

County of Orange

**DISADVANTAGED BUSINESS ENTERPRISE
PROGRAM**

for

ORANGE COUNTY AIRPORT

ORANGE, VIRGINIA

MAY 2019

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UNITED STATES DEPARTMENT OF TRANSPORTATION
DBE PROGRAM – 49 CFR PART 26
COUNTY OF ORANGE
for the **ORANGE COUNTY AIRPORT**
ORANGE VA

POLICY STATEMENT

Section 26.1, 26.23 Objectives/Policy Statement

The County of Orange (hereafter ‘the County’) has established a Disadvantaged Business Enterprise (DBE) program in accordance with regulations of the U.S. Department of Transportation (USDOT) 49 CFR Part 26. The County has received Federal financial assistance from USDOT, and as a condition of receiving this assistance, the County has signed an assurance that it will comply with 49 CFR Part 26.

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

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

Kurt Hildebrand, County of Orange, Assistant County Administrator for Operations, PO Box 111, 127 Belleview Avenue, Orange, VA 22960; Phone: (540) 672-9600; Email: khildebrand@orangecountyva.gov has been designated as the DBE Liaison Officer (DBELO). In that capacity, the Assistant County Administrator for Operations is responsible for implementing all aspects of the DBE program. Implementation of the DBE program is accorded the same priority as compliance with all other legal obligations incurred by the County in their financial assistance agreements with the US Department of Transportation.

The County has disseminated this policy statement to its board members, and will distribute this statement to DBE and non-DBE business communities that perform work for the Airport on USDOT-assisted contracts in the following manner:

1. *This policy statement will be prepared as a handout, and made available at pre-bid conferences, and/or outreach meetings conducted by the County.*
2. *The policy statement will be posted to the County’s website.*

R. Bryan David, County Administrator

Date

SUBPART A – GENERAL REQUIREMENTS

Section 26.1 Objectives

The objectives are found in the policy statement on the first page of this program.

Section 26.3 Applicability

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

Section 26.5 Definitions

The County will adopt the definitions contained in Section 26.5 for this program.

Section 26.7 Non-discrimination Requirements

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

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

Section 26.11 Record Keeping Requirements

Reporting to USDOT: 26.11(b)

The County will report DBE participation to USDOT as follows:

The Airport will submit annually, by or before December 1, the Uniform Reports of DBE Awards or Commitments and Payments, as modified for use by FAA recipients, via FAA dbE-Connect (<https://faa.civilrightsconnect.com/>).

Bidders List: 26.11(c)

The County will create and maintain a bidders' list, consisting of information about all DBE and non-DBE firms that bid or quote on USDOT-assisted contracts. The purpose of this requirement is to allow use of the bidders' list approach to calculating overall goals. The bidder list will include the name, address, DBE non-DBE status, age, and annual gross receipts of firms.

The County will collect this information in the following ways:

- a. Include a contract clause requiring prime bidders to report the names/addresses, and possibly other information, of all firms who quote to them on subcontracts.

- b. Include a notice in all solicitations, and otherwise widely disseminated, request to firms quoting on subcontracts to report the approved information directly to the DBELO for inclusion in the bidder's list.
- c. Request the above information from all potential bidders who contact the County seeking bid information, and/or who attend pre-bid meetings, conferences, etc., at the Airport.
- d. The County may also consider the use of the Bidders List Data Collection form, as shown in **Attachment 10**.

Section 26.13 Federal Financial Assistance Agreement

The County has signed the following assurances, applicable to all USDOT-assisted contracts and their administration:

Assurance: 26.13(a)

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

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

Contract Assurance: 26.13b

The County will ensure that the following clause is placed in every USDOT-assisted contract and subcontract:

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

- (1) Withholding monthly progress payments;
- (2) Assessing sanctions;
- (3) Liquidated damages; and/or
- (4) Disqualifying the contractor from future bidding as non-responsive.

SUBPART B - ADMINISTRATIVE REQUIREMENTS

Section 26.21 DBE Program Updates

The County is required to have a DBE program meeting the requirements of this part as it will receive grants for airport planning or development and will award prime contracts, cumulative total value of which exceeds \$250,000 in FAA funds in a federal fiscal year. The County is not eligible to receive USDOT financial assistance unless USDOT has approved its DBE program, and the County is in compliance with it and this part. The County will continue to carry out the DBE program until all funds from USDOT financial assistance have been expended. The County does not have to submit regular updates of the program, as long as it remains in compliance. However, the County will submit significant changes in the program for approval.

Section 26.23 Policy Statement

The policy statement is elaborated on the first page of this program.

Section 26.25 DBE Liaison Officer (DBELO)

The County has designated the following individual as its DBE Liaison Officer:

Kurt Hildebrand, Assistant County Administrator for Operations
County of Orange
PO Box 111
127 Belleview Avenue
Orange, VA 22960
Phone: (540) 672-9600
Email: khildebrand@orangecountyva.gov

In that capacity, the DBELO is responsible for implementing all aspects of the DBE program and ensuring that the County comply with all provision of 49 CFR Part 26. The DBELO has direct, independent access to the County Administrator concerning DBE program matters. An organization chart displaying the DBELO's position in the organization is found in Attachment 1 to this program.

The DBELO is responsible for developing, implementing, and monitoring the DBE program, in coordination with other appropriate officials. The DBELO, along with his staff, will administer the program. The duties and responsibilities include the following:

1. Gathers and reports statistical data and other information as required by USDOT.
2. Reviews third party contracts and purchase requisitions for compliance with this program.
3. Works with all departments to set overall triennial goals.
4. Ensures that bid notices and requests for proposals are available to DBEs in a timely manner.
5. Identifies contracts and procurements so that DBE goals are included in solicitations (both race-neutral methods and contract-specific goals).
6. Analyzes the Airport's progress toward attainment and identifies ways to improve progress.

7. Participates in pre-bid meetings.
8. Advises the County on DBE matters and achievement.
9. Provides DBEs with information and assistance in preparing bids, obtaining bonding and insurance.
10. Determines compliance of bidders/offerors with good faith efforts in bid submittals.
11. Provides outreach to DBEs and community organizations to advise them of opportunities.

Section 26.27 DBE Financial Institutions

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

In developing this DBE program, the County's efforts did not identify any such institutions within its service area. The County will conduct an evaluation on a yearly basis, and if any such institutions are established in the Airport's service area, the County will consider the services offered by these institutions and refer them as noted above.

Section 26.29 Prompt Payment Mechanisms

The County requires that all subcontractors performing work on USDOT-assisted contracts shall be promptly paid for work performed pursuant to their agreements, in accordance with all relevant federal, state, and local law.

The County has established, as part of its DBE program, a contract clause to require prime contractors to pay subcontractors for satisfactory performance of their contracts no later than seven (7) days from receipt of each payment made to the prime contractor.

The County will ensure prompt and full payment of retainage from the prime contractor to the subcontractor within seven (7) days after the subcontractor's work is satisfactorily completed. The County will hold retainage from prime contractors and provide for prompt and regular incremental acceptances of portions of the prime contract, pay retainage to prime contractors based on these acceptances, and require a contract clause obligating the prime contractor to pay all retainage owed to the subcontractor for satisfactory completion of the accepted work within seven (7) days after payment to the prime contractor.

The County will consider a subcontractor's work is satisfactorily completed when all the tasks called for in the subcontract have been accomplished and documented as required by the County. When the County has made an incremental acceptance of a portion of a prime contract, the work of a subcontractor covered by that acceptance is deemed to be satisfactorily completed.

The County will include the following clause in each USDOT-assisted prime contract:

The prime contractor agrees to pay each subcontractor under this prime contract for satisfactory performance of its contract no later than seven (7) days from the receipt of each payment the prime

contract receives from the Airport. The prime contractor agrees further to return retainage payments to each subcontractor within seven (7) days after the subcontractor's work is satisfactorily completed. Any delay or postponement of payment from the above referenced time frame may occur only for good cause following written approval of the County. This clause applies to both DBE and non-DBE subcontracts.

Dispute Resolution: 26.29(e) (1-3)

The County requires that prime contractors insert a contract provision in their subcontractor agreements that allows for a dispute resolution process. Pursuant to 49 CFR Part 26.29(e) (1-3), the following contract provisions will be reviewed and approved by the County:

1. A contract clause that requires prime contractors to include in their subcontractors' agreements language providing that prime contractors and subcontractors will use appropriate alternative dispute resolution mechanisms to resolve payment disputes; and disputes between the prime contractor and DBE subcontractor may also be subject to Virginia's Alternative Dispute Resolution process¹.
2. A contract clause providing that the prime contractor will not be reimbursed for work performed by subcontractors unless and until the prime contractor ensures that the subcontractors are promptly paid for the work they have performed.

Section 26.31 Directory

The primary Disadvantaged Business Enterprise Directory for the County comes from the Virginia Department of Small Business and Supplier Diversity (SBSD) and contains listings of certified minority- and women-owned construction firms and material suppliers from throughout the Commonwealth.

SBSD maintains an active list of certified disadvantaged businesses located throughout the state. Therefore, all of the firms listed in the directory have been certified by this state and in accordance with USDOT criteria. It should be noted also that these listings and certifications are periodically updated with some firms being added, while others are removed.

The directory should enable prime contractors for projects at the County to proceed more easily in their attempts to comply with overall goals regarding Disadvantaged Business Enterprises.

The County will refer potential bidders to the SBSBD directory that is available online. The link for the directory can be found in Attachment 2 to this program.

Section 26.33 Overconcentration

The County has not identified that overconcentration exists in the types of work that DBEs perform. However, the DBELO will continue to monitor the various categories every three years to ensure that non-DBE firms are not unduly burdened.

¹ <http://www.courts.state.va.us/courtadmin/aoc/djs/programs/drs/mediation/home.html>

Section 26.35 Business Development Programs

The County has not established a business development program. The DBELO will re-evaluate the need for such a program every three years.

Section 26.37 Monitoring and Enforcement Mechanisms

Monitoring Payments to DBEs and Non-DBEs

The County will provide ongoing monitoring of prime contractor payments to subcontractors over the course of any covered contract. The County will require prime contractors to report documentation of payments to subcontractors monthly. The DBELO will review and verify that payments have been made and retainage has been returned to subcontractors in accordance to section 26.29.

The County will require prime contractors to maintain records and documents of payments to subcontractors, including DBEs, for a minimum of three (3) years unless otherwise provided by applicable record retention requirements for the County's financial assistance agreement, whichever is longer. These records will be made available for inspection upon request by any authorized representative of the County or DOT. This reporting requirement extends to all subcontractors, both DBE and non-DBE.

The County uses a number of DBE forms, which can be found in Attachment 3, to collect DBE information for initial project setup and for ongoing monitoring of DBE participation:

- DBE Project Compliance Review Checklist
- Listing of DBE Subcontractors
- DBE Monthly Report
- DBE Commercially Useful Function Report

The DBELO or the County's representative will conduct onsite compliance reviews of FAA-funded projects. The DBELO will review all DBE subcontracts and payments. The DBELO will also evaluate any DBE firms working on the project during the date of the visit. The DBELO will conduct a commercially useful function (CUF) review at least once during the project for all DBEs. The DBELO will also review monthly progress reports submitted by prime contractors to determine if they are on track to meet the DBE goal. Written certification will be documented by the DBELO on the DBE Project Compliance Review Checklist form.

Prompt Payment Dispute Resolution

The County will take the following steps to resolve disputes as to whether work has been satisfactorily completed for purposes of §26.29.

A meeting will be scheduled with the prime contractor, subcontractor, the DBELO, and other appropriate County representative(s). Any meeting for the purpose of dispute resolution will include County representative(s) authorized to bind each interested party, including representative(s) with authorization to take enforcement action.

The County has established, as part of its DBE program, the following mechanism(s) to ensure prompt payment and return of retainage:

A contract clause providing that the prime contractor will not be reimbursed for work performed by subcontractors unless and until the prime contractor ensures that the subcontractors are promptly paid for the work they have performed.

If the prime contractor has not paid subcontractors in accordance with 26.29, the County will not reimburse the prime contractor for work performed by subcontractors until the prime contractor is in compliance with 26.29.

Prompt Payment Complaints

Complaints by subcontractors regarding the prompt payment requirements are handled according to the following procedure.

1. The affected subcontractor shall file a complaint with the prime contractor directly regarding payment.
2. If filing a complaint with the prime contractor does not result in timely and meaningful action by the prime contractor to resolve the prompt payment dispute, the affected subcontractor may contact the County's DBELO.
3. If filing a prompt payment complaint with the DBELO does not result in timely and meaningful action by the County to resolve prompt payment disputes, the affected subcontractor may contact the FAA Office of Civil Rights.

Enforcement Actions for Noncompliance of Participants

The County will provide appropriate means to enforce the requirements of §26.29. These means may include:

- Assessing liquidated damages, in accordance with the contract, against the prime contractor for each day beyond the required time period the prime contractor fails to pay the subcontractor
- Advising subcontractors of the availability of the payment and performance bond to assure payment for labor and materials in the execution of the work provided for in the contract
- Paying subcontractors directly and deducting this amount from the retainage owed to the prime contractor
- Issuing a stop-work order until payments are released to subcontractors, specifying in the contract that such orders constitute unauthorized delays, for the purposes of calculating liquidated damages, if milestones are not met.

The County will actively implement the enforcement actions detailed above.

Monitoring Contracts and Work Sites

The County will review contracting records and will engage in active monitoring of work sites to ensure that work committed to DBEs at contract award or subsequently (*e.g.*, as the result of modification to

the contract) is actually performed by the DBEs to which the work was committed. Work site monitoring will be performed by the DBELO with assistance from the resident project representative. The contracting records will be reviewed by the DBELO. The County will maintain written certification that contracting records have been reviewed and work sites have been monitored for this purpose.

Section 26.39 Fostering Small Business Participation

The County has created an element to structure contracting requirements to facilitate competition by small business concerns, taking all reasonable steps to eliminate obstacles to their participation, including unnecessary and unjustified bundling of contract requirements that may preclude small business participation in procurements as prime contractors or subcontractors.

The program element is included as Attachment 4. The County will actively implement the program elements to foster small business participation. Doing so is a requirement of good faith implementation of the DBE program.

SUBPART C – GOALS, GOOD FAITH EFFORTS, AND COUNTING

Section 26.43 Set-asides or Quotas

The County does not use quotas in any way in the administration of this DBE program.

Section 26.45 Overall Goals

The County will establish an overall DBE goal covering a three-year federal fiscal year period if it anticipates awarding USDOT/FAA-funded prime contracts the cumulative total value of which exceeds \$250,000 during any one or more of the reporting fiscal years within the three-year goal period. In accordance with Section 26.45(f), the County will submit its overall three-year DBE goal to FAA by August 1st as required by the established schedule below.

Airport Type	Region	Date Due (Goal Period)	Next Goal Due (Goal Period)
Non-Primary (GAs, Relievers and State DOTs)	Alaskan, Eastern, & Great Lakes	August 1, 2019 (2020/2021/2022)	August 1, 2022 (2023/2024/2025)

The DBE goals will be established in accordance with the two-step process as specified in 49 CFR Part 26.45. If the County does not anticipate awarding USDOT/FAA-funded prime contracts the cumulative total value of which exceeds \$250,000 during any of the years within the three-year reporting period, the County will not develop an overall goal; however, this DBE Program will remain in effect and the County will seek to fulfill the objectives outlined in 49 CFR Part 26.1.

A description of the methodology to calculate the overall goal and the goal calculations can be found in Attachment 5 to this program. This section of the program will be updated triennially.

In establishing the overall goal, the County will provide for consultation and publication. This includes consultation with minority, women’s and general contractor groups, community organizations, and

other officials or organizations that could be expected to have information concerning the availability of disadvantaged and non-disadvantaged businesses, the effects of discrimination on opportunities for DBEs, and the County's efforts to establish a level playing field for the participation of DBEs. The consultation will include a scheduled, direct, interactive exchange (e.g., a face-to-face meeting, video conference, teleconference) with as many interested stakeholders as possible focused on obtaining information relevant to the County's goal setting process, and it will occur before submitting the goal methodology to the FAA for review pursuant to paragraph (f) of this section. The County will document in the goal submission the consultation process that was utilized. Notwithstanding paragraph (f)(4) of this section, the County will not implement the proposed goal until this requirement is fulfilled.

In addition, the County will post a notice announcing the proposed overall goal before submission to the operating administration on August 1. The notice will be posted on the County's official internet web site and may be posted in any other sources (e.g., minority-focused media, trade association publications). If the proposed goal changes following review by the operating administration, the revised goal will be posted on the official internet web site. The County will inform the public that the proposed overall goal and its rationale are available for inspection during normal business hours at the DBELO's office, and that the County will accept comments on the goals for 30 days from the date of the notice. Notice of the comment period will include the addresses to which comments may be sent (including offices and websites) and where the proposal may be reviewed. The public comment period will not extend the August 1st deadline.

The County's overall goal submission to USDOT will include a summary of information and comments received during this public participation process and responses, if any comments are received.

The County will begin using the overall goal on October 1 of each year, unless it has received other instructions from USDOT. If the County establishes a goal on a project basis, it will begin using the goal by the time of the first solicitation for a USDOT-assisted contract for the project.

Section 26.45 (e) - Project Goals

If permitted or required by the FAA Administrator, the County will express its overall goals as a percentage of funds for a particular grant or project or group of grants and/or projects, including entire projects. Like other overall goals, a project goal may be adjusted to reflect changed circumstances, with the concurrence of the appropriate operating administration. A project goal is an overall goal, and it must meet all the substantive and procedural requirements of this section pertaining to overall goals. A project goal covers the entire length of the project to which it applies. The project goal should include a projection of the DBE participation anticipated to be obtained during each fiscal year covered by the project goal. The funds for the project to which the project goal pertains are separated from the base from which the regular overall goal, applicable to contracts not part of the project covered by a project goal, is calculated. If the County establishes a goal on a project basis, the County will begin using its goal by the time of the first solicitation for a DOT-assisted contract for the project.

Section 26.45(f) - Prior Operating Administration Concurrence

The County understands that it is not required to obtain prior operating administration concurrence with the overall goal. However, if the operating administration's review suggests that the overall goal has not been correctly calculated or that the method for calculating goals is inadequate, the operating administration may, after consulting with the County, adjust the overall goal or require that the County do so. The adjusted overall goal is binding. In evaluating the adequacy or soundness of the methodology used to derive the overall goal, the U.S. DOT operating administration will be guided by the goal setting principles and best practices identified by the Department in guidance issued pursuant to § 26.9.

Section 26.47 Goal Setting and Accountability

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

1. Analyze in detail the reason for the difference between the overall goal and the actual awards/commitments;
2. Establish specific steps and milestones to correct the problems identified in the analysis; and
3. Prepare, within 90 days of the end of the fiscal year, the analysis and corrective actions developed under paragraph (c)(1) and (2) of this section. The County will retain a copy of the analysis and corrective actions in its records for a minimum of three years. The County will make it available to the FAA upon request.

Section 26.49 Transit Vehicle Manufacturers Goals

N/A

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

The breakout of estimated race-neutral and race-conscious participation can be found in Attachment 6 to this program. This section of the program will be updated when the goal calculation is updated.

Section 26.51(d-g) Contract Goals

The County will use contract goals to meet any portion of the overall goal it does not project being able to meet using race-neutral means. Contract goals are established so that, over the period to which the overall goal applies, they will cumulatively result in meeting any portion of the overall goal that is not projected to be met through the use of race-neutral means.

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

The County will express its contract goals as a percentage of the federal share of a USDOT-assisted contract.

Section 26.53 Good Faith Efforts Procedures

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

The obligation of the bidder is to make good faith efforts to meet the DBE goal. The bidder can demonstrate that it has done so either by meeting the contract goal or documenting good faith efforts. Examples of good faith efforts are found in Appendix A to 49 CFR Part 26.

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

The County will ensure that all information is complete and accurate and adequately documents the bidder's good faith efforts before it commits to the performance of the contract by the bidder.

Information to be submitted (26.53(b))

In its solicitations for DOT/FAA-assisted contracts for which a contract goal has been established, the County will require the following:

- (1) Award of the contract will be conditioned on meeting the requirements of this section;
- (2) All bidders or offerors will be required to submit the following information to the County, at the time provided in paragraph (b)(3) of this section:
 - (i) The names and addresses of DBE firms that will participate in the contract;
 - (ii) A description of the work that each DBE will perform. To count toward meeting a goal, each DBE firm must be certified in a NAICS code applicable to the kind of work the firm would perform on the contract;
 - (iii) The dollar amount of the participation of each DBE firm participating;
 - (iv) Written documentation of the bidder/offeror's commitment to use a DBE subcontractor whose participation it submits to meet a contract goal; and
 - (v) Written confirmation from each listed DBE firm that it is participating in the contract in the kind and amount of work provided in the prime contractor's commitment.
 - (vi) If the contract goal is not met, evidence of good faith efforts (see Appendix A of 49 CFR Part 26). The documentation of good faith efforts must include copies of each DBE and non-DBE subcontractor quote submitted to the bidder when a non-DBE subcontractor was selected over a DBE for work on the contract; and
- (3) The County will require that the bidder/offeror present the information required by paragraph (b)(2) of this section under sealed bid procedures, as a matter of responsiveness, or with initial proposals, under contract negotiation procedures.

This information will be collected using the forms found in Attachment 7.

Administrative reconsideration (26.53(d))

Within seven (7) days of being informed by the County that it is not responsive because it has not documented sufficient good faith efforts, a bidder may request administrative reconsideration. Bidders should make this request in writing to the following reconsideration official:

R. Bryan David, County Administrator
County of Orange
Gordon Building
112 West Main Street
P.O. Box 111
Orange, Virginia 22960
bdavid@orangecountyva.gov

The reconsideration official will not have played any role in the original determination that the bidder did not document sufficient good faith efforts.

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

Good Faith Efforts procedures in situations when there are contract goals (26.53(f)(g))

The County will include in each prime contract a provision stating:

The contractor shall utilize the specific DBEs listed to perform the work and supply the materials for which each is listed unless the contractor obtains the County's written consent as provided in this paragraph 26.53(f); and

That, unless the County's consent is provided under this paragraph 26.53(f), the contractor shall not be entitled to any payment for work or material unless it is performed or supplied by the listed DBE.

The County will require the contractor that is awarded the contract to make available upon request a copy of all DBE subcontracts. The subcontractor shall ensure that all subcontracts or an agreement with DBEs to supply labor or materials require that the subcontract and all lower tier subcontractors be performed in accordance with this part's provisions.

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

The County requires that prime contractors not terminate a DBE subcontractor listed on a bid/contract with a DBE contract goal without the County's prior written consent. Prior written consent will only be provided where there is "good cause" for termination of the DBE firm, as established by Section 26.53(f)(3) of the DBE regulation.

In those instances where "good cause" exists to terminate a DBE's contract, the County will require the prime contractor to make good faith efforts to replace a DBE that is terminated or has otherwise failed to complete its work on a contract with another certified DBE, to the extent needed to meet the contract goal. The County will require the prime contractor to notify the DBE Liaison officer immediately of the DBE's inability or unwillingness to perform and provide reasonable documentation.

In this situation, the County will require the prime contractor to obtain prior approval of the substitute DBE and to provide copies of new or amended subcontracts, or documentation of good faith efforts. The County will provide such written consent only if the County agrees, for reasons stated in a concurrence document, that the prime contractor has good cause to terminate the DBE firm. For purposes of this paragraph, good cause includes the following circumstances:

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

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

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

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

Each prime contract will include a provision stating:

The contractor shall utilize the specific DBEs listed in the contractor's bid to perform the work and supply the materials for which each is listed unless the contractor obtains prior written consent of the County of Orange, as provided in 49 CFR Part 26, §26.53(f). Unless such consent is provided, the contractor shall not be entitled to any payment for work or material unless it is performed or supplied by the listed DBE.

The County will require a contractor to make good faith efforts to replace a DBE that is terminated or has otherwise failed to complete its work on a contract with another certified DBE. These good faith efforts shall be directed at finding another DBE to perform at least the same amount of work under the contract as the DBE that was terminated, to the extent needed to meet the contract goal that the County established for the procurement. The good faith efforts shall be documented by the contractor. If the County requests documentation from the contractor under this provision, the contractor shall submit the documentation within 7 days, which may be extended for an additional 7 days if necessary at the request of the contractor, and the recipient shall provide a written determination to the contractor stating whether or not good faith efforts have been demonstrated.

The County will include in each prime contract the contract clause required by § 26.13(b) stating that failure by the contractor to carry out the requirements of this part is a material breach of the contract and may result in the termination of the contract or such other remedies set forth in that section that the County deem appropriate if the prime contractor fails to comply with the requirements of this section.

If the contractor fails or refuses to comply in the time specified, the County's contracting office will issue an order stopping all or part of payment/work until satisfactory action has been taken. If the contractor still fails to comply, the contracting officer may issue a termination for default proceeding.

Sample Bid Specification:

The requirements of 49 CFR Part 26, Regulations of the U.S. Department of Transportation, apply to this contract. It is the policy of the County of Orange, as owner of the Orange County Airport, to practice nondiscrimination based on race, color, sex, or national origin in the award or performance of this contract. All firms qualifying under this solicitation are encouraged to submit bids/proposals. Award of this contract will be conditioned upon satisfying the requirements of this bid specification. These requirements apply to all bidders, including those who qualify as a DBE. A DBE contract goal of ___ percent has been established for this contract. The bidder shall make good faith efforts, as defined in Appendix A, 49 CFR Part 26, to meet the contract goal for DBE participation in the performance of this contract.

The bidder will be required to submit the following information:

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

Section 26.55 Counting DBE Participation

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

In the case of post-award substitutions or additions, if a firm is not currently certified as a DBE in accordance with the standards of subpart D of this part at the time of the execution of the contract, the firm's participation will not be counted toward any DBE goals, except as provided for in §26.87(j).

Pursuant to Sec. 150 of the FAA Reauthorization Act of 2018, DBE firms certified with NAICS code 237310 that exceed the business size standard in § 26.65(b) will remain eligible for DBE credit for work in that category as long as they do not exceed the small business size standard for that category, as adjusted by the United States Small Business Administration.

SUBPART D – CERTIFICATION STANDARDS

Section 26.61 – 26.73 Certification Process

The County will refer all matters pertaining to certification to the Virginia Department of Small Business and Supplier Diversity (DSBSD) or the Metropolitan Washington Airports Authority (MWAA) in accordance with the Commonwealth's UCP program. The UCP program will use the certification standards of Subpart D of Part 26 to determine the eligibility of firms to participate as DBEs in USDOT-assisted contracts. To be certified as a DBE, a firm must meet all certification eligibility standards. The UCP will make all certification decisions based on the facts as a whole.

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

Virginia Department of Small Business and Supplier Diversity
101 N. 14th Street, 11th Floor
Richmond, Virginia 23219
Phone: (804) 786-6585
<http://sbsd.virginia.gov/business-certifications-2/dbe/>

Metropolitan Washington Airports Authority
Equal Opportunity Programs Department
1 Aviation Circle
Washington, DC 20001
Phone: (703) 417-8625
<https://mwaa.diversitycompliance.com/>

A link to the certification application forms and documentation requirements are found in Attachment 8 to this program.

SUBPART E – CERTIFICATION PROCEDURES

Section 26.81 Unified Certification Programs

SBSD currently manages the Unified Certification Program (UCP) for the Commonwealth of Virginia, and the County is a non-certifying participant. The County will use and count for DBE credit only those DBE firms certified by SBSD or the Metropolitan Washington Airports Authority, the other certifying agency in the Commonwealth's UCP.

SUBPART F – COMPLIANCE AND ENFORCEMENT

Section 26.109 Information, Confidentiality, Cooperation

The County will safeguard, from disclose to third-parties, information that may reasonably be regarded as confidential business information, consistent with federal, state, and local law. Notwithstanding any provision of federal or state law, the County will not release any information that may reasonably be construed as confidential business information to any third-party without the written consent of the firm that submitted the information. This includes applications for DBE certification and supporting information. However, the County will transmit this information to DOT in any certification appeal proceeding under § 26.89 of this part or to any other state to which the individual's firm has applied for certification under § 26.85 of this part.

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

The County, contractor, or any other participant in the program will not intimidate, threaten, coerce, or discriminate against any individual or firm for the purpose of interfering with any right or privilege secured by this part or because the individual or firm has made a complaint, testified, assisted, or participated in any manner in an investigation, proceeding, or hearing under this part. If the County violates this prohibition, the County will be in noncompliance with this part.

Monitoring Payments to DBEs

The County will require prime contractors to maintain records and documents of payments to DBEs for three (3) years following the performance of the contract. These records will be made available for inspection upon request by any authorized representative of the County or USDOT. This reporting requirement also extends to any certified DBE subcontractor.

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

ATTACHMENTS

Attachment 1	Organizational Chart
Attachment 2	DBE Directory
Attachment 3	Monitoring and Enforcement Mechanisms
Attachment 4	Fostering Small Business Participation
Attachment 5	Overall Goal Calculation
Attachment 6	Breakout of Estimated Race-Neutral & Race-Conscious Participation
Attachment 7	Form 1 & 2 for Demonstration of Good Faith Efforts
Attachment 8	Certification Application Forms
Attachment 9	Regulations: 49 CFR Part 26
Attachment 10	Bidders List Data Form

Attachment 1

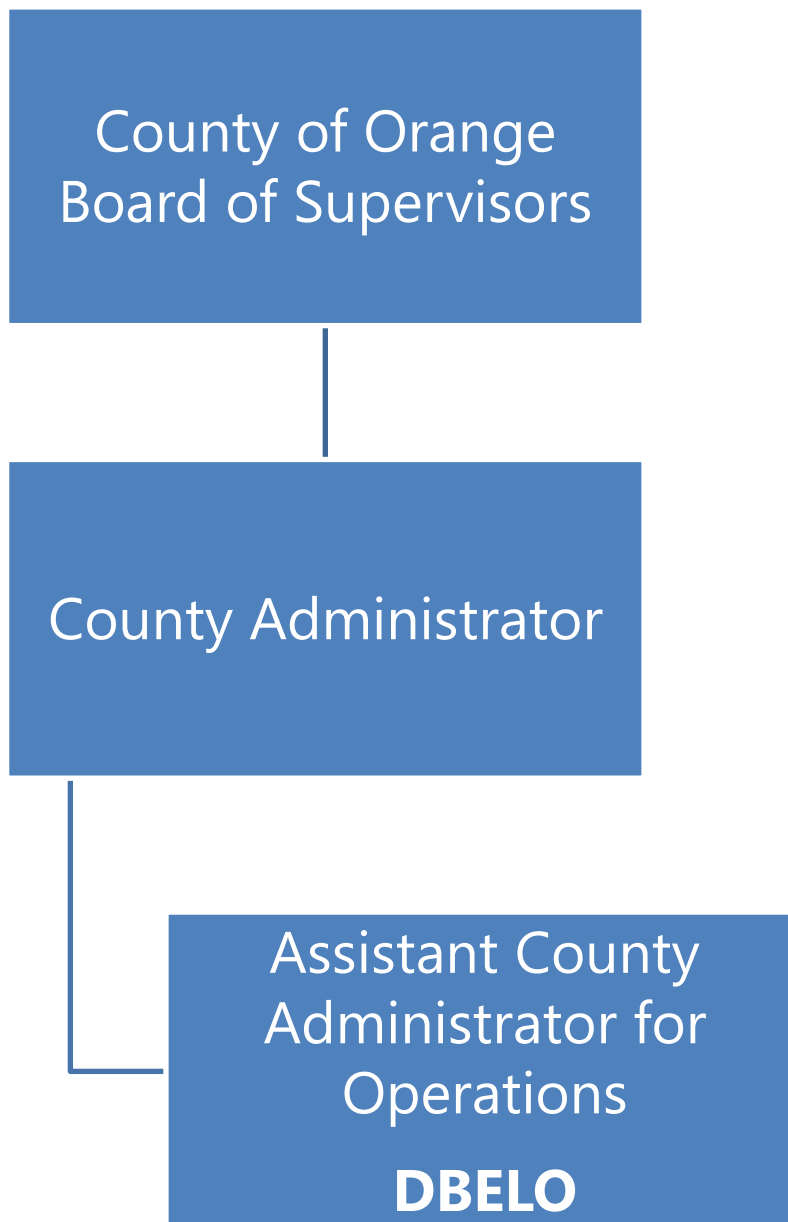
Organizational Chart

The County of Orange

ORANGE COUNTY AIRPORT

Orange, Virginia

Organizational Chart



Attachment 2

DBE Directory

The DBE Directory for the
Commonwealth of Virginia
may be found at

<https://www.sbsd.virginia.gov/directory/>.

Attachment 3

Monitoring and Enforcement Mechanisms

The County of Orange – Orange County Airport

1. All participants are hereby notified that pursuant to Title 49 Code of Federal Regulations, United States Department of Transportation, Part 26 and the Disadvantaged Business Enterprise Participation Program for the County of Orange, they must affirmatively ensure that, in any contract entered into with the Orange County Airport, DBEs will be afforded *equal* opportunity to participate in subcontracting activities. It is the policy of the County to ensure that DBEs, as defined in Part 26, have an equal opportunity to receive and participate in USDOT-assisted contracts. It is further the policy of the County to ensure nondiscrimination in the award and administration of USDOT-assisted contracts.
2. All contracts between the County and a Contractor shall contain an appropriate provision to the effect that failure by the Contractor to comply with the County's DBE Program shall constitute a breach of contract, exposing the Contractor to a potential termination of the contract or other appropriate remedy, including withholding of funds, until such time as the contractor complies with all the DBE requirements of this program. Under authority granted by Virginia law, the County may impose liquidated damages, contract suspension, or even contract termination.
3. All documentation submitted at time of bid, as well as additional data provided by the successful bidder, is considered part of the contract documents. Any alterations, substitutions, deletions, etc., to data provided at time of submission of bid must have prior approval of the County's DBE Liaison Officer.
4. Should a DBE firm not certified by the Virginia Unified Certification Program be proposed by a potential contractor as a part of his/her DBE plan efforts, the inclusion of said firm will not be considered a demonstration of making good faith efforts towards meeting the DBE goal.
5. In contracts with DBE contract goals, bids submitted which do not meet the DBE contract goals, and which do not show that a meaningful good faith effort was made to achieve the stated goals, will be considered non-responsive bids, and bidders will be notified of the deficiency and given opportunity to appeal to the Administrative Reconsideration Official (49 CFR 26.53). The bidder will not be eligible for award of the contract until the appeal procedures are complete. The Administrative Reconsideration Official will make the determination on the sufficiency of the good faith efforts.
6. The County reserves the right to reject any or all bids, or to re-advertise for bids. Award, if made, will be to the lowest responsive and qualified bidder. A bid will not be considered responsive unless the bidder complies with Title 49 Code of the Federal Regulations, Part 26, and the Disadvantaged Business Enterprise Program of the County.
7. The County shall require contractors to make good faith efforts to replace a DBE subcontractor that is terminated, or fails to complete its work on the contract for any reason, with another DBE subcontractor. If a DBE subcontractor is terminated, or fails to complete its work on the contract for any reason, the Contractor must notify the Airport immediately. These good faith efforts shall be directed at finding another DBE to perform at least the same amount of work under the contract as the DBE that was terminated, to the extent needed to meet the established contract goal. The County shall approve all substitutions prior to contract award and during contract performance in order to ensure that the substitute firms are eligible DBEs.

Additional information on the County's Disadvantaged Business Enterprise Program can be obtained from the DBE Liaison Officer, **Kurt Hildebrand, County of Orange, Assistant County Administrator for Operations, PO Box 111, 127 Belleview Avenue, Orange, VA 22960; Phone: (540) 672-9600; Email: khildebrand@orangecountyva.gov.**

8. The County will also implement a monitoring and enforcement mechanism to ensure that work committed to DBEs at contract award is actually performed by DBEs. This mechanism will provide for a running tally of actual DBE attainments (e.g., payments actually made to DBE firms), including a means of comparing these attainments to commitments. These mechanisms will include, but not be limited to, the following:
 - a) Reviewing bid package documentation thoroughly, obtaining clarification, if necessary.
 - b) Reviewing monthly reports regarding employment as well as DBE participation to ensure adherence to plan as represented in bid documents and as stipulated in this program.
 - c) Monitoring progress of payments to DBEs through monthly reports from prime contractors.
 - d) Monitoring progress of DBEs' work through on-site visits and communication with DBEs. The Airport will implement a monitoring and enforcement mechanism that will include written certification that the Airport has reviewed contracting records and monitored work sites for this purpose. This monitoring will be conducted during routine project site visits on a monthly basis. The DBELO will sign off on the written certifications.
9. The County will bring to the attention of the US Department of Transportation any false, fraudulent, or dishonest conduct in connection with the program, so that USDOT can take the steps (e.g., referral to the Department of Justice for criminal prosecution, referral to the USDOT Inspector General, action under suspension and debarment or Program Fraud and Civil Penalties rules) provided in 26.109.
10. The County also will consider similar action under its own legal authorities, including responsibility determinations in future contracts. In addition, the County will apply legal and contract remedies under state and local law. This includes, for example, applying liquidated damages, withholding payments, etc.
11. In its reports of DBE participation to the USDOT, the County will show both commitments and attainments, as required by the USDOT reporting form.

Attachment 9 contains a link to 49 CFR Part 26, which describes federal regulations, provisions, and contract remedies available to the County in the event of non-compliance by a participant.

DBE Commercially Useful Function Report

Project:	
AIP Number:	
Prime Contractor:	
DBE Firm:	
DBE Start/Complete	
CUF Review Date:	

GENERAL

Yes No N/A

1. Does the DBE have its own employees on the job to perform the work?			
2. Does the DBE own the equipment being utilized to perform its work? If No, attach equipment list, ownership documents, and rental/lease agreements.			
3. Is the DBE self-performing the subcontract defined task for a specific item of work (distinct element) on the contract?			

HAULING FIRMS

Yes No N/A

1. Does the DBE hauling firm own and/or lease their trucks? (review ownership/vehicle registration and/or lease documents to verify)			
2. Does the DBE employ drivers for trucks owned by the company? (If leased trucks include operators, this should be indicated in the agreement/purchase order.)			
3. Do the haul tickets and/or bills of lading associated with the project confirm that hauling is being performed by the DBE?			

MATERIAL SUPPLIERS OR MANUFACTURERS/FABRICATORS

Yes No N/A

1. Does the DBE's name appear on all applicable invoices, haul tickets, and/or bills of lading?			
2. Did the DBE provide documentation showing that the funds used to pay a supplier in fact came from the DBE's own funds?			
3. If the DBE had any materials drop shipped to the project site, was the invoice addressed to the DBE?			
4. Did the DBE deliver materials to the site with their own and/or leased trucks?			

SUPERVISION

Yes No N/A

1. Is the DBE self-performing work without assistance from the prime or another subcontractor?			
2. Is the DBE providing supervision of its employees and their work?			
3. Is the supervisor a full-time employee of the DBE?			

Completed by:
Date:

**Listing of DBE Subcontractors
(to be submitted with bid)**

Project: _____

The Bidder hereby proposes the following DBE participation:

DBE Subcontractor/Supplier	Work to be performed	NAICS Code	Subcontract Amount	Amount Applicable to Goal (suppliers = * .60)
Total DBE Participation				
Base Bid Amount				
DBE Participation Proposed (%)				
DBE Participation Goal (%)				

Bidder (Firm Name)	Signature	Date
--------------------	-----------	------

DBE Monthly Report

Contractor:
Project:
AIP Number:
Date:

DBE Subcontractor/Supplier	Committed Award	Total Prior Payments	Current Payment	Total	Date Paid to Vendor / Sub this Invoice	Percent
Totals						

Contractor Name:	Signature:	Title:	Date:

DBE Project Compliance Review Checklist

Project:
AIP Number:
Prime Contractor:

Pre-Bid Checklist

- Review project to determine if a DBE contract goal is needed.
- Attend pre-bid meeting to inform bidders of DBE requirements.

Pre-Award Project Checklist

- Collect the Listing of DBE Subcontractors form.
- Collect letters of intent for all committed DBEs.
- If prime contractor is unable to meet the DBE goal, collect documentation of its good faith effort.

Post Award (Pre-Construction/Design) Project Checklist

- Collect fully executed (signed) subcontracts for all DBE firms.
- Review DBE subcontract(s) to ensure scope of work is consistent with what has been committed.
- Review contracts to verify that all required contract clauses are included.
- Ensure dollar value of DBE subcontract(s) is/are equal to or greater than the amount committed.

During Construction and/or Design Checklist

- Complete DBE Commercially Useful Function Report form, to verify that the DBEs are performing a commercially useful function.
- Verify that business names on equipment and vehicles are not covered with paint or magnetic signs (visual inspection of vehicles on site).
- Verify who employs the workers on site (visually inspect badges/IDs; establish reporting relationships of workers on site/review certified payrolls).
- Review supplier invoices and cancelled checks to verify what firm orders and pays for the necessary supplies being used by the DBE subcontractor.
- Ensure all DBE firms are paid promptly (within 7 days of payment to prime contractor per 49 CFR 26.29) by collecting and reviewing the DBE monthly report form.
- Document and file any correspondence related to terminations, substitutions, or deletions of DBE firms.
- If terminations, substitutions, or deletions were approved, collect documentation of prime contractor's good faith effort to find a replacement firm

Post Construction/Design Checklist

- Ensure DBE goal has been achieved by collecting and reviewing the final DBE report.
- If a shortfall exists, collect Good Faith Effort documentation from prime contractor explaining reasons shortfall took place.

Certification:

I, _____ hereby certify that the contracting records for the federally-funded project have been reviewed and the work site has been visited/monitored.

Signature: _____

Date: _____

Attachment 4

Fostering Small Business Participation

Section 26.39 – Fostering Small Business Participation

A. Purpose and Objective of this Element

This element, 49 CFR Part 26.39, is included as an amendment to the DBE program plan for the County of Orange (“the County”), on behalf of the Orange County Airport (“the Airport”), and is herein referenced as the Small Business Participation Plan (SBPP). This new part calls for the inclusion of an element to

“structure contracting requirements to facilitate competition by small business concerns, taking all reasonable steps to eliminate obstacles to their participation.”

The County hereby set forth the plan to implement this requirement. The County’s SBPP is also regarded as a substantial effort toward fulfilling the overall intent of 49 CFR Part 26.51, which is to meet the maximum feasible portion of its overall goal by using race-neutral means to obtain DBE participation. Therefore, implementation of the County’s SBPP will be based on the standard of business size, without regard to race or gender of the business owner.

This element also addresses the unnecessary and unjustified “bundling” of contract requirements which may preclude or inhibit small business participation in procurements, as either prime or subcontractors.

Further, the County perceives the objectives of this section to be consistent with its DBE Program policy statement, which says in part:

*“- To ensure nondiscrimination in the award and administration of DOT-assisted contracts.
- To help remove barriers to the participation of DBEs in DOT assisted contracts..
- To assist the development of firms that can compete successfully in the marketplace outside the DBE Program.”*

The County’s policy statement and this small business element (SBPP) are consistent with the County’s mission of creating and encouraging business opportunities at all levels.

B. SBPP Strategy

The County intends to carry out the objectives of this part by employing the following strategies and supporting activities:

1. Establishment of a Race-neutral “Subcontracting Goal”

The County proposes, where feasible, on certain prime contracts that do not have a DBE contract goal, that prime contractors will be required to provide subcontracting opportunities to qualified small business concerns (SBCs), as defined herein, without regards to race or gender of the business owner. Verified business size and subcontracting opportunities will be the basis of this subcontracting goal. The opportunities must be of a size that SBCs, including some which may also happen to be DBEs, can reasonably perform. The Airport, through its consultants, will assess the feasibility for race-neutral subcontracting goals on projects. The Airport will assist the potential primes by reviewing the project(s), in advance of

the solicitation, and by suggesting potential subcontracting opportunities in the solicitation documents. This will help to establish a reasonable race-neutral subcontracting goal.

2. Consideration of “Unbundling” of Large Contracts

The County has given consideration to “unbundling” as a small business strategy. However, because the Airport is a general aviation facility, the County believes that, at this time, such a strategy will not be suitable for the airport. Because of the limited number and size of contracts each year, the increased total number of bid solicitations with “unbundling” could significantly increase both administrative and project costs per bid. This will reduce the necessary “economy of scale” for small general aviation airports.

C. Definitions for this Element

1. Small Business

For purposes of this program element, which is part of the County’s DBE program, “small business” shall have the same definition as “small business concerns” contained in 49 CFR 26.5:

“Small business concern means, with respect to firms seeking to participate as DBEs in DOT-assisted contracts, a small business concern as defined pursuant to section 3 of the Small Business Act and Small Business Administration regulations implementing it (13 CFR part 121) that also does not exceed the cap on average annual gross receipts specified in §26.65(b). ”

For additional clarification, it is useful to include here some excerpts from the SBA regulations, 13 CFR, 121.105:

(a)(1) Except for small agricultural cooperatives, a business concern eligible for assistance from SBA as a small business is a business entity organized for profit, with a place of business located in the United States, and which operates primarily within the United States or which makes a significant contribution to the U.S. economy through payment of taxes or use of American products, materials or labor....” and,

(b) A business concern may be in the legal form of an individual proprietorship, partnership, limited liability company, corporation, joint venture, association, trust or cooperative, except that where the form is a joint venture there can be no more than 49 percent participation by foreign business entities in the joint venture.

Small business concerns must meet the business size standards, as defined by the SBA. The business size standards are based upon the average annual revenues, and they vary according to the type of business. More information can be found at http://www.sba.gov/sites/default/files/files/Size_Standards_Table.pdf.

Further, it is acknowledged that the SBA rules make allowances for the dollar amounts to be adjusted from time to time.

2. Disadvantaged Business Enterprise

Disadvantaged Business Enterprise (DBE) means a for-profit small business concern (defined by SBA rules, above) that meets the standards of 49 CFR Part 26, i.e.

- At least 51 percent owned by one or more individuals who are both socially and economically disadvantaged or, in the case of a corporation, in which 51 percent of the stock is owned by one or more such individuals;
- Whose socially and economically disadvantaged owners do not exceed the personal net worth (PNW) described in 49 CFR Part 26. (The current PNW cap is \$1.32 million.)
- Whose management and daily business operations are controlled by one or more of the socially and economically disadvantaged individuals who own it;
- Has been certified as a DBE by a certifying member of the Virginia Unified Certification Program (VA UCP) in accordance with the full requirements of 49 CFR 26.

It is understood that in the implementation of this element, all of the “small business concerns” may not necessarily be DBE firms. However, small businesses that are also owned and controlled by individuals who meet the DBE standard will certainly be encouraged to seek DBE certification. Only DBE certified firms who participate as small business concerns, pursuant to this element, will be counted towards DBE race-neutral participation on FAA-assisted contracts in this program.

D. Verification Standards and Procedures

For purposes of this small business element, the County will require the following verification and/or certification:

1. **Virginia Unified Certification Program DBE Certification** – DBE certification by a certifying member of the Virginia UCP which stipulates that a firm has been determined to meet all the requirements in accordance with 49 CFR Part 26. All certification determinations are evidenced by a letter of DBE certification issued by a certifying member of the Virginia UCP. It should be noted that the Airport is a non-certifying member of the Virginia UCP and relies on certification decisions of the Virginia Department of Small Business and Supplier Diversity (SBSD), or the Metropolitan Washington Airports Authority (MWAA), who are the certifying members of the UCP. The UCP certification staff applies the standards and procedures for DBE certification applicants contained in Subparts D and E of 49 CFR 26.61 – 26.91.
2. **Small business status** - A non-DBE certified potential small business concern may have to complete a simplified application and/or provide the following information at time of response to a solicitation or a bid submittal, as evidence of the small business status:
 - a. Evidence of SBA 8(a) or SBD Certification (as described in 13 CFR Parts 121 and 124);
 - b. A copy of the business tax returns for the most recent three-year period indicating the gross receipts; and/or
 - c. A notarized statement from a Certified Public Accountant indicating the firm’s average gross receipts for the past three years.

A small business may also register with the Virginia Department of Small Business and Supplier Diversity (SBSD)'s Small, Women and Minority (SWaM) program as a Small Business Enterprise (SBE). The Airport will accept the certification of a registered SBE. More information can be found at <https://www.sbsd.virginia.gov/certification-division/swam/>.

3. **Use of Personal Net Worth:** The County, in addition to the standards for small business concerns described above, plans to utilize the current personal net worth standards of the DBE program (49 CFR Part 26.67), presently at \$1.32 million.
4. Certified DBE firms that meet the size criteria established under the program are presumptively eligible to participate in the small business program.

E. Supportive Services

The County is a non-certifying member of the Virginia UCP. The County does not conduct DBE certifications, but relies on certifications of the Virginia Department of Small Business and Supplier Diversity (SBSD). While the County also does not provide direct supportive services or business development programs to DBEs or small businesses, the County is aware of several valuable resources in the surrounding area. The County will coordinate and make referrals to potential and qualifying small business concerns to these services. Some of the resources are listed below:

Central Virginia SBDC
2211 Hydraulic Rd., Suite 107
Charlottesville, VA 22901
Phone: (434) 295-8198
<https://www.centralvirginia.org/small-business-development-center/>

Orange County Chamber of Commerce
PO Box 146
103 North Madison Road
Orange, VA 22960
Phone: 540-672-5216
<http://www.orangevachamber.com/>

Richmond SCORE
400 N. 8th St., Fed Bldg., Suite 1130
Richmond, VA, 23219
(804) 350-3569
<https://richmond.score.org/>

Virginia Department of Small Business and Supplier Diversity
Virginia Small Business Financing Authority
101 N. 14th Street, 11th Floor
Richmond, VA 23219
(804) 786-6585
<https://www.sbsd.virginia.gov/virginia-small-business-financing-authority/>

F. Implementation Plan and Timetable

The County proposes to have its SBPP fully implemented within 120 days of the FAA final approval of the plan. The County will utilize the timeframe to properly set up the program in order to maximize the potential for ultimate success. These set-up activities will include:

1. Review, in coordination with the Airport and its consultants, all upcoming projects to determine which, if any, will be conducive for application of the selected SBPP strategy described in Section B, above.
2. Review, in coordination with the Airport, its consultants, and with legal input, the necessary revisions and modifications to bid solicitation language, etc., prior to implementation.
3. Coordinate properly with the Virginia UCP to initiate discussions as to whether any changes/modifications are implicated in the UCP stakeholder agreement, due to verification of small business concerns.
4. Coordinate with other entities currently providing relevant supportive services and/or business development for referrals to their programs, appropriate for the small business concerns that may contact the Airport to increase their competitive opportunities at the Airport.
5. The County, during the pre-implementation period, may also seek consultation with the representative small business community.

G. Assurances

To ensure the successful implementation of the Small Business Participation Plan (SBPP), the County, by way of review, accepts the following assurances:

1. *A detailed description of the small business program, its objectives, and how it is designed to operate.*
 - a. The details of the proposed SBPP are described in sections A through G, of this part.

2. *Assurance that the program is authorized under state law.*
 - a. The County's SBPP will adhere to all applicable local and state laws and regulations.
3. *Assurance that certified DBEs that meet the size criteria established under the program are **presumptively** eligible to participate in the program;*
 - a. As stated in D. 4 of this section, certified DBE firms that meet the size criteria established under the program are presumptively eligible to participate in the small business program.
4. *Assurance that there **are no geographic preferences** or limitations imposed on any federally assisted procurement included in the program.*
 - a. The County will assure that there will be no geographic preferences or limitations imposed on any federally assisted procurement included in the County's DBE program.
5. *Assurance that there **are no limits** on the number of contracts awarded to firms participating in the program but that every effort will be made to avoid creating barriers to the use of new, emerging, or untried businesses.*
 - a. The County will assure that it will not limit the number of contracts awarded to firms that are participating in the small business program. The County further assures that it will make a concerted effort to avoid creating barriers to the use of new, emerging, or untried businesses.
6. *Assurance that aggressive steps will be taken to encourage those minority and women owned firms that are eligible for DBE certification to become certified.*
 - a. The County recognizes that, while some firms encountering its SBPP program may be small-business eligible, not all are certified as DBEs. If, in the verification process, such firms appear to be DBE-eligible as well, they will be referred to the state UCP and encouraged to become DBE-certified. The County will also inform firms of additional potential business opportunities if they become certified as DBEs.
7. *Assurance that the program is open to small businesses regardless of their location (i.e., that there is no local or other geographic preference).*
 - a. The assurance stated in item 4, above, is also applicable to specifically to the airport's SBPP program as well.

H. Principal Responsible Person

The principal responsible person for overseeing and implementing the County's SBPP will be the currently designated Disadvantaged Business Enterprise Liaison Officer (DBELO). The DBELO for the Airport is **Kurt Hildebrand, Assistant County Administrator for Operations.**

Attachment 5

Overall Goal Calculation

**FEDERAL FISCAL YEARS (FFY) 2020 – 2022
DISADVANTAGED BUSINESS ENTERPRISE PROGRAM METHODOLOGY
FOR**

ORANGE COUNTY AIRPORT

ORANGE, VIRGINIA

JULY 2019

FFY 2020-FY 2022 Overall Disadvantaged Business Enterprise (DBE) Goal Methodology

Airport Sponsor: **County of Orange**

Airport: **Orange County Airport**

DBELO: Kurt Hildebrand, Assistant County Administrator for Operations

County of Orange

PO Box 111

127 Belleview Avenue

Orange, VA 22960

Phone: (540) 672-9600

Email: khildebrand@orangecountyva.gov

I. Detailed Methodology: Specific Steps

A. Amount of Goal

The County of Orange's overall goal for FFY 2020-2022 is **5.29%** of the federal financial assistance it will expend in USDOT-assisted contracts.

Overall Goal:	5.29%	FFY 2020 Goal	3.73%
Race-Neutral:	0.00%	FFY 2021 Goal	5.69%
Race-Conscious:	5.29%	FFY 2022 Goal	n/a

The County expects to let approximately **\$1,470,600** in USDOT-assisted contracts for FFY 2020-2022. The County has set a goal of expending approximately **\$77,804** with DBE firms during this three-year period.

B. Determination of the Market Area

The market area is normally derived by determining where the substantial majority of contracting dollars for AIP-funded projects were spent, and from where the majority of bidders over a given period of time have come. The airport has not let a project using federal funds in many years, so a non-federally funded project was used to determine the market area.

Table 1: Counties in the Local Market Area for Orange County Airport

COUNTY	Number of bidders	Percentage of Bidders	Dollars Expended	Percentage of Dollars Expended
Bristol (city)	1	25.0%	\$0	0.0%
Brunswick	1	25.0%	\$192,575	100.0%
Culpeper	1	25.0%	\$0	0.0%
SUBTOTAL	3	75.0%	\$192,575	100.0%
Others	1	25.0%	\$0	0.0%
TOTAL	4	100.0%	\$192,575	100.0%

Source: Delta Airport Consultants, Inc.

C. Determination of relevant NAICS codes

Based on information provided by the consulting engineer concerning the proposed projects for this fiscal year, a list of NAICS codes corresponding to these projects was developed and is shown below:

Table 2: Orange County Airport — FY 2020-FY 2022 Projects & Activities

FFY 2020 Projects		
PROJECT	ACTIVITY	NAICS CODE
Obstruction Removal RW 26 (Design)	Engineering/design	541330
Easement Acquisition RW 26 (Survey, Appraisal, Negotiations) - Reimbursement	Appraisal	531320
	Surveying	541370
FFY 2021 Projects		
PROJECT	ACTIVITY	NAICS CODE
Obstruction Removal RW 26 (Construction/CO)	Clearing	238910
	Hauling	484220
Conduct EA, Short Form, RW 8 Obstruction Removal	Engineering	541330
	Surveying	541370
	Environmental consulting	541620
FFY 2022 Projects		
No proposed projects exceeding \$250,000 in AIP funds		

SOURCE: Delta Airport Consultants, Inc.

D. Determination of Relative Availability of DBEs in Market Area, Compared to all Firms

Table 3a: DBEs—Orange County Airport, by Relevant NAICS Codes—FFY 2020

OBSTRUCTION REMOVAL – Runway 26 (Design)

Activity	NAICS CODES	DBE Firms	/	All Firms	=	Percentage of DBE Firms Available	x	AIP Grant Dollars	=	DBE Dollars
Engineering	541330	4	/	73	=	5.48%	x	\$117,000	=	\$6,411
STEP 1 DBE BASE FIGURE =										5.48%

Table 3b: DBEs—Orange County Airport, by Relevant NAICS Codes—FFY 2020

EASEMENT ACQUISITION RW 26										
Activity	NAICS CODES	DBE Firms		All Firms	=	Percentage of DBE Firms Available	x	AIP Grant Dollars	=	DBE Dollars
Surveying	541370	0		14						
Real Estate Appraisal	531320	1	/	22	=	2.78%	x	\$183,600	=	\$5,100
TOTAL		1		36						
STEP 1 DBE BASE FIGURE =										2.78%

Table 3c: DBEs—Orange County Airport, by Relevant NAICS Codes—FFY 2021

OBSTRUCTION REMOVAL – Runway 26 (Construction)										
Activity	NAICS CODES	DBE Firms	/	All Firms	=	Percentage of DBE Firms Available	x	AIP Grant Dollars	=	DBE Dollars
Obstruction removal	238910	2	/	36	=	5.56%	x	\$810,000	=	\$45,000
Hauling	484220	1	/	23	=	4.35%	x	\$90,000	=	\$3,913
TOTAL =								\$900,000		\$48,913
STEP 1 DBE BASE FIGURE =										5.43%

Table 3d: DBEs—Orange County Airport, by Relevant NAICS Codes—FFY 2021

CONDUCT EA, SHORT FORM, RW 8 OBSTRUCTION REMOVAL										
Activity	NAICS CODES	DBE Firms	/	All Firms	=	% of DBE Firms Available	x	AIP Grant Dollars	=	DBE Dollars
Engineering	541330	4	/	73	=	5.48%	x	\$175,500	=	\$9,616
Surveying & Mapping/Appraisal	541370	0	/	14	=	0.00%	x	\$13,500	=	\$0
Environmental consulting	541620	1	/	10	=	10.00%	x	\$81,000	=	\$8,100
TOTAL =								\$270,000		\$17,716
STEP 1 DBE BASE FIGURE =										6.56%

SOURCES:

- 2016 County Business Patterns, U.S. Census Bureau, April 19, 2018.
- Virginia Department of Small Business and Supplier Diversity UCP Directory, July 2019.

NOTE: The County Business Patterns data were used as the source to determine the denominator, or the number of all firms in the market area. The DBE directories listed above were used to determine the numerator, or the number of DBE firms in the market area.

E. Determination of the DBE Base Figure

The Step 1 DBE Base Figure for each project was derived by multiplying the grant amount for each activity by the percentage of relevant DBE firms to all relevant firms. The total DBE goal in dollars was divided by the total grant amount to derive the step 1 goals.

FFY 2020

Obstruction Removal RW 26 (Design)	5.48%
Easement Acquisition RW 26 (Survey, Appraisal, Negotiations) - Reimbursement	2.78%

FFY 2021

Obstruction Removal RW 26 (Construction/CO)	5.43%
Conduct EA, Short Form, RW 8 Obstruction Removal	6.56%

FFY 2022

n/a

II. Adjustments to the DBE Base Figure

After the DBE Base Figure has been developed, the regulations (49 CFR Part 26) require that:

“...additional evidence in the sponsor’s jurisdiction be considered to determine what adjustment, if any, is needed to the base figure in order to arrive at your overall goal” (26:45(d)).

A. Adjustment Factors to Consider

The regulations further state that there are several types of evidence that must be considered when adjusting the base figure. These include:

“(i) The current capacity of DBEs to perform work in your USDOT-assisted contracting program, as measured by the volume of work DBEs have performed in recent years.

“(ii) Evidence from disparity studies conducted anywhere within your jurisdiction, to the extent it is not already accounted for in your base figure...

The County has had only two projects let in the past five years that required a DBE goal. One project was a fence construction project, and the other project was an apron and taxiway project. Since there was one federal fiscal year of data for the County, the County will not make an adjustment to the base figures.

49 CFR Part 26.45(d)(2) also states that the following must be considered for the purposes of considering an adjustment to the base figure:

“(i) Statistical disparities in the ability of DBEs to get the financing, bonding and insurance required to participate in your program;

(ii) Data on employment, self-employment, education, training, and union apprenticeship programs, to the extent you can relate it to the opportunities for DBEs to perform in your program.”

The Commonwealth of Virginia Department of Minority Business Enterprise (now the Virginia Department of Small Business and Supplier Diversity (DSBSD)) conducted a disparity study related to procurement of construction, architecture and engineering services, professional services, other services and goods and supplies. The study covered state procurements over a four-year period from 2005 to 2009. According to the study, utilization of minority firms was low relative to conservative estimates of minority business availability, and relative to utilization by other states and public agencies. The study had good statistical analysis for the Commonwealth of Virginia. However, there is no quantifiable data, relative to Orange’s market area, to use to adjust the DBE base figure, and is therefore not included in the analysis. Also, the study is deemed too old to be used for this submittal.

The Virginia Department of Small Business and Supplier Diversity (DSBSD) was contacted to inquire about disparity information regarding access to capital, insurance, bonding, etc., but there was no information available.

The Virginia Small Business Finance Authority (VSBFA) has a program called the State Small Business Credit Initiative (SSBCI), which manages a Cash Collateral program. The program exists to assist small businesses in securing financing that otherwise may not be available via commercial financial institutions.

B. Adjustment to Step 1 DBE Base Figures: Orange County Airport, FY 2020-FY 2022

With the adjustment factors considered to this point, the County will not adjust the Step 1 base figures as calculated above. The calculation of the overall DBE goal is shown below in Table 4.

Table 4: Overall DBE Goal Calculation

Fiscal Year	Project	Step 1 Base Figure	Step 2 adjustment	Overall Goal	Federal portion project costs	DBE Goal (dollars)
FFY 2020	Obstruction Removal RW 26 (Design)	5.48%	n/a	5.48%	\$117,000	\$6,412
	Easement Acquisition RW 26 (Survey, Appraisal, Negotiations) - Reimbursement	2.78%	n/a	2.62%	\$183,600	\$4,810
FFY 2020 Total				3.73%	\$300,600	\$11,222
FFY 2021	Obstruction Removal RW 26 (Construction/CO)	5.43%	n/a	5.43%	\$900,000	\$48,870
	Conduct EA, Short Form, RW 8 Obstruction Removal	6.56%	n/a	6.56%	\$270,000	\$17,712
FFY 2021 Total				5.69%	\$1,170,000	\$66,582
FFY 2022						
FFY 2022 Total		N/A				
FFY 2020 - 2022 Overall Goal			5.29%		\$1,470,600	\$77,804

Resources: Orange County Airport - Disadvantaged Business Enterprise Program Methodology (FFY 2020-2022)

A. Resource Documents:

1. 2016 County Business Patterns, U.S. Census Bureau, April 19, 2018.
2. Virginia Department of Small Business and Supplier Diversity DBE Directory, July 2019.

APPENDIX A:

PUBLIC COMMENT

There were no public comments received for the DBE program plan. The notice to the public was posted to _____.

A public consultation meeting was held via a web conference on _____, 2019 at _____. _____ invitations were sent to prime contractors, subcontractors, DBE firms and minority/women-owned business firms, and to contractor organizations. There were _____ attendees for the meeting.

Questions/comments are included below:

APPENDIX B:

NOTICE TO THE PUBLIC

Attachment 6

Breakout of Estimated Race-Neutral
& Race-Conscious Participation

I. Breakout of Estimated Race-Conscious/Race-Neutral Participation

The County of Orange will meet the maximum feasible portion of its overall goal by using race-neutral means of facilitating DBE participation. The County will use a combination of the following race-neutral means to increase DBE participation:

1. Arranging solicitations, times for the presentation of bids, quantities, specifications, and delivery schedules in ways that facilitate DBE, and other small businesses participation (e.g., unbundling large contracts to make them more accessible to small businesses, encouraging prime contractors to subcontract portions of work that they might otherwise perform with their own forces);
2. Disseminating information communications on contracting procedures and specific contract opportunities (e.g., ensuring the inclusion of DBEs, and other small businesses, on recipient mailing lists for bidders, ensuring the dissemination to bidders on prime contracts of lists of potential subcontractors).
3. Ensuring that prime contractors are aware of and know how to obtain the approved DBE listing from the Virginia Department of Small Business and Supplier Diversity.

The County of Orange estimates that, in meeting its overall goal of **5.29%** for FFY 2020- 2022, it will achieve the goal using race-conscious measures. The County has only one year of past participation data available upon which to base a race-conscious/race-neutral breakout. The County will not make an adjustment to its base figures for the upcoming three-year period.

The County will adjust the estimated breakout of race-neutral and race-conscious participation as needed to reflect actual DBE participation (26.51(f)) and it will track and report race-neutral and race-conscious participation separately. For reporting purposes, race-neutral DBE participation includes, but is not necessarily limited to, the following:

- DBE participation through a prime contract a DBE obtains through customary competitive procurement procedures
- DBE participation through a subcontract on a prime contract that does not carry a DBE goal, and
- DBE participation on a prime contract exceeding a contract goal.

II. Process

The County will submit its overall goal to the FAA on August 1 in accordance with the FAA's schedule for non-primary airports in the Eastern Region.

In establishing the overall DBE goal, the County provided for consultation and publication. The consultation included minority-, women's and general contractor groups, and small business organizations that could be expected to have information concerning the availability of disadvantaged and non-disadvantaged businesses, the effects of discrimination on opportunities for DBEs, and the County's efforts to establish a level playing field for the

participation of DBEs. The consultation included a scheduled, direct, interactive exchange via a web conference with as many interested stakeholders as possible focused on obtaining information relevant to the County's goal setting process. The consultation web conference was held on _____, prior to the submission of the DBE goal methodology to the FAA for review pursuant to paragraph (f) of this section. The County documented in the goal submission the consultation process that was utilized (see Appendix A of Attachment 5).

Following this consultation, the County posted a notice of the proposed overall goal on its website (_____), informing the public that the proposed goal and its rationale were available for inspection at the Public Works Office, or at _____, and informing the public that the County would accept comments on the goals for 30 days from the date of the notice.

The County will begin using the overall goal on October 1 in accordance with the FAA's schedule for general aviation airports in the Eastern Region, unless the County has received other instructions from USDOT (or, if the goal is established on a project basis) by the time of the first solicitation for a USDOT-assisted contract for the projects.

III. Contract Goals

The County will use contract goals to meet any portion of the overall goal that the County does not project being able to meet using race-neutral means. Contract goals are established so that, over the period to which the overall goal applies, they will cumulatively result in meeting any portion of its overall goal that is not projected to be met through the use of race-neutral means.

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

The County will express its contract goals as a percentage of the total share of a USDOT-assisted contract.

Attachment 7

Form 1 & 2 for Demonstration of
Good Faith Efforts

The County of Orange

FORM 1: DISADVANTAGED BUSINESS ENTERPRISE (DBE) UTILIZATION

The undersigned bidder has satisfied the requirements of the bid specification in the following manner (please check the appropriate space):

___ The bidder is committed to a minimum of ___% DBE utilization on this contract.

___ The bidder (if unable to meet the DBE goal of ___%) is committed to a minimum of ___% DBE utilization on this contract and has submitted documentation demonstrating good faith efforts.

Name of bidder's firm: _____

State Registration No. _____

By _____
(Signature) Title

The County of Orange

FORM 2: LETTER OF INTENT

Name of bidder's firm: _____

Address: _____

City: _____ State: _____ Zip: _____

Name of DBE firm: _____

Address: _____

City: _____ State: _____ Zip: _____

Telephone: _____

Description of work to be performed by DBE firm:

The bidder is committed to utilizing the above-named DBE firm for the work described above. The estimated dollar value of this work is \$ _____.

Affirmation

The above-named DBE firm affirms that it will perform the portion of the contract for the estimated dollar value as stated above.

By _____
(Signature) (Title)

If the bidder does not receive award of the prime contract, any and all representations in this Letter of Intent and Affirmation shall be null and void.

(Submit this page for each DBE subcontractor.)

Attachment 8

Certification Application Forms

The DBE certification
application for the
Commonwealth of Virginia
may be found at

<https://www.sbsd.virginia.gov/certification-division/dbe/>.

Attachment 9

Regulations: 49 CFR Part 26

The federal regulations, Title 49
Code of Federal Regulations
Part 26, can be found at
www.ecfr.gov.

Attachment 10

Bidders List Data Form

BIDDER'S LIST DATA COLLECTION FORM

Firm Name	Firm Address and Phone No.	DBE or Non-DBE Status <i>(verify via SBSDBE Directory)</i>	Age of Firm	Annual Gross Receipts
		<input type="checkbox"/> DBE <input type="checkbox"/> Non-DBE	<input type="checkbox"/> Less than 1 year <input type="checkbox"/> 1- 3 years <input type="checkbox"/> 4-7 years <input type="checkbox"/> 8-10 years <input type="checkbox"/> More than 10 years	<input type="checkbox"/> Less than \$500K <input type="checkbox"/> \$500K - \$1M <input type="checkbox"/> \$1-2M <input type="checkbox"/> \$2-5M <input type="checkbox"/> Greater than \$5M
		<input type="checkbox"/> DBE <input type="checkbox"/> Non-DBE	<input type="checkbox"/> Less than 1 year <input type="checkbox"/> 1- 3 years <input type="checkbox"/> 4-7 years <input type="checkbox"/> 8-10 years <input type="checkbox"/> More than 10 years	<input type="checkbox"/> Less than \$500K <input type="checkbox"/> \$500K - \$1M <input type="checkbox"/> \$1-2M <input type="checkbox"/> \$2-5M <input type="checkbox"/> Greater than \$5M
		<input type="checkbox"/> DBE <input type="checkbox"/> Non-DBE	<input type="checkbox"/> Less than 1 year <input type="checkbox"/> 1- 3 years <input type="checkbox"/> 4-7 years <input type="checkbox"/> 8-10 years <input type="checkbox"/> More than 10 years	<input type="checkbox"/> Less than \$500K <input type="checkbox"/> \$500K - \$1M <input type="checkbox"/> \$1-2M <input type="checkbox"/> \$2-5M <input type="checkbox"/> Greater than \$5M
		<input type="checkbox"/> DBE <input type="checkbox"/> Non-DBE	<input type="checkbox"/> Less than 1 year <input type="checkbox"/> 1- 3 years <input type="checkbox"/> 4-7 years <input type="checkbox"/> 8-10 years <input type="checkbox"/> More than 10 years	<input type="checkbox"/> Less than \$500K <input type="checkbox"/> \$500K - \$1M <input type="checkbox"/> \$1-2M <input type="checkbox"/> \$2-5M <input type="checkbox"/> Greater than \$5M
		<input type="checkbox"/> DBE <input type="checkbox"/> Non-DBE	<input type="checkbox"/> Less than 1 year <input type="checkbox"/> 1- 3 years <input type="checkbox"/> 4-7 years <input type="checkbox"/> 8-10 years <input type="checkbox"/> More than 10 years	<input type="checkbox"/> Less than \$500K <input type="checkbox"/> \$500K - \$1M <input type="checkbox"/> \$1-2M <input type="checkbox"/> \$2-5M <input type="checkbox"/> Greater than \$5M
		<input type="checkbox"/> DBE <input type="checkbox"/> Non-DBE	<input type="checkbox"/> Less than 1 year <input type="checkbox"/> 1- 3 years <input type="checkbox"/> 4-7 years <input type="checkbox"/> 8-10 years <input type="checkbox"/> More than 10 years	<input type="checkbox"/> Less than \$500K <input type="checkbox"/> \$500K - \$1M <input type="checkbox"/> \$1-2M <input type="checkbox"/> \$2-5M <input type="checkbox"/> Greater than \$5M
		<input type="checkbox"/> DBE <input type="checkbox"/> Non-DBE	<input type="checkbox"/> Less than 1 year <input type="checkbox"/> 1- 3 years <input type="checkbox"/> 4-7 years <input type="checkbox"/> 8-10 years <input type="checkbox"/> More than 10 years	<input type="checkbox"/> Less than \$500K <input type="checkbox"/> \$500K - \$1M <input type="checkbox"/> \$1-2M <input type="checkbox"/> \$2-5M <input type="checkbox"/> Greater than \$5M
		<input type="checkbox"/> DBE <input type="checkbox"/> Non-DBE	<input type="checkbox"/> Less than 1 year <input type="checkbox"/> 1- 3 years <input type="checkbox"/> 4-7 years <input type="checkbox"/> 8-10 years <input type="checkbox"/> More than 10 years	<input type="checkbox"/> Less than \$500K <input type="checkbox"/> \$500K - \$1M <input type="checkbox"/> \$1-2M <input type="checkbox"/> \$2-5M <input type="checkbox"/> Greater than \$5M
		<input type="checkbox"/> DBE <input type="checkbox"/> Non-DBE	<input type="checkbox"/> Less than 1 year <input type="checkbox"/> 1- 3 years <input type="checkbox"/> 4-7 years <input type="checkbox"/> 8-10 years <input type="checkbox"/> More than 10 years	<input type="checkbox"/> Less than \$500K <input type="checkbox"/> \$500K - \$1M <input type="checkbox"/> \$1-2M <input type="checkbox"/> \$2-5M <input type="checkbox"/> Greater than \$5M