summit held at the Hilton Logan Airport. The Summit provided firms with a greater working knowledge of Massport and its partners' contracting/purchasing procedures and upcoming opportunities:
 - The theme, "Businesses Navigating Through Change, Challenge, & Opportunity," featured a panel discussion with Glynn Lloyd, Executive Director of Mill Cities Community Investments; Peter Hurst, President and CEO of Greater New England Minority Supplier Development Council; Bill McAvoy, Executive Director of the Massachusetts Supplier Diversity Office (SDO); and Karen Wallace, Executive Vice President of Marketing for Associated Industries of Massachusetts
 - Workshops and business speed-networking sessions connected firms with prime contractors/consultants, hotels, rental car companies, and multiple Massport departments
 - Secretary Yvonne Hao, Massachusetts Executive Office of Economic Development, delivered the keynote address on the Commonwealth's economic development strategy
 - Ernest & Young/DavisKelly Team, who perform Massport's financial audit, received the Diversity, Equity, & Inclusion Excellence award
 - The event truly succeeded in introducing new opportunities to small diverse businesses and helping them to forge new business relationships
- Increased the engagement of diverse vendors interested in Massport opportunities by encouraging them to register with Massport's electronic bidding system, Bid Express, to ensure notification of Massport opportunities
- Established an MBE/WBE goal of 23.1% for Janitorial (Terminals) RFP. Selected team is ABM and All Time Services (an MBE firm), resulting in committed awards of 23.8%. Contract commences April 1, 2024
- In connection with the Green Bond sale, awarded approximately \$83,000 to three SDO certified MBE/WBE firms
- 17% of trading activity for the year was placed with fixed income investments with SDO certified investment brokers

Commercial Real Estate

The Community Builders (TCB) were designated to develop the first mixed-income residential development project in the South Boston Waterfront. The RFP incorporated diversity, equity, and inclusion as one of four equally weighted selection criteria (the "Massport Model"), incentivizing high levels of minority-owned and women-owned business participation in ownership, leadership, design, construction, equity investment, and operations. The project will provide 200 rental units in a 100% affordable project, allowing for workforce housing.

Community Support

Massport awarded grants to local organizations that serve diverse communities to fund youth educational programs, athletics and recreational programming, social services, the arts, and cultural events.

- Set goal to award 50% of the program budget to organizations and programs that predominantly serve people of color
- Awarded grants to 55 local organizations; exceeded the goal by awarding 56% of total grants to 27 organizations that predominantly serve people of color. Out of those 55 organizations, 22 are organizations with diverse leadership
- Awarded Diversity STEM Scholarships to two high school graduates⁴⁷

To further learn about business opportunities, please visit Massport's Bids & Opportunities webpage (<http://www.massport.com/massport/business/bids-opportunities/>), which lists information on upcoming Request for Proposals and Bid Opportunities.

Massachusetts School Building Authority (MSBA)

The Massachusetts School Building Authority (MSBA) is a quasi-independent state authority that provides partial reimbursement grant funding for school construction projects across the Commonwealth. The MSBA has a long-standing partnership with the Massachusetts Supplier Diversity Office (SDO), which enhances the MSBA's commitment to developing and strengthening Minority Business Enterprises (MBEs), Women Business Enterprises (WBEs), Veteran Business Enterprises (VBEs), Service-Disabled Veteran-Owned Business Enterprises (SDVOBEs), Disability-Owned Business Enterprises, LGBT Business Enterprises, Minority Nonprofit Organization (M/NPOs), and Women Nonprofit Organization (W/NPOs); and expanding equal opportunity in the primary and secondary industries affected by MSBA procurements for goods and services.

The MSBA works with the SDO to notify certified diverse businesses of upcoming MSBA procurements. Also, the MSBA awards points to respondents that demonstrate the existence or an intent to develop a relationship with one or more certified diverse businesses. The MSBA publishes RFRs for open procurements on the [MSBA's website](#) and on [COMMBUYS](#), where the MSBA welcomes certified diverse businesses to submit responses to these procurements. Additionally, the MSBA holds information sessions in conjunction with the SDO to provide information about upcoming MSBA procurements. This year, the MSBA worked with the SDO and hosted a resource table at diversity outreach events in both Newton and Springfield.

Districts in the MSBA's grant program are independently responsible for following all state laws and state agency requirements that are outside of the MSBA's jurisdiction, including the participation goals for certified diverse businesses on MSBA-funded school construction projects. The MSBA encourages districts to employ M/WBEs on school construction projects through language incorporated in MSBA template contracts and procurement documents which detail the requirements for M/WBEs on school construction projects pursuant to M.G.L. Ch. 7C, section 6 and M.G.L. Ch. 7, section 61. Also, the MSBA requires Owner's Project Managers (OPMs) to monitor goals for hiring M/WBE's in the design and construction phases of a project in the OPM Monthly Reports that are submitted to the MSBA.

⁴⁷ Since 2007, Massport has awarded Diversity STEM scholarships to support 48 students of color pursuing STEM or transportation careers who reside or attend school in the city of Boston or neighboring communities.

The MSBA looks forward to continuing to partner with the SDO to enhance the MSBA's initiatives for promoting the hiring of certified diverse businesses on MSBA procurements and MSBA-funded school construction projects. Please visit the [MSBA's website](#) for information about open procurements.

Massachusetts State College Building Authority (MSCBA)

The Massachusetts State College Building Authority (MSCBA or Authority) is responsible for financing, designing, constructing, and overseeing the management of residence halls and student activity facilities for the Commonwealth's nine state universities and 15 community colleges. The Authority is committed to fostering, cultivating, and preserving a culture of diversity, equity, and inclusion. The Authority partners with the Commonwealth's Supplier Diversity Office, other state entities, and industry associations to strengthen the diverse workforce within the Commonwealth.

In addition to adopting the Commonwealth's diversity goals for hiring design and construction firms, the MSCBA continues to reach out to the subcontractor community by engaging Minority Business Enterprises, Women-Owned Business Enterprises, and Veteran-Owned Business Enterprises in a web-based trade contractor prequalification process where they are awarded additional credit toward becoming prequalified to bid on MSCBA projects. Notification of current opportunities are posted in the Central Register and at [MSCBA Solicitations](#).

Along with the MBE/WBE goals, the Authority has also adopted workforce participation goals to ensure opportunities for minority and women individuals to participate in our construction projects. Monthly review of the workforce data on each project results in an open dialog, creates demand, and results in real job opportunities.

The Authority tracks this data on all projects to the established goals to measure growth and identify areas in need of improvement. Further, the Authority promotes diversity throughout other internally hired vendors and in other types of procurement, and regularly engages minority and women-owned firms for consulting and project support roles, as well as in financing activities.

The MSCBA's annual report and additional information, including current projects and annual reports, may be viewed online at www.mscba.org.

Massachusetts Water Resources Authority

The Massachusetts Water Resources Authority's MBE/WBE/DBE Program ensures the equitable participation of Minority/Women/Disadvantaged Business Enterprises in the award of all contracts including contracts for construction, goods/non-professional services and professional services.

A quarterly report is generated on spending for MBE/WBE/DBEs, which includes construction, goods/non-professional services and professional services contracts. These expenditures are presented to the MWRA's Board of Directors in the quarterly Orange Notebook Report on Key Indicators of MWRA Performance.

MWRA's FY2023 Supplier Diversity Performance

| Type | Certification | Diverse Spending | Annual Goal | % of Goal |
|-----------------------|---------------|------------------|-------------|-----------|
| Construction | MBE | \$2,808,124 | \$8,096,313 | 34.7% |
| | WBE | \$4,927,964 | \$4,025,791 | 122.4% |
| Professional Services | MBE | \$2,794,126 | \$2,932,116 | 95.3% |
| | WBE | \$1,220,172 | \$2,356,310 | 51.8% |
| Goods/Services | MBE | \$69,250 | \$417,052 | 16.6% |
| | WBE | \$174,521 | \$1,302,241 | 13.4% |

Listings for the MWRA bidding and contracting opportunities, including for construction, goods/non-professional services and professional services, can be found on the [MWRA Supplier Portal site](#) and/or publications such as the Central Register, Goods and Services, the Boston Herald, Bay State Banner Publication, El Mundo and/or [COMMBUYs \(www.commbuys.com\)](#).

Office of the Inspector General

The Office of the Inspector General's Academy (OIG Academy, formerly known as the Massachusetts Certified Public Purchasing Official program), offered classes that focused on diversity and inclusion in procurement. Specifically:

- The OIG Academy partnered with DCAMM and the AGO to present class segments related to diversity. In these classes the requirements of Massachusetts' Affirmative Marketing Program and Workforce Participation Goals were reviewed. The presentations in these classes, including the **Public Contracting Overview class, the Design and Construction Contracting class, and School Project Designer and Owner's Project Manager Certification class** discussed the legal requirements for vendor diversity goals in construction contracts. The number of students who participated in these classes totaled 907 in FY2023.
- The OIG Academy also partnered with the Supplier Diversity Office (SDO) to provide a training entitled **Promoting Procurement Diversity Using Chapter 30B**. The OIG Academy and the Supplier Diversity Office presented information about how Chapter 30B can be used to promote a diverse vendor pool. For example, how to develop a request for proposals (RFP) with evaluation criteria that provides "highly advantageous" status to SDO-certified vendors; or how to use the price quotation process to seek quotes from SDO-certified vendors on statewide and cooperative contracts. The training also reviewed

resources available to vendors and municipalities to assist in promoting diversity and inclusion in public contracting. For example, the SDO Certified Business Directory provides multiple search functions to search for certified diverse vendors. The number of students who participated in this class totaled 40 in FY2023.

University of Massachusetts (UMass)

The UMass Unified Procurement Services Team (UPST) of the University of Massachusetts system continues to collaborate with local communities and campus stakeholders to drive the system's supplier diversity agenda. To ensure that the system makes data-driven decisions with regards to supplier diversity, UMass partnered with TealBook, a supplier data enrichment company, to ensure that real-time data on diverse suppliers is leveraged. In addition, UMass continues to build off of the momentum initiated over the last few years including active participation in industry networking events, and strengthening partnerships with local diversity-focused organizations like the Western Mass Anchor Collaborative and the Greater New England Minority Supplier Development Council (GNEMSDC) while continuing to support the Boston Chamber of Commerce Pacesetters Initiative, which prioritize the expansion of opportunities for local, ethnic, and minority-owned companies. Furthermore, UMass has been developing strategies to deepen diverse spending with our subcontractor community.

Goods and Services: UMass System Office

As mentioned in the FY2022 report, the addition of supplier diversity as a major consideration for competitive procurement in the UMass Procurement Policy has opened discussions on campus level on how best to drive supplier diversity spend. The community has updated the sourcing/bidding and contracting templates to require information on supplier diversity requirements from users. In addition to this, teams are undergoing training, having conversations with both internal and external stakeholders on how to break barriers to using diverse vendors.

In total, the UMass System Office spent more than \$102 million on goods and services with diverse vendors. To illustrate the variety of representation in UMass' vendor pool, this year's narrative includes a full breakdown of each diversity category tracked by the University.

FY2023 UMass Goods & Services Diverse Supplier Spending by Diversity Certification⁴⁸

| Certification Description ⁴⁹ | FY2023 Spend |
|---|-----------------|
| Minority-owned Business Enterprise (MBE) | \$36,653,200.48 |
| Women-owned Business Enterprise (WBE) | \$33,934,389.85 |
| Small Disadvantaged Business (SDB) | \$52,450,055.83 |
| Disadvantaged Business Enterprise (DBE) | \$7,539,331.52 |
| Veteran-owned Business Enterprise (VBE) | \$10,094,186.79 |
| LGBT-owned Business Enterprise | \$11,434.80 |
| Service-Disabled Veteran-Owned Business Enterprise (SDVOBE) | \$5,905,174.63 |
| Disability-owned Business Enterprise | \$883.56 |

⁴⁸ UMass supplier direct (tier 1) expenditures only.

⁴⁹ Note that some vendors with multiple certifications were counted in more than one diversity certification category. This list includes dollars spent with each category separately.

| | |
|--|----------------|
| HUBZone Certified (HUB) | \$8,335,701.45 |
| U.S Department of Housing and Urban Dev. (HUD) | \$15,352.49 |

UMass Building Authority

The University of Massachusetts Building Authority (UMBA) continues to create and enforce its best practices to enhance its compliance program. This has led to the increased participation of Minority Business Enterprises (MBE) and Women Business Enterprises (WBE) in areas of project management, material and equipment vendor purchases, professional services, and commissioning contracts on UMass Capital Building projects.

UMBA's MBE and WBE participation goals for business utilization are as follows: Design Contracts 21.6% (MBE 6.6%/WBE 15.0%) and Construction Contracts 13.0% (MBE 4.2%/WBE 8.8%). UMBA engages and collaborates with the building trades, vocation/technical schools, pre-apprenticeship programs, and community organizations with a purposeful intent to encourage and recruit more MBE and WBE firms to bid on UMBA construction projects.

UMBA will continue to work, support, and engage its General Contractors, Construction Managers, Owner Project Managers, Subcontractors, and Architectural firms with the intention of increasing MBE and WBE participation on its construction projects. Through its Chief Diversity Officer, UMBA meets regularly with the Design, Construction, and Compliance Working Groups that UMBA has established on UMass Campuses to review monthly compliance results, provide resources, and support MBE/WBE initiatives.

In FY 2023, UMBA paid \$42,905,256 to MBE and WBE firms working on its capital projects. This translates to approximately 17.2% of UMBA's capital spending.

UMBA FY2023 Construction Spending

| Certification Category | FY2023 Spend |
|------------------------------------|---------------------|
| Minority Owned Business Enterprise | \$11,617,430 |
| Women Owned Business Enterprise | \$28,926,705 |
| Owner Project Manager- M/WBE | \$2,361,121 |
| TOTAL | \$42,905,256 |

Appendix A: Overall Supplier Diversity Program Spending (MBE, WBE, Veteran, Small Business)

| Secretariat Code | Secretariat / Entity Name | Discretionary Budget | MBE | | | WBE | | | Veteran | | | Small Business | | |
|--|---|------------------------|----------------------|----------------------|-----------------|----------------------|------------------------|-----------------|----------------------|---------------------|-----------------|----------------------|----------------------|-----------------|
| | | | Benchmark | Total Expenditure | % Benchmark Met | Benchmark | Total Expenditure | % Benchmark Met | Benchmark | Total Expenditure | % Benchmark Met | Benchmark | Total Expenditure | % Benchmark Met |
| ANF | ADMINISTRATION AND FINANCE | \$365,631,752 | \$29,250,540 | \$37,946,585 | 129.73% | \$51,188,445 | \$67,848,798 | 132.55% | \$10,968,953 | \$9,052,250 | 82.53% | \$12,065,848 | \$13,162,492 | 109.09% |
| EED | ECONOMIC DEVELOPMENT | \$8,233,659 | \$658,693 | \$7,894,743 | 1198.55% | \$1,152,712 | \$3,641,115 | 315.87% | \$247,010 | \$4,654 | 1.88% | \$271,711 | \$729,552 | 268.50% |
| EDU | EDUCATION | \$358,050,307 | \$28,644,025 | \$48,757,140 | 170.22% | \$50,127,043 | \$90,281,437 | 180.11% | \$10,741,509 | \$1,873,708 | 17.44% | \$11,815,660 | \$41,021,900 | 347.18% |
| ENV | ENERGY AND ENVIRONMENTAL AFFAIRS | \$127,168,843 | \$10,173,507 | \$12,003,740 | 117.99% | \$17,803,638 | \$36,467,556 | 204.83% | \$3,815,065 | \$1,341,671 | 35.17% | \$4,196,572 | \$14,331,727 | 341.51% |
| EHS | HEALTH AND HUMAN SERVICES | \$4,009,628,311 | \$320,770,265 | \$356,245,127 | 111.06% | \$561,347,964 | \$901,142,886 | 160.53% | \$120,288,849 | \$22,176,140 | 18.44% | \$132,317,734 | \$139,939,322 | 105.76% |
| OCD | HOUSING AND LIVABLE COMMUNITIES | \$264,312,726 | \$21,145,018 | \$27,009,381 | 127.73% | \$37,003,782 | \$53,533,744 | 144.67% | \$7,929,382 | \$81,307 | 1.03% | \$8,722,320 | \$45,152,139 | 517.66% |
| EOL | LABOR AND WORKFORCE DEVELOPMENT | \$74,429,335 | \$5,954,347 | \$16,145,048 | 271.15% | \$10,420,107 | \$44,086,349 | 423.09% | \$2,232,880 | \$392,334 | 17.57% | \$2,456,168 | \$366,085 | 14.90% |
| EPS | PUBLIC SAFETY AND SECURITY | \$170,511,145 | \$13,640,892 | \$19,860,327 | 145.59% | \$23,871,560 | \$27,867,640 | 116.74% | \$5,115,334 | \$3,439,809 | 67.25% | \$5,626,868 | \$14,649,290 | 260.35% |
| ITD | TECHNOLOGY SERVICES AND SECURITY | \$85,020,124 | \$6,801,610 | \$15,623,991 | 229.71% | \$11,902,817 | \$14,993,342 | 125.96% | \$2,550,604 | \$2,627,260 | 103.01% | \$2,805,664 | \$9,335,850 | 332.75% |
| DOT | TRANSPORTATION | \$1,265,476,531 | \$101,238,122 | \$36,796,477 | 36.35% | \$177,166,714 | \$111,408,996 | 62.88% | \$37,964,296 | \$4,644,440 | 12.23% | \$41,760,726 | \$41,860,383 | 100.24% |
| VET | VETERANS' SERVICES | \$6,959,640 | \$556,771 | \$498,735 | 89.58% | \$974,350 | \$1,767,166 | 181.37% | \$208,789 | \$837,356 | 401.05% | \$229,668 | \$1,066,220 | 464.24% |
| Executive Subtotal | | \$6,735,422,374 | \$538,833,790 | \$578,781,297 | 107.41% | \$942,959,132 | \$1,353,039,030 | 143.49% | \$202,062,671 | \$46,470,929 | 23.00% | \$222,268,938 | \$321,614,961 | 144.70% |
| CAD | COMMISSION AGAINST DISCRIMINATION | \$512,233 | \$40,979 | \$164,500 | 401.43% | \$71,713 | \$262,813 | 366.48% | \$15,367 | \$5,530 | 35.99% | \$16,904 | \$18,146 | 107.35% |
| DAC | DISABLED PERSONS PROTECTION COMMISSION | \$1,579,583 | \$126,367 | \$113,549 | 89.86% | \$221,142 | \$633,844 | 286.62% | \$47,387 | \$12,713 | 26.83% | \$52,126 | \$176,411 | 338.43% |
| MGC | MASSACHUSETTS GAMING COMMISSION | \$6,965,934 | \$557,275 | \$2,368,574 | 425.03% | \$975,231 | \$2,101,978 | 215.54% | \$208,978 | \$29,244 | 13.99% | \$229,876 | \$3,047,852 | 1325.87% |
| GOV | OFFICE OF THE GOVERNOR | \$491,310 | \$39,305 | \$614,096 | 1562.39% | \$68,783 | \$617,734 | 898.08% | \$14,739 | \$0 | 0.00% | \$16,213 | \$0 | 0.00% |
| Non-Executive and Constitutional Subtotal | | \$9,549,061 | \$763,925 | \$3,260,720 | 426.84% | \$1,336,869 | \$3,616,369 | 270.51% | \$286,472 | \$47,488 | 16.58% | \$315,119 | \$3,242,409 | 1028.95% |
| MCCA | MASSACHUSETTS CONVENTION CENTER AUTHORITY | \$53,796,966 | \$4,303,757 | \$5,439,612 | 126.39% | \$7,531,575 | \$5,581,435 | 74.11% | \$1,613,909 | \$46,644 | 2.89% | N/A | N/A | N/A |
| MHA | MASS HOUSING | \$13,557,191 | \$1,084,575 | \$1,889,502 | 174.22% | \$1,898,007 | \$1,878,703 | 98.98% | \$406,716 | \$302,272 | 74.32% | N/A | N/A | N/A |
| Quasi-Public Subtotal | | \$67,354,157 | \$5,388,333 | \$7,329,114 | 136.02% | \$9,429,582 | \$7,460,138 | 79.11% | \$2,020,625 | \$348,916 | 17.27% | N/A | N/A | N/A |
| TOTAL | | \$6,812,325,592 | \$544,986,047 | \$589,371,131 | 108.14% | \$953,725,583 | \$1,364,115,536 | 143.03% | \$204,369,768 | \$46,867,333 | 22.93% | \$222,584,057 | \$324,857,370 | 145.95% |

Notes: M/WBE firms are captured equally in MBE and WBE reporting. All expenditures were rounded to the nearest dollar.

Appendix B: MBE Spending by Program Participant

| Secretariat Code | Agency Code | Department Name | Discretionary Budget | Benchmark | Direct Spending | Indirect Spending: Subcontracting | Indirect Spending: Ancillary | Indirect Spending | Total Spending | % Benchmark Met |
|------------------|-------------|---|------------------------|----------------------|----------------------|-----------------------------------|------------------------------|---------------------|----------------------|-----------------|
| ANF | ADD | DEVELOPMENTAL DISABILITIES COUNCIL | \$39,096 | \$3,128 | \$0 | \$0 | \$10,977 | \$10,977 | \$10,977 | 350.96% |
| ANF | ALA | ADMINISTRATIVE LAW APPEALS DIVISION | \$208,360 | \$16,669 | \$2,625 | \$11,513 | \$4,950 | \$16,463 | \$19,088 | 114.51% |
| ANF | ANF | EXECUTIVE OFFICE FOR ADMINISTRATION AND FINANCE | \$22,825,343 | \$1,826,027 | \$4,237,674 | \$519,949 | \$2,597,124 | \$3,117,073 | \$7,354,747 | 402.77% |
| ANF | ATB | APPELLATE TAX BOARD | \$3,205 | \$256 | \$181 | \$0 | \$0 | \$0 | \$181 | 70.72% |
| ANF | BSB | BUREAU OF THE STATE HOUSE | \$1,267,876 | \$101,430 | \$1,287 | \$1,746 | \$23,129 | \$24,875 | \$26,162 | 25.79% |
| ANF | CSC | CIVIL SERVICE COMMISSION | \$22,351 | \$1,788 | \$2,058 | \$7 | \$11 | \$17 | \$2,075 | 116.06% |
| ANF | DCP | CAPITAL ASSET MANAGEMENT AND MAINTENANCE DIVISION ⁵⁰ | \$314,156,777 | \$25,132,542 | \$3,857,755 | \$22,347,371 | \$336,855 | \$22,684,226 | \$26,541,982 | 105.61% |
| ANF | DOR | DEPARTMENT OF REVENUE | \$15,789,420 | \$1,263,154 | \$1,218,259 | \$418,908 | \$101,689 | \$520,597 | \$1,738,855 | 137.66% |
| ANF | GIC | GROUP INSURANCE COMMISSION | \$1,954,320 | \$156,346 | \$305,218 | \$175 | \$11,681 | \$11,856 | \$317,074 | 202.80% |
| ANF | HRD | HUMAN RESOURCES DIVISION | \$1,258,881 | \$100,710 | \$27,512 | \$3,148 | \$14,347 | \$17,495 | \$45,007 | 44.69% |
| ANF | LIB | GEORGE FINGOLD LIBRARY | \$14,526 | \$1,162 | \$490 | \$0 | \$0 | \$0 | \$490 | 42.18% |
| ANF | OHA | MASSACHUSETTS OFFICE ON DISABILITY | \$38,760 | \$3,101 | \$2,684 | \$146 | \$0 | \$146 | \$2,830 | 91.27% |
| ANF | OSD | DIVISION OF OPERATIONAL SERVICES | \$4,593,162 | \$367,453 | \$44,122 | \$4,040 | \$387,432 | \$391,472 | \$435,594 | 118.54% |
| ANF | PER | PUBLIC EMPLOYEE RETIREMENT ADMINISTRATION | \$1,039,390 | \$83,151 | \$131,623 | \$5,623 | \$418,868 | \$424,491 | \$556,114 | 668.80% |
| ANF | SDO | SUPPLIER DIVERSITY OFFICE | \$466,873 | \$37,350 | \$611,598 | \$11,823 | \$47,601 | \$59,425 | \$671,022 | 1796.59% |
| ANF | TRB | TEACHERS RETIREMENT BOARD | \$1,953,412 | \$156,273 | \$141,615 | \$1,069 | \$81,702 | \$82,771 | \$224,386 | 143.59% |
| | | TOTAL | \$365,631,752 | \$29,250,540 | \$10,584,702 | \$23,325,518 | \$4,036,365 | \$27,361,883 | \$37,946,585 | 129.73% |
| CAD | CAD | COMMISSION AGAINST DISCRIMINATION | \$512,233 | \$40,979 | \$146,967 | \$3,918 | \$13,615 | \$17,534 | \$164,500 | 401.43% |
| | | TOTAL | \$512,233 | \$40,979 | \$146,967 | \$3,918 | \$13,615 | \$17,534 | \$164,500 | 401.43% |
| DAC | DAC | DISABLED PERSONS PROTECTION COMMISSION | \$1,579,583 | \$126,367 | \$80,051 | \$39 | \$33,459 | \$33,498 | \$113,549 | 89.86% |
| | | TOTAL | \$1,579,583 | \$126,367 | \$80,051 | \$39 | \$33,459 | \$33,498 | \$113,549 | 89.86% |
| DOT | DOT | MASSACHUSETTS DEPARTMENT OF TRANSPORTATION | \$1,265,476,531 | \$101,238,122 | \$31,800,921 | \$1,166,982 | \$3,828,574 | \$4,995,556 | \$36,796,477 | 36.35% |
| | | TOTAL | \$1,265,476,531 | \$101,238,122 | \$31,800,921 | \$1,166,982 | \$3,828,574 | \$4,995,556 | \$36,796,477 | 36.35% |
| EDU | DOE | DEPARTMENT OF ELEMENTARY & SECONDARY EDUCATION | \$89,310,282 | \$7,144,823 | \$1,340,442 | \$326,592 | \$7,795,012 | \$8,121,604 | \$9,462,046 | 132.43% |
| EDU | EDU | EXECUTIVE OFFICE OF EDUCATION | \$25,070,206 | \$2,005,617 | \$2,883,603 | \$792,587 | \$1,867,736 | \$2,660,323 | \$5,543,926 | 276.42% |
| EDU | EEC | DEPARTMENT OF EARLY EDUCATION & CARE | \$241,535,486 | \$19,322,839 | \$29,300,592 | \$275,979 | \$3,837,553 | \$4,113,532 | \$33,414,124 | 172.93% |
| EDU | RGT | DEPARTMENT OF HIGHER EDUCATION | \$2,134,333 | \$170,747 | \$25,876 | \$27,352 | \$283,816 | \$311,168 | \$337,044 | 197.39% |
| | | TOTAL | \$358,050,307 | \$28,644,025 | \$33,550,514 | \$1,422,511 | \$13,784,116 | \$15,206,627 | \$48,757,140 | 170.22% |
| EED | DOB | DIVISION OF BANKS | \$292,902 | \$23,432 | \$15,413 | \$1,059 | \$15,030 | \$16,089 | \$31,502 | 134.44% |
| EED | DOI | DIVISION OF INSURANCE | \$736,558 | \$58,925 | \$284,610 | \$9,181 | \$12,126 | \$21,307 | \$305,917 | 519.17% |
| EED | DOS | DIVISION OF STANDARDS | \$89,402 | \$7,152 | \$74 | \$1,847 | \$755 | \$2,602 | \$2,676 | 37.42% |
| EED | EED | EXECUTIVE OFFICE OF ECONOMIC DEVELOPMENT | \$4,779,845 | \$382,388 | \$5,310,836 | \$34,446 | \$74,229 | \$108,675 | \$5,419,511 | 1417.28% |
| EED | MMP | MASSACHUSETTS MARKETING PARTNERSHIP | \$1,428,421 | \$114,274 | \$1,681,727 | \$0 | \$5,338 | \$5,338 | \$1,687,065 | 1476.34% |
| EED | REG | DIVISION OF PROFESSIONAL LICENSURE | \$871,135 | \$69,691 | \$389,616 | \$27,722 | \$23,329 | \$51,051 | \$440,667 | 632.32% |
| EED | SCA | OFFICE OF CONSUMER AFFAIRS AND BUSINESS REGULATION | \$12,094 | \$967 | \$1,604 | \$776 | \$916 | \$1,692 | \$3,296 | 340.72% |
| EED | SEA | DEPARTMENT OF BUSINESS AND TECHNOLOGY | \$5,085 | \$407 | \$36 | \$0 | \$0 | \$0 | \$36 | 8.92% |
| EED | TAC | DEPARTMENT OF TELECOMMUNICATION AND CABLE | \$18,219 | \$1,457 | \$2,589 | \$0 | \$1,485 | \$1,485 | \$4,074 | 279.50% |
| | | TOTAL | \$8,233,659 | \$658,693 | \$7,686,505 | \$75,031 | \$133,207 | \$208,239 | \$7,894,743 | 1198.55% |
| EHS | DMH | DEPARTMENT OF MENTAL HEALTH | \$490,131,013 | \$39,210,481 | \$17,629,091 | \$145,046 | \$5,091,309 | \$5,236,355 | \$22,865,446 | 58.31% |
| EHS | DMR | DEPARTMENT OF DEVELOPMENTAL SERVICES | \$1,512,166,499 | \$120,973,320 | \$79,486,334 | \$2,412,133 | \$11,483,853 | \$13,895,986 | \$93,382,320 | 77.19% |
| EHS | DPH | DEPARTMENT OF PUBLIC HEALTH | \$565,722,684 | \$45,257,815 | \$52,188,379 | \$1,646,064 | \$8,550,359 | \$10,196,423 | \$62,384,802 | 137.84% |
| EHS | DSS | DEPARTMENT OF CHILDREN AND FAMILIES | \$407,626,734 | \$32,610,139 | \$33,960,403 | \$457,677 | \$1,455,194 | \$1,912,872 | \$35,873,275 | 110.01% |
| EHS | DYS | DEPARTMENT OF YOUTH SERVICES | \$61,146,206 | \$4,891,696 | \$5,975,132 | \$62,743 | \$619,308 | \$682,050 | \$6,657,182 | 136.09% |
| EHS | EHS | EXECUTIVE OFFICE OF HEALTH AND HUMAN SERVICES | \$372,144,198 | \$29,771,536 | \$22,060,027 | \$4,357,144 | \$11,403,551 | \$15,760,695 | \$37,820,723 | 127.04% |
| EHS | ELD | DEPARTMENT OF ELDER AFFAIRS | \$467,781,806 | \$37,422,544 | \$41,903,320 | \$36,523,497 | \$10,686,563 | \$47,210,061 | \$89,113,381 | 238.13% |
| EHS | MCB | MASSACHUSETTS COMMISSION FOR THE BLIND | \$14,119,256 | \$1,129,540 | \$23,745 | \$52,706 | \$62,562 | \$115,267 | \$139,013 | 12.31% |
| EHS | MCD | COMMISSION FOR THE DEAF AND HARD OF HEARING | \$4,060,735 | \$324,859 | \$0 | \$0 | \$143 | \$143 | \$143 | 0.04% |
| EHS | MRC | MASSACHUSETTS REHABILITATION COMMISSION | \$72,090,621 | \$5,767,250 | \$5,957,697 | \$322,070 | \$334,013 | \$656,084 | \$6,613,781 | 114.68% |
| EHS | ORI | OFFICE FOR REFUGEES AND IMMIGRANTS | \$17,415,606 | \$1,393,248 | \$516,685 | \$0 | \$17,588 | \$17,588 | \$534,273 | 38.35% |
| EHS | WEL | DEPARTMENT OF TRANSITIONAL ASSISTANCE | \$25,222,953 | \$2,017,836 | \$358,282 | \$18,068 | \$484,439 | \$502,507 | \$860,789 | 42.66% |
| | | TOTAL | \$4,009,628,311 | \$320,770,265 | \$260,059,097 | \$45,997,149 | \$50,188,882 | \$96,186,031 | \$356,245,127 | 111.06% |
| ENV | AGR | DEPARTMENT OF AGRICULTURAL RESOURCES | \$1,539,013 | \$123,121 | \$162,667 | \$13,887 | \$11,221 | \$25,108 | \$187,775 | 152.51% |
| ENV | DCR | DEPARTMENT OF CONSERVATION AND RECREATION | \$84,653,764 | \$6,772,301 | \$535,429 | \$5,811,854 | \$1,292,150 | \$7,104,004 | \$7,639,433 | 112.80% |
| ENV | DPU | DEPARTMENT OF PUBLIC UTILITIES | \$1,523,491 | \$121,879 | \$248,160 | \$9,646 | \$150,334 | \$159,980 | \$408,139 | 334.87% |

⁵⁰ This table includes DCAMM spending on construction and design. Under DCAMM's Affirmative Marketing Program (AMP) established under MGL c. 7C, § 6 for construction and design projects, MBE and WBE business participation project specific goals are established consistent with DCAMM's current Disparity Study. View DCAMM's [Annual Affirmative Marketing Report](#) which contains design and construction awards, spending and MBE/WBE participation for the fiscal year.

| | | | | | | | | | | |
|------|------|--|------------------------|----------------------|----------------------|---------------------|---------------------|----------------------|----------------------|-----------------|
| ENV | ENE | DEPARTMENT OF ENERGY RESOURCES | \$1,275,760 | \$102,061 | \$990 | \$46 | \$33,643 | \$33,689 | \$34,679 | 33.98% |
| ENV | ENV | EXECUTIVE OFFICE OF ENERGY AND ENVIRONMENTAL AFFAIRS | \$15,517,339 | \$1,241,387 | \$1,816,192 | \$677,861 | \$472,284 | \$1,150,145 | \$2,966,337 | 238.95% |
| ENV | EQE | DEPARTMENT OF ENVIRONMENTAL PROTECTION | \$11,581,532 | \$926,523 | \$165,120 | \$1,996 | \$194,159 | \$196,155 | \$361,275 | 38.99% |
| ENV | FWE | DEPARTMENT OF FISH AND GAME | \$9,220,228 | \$737,618 | \$126,843 | \$13,819 | \$221,047 | \$234,866 | \$361,709 | 49.04% |
| ENV | SRB | STATE RECLAMATION BOARD | \$1,857,716 | \$148,617 | \$12,526 | \$18,191 | \$13,676 | \$31,868 | \$44,394 | 29.87% |
| | | TOTAL | \$127,168,843 | \$10,173,507 | \$3,067,926 | \$6,547,301 | \$2,388,514 | \$8,935,815 | \$12,003,740 | 117.99% |
| EOL | EOL | DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT | \$74,429,335 | \$5,954,347 | \$14,858,694 | \$618,699 | \$667,655 | \$1,286,354 | \$16,145,048 | 271.15% |
| | | TOTAL | \$74,429,335 | \$5,954,347 | \$14,858,694 | \$618,699 | \$667,655 | \$1,286,354 | \$16,145,048 | 271.15% |
| EPS | CDA | EMERGENCY MANAGEMENT AGENCY | \$18,616,013 | \$1,489,281 | \$80,151 | \$6,046 | \$80,859 | \$86,905 | \$167,056 | 11.22% |
| EPS | CHS | CRIMINAL JUSTICE INFORMATION SERVICES DEPARTMENT | \$442,443 | \$35,395 | \$17,373 | \$185 | \$2,959 | \$3,144 | \$20,517 | 57.96% |
| EPS | CJT | MUNICIPAL POLICE TRAINING COMMITTEE | \$3,367,711 | \$269,417 | \$1,369 | \$18,131 | \$17,472 | \$35,603 | \$36,972 | 13.72% |
| EPS | CME | CHIEF MEDICAL EXAMINER | \$2,733,594 | \$218,688 | \$208,271 | \$15,260 | \$405,150 | \$420,409 | \$628,680 | 287.48% |
| EPS | DFS | DEPARTMENT OF FIRE SERVICES | \$5,901,933 | \$472,155 | \$93,325 | \$14,538 | \$45,276 | \$59,814 | \$153,139 | 32.43% |
| EPS | DOC | DEPARTMENT OF CORRECTION | \$54,307,117 | \$4,344,569 | \$1,442,582 | \$37,993 | \$807,155 | \$845,148 | \$2,287,730 | 52.66% |
| EPS | EPS | EXECUTIVE OFFICE OF PUBLIC SAFETY & SECURITY | \$20,966,208 | \$1,677,297 | \$12,023,192 | \$129,577 | \$293,345 | \$422,922 | \$12,446,114 | 742.03% |
| EPS | MIL | MILITARY DIVISION | \$16,846,330 | \$1,347,706 | \$1,276,845 | \$42,123 | \$17,337 | \$59,460 | \$1,336,305 | 99.15% |
| EPS | PAR | PAROLE BOARD | \$2,081,916 | \$166,553 | \$24,739 | \$1,652 | \$37,623 | \$39,275 | \$64,014 | 38.43% |
| EPS | POL | DEPARTMENT OF STATE POLICE | \$44,949,501 | \$3,595,960 | \$1,972,338 | \$92,558 | \$497,233 | \$589,790 | \$2,562,128 | 71.25% |
| EPS | SOR | SEX OFFENDER REGISTRY | \$298,377 | \$23,870 | \$116,483 | \$248 | \$40,941 | \$41,188 | \$157,671 | 660.54% |
| | | TOTAL | \$170,511,145 | \$13,640,892 | \$17,256,667 | \$358,309 | \$2,245,350 | \$2,603,660 | \$19,860,327 | 145.59% |
| GOV | GOV | GOVERNORS OFFICE | \$491,310 | \$39,305 | \$614,096 | \$0 | \$0 | \$0 | \$614,096 | 1562.39% |
| | | TOTAL | \$491,310 | \$39,305 | \$614,096 | \$0 | \$0 | \$0 | \$614,096 | 1562.39% |
| ITD | ITD | EXECUTIVE OFFICE OF TECHNOLOGY SERVICES AND SECURITY | \$85,020,124 | \$6,801,610 | \$10,402,241 | \$1,110,700 | \$4,111,051 | \$5,221,751 | \$15,623,991 | 229.71% |
| | | TOTAL | \$85,020,124 | \$6,801,610 | \$10,402,241 | \$1,110,700 | \$4,111,051 | \$5,221,751 | \$15,623,991 | 229.71% |
| OCD | OCD | EXECUTIVE OF HOUSING AND LIVABLE COMMUNITIES | \$264,312,726 | \$21,145,018 | \$21,671,892 | \$212,154 | \$5,125,335 | \$5,337,489 | \$27,009,381 | 127.73% |
| | | TOTAL | \$264,312,726 | \$21,145,018 | \$21,671,892 | \$212,154 | \$5,125,335 | \$5,337,489 | \$27,009,381 | 127.73% |
| VET | CHE | SOLDIERS' HOME IN MASSACHUSETTS | \$3,952,226 | \$316,178 | \$50,622 | \$2,591 | \$20,290 | \$22,881 | \$73,503 | 23.25% |
| VET | HYL | SOLDIERS' HOME IN HOLYOKE | \$2,143,871 | \$171,510 | \$149,086 | \$2,532 | \$22,862 | \$25,394 | \$174,480 | 101.73% |
| VET | VET | EXECUTIVE OFFICE OF VETERANS' SERVICES | \$863,543 | \$69,083 | \$181,351 | \$19,586 | \$49,814 | \$69,401 | \$250,752 | 362.97% |
| | | TOTAL | \$6,959,640 | \$556,771 | \$381,059 | \$24,709 | \$92,966 | \$117,676 | \$498,735 | 89.58% |
| MCCA | MCCA | MASSACHUSETTS CONVENTION CENTER AUTHORITY | \$53,796,966 | \$4,303,757 | \$2,491,848 | \$2,746,050 | \$201,713 | \$2,947,764 | \$5,439,612 | 126.39% |
| | | TOTAL | \$53,796,966 | \$4,303,757 | \$2,491,848 | \$2,746,050 | \$201,713 | \$2,947,764 | \$5,439,612 | 126.39% |
| MGC | MGC | MASSACHUSETTS GAMING COMMISSION | \$6,965,934 | \$557,275 | \$1,055,878 | \$49,950 | \$1,262,746 | \$1,312,696 | \$2,368,574 | 425.03% |
| | | TOTAL | \$6,965,934 | \$557,275 | \$1,055,878 | \$49,950 | \$1,262,746 | \$1,312,696 | \$2,368,574 | 425.03% |
| MHA | MHA | MASSHOUSING | \$13,557,191 | \$1,084,575 | \$1,889,502 | \$0 | \$0 | \$0 | \$1,889,502 | 174.22% |
| | | TOTAL | \$13,557,191 | \$1,084,575 | \$1,889,502 | \$0 | \$0 | \$0 | \$1,889,502 | 174.22% |
| | | YEAR TO DATE GRAND TOTAL | \$6,812,325,592 | \$544,986,047 | \$417,598,560 | \$83,659,022 | \$88,113,549 | \$171,772,571 | \$589,371,131 | 108.14% |

Appendix C: WBE Spending by Program Participant

| Secretariat Code | Agency Code | Department Name | Discretionary Budget | Benchmark | Direct Spending | Indirect Spending: Subcontracting | Indirect Spending: Ancillary | Indirect Spending | Total Spending | % Benchmark Met |
|------------------|-------------|---|----------------------|--------------|-----------------|-----------------------------------|------------------------------|-------------------|----------------|-----------------|
| ANF | ADD | DEVELOPMENTAL DISABILITIES COUNCIL | \$39,096 | \$5,473 | \$30,467 | \$715 | \$0 | \$715 | \$31,182 | 569.70% |
| ANF | ALA | ADMINISTRATIVE LAW APPEALS DIVISION | \$208,360 | \$29,170 | \$6,751 | \$10,042 | \$23,248 | \$33,290 | \$40,041 | 137.27% |
| ANF | ANF | EXECUTIVE OFFICE FOR ADMINISTRATION AND FINANCE | \$22,825,343 | \$3,195,548 | \$4,290,851 | \$137,232 | \$1,430,844 | \$1,568,076 | \$5,858,926 | 183.35% |
| ANF | ATB | APPELLATE TAX BOARD | \$3,205 | \$449 | \$181 | \$1,064 | \$149 | \$1,212 | \$1,394 | 310.62% |
| ANF | BSB | BUREAU OF THE STATE HOUSE | \$1,267,876 | \$177,503 | \$83,498 | \$60,911 | \$80,816 | \$141,726 | \$225,224 | 126.88% |
| ANF | CSC | CIVIL SERVICE COMMISSION | \$22,351 | \$3,129 | \$10,665 | \$1,919 | \$220 | \$2,140 | \$12,804 | 409.20% |
| ANF | DCP | CAPITAL ASSET MANAGEMENT AND MAINTENANCE DIVISION ⁵¹ | \$314,156,777 | \$43,981,949 | \$15,716,187 | \$33,710,123 | \$4,246,126 | \$37,956,248 | \$53,672,436 | 122.03% |
| ANF | DOR | DEPARTMENT OF REVENUE | \$15,789,420 | \$2,210,519 | \$4,886,601 | \$176,215 | \$301,929 | \$478,144 | \$5,364,745 | 242.69% |
| ANF | GIC | GROUP INSURANCE COMMISSION | \$1,954,320 | \$273,605 | \$313,731 | \$3,252 | \$4,168 | \$7,420 | \$321,151 | 117.38% |
| ANF | HRD | HUMAN RESOURCES DIVISION | \$1,258,881 | \$176,243 | \$791,766 | \$65,428 | \$23,839 | \$89,267 | \$881,033 | 499.90% |
| ANF | LIB | GEORGE FINGOLD LIBRARY | \$14,526 | \$2,034 | \$700 | \$249 | \$32 | \$281 | \$982 | 48.27% |
| ANF | OHA | MASSACHUSETTS OFFICE ON DISABILITY | \$38,760 | \$5,426 | \$2,383 | \$1,535 | \$232 | \$1,767 | \$4,150 | 76.48% |
| ANF | OSD | DIVISION OF OPERATIONAL SERVICES | \$4,593,162 | \$643,043 | \$84,614 | \$98,410 | \$169,094 | \$267,505 | \$352,119 | 54.76% |
| ANF | PER | PUBLIC EMPLOYEE RETIREMENT ADMINISTRATION | \$1,039,390 | \$145,515 | \$150,125 | \$1,289 | \$7,179 | \$8,469 | \$158,594 | 108.99% |
| ANF | SDO | SUPPLIER DIVERSITY OFFICE | \$466,873 | \$65,362 | \$419,913 | \$9,908 | \$11,311 | \$21,219 | \$441,132 | 674.90% |

⁵¹ This table includes DCAMM spending on construction and design. Under DCAMM's Affirmative Marketing Program (AMP) established under MGL c. 7C, § 6 for construction and design projects, MBE and WBE business participation project specific goals are established consistent with DCAMM's current Disparity Study. View DCAMM's [Annual Affirmative Marketing Report](#) which contains design and construction awards, spending and MBE/WBE participation for the fiscal year.

| | | | | | | | | | | |
|-----|-----|--|------------------------|----------------------|----------------------|---------------------|---------------------|----------------------|----------------------|----------------|
| ANF | TRB | TEACHERS RETIREMENT BOARD | \$1,953,412 | \$273,478 | \$364,744 | \$27,382 | \$90,760 | \$118,142 | \$482,886 | 176.57% |
| | | TOTAL | \$365,631,752 | \$51,188,445 | \$27,153,176 | \$34,305,674 | \$6,389,948 | \$40,695,622 | \$67,848,798 | 132.55% |
| CAD | CAD | COMMISSION AGAINST DISCRIMINATION | \$512,233 | \$71,713 | \$169,685 | \$46,334 | \$46,794 | \$93,128 | \$262,813 | 366.48% |
| | | TOTAL | \$512,233 | \$71,713 | \$169,685 | \$46,334 | \$46,794 | \$93,128 | \$262,813 | 366.48% |
| DAC | DAC | DISABLED PERSONS PROTECTION COMMISSION | \$1,579,583 | \$221,142 | \$339,285 | \$133,869 | \$160,690 | \$294,559 | \$633,844 | 286.62% |
| | | TOTAL | \$1,579,583 | \$221,142 | \$339,285 | \$133,869 | \$160,690 | \$294,559 | \$633,844 | 286.62% |
| DOT | DOT | MASSACHUSETTS DEPARTMENT OF TRANSPORTATION | \$1,265,476,531 | \$177,166,714 | \$102,765,362 | \$4,263,630 | \$4,380,004 | \$8,643,634 | \$111,408,996 | 62.88% |
| | | TOTAL | \$1,265,476,531 | \$177,166,714 | \$102,765,362 | \$4,263,630 | \$4,380,004 | \$8,643,634 | \$111,408,996 | 62.88% |
| EDU | DOE | DEPARTMENT OF ELEMENTARY & SECONDARY EDUCATION | \$89,310,282 | \$12,503,440 | \$6,714,610 | \$667,981 | \$1,960,656 | \$2,628,637 | \$9,343,248 | 74.73% |
| EDU | EDU | EXECUTIVE OFFICE OF EDUCATION | \$25,070,206 | \$3,509,829 | \$2,414,847 | \$551,013 | \$422,781 | \$973,794 | \$3,388,641 | 96.55% |
| EDU | EEC | DEPARTMENT OF EARLY EDUCATION & CARE | \$241,535,486 | \$33,814,968 | \$73,969,793 | \$283,277 | \$2,938,136 | \$3,221,413 | \$77,191,206 | 228.28% |
| EDU | RGT | DEPARTMENT OF HIGHER EDUCATION | \$2,134,333 | \$298,807 | \$52,197 | \$29,034 | \$277,112 | \$306,145 | \$358,342 | 119.92% |
| | | TOTAL | \$358,050,307 | \$50,127,043 | \$83,151,447 | \$1,531,304 | \$5,598,685 | \$7,129,990 | \$90,281,437 | 180.11% |
| EED | DOB | DIVISION OF BANKS | \$292,902 | \$41,006 | \$12,751 | \$11,979 | \$11,090 | \$23,069 | \$35,820 | 87.35% |
| EED | DOI | DIVISION OF INSURANCE | \$736,558 | \$103,118 | \$286,862 | \$6,859 | \$5,737 | \$12,596 | \$299,458 | 290.40% |
| EED | DOS | DIVISION OF STANDARDS | \$89,402 | \$12,516 | \$74 | \$5,494 | \$1,108 | \$6,602 | \$6,676 | 53.34% |
| EED | EED | EXECUTIVE OFFICE OF ECONOMIC DEVELOPMENT | \$4,779,845 | \$669,178 | \$338,258 | \$1,819,485 | \$47,166 | \$1,866,652 | \$2,204,910 | 329.50% |
| EED | MMP | MASSACHUSETTS MARKETING PARTNERSHIP | \$1,428,421 | \$199,979 | \$25,738 | \$616,854 | \$1,670 | \$618,525 | \$644,263 | 322.17% |
| EED | REG | DIVISION OF PROFESSIONAL LICENSURE | \$871,135 | \$121,959 | \$385,311 | \$24,006 | \$28,815 | \$52,820 | \$438,131 | 359.25% |
| EED | SCA | OFFICE OF CONSUMER AFFAIRS AND BUSINESS REGULATION | \$12,094 | \$1,693 | \$5,557 | \$1,250 | \$487 | \$1,737 | \$7,294 | 430.78% |
| EED | SEA | DEPARTMENT OF BUSINESS AND TECHNOLOGY | \$5,085 | \$712 | \$0 | \$985 | \$165 | \$1,150 | \$1,150 | 161.58% |
| EED | TAC | DEPARTMENT OF TELECOMMUNICATION AND CABLE | \$18,219 | \$2,551 | \$2,589 | \$344 | \$480 | \$825 | \$3,414 | 133.85% |
| | | TOTAL | \$8,233,659 | \$1,152,712 | \$1,057,139 | \$2,487,257 | \$96,719 | \$2,583,976 | \$3,641,115 | 315.87% |
| EHS | DMH | DEPARTMENT OF MENTAL HEALTH | \$490,131,013 | \$68,618,342 | \$128,598,350 | \$1,310,205 | \$5,716,002 | \$7,026,207 | \$135,624,557 | 197.65% |
| EHS | DMR | DEPARTMENT OF DEVELOPMENTAL SERVICES | \$1,512,166,499 | \$211,703,310 | \$315,000,229 | \$3,709,875 | \$18,151,532 | \$21,861,407 | \$336,861,635 | 159.12% |
| EHS | DPH | DEPARTMENT OF PUBLIC HEALTH | \$565,722,684 | \$79,201,176 | \$114,619,962 | \$8,710,674 | \$25,712,956 | \$34,423,630 | \$149,043,592 | 188.18% |
| EHS | DSS | DEPARTMENT OF CHILDREN AND FAMILIES | \$407,626,734 | \$57,067,743 | \$83,267,367 | \$474,978 | \$3,801,599 | \$4,276,577 | \$87,543,944 | 153.40% |
| EHS | DYS | DEPARTMENT OF YOUTH SERVICES | \$61,146,206 | \$8,560,469 | \$18,179,802 | \$310,451 | \$1,148,978 | \$1,459,429 | \$19,639,231 | 229.42% |
| EHS | EHS | EXECUTIVE OFFICE OF HEALTH AND HUMAN SERVICES | \$372,144,198 | \$52,100,188 | \$38,111,423 | \$1,919,098 | \$8,354,802 | \$10,273,900 | \$48,385,323 | 92.87% |
| EHS | ELD | DEPARTMENT OF ELDER AFFAIRS | \$467,781,806 | \$65,489,453 | \$29,134,225 | \$69,336,647 | \$11,024,867 | \$80,361,515 | \$109,495,740 | 167.20% |
| EHS | MCB | MASSACHUSETTS COMMISSION FOR THE BLIND | \$14,119,256 | \$1,976,696 | \$1,877,902 | \$173,149 | \$130,878 | \$304,027 | \$2,181,930 | 110.38% |
| EHS | MCD | COMMISSION FOR THE DEAF AND HARD OF HEARING | \$4,060,735 | \$568,503 | \$1,744,550 | \$683 | \$11,717 | \$12,399 | \$1,756,949 | 309.05% |
| EHS | MRC | MASSACHUSETTS REHABILITATION COMMISSION | \$72,090,621 | \$10,092,687 | \$6,485,707 | \$528,824 | \$682,916 | \$1,211,740 | \$7,697,447 | 76.27% |
| EHS | ORI | OFFICE FOR REFUGEES AND IMMIGRANTS | \$17,415,606 | \$2,438,185 | \$138,663 | \$904 | \$227,275 | \$228,179 | \$366,842 | 15.05% |
| EHS | WEL | DEPARTMENT OF TRANSITIONAL ASSISTANCE | \$25,222,953 | \$3,531,213 | \$2,011,729 | \$117,169 | \$416,798 | \$533,967 | \$2,545,696 | 72.09% |
| | | TOTAL | \$4,009,628,311 | \$561,347,964 | \$739,169,910 | \$86,592,658 | \$75,380,319 | \$161,972,977 | \$901,142,886 | 160.53% |
| ENV | AGR | DEPARTMENT OF AGRICULTURAL RESOURCES | \$1,539,013 | \$215,462 | \$113,062 | \$6,496 | \$54,605 | \$61,101 | \$174,163 | 80.83% |
| ENV | DCR | DEPARTMENT OF CONSERVATION AND RECREATION | \$84,653,764 | \$11,851,527 | \$8,580,218 | \$17,986,131 | \$3,886,776 | \$21,872,908 | \$30,453,126 | 256.96% |
| ENV | DPU | DEPARTMENT OF PUBLIC UTILITIES | \$1,523,491 | \$213,289 | \$397,327 | \$173,812 | \$211,840 | \$385,652 | \$782,979 | 367.10% |
| ENV | ENE | DEPARTMENT OF ENERGY RESOURCES | \$1,275,760 | \$178,606 | \$6,014 | \$87,452 | \$153,938 | \$241,391 | \$247,404 | 138.52% |
| ENV | ENV | EXECUTIVE OFFICE OF ENERGY AND ENVIRONMENTAL AFFAIRS | \$15,517,339 | \$2,172,427 | \$1,447,779 | \$731,372 | \$269,597 | \$1,000,968 | \$2,448,747 | 112.72% |
| ENV | EQE | DEPARTMENT OF ENVIRONMENTAL PROTECTION | \$11,581,532 | \$1,621,415 | \$396,141 | \$303,923 | \$629,047 | \$932,970 | \$1,329,110 | 81.97% |
| ENV | FWE | DEPARTMENT OF FISH AND GAME | \$9,220,228 | \$1,290,832 | \$641,694 | \$43,282 | \$158,222 | \$201,504 | \$843,198 | 65.32% |
| ENV | SRB | STATE RECLAMATION BOARD | \$1,857,716 | \$260,080 | \$37,590 | \$10,869 | \$140,369 | \$151,238 | \$188,828 | 72.60% |
| | | TOTAL | \$127,168,843 | \$17,803,638 | \$11,619,825 | \$19,343,337 | \$5,504,395 | \$24,847,731 | \$36,467,556 | 204.83% |
| EOL | EOL | DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT | \$74,429,335 | \$10,420,107 | \$42,612,170 | \$303,302 | \$1,170,876 | \$1,474,179 | \$44,086,349 | 423.09% |
| | | TOTAL | \$74,429,335 | \$10,420,107 | \$42,612,170 | \$303,302 | \$1,170,876 | \$1,474,179 | \$44,086,349 | 423.09% |
| EPS | CDA | EMERGENCY MANAGEMENT AGENCY | \$18,616,013 | \$2,606,242 | \$258,159 | \$25,216 | \$33,833 | \$59,048 | \$317,207 | 12.17% |
| EPS | CHS | CRIMINAL JUSTICE INFORMATION SERVICES DEPARTMENT | \$442,443 | \$61,942 | \$61,586 | \$12,691 | \$14,115 | \$26,806 | \$88,392 | 142.70% |
| EPS | CJT | MUNICIPAL POLICE TRAINING COMMITTEE | \$3,367,711 | \$471,480 | \$8,318 | \$120,782 | \$45,267 | \$166,049 | \$174,366 | 36.98% |
| EPS | CME | CHIEF MEDICAL EXAMINER | \$2,733,594 | \$382,703 | \$262,437 | \$140,826 | \$233,885 | \$374,711 | \$637,148 | 166.49% |
| EPS | DFS | DEPARTMENT OF FIRE SERVICES | \$5,901,933 | \$826,271 | \$615,915 | \$30,532 | \$214,096 | \$244,628 | \$860,543 | 104.15% |
| EPS | DOC | DEPARTMENT OF CORRECTION | \$54,307,117 | \$7,602,996 | \$1,945,290 | \$1,723,639 | \$3,493,179 | \$5,216,818 | \$7,162,108 | 94.20% |
| EPS | EPS | EXECUTIVE OFFICE OF PUBLIC SAFETY & SECURITY | \$20,966,208 | \$2,935,269 | \$7,168,658 | \$169,114 | \$140,820 | \$309,934 | \$7,478,592 | 254.78% |
| EPS | MIL | MILITARY DIVISION | \$16,846,330 | \$2,358,486 | \$3,639,210 | \$64,043 | \$708,944 | \$772,987 | \$4,412,197 | 187.08% |
| EPS | PAR | PAROLE BOARD | \$2,081,916 | \$291,468 | \$72,967 | \$12,363 | \$18,407 | \$30,770 | \$103,737 | 35.59% |
| EPS | POL | DEPARTMENT OF STATE POLICE | \$44,949,501 | \$6,292,930 | \$1,986,661 | \$2,142,370 | \$2,478,416 | \$4,620,786 | \$6,607,447 | 105.00% |
| EPS | SOR | SEX OFFENDER REGISTRY | \$298,377 | \$41,773 | \$5,574 | \$7,103 | \$13,226 | \$20,329 | \$25,903 | 62.01% |
| | | TOTAL | \$170,511,145 | \$23,871,560 | \$16,024,774 | \$4,448,678 | \$7,394,188 | \$11,842,866 | \$27,867,640 | 116.74% |
| GOV | GOV | GOVERNORS OFFICE | \$491,310 | \$68,783 | \$614,711 | \$2,525 | \$498 | \$3,023 | \$617,734 | 898.08% |
| | | TOTAL | \$491,310 | \$68,783 | \$614,711 | \$2,525 | \$498 | \$3,023 | \$617,734 | 898.08% |
| ITD | ITD | EXECUTIVE OFFICE OF TECHNOLOGY SERVICES AND SECURITY | \$85,020,124 | \$11,902,817 | \$5,433,763 | \$3,027,344 | \$6,532,235 | \$9,559,579 | \$14,993,342 | 125.96% |
| | | TOTAL | \$85,020,124 | \$11,902,817 | \$5,433,763 | \$3,027,344 | \$6,532,235 | \$9,559,579 | \$14,993,342 | 125.96% |

| | | | | | | | | | | |
|------|------|---|------------------------|----------------------|------------------------|----------------------|----------------------|----------------------|------------------------|----------------|
| OCD | OCD | EXECUTIVE OFFICE OF HOUSING AND LIVABLE COMMUNITIES | \$264,312,726 | \$37,003,782 | \$47,841,351 | \$510,434 | \$5,181,960 | \$5,692,393 | \$53,533,744 | 144.67% |
| | | TOTAL | \$264,312,726 | \$37,003,782 | \$47,841,351 | \$510,434 | \$5,181,960 | \$5,692,393 | \$53,533,744 | 144.67% |
| VET | CHE | SOLDIERS' HOME IN MASSACHUSETTS | \$3,952,226 | \$553,312 | \$115,783 | \$187,886 | \$497,606 | \$685,492 | \$801,275 | 144.81% |
| VET | HLY | SOLDIERS' HOME IN HOLYOKE | \$2,143,871 | \$300,142 | \$127,490 | \$126,113 | \$282,517 | \$408,630 | \$536,120 | 178.62% |
| VET | VET | EXECUTIVE OFFICE OF VETERANS' SERVICES | \$863,543 | \$120,896 | \$269,446 | \$37,131 | \$123,194 | \$160,324 | \$429,771 | 355.49% |
| | | TOTAL | \$6,959,640 | \$974,350 | \$512,720 | \$351,129 | \$903,317 | \$1,254,446 | \$1,767,166 | 181.37% |
| MCCA | MCCA | MASSACHUSETTS CONVENTION CENTER AUTHORITY | \$53,796,966 | \$7,531,575 | \$1,669,570 | \$3,354,148 | \$557,716 | \$3,911,864 | \$5,581,435 | 74.11% |
| | | TOTAL | \$53,796,966 | \$7,531,575 | \$1,669,570 | \$3,354,148 | \$557,716 | \$3,911,864 | \$5,581,435 | 74.11% |
| MGC | MGC | MASSACHUSETTS GAMING COMMISSION | \$6,965,934 | \$975,231 | \$2,002,235 | \$47,233 | \$52,510 | \$99,743 | \$2,101,978 | 215.54% |
| | | TOTAL | \$6,965,934 | \$975,231 | \$2,002,235 | \$47,233 | \$52,510 | \$99,743 | \$2,101,978 | 215.54% |
| MHA | MHA | MASSHOUSING | \$13,557,191 | \$1,898,007 | \$1,878,703 | \$0 | \$0 | \$0 | \$1,878,703 | 98.98% |
| | | TOTAL | \$13,557,191 | \$1,898,007 | \$1,878,703 | \$0 | \$0 | \$0 | \$1,878,703 | 98.98% |
| | | YEAR TO DATE GRAND TOTAL | \$6,812,325,592 | \$953,725,583 | \$1,084,015,826 | \$160,748,855 | \$119,350,855 | \$280,099,710 | \$1,364,115,536 | 143.03% |

Appendix D: Veteran (VBE/SDVOBE) Spending by Program Participant

| Secretariat Code | Agency Code | Department Name | Discretionary Budget | Benchmark | Direct Spending | Indirect Spending: Subcontracting | Indirect Spending: Ancillary | Indirect Spending | Total Spending | % Benchmark Met |
|------------------|-------------|--|------------------------|---------------------|--------------------|-----------------------------------|------------------------------|--------------------|--------------------|-----------------|
| ANF | ADD | DEVELOPMENTAL DISABILITIES COUNCIL | \$39,096 | \$1,173 | \$0 | \$0 | \$0 | \$0 | \$0 | 0.00% |
| ANF | ALA | ADMINISTRATIVE LAW APPEALS DIVISION | \$208,360 | \$6,251 | \$0 | \$0 | \$611 | \$611 | \$611 | 9.78% |
| ANF | ANF | EXECUTIVE OFFICE FOR ADMINISTRATION AND FINANCE | \$22,825,343 | \$684,760 | \$326,751 | \$2,172 | \$228,248 | \$230,420 | \$557,171 | 81.37% |
| ANF | ATB | APPELLATE TAX BOARD | \$3,205 | \$96 | \$0 | \$0 | \$0 | \$0 | \$0 | 0.00% |
| ANF | BSB | BUREAU OF THE STATE HOUSE | \$1,267,876 | \$38,036 | \$0 | \$41 | \$0 | \$41 | \$41 | 0.11% |
| ANF | CSC | CIVIL SERVICE COMMISSION | \$22,351 | \$671 | \$0 | \$0 | \$0 | \$0 | \$0 | 0.00% |
| ANF | DCP | CAPITAL ASSET MANAGEMENT AND MAINTENANCE DIVISION | \$314,156,777 | \$9,424,703 | \$1,882,260 | \$6,398,128 | \$69,707 | \$6,467,835 | \$8,350,095 | 88.60% |
| ANF | DOR | DEPARTMENT OF REVENUE | \$15,789,420 | \$473,683 | \$0 | \$0 | \$22,828 | \$22,828 | \$22,828 | 4.82% |
| ANF | GIC | GROUP INSURANCE COMMISSION | \$1,954,320 | \$58,630 | \$0 | \$0 | \$0 | \$0 | \$0 | 0.00% |
| ANF | HRD | HUMAN RESOURCES DIVISION | \$1,258,881 | \$37,766 | \$7,818 | \$136 | \$0 | \$136 | \$7,954 | 21.06% |
| ANF | LIB | GEORGE FINGOLD LIBRARY | \$14,526 | \$436 | \$0 | \$0 | \$0 | \$0 | \$0 | 0.00% |
| ANF | OHA | MASSACHUSETTS OFFICE ON DISABILITY | \$38,760 | \$1,163 | \$0 | \$0 | \$0 | \$0 | \$0 | 0.00% |
| ANF | OSD | DIVISION OF OPERATIONAL SERVICES | \$4,593,162 | \$137,795 | \$0 | \$1,902 | \$0 | \$1,902 | \$1,902 | 1.38% |
| ANF | PER | PUBLIC EMPLOYEE RETIREMENT ADMINISTRATION | \$1,039,390 | \$31,182 | \$0 | \$0 | \$100,696 | \$100,696 | \$100,696 | 322.93% |
| ANF | SDO | SUPPLIER DIVERSITY OFFICE | \$466,873 | \$14,006 | \$78 | \$0 | \$0 | \$0 | \$78 | 0.56% |
| ANF | TRB | TEACHERS RETIREMENT BOARD | \$1,953,412 | \$58,602 | \$6,600 | \$3,033 | \$1,242 | \$4,275 | \$10,874 | 18.56% |
| | | TOTAL | \$365,631,752 | \$10,968,953 | \$2,223,507 | \$6,405,411 | \$423,332 | \$6,828,743 | \$9,052,250 | 82.53% |
| CAD | CAD | COMMISSION AGAINST DISCRIMINATION | \$512,233 | \$15,367 | \$5,520 | \$10 | \$0 | \$10 | \$5,530 | 35.99% |
| | | TOTAL | \$512,233 | \$15,367 | \$5,520 | \$10 | \$0 | \$10 | \$5,530 | 35.99% |
| DAC | DAC | DISABLED PERSONS PROTECTION COMMISSION | \$1,579,583 | \$47,387 | \$616 | \$0 | \$12,098 | \$12,098 | \$12,713 | 26.83% |
| | | TOTAL | \$1,579,583 | \$47,387 | \$616 | \$0 | \$12,098 | \$12,098 | \$12,713 | 26.83% |
| DOT | DOT | MASSACHUSETTS DEPARTMENT OF TRANSPORTATION | \$1,265,476,531 | \$37,964,296 | \$997,497 | \$168,970 | \$3,477,973 | \$3,646,943 | \$4,644,440 | 12.23% |
| | | TOTAL | \$1,265,476,531 | \$37,964,296 | \$997,497 | \$168,970 | \$3,477,973 | \$3,646,943 | \$4,644,440 | 12.23% |
| EDU | DOE | DEPARTMENT OF ELEMENTARY & SECONDARY EDUCATION | \$89,310,282 | \$2,679,308 | \$0 | \$29 | \$43,503 | \$43,532 | \$43,532 | 1.62% |
| EDU | EDU | EXECUTIVE OFFICE OF EDUCATION | \$25,070,206 | \$752,106 | \$288,846 | \$0 | \$619,395 | \$619,395 | \$908,240 | 120.76% |
| EDU | EEC | DEPARTMENT OF EARLY EDUCATION & CARE | \$241,535,486 | \$7,246,065 | \$134 | \$0 | \$919,344 | \$919,344 | \$919,478 | 12.69% |
| EDU | RGT | DEPARTMENT OF HIGHER EDUCATION | \$2,134,333 | \$64,030 | \$450 | \$20 | \$1,987 | \$2,008 | \$2,458 | 3.84% |
| | | TOTAL | \$358,050,307 | \$10,741,509 | \$289,430 | \$49 | \$1,584,230 | \$1,584,278 | \$1,873,708 | 17.44% |
| EED | DOB | DIVISION OF BANKS | \$292,902 | \$8,787 | \$0 | \$0 | \$0 | \$0 | \$0 | 0.00% |
| EED | DOI | DIVISION OF INSURANCE | \$736,558 | \$22,097 | \$0 | \$0 | \$0 | \$0 | \$0 | 0.00% |
| EED | DOS | DIVISION OF STANDARDS | \$89,402 | \$2,682 | \$0 | \$1 | \$0 | \$1 | \$1 | 0.04% |
| EED | EED | EXECUTIVE OFFICE OF ECONOMIC DEVELOPMENT | \$4,779,845 | \$143,395 | \$0 | \$0 | \$4,615 | \$4,615 | \$4,615 | 3.22% |
| EED | MMP | MASSACHUSETTS MARKETING PARTNERSHIP | \$1,428,421 | \$42,853 | \$0 | \$0 | \$0 | \$0 | \$0 | 0.00% |
| EED | REG | DIVISION OF PROFESSIONAL LICENSURE | \$871,135 | \$26,134 | \$0 | \$0 | \$38 | \$38 | \$38 | 0.15% |
| EED | SCA | OFFICE OF CONSUMER AFFAIRS AND BUSINESS REGULATION | \$12,094 | \$363 | \$0 | \$0 | \$0 | \$0 | \$0 | 0.00% |
| EED | SEA | DEPARTMENT OF BUSINESS AND TECHNOLOGY | \$5,085 | \$153 | \$0 | \$0 | \$0 | \$0 | \$0 | 0.00% |
| EED | TAC | DEPARTMENT OF TELECOMMUNICATION AND CABLE | \$18,219 | \$547 | \$0 | \$0 | \$0 | \$0 | \$0 | 0.00% |
| | | TOTAL | \$8,233,659 | \$247,010 | \$0 | \$1 | \$4,653 | \$4,654 | \$4,654 | 1.88% |
| EHS | DMH | DEPARTMENT OF MENTAL HEALTH | \$490,131,013 | \$14,703,930 | \$514,724 | \$8,049 | \$761,634 | \$769,682 | \$1,284,406 | 8.74% |
| EHS | DMR | DEPARTMENT OF DEVELOPMENTAL SERVICES | \$1,512,166,499 | \$45,364,995 | \$1,317,663 | \$11 | \$1,182,780 | \$1,182,791 | \$2,500,454 | 5.51% |
| EHS | DPH | DEPARTMENT OF PUBLIC HEALTH | \$565,722,684 | \$16,971,681 | \$868,705 | \$33,516 | \$15,706,674 | \$15,740,190 | \$16,608,894 | 97.86% |
| EHS | DSS | DEPARTMENT OF CHILDREN AND FAMILIES | \$407,626,734 | \$12,228,802 | \$0 | \$0 | \$295,991 | \$295,991 | \$295,991 | 2.42% |
| EHS | DYS | DEPARTMENT OF YOUTH SERVICES | \$61,146,206 | \$1,834,386 | \$122,750 | \$0 | \$10,148 | \$10,148 | \$132,899 | 7.24% |
| EHS | EHS | EXECUTIVE OFFICE OF HEALTH AND HUMAN SERVICES | \$372,144,198 | \$11,164,326 | \$1,077,181 | \$28,137 | \$133,442 | \$161,579 | \$1,238,760 | 11.10% |
| EHS | ELD | DEPARTMENT OF ELDER AFFAIRS | \$467,781,806 | \$14,033,454 | \$0 | \$0 | \$6,626 | \$6,626 | \$6,626 | 0.05% |

| | | | | | | | | | | |
|------|------|--|------------------------|----------------------|---------------------|--------------------|---------------------|---------------------|---------------------|----------------|
| EHS | MCB | MASSACHUSETTS COMMISSION FOR THE BLIND | \$14,119,256 | \$423,578 | \$0 | \$29 | \$11 | \$40 | \$40 | 0.01% |
| EHS | MCD | COMMISSION FOR THE DEAF AND HARD OF HEARING | \$4,060,735 | \$121,822 | \$0 | \$21 | \$0 | \$21 | \$21 | 0.02% |
| EHS | MRC | MASSACHUSETTS REHABILITATION COMMISSION | \$72,090,621 | \$2,162,719 | \$7,718 | \$6,170 | \$1,381 | \$7,552 | \$15,269 | 0.71% |
| EHS | ORI | OFFICE FOR REFUGEES AND IMMIGRANTS | \$17,415,606 | \$522,468 | \$0 | \$0 | \$198 | \$198 | \$198 | 0.04% |
| EHS | WEL | DEPARTMENT OF TRANSITIONAL ASSISTANCE | \$25,222,953 | \$756,689 | \$0 | \$92,052 | \$530 | \$92,582 | \$92,582 | 12.24% |
| | | TOTAL | \$4,009,628,311 | \$120,288,849 | \$3,908,740 | \$167,985 | \$18,099,414 | \$18,267,399 | \$22,176,140 | 18.44% |
| ENV | AGR | DEPARTMENT OF AGRICULTURAL RESOURCES | \$1,539,013 | \$46,170 | \$99,748 | \$0 | \$34 | \$34 | \$99,781 | 216.12% |
| ENV | DCR | DEPARTMENT OF CONSERVATION AND RECREATION | \$84,653,764 | \$2,539,613 | \$38,842 | \$204,160 | \$222,056 | \$426,216 | \$465,058 | 18.31% |
| ENV | DPU | DEPARTMENT OF PUBLIC UTILITIES | \$1,523,491 | \$45,705 | \$0 | \$0 | \$0 | \$0 | \$0 | 0.00% |
| ENV | ENE | DEPARTMENT OF ENERGY RESOURCES | \$1,275,760 | \$38,273 | \$0 | \$0 | \$0 | \$0 | \$0 | 0.00% |
| ENV | ENV | EXECUTIVE OFFICE OF ENERGY AND ENVIRONMENTAL AFFAIRS | \$15,517,339 | \$465,520 | \$11,350 | \$0 | \$41,119 | \$41,119 | \$52,469 | 11.27% |
| ENV | EQE | DEPARTMENT OF ENVIRONMENTAL PROTECTION | \$11,581,532 | \$347,446 | \$601,221 | \$0 | \$44,856 | \$44,856 | \$646,077 | 185.95% |
| ENV | FWE | DEPARTMENT OF FISH AND GAME | \$9,220,228 | \$276,607 | \$64,279 | \$5 | \$47 | \$52 | \$64,331 | 23.26% |
| ENV | SRB | STATE RECLAMATION BOARD | \$1,857,716 | \$55,731 | \$0 | \$12,530 | \$1,424 | \$13,954 | \$13,954 | 25.04% |
| | | TOTAL | \$127,168,843 | \$3,815,065 | \$815,440 | \$216,696 | \$309,536 | \$526,231 | \$1,341,671 | 35.17% |
| EOL | EOL | DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT | \$74,429,335 | \$2,232,880 | \$286,318 | \$401 | \$105,615 | \$106,016 | \$392,334 | 17.57% |
| | | TOTAL | \$74,429,335 | \$2,232,880 | \$286,318 | \$401 | \$105,615 | \$106,016 | \$392,334 | 17.57% |
| EPS | CDA | EMERGENCY MANAGEMENT AGENCY | \$18,616,013 | \$558,480 | \$0 | \$0 | \$611 | \$611 | \$611 | 0.11% |
| EPS | CHS | CRIMINAL JUSTICE INFORMATION SERVICES DEPARTMENT | \$442,443 | \$13,273 | \$0 | \$33 | \$0 | \$33 | \$33 | 0.25% |
| EPS | CJT | MUNICIPAL POLICE TRAINING COMMITTEE | \$3,367,711 | \$101,031 | \$0 | \$0 | \$20,413 | \$20,413 | \$20,413 | 20.20% |
| EPS | CME | CHIEF MEDICAL EXAMINER | \$2,733,594 | \$82,008 | \$12,377 | \$0 | \$30,962 | \$30,962 | \$43,339 | 52.85% |
| EPS | DFS | DEPARTMENT OF FIRE SERVICES | \$5,901,933 | \$177,058 | \$5,220 | \$0 | \$4,915 | \$4,915 | \$10,135 | 5.72% |
| EPS | DOC | DEPARTMENT OF CORRECTION | \$54,307,117 | \$1,629,214 | \$1,097,141 | \$8,204 | \$35,549 | \$43,753 | \$1,140,894 | 70.03% |
| EPS | EPS | EXECUTIVE OFFICE OF PUBLIC SAFETY & SECURITY | \$20,966,208 | \$628,986 | \$182,224 | \$0 | \$46,618 | \$46,618 | \$228,842 | 36.38% |
| EPS | MIL | MILITARY DIVISION | \$16,846,330 | \$505,390 | \$619,469 | \$0 | \$0 | \$0 | \$619,469 | 122.57% |
| EPS | PAR | PAROLE BOARD | \$2,081,916 | \$62,457 | \$0 | \$0 | \$0 | \$0 | \$0 | 0.00% |
| EPS | POL | DEPARTMENT OF STATE POLICE | \$44,949,501 | \$1,348,485 | \$1,319,136 | \$799 | \$38,333 | \$39,133 | \$1,358,269 | 100.73% |
| EPS | SOR | SEX OFFENDER REGISTRY | \$298,377 | \$8,951 | \$0 | \$0 | \$17,803 | \$17,803 | \$17,803 | 198.89% |
| | | TOTAL | \$170,511,145 | \$5,115,334 | \$3,235,567 | \$9,036 | \$195,205 | \$204,241 | \$3,439,809 | 67.25% |
| GOV | GOV | GOVERNORS OFFICE | \$491,310 | \$14,739 | \$0 | \$0 | \$0 | \$0 | \$0 | 0.00% |
| | | TOTAL | \$491,310 | \$14,739 | \$0 | \$0 | \$0 | \$0 | \$0 | 0.00% |
| ITD | ITD | EXECUTIVE OFFICE OF TECHNOLOGY SERVICES AND SECURITY | \$85,020,124 | \$2,550,604 | \$1,392 | \$2,293,737 | \$332,131 | \$2,625,868 | \$2,627,260 | 103.01% |
| | | TOTAL | \$85,020,124 | \$2,550,604 | \$1,392 | \$2,293,737 | \$332,131 | \$2,625,868 | \$2,627,260 | 103.01% |
| OCD | OCD | DEPARTMENT OF HOUSING AND COMMUNITY DEVELOPMENT | \$264,312,726 | \$7,929,382 | \$0 | \$58,475 | \$22,832 | \$81,307 | \$81,307 | 1.03% |
| | | TOTAL | \$264,312,726 | \$7,929,382 | \$0 | \$58,475 | \$22,832 | \$81,307 | \$81,307 | 1.03% |
| VET | CHE | SOLDIERS' HOME IN MASSACHUSETTS | \$3,952,226 | \$118,567 | \$19,091 | \$0 | \$464,244 | \$464,244 | \$483,335 | 407.65% |
| VET | HLY | SOLDIERS' HOME IN HOLYOKE | \$2,143,871 | \$64,316 | \$83,485 | \$0 | \$258,831 | \$258,831 | \$342,315 | 532.24% |
| VET | VET | EXECUTIVE OFFICE OF VETERANS' SERVICES | \$863,543 | \$25,906 | \$11,706 | \$0 | \$0 | \$0 | \$11,707 | 45.19% |
| | | TOTAL | \$6,959,640 | \$208,789 | \$114,281 | \$0 | \$723,075 | \$723,075 | \$837,356 | 401.05% |
| MCCA | MCCA | MASSACHUSETTS CONVENTION CENTER AUTHORITY | \$53,796,966 | \$1,613,909 | \$0 | \$44,080 | \$2,564 | \$46,644 | \$46,644 | 2.89% |
| | | TOTAL | \$53,796,966 | \$1,613,909 | \$0 | \$44,080 | \$2,564 | \$46,644 | \$46,644 | 2.89% |
| MGC | MGC | MASSACHUSETTS GAMING COMMISSION | \$6,965,934 | \$208,978 | \$22,056 | \$6,614 | \$574 | \$7,188 | \$29,244 | 13.99% |
| | | TOTAL | \$6,965,934 | \$208,978 | \$22,056 | \$6,614 | \$574 | \$7,188 | \$29,244 | 13.99% |
| MHA | MHA | MASSHOUING | \$13,557,191 | \$406,716 | \$302,272 | \$0 | \$0 | \$0 | \$302,272 | 74.32% |
| | | TOTAL | \$13,557,191 | \$406,716 | \$302,272 | \$0 | \$0 | \$0 | \$302,272 | 74.32% |
| | | YEAR TO DATE GRAND TOTAL | \$6,812,325,592 | \$204,369,768 | \$12,202,637 | \$9,371,465 | \$25,293,231 | \$34,664,696 | \$46,867,333 | 22.93% |

Appendix E: SBPP Spending by Program Participant

| Secretariat Code | Agency Code | Department Name | Discretionary Budget | Benchmark | Direct Spending | Indirect Spending: Subcontracting | Indirect Spending: Ancillary | Indirect Spending | Total Spending | % Benchmark Met |
|------------------|-------------|--|------------------------|----------------------|----------------------|-----------------------------------|------------------------------|-------------------|----------------------|-----------------|
| ANF | ADD | DEVELOPMENTAL DISABILITIES COUNCIL | \$39,096 | \$1,290 | \$30,467 | \$0 | \$0 | \$0 | \$30,467 | 2361.47% |
| ANF | ALA | ADMINISTRATIVE LAW APPEALS DIVISION | \$208,360 | \$6,876 | \$3,225 | \$0 | \$0 | \$0 | \$3,225 | 46.90% |
| ANF | ANF | EXECUTIVE OFFICE FOR ADMINISTRATION AND FINANCE | \$22,825,343 | \$753,236 | \$580,416 | \$0 | \$0 | \$0 | \$580,416 | 77.06% |
| ANF | ATB | APPELLATE TAX BOARD | \$3,205 | \$106 | \$0 | \$0 | \$0 | \$0 | \$0 | 0.00% |
| ANF | BSB | BUREAU OF THE STATE HOUSE | \$1,267,876 | \$41,840 | \$270,491 | \$0 | \$0 | \$0 | \$270,491 | 646.49% |
| ANF | CSC | CIVIL SERVICE COMMISSION | \$22,351 | \$738 | \$0 | \$0 | \$0 | \$0 | \$0 | 0.00% |
| ANF | DCP | CAPITAL ASSET MANAGEMENT AND MAINTENANCE DIVISION | \$314,156,777 | \$10,367,174 | \$11,589,783 | \$0 | \$0 | \$0 | \$11,589,783 | 111.79% |
| ANF | DOR | DEPARTMENT OF REVENUE | \$15,789,420 | \$521,051 | \$220,304 | \$0 | \$0 | \$0 | \$220,304 | 42.28% |
| ANF | GIC | GROUP INSURANCE COMMISSION | \$1,954,320 | \$64,493 | \$371 | \$0 | \$0 | \$0 | \$371 | 0.58% |
| ANF | HRD | HUMAN RESOURCES DIVISION | \$1,258,881 | \$41,543 | \$94,400 | \$0 | \$0 | \$0 | \$94,400 | 227.24% |
| ANF | LIB | GEORGE FINGOLD LIBRARY | \$14,526 | \$479 | \$1,889 | \$0 | \$0 | \$0 | \$1,889 | 394.06% |
| ANF | OHA | MASSACHUSETTS OFFICE ON DISABILITY | \$38,760 | \$1,279 | \$214 | \$0 | \$0 | \$0 | \$214 | 16.71% |
| ANF | OSD | DIVISION OF OPERATIONAL SERVICES | \$4,593,162 | \$151,574 | \$133,312 | \$0 | \$0 | \$0 | \$133,312 | 87.95% |
| ANF | PER | PUBLIC EMPLOYEE RETIREMENT ADMINISTRATION | \$1,039,390 | \$34,300 | \$1,069 | \$0 | \$0 | \$0 | \$1,069 | 3.12% |
| ANF | SDO | SUPPLIER DIVERSITY OFFICE | \$466,873 | \$15,407 | \$200,963 | \$0 | \$0 | \$0 | \$200,963 | 1304.38% |
| ANF | TRB | TEACHERS RETIREMENT BOARD | \$1,953,412 | \$64,463 | \$35,588 | \$0 | \$0 | \$0 | \$35,588 | 55.21% |
| | | TOTAL | \$365,631,752 | \$12,065,848 | \$13,162,492 | \$0 | \$0 | \$0 | \$13,162,492 | 109.09% |
| CAD | CAD | COMMISSION AGAINST DISCRIMINATION | \$512,233 | \$16,904 | \$18,146 | \$0 | \$0 | \$0 | \$18,146 | 107.35% |
| | | TOTAL | \$512,233 | \$16,904 | \$18,146 | \$0 | \$0 | \$0 | \$18,146 | 107.35% |
| DAC | DAC | DISABLED PERSONS PROTECTION COMMISSION | \$1,579,583 | \$52,126 | \$176,411 | \$0 | \$0 | \$0 | \$176,411 | 338.43% |
| | | TOTAL | \$1,579,583 | \$52,126 | \$176,411 | \$0 | \$0 | \$0 | \$176,411 | 338.43% |
| DOT | DOT | MASSACHUSETTS DEPARTMENT OF TRANSPORTATION | \$1,265,476,531 | \$41,760,726 | \$41,860,383 | \$0 | \$0 | \$0 | \$41,860,383 | 100.24% |
| | | TOTAL | \$1,265,476,531 | \$41,760,726 | \$41,860,383 | \$0 | \$0 | \$0 | \$41,860,383 | 100.24% |
| EDU | DOE | DEPARTMENT OF ELEMENTARY & SECONDARY EDUCATION | \$89,310,282 | \$2,947,239 | \$4,815,838 | \$0 | \$0 | \$0 | \$4,815,838 | 163.40% |
| EDU | EDU | EXECUTIVE OFFICE OF EDUCATION | \$25,070,206 | \$827,317 | \$821,000 | \$0 | \$0 | \$0 | \$821,000 | 99.24% |
| EDU | EEC | DEPARTMENT OF EARLY EDUCATION & CARE | \$241,535,486 | \$7,970,671 | \$35,360,522 | \$0 | \$0 | \$0 | \$35,360,522 | 443.63% |
| EDU | RGT | DEPARTMENT OF HIGHER EDUCATION | \$2,134,333 | \$70,433 | \$24,540 | \$0 | \$0 | \$0 | \$24,540 | 34.84% |
| | | TOTAL | \$358,050,307 | \$11,815,660 | \$41,021,900 | \$0 | \$0 | \$0 | \$41,021,900 | 347.18% |
| EED | DOB | DIVISION OF BANKS | \$292,902 | \$9,666 | \$165,484 | \$0 | \$0 | \$0 | \$165,484 | 1712.06% |
| EED | DOI | DIVISION OF INSURANCE | \$736,558 | \$24,306 | \$283,280 | \$0 | \$0 | \$0 | \$283,280 | 1165.45% |
| EED | DOS | DIVISION OF STANDARDS | \$89,402 | \$2,950 | \$4,422 | \$0 | \$0 | \$0 | \$4,422 | 149.87% |
| EED | EED | EXECUTIVE OFFICE OF ECONOMIC DEVELOPMENT | \$4,779,845 | \$157,735 | \$231,085 | \$0 | \$0 | \$0 | \$231,085 | 146.50% |
| EED | MMP | MASSACHUSETTS MARKETING PARTNERSHIP | \$1,428,421 | \$47,138 | \$14,516 | \$0 | \$0 | \$0 | \$14,516 | 30.80% |
| EED | REG | DIVISION OF PROFESSIONAL LICENSURE | \$871,135 | \$28,747 | \$27,523 | \$0 | \$0 | \$0 | \$27,523 | 95.74% |
| EED | SCA | OFFICE OF CONSUMER AFFAIRS AND BUSINESS REGULATION | \$12,094 | \$399 | \$389 | \$0 | \$0 | \$0 | \$389 | 97.47% |
| EED | SEA | DEPARTMENT OF BUSINESS AND TECHNOLOGY | \$5,085 | \$168 | \$36 | \$0 | \$0 | \$0 | \$36 | 21.62% |
| EED | TAC | DEPARTMENT OF TELECOMMUNICATION AND CABLE | \$18,219 | \$601 | \$2,818 | \$0 | \$0 | \$0 | \$2,818 | 468.65% |
| | | TOTAL | \$8,233,659 | \$271,711 | \$729,552 | \$0 | \$0 | \$0 | \$729,552 | 268.50% |
| EHS | DMH | DEPARTMENT OF MENTAL HEALTH | \$490,131,013 | \$16,174,323 | \$10,346,611 | \$0 | \$0 | \$0 | \$10,346,611 | 63.97% |
| EHS | DMR | DEPARTMENT OF DEVELOPMENTAL SERVICES | \$1,512,166,499 | \$49,901,494 | \$34,857,018 | \$0 | \$0 | \$0 | \$34,857,018 | 69.85% |
| EHS | DPH | DEPARTMENT OF PUBLIC HEALTH | \$565,722,684 | \$18,668,849 | \$51,841,533 | \$0 | \$0 | \$0 | \$51,841,533 | 277.69% |
| EHS | DSS | DEPARTMENT OF CHILDREN AND FAMILIES | \$407,626,734 | \$13,451,682 | \$3,284,214 | \$0 | \$0 | \$0 | \$3,284,214 | 24.41% |
| EHS | DYS | DEPARTMENT OF YOUTH SERVICES | \$61,146,206 | \$2,017,825 | \$778,594 | \$0 | \$0 | \$0 | \$778,594 | 38.59% |
| EHS | EHS | EXECUTIVE OFFICE OF HEALTH AND HUMAN SERVICES | \$372,144,198 | \$12,280,759 | \$5,551,879 | \$0 | \$0 | \$0 | \$5,551,879 | 45.21% |
| EHS | ELD | DEPARTMENT OF ELDER AFFAIRS | \$467,781,806 | \$15,436,800 | \$14,521,175 | \$0 | \$0 | \$0 | \$14,521,175 | 94.07% |
| EHS | MCB | MASSACHUSETTS COMMISSION FOR THE BLIND | \$14,119,256 | \$465,935 | \$1,412,293 | \$0 | \$0 | \$0 | \$1,412,293 | 303.11% |
| EHS | MCD | COMMISSION FOR THE DEAF AND HARD OF HEARING | \$4,060,735 | \$134,004 | \$188,819 | \$0 | \$0 | \$0 | \$188,819 | 140.91% |
| EHS | MRC | MASSACHUSETTS REHABILITATION COMMISSION | \$72,090,621 | \$2,378,990 | \$10,878,808 | \$0 | \$0 | \$0 | \$10,878,808 | 457.29% |
| EHS | ORI | OFFICE FOR REFUGEES AND IMMIGRANTS | \$17,415,606 | \$574,715 | \$3,646,754 | \$0 | \$0 | \$0 | \$3,646,754 | 634.53% |
| EHS | WEL | DEPARTMENT OF TRANSITIONAL ASSISTANCE | \$25,222,953 | \$832,357 | \$2,631,626 | \$0 | \$0 | \$0 | \$2,631,626 | 316.17% |
| | | TOTAL | \$4,009,628,311 | \$132,317,734 | \$139,939,322 | \$0 | \$0 | \$0 | \$139,939,322 | 105.76% |
| ENV | AGR | DEPARTMENT OF AGRICULTURAL RESOURCES | \$1,539,013 | \$50,787 | \$380,501 | \$0 | \$0 | \$0 | \$380,501 | 749.20% |
| ENV | DCR | DEPARTMENT OF CONSERVATION AND RECREATION | \$84,653,764 | \$2,793,574 | \$10,539,450 | \$0 | \$0 | \$0 | \$10,539,450 | 377.27% |
| ENV | DPU | DEPARTMENT OF PUBLIC UTILITIES | \$1,523,491 | \$50,275 | \$195,555 | \$0 | \$0 | \$0 | \$195,555 | 388.97% |
| ENV | ENE | DEPARTMENT OF ENERGY RESOURCES | \$1,275,760 | \$42,100 | \$344,564 | \$0 | \$0 | \$0 | \$344,564 | 818.44% |
| ENV | ENV | EXECUTIVE OFFICE OF ENERGY AND ENVIRONMENTAL AFFAIRS | \$15,517,339 | \$512,072 | \$923,945 | \$0 | \$0 | \$0 | \$923,945 | 180.43% |
| ENV | EQE | DEPARTMENT OF ENVIRONMENTAL PROTECTION | \$11,581,532 | \$382,191 | \$658,546 | \$0 | \$0 | \$0 | \$658,546 | 172.31% |
| ENV | FWE | DEPARTMENT OF FISH AND GAME | \$9,220,228 | \$304,268 | \$1,276,463 | \$0 | \$0 | \$0 | \$1,276,463 | 419.52% |
| ENV | SRB | STATE RECLAMATION BOARD | \$1,857,716 | \$61,305 | \$12,704 | \$0 | \$0 | \$0 | \$12,704 | 20.72% |

| | | | | | | | | | | | | |
|------|------|--|--|------------------------|----------------------|----------------------|--|------------|------------|------------|----------------------|-----------------|
| | | TOTAL | | \$127,168,843 | \$4,196,572 | \$14,331,727 | | \$0 | \$0 | \$0 | \$14,331,727 | 341.51% |
| EOL | EOL | DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT | | \$74,429,335 | \$2,456,168 | \$366,085 | | \$0 | \$0 | \$0 | \$366,085 | 14.90% |
| | | TOTAL | | \$74,429,335 | \$2,456,168 | \$366,085 | | \$0 | \$0 | \$0 | \$366,085 | 14.90% |
| EPS | CDA | EMERGENCY MANAGEMENT AGENCY | | \$18,616,013 | \$614,328 | \$358,336 | | \$0 | \$0 | \$0 | \$358,336 | 58.33% |
| EPS | CHS | CRIMINAL JUSTICE INFORMATION SERVICES DEPARTMENT | | \$442,443 | \$14,601 | \$468,722 | | \$0 | \$0 | \$0 | \$468,722 | 3210.29% |
| EPS | CJT | MUNICIPAL POLICE TRAINING COMMITTEE | | \$3,367,711 | \$111,134 | \$265,404 | | \$0 | \$0 | \$0 | \$265,404 | 238.81% |
| EPS | CME | CHIEF MEDICAL EXAMINER | | \$2,733,594 | \$90,209 | \$366,094 | | \$0 | \$0 | \$0 | \$366,094 | 405.83% |
| EPS | DFS | DEPARTMENT OF FIRE SERVICES | | \$5,901,933 | \$194,764 | \$1,359,961 | | \$0 | \$0 | \$0 | \$1,359,961 | 698.26% |
| EPS | DOC | DEPARTMENT OF CORRECTION | | \$54,307,117 | \$1,792,135 | \$2,470,016 | | \$0 | \$0 | \$0 | \$2,470,016 | 137.83% |
| EPS | EPS | EXECUTIVE OFFICE OF PUBLIC SAFETY & SECURITY | | \$20,966,208 | \$691,885 | \$1,461,992 | | \$0 | \$0 | \$0 | \$1,461,992 | 211.31% |
| EPS | MIL | MILITARY DIVISION | | \$16,846,330 | \$555,929 | \$2,346,480 | | \$0 | \$0 | \$0 | \$2,346,480 | 422.08% |
| EPS | PAR | PAROLE BOARD | | \$2,081,916 | \$68,703 | \$11,778 | | \$0 | \$0 | \$0 | \$11,778 | 17.14% |
| EPS | POL | DEPARTMENT OF STATE POLICE | | \$44,949,501 | \$1,483,334 | \$5,343,507 | | \$0 | \$0 | \$0 | \$5,343,507 | 360.24% |
| EPS | SOR | SEX OFFENDER REGISTRY | | \$298,377 | \$9,846 | \$197,000 | | \$0 | \$0 | \$0 | \$197,000 | 2000.72% |
| | | TOTAL | | \$170,511,145 | \$5,626,868 | \$14,649,290 | | \$0 | \$0 | \$0 | \$14,649,290 | 260.35% |
| GOV | GOV | GOVERNORS OFFICE | | \$491,310 | \$16,213 | \$0 | | \$0 | \$0 | \$0 | \$0 | 0.00% |
| | | TOTAL | | \$491,310 | \$16,213 | \$0 | | \$0 | \$0 | \$0 | \$0 | 0.00% |
| ITD | ITD | EXECUTIVE OFFICE OF TECHNOLOGY SERVICES AND SECURITY | | \$85,020,124 | \$2,805,664 | \$9,335,850 | | \$0 | \$0 | \$0 | \$9,335,850 | 332.75% |
| | | TOTAL | | \$85,020,124 | \$2,805,664 | \$9,335,850 | | \$0 | \$0 | \$0 | \$9,335,850 | 332.75% |
| OCD | OCD | DEPARTMENT OF HOUSING AND COMMUNITY DEVELOPMENT | | \$264,312,726 | \$8,722,320 | \$45,152,139 | | \$0 | \$0 | \$0 | \$45,152,139 | 517.66% |
| | | TOTAL | | \$264,312,726 | \$8,722,320 | \$45,152,139 | | \$0 | \$0 | \$0 | \$45,152,139 | 517.66% |
| VET | CHE | SOLDIERS' HOME IN MASSACHUSETTS | | \$3,952,226 | \$130,423 | \$209,676 | | \$0 | \$0 | \$0 | \$209,676 | 160.77% |
| VET | HLY | SOLDIERS' HOME IN HOLYOKE | | \$2,143,871 | \$70,748 | \$228,466 | | \$0 | \$0 | \$0 | \$228,466 | 322.93% |
| VET | VET | EXECUTIVE OFFICE OF VETERANS' SERVICES | | \$863,543 | \$28,497 | \$628,078 | | \$0 | \$0 | \$0 | \$628,078 | 2204.02% |
| | | TOTAL | | \$6,959,640 | \$229,668 | \$1,066,220 | | \$0 | \$0 | \$0 | \$1,066,220 | 464.24% |
| MCCA | MCCA | MASSACHUSETTS CONVENTION CENTER AUTHORITY | | N/A | N/A | N/A | | N/A | N/A | N/A | N/A | N/A |
| | | TOTAL | | N/A | N/A | N/A | | N/A | N/A | N/A | N/A | N/A |
| MGC | MGC | MASSACHUSETTS GAMING COMMISSION | | \$6,965,934 | \$229,876 | \$3,047,852 | | \$0 | \$0 | \$0 | \$3,047,852 | 1325.87% |
| | | TOTAL | | \$6,965,934 | \$229,876 | \$3,047,852 | | \$0 | \$0 | \$0 | \$3,047,852 | 1325.87% |
| MHA | MHA | MASSHOUSING | | N/A | N/A | N/A | | N/A | N/A | N/A | N/A | N/A |
| | | TOTAL | | N/A | N/A | N/A | | N/A | N/A | N/A | N/A | N/A |
| | | YEAR TO DATE GRAND TOTAL | | \$6,744,971,436 | \$222,584,057 | \$324,857,370 | | \$0 | \$0 | \$0 | \$324,857,370 | 145.95% |

Appendix F: Vendor List – Direct Spending

The following is a list of diverse and small businesses with which the Commonwealth departments did business directly in FY2023, including certifications held during the year. Additional notations: *Company certification no longer valid at the time of report publication.

| | | | |
|---|--|--|---|
| 1-Stop Design Shop, Inc. (WBE) | American Moving & Installation, Inc. (WBE) | Belgrave Business Group, Inc. d/b/a: Puroclean Certified Restoration Specialist (MBE, VBE, SBPP) | Cambridge Community Center, Inc. (M/NPO*, SBPP) |
| 21ST Century Management Services, Inc. d/b/a: 21ST Century Home Care (MBE, WBE, SBPP) | American Translation Partners, Inc. (MBE, WBE) | Benchmark Office Systems, Inc. (WBE) | Cambridge Computer Services, Inc. d/b/a: Fourth Hat Associates, CCS, Cambridge Computer (WBE) |
| 2J Plumbing (MBE) | Amesbury Industrial Supply Co., Inc. (VBE) | Benoit Interpreting Services, Inc. (MBE, VBE) | Cambridge Economic Opportunity Committee, Inc. (MBE) |
| 508 Studio (WBE) | Andrea's Police Supply, Inc. (WBE, SBPP) | Berkshire Area Health Education Center, Inc. (WBE, SBPP) | Camelot Enterprises, Inc. (VBE, SBPP) |
| A Caring Heart Nursing Services, LLC (MBE, WBE) | Andy Ramos Electric, LLC (MBE, SDVOBE, SBPP) | Berkshire Resources for Integration of Diverse Groups and Education, Inc. (MBE, WBE) | Camelot Tools, LLC (WBE) |
| A I Engineers, Inc. (MBE) | ANNEX TRANSIT, LLC D/B/A ANNEX HEALTH SOLUTIONS (MBE) | BestPro Cleaning, LLC (MBE, WBE, SBPP) | Capeway Roofing Systems, Inc. (PBE) |
| A.R. Belli, Inc. (WBE) | Annum Architects, Inc. (MBE) | BetterSector, LLC (WBE) | Capuano Private Home Health Care, Inc. (MBE*, WBE*, SBPP) |
| A1 Dashedred, LLC (WBE) | Antonellis Construction, Inc. (MBE, SBPP) | Betts Plumbing & Heating Supply, Inc. (WBE, SBPP) | CaraCas Construction Corporation (MBE) |
| Axiom Concrete Sawing, LLC (WBE, SBPP) | APC Development Group, Inc. (VBE) | Bevco Associates, Inc. (MBE, WBE) | Carbon Colors, LLC (WBE) |
| Abbey RD Home Care Services, Inc. (WBE, SBPP) | Apex Healthcare Services, Inc. (WBE) | Beverly Children's Learning Center, Inc. (W/NPO*, SBPP) | Caring Health Center, Inc. (MBE) |
| ABC Specialties (WBE) | Apollo Safety, Inc. (VBE, SBPP) | BidDocs ONLINE, Inc. (WBE, SBPP) | Carol Ann Gregory (WBE) |
| Abelard Psychotherapy, Inc. (MBE, WBE) | Applied Economics Clinic, Inc. (WBE) | Biermann Services, Inc. (WBE) | Carroll Communications Group, LLC (MBE*, SBPP) |
| Abide, Inc. (WBE) | Applied Form + Space, LLC (MBE) | Big Game Outfitters, Inc. (WBE) | Casa Esperanza, Inc. (MBE) |
| Abridge Info Systems, Inc. (MBE, SBPP) | Aquatic Restoration Consulting, LLC (WBE) | Bigelow Nurseries, Inc. (WBE) | Casa Myrna Vazquez, Inc. (WBE) |
| Accent Banner, LLC (WBE) | Aqueduct Technologies, Inc. (MBE) | Bill Tompkins Corporation (WBE, SBPP) | CASABLANCA SERVICES INC (MBE) |
| ACE Medical Services, Inc. (MBE) | Aquent, LLC (MBE) | BJ Cockrell Real Estate Appraisal & Consulting (MBE, WBE) | Casey Hall Training Associates, LLC (WBE) |
| Aciron Consulting, Inc. (MBE) | Archaeological and Historical Services, Inc. (WBE) | Black Economic Council of Massachusetts, Inc. (MBE, WBE, SBPP) | Castle Rock Associates, Inc. (WBE) |
| ACK Marine & General Contracting, LLC (WBE) | Archipelago Strategies Group, Inc. d/b/a: ASG (MBE, WBE, LGBTBE) | BlackPrint Education Consulting, Inc. (MBE) | Causemedia, Inc. dba: More Advertising (MBE, WBE) |
| Acme Abatement Contractor, Inc. (MBE) | Argus Communications, Inc. (MBE) | Blue Sage Consulting, Inc. (WBE) | CDS Contracting Services, LLC (MBE) |
| Acorn Group, Inc. The, d/b/a: Acorn Naturalists (WBE) | Armedia, LLC (MBE, VBE) | BMCA, Inc. d/b/a: Air Duct Services (VBE*, SBPP) | CDW Consultants, Inc. (WBE, SBPP) |
| ACP Facility Services, Inc. (MBE) | Ascia Foods, LLC (MBE) | Boston Asian: Youth Essential Services, (YES) Inc. (MBE) | Celeste N. Derecho, Ph.D. (WBE, SBPP) |
| Action For Boston Community Development, Inc. (ABCD) (M/NPO) | Asian American Civic Association, Inc. (M/NPO*, SBPP) | Boston Barbecue Works, LLC (MBE) | Center for EcoTechnology, Inc. (W/NPO) |
| Action Sports & Travel (WBE, SBPP) | Asian Community Development Corporation (MBE, SBPP) | Boston Box Lunch and Catering d/b/a: Apple Spice of Greater Boston (WBE) | Center for Human Development, Inc. (WBE) |
| Adam Graphic Corporation (WBE) | Asian Task Force Against Domestic Violence (M/W/NPO*) | Boston Chair Massage, Inc. (WBE, LGBTBE) | Center of Hope Foundation, Inc. (WBE) |
| Adams Plumbing & Heating, Inc. (WBE) | Associacao Cabo Verdiana De Brockton, Inc. d/b/a: The Immigrant Assistance Center of Greater Brockto (MBE) | Boston Chinatown Neighborhood Center, Inc. (MBE, WBE, SBPP) | Central Boston Elder Services, Inc. (MBE) |
| Adams Theater LLC (MBE, WBE) | Associated Electro-Mechanics, Inc. (WBE) | Boston Community Pediatrics, Inc. (W/NPO) | Central Bureau of Investigation, Inc. (WBE, SBPP) |
| Adamson Industries Corp. (WBE, SBPP) | Assurance Homecare, LLC (MBE, WBE) | Boston Mailing, Co. Inc. (WBE) | Central Ceilings, Inc. (VBE*) |
| Adi's Language School Corp. (WBE) | Assure eServices, Inc. (MBE, SBPP) | Boston White Black (MBE) | Central Massachusetts Area Health Education Center, Inc. (WBE) |
| Adonai Alliance Home Healthcare Agency, Inc. (MBE, WBE) | ATANE ENGINEERS, P.C. (MBE) | Boys & Girls Club Family Center, Inc. (MBE) | Centro Comunal Hispano, Inc. d/b/a: Centro Las Americas (MBE) |
| ADS Environmental Engineering, LLC (WBE, SBPP) | Atkinson Carpet Installation Co., Inc. d/b/a: Atkinson Carpet and Flooring (WBE) | Brennan Consulting, Inc. (WBE) | Century Homecare, LLC (MBE, WBE) |
| Advance Air & Heat Co., Inc. (WBE, SBPP) | Atlas Travel & Technology Group, Inc. (WBE) | Bridging Independent Living Together, Inc. (WBE) | Certified Connections, Inc. (MBE) |
| Advanced Court Reporting, LLC (WBE) | Attentive Home Care, Inc. (MBE, SBPP) | Brigham Industries, Inc. (WBE) | Charter Contracting Company, LLC (MBE) |
| Advanced Presentation Systems, Inc. d/b/a: CCS Presentation Systems (MBE, WBE) | The Aulson Company, Inc. (SDVOBE) | Brightwood Development, Corp. (M/NPO*) | ChemGenes, Inc. (MBE) |
| AD-Vantage, Inc. (WBE) | Aura Staffing Partners Chicago, LLC (WBE) | Bristol Elder Services, Inc. (W/NPO) | Child Development and Education, Inc. (WBE) |
| Advertising Products Corporation (WBE, SBPP) | Ayotte & King For Tile, Inc. (WBE) | Broadside Bookshop, Inc. (WBE, SBPP) | Children's Services of Roxbury, Inc. (MBE) |
| Aetna Fire Alarm Service Co., Inc. (WBE) | B&B Home Care Services, Inc. d/b/a: Visiting Angels (MBE) | Brockton Area Multi Services, Inc. (MBE) | Chloeta Fire, LLC (MBE) |
| Afrimerican Culture Initiative, Inc. DBA Afrimerican Academy (M/NPO) | B.C. Construction Co., INC. (SDVOBE) | Brockton Neighborhood Health Center, Inc. (WBE) | Choices4teens Mentoring Group (MBE, WBE) |
| AHC Allied Healthcare of New England, Inc. (WBE) | B2B Holdings, Inc. (WBE, SBPP) | Broco Oil, Inc. d/b/a: Broco Energy, LLC (SDVOBE) | Christine R. Miller d/b/a: Oceans Promotions (WBE) |
| Ahearn Equipment, Inc. (WBE*) | BakuCare, LLC (MBE, WBE) | Brookview House, Inc. (MBE) | City Enterprise, Inc. (MBE, WBE) |
| Alianza DV Services Inc. (W/NPO*, SBPP) | Banks II Quan and Associates, Inc. (WBE, SBPP) | Brown, Richardson & Rowe, Inc. (WBE) | City Fresh Foods, Inc. (MBE) |
| All Sports Heroes Uniforms, Sporting Goods & Promotions, Inc. (WBE) | The Barbertime Media Network, Inc., (MBE) | Budget Buddies, Inc. (WBE) | City Point Partners, LLC (WBE) |
| Alle Insights, LLC (MBE, WBE) | Bargmann Hendrie & Archetype, Inc. (WBE) | Buyer Advertising, Inc. (WBE) | City Sealcoating, Inc. (MBE, SBPP) |
| Allez Consulting, Inc. d/b/a: Z-Tech (MBE, SBPP) | Basil Tree Inc., The (WBE) | C & A Construction Company, Inc. (WBE, PBE) | Civic Space Collaborative, LLC (WBE) |
| Alliance Community Connections, Inc. (MBE*) | Bates & Riordan, LLP (WBE) | C & C Consulting Engineers, LLC (MBE) | Civitets, P.C. (WBE) |
| Alliance Detective & Security Service, Inc. (WBE) | Bay Colony Group, Inc. (VBE, SBPP) | CT S Services, Inc. (WBE) | CMC Shades and Specialties, LLC (WBE) |
| Alliance Home Care Visiting Nurse Agency, Inc. (MBE, WBE, SBPP) | Bay State Alarm Security, Inc. (SDVOBE) | C&C Janitorial Supplies, Inc. (WBE, PBE) | Coastal Marine Construction, LLC (WBE) |
| ALP Trucking, LLC (MBE, WBE) | Bay State Community Services (WBE) | C. A. Crowley Engineering, Inc. (WBE) | Codman Square Health Center, Inc. (M/NPO*) |
| Altitude Industries Corporation (WBE) | Bay State Envelope, Inc. d/b/a: BSE Print Solutions (WBE) | C.F. Medical, Inc. (WBE) | Codman Square Neighborhood Development Corp (MBE, WBE) |
| Alves Santos, PC (MBE, WBE) | Bay State Property Services, Inc. d/b/a: City Wide of Boston (WBE) | C.M. Cleaning Company, Inc. (WBE, SBPP) | Collaborative Healthcare Strategies, Inc. (WBE, SBPP) |
| AMDA Enterprises, Inc. d/b/a: NEPM (WBE, SBPP) | BBCG, LLC d/b/a: Vantage Graphics (MBE) | C4 Innovations, LLC (WBE) | The Collaborative, Inc., (MBE) |
| American Chinese Christian Educational Social Services, Inc. (MBE, SBPP) | BBE Corporation (WBE) | Cadwell Products, Co., Inc. (WBE) | Colleen Donohue CPA (WBE) |
| American Environmental, Inc. (MBE) | Be Safer at Home, Inc. (WBE*) | CAM Office Services, Inc. (MBE, WBE) | Colortrieve Systems Inc. (VBE*, SBPP) |
| | Beaverbrook STEP, Inc. (WBE) | | Comreau Excavating, Inc. (WBE) |
| | | | Commodore Builders, LLC (VBE) |

Commonwealth Family Childcare, Inc. (WBE)
CommunicateHealth, Inc. (WBE, LGTBTE, SBPP)
Community Action Pioneer Valley, Inc. (WBE)
Community Adolescent Resource & Education Center, Inc. (C.A.R.E.)
d/b/a: The Care Cent (WBE, SBPP)
Community Autism Resources, Inc. (WBE, SBPP)
Community Caring Clinic, LLC (MBE)
Community Rehab Care, Inc. (WBE*, SBPP)
Compass Restoration Services, LLC (WBE, PBE)
Compass Working Capital, Inc. (MBE, WBE)
Comprehensive Environmental, Inc. d/b/a: CEI (WBE, SBPP)
Compunnel Software Group, Inc. d/b/a: Compunnel Inc. / Compunnel Healthcare (MBE)
The Computer Merchant, Ltd. (VBE)
Computer Solutions, Inc. (WBE)
Contexture, Inc. (WBE)
Continental Resources, Inc. (WBE)
Convenient Home Care Services, Inc. (MBE, WBE)
COOLSOFT, LLC (MBE)
Correctional Psychiatric Services, P.C. (MBE)
CorrTech, Inc. (WBE, VBE, SBPP)
COSCO, Inc. (WBE*)
Crafting Minds: Center For Reading and Achievement, LLC (WBE)
Creative Office Pavilion, LLC (WBE)
Creative Touch Designs, LLC (WBE)
Crispus Attucks Children's Center (MBE)
Cross Cultural Communication Systems, Inc. (WBE, PBE)
Cross-Spectrum Acoustics, Inc. (MBE)
Crowley Cottrell, LLC (WBE)
CSS Architects, Inc. (WBE)
CT Family Care Services (MBE)
Cullen Mechanical, Inc. (WBE)
Curry Waterproofing & Masonry Restoration, Inc. (WBE)
Cutting Edge Promotional Products (WBE)
Cuttyhunk Shellfish Farms, LLC (WBE)
D B I Waste Systems, Inc. (SDVOBE*)
D.A. Martin Productions, LLC (MBE, WBE)
Dagle Electrical Construction Corp. (WBE)
Darter Specialties, Inc. (WBE)
Daven Corp. (WBE)
Dawn Kennedy d/b/a: Vital Milk (MBE, WBE)
Dawood Engineering, Inc. (MBE)
Deboe Contractors Company, Inc. (MBE)
Defense Investigators Group, Inc. (VBE, SBPP)
Delight Medicals, Inc. (MBE)
DeLuca Fence Company, Inc. (WBE)
Depict Brands, Inc. (MBE, WBE)
Design Workshop, Inc. (WBE)
Desman, Inc. d/b/a: Desman Associates (MBE)
Destiny Empowerment Center, Inc. (MBE, WBE)
DeValles Memorial Family Service Center, Inc. (WBE)
Developmental Evaluation Adjustment Facilities, Inc. d/b/a DEAF, Inc. (WBE)
DHK Architects, Inc. (MBE, SBPP)
Diane B. Mullaly d/b/a: Travel Leaders/Happy Holidays Travel (WBE, SBPP)
Dietz & Company Architects, Inc. (WBE)
Dillon Boiler Services Co., Inc. (VBE)
Dimock Community Health Center (M/NPO*)
Diversified Technology Consultants, Inc. (MBE)

Divine Kitchens, LLC (WBE)
Division 10 Specialties, Inc. (WBE, SBPP)
Dif Masonry Co., Inc. (VBE*)
DK Consulting, LLC (WBE)
DMA Health Strategies, Inc. (WBE)
Don Martin Corporation (MBE)
Done Right Building Services, Inc. (MBE)
Dorchester Bay Economic Development Corporation (MBE)
D'Oro Foods, Inc., d/b/a: Dom's Sausage (WBE)
Dove, Inc. d/b/a: Domestic Violence Ended Inc. (WBE, SBPP)
DPV Transportation, Inc. (MBE)
Dr. Kim Burns Coaching & Consulting (WBE)
Drain Shooter, Inc. (WBE)
Dream Collaborative, LLC (MBE)
Ducks in a Row Consulting (WBE, SBPP)
E. T. & L. Construction Corp. (WBE*)
Eagle Investigation Services, Inc. (DOBE, SDVOBE, VBE)
Early Learning Child Care, Inc. (WBE, SBPP)
East End House, Inc. (W/NPO*, SBPP)
Eastern Bag & Paper Company, Inc. d/b/a: EBP Supply Solutions (WBE)
Ecologic Entomology, LLC (LGBTBE, SBPP)
Economic Mobility Pathways, Inc. (WBE)
Edgewood Design + Architecture, Inc. (WBE, VBE)
The Edinburg Center, Inc., (WBE)
Education Resource Strategies, Inc. (WBE)
Edward M. Kennedy Community Health Center, Inc. (WBE)
Edward Paige Corporation (WBE)
The Edwards Group, LLC, (MBE)
Electrical Installations, Inc. (WBE)
Electronic Security & Control Systems, Inc. (WBE)
Elegant Stitches, Inc. (MBE)
Elite Pest Solutions, Inc. (WBE)
The Elizabeth Stone House, Inc., (W/NPO*)
EMMAUS, Inc. (WBE)
Empire Historical Masonry Restorations, Inc. (WBE)
Empower Communications Group, LLC (MBE)
Encompass Premiums & Apparel (WBE*)
Encore Contracting Services, Inc. (MBE)
Endobotanica, LLC (WBE)
Enlace de Familias de Holyoke/Holyoke Family Network, Inc. (MBE)
EOS Approach, LLC d/b/a: Proshred Security (WBE*)
Epoch Health Care, LLC (MBE, WBE)
The ESL and TOEFL Associates (WBE, PBE, SBPP)
E-Squared Consulting Corporation d/b/a: E-Squared Engineering (MBE)
Excel Nursing Services, Inc. (WBE, SBPP)
Excell Construction Corporation (MBE)
Excusex Homes Health Care Solution, LLC (MBE, WBE)
Executive Parking, Inc. (MBE)
Experfy, Inc. (MBE)
Express Yourself, Inc. (MBE)
EZ Healthcare of Boston Group, Inc. (MBE)
F.H. Cann & Associates, Inc. (WBE)
Fairfax Data Systems, Inc. (MBE*)
Falcon Correctional and Community Services, Inc. d/b/a: Falcon, Inc. (MBE, WBE)
Family Day Care Program, Inc. (M/W/NPO*)
Family Independence, Inc. (WBE)
Fanthera, LLC (WBE)
Fathers' Uplift, Inc. (MBE)
Fennick McCredie Architecture, Ltd. (WBE)

Fernandes Line Construction (MBE)
Ferrara Spring Works, Inc. (WBE)
Ferreira Towing, Inc. (WBE)
Finegold Alexander Architects, Inc. (WBE)
Finepoint Associates, LLC (WBE)
FirstWorld USA, Inc. (MBE, SBPP)
The Flavor Continues (MBE)
Flynn Enterprises Inc. (SDVOBE)
Focus Home Healthcare, LLC (MBE, WBE)
Forensic Evidence & Design Solutions (FEDS), LLC (WBE)
Fort Hill Companies, LLC (SDVOBE, SBPP)
Fowler Printing & Graphics, Inc. (WBE)
Frame Shops of Westchester, Inc. d/b/a: South Shore CertaPro Painters (WBE)
Frances Health Services, LLC d/b/a: Angel Care VNA (MBE, WBE)
Franklin Two, Inc. (WBE, SBPP)
Fraser Engineering Company, Inc. (WBE)
G & L Laboratories Corporation (MBE, WBE, SBPP)
G & M Valuation (WBE*)
G A Blanco & Sons, Inc. (MBE, SBPP)
GAAMHA, Inc. (WBE, SBPP)
Gandara Mental Health Center, Inc. (MBE)
Garcia, Galuska & DeSousa, Inc. (PBE*)
Garland Construction Corporation (MBE, WBE)
General Air Conditioning & Heating, Inc. (MBE)
GEO'S ELECTRICAL SERVICE INC (MBE-BOS)
Gifted Hands Homecare, LLC (MBE, WBE)
Gillette Restaurant Equipment, Inc. (WBE*, SBPP)
Girls Incorporated of Lynn (WBE)
Gladys Allen Brigham Community Center (WBE)
Glass & Mirror, Inc. (WBE, SBPP)
Global Digitime, LLC d/b/a: ARCpoint Labs of Southboro - Framingham (MBE, WBE)
Global Link Language Services, Inc. (WBE, SBPP)
GM2 Associates, Inc. (MBE)
Golden Heart Home Healthcare, LLC (MBE)
Gomes Construction Company, Inc. (WBE, PBE, SBPP)
Good Hope Wellness Incorporated (MBE, WBE)
Gorman Actuarial, Inc. (MBE, WBE, SBPP)
Government Scientific Source, Inc. (VBE*)
GPS Group Peer Support, LLC (WBE)
Grandeur Enterprises, LLC (MBE)
Grassesci Plumbing and Heating, Inc. (WBE)
Great Getaways, Inc. (WBE, SBPP)
Greater Boston Chinese Golden Age Center, Inc. (MBE)
Green International Affiliates, Inc. (MBE)
Greenfield Glass Co., Inc. (WBE, SBPP)
GT Excavating Corporation (WBE)
Guaranteed Builders & Developers, Inc. (VBE)
Guardian Angel Senior Services, Inc. (WBE)
Guardian Capital, Inc. (MBE)
Guardian Healthcare, LLC (MBE, WBE)
Guardrail Solutions, LLC (WBE)
Guerrera Writer, LLC (MBE, WBE)
Guidewire, Inc. (WBE)
Gustin Advertising Group, Inc. (WBE)
Guy Brown, LLC (MBE)
H2O Applied Technologies, LLC (WBE)
Haitian American Public Health Initiative, Inc. (MBE)
Happy Day Child Care Center, Inc. (MBE*, WBE*, SBPP)

HarborCOV, Inc. (WBE)
Healing Abuse Working for Change, Inc. (HAWC) (WBE)
Health Care Pharmacy, Inc. (WBE*)
Health Education Associates, Inc. (WBE*)
Health Imperatives, Inc. (WBE)
Health Quarters (W/NPO*, SBPP)
HealthDataViz, LLC (WBE, SBPP)
Healthy Children Project, Inc. (WBE)
Healthy Directions, Inc. (WBE)
Hearth, Inc. (WBE)
Helco Safety Equipment Corporation (WBE, SBPP)
Helene-Karl Architects, Inc. (WBE, SBPP)
Henry General Contractors, Inc. (MBE)
Herb Chambers I-93, Inc. (VBE)
Heron, Inc. (WBE)
HFSE, Inc. (WBE, SBPP)
Hines Dermatology Associates, Inc. (MBE*, WBE*)
Holyoke Health Center, Inc. (MBE)
Home Care With Grace, LLC (MBE, WBE)
Homeland Industrial Supply, Inc. (WBE)
Hope Restored Human Services, Inc. (MBE, SBPP)
HRV Conformance Verification Associates, Inc. (WBE)
Hub Glass Services, Inc. (WBE)
Human In Common, LLC (WBE)
Human Service Forum, Inc. (WBE)
Hyggemail, LLC d/b/a: Minuteman Press of Natick (MBE, WBE)
Hywork, Inc. d/b/a: CopyCat (MBE)
IBC Offshore, Inc. (WBE)
ICON Architecture, Inc. (WBE)
Idioma Education & Consulting, LLC (WBE)
Independence House, Inc. (WBE)
Indus Translation Services, Inc. (MBE, WBE)
Infojiri, Inc (MBE)
Infrastructure, Ltd. (VBE)
Innes Associates Ltd. (WBE)
Innovative Claims Strategies, LLC (WBE)
Inquilinos Boricuas En Accion, Inc. (MBE, SBPP)
Institute for Health and Recovery (WBE)
Insuranceone Insurance Agency, Inc. d/b/a: West Insurance Agency, Inc. (MBE, VBE)
Integrity Eye Care, LLC d/b/a: Fall River Vision (WBE)
Integrity Home Care Solutions, LLC (MBE, WBE)
IntePros Incorporated (WBE)
Intercultural Productions, LLC (MBE)
International Health Solutions, Inc. (WBE)
International Protective Services, Inc. (WBE)
Interpreters and Translators, Inc. (MBE*, WBE*)
Interpreters Associates, Inc. (MBE, WBE, SBPP)
Interseminarian-Project Place, Inc. (WBE, SBPP)
Iron-Lift, LLC (WBE)
IT Mantra, LLC (MBE, WBE)
J & J Contractors, Inc. (MBE)
J DeMarco, Inc. (DOBE, VBE)
J Tropeano, Inc. (WBE)
J. L. Raymakers & Sons, Inc. (WBE)
Jamaica Plain Neighborhood Development Corporation (MBE)
Jamie Caplan Consulting, LLC (WBE)
Jamoji App, LLC (MBE, WBE)
JANUS Software, Inc. (WBE)
Jeanne Geiger Crisis Center, Inc. (WBE)

Jeff Ollivierre's Carpets (MBE)
Jennifer Leonard d/b/a: The Skills Library (WBE*, SBPP)
Jet Security, LLC (VBE)
JK Services, Inc. (MBE)
John H. Canto Landscape & Bobcat Services, Inc. (MBE)
Johnson & Hill Staffing Services, Inc. (WBE)
Jordan Enterprises, Inc. d/b/a: SD Visual Images (MBE, SBPP)
Jules Catering, Inc. (WBE)
Justice Resource Institute, Inc. (W/NPO*)
JW Fishers Mfg., Inc. (WBE)
K5 Corporation (WBE)
Katy Rogers Art Studio (WBE)
Keane Fire & Safety Equipment Co., Inc. (WBE)
Keka Services, Inc. d/b/a: Keka Rehab Services (MBE, SBPP)
Kenney Masonry, LLC (WBE)
Keville Enterprises, Inc. (WBE)
Keys to Literacy, LLC (WBE*)
KHJ Integrated Marketing, Inc. (WBE*)
Kiddie Kampus, Inc. (WBE*)
Kids Unlimited Services, Inc. (WBE, SBPP)
Kittredge Equipment Company, Inc. (WBE*)
Klem Tractor, Inc. d/b/a: Klem's (WBE)
Klopfen Martin Design Group, LLC (WBE)
KMA, LLC (MBE)
Konjolka Media, LLC (WBE)
Kuhn Riddle Architects, Inc. (WBE)
Kurtz, Incorporated (WBE*)
Kyran Research Associates, Inc. (WBE)
Kyyba Tech, Inc. (MBE)
Kyyba, Inc. (MBE)
L & L Contracting, Inc. (WBE)
LP College, Inc. (WBE)
LR. Favreau Septic Service, LLC (WBE*)
La Alianza Hispana, Inc. (MBE)
Lailonnje J. Keene d/b/a: Keenut Landscaping (WBE)
Lamson Engineering Corporation (MBE)
Lancaster Packaging, Inc. (MBE, WBE)
Lane Printing Co., Inc. (WBE, SBPP)
Language Bridge, LLC (WBE)
Language School of Boston Inc. d/b/a: inlingua (MBE)
Latin American Health Alliance, Inc. (MBE)
The Latino Health Insurance Program, Inc. (MBE, WBE, SBPP)
Law Office of Gustavo Mayen (MBE, VBE)
Law Office of Jennifer L. Couture, LLC (WBE)
Law Offices of Arnett G. Bradford (MBE*, WBE*)
Law Offices of Katherine J. Bierwas (WBE)
Lawrence Training School, Inc. (MBE, WBE, SBPP)
LDS Consulting Group, LLC (WBE)
Leading Edge Design Group, Inc. (MBE)
Leading Light Behavioral Health, Inc. (MBE, WBE)
Leers Weinzapfel Associates, Inc. (WBE)
Legacy Promotional Products, Inc. d/b/a: All Sports Heroes (WBE)
Lemelin Environmental Services, Inc. (WBE)
Leone Marketing Solutions, Inc. (WBE)
Leslie Saul and Associates, Inc. (WBE)
Letterman White Consulting, LLC (WBE)
LGAPPAREL, LLC d/b/a: LMI Textiles (MBE)
Life-Skills, Inc. (W/NPO)
Lighthouse Wellness and Health Education Consulting, Inc (WBE, SBPP)
Likemind Design (MBE, WBE)

Lim Consultants, Inc. (MBE, WBE, SBPP)
Lin Associates, Inc. (MBE, SBPP)
Liquid Ice, Inc. (WBE)
Lisa Marie Phipps d/b/a: LMP Court Reporting (WBE)
Little Folks Community Day Care Center, Inc. (W/NPO*, SBPP)
Little People's College, Inc. (WBE)
LMM Asphalt, Inc. (WBE)
LOA Enterprises, Inc. d/b/a: Advanced Glass & Mirror (WBE)
Local Linx MA, Inc. (WBE)
The Loop Lab, Inc. (MBE)
Love and Mercy Home Healthcare, LLC (MBE)
Ludlow Construction Company, Inc. (PBE)
M & M Contract Cleaning, Inc. (MBE, SBPP)
M & R Consultants Corp. (MBE)
M.E. O'Brien & Sons, Inc. (WBE)
M.O. L.I.F.E., Inc. (WBE)
Mabbett & Associates, Inc. (SDVOBE)
Maceo Law, P.C. (MBE, WBE)
Madeline Cruz d/b/a: InterpreterLink (MBE, WBE, SBPP)
Madison Park Development Corporation (MBE, WBE, SBPP)
Mallory Headsets, Inc. (MBE, WBE, SBPP)
ManeHire, LLC (MBE, WBE)
Mansfield Paper Company, Inc. (VBE)
MAPA Translations, Inc. d/b/a: MAPA Translations & Language Solutions (WBE)
Maria Pinheiro d/b/a: Wake Up! Works (MBE, WBE)
Market Street Research, Inc. (WBE, SBPP)
Marketing Doctor, Inc. (WBE, SBPP)
Markings, Inc. (WBE, SBPP)
Marty's Chevrolet Inc. (WBE)
Mary McKenna & Associates, Inc. (WBE)
Maryann Thompson d/b/a: Maryann Thompson Architects (WBE)
Mascon, Inc. (MBE*)
Mass Tank Inspection Services, LLC (SDVOBE)
Massachusetts Council on Gaming and Health, Inc. (WBE, SBPP)
Massachusetts Health Quality Partners (W/NPO*)
MasTV/El Planeta, LLC (MBE)
The Mauch Group, LLC (MBE, WBE)
The Maverick Group, Inc. (MBE, SBPP)
McLane Research Laboratories, Inc. (MBE, WBE, SBPP)
MEC Technologies, Inc. (WBE)
Meduvi, LLC (MBE, WBE, SBPP)
Mental Health Association, Inc. (WBE)
Merengue Corp. (MBE*)
Merrimack Valley Housing Partnership, Inc (M/W/NPO)
Metro Equipment Corp. (WBE, SBPP)
MetroWest Legal Services, Inc. (WBE, SBPP)
MG Products, LLC (WBE, SBPP)
Microtek, Inc. (WBE)
Middlesex Healthcare Services, Inc. (MBE)
Midtown Home Health Services, Inc. (MBE, WBE)
Milan Concept & Design (WBE)
Milhenc, Inc. d/b/a: Milhenc Supply (WBE)
Millennium Printing Corporation (WBE)
Millennium Training Institute, Inc. (MBE*, SBPP)
Miller Dyer Spears, Inc. (WBE, SBPP)
Minasian Becker, LLC (WBE)
Mindboard, Inc. (MBE)
Mindful HealthCare Agency, Inc. (MBE, WBE)
Mini Warehousing, Inc. (PBE*, SBPP)
Mission First Consulting, LLC (WBE, SBPP)
Mollor Consulting Group, LLC d/b/a: MCG Partners (WBE)
M-O-N Landscaping, Inc. (PBE)
Monaghan Printing Co., Inc. (WBE)
Monroe Tractor & Implement Co. Inc. (WBE)
Morais Concrete Service, Inc. (WBE, PBE, SBPP)
Morales General Contracting, Inc. (MBE)
Mothers For Justice and Equality, Inc. (M/W/NPO*, SBPP)
Moura's Cleaning Service, Inc. (PBE)
Multicultural Wellness Center, Inc. (MBE, WBE)
M-V Electrical Contractors, Inc. (PBE)
MVP Testing, LLC (MBE, WBE)
My Marketing Solutions, Inc. (WBE)
NABS, Inc. (WBE, SBPP)
Nashoba Security, Inc. DBA NSI Security (VBE)
National Painting Service, LLC (MBE)
Nava PBC (MBE)
Neurologic Optimal Wellness Physical Therapy, LLC (MBE, WBE)
NeuroSop, Inc. (MBE)
New Bedford Floor Covering Sales Company, Inc. (MBE, WBE, SBPP)
New Bedford Women's Center, Inc. (WBE)
New Chapter Home Improvement, LLC (MBE, WBE)
New England Farm Workers Council, Inc. (MBE)
New England Sign Services, Inc. (WBE, SBPP)
New Hope, Inc. (WBE)
New Life Counseling & Wellness Center, Inc. (MBE*, WBE*)
New North Citizens Council, Inc. (MBE)
New Orleans Teleport, Inc. (MBE, WBE)
Newton Wellesley Weston Committee, Inc. (WBE)
NextMargin Corporation d/b/a: Fortcon Health Services (MBE)
Nitsch Engineering, Inc. (WBE*)
Nobis Engineering, Inc. (MBE*)
Noir Natural Products, LLC (MBE, WBE)
Norfolk Power Equipment, Inc. (WBE)
North Shore Family Day Care, Inc. (WBE)
North Suffolk Community Services, Inc. (W/NPO)
North Suffolk Mental Health Association, Inc. (WBE)
Northeast Environmental Laboratory, Inc. (WBE, SBPP)
Northeast Rescue Systems, Inc. (WBE)
Northeast Traffic Control Services, Inc. (WBE*, SBPP)
Northeast Work & Safety Boats, LLC (WBE)
Northstar Learning Centers, Inc. (MBE, SBPP)
Novak Educational Consulting, Inc. (WBE)
Nuevo Dia ADHC LLC (MBE, WBE)
Nurtury, Inc. d/b/a: Nurtury Early Education (W/NPO)
Oakdale Foundation, Inc. (WBE)
Ocean State Signal Co, Inc. (WBE, PBE)
Off Duty Management, Inc. (WBE)
Office Solutions Plus, LLC (WBE*, SBPP)
Offshoots, Inc. (WBE)
OHS Training & Consulting, Inc. (WBE, SBPP)
Omama Services Incorporated d/b/a: Omama Home Healthcare (MBE)
Omni Print, Inc. (WBE)
One Life at a Time, Inc. (WBE)
One Source Construction, LLC (MBE, WBE)
Open The Door, Inc. (WBE)
O'Reilly Talbot & Okun Associates, Inc. (WBE, SBPP)
Oscar U. Diaz d/b/a: Oscar Diaz Trucking (MBE)
Overland Engineering, LLC (WBE)
Overture Partners, LLC (WBE)

Owl Eye Investigations (MBE)
Paixao, Inc. d/b/a: Kleen Rite Janitorial (PBE)
Paradise Copies, Inc. (WBE, SBPP)
Parkway Driving School, LLC (WBE)
Partners for Community (M/NPO*)
Pathways for Change, Inc. (WBE, SBPP)
Pathways for Children, Inc. (W/NPO*)
Patient Care Solutions, LLC (MBE)
Patient Centered Medical Care, Inc. (MBE, WBE)
PBH Paralegal & Transcription Services, Inc. (WBE, PBE)
PC Survivors of MA, LLC (WBE, SBPP)
Peopleserve, Inc. (WBE*, DOBE)
Perceptions Psychotherapy (MBE, WBE)
Perfect Output, LLC (MBE, VBE)
Performance Testing & Balancing, LLC (SDVOBE)
Perry, Dean, Rogers & Partners, Architects, Inc. (WBE)
Perspectives Health Services, LLC (MBE/WBE, SBPP)
Pest End, Inc. (WBE*)
Petroleum Management Services, Inc. (SDVOBE)
Pharmaluxe, Inc. (MBE)
Physically Fit Physical Therapy, Inc. (MBE, WBE)
Pink Elephant Productions, LLC (WBE)
Pinkergreen Design, LLC (WBE*, SBPP)
Pinnacle Advisory Group, Inc. (WBE)
Piping Systems, Inc. (WBE*)
Pittsfield Communications Systems, Inc. (VBE)
PJ Systems, Inc. d/b/a: HIQ Computers (MBE)
Plastic Card Systems, Inc. (WBE, SBPP)
Platinum Protection & Investigations, LLC (WBE)
Plural (MBE, WBE)
PMA Consultants, LLC (MBE)
Positive Action Against Chemical Addiction, Inc. (WBE, SBPP)
Potter's Printing, Inc. d/b/a: Cambridge Offset Printing (WBE*, SBPP)
Potter's Wheel Community Services (MBE, WBE)
Powder Horn Press, Inc. (WBE, SBPP)
PowerOptions, Inc. (WBE)
Prime Home Health and Companion Care, Inc. (WBE)
Pristine Engineers, Inc. (MBE)
Pro Nightscape & Irrigation, Inc. (MBE)
Pro Paving & Excavating, Inc. (WBE)
ProAV Systems, Inc. (MBE, WBE)
Production Line Support, Inc. (MBE)
Proven Behavior Solutions, LLC (MBE, VBE)
Prudential Door & Window, Inc. (WBE)
Quabbin Mediation, Inc. (WBE, SBPP)
Quadrant Health Strategies, Inc. (WBE)
Quick Print Ltd., Inc. d/b/a: QPL, Inc., The Image Group (WBE*, SBPP)
R.J. Nardone Construction, Inc. (WBE, SBPP)
R.S. Electrical Service (MBE)
Raising Multicultural Kids, Inc. (MBE, WBE)
Ransford Environmental Solutions, Inc. (WBE)
Rapport International, LLC (WBE, SBPP)
Ray Haluch, Inc. (WBE, SBPP)
RAY Services, Inc. (MBE, WBE)
RAZZ-M-TAZZ Promotions, LLC (WBE)
Realwood, Inc. d/b/a: Hanson Grain and Devine Feed & Pet (WBE)
Regina Villa Associates, Inc. (WBE, SBPP)
Rehabilitation & Health, Inc. (WBE)
REIDY Associates (WBE)
Reilly Electrical Contractors, Inc. (WBE)

Reliance Engineers, LLC (MBE)
 Resourcesoft, Inc. (MBE, WBE)
 Restoration Health Care, Inc. (MBE)
 RetroFit-Technolgies, Inc. (WBE)
 Richco Janitor Service, Inc. (VBE)
 Rivera Consulting, Inc. (MBE, WBE)
 Riverbrook Residence, Inc. (WBE)
 RND Consultants, Inc. (WBE, SBPP)
 Road-Way Maintenance Services, Inc. (WBE)
 The Robinson Green Beretta Corporation (VBE*)
 Roman Musis Therapy Services, LLC (WBE)
 Romano Ventures, LLC d/b/a: Romano Builders (MBE)
 Rootwise Leadership, LLC. (WBE)
 Roxbury Youthworks, Inc. (MBE)
 Roycroft Design, Inc. (WBE)
 RTD Logistics, LLC d/b/a: Skycom Courier (MBE, SBPP)
 Russell L Chin Esquire d/b/a: Chin Law Firm (MBE)
 Saam Architecture, LLC (WBE, SBPP)
 Sahasra Technologies Corp. (MBE, WBE)
 Saintcyr Consulting, LLC (MBE, WBE)
 Salcedo-Marx, Inc. (WBE)
 Salem Community Child Care, Inc. (M/W/NPO*)
 Sand Springs Springwater, Co. Inc. (WBE)
 Sara E. Campbell, PE (WBE)
 Sarah A. Scala Consulting d/b/a: Sarah Scala Consulting (LGBTBE)
 SaviLinx, LLC (WBE)
 SchoolWorks, LLC (WBE, SBPP)
 Schreiber Associates (WBE)
 Science Education For All (VBE)
 Scope Medical, LLC (WBE, SBPP)
 SDG Direct, Ltd. d/b/a: Shields Design Studio (WBE)
 The Second Step, Inc. (WBE, SBPP)
 Self Esteem Boston Educational Institute, Inc. (WBE, SBPP)
 Seraphic Springs Health Care Agency, Inc. (MBE, WBE, SBPP)
 Serenity Care, Inc. (WBE)
 ServiceMaster of South Shore, Inc. (MBE)
 Servicenet, Inc. (WBE)
 Shadley Associates, P.C. (WBE, SBPP)
 Shafii's, Inc. (WBE)
 Shanahan Sound & Electronics, Inc. (WBE)
 Shea Rose, LLC (MBE, WBE)
 Shekar & Associates, Inc. (MBE)
 SHI International Corp. (MBE, WBE)
 ShireWire Global Sales and Distribution, LLC (VBE, SDVOBE, SBPP)
 Sigma Systems, Inc. d/b/a: Sigma, Inc. (MBE, WBE, SBPP)
 Sign Design, Inc. (WBE)

Sign Shop, Inc. (WBE)
 Silver Screen Design, Inc. (WBE)
 Site Specifics, LLC (WBE, PBE)
 SJB Enterprises, Inc. d/b/a: Sandra Network (WBE)
 Skills System LLC (WBE)
 Soca Fusion, LLC (MBE, WBE)
 The Social Butterflies Events, LLC (MBE, WBE)
 Soderberg Insurance Services, Inc. (WBE)
 Software People, Inc. (MBE, WBE)
 Solomon Mcrown & Company, Inc. (WBE*, SBPP)
 South Cove Community Health Center, Inc. (MBE)
 South Shore Generator Service, Inc. (WBE)
 South Shore Support Services, Inc. (WBE)
 Sovereign Consulting, Inc. (MBE)
 Spanish American Center, Inc. (M/W/NPO*, SBPP)
 Spectrum Healthcare Training Center, Inc. (MBE)
 Springfield Day Nursery Corporation d/b/a: Square One (WBE)
 Springfield Partners for Community Action, Inc. (M/NPO*)
 Spruce Technology, Inc. (MBE)
 SRCPI, Inc. (WBE)
 Standard Modern Company, Inc. (WBE)
 Stanley Street Treatment and Resources, Inc. (WBE)
 Star Building Services, Inc. (MBE, WBE, SBPP)
 Starburst Printing & Graphics, Inc. (MBE*)
 Steere Engineering, Inc. (WBE)
 Stellar Corporation (MBE, SBPP)
 Stephens Associates Consulting Engineers, LLC (WBE)
 Steri-Tech Medical Innovations, LLC (MBE, DOBE, SDVOBE, VBE)
 Sterling Business Products, Inc. d/b/a: Sterling Printing (MBE, SBPP)
 Stiles Company, Inc. (WBE)
 Stone & Berg Company, Inc. (WBE*, SBPP)
 Strategic Communications, LLC (MBE, WBE)
 Strategic Enterprise Technology, Inc. (MBE, SBPP)
 Strategy Matters, LLC (WBE, SBPP)
 Structure Consulting Group, Inc. (WBE)
 Studio G Architects, Inc. (WBE)
 Studio Umbra, LLC (MBE)
 Sunrise Prosthetics & Orthotics, Inc. (WBE*, SBPP)
 Supportive Care, Inc. (MBE, WBE)
 SWBailey Consulting, LLC (WBE)
 Synterex, Inc. (DOBE, WBE)
 T & M Landscape, Inc. (WBE)
 T&M Equipment Corporation (WBE, *VBE)
 T3Networks, Inc. (MBE)
 Talance, Inc. (WBE*, SBPP)
 Talevi and Haesche, LLC (WBE)

Tapestry Health System, Inc. (WBE)
 Taylor & Burns, Inc. (WBE)
 Taylor & Lloyd, Inc. (WBE)
 Taylor Davis Landscape Company, Inc. d/b/a: Northeast Environmental Solutions (WBE, SBPP)
 TBM Consulting, LLC (MBE, WBE)
 The Teacher Collaborative, Inc. (MBE, WBE)
 Tech Networks of Boston, Inc. (WBE, SBPP)
 Technostaff, LLC (DOBE)
 Tessa Zona, Inc. (WBE)
 The Casual Gourmet, Inc. (WBE)
 The Training Associates Corporation (WBE)
 TheAdvocacyMagazine.com (DOBE)
 Thervo Technologies, Inc. (MBE)
 Third Sector New England, Inc. d/b/a: TSNE MissionWorks (MBE, WBE)
 Thome Legacy Enterprises, LLC (MBE)
 The Thompson & Lichtner Co. Inc. (WBE)
 Thompson Company, Inc. (WBE)
 Thryv Consulting, Inc. (WBE)
 TIC Business Consultants, Ltd (WBE)
 Titan Roofing, Inc. (MBE)
 Tommy's Compost Service, LLC (WBE)
 Tomo360, LLC (MBE, WBE, LGBTBE)
 Toole Design Group, LLC (WBE)
 Toward Independent Living and Learning, Inc. (W/NPO)
 Trafinfo Communications, Inc. (MBE, SBPP)
 TransAction Associates, Inc. (WBE)
 Transfluenci, LLC (MBE, WBE)
 Transition House, Inc. (WBE, SBPP)
 Triverus Consulting, LLC (WBE)
 TSM Design, Inc. (WBE)
 Unified Family & Youth Network, Inc. (MBE, WBE)
 Unique System Skills, LLC (MBE)
 United Elevator Company, Inc. (WBE, SBPP)
 Unlimited Removal and Demolition, Inc. (MBE)
 Urban Edge Housing Corporation, Inc. (MBE, SBPP)
 Urban Insulation, Inc. (WBE)
 Urban League of Eastern Massachusetts, Inc. (M/NPO*, SBPP)
 US Interpretation & Consulting Services, LLC (MBE*, WBE*, SBPP)
 USA Couriers, Inc. (WBE*, SBPP)
 Valley Green Shredding, LLC (VBE)
 Valuing Our Children, Inc. (WBE)
 Vanguard Construction Company, Inc. (SDVOBE, SBPP)
 Varzcare Clinic, LLC (MBE, WBE)
 VAV International, Inc. (MBE)
 Venture Community Services, Inc. (WBE)

Veterans Business Supply, Inc. d/b/a: VBS (SDVOBE, SBPP)
 Veterans Development Corporation, Inc. (SDVOBE, SBPP)
 VFC Health Care Solutions, LLC (MBE, WBE)
 Victory Human Services, Inc. (MBE)
 VLink, Inc. (MBE)
 Voltrek, LLC (WBE*)
 W.J. Hoey Tire Co., Inc. (WBE, SBPP)
 W.L. Collins Corp. d/b/a: Collins Surgical (WBE)
 W.S. Anderson, Inc. (MBE)
 Watermark Environmental, Inc. (DOBE)
 Wellness For The Culture, LLC (MBE, WBE)
 Wellspring Farm, LLC (WBE*)
 Wellspring Homecare, LLC (MBE, WBE)
 Wescor Parking Controls, Inc. (WBE*, SBPP)
 West End Day Nursery of New Bedford, Inc. (MBE, SBPP)
 Western Massachusetts Training Consortium (WBE)
 Westnet, Inc. (MBE)
 Whittier Street Health Center Committee, Inc. (MBE, WBE)
 Wilkem Scientific, Ltd. (WBE)
 William Pevear Architects, Inc. (VBE)
 The Williams Agency (MBE*, WBE*, SBPP)
 Windwalker Group, LLC f/k/a: Taino Consulting Group, LLC (MBE)
 WJFD-FM, Inc. (PBE)
 Worcester Comprehensive Childcare Services, Inc. (M/NPO*, SBPP)
 Worcester Medical Transportation, LLC (MBE)
 Workplace Resource, Ltd (WBE, SBPP)
 Worldcom Exchange, Inc. (MBE)
 Xcel Fire Protection, Inc. (WBE)
 xFact, Inc. (MBE)
 Young Women's Christian Assoc a/k/a: YWCA Of Malden (WBE, SBPP)
 Young Women's Christian Association of Boston, Inc. d/b/a: YWCA Boston (WBE)
 Your Color Connection, Inc. (WBE)
 YouthBuild Boston, Inc. (MBE, SBPP)
 YUAN3 CHI4 Education, Inc. (MBE)
 YWCA Central Massachusetts, Inc. (WBE)
 YWCA Northeastern Massachusetts, Inc. f/k/a: YWCA of Greater Lawrence (WBE)
 YWCA of Southeastern Mass (WBE)
 YWCA of Western Mass (WBE)
 Z & N Ecological Services (WBE, SBPP)
 Zaz Restaurant & Catering Corporation (MBE)
 ZEEP Technology LLC (MBE*, WBE)
 Zelus Consulting Group, LLC (WBE)
 Zones, LLC (MBE)

Appendix G: Vendor List – Indirect Spending

The following is a list of diverse businesses which Commonwealth contractors reported as their Supplier Diversity Program (SDP) Partners. These business relationships resulted in Commonwealth indirect spending detailed in this report. Additional notation: *Company certification no longer valid at the time of report publication.

1-Stop Design Shop, Inc. (WBE)
 24-7 U.S.A. Cleaning, LLC (MBE)
 4 Consulting, Inc. (MBE, WBE)

43 Strategic Consulting, LLC (MBE, WBE)
 813 Consultants, LLC (WBE)
 84 Lumber Company (WBE)

A & D Construction Service, Corp (MBE)
 A Comer Electrical Services, Inc., d/b/a: ACES (WBE)
 A I Engineers, Inc. (MBE)

A&E Environmental, Inc. (WBE)
 A.J. Nesti Materials, LLC (WBE)
 A1 Dashedred, LLC (WBE)

Abbott and Company, LLC (WBE)
Abby Homecare Solutions, LLC (MBE, WBE)
ABC Home & Healthcare Professionals, Inc. (WBE)
ABC Specialtyes (WBE)
ABCO Products, Inc. (MBE)
Abide, Inc. (WBE)
Ability-Go LLC (DOBE)
Able Associates, Inc. (WBE)
Able Industrial Sweeping, Inc. (MBE)
ABR Industries, LLC (WBE)
Abrams Insurance and Financial Services, LLC (MBE)
Abridge Info Systems, Inc. (MBE)
Absolute Resource Associates, LLC (WBE)
AC Disaster Consulting, LLC (WBE)
ACA Computer Integrator, Inc. (MBE)
Acada Communications, LLC (WBE)
Academic Discoveries, LLC (WBE)
Accent Banner, LLC (WBE)
Accountaides, Inc. (WBE)
Accu-Clean, Inc. (WBE, LGBTBE)
Ace Creative, LLC (WBE)
ACE Medical Services, Inc. (MBE)
ACK Marine & General Contracting, LLC (WBE)
ACM Group, Inc. d/b/a: Atlantic-ACM (WBE)
ACP Facility Services, Inc. (MBE)
Action For Boston Community Development, Inc. (ABCD) (M/NPO)
Action Steel, LLC (WBE)
Adam Graphic Corporation (WBE)
Adams Plumbing & Heating, Inc. (WBE)
Adamson Industries Corp. (WBE)
ADF Cleaning Services (WBE)
Adonai Alliance Home Healthcare Agency, Inc. (MBE, WBE)
Adonai Spring Water, Inc. (MBE*, WBE*)
Adroit Medical Systems, Inc. (WBE)
Advance Air & Heat Co., Inc. (WBE)
Advance Telemassage Service, Inc. (WBE)
Advanced Court Reporting, LLC (WBE)
Advanced Masonry & Restoration, Inc. (MBE)
Advanced PC Repair, LLC (LGBTBE)
Advanced Presentation Systems, Inc. d/b/a: CCS Presentation Systems (MBE, WBE)
AD-Vantage, Inc. (WBE)
Advantech Consultants MSP, Inc. (WBE)
Advogt, LLC (MBE)
Aetna Fire Alarm Service Co., Inc. (WBE)
Affordable Dry Cleaners and Alterations (MBE)
Agustina Harmon d/b/a: El Molino, LLC (MBE, WBE)
Ahearn Equipment, Inc. (WBE*)
Air Control Systems, Inc. d/b/a: Commercial Air Control (MBE)
Air-Mart, Inc. d/b/a: Air-Mart Heating and Cooling (MBE)
Airosmith, Inc. d/b/a: Airosmith Development (WBE)
Akaba, LLC (MBE)
Akal Engineering, Inc. (MBE)
Alares LLC (SDVOBE)
Albany Information Technology Group, LLC (MBE)
Alexia Insurance, Inc. d/b/a: Berry Insurance (WBE*)
Alexis Design (WBE)
Algar Construction Corp. (WBE)
Alison Dowd Marketing, Inc. (WBE)
Alison Freedman d/b/a: Speak and Write Clearly (WBE)
Aliste, Inc. d/b/a Aliste Marketing, Inc. (WBE)
All Sports Heroes Uniforms, Sporting Goods & Promotions, Inc. (WBE)
All Star Staffing, LLC (WBE)

All State Waste, Inc. (WBE)
All The Way Logistics, LLC d/b/a: ATW LOGISTICS (SDVOBE)
All Time Service, Inc. (MBE, WBE)
Allez Consulting, Inc. d/b/a: Z-Tech (MBE)
Alliance Detective & Security Service, Inc. (WBE)
Alliance Home Care Visiting Nurse Agency, Inc. (MBE, WBE)
Almeida Family Cleaning, LLC (MBE)
Alpha Terrace, LLC (SDVOBE)
Alpha Travel Agency, Inc. (MBE)
Altieri Events, LLC d/b/a: AE Events (WBE)
Altus Quality Consulting, LLC (MBE, WBE)
Alves Fuels, Inc. (WBE, PBE)
AM Cleaning, Inc. (WBE)
AM Equipment, LLC (MBE)
AM Lithography Corporation (VBE)
AMDA Enterprises, Inc. d/b/a: NEPM (WBE)
American Earth Products, Inc. (WBE)
American Environmental, Inc. (MBE)
American Moving & Installation, Inc. (WBE)
American Tele-Connect Services, Inc. (WBE)
American Translation Partners, Inc. (MBE, WBE)
AMR Consulting, LLC d/b/a: A-Type Marketing & Design LLC (WBE)
AMW Marketing (WBE)
Amy Branger (WBE)
Amy D Conner d/b/a: Premiums 'R Us (WBE)
Amy Kvistad Design (WBE)
Analytix Business Solutions, LLC (MBE)
Anawan Street Productions, LLC (MBE)
Andella Iron, Inc. (MBE)
Andelman and Lelek Engineering, Inc. (WBE)
Anderson Cleaning, Inc. (WBE)
Andrea's Police Supply, Inc. (WBE)
Andrew Associates, Inc. (WBE)
Anna Farrington (WBE)
Annese Electrical Services, Inc. (WBE)
Ansel, Dana (WBE)
Antonellis Construction, Inc. (MBE)
Apex Healthcare Services, Inc. (WBE)
API Industries, Inc. d/b/a: Aluf Plastics (WBE)
Apollo Safety, Inc. (VBE)
Applied Form + Space, LLC (MBE)
APSS Futuristics, LLC (MBE)
Aquaduct Technologies, Inc. (MBE)
Aquent, LLC (MBE)
Aquinas Consulting, LLC (MBE)
Archipelago Strategies Group, Inc. d/b/a: ASG (MBE, WBE, LGBTBE)
Architectural Products, Inc. (WBE)
Architx, LLC (WBE)
Argus Communications, Inc. (MBE)
Arimann Building Services, Inc. (WBE)
Arold Construction Co. Inc. (WBE)
Arrow Time Consultants, LLC (MBE, WBE)
ART Engineering Corporation (MBE)
Artemis Associates, LLC (WBE)
Asia Trading Int'l, LLC d/b/a UniPro International (WBE)
Asian Community Development Corporation (M/NPO)
Asian Task Force Against Domestic Violence (M/W/NPO*)
Associated Alarm Systems, Inc. (WBE)
Associated Career Network, LLC (WBE)
Assurance Homecare, LLC (MBE, WBE)
ATANE ENGINEERS, P.C. (MBE)
Atkinson Carpet Installation Co., Inc. d/b/a: Atkinson Carpet and Flooring (WBE)

Atlantic Bay Contracting Co., Inc. (MBE)
Atlantic Bridge & Engineering, Inc. (WBE)
Atlas Relief Staffing, LLC (WBE*)
Atlas Travel & Technology Group, Inc. (WBE)
Attentive Home Care, Inc. (MBE)
Audio Chemists, LLC (MBE)
AVCO Consulting, Inc. (MBE)
Avenue Development, LLC (WBE)
Avid Ironworks, Inc. (WBE)
Avizion Technologies Group, Inc. d/b/a: Business Centric Technology (WBE)
Axiom Actuarial Consulting, LLC (MBE)
Ayala Excavating and Trucking, LLC (MBE)
Ayotte & King For Tile, Inc. (WBE)
Azhvas, Inc. (MBE)
B&G Services, Inc. d/b/a: 1-800-GOT-JUNK? (WBE)
B+AC, LLC (MBE)
B2B Holdings, Inc. (WBE)
Back Bay Concrete, Corp. (WBE)
Ballast Advisory, LLC (WBE)
Banner Environmental Services, Inc. (WBE)
Barrett Planning Group, LLC (WBE)
Barrister Global Services Network, Inc. (WBE)
Barten & Associates, LLC (WBE)
Barton's Angels, Inc. (WBE)
Bataltas Electric, Inc. (MBE)
Bay Shore Staffing, Inc. (WBE)
Bay State Community Services (WBE)
Bay State Envelope, Inc. d/b/a: BSE Print Solutions (WBE)
Bay State Property Services, Inc. d/b/a: City Wide of Boston (WBE)
Bay State Water Works Supply, Inc. (WBE)
BayState Home Guard, Inc. (MBE)
Baytownies, LLC (MBE, WBE)
BBCG, LLC d/b/a: Vantage Graphics (MBE)
BBE Corporation (WBE)
Beals & Sons, Inc. (WBE)
Beaverbrook STEP, Inc. (W/NPO)
Bedrock Finishing, LLC (WBE*)
Behavioral Health Industry News, Inc. d/b/a: Open Minds (WBE)
Behavioral Health Network, Inc. (W/NPO)
Bellamy Group, Inc. (WBE)
Benchmark Office Systems, Inc. (WBE)
Berkshire Concrete Cutting, LLC (WBE)
Bernice F. Lord, CPA (WBE)
BestPro Cleaning, LLC (MBE, WBE)
Betis Group, Inc. (MBE)
Bette Hoffman d/b/a: YOLO (WBE)
Betts Plumbing & Heating Supply, Inc. (WBE)
BidDocs ONLINE, Inc. (WBE)
Big Game Outfitters, Inc. (WBE)
Bigelow Nurseries, Inc. (WBE)
Bimsha Corporation (MBE)
Blanco Electric, LLC (MBE)
Blue Monkey Promotions, LLC (WBE)
Blue Sage Consulting, Inc. (WBE)
Bluebird Advisors, LLC (MBE)
Boggs Properties, LLC (MBE)
Boston Box Lunch and Catering d/b/a: Apple Spice of Greater Boston (WBE)
Boston Fire Sprinkler Protection Co., Inc. (WBE)
Boston India Holdings, Inc. d/b/a: Talentburst, Inc. (MBE)
Boston Services, LLC (MBE)
Boston Technology Corporation (MBE)

Brava Electric & Telecom, Inc. (MBE)
Brave Space Consulting (MBE, WBE)
Breezie Cleaning and Janitorial Services (MBE, WBE)
Brennan Consulting, Inc. (WBE)
Bridging Independent Living Together, Inc. (W/NPO)
Brigham Industries, Inc. (WBE)
Bright Cleaning Services, Inc. (MBE, WBE)
Briljent, LLC (WBE)
Brockton Area Multi Services, Inc. (M/NPO)
Broco Oil, Inc. d/b/a: Broco Energy, LLC (SDVOBE)
Bronner Group, LLC (WBE)
Brookso, LLC (MBE, WBE)
Bross Group, LLC (WBE)
Brown Computer Solutions, Inc. (LGBTBE)
Brown, Richardson & Rowe, Inc. (WBE)
Bryant Associates, Inc. (MBE)
Bucher and Christian Consulting, Inc. (MBE)
Budget Buddies, Inc. (WBE)
Building Enclosure Associates, LLC (MBE)
Buono Pest Control Co., Inc. (WBE)
Buyer Advertising, Inc. (WBE)
C & A Construction Company, Inc. (WBE, PBE)
C & C Consulting Engineers, LLC (MBE)
C T S Services, Inc. (WBE)
C&D Electronics, Inc. (MBE)
C. A. Crowley Engineering, Inc. (WBE)
C. R. Levesque Trucking Corp. (WBE)
C.E. Communication Services, Inc. (WBE)
C.F. Medical, Inc. (WBE)
C.M. Cleaning Company, Inc. (WBE)
C.V.D. Paving, Corp. (MBE)
C4 Innovations, LLC (WBE)
C4CABLE, LLC (WBE)
CAAN Fence, Inc. (MBE, WBE)
Cabin 3 Media, LLC (WBE)
CaDan Corporation (WBE)
CAH & ASSOCIATES LLC (VBE)
CAM Office Services, Inc. (MBE, WBE)
Cambridge Computer Services, Inc. d/b/a: Fourth Hat Associates, CCS, Cambridge Computer (WBE)
Cambridge Street Consulting LLC (SDVOBE)
Camelot Enterprises, Inc. (VBE)
Campbell-McCabe Worldwide, LLC (WBE)
Canaan Tech Solutions, LLC (MBE)
Capital Strategic Solutions, LLC (WBE)
Caracas Construction Corporation (MBE)
Carbon Colors, LLC (WBE)
Cardinal Graphic Design (WBE)
Caribou Systems, Inc. (WBE*)
Caring Hands Health Equipment & Supplies, LLC (SDVOBE)
Caring Health Center, Inc. (MBE)
Carl-Louis & Co., Inc. (MBE)
Carmel Movers, Inc. (WBE)
Carolyn Cooney & Associates (WBE)
Carolyn's Transport, LLC (WBE)
Casa Esperanza, Inc. (M/NPO)
Casa Myrna Vazquez, Inc. (WBE)
CASABLANCA SERVICES INC (MBE)
Casey Hall Training Associates, LLC (WBE)
Cassandra Kiley Consulting, LLC (WBE)
Causemedia, Inc. dba: More Advertising (MBE, WBE)
CBA Landscape Architects, LLC (WBE)
CCK2 Cleaning Services (MBE, WBE)

CDS Contracting Services, LLC (MBE)
CDW Consultants, Inc. (WBE)
CEC Business Solutions, Inc. (MBE, WBE)
Centaur Trucking Services, Inc. (MBE)
Center for Human Development, Inc. (W/NPO)
Center of Hope Foundation, Inc. (W/NPO)
Central Boston Elder Services, Inc. (M/NPO)
Central Electrical Specialty, Corp. (WBE)
Central Massachusetts Area Health Education Center, Inc (W/NPO)
Central Massachusetts Area Health Education Center, Inc. (W/NPO)
Central Source, Inc. (WBE)
Centro Comunal Hispano, Inc. d/b/a: Centro Las Americas (MBE)
Cero Cooperative, Inc. (MBE, WBE)
Certified Connections, Inc. (MBE)
Certified Safety Manufacturing, Inc. (WBE)
CGKV Architects, Inc. (MBE)
Chapman Construction Group, Inc. (WBE, VBE)
Charter Contracting Company, LLC (MBE)
Chase Landscape, Inc. (WBE)
Chicopee Industrial Contractors, Inc. (WBE)
Children's Services of Roxbury, Inc. (M/NPO)
Christine R. Miller d/b/a: Oceans Promotions (WBE)
City Fresh Foods, Inc. (MBE)
City Point Partners, LLC (WBE)
City Sealcoating, Inc. (MBE)
Cityscapes Plantcare, Inc. (WBE)
Civic Space Collaborative, LLC (WBE)
Civitexts, P.C. (WBE)
cKm Construction, LLC (WBE)
Clark Lau, LLC (MBE)
Clayton LLC d/b/a: Bluebird Graphic Solutions (MBE)
Clean Properties Engineering, Inc. (WBE)
Clean Tech Systems, Inc. (MBE)
CleanX, Inc. (MBE)
ClearRock, Inc. (WBE)
Cleary Consultants, Inc. (WBE)
Climable.org (WBE)
Climatech Service, LLC (MBE, VBE)
Clothes Line, Inc., The d/b/a: Hi VIZ & Work Wear (WBE)
CMC Shades and Specialties, LLC (WBE)
Coastal Marine Construction, LLC (WBE)
Codman Square Neighborhood Development Corp (M/W/NPO)
Colasanti & Associates, LLC (WBE)
Collins Construction Co., Inc. (WBE)
Colonial Systems, Inc. (WBE)
Columbia Auto Body, Inc. (MBE, WBE)
Co-Marketing Plus, Inc. (WBE)
Commercial Cleaning Service, Inc. (WBE)
Common Sense Environmental, Inc. (WBE)
Communication Technology Services (MBE)
Communication Via Design, Ltd. (WBE)
Community Action Pioneer Valley, Inc. (W/NPO)
Community Autism Resources, Inc. (W/NPO)
Community Caring Clinic, LLC (MBE)
Compass Restoration Services, LLC (WBE, PBE)
Complete Transportation, LLC (WBE)
Conative TIME (Travel, Incentives, Meetings and Events) (MBE, WBE)
ConnectS2E, LLC (MBE)
Contemporaries, Inc. (WBE)
Contexture, Inc. (WBE)
Continental Resources, Inc. (WBE)
Convenient Home Care Services, Inc. (MBE, WBE)
Conventions, Inc. (WBE)

Copy Graphics, Inc.d/b/a: Mrs. Paper (WBE)
Corinthian Events, LLC (WBE)
Corporate Electric & Alarms, Inc. (MBE*)
Corrugated Packaging, Inc. (MBE, WBE)
COSCO, Inc. (WBE*)
Costa Brothers Masonry, Inc. (WBE*)
CP Industries, LLC (WBE)
CQ Fluency, Inc. (MBE, WBE)
CQ Personnel, Inc. d/b/a: Back Bay Staffing Group (WBE)
CR Environmental, Inc. (WBE)
Crafting Minds: Center for Reading and Achievement, LLC (WBE)
Creative Futures, LLC (MBE, WBE)
Creative Office Pavilion, LLC (WBE)
Creative Touch Designs, LLC (WBE)
Credere Associates, LLC (WBE*)
Crocus, LLC (MBE, WBE)
Crosby Schlessinger & Smallridge, LLC (WBE)
Cross Cultural Communication Systems, Inc. (WBE, PBE)
Crowley Cottrell, LLC (WBE)
Cruz Management Co., Inc. (MBE)
CSL, Inc. (WBE, PBE)
CSV, Inc. (WBE)
Cullen Mechanical, Inc. (WBE)
Custom Iron Works, Inc. (WBE)
Cutting Edge Installations Incorporated (WBE)
Cutting Edge Promotional Products (WBE)
CVC Installations, LLC (MBE)
D & W Construction, LLC (MBE)
Dagle Electrical Construction Corp. (WBE)
Damrell Consulting, LLC (WBE)
Dandis Contracting, Inc. (WBE)
Datalysys, LLC (MBE, WBE)
DataSys Corporation (WBE)
Daven Corp. (WBE)
Davenport Advisors, LLC (MBE)
Dawn Kennedy d/b/a: Vital Milk (MBE, WBE)
Dawood Engineering, Inc. (MBE)
Day Health Strategies, LLC (WBE)
DCB Welding and Fabrication, Inc. (WBE)
Deep Why Design, LLC (WBE)
Delight Medicals, Inc. (MBE)
DeLuca Fence Company, Inc. (WBE)
DEMCO, LLC (MBE, WBE)
Denail Group, LLC (MBE)
Denterlein Worldwide, Inc. (WBE)
Design Principles, Inc. (WBE)
DeWilco, Inc. (MBE, VBE)
Dharam Lally & Smith, LLC (MBE)
DHK Architects, Inc. (MBE)
Diana Satin Consulting (WBE)
Dietz & Company Architects, Inc. (WBE)
Dimock Community Health Center (M/NPO*)
Diversified Chemical and Supply, Inc. (WBE)
Diversified Energy Solutions, Inc. (MBE)
Diversified Marketing Group, LLC (WBE*)
Diversified Systems, Inc. (MBE)
Diversified Technology Consultants, Inc. (MBE)
Diversified Technology, Inc. (MBE)
Diversity Resource Group, LLC (MBE)
Divino Nino Childcare and Home Provider Program, Inc. (MBE, WBE)
Division 10 Specialties, Inc. (WBE)
DL Wareham, Inc. d/b/a: First Call Trucking & Courier (WBE)
DMA Health Strategies, Inc. (WBE)

Doane Consulting, LLC (MBE, WBE)
Document Technologies, Inc. (MBE)
Dole & Bailey, Inc. (WBE)
Dolphin Resource Group, Inc. (WBE)
Domitek, Inc. (MBE)
Don Martin Corporation (MBE)
Done Right Building Services, Inc. (MBE)
Dorchester Bay Economic Development Corporation (MBE)
Double K Trucking, LLC (MBE, WBE)
Dove, Inc. d/b/a: Domestic Violence Ended Inc. (W/NPO)
DPV Transportation, Inc. (MBE)
Drain Shooter, Inc. (WBE)
Drywall Plus, Inc. (MBE)
Duluth Travel, Inc. (SDVOBE)
Dusk to Dawn Tax & Accounting, LLC (WBE)
Dustbusters Company, Inc. (WBE)
Dutech Systems, Inc. (MBE, WBE)
Dynamic Janitorial Cleaning, Inc. (MBE, WBE)
Dynamic Scheduling Solutions, Inc. (WBE)
E Alves Cleaning Service, Inc. (WBE, PBE)
E.T. & L. Corp. (WBE)
EarlyBird Power, LLC (MBE)
Earthdesign Landscape Architecture, LLC (WBE)
Eastern Bag & Paper Company, Inc. d/b/a: EBP Supply Solutions (WBE)
Eastwind Corporation (MBE)
Ebert Enterprises, Inc.d/b/a: Curry Printing & Copy Center (WBE)
ECCO Select Corporation (WBE/PBE)
Echobrook Nursery, Inc. (WBE)
Ecin Industries, Inc. (WBE)
eClinicalWorks, LLC (MBE)
Ecologic Entomology, LLC (LGBTBE)
Economic Mobility Pathways, Inc. (W/NPO)
edCount, LLC (WBE)
EDM Construction, Inc. (WBE)
Eduardo Berinstein Translations, LLC (MBE)
Edward M. Kennedy Community Health Center, Inc. (W/NPO)
Edward Paige Corporation (WBE)
EES Silver, LLC d/b/a: Homewatch Caregivers (MBE, WBE)
EKG Networking, Inc. (WBE)
Elaine Construction Company, Inc. (WBE)
Electronic Security & Control Systems, Inc. (WBE)
Elegant Stitches, Inc. (MBE)
Elite Pest Solutions, Inc. (WBE)
ELLANA, Inc. (WBE)
Ellico Promotions, Inc. (WBE)
Emed Medical Company, LLC (MBE)
Emily Rothschild d/b/a: Rothschild & Associates (WBE)
EMMAUS, Inc. (W/NPO)
En Pointe IT Solutions, LLC (MBE, WBE)
Energy Advocates, LLC (WBE)
Energy Federation, Inc. (W/NPO)
Enlace de Familias de Holyoke/Holyoke Family Network, Inc. (M/NPO)
Entertainment One Stop Shop, LLC (MBE)
EnvirOx, LLC (WBE)
ePublishing Partners, Inc. (WBE)
ERA Health, LLC (SDVOBE)
ERP Analysts, Inc. (MBE)
Esociates, LLC (MBE, WBE)
eTeam, Inc. (MBE)
ETech Consulting, LLC (VBE)
Everett Appliance Service (MBE)
Everetts Enterprise, LLC (MBE, WBE)
Evermore Light and Power, Inc. (MBE, WBE)

Excel Nursing Services, Inc. (WBE)
Excell Construction Corporation (MBE)
Excelsure Homes Health Care Solution, LLC (MBE, WBE)
Executive Parking, Inc. (MBE)
Express Yourself, Inc. (M/NPO)
F L & A Transportation Company, Inc. (MBE)
Fabiano Oil Corp. (WBE)
FacilityOne New England, Inc. (MBE)
Fairfax Data Systems, Inc. (MBE*)
Family Care Partnership, LLC (MBE)
Fan Favorite, Inc. d/b/a: I Love Boston Sports (MBE)
Feblowitz Energy Consulting (WBE)
Felicity Hardee Law Practice (WBE)
Fennick McCredie Architecture, Ltd. (WBE)
Fernandez & Associates (MBE)
Ferrara Spring Works, Inc. (WBE)
Ferreira Towing, Inc. (WBE)
Figmint's Delicious Design and Creative Marketing, LLC (MBE)
Fillion's Landscaping, Inc. (WBE)
Fisher Contracting Corporation (MBE, WBE)
Fitzgerald & Halliday, Inc. d/b/a FHI Studio (WBE)
Flaherty Equipment Sales Corporation (WBE)
Flock Construction, Inc. (WBE)
Floor Works, Inc. (WBE)
Folan Waterproofing & Construction Company, Inc. (WBE)
Form 10 Group, Inc. (SDVOBE)
Fortress, Inc. d/b/a: Fortress Emergency Preparedness Services (MBE)
Foster's Electric Services, Inc. (MBE)
Foursquare Integrated Transportation Planning, Inc. (WBE)
Fowler Printing & Graphics, Inc. (WBE)
Fraser Engineering Company, Inc. (WBE)
Frawley Engineering PC (WBE)
Front Line, Inc. (WBE)
Ft. Hill Sign Products Company (WBE)
Full Circle Technologies, Inc. (MBE)
G A Blanco & Sons, Inc. (MBE)
GAAMHA, Inc. (W/NPO)
Gandara Mental Health Center, Inc. (M/NPO)
Gangi Printing, Inc. (WBE)
Gardner Resources Consulting, LLC (LGBTBE)
Garg Consulting Services, Inc. (MBE)
GARSAN Solutions, LLC (MBE, VBE)
General Air Conditioning & Heating, Inc. (MBE)
General Environmental Services, Inc. (WBE)
GENESYS Consulting Services, Inc. (WBE)
Geologic-Earth Exploration, Inc. (WBE)
Geo-Med, LLC (SDVOBE)
GeoTek Engineering, Inc. (WBE)
GFM Enterprises, Inc. (WBE)
GFS Electric, Inc. (MBE)
Gillette Restaurant Equipment, Inc. (WBE*)
Giovinetto Consulting, LLC d/b/a: CommFluence (WBE)
Girls Incorporated of Lynn (WBE)
Gladys Allen Brigham Community Center (W/NPO)
Glionna Plumbing & Heating Services, Incorporated (WBE)
Global Care Providers, LLC (MBE)
Global Link Language Services, Inc. (WBE)
GLOBO Language Solutions, LLC (MBE)
GM2 Associates, Inc. (MBE)
GMT Construction and Painting Services Corporation (MBE, WBE)
Go Green Solutions, Inc. (MBE, WBE)
GOJO Industries, Inc. (WBE)
Gomes Construction Company, Inc. (WBE, PBE)

Good Life Productions, LLC (MBE, WBE)
Goodman Research Group, Inc. (WBE)
Gorman Actuarial, Inc. (MBE, WBE)
Grand Design, Inc. d/b/a: Great Island Design (WBE)
Granite Print, LLC (WBE)
Grasseschi Plumbing and Heating, Inc. (WBE)
Great Getaways, Inc. (WBE)
Greater Boston Chinese Golden Age Center, Inc. (M/NPO)
Green Castle Business Solutions, Inc (MBE, VBE)
Green International Affiliates, Inc. (MBE)
Green River Research, LLC (WBE)
Green Seal Environmental, Inc. (MBE, WBE)
Greenfield Glass Co, Inc. (WBE)
Greenough Packaging & Maintenance Supplies, Inc. (WBE, PBE)
Grimes Oil Co., Inc. (MBE)
Ground, Inc. (WBE)
G's Ultimate Office Cleaning Svc., LLC (MBE, WBE)
Guardian Angel Senior Services, Inc. (WBE)
Guardian Healthcare, LLC (MBE, WBE)
Guardrail Solutions, LLC (WBE)
Guidewire, Inc. (WBE)
Guy Brown, LLC (MBE)
GVC Construction, Inc. (MBE, WBE)
H B Welding, Inc. (WBE, VBE)
H&A Steel, LLC (MBE)
H.M. Nunes & Sons Construction, Inc. (WBE, PBE)
H.T. Berry Company, Inc. (WBE)
Hadian Associates, Inc. (MBE)
Hager Geoscience, Inc. (WBE*)
Hampton Flooring Center, Inc. (WBE)
Harding Botanicals, LLC (WBE)
Har-Per Sales Solutions, Inc. (WBE)
Hat Creek Outfit, Inc. (WBE)
HATCH Marketing, LLC (WBE)
Hatteras, Inc. (WBE)
HBSS Connect Corp (MBE)
HCH Enterprises, LLC (MBE)
Health Imperatives, Inc. (W/NPO)
Hearth, Inc. (W/NPO)
Heck Electric, LLC (MBE)
Heckman Masonry Corporation (WBE)
Heidrea Communications, LLC (VBE)
Helco Safety Equipment Corporation (WBE)
HELP Services Network, Inc. (M/W/NPO)
Herb Chambers I-93, Inc. (VBE)
Heritage Construction & Supply (WBE)
Herring, Inc. (WBE)
HFSE, Inc. (WBE)
Hicks Auto Body, Inc. (MBE)
Highland Planning, LLC (WBE)
Highlander Tree & Landscaping Inc (SDVOBE)
Hire Initiatives, Inc. (MBE*, WBE*)
Hire Partnership, LLC (MBE, WBE)
Hispanic Resources, Inc. (M/NPO)
Hollywood Public Relations, LLC d/b/a: Hollywood Agency (WBE)
Holmberg & Howe, Inc. (WBE)
Holyoke Health Center, Inc. (M/NPO)
Home Health Resources, Inc. (WBE*)
Horizon Services Corporation (MBE)
How's Work, Inc. (WBE)
Hub Glass Services, Inc. (WBE)
Hub Testing Laboratory, Inc. (WBE)
Human In Common, LLC (WBE)

Human Service Forum, Inc. (W/NPO)
Hyggemail, LLC d/b/a: Minuteman Press of Natick (MBE, WBE)
Hywork, Inc. d/b/a: CopyCat (MBE)
Icarus Construction Services, LLC (MBE, VBE, SDVOBE)
ICON Architecture, Inc. (WBE)
ICR Drywall, Inc. (MBE)
Ideal Residences of New England, LLC (WBE)
IDS Highway Safety, Inc. (WBE)
ILLUME Advising, LLC (WBE)
Imai Keller Moore Architects, Inc. (MBE)
Independence House, Inc. (W/NPO)
Independent Mechanical Contractors, Inc. (WBE)
Indus Translation Services, Inc. (MBE, WBE)
Industry Solutions, LLC (MBE)
INFINART, Inc. (WBE)
Infinity Abatement Services, Inc. (MBE)
Infojini, Inc (MBE)
Infore Consulting, LLC (WBE)
Innova Solutions, Inc. (MBE)
Innovate!, Inc. (MBE, WBE)
Innovix Consulting, Inc. (WBE)
Inquilinos Boricuas En Accion, Inc. (M/NPO)
Institute for Health and Recovery (W/NPO)
Insulation Contractor of New England, LLC (WBE)
Insuranceone Insurance Agency, Inc. d/b/a: West Insurance Agency, Inc. (MBE, VBE)
Integrity Home Care Solutions, LLC (MBE, WBE)
Intercultural Productions, LLC (MBE)
International Asbestos Removal, Inc. (WBE)
International Health Services, Inc. (WBE)
International Health Solutions, Inc. (WBE)
International Management Finishing Systems, LLC (WBE)
Interpreters Associates, Inc. (MBE, WBE)
Intueor Consulting, Inc. (MBE)
Ipswich Shellfish Co., Inc. (WBE)
Island Computer Products, Inc. d/b/a: ICP (WBE)
Island Pavement Cutting Co., Inc. (WBE)
IT Mantra, LLC (MBE, WBE)
IT Resource Solutions.net, Inc. (WBE)
It's About Time Logistics, LLC (WBE)
Iz Schwartz Appliance Warehouse, Inc. (WBE)
J & S Business Products, Inc. (MBE)
J. L. Enterprises, Inc. (WBE)
J.A.J. Tile Co., Inc. (WBE)
J.Thibert Architectural Woodwork Installation, Inc. (WBE, PBE)
Jackson Glass, Inc. (WBE)
Jacqueline Electric and Contracting, Inc. (WBE)
Jamaica Plain Neighborhood Development Corporation (M/NPO)
Jane Freedman Law, LLC (WBE)
Jason Trucks, Inc. (MBE)
Jasonics Security Corporation (WBE)
Jazzy Sportswear Promotional Company, LLC (MBE)
Jeanne Geiger Crisis Center, Inc. (W/NPO)
Jeff Ollivierre's Carpets (MBE)
Jerez, LLC (MBE, WBE)
JHS Restoration, Inc. (WBE)
Jill Sliker Horticulture (WBE)
Jimenez & Son Construction Co., Inc. (MBE)
JKMuir, LLC (WBE)
JLA Contracting, Inc. (WBE)
JM Fiske Environmental (WBE)
John Galt Staffing, Inc. (WBE)
John K. Dietrich & Associates, Inc. d/b/a: Classic Graphx (WBE*)

John Latka & Company, Inc., d/b/a: Latka Printing (WBE)
John Leonard Employment Services, Inc. (WBE)
John Murphy Jr Electrical Construction & Engineering, Inc (VBE)
Johnson & Hill Staffing Services, Inc. (WBE)
Johnson Lumber Co., Inc. (WBE)
Jorani Solutions, Inc. d/b/a: SuccessGineer (MBE, WBE)
Jordan Enterprises, Inc. d/b/a: SD Visual Images (MBE)
JOS Healthcare Staffing, Inc. (MBE)
Joyce Consulting Group, P.C. (WBE)
JP Advertising, Inc. (WBE)
JS Consulting Engineers, LLC (WBE)
Jules Catering, Inc. (WBE)
Justice Resource Institute, Inc. (W/NPO*)
K & M Communications Corporation (VBE)
K1 Roofing, LLC (WBE)
K5 Corporation (WBE)
K-9 Mercantile Protection, Inc. (MBE, WBE)
Kaplan Corporation d/b/a: Kaplan Construction (WBE)
Karma Environmental Services, Inc. (WBE)
Keane Fire & Safety Equipment Co., Inc. (WBE)
KEE Solutions, LLC (SDVOBE)
Kelly, Vitale, Raffol, LLC (WBE)
Kemper Corporation (WBE*)
Kenney Masonry, LLC (WBE)
Kerma Medical Products, Inc. (VBE)
Keville Enterprises, Inc. (WBE)
Keys to Literacy, LLC (WBE*)
Kitchenmakers BCCS WIndoor Group, Inc. (MBE)
Klem Tractor, Inc. d/b/a: Klem's (WBE)
Klopfer Martin Design Group, LLC (WBE)
KNF&T, Inc. (WBE*)
Knowledge Architects, Inc. (MBE, WBE)
KO Stone, Inc. (MBE, WBE)
Koi Home and Office Cleaning Services (MBE, WBE)
Kreate and Print, Inc. (MBE, WBE)
KT & T Distributors, Inc. (MBE)
Kuhn Riddle Architects, Inc. (WBE)
Kurker Paget, LLC (WBE)
L & L Contracting, Inc. (WBE)
L.K. Sheet Metal, Inc. (WBE)
L.R. Favreau Septic Service, LLC (WBE*)
L1 Enterprises Incorporated (SDVOBE)
La Alianza Hispana, Inc. (M/NPO)
Ladies Landscaping, LLC (WBE)
Ladybug Pest Control Services, Inc. (WBE)
Lahlafl Geotechnical Consulting, Inc. (MBE)
Lancaster Packaging, Inc. (MBE, WBE)
Lanco Scaffolding, Inc. (WBE)
Lane Printing Co., Inc. (WBE)
Langone & Associates (VBE)
Langrand And Company, LLC (MBE, WBE)
Language Bridge, LLC (WBE)
Law Offices of Kathleen A. Moore (WBE*)
LDS Consulting Group, LLC (WBE)
Lead It Corporation (MBE, WBE)
Leadarati, LLC (WBE)
Leading Edge Design Group, Inc. (MBE)
LEC Environmental Consultants, Inc. (WBE)
Lemelin Environmental Services, Inc. (WBE)
Lemon | Brooke, LLC (WBE)
Lena Saetre-Grant d/b/a: The Red Apple (WBE)
Leone Marketing Solutions, Inc. (WBE)
Leu Design, LLC (WBE)

Level Design Group, LLC (WBE)
LGAPPAREL, LLC d/b/a: LMI Textiles (MBE)
Liberty Laser Solutions, Inc. (WBE)
Lim Consultants, Inc. (MBE, WBE)
Lin Associates, Inc. (MBE)
Lina Ciuffo Construction Corporation (MBE, WBE)
Lindon Group, Inc. (WBE)
Liquid PC, LLC (WBE)
Lisa M. Harrison (MBE, WBE)
Lists Distributors, Inc. d/b/a: Chambers Travel (MBE)
Little People's College, Inc. (WBE)
Liz Page Associates (WBE)
Lodging Kit Company (VBE)
Logic House, Ltd. (WBE)
LT Coaching and Consulting, LLC (MBE, WBE)
Lumen Studio, Inc. (WBE)
LydRiv Communications (MBE, WBE)
Lynn Ladder & Scaffolding Co., Inc. (WBE)
M & M Contract Cleaning, Inc. (MBE)
M & R Consultants Corp. (MBE)
M&M Connections, LLC (MBE, WBE)
M. S. Peltier Insurance Services, LLC (MBE)
M.a.D. Signs (WBE)
M.E. O'Brien & Sons, Inc. (WBE)
Machado Consulting, Inc. (SDVOBE)
Magantti IT Resources, LLC (MBE)
Magic Auto Detailing, Inc. (MBE)
Mainstream Global, Inc. (MBE)
Mallory Headsets, Inc. (MBE, WBE)
Maloney Properties, Inc. (WBE)
ManeHire, LLC (MBE, WBE)
Mansfield Paper Company, Inc. (VBE)
Maria Latimore Group (MBE, WBE)
Marion Edward Associates, Inc. (MBE)
Market Mentors, LLC (WBE)
Market Street Research, Inc. (WBE)
Markings, Inc. (WBE)
Martell Consulting, LTD (WBE)
Martinez Couch & Associates. LLC (MBE)
Martino Glass Company, Inc. (WBE)
Mary Casey, Inc. d/b/a: The Harbor Law Group (WBE)
Mary Nash d/b/a: Nash Insights (WBE)
Mass Bed Bug Busters, LLC (WBE)
MASS Compliance, LLC (WBE)
Mass Fire Extinguishers (WBE)
Mass Janitorial Supplies, Inc. (MBE, WBE)
Mass Signal Service, LLC (MBE)
Mass State Cleaning, LLC (SDVOBE)
Massachusetts PC Services, Inc. (MBE)
MasTV/El Planeta, LLC (MBE)
Mayflower Commercial Cleaning, Inc. (WBE)
Mayo Designs, Inc. (WBE)
McBride Consulting, LLC (SDVOBE)
McGarr Service Corp. (WBE)
McKenzie & Associates, P C (MBE)
Mcnish Building & Development (MBE)
MD Building Services, Inc. (MBE, WBE)
Mediastruction, LLC (WBE)
Meduvi, LLC (MBE, WBE)
MeetCareGivers, Inc. (MBE, WBE)
Melissa Gilroy, CPA (WBE)
Mental Health Association, Inc. (W/NPO)
Mercantile Development, Inc. (WBE)

Metro Equipment Corp. (WBE)
Metropolitan Home Health Services, Inc. (WBE)
MG Painting Contractors, LLC (WBE)
MG Products, LLC (WBE)
Michael Davids d/b/a: M P Davids Transportation (MBE)
Michelle Marie Mitchell (WBE)
Microtek, Inc. (WBE)
Middlesex Commercial Sales, Inc. (MBE)
Midtown Home Health Services, Inc. (MBE, WBE)
Mikyoung Kim Design, LLC (MBE, WBE)
Milhenc, Inc. d/b/a: Milhenc Supply (WBE)
Mill City Environmental Corporation (MBE)
Millennium Printing Corporation (WBE)
Miller Dyer Spears, Inc. (WBE)
Mindful HealthCare Agency, Inc. (MBE, WBE)
Miyakoda Consulting, Inc. (MBE, WBE)
MJC Consulting Group, LLC (WBE)
MJW Medical Solutions, Inc (SDVOBE)
MN & Company Media Management, Inc. (WBE)
MNJ Technologies Direct, Inc. (WBE)
Mobilematics, Inc. (MBE, WBE)
Modulease Corporation (WBE)
Mohardesign, LLC (WBE)
Molari, Inc. d/b/a: Molari Employment and Health Care Services (WBE)
Monaghan Printing Co., Inc. (WBE)
Mondre Energy, Inc. (WBE)
Monroe Tractor & Implement Co. Inc. (WBE)
Montana Datacom, Inc. (WBE)
Moor Metals, Inc. (MBE)
Moore & Isherwood Communications, Inc. (WBE)
Morlu Marvie d/b/a: Durclean Services (MBE)
Mota Hotel, LLC d/b/a: Hyannis Host Inn (MBE)
MP Solutions, Inc. (WBE)
Ms. Pipe, LLC (WBE)
MSG Staffing, Inc. (MBE)
Murphy, Edwards, Goncalves and Ferrara, PC (WBE)
Mystic Cafe (WBE, PBE)
N' Touch Productions (LGBTBE)
N.L. Construction, Inc. (WBE)
NABS, Inc. (WBE)
Nandy's Cleaning Service, Inc. (MBE, WBE)
NAx2 Creative (WBE)
Naylor Nation Real Estate, LLC (MBE)
Naylor Technology Xchange, LLC d/b/a: Officeworks (MBE)
NE Kelly & Associates, LLC (WBE)
Needham Certified Welding Corp. (WBE)
Neutral Posture, Inc. (WBE*)
New Bedford Floor Covering Sales Company, Inc. (MBE, WBE)
New Chapter Home Improvement, LLC (MBE, WBE)
New England Bioassay, Inc. (WBE)
New England Foundation Co., Inc. (WBE)
New England Highway Technologies, LLC (MBE)
New Form Building Systems, Inc. (WBE)
New Mark Pavement Marking, Inc. (MBE)
New Vision Enterprise, LLC (MBE)
Newton Distributing Company, Inc. (WBE)
Next Generation, Inc. (MBE)
Ninstone Corporation (WBE)
Nitsch Engineering, Inc. (WBE*)
Nobis Engineering, Inc. (MBE*)
Nobscot Supply Company, Inc. (WBE)
Norel Service Co., Inc. (VBE)
Norfolk Power Equipment, Inc. (WBE)

North Bay Company, Inc. (WBE)
North River Graphics, Inc. (WBE)
North Suffolk Mental Health Association, Inc. (W/NPO)
Northeast Environmental Laboratory, Inc. (WBE)
Northeastern Steel Corporation (MBE)
Northern Insulation Service, LLC (WBE)
Northstar Learning Centers, Inc. (M/NPO)
Novak Educational Consulting, Inc. (WBE)
Novel Iron Works, Inc. (WBE)
NU-Checker, Inc., d/b/a: Red Cab (MBE, WBE)
Nuza Roofing Corporation (MBE)
Object Source, Inc. (MBE/WBE)
Ocean State Signal Co, Inc. (WBE, PBE)
Office Images, Inc. d/b/a: Trainers Warehouse-Office Oxygen (WBE)
Offshoots, Inc. (WBE)
OHS Training & Consulting, Inc. (WBE)
Old Station Outdoor & Landscape Supply, Inc. (MBE)
Olive Tree Books-n-Voices (MBE, WBE)
One Life at a Time, Inc. (W/NPO)
One Source Construction, LLC (MBE, WBE)
On-Time Payroll Services, LLC (WBE*)
Opus Design, LLC (WBE)
O'Reilly Talbot & Okun Associates, Inc. (WBE)
Organization Ink, Inc. (WBE)
Organizer (WBE)
Orissa, LLC (MBE, WBE)
Osborne B Gaugh, Inc. (WBE)
Osprey Construction Supply, LLC (WBE)
Oss, Corp. (SDVOBE)
Outstanding Cleaning, Inc. (MBE, WBE)
OWL Engineers, LLC (WBE)
P L Krynicki Insurance Agency (WBE)
Pacella Enterprises, Inc. (WBE)
Palmer Trailer Sales Co., Inc. (WBE)
Pamela Sandler, AIA Architect (WBE)
Pan Electric Company, Inc. (MBE)
Panda Rug Company, Ltd. (MBE, WBE)
Paradise Copies, Inc. (WBE)
Parla Promotions, Inc. (WBE)
Pat Gibbs Landscape Design & Construction, Inc. (MBE)
Pathways for Change, Inc. (W/NPO)
Patience Noah Insurance, LLC (MBE, WBE)
Patient Care Solutions, LLC (MBE)
Patient Centered Medical Care, Inc. (MBE, WBE)
Patriot Traffic, LLC (WBE)
PBA Consulting, LLC (WBE)
PC Survivors of MA, LLC (WBE)
PC Trucking, Inc. (WBE)
Peabody Properties, Inc. (WBE)
Peak Technology Solutions, Inc. (MBE)
Pear Associates, LLC (LGBTBE)
Peer Consultants, P.C. (MBE, WBE)
Peerless Financial Solutions, Inc. (WBE)
Peopleserve, Inc. (WBE*, DOBE)
Perfect Output, LLC (MBE, VBE)
Performance Testing & Balancing, LLC (SDVOBE)
Performance Trans., Inc. (WBE)
Pest End, Inc. (WBE*)
Phoenix General Services (MBE)
Pierson Computing Connection, Inc. (WBE)
Pina Container Service, LLC (MBE)
Piping Systems, Inc. (WBE*)
Piquette & Howard Electric Services, Inc. (SDVOBE)

Pittsfield Communications Systems, Inc. (VBE)
PJ Mechanical, LLC (WBE)
PJ Spillane Company, Inc. (WBE)
PJ Systems, Inc. d/b/a: HIQ Computers (MBE)
PJC & Company, Ecological Land Care, Inc. DBA PJC Organic (WBE)
Plastic Card Systems, Inc. (WBE)
Polaris Institute, LLC (SDVOBE)
Polaris PC, Inc. (WBE)
Potter's Wheel Community Services (MBE, WBE)
Powder Horn Press, Inc. (WBE)
PowerOptions, Inc. (W/NPO)
Pozerski Hatch & Company, P.C. (WBE)
Preferred Contractors, Inc. (WBE)
Pride Environmental Construction, Inc. (WBE)
Prime Concrete and Sitework, LLC (MBE*)
Prime Home Health and Companion Care, Inc. (WBE)
Printer & Fax Technology, Inc. (MBE)
Pristine Engineers, Inc. (MBE)
Pro Commercial Cleaning, Inc. (MBE)
ProAV Systems, Inc. (MBE, WBE)
ProCoat Products, Inc. (WBE)
Production Line Support, Inc. (MBE)
Professional Carpet Care (MBE)
Professional Fire Systems, Inc. (WBE)
Professional Nurse, Inc. (WBE)
Professional Tree & Landscape Construction, Inc. (WBE)
Progressive Electrical Systems, Inc. (MBE)
Proven Behavior Solutions, LLC (MBE, VBE)
Proverb, LLC (MBE)
Prudential Door & Window, Inc. (WBE)
PSN Construction, Inc. (MBE)
PTCS Cleaning Services, LLC (MBE, WBE)
Publishing Solutions Group, Inc. (WBE)
Pumpcoat, Inc. (WBE)
Pursuit Construction, LLC (WBE)
Qapere, LLC (LGBTBE)
Quadrant Health Strategies, Inc. (WBE)
Quality and Assurance Technology d/b/a: QnA Tech (MBE)
Quality Home and Office Cleaning, LLC d/b/a: Total Cleaning Plus (WBE)
Quality Matrix, Inc. (MBE)
QuickPay, Inc. (MBE)
R O U Construction, Inc. (MBE)
R. A. Mitchell Co., Inc. (WBE)
R.J. Nardone Construction, Inc. (WBE)
Radar Solutions International, Inc. (WBE)
Ramco Survey Stakes Co., Inc. (WBE)
Ransford Environmental Solutions, Inc. (WBE)
Rapa Consulting, LLC (WBE)
Rapport International, LLC (WBE)
Ravi Engineering & Land Surveying, P.C. (MBE)
Ray Halach, Inc. (WBE)
RAY Services, Inc. (MBE, WBE)
RAZZ-M-TAZZ Promotions, LLC (WBE)
Ready 2Run Graphic (SDVOBE)
Realwood, Inc. d/b/a: Hanson Grain and Devine Feed & Pet (WBE)
Rebars & Mesh, Inc. (WBE)
Rebecca Meehan d/b/a: T. Ella Marketing Solutions (WBE)
Reflection Films, Inc. (WBE)
Regina Villa Associates, Inc. (WBE)
Regis Steel Corporation (MBE)
REIDY Associates (WBE)
Reilly Electrical Contractors, Inc. (WBE)

Reliance Engineers, LLC (MBE)
Remitigreen, LLC (MBE, WBE)
REnVisioning Technology, LLC (LGBTBE)
Response Marketing, LLC (WBE)
Re-Stream Co. (WBE)
RetroFit-Technolgies, Inc. (WBE)
Rex Ambrosia, LLC (MBE)
Richard W Reid Electrical Co., Inc. (MBE)
Richco Products, Inc. (VBE)
Ripples Business Academy, LLC (WBE)
Rise & Shine Contract Cleaning & Consultation Services, Inc. (MBE, WBE)
Riverbrook Residence, Inc. (WBE)
Road-Way Maintenance Services, Inc. (WBE)
Robt. W. Hall Consulting Engineers, Inc. (WBE)
Rocky Coast Printworks, Inc. (WBE)
Roman Music Therapy Services, LLC (WBE)
Ronald Pierre-Louis, CPA LLC (MBE)
Roxbury Youthworks, Inc. (M/NPO)
RR Telecom, Inc. (MBE, WBE)
RSE Associates, Inc. (MBE)
RTD Logistics, LLC d/b/a: Skycom Courier (MBE)
Rullo Technology, LLC (WBE)
Ryan Sullivan Electric, LLC (SDVOBE)
S & M Transportation, Inc. (MBE)
S O S Corporation (WBE)
S. Barzola Construction Corp. (MBE, WBE)
Saam Architecture, LLC (WBE)
Safety Environmental Consultants, Inc. (MBE)
Sahasra Technologies Corp. (MBE, WBE)
SAI Systems International, Inc. (MBE)
Saint James Real Estate Advisors, LLC (WBE)
Salem Collision Auto Body, Inc. (MBE)
Samantha's Gardens, Inc. (WBE)
Sambo Okolo & Company, LLC (MBE)
Samiotes Consultants, Inc. (WBE)
SAN, Inc. d/b/a: Omni Digital Printers (MBE)
Sand Springs Springwater, Co. Inc. (WBE)
Sarian Company, Inc. (WBE)
Saugus Construction Corporation (MBE, WBE)
Savvy Staffing Solutions, LLC (WBE)
Scaringi Marketing, LLC (WBE)
S-CEL-O, LLC (MBE, WBE)
Schwartz Hannum PC (WBE)
Scituate Light Caregivers, LLC (MBE, WBE)
Seacoast Asphalt Services, Inc. (WBE)
Seaport Energy Co., Inc. (WBE)
Seasonal Food Brands, LLC (WBE)
Seoane Landscape Design, Inc. (MBE)
Seraphic Springs Health Care Agency, Inc. (MBE, WBE)
Servicenet, Inc. (W/NPO)
Shadley Associates, P.C. (WBE)
Shafii's, Inc. (WBE)
Shara Lewis Associates, LLC (WBE)
SHI International Corp. (MBE, WBE)
Shri Mahavir, Inc. d/b/a: Minuteman Press (MBE, WBE)
Sigma Systems, Inc. d/b/a: Sigma, Inc. (MBE, WBE)
Sign Design, Inc. (WBE)
Silver Screen Design, Inc. (WBE)
SimosConsulting, LLC (WBE)
Sirius Design (WBE)
Site Specifics, LLC (WBE, PBE)
SJB Enterprises, Inc. d/b/a: Sandra Network (WBE)

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| Skywave Communications, Inc. (WBE) | studio2sustain, Inc. (WBE) | Thervo Technologies, Inc. (MBE) | W. A. Design, LLC d/b/a: Wild Apple Design Group (WBE) |
| SLG Innovation, Inc. (MBE) | Stull & Lee, Inc. (MBE) | Things Repaired (WBE) | W.J. Hoey Tire Co., Inc. (WBE) |
| Smart Source Technologies, Inc. (MBE, WBE) | Suburban Service Corporation of Norwood (WBE) | Third Sector New England, Inc. d/b/a: TSNE MissionWorks (M/W/NPO) | W.L. Collins Corp. d/b/a: Collins Surgical (WBE) |
| Smart Staffing, Inc. (MBE, WBE) | Success Strategies, Inc. (WBE) | Thompson Company, Inc. (WBE) | W.S. Anderson, Inc. (MBE) |
| Smart Tech Skills, LLC (MBE) | Sun Specialties, Inc. (WBE) | Thryv Consulting, Inc. (WBE) | Waltech, Inc. (MBE) |
| Smith Marine, Inc. (WBE) | Supportive Care, Inc. (MBE, WBE) | TIC Business Consultants, Ltd (WBE) | Wayside Professionals, Inc. (WBE) |
| Smith, Sullivan & Brown, P.C. (WBE) | SUPRA Office Solutions, Inc. (MBE) | Titan Roofing, Inc. (MBE) | Webject Systems, Inc. (MBE) |
| Social Thrive, LLC (WBE, PBE) | Supreme Safety, Inc. (WBE) | TLC Cleaning & Janitorial Supply Co., Inc. (WBE) | Welch Associates Land Surveyors, Inc. (WBE) |
| SoClean Cleaning Company, Inc. (MBE) | SUR Construction Services Corp. (MBE, WBE) | Todd M. LeMieux (LGBTBE) | Wellness For The Culture, LLC (MBE, WBE) |
| Software People, Inc. (MBE, WBE) | Surner Heating Company, Inc. (WBE) | Todd Tsiang (MBE) | Wellpoint Health Solutions, LLC (WBE) |
| Soil X, Corp. (MBE) | Swift Staffing Agency, Inc. (MBE) | Tomo360, LLC (MBE, WBE, LGBTBE) | Wendy L Fuld d/b/a: CLF Industrial Supplies (WBE) |
| Soltrix Technology Solutions, Inc. (MBE, WBE) | Sylvia and Company Insurance Agency, Inc. (WBE*) | Toole Design Group, LLC (WBE) | Wescon Personal Protection, Inc. (MBE) |
| Sorensen Partners Architects + Planners, Inc. (MBE, WBE) | Synergy Contracting, Inc. (MBE, WBE, LGBTBE) | Tools Unlimited, Inc. (WBE) | Westcarb Enterprises, Inc. (MBE, WBE) |
| Soto Home Care, Inc. (MBE) | T & M Landscape, Inc. (WBE) | Total Mechanical Service Corp. (MBE) | Western Massachusetts Training Consortium (W/NPO) |
| Souliere & Zepka Construction, Inc. (WBE) | T & T Steel Erectors, Inc. (MBE) | Total Services Commercial, Corp. (WBE) | Westnet, Inc. (MBE) |
| South Coast Steel, LLC (WBE, PBE) | T J McCartney, Inc. (WBE*) | Towerwall, Inc. (WBE) | Westport Curbsetters, Inc. (WBE) |
| South Cove Community Health Center, Inc. (M/NPO) | T&M Equipment Corporation (WBE, VBE*) | Trans Link, LLC (WBE) | Whittier Street Health Center Committee, Inc. (MBE, WBE) |
| South Shore Generator Service, Inc. (WBE) | T3Networks, Inc. (MBE) | Transaction Corporate Shuttles, Inc. (WBE) | Willco Sales & Services, Inc. (WBE) |
| South Shore Pipeline Services, Inc. (WBE) | Taibbi Equipment Corp. (WBE) | Transcend Maintenance Services, Inc. (MBE, WBE) | Williams Building Company, Inc. (SDVOBE) |
| South Shore Staffing, Inc. (WBE) | Tango Construction, Inc. (MBE) | Transfluenci, LLC (MBE, WBE) | Workplace Resource, Ltd (WBE) |
| Sovereign Consulting, Inc. (MBE) | Tantara Associates Corporation (WBE) | Transition House, Inc. (W/NPO) | World Wide Technology, LLC (MBE) |
| Space Design (WBE) | Tapestry Health System, Inc. (WBE) | Traverse Landscape Architects, LLC (WBE) | Worldcom Exchange, Inc. (MBE) |
| Spindle City Insulation, Inc. (WBE) | Taylor & Burns, Inc. (WBE) | Trilogy Insurance Group, Inc. (WBE) | Wright Photo Studios (MBE) |
| Spinelli CPA, PC (WBE) | Taylor & Lloyd, Inc. (WBE) | Trinity Health Services, Inc. (MBE) | Xcel Fire Protection, Inc. (WBE) |
| Spotless Restoration, LLC (MBE*) | TCS of America Enterprises, LLC (MBE, WBE) | Triple J Drywall & Carpentry, Inc. (MBE) | xFact, Inc. (MBE) |
| Spotlight Graphics, Inc. (WBE) | TCW Utility Services, Inc. (WBE) | TRM Concrete, LLC (WBE) | Xpressman Trucking & Courier, Inc. (WBE) |
| Springfield Partners for Community Action, Inc. (M/NPO*) | Teamwork Painting, Corp (MBE) | Troutrun, Inc. (WBE) | Yellow Ribbon Trucking, Inc. (SDVOBE) |
| Spritzal Cookie Company, LLC (WBE) | TECedge, LLC (WBE) | Trulycreative Network Solutions (SDVOBE) | Young Women's Christian Association of Boston, Inc. d/b/a: YWCA Boston (WBE) |
| Spruce Technology, Inc. (MBE) | Tech Networks of Boston, Inc. (WBE) | Trusted Tees Custom Apparel, LLC (WBE) | Young Women's Christian Association of Greater Newburyport d/b/a: YWCA Greater Newburyport (W/NPO) |
| Spry International, Inc. (WBE) | Tech Wave Group, LLC (MBE) | TruView BSI, LLC (SDVOBE) | Your Color Connection, Inc. (WBE) |
| SQN Systems, Inc. (SDVOBE) | TechNet New England, LLC (MBE) | Turtle & Hughes, Inc. (WBE) | Your Personal Best: Workshops For Success (WBE) |
| SRS Contractors, Inc. (MBE, WBE) | Techpro Publications (WBE) | U.S. Bedding, Inc. (MBE) | Yulia Dubinchik d/b/a: D Software Solution (WBE) |
| SSND Enterprises, Inc. d/b/a: ComForCare Senior Services (MBE, WBE) | Tekizma, Inc. (MBE) | UEL Contractors, Inc. (WBE) | YWCA Central Massachusetts, Inc. (W/NPO) |
| Stacey DePasquale Engineering, Inc. (WBE) | Ten Key Accounting and Bookkeeping Services, Inc. (WBE) | Ultimate Abatement Company, Inc. (WBE) | YWCA Northeastern Massachusetts, Inc. f/k/a: YWCA of Greater Lawrence (W/NPO) |
| Stadium Oil Heat, Inc. (WBE) | Teplis Travel Service, L.P. (WBE) | Umano Air Systems, LLC (VBE) | YWCA of Southeastern Mass (W/NPO) |
| Standard Modern Company, Inc. (WBE) | Terra Translations, LLC (MBE, WBE) | Unic Pro, Inc. (MBE, WBE) | ZEEP Technology LLC (MBE*, WBE) |
| Stanley Roofing Company, Inc. (VBE) | Terraink, Inc. (WBE) | Unique Comp, Inc. (MBE, WBE) | Zelus Consulting Group, LLC (WBE) |
| Stanley Street Treatment and Resources, Inc. (WBE) | The Aulson Company, Inc. (SDVOBE) | United Elevator Company, Inc. (WBE) | Zones, LLC (MBE) |
| Star Bright Books, Inc. (WBE) | The Basil Tree Inc., (WBE) | United Forms Finishing Co., Inc. (WBE) | |
| Star Building Services, Inc. (MBE, WBE) | The BSST Software Group, Inc. d/b/a: Boston Group (MBE) | United Print Partners, Inc. (WBE) | |
| Starburst Printing & Graphics, Inc. (MBE*) | The Caribbean Foundation of Boston, Inc. (M/NPO) | United Stone and Site, Inc. (WBE) | |
| Statewide Cleaning Incorporated (MBE) | The Clean Team (WBE) | Unlimited Removal and Demolition, Inc. (MBE) | |
| Stay Safe Traffic Products, Inc. (WBE) | The Computer Merchant, Ltd. (VBE) | Urban Edge Housing Corporation, Inc. (M/NPO) | |
| SteadyCare, LLC (WBE) | The Crossland Group Ltd (WBE) | US Eco Products Corporation (WBE) | |
| Steere Engineering, Inc. (WBE) | The Dotcorn Team, LLC (MBE) | US Playground Surfacing, LLC (VBE) | |
| Stefura Associates, Inc. (WBE) | The Edinburg Center, Inc. (W/NPO) | Using Data Solutions, LLC (WBE) | |
| Stephenson & Brook Company (WBE) | The Ergonomic Group, Inc. (WBE) | Valley Green Shredding, LLC (VBE) | |
| Steri-Tech Medical Innovations, LLC (MBE, DOBE, SDVOBE, VBE) | The Hollister Group, Inc. (WBE) | VAV International, Inc. (MBE) | |
| Sterling Business Products, Inc. d/b/a: Sterling Printing (MBE) | The Innovations Group, Incorporated (WBE) | Venture Community Services, Inc. (W/NPO) | |
| Stockman Associates, LLC (WBE) | The Institute for Education and Professional Development, Inc., (WBE) | Vertex Computer Systems, Inc. (MBE, WBE) | |
| Stone & Berg Company, Inc. (WBE*) | The Malone Group, LLC (WBE) | Veterans Business Supply, Inc. d/b/a: VBS (SDVOBE) | |
| Stone Soup Collaborative, LLC (WBE) | The Mauch Group, LLC (MBE, WBE) | Veterans Construction, LLC (SDVOBE) | |
| Stop Loss Insurance Brokers, Inc. (WBE) | The Panther Group, Inc. (MBE) | Veto Consulting Services, LLC (WBE) | |
| Strategic Enterprise Technology, Inc. (MBE) | The Resource Connection, Inc. (WBE) | Victoria Trucking, LLC (MBE) | |
| Strategic Environmental Services, Inc. (WBE) | The Royal Law Firm, LLP (WBE) | Vigil Electric Company, Inc. (MBE) | |
| Strategic Marketing Consulting, LLC (WBE) | The Smead Manufacturing Company (WBE) | Vigorous Interventions In Ongoing Natural Settings, Inc. (VISIONS) (M/NPO) | |
| Strategic Thinking Group (WBE) | The Spratty Group LLC (MBE) | Village Forge, Inc. (WBE) | |
| Strategy Matters, LLC (WBE) | The Training Associates Corporation (WBE) | Virtuoso Sourcing Group, LLC (WBE) | |
| Structure Consulting Group, Inc. (WBE) | The Vesume Group, LLC (WBE) | Vision Global, Inc. (WBE) | |
| Studio 2112 Landscape Architecture, Inc. (WBE) | The Vieras, LLC (MBE, WBE) | VLink, Inc. (MBE) | |
| Studio 26 Associates, LLC (MBE) | The White Lion Brewing Company, LLC (MBE) | VN Engineers, Inc. (WBE) | |
| Studio Enee, Inc. (MBE, WBE) | The Woodworks Architectural Millwork, Inc. (WBE) | Voltrek, LLC (WBE*) | |
| Studio Umbra, LLC (MBE) | Theresa Leung-Foti Financial Services (MBE, WBE) | | |

Appendix H: SDO Certifications and Third-Party Certifications Issued and Recognized by the Supplier Diversity Office

| Certification Category | Certifications issued by the SDO | Third-Party Certifications Recognized by the SDO |
|--|----------------------------------|--|
| Minority Business Enterprises (MBE) | Yes | <ul style="list-style-type: none"> • The City of Boston • The Greater New England Minority Supplier Development Council⁵² |
| Women Business Enterprises (WBE) | Yes | <ul style="list-style-type: none"> • The City of Boston • The Center for Women and Enterprise (New England WBENC)³⁰ |
| Veteran Business Enterprises (VBE) | Yes | <ul style="list-style-type: none"> • U.S. Small Business Administration (SBA) (VetCert)⁵³ • National Veteran-Owned Business Association (NaVOBA)⁵⁴ |
| Service-Disabled Veteran-Owned Business Enterprises (SDVOBE) | - | <ul style="list-style-type: none"> • U.S. Small Business Administration (SBA) (VetCert) • Disability:IN • National Veteran-Owned Business Association (NaVOBA) |
| Disability-Owned Business Enterprises (DOBE) | - | <ul style="list-style-type: none"> • Disability:IN |
| LGBT Business Enterprises (LGBTBE) | - | <ul style="list-style-type: none"> • The National LGBT Chamber of Commerce (NGLCC) |
| Minority Nonprofit Organization (M/NPO) | Yes | |
| Veteran Nonprofit Organization (V/NPO) | Yes | |
| Women Nonprofit Organization (W/NPO) | Yes | |
| Portuguese Business Enterprise (PBE) | Yes | |

⁵² Businesses certified by other regional affiliates of the National Minority Supplier Development Council (NMSDC) and Regional Partner Organizations of the Women Business Enterprise National Council (WBENC) may use applications submitted to those third-party organizations in lieu of completing the SDO Application for Certification. In addition, the SDO will accept proof from the certifying organization that a site visit was completed successfully, eliminating the need for applicants to have a separate SDO site visit.

⁵³ SBA Small VBE and SDVOBE Certification (VetCert) replaced the certification of VBEs and SDVOBEs conducted by VetBiz/U.S. Department of Veterans Affairs (VA) on January 1, 2023.

⁵⁴ The SDO entered into a Memorandum of Understanding with NaVOBA on December 18, 2023, to accept NaVOBA VBE and SDVOBE certifications.

Appendix I: List of Abbreviations Used in the Report

| | |
|-----------------|---|
| A&F | Executive Office for Administration & Finance |
| BECMA | Black Economic Council of Massachusetts |
| CWE | Center for Women and Enterprise |
| CommCorp | Commonwealth Corporation |
| DBE | Disadvantaged Business Enterprise |
| DCAMM | Division of Capital Asset Management and Maintenance |
| DOBE | Disability-Owned Business Enterprise |
| DBC | Dorchester Bay City |
| EOTSS | Executive Office of Technology Services and Security |
| GNEMSDC | Greater New England Minority Supplier Diversity Council |
| LGBTBE | LGBT-Owned Business Enterprise |
| M/NPO | Minority Nonprofit Organization |
| M/W/NPO | Minority Women Nonprofit Organization |
| MassDevelopment | Massachusetts Development Finance Agency |
| MassHousing | Massachusetts Housing Finance Agency |
| Massport | Massachusetts Port Authority |
| MBE | Minority-Owned Business Enterprise |
| MBTA | Massachusetts Bay Transportation Authority |
| MCAMP | Municipal Construction Affirmative Marketing Program |
| MCCA | Massachusetts Convention Center Authority |
| MGC | Massachusetts Gaming Commission |
| MGCC | Massachusetts Growth Capital Corporation |
| MSBA | Massachusetts School Building Authority |
| MSCBA | Massachusetts State College Building Authority |
| MWRA | Massachusetts Water Resources Authority |
| NGLCC | National LGBT Chamber of Commerce |
| OAO | Office of Access to Opportunity |
| OSD | Operational Services Division |
| PBE | Portuguese-Owned Business Enterprise |
| SCORE | Service Corps of Retired Executives |
| SBPP | Small Business Purchasing Program |
| SDO | Supplier Diversity Office |
| SDP | Supplier Diversity Program |
| SDVOBE | Service-Disabled Veteran-Owned Business Enterprise |
| UMass | University of Massachusetts |
| UMBA | University of Massachusetts Building Authority |
| VBE | Veteran-Owned Businesses Enterprise |
| V/NPO | Veteran Nonprofit Organization |
| WBENC | Women's Business Enterprise National Council |
| W/NPO | Women Nonprofit Organization |
| WBE | Women-Owned Business Enterprise |