



Equal Opportunities Lead To Better Results

EBO STATEMENT

MFA is committed to the continued expansion of opportunities in design and construction for minority and women-owned business enterprises in Memphis and Shelby County.

As evidence of our commitment, MFA will implement a Diversity Inclusion plan as follows:

- MFA will continue to establish and maintain ongoing relationships with EBO vendors, suppliers, and subcontractors to proactively address matters of fair access to all of its projects in both the public and private sectors.
- MFA will conduct initial outreach to EBO vendors, suppliers, and subcontractors to apprise them of the upcoming Project, utilizing the City of Memphis Office of Business Diversity & Compliance and the Shelby County Equal Opportunity Compliance Office, as well as local organizations such as the Memphis Area Minority Contractor's Association, the Black Business Association of Memphis, and the Mid-South Minority Business Continuum.
- MFA will reach out to subcontractors, vendors, and suppliers who might have an interest in participating but are not yet certified to assist these prospects with the certification process.
- MFA will conduct in-person presentations to parties expressing an interest in participating in the project.

- MFA will conduct educational programs to connect EBO firms with the necessary tools, including legal, bonding, and insurance, to successfully execute the Project.
- As bid packages are developed during the design phase, MFA will identify available subcontractors capable of completing work within each trade and keep a log of points of contact for all potential subcontractors, vendors, and suppliers.
- MFA will host diversity workshops and ensure all MWBE goals are set, monitored, documented, and met. The time, date, venue, and those invited shall be coordinated with the City and County.
- In conjunction with the Construction Manager at Risk, MFA will host pre-bid meetings for all subcontractors interested in bidding the project.

EBO Past Participation Rates

- ➔ Bass Pro Shops at The Pyramid - 36%
- ➔ Renasant Convention Center - 30%
- ➔ Raleigh Town Center - 31%