

Preliminary DBE Performance Plan

Urban shares DGS' goal to create opportunities for disadvantaged and minority-owned businesses. We have strong ties to the minority and women owned business community and have mentored and helped those M/WBE firms grow through our work with them. Please visit <https://player.vimeo.com/video/98675400> for a video where some of our M/W/DBE partners offer industry insight.

Our record of achievement in engaging disadvantaged and minority-owned firms is excellent. We maintain a large database of qualified MBE, DBE, and WBE firms and carefully evaluate the firms we use to confirm and promote their technical and administrative performance in terms of quality, timeliness, and budget adherence. ***For contracts or projects with mandatory MBE/DBE participation, Urban has a 100% compliance record.***

Urban Engineers, Inc. strives to create opportunities for disadvantaged and minority-owned businesses to participate in its contracts as well as the procurement of goods and services. Urban encourages disadvantaged business enterprises to participate in Urban's procurement process as follows:

- Create a "level playing field" by which M/D/SBEs can compete fairly and participate in contracts and subcontracts;
- Assist in the removal of barriers to the participation of M/D/SBEs in contracts and subcontracts;
- Promote non-discrimination on the basis of race, color, national origin or sex in the award and administration of contracts and subcontracts;
- Provide that the M/D/SBE Program is narrowly tailored in accordance with applicable laws;
- Assist in the development of M/D/SBE firms so that they will be able to successfully compete outside the M/D/SBE Program;
- Confirm that only those firms that comply with 49 CFR Part 26 eligibility standards participate as M/D/SBEs.

Urban's project team includes Arora Engineers (MBE), Drive Engineering (DBE/MBE), RIG Consulting, Inc. (WBE), and Kelly Maiello & Associates (WBE) – each highly qualified minority- and women-owned firms that we have worked with before on various projects.

These firms perform all relevant technical disciplines, from architecture to MEP and ITS, and include construction professionals. Urban's approach is inclusive (by including various categories of firms), and comprehensive (by including firms with professionals in all disciplines).

Through our work together on this project, Urban will challenge and expand the capabilities of DBE firms. Junior level engineering staff will be mentored by senior professionals through the design submission review process. Junior level field staff will be exposed to construction practices and methods, and mentored by senior construction managers,

DBE PLEDGE

The following goal for participation by Disadvantaged Business Enterprises (DBE) is established for the Project.

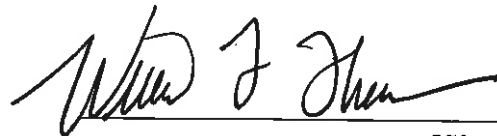
DBE

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DBE Pledge

By signing the Proposal, the Proposer certifies that it shall (1) exercise good faith efforts to obtain DBE commitments equal to the DBE participation goal set forth above with respect to work in the Project; (2) exercise good faith efforts to encourage DBE participation; and (3) in each case, substantiate and document such good faith efforts. In addition, the Proposer certifies that, if awarded the Contract, the DBC will submit a final DBE Performance Plan meeting the requirements set forth in the RFP.

Failure to submit the Preliminary DBE Performance Plan described in the RFP shall constitute a breach of the requirements of the RFP. As a result, the proposal will be considered non-responsive.



[Signature]

William T. Thomsen, PE

[Name]

Senior Vice President

[Title]