

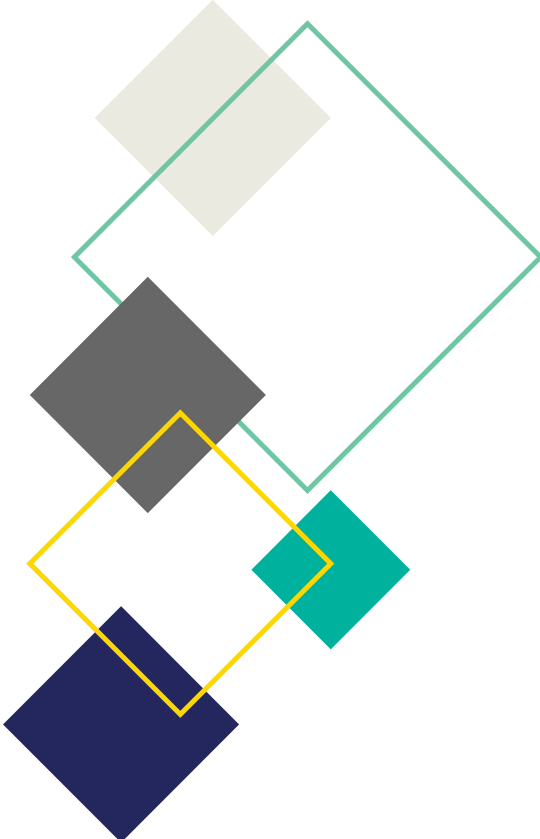


**Houston, TX**  
*2023 M/WBE Disparity Study*

# City of Houston, TX

Disparity Study

MAY 7, 2024



# Table of Contents

<b>TABLE OF CONTENTS</b> .....	<b>I</b>
<b>GLOSSARY OF TERMS</b> .....	<b>4</b>
<b>1 INTRODUCTION</b> .....	<b>7</b>
1.1 INTRODUCTION.....	7
1.2 OVERVIEW OF STUDY APPROACH .....	8
1.3 REPORT ORGANIZATION .....	10
<b>2 LEGAL REVIEW</b> .....	<b>11</b>
2.1 INTRODUCTION.....	11
2.2 SCRUTINY STANDARDS FOR RACE- AND GENDER-SPECIFIC PROGRAMS.....	12
2.2.1 STRICT SCRUTINY ANALYSIS .....	13
2.3 BURDEN OF PROOF.....	23
2.4 CONCLUSIONS.....	26
<b>3 REVIEW OF POLICIES, PROCEDURES, AND PROGRAMS</b> .....	<b>28</b>
3.1 INTRODUCTION.....	28
3.2 METHODOLOGY AND DEFINITIONS .....	28
3.3 PROCUREMENT ENVIRONMENT AND STRUCTURE.....	37
3.4 OFFICE OF BUSINESS OPPORTUNITY.....	43
3.5 CONCLUSIONS.....	53
<b>4 MARKET AREA AND AVAILABILITY ANALYSIS</b> .....	<b>55</b>
4.1 INTRODUCTION.....	55
4.2 DATA COLLECTION AND MANAGEMENT .....	55
4.3 MARKET AREA ANALYSIS .....	59
4.4 AVAILABILITY ESTIMATIONS .....	61
4.5 MARKET AREA CONCLUSIONS .....	67
<b>5 PRODUCT MARKET, UTILIZATION, AND DISPARITY ANALYSES</b> .....	<b>68</b>
5.1 INTRODUCTION.....	68
5.2 ANALYSIS AND IDENTIFICATION OF PRODUCT MARKET.....	68
5.3 UTILIZATION ANALYSIS .....	71
5.4 OVERALL UTILIZATION .....	71
5.5 DISPARITY ANALYSES AND SIGNIFICANCE TESTING .....	80
5.6 CONCLUSIONS.....	88

<b>6</b>	<b>PRIVATE SECTOR ANALYSIS .....</b>	<b>89</b>
6.1	INTRODUCTION.....	89
6.2	PRIVATE SECTOR DISPARITIES IN SBO CENSUS DATA .....	90
6.3	PRIVATE SECTOR DISPARITIES IN ABS CENSUS DATA .....	102
6.4	ANALYSIS OF RACE, ETHNICITY, AND GENDER EFFECTS ON SELF-EMPLOYMENT AND EARNINGS .....	113
6.5	ACCESS TO CREDIT .....	124
6.6	CONCLUSIONS.....	127
<b>7</b>	<b>QUALITATIVE ANALYSIS .....</b>	<b>129</b>
7.1	INTRODUCTION.....	129
7.2	METHODOLOGY .....	129
7.3	ANECDOTAL COMMENTS.....	136
7.4	SUGGESTED REMEDIES FROM PARTICIPANTS .....	141
7.5	CONCLUSIONS.....	142
<b>8</b>	<b>FINDINGS, COMMENDATIONS, AND REMEDIES .....</b>	<b>143</b>
8.1	INTRODUCTION.....	143
8.2	FINDINGS.....	144
8.3	COMMENDATIONS AND REMEDIES.....	149
8.4	CONCLUSIONS.....	151

## TABLE OF CONTENTS CONTINUED

### TABLES

Table 3-1. Documents Reviewed During Policy and Procedures Review .....	29
Table 4-1. Market Area Analysis, Distribution of Dollars by Business Category, City of Houston Market Area .....	61
Table 4-2. Estimation of Available Firms, All Procurement Categories .....	63
Table 4-3. Estimation of Available Firms, Construction.....	64
Table 4-4. Estimation of Available Firms, Professional Services.....	64
Table 4-5. Estimation of Available Firms, Other Services .....	65
Table 4-6. Estimation of Available Firms, Goods .....	65
Table 4-7. Estimation of Available Firms, Airport Concessions .....	66
Table 4-8. Estimation of Available Firms BY Procurement Category.....	66
Table 5-1. Summary of Dollars, Top 5 NAICS Codes, Construction .....	69
Table 5-2. Summary of Dollars, Top 5 NAICS Codes, Professional Services .....	69
Table 5-3. Summary of Dollars, Top 5 NAICS Codes, Other Services .....	70
Table 5-4. Summary of Dollars, Top 5 NAICS Codes, Goods .....	70
Table 5-5. Summary of Dollars, Top 5 NAICS Codes, Airport Concessions .....	71
Table 5-6. Utilization Analysis by Business Ownership Classification, All Procurement Categories.....	72
Table 5-7. Utilization Analysis by Business Ownership Classification, Construction .....	74
Table 5-8. Utilization Analysis by Business Ownership Classification, Professional Services .....	74
Table 5-9. Utilization Analysis by Business Ownership Classification, Other Services .....	75
Table 5-10. Utilization Analysis by Business Ownership Classification, Goods .....	76
Table 5-11. Utilization Analysis by Business Ownership Classification, Airport Concessions.....	77
Table 5-12. Utilization Analysis by Business Ownership Classification, Federally Funded Transportation Projects.....	78
Table 5-13. Utilization Analysis for SBE, PDBE, and VOB E Firms .....	79
Table 5-14. Disparity Indices and Significance Testing, All Procurement Categories .....	82
Table 5-15. Disparity Indices and Significance Testing, Construction .....	83
Table 5-16. Disparity Indices and Significance Testing, Professional Services .....	84
Table 5-17. Disparity Indices and Significance Testing, Other Services .....	85
Table 5-18. Disparity Indices and Significance Testing, Goods .....	86
Table 5-19. Disparity Indices and Significance Testing, Airport Concessions .....	87
Table 5-20. Disparity Indices and Significance Testing, Federally Funded Transportation Projects.....	87
Table 5-21. M/WBE Disparity Analysis Summary City Spend .....	88
Table 6-1. Private Sector Census Disparities NAICS Code 23, Construction U.S. Census 2012 Survey of Business Owners, City of Houston Marketplace .....	93
Table 6-2. Private Sector Census Disparities NAICS Code 42, Wholesale Trade U.S. Census 2012 Survey of Business Owners, City of Houston Marketplace .....	95
Table 6-3. Private Sector Census Disparities NAICS Code 54, Professional, Scientific, and Technical Services U.S. Census 2012 Survey of Business Owners, City of Houston Marketplace .....	97

Table 6-4. Private Sector Census Disparities NAICS Code 56, Administrative and Support/Waste Management and Remediation Services U.S. Census 2012 Survey of Business Owners, City of Houston Marketplace .....	99
Table 6-5. Private Sector Census Disparities NAICS Code 81, Other Services (Except Public Administration) U.S. Census 2012 Survey of Business Owners, City of Houston Marketplace .....	101
Table 6-6. Private Sector Census Disparities NAICS Code 23, Construction U.S. Census 2017 Annual Business Survey, City of Houston Marketplace .....	104
Table 6-7. Private Sector Census Disparities NAICS Code 42, Wholesale Trade U.S. Census 2017 Annual Business Survey, City of Houston Marketplace .....	106
Table 6-8. Private Sector Census Disparities NAICS Code 54, Professional, Scientific, and Technical Services U.S. Census 2017 Annual Business Survey, City of Houston Marketplace .....	108
Table 6-9. Private Sector Census Disparities NAICS Code 56, Administrative and Support/Waste Management and Remediation Services U.S. Census 2017 Annual Business Survey, City of Houston Marketplace .....	110
Table 6-10. Private Sector Census Disparities NAICS Code 81, Other Services (Except Public Administration) U.S. Census 2017 Annual Business Survey, City of Houston Marketplace .....	112
Table 6-11. Wages Elasticities of Minority Groups Relative to Nonminority Males after Controlling for Demographic and Economic Characteristics .....	116
Table 6-12. Business Earnings Elasticities of Minority Groups Relative to Nonminority Males after Controlling for Demographic and Economic Characteristics .....	118
Table 6-13. Self-Employment Formation Rates .....	120
Table 6-14. Self-Employment Percent Differences Controlling for Demographic and Economic Characteristics .....	122
Table 6-15. Observed and Predicted Self-Employment Rates City of Houston Marketplace .....	123
Table 7-1. City of Houston Qualitative Business Demographics Proportion of Respondents by Business Classification & Industry .....	131
Table 7-2. City of Houston Business Engagement Meetings Demographics: M/WBE Classification .....	133
Table 7-3. City of Houston In-Depth Interview Demographics: M/WBE Classification .....	134
Table 7-4. City of Houston Focus Groups Demographics: M/WBE Classification .....	135
Table 8-1. Market Area Analysis Distribution of Dollars By Business Category, City of Houston Market Area .....	144
Table 8-2. Estimation of Available Firms, All Procurement Categories .....	145
Table 8-3. Utilization Analysis By Business Ownership Classification, All Procurement Categories .....	146
Table 8-4. Disparity Ratio Summary Analysis .....	147

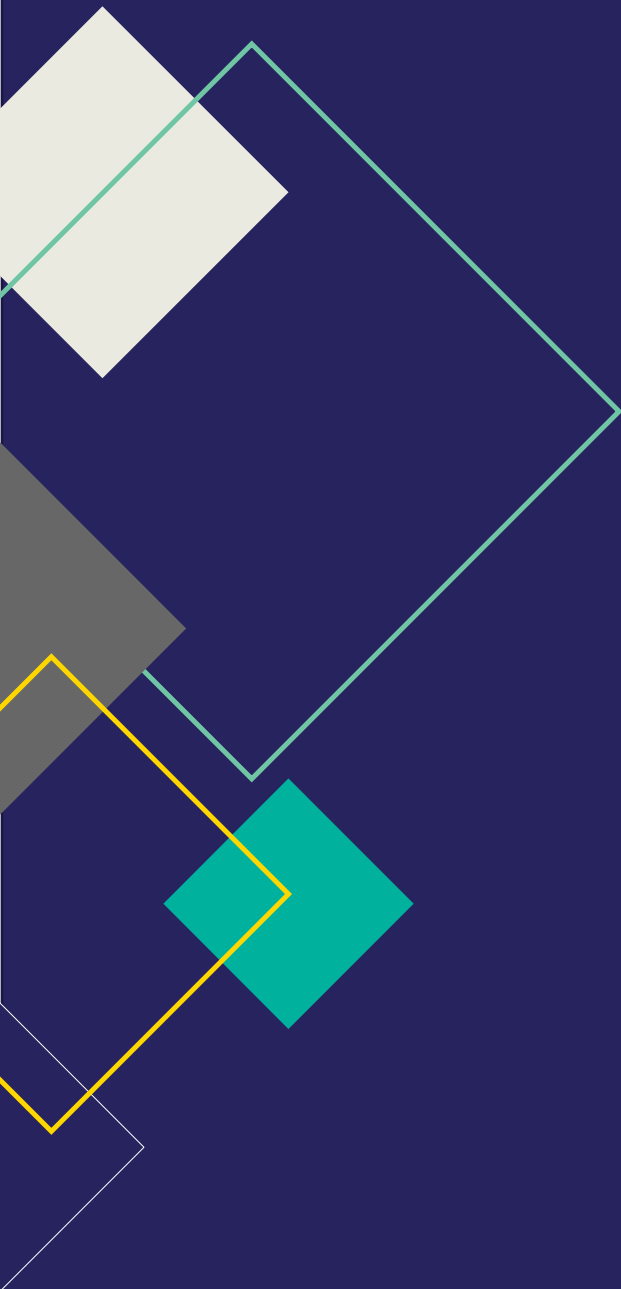
## FIGURES

Figure 3-1. Department of Finance Organization Chart .....	38
Figure 3-2. Procurement Regulations .....	40
Figure 3-3.4 Certification Application review Process .....	47
Figure 4-1. Summary of Dollars, Total Contracts (Paid) by Procurement Category, Overall Market Area .....	60
Figure 7-1. City of Houston Survey of Vendors Demographics: Proportion of Respondents by Industry .....	132
Figure 8-1. Relevant Geographic Market Area .....	144

Figure 3-1. Department of Finance Organization Chart .....	38
Figure 3-2. Procurement Regulations .....	40
Figure 3-3.4 Certification Application review Process .....	47
Figure 4-1. Summary of Dollars, Total Contracts (Paid) by Procurement Category, Overall Market Area ...	60
Figure 7-1. City of Houston Survey of Vendors Demographics: Proportion of Respondents by Industry ...	132
Figure 8-1. Relevant Geographic Market Area .....	144

## **EXHIBITS**

Exhibit 3-1. City of Houston Organization Chart.....	37
Exhibit 3-2. Solicitation Methods and Types .....	41
Exhibit 3-3. Request for Council Action Approval & Routing Process .....	42
Exhibit 3-4. Office of Business Opportunity Organization Chart .....	44



**MGT of America Consulting, LLC**  
4320 West Kennedy Blvd.  
Tampa, Florida 33609



## MGT Consulting Project Team

MGT Consulting Group, LLC is a Tampa-based research and management consulting firm exclusively working in the public sector. Since 1990, MGT has conducted over 250+ disparity and disparity-related studies. The team of experts who dedicated their time, attention, and expertise to this Study includes some of the most experienced and accomplished social science experts in the field of disparity studies:

Mr. Andres Bernal, Vice President/Project Executive/Disparity Study Methodology/Legal Research  
Ms. Vernetta Mitchell, Project Director/Qualitative Research/Subcontractor Manager  
Ms. Corlisha Mitchell, Project Manager/Policy Research  
Mr. Walter Benitez, Senior Consultant/Data Collection Manager  
Mr. Jaime Benitez, Consultant/Data Analyst  
Ms. Haita Toure, Consultant/Qualitative Research

## Subconsultants

**BWA Diversity Consulting (MBE)** specializes in community engagement and qualitative research. BWA Diversity Consulting assisted MGT with quantitative data collection, qualitative (anecdotal) interviews with businesses and professional organizations in the marketplace, and the business engagement meetings.

**Goodwille Pierre & Pierre Firm, PLLC (MBE)** conducted research on case law that influenced the methodology. Goodwille Pierre also assisted MGT with quantitative data collection and qualitative (anecdotal) interviews with businesses in the marketplace.

**SkyBase7 (WBE)** is a public opinion polling and consumer research firm. SkyBase7 administered the custom census surveys to establish estimates of MWBE availability and the qualitative vendor survey of business owners.

**Thompson Consulting & Analytics (MBE)** conducted econometric research for the private market analysis.

## Acknowledgements

We wish to express special appreciation to Office of Business Opportunity champions Marsha E. Murray, Director, Cylenthia Hoyrd, Assistant Director, and Katrina Williams, Senior Staff Analyst for their assistance in conducting this study by providing the guidance, direction, and support to ensure the delivery of a study that is legally supportable and actionable.

## Notice

This report, prepared as per the terms of MGT Consulting Group's engagement with the City of Houston, is intended for unified reading and utilization. Any separation or alteration of its sections or pages is strictly prohibited and renders the report invalid. Without prior written consent from MGT, this report cannot be used, reproduced, quoted, or distributed for purposes beyond those specified in the engagement terms. While information from external sources is believed to be reliable, no warranty is provided regarding its accuracy. Predictions in this report are subject to inherent risks and uncertainties, and MGT bears no responsibility for actual outcomes or future events. The opinions expressed herein are valid solely for the stated purpose and as of the report's date, with no obligation to update. All decisions regarding the implementation of advice or recommendations in this report lie with the City of Houston. It is exclusively for the City of Houston's use, with no third-party beneficiaries, and MGT disclaims liability to any third party for the report's contents or actions taken as a result. Specifically, MGT bears no responsibility to any third party concerning the content of this report or any actions taken, or decisions made based on the results, advice, or recommendations provided herein.

## Glossary of Terms

This glossary contains definitions of common terms and acronyms used throughout the City’s Disparity Study. Additional and more detailed definitions can be found in various chapters of the report.

ACDBE	An acronym for Airport Concession Disadvantaged Business Enterprise. An ACDBE is a business, located on an airport, that is engaged in the sale of consumer goods or services to the public under an agreement with the recipient, another concessionaire, or the owner or lessee of a terminal, if other than the recipient. Further, an ACDBE is a for-profit business which is at least 51% owned and controlled by one or more socially or economically disadvantaged individuals, whose personal net worth does not exceed the US Department of Transportation’s current threshold.
Anecdotal	A personal account of experiences of businesses doing business with or attempting to do business with the City collected through surveys, interviews, and public hearings.
Aspirational Goal	A benchmark percentage of spending by an agency with a particular group over a period of time. The aspirational goal is typically an annual goal.
Anecdotal Database	A compiled list of utilized firms, registered vendors, and certification lists developed from several different sources, including Dun & Bradstreet. This list was used to develop the pool of available firms to participate in the anecdotal activities.
Awards	Awards reflect anticipated dollar amounts a prime contractor or vendor are scheduled to receive upon completion of a contract.
Combined Statistical Area	Combined Statistical Areas (CSA) are geographic entities defined by the U.S. Office of Management and Budget (OMB) for use by Federal statistical agencies in collecting, tabulating, and publishing Federal statistics.
Contract	An agreement made between the City of Houston and the vendor to provide services and or goods with a defined scope of work, terms and conditions.
Custom Census	Custom census involves using Dun & Bradstreet as a source of business availability. A short survey is conducted on a random sample of firms supplied by Dun & Bradstreet requesting specific information, i.e., ethnic and gender status, and willingness to work on the City’s projects.
DBE	An acronym for a Disadvantaged Business Enterprise. A DBE is a for-profit business which is at least 51% owned and controlled by one or more socially or economically disadvantaged individuals, whose personal net worth does not exceed the US Department of Transportation’s current threshold.

Direct Payment	Payment made to prime contractors or vendors without the development of a contract.
Disparity Index/ Disparity Ratio	The ratio of the percentage of utilization and the percentage of availability for a particular demographic group times 100. Disparities were calculated for primes and subcontractors for each of the business categories.
Disparity Study	A study that reviews and analyzes the utilization and availability of disadvantaged, minority- and women-owned businesses in a particular market area to determine if disparity exists in the awarding of contracts to minority and women business enterprises by a public entity.
Expenditures	Expenditures are payments made by the City to primes and payments made by primes to subcontractors.
Good Faith Efforts	Documented evidence of the primes' efforts to meet established project goals to contract with M/WBE firms.
Intermediate Scrutiny	The second level of Federal judicial review to determine whether certain governmental policies are constitutional. Less demanding than "strict scrutiny."
Lowest Responsible, Responsive Bidder	An entity that provides the lowest price, has responded to the needs of the requestor, and has not violated statutory requirements for vendor eligibility.
M/WBE	An acronym for a minority- or woman-owned business enterprise. An MWBE is a business that is at least 51% owned and operated by one or more individuals who are African American, Asian American, Hispanic American, Native American or Nonminority Women.
Master Utilization Database	A database that maintains firms who have conducted business with the City and were paid by the City for goods & services.
MBE	An acronym for a minority-owned business enterprise. An MBE is a business that is at least 51% owned and operated by one or more individuals who are African American, Asian American, Hispanic American, or Native American.
Non-MWBE	An acronym for firms not identified as minority- or women-owned.
Passive Discrimination	The act of perpetuating discrimination by awarding contracts to firms that discriminate against minority- and women-owned firms.
Prima Facie	Evidence which is legally sufficient to establish a fact or a case, unless disproved or rebutted.
Prime	The contractor or vendor to whom a purchase order or contract is issued by the City.

Private Sector	The for-profit part of the national economy that is not under direct government control.
Procurement Category	The type of service or good provided under a contract awarded.
Project Goals	Goals placed on an individual project or contract, as opposed to aspirational goals placed on overall agency spending.
Public Sector	The non-profit part of the economy that is controlled by the government.
PUMS	An acronym for Public Use Microdata Sample. PUMS contains records for a sample of housing units with information on the characteristics of each unit and each person in it. PUMS files are available from the American Community Survey (ACS) and the Decennial Census.
Purchase Order	A commercial document and first official offer issued by a buyer to a seller, indicating types, quantities, and agreed prices for products or services.
Relevant Geographic Market	The geographical area where the firms that have been awarded the majority of the City contract dollars are located.
Sole Source	The contracting or purchasing of goods or services, without bidding, when performance or price competition for a product are not available; when a needed product is available from only one source of supply; or when standardization or compatibility is the overriding consideration.
Statistically Significant	The likelihood that a result or relationship is caused by something other than mere random chance. Statistical hypothesis testing is traditionally employed to determine if a result is statistically significant or not. This provides a "p-value" representing the probability that random chance could explain the result. In general, a 5% or lower p-value is considered to be statistically significant.
Strict Scrutiny	The highest level of Federal judicial review to determine whether certain governmental policies are constitutional. Applies to race-conscious programs.
Subcontractor	A vendor or contractor providing goods or services to a prime contractor or vendor under contract with the City.
Unclassified Firms	Identified as a firm that is not identified or certified as a MWBE, DBE, or ACDBE or could not be determined as such.
Utilization	Examines the expenditures and awards made to primes and subcontractors in the City's geographic market area for each procurement category. The utilization data are presented as the dollars spent or awarded and the percentage of the total dollars by racial, ethnic, and gender classification.
WBE	An acronym for a women-owned business enterprise. A WBE is a business that is at least 51% owned and operated by one or more nonminority women

# 1 Introduction

## 1.1 Introduction

The City of Houston, Texas (City) retained MGT of America Consulting (MGT) to conduct a Disparity Study (Study) to assess whether any barriers or discrimination exists in its contracting procedures or within the relevant geographic market. The Disparity Study also investigates other factors that may create challenges for minority- and women-owned businesses, potentially hindering their ability to effectively compete for City contracts and procurement opportunities. The City will use the information from the Study to refine its contracting policies and programs to better encourage the participation of those businesses in its contracts and procurements, and to understand whether the continued use of race- and gender-based measures might be appropriate in the future. The Study provides legally supportable evidence to guide the City on the continued use of its race- and gender-based programs.

The City of Houston’s Office of Business Opportunity currently operates the Minority, Women, Small Business Enterprise (MWSBE) and Persons with Disabilities Business Enterprise (PDBE) Programs as required by City Code<sup>1</sup> to encourage the participation of MWSBEs and PDBEs in City contracting. In addition to MWSBE and PDBE, the Study will also examine if there are any disparities between the utilization of Disadvantaged Business Enterprises (DBE) and Airport Concession Disadvantaged Business Enterprises (ACDBE) compared to the availability of MWSBE/PDBE/DBE/ACDBE in the marketplace who are ready, willing, and able to perform work.

MGT examined the statistical data using the following business categories:

- ◆ Construction
- ◆ Professional Services
- ◆ Other Services
- ◆ Goods
- ◆ Airport Concessions

---

<sup>1</sup> City of Houston Code of Ordinances (“Code”), Chapter 15, Articles II, V, VI and XI, as amended.

## 1.2 Overview of Study Approach

The City's Study includes procurement activity from July 1, 2017 through June 30, 2022. The objectives of this Study were:

- ◆ Determine the utilization by the City of M/WBEs, SBEs, PDBEs, DBEs, and ACDBEs in contract and procurement activities.
- ◆ Determine if a disparity exists between the utilization of M/WBEs, SBEs, PDBEs, DBEs, ACDBEs, and veteran-owned businesses that are qualified and available to perform Construction, Professional Services, Other Services, and provide Goods and participate on Houston Airport System concession contracts in the City's Relevant Geographic Market Area (RGMA).
- ◆ If disparity as described above does exist, determine whether the effects of any past discrimination against M/WBEs, SBEs, PDBEs, DBEs, ACDBEs, and veteran-owned businesses in the City's procurement of Construction, Professional Services, Other Services, and Goods, and Houston Airport System concession services exist or continue to exist within the City's RGMA, as a result of direct action by the City, or as a result of the City's role as a passive participant in discriminatory behavior practiced by entities that do business with the City.
- ◆ If disparity does exist between the utilization of M/WBEs, SBEs, PDBEs, DBEs, and ACDBEs in the City's RGMA that results from any cause or causes, determine whether the use of only race- or gender-neutral and/or economically based measures would be effective to remedy such discrimination.
- ◆ If race- or gender-neutral and/or economically based measures alone would not be effective to remedy such discrimination, using rigorous and applicable statistical methods, determine the bases, and the mathematical or statistical formula(s) to be applied in formulating the City's goals for its remedial MWBE Program.

To meet the Study objectives, MGT's methodology answers the following research questions, which are embedded in the chapters denoted throughout this report:

1. Is there factual predicate evidence to support a race- and gender-conscious M/WBE program for the City? (Chapter 8)
2. How does case law inform the research methodology for the City's disparity study? (Chapter 2)
3. Are there disparities between the availability and utilization of M/WBE primes and subcontractors? (Chapter 5)
4. If so, what is the cause of the disparity? Is there other evidence that supports and/or explains why there is disparity? (Chapter 8)
5. Does the City passively engage in private sector discrimination? (Chapter 6)
6. Are there statistically significant disparities in the utilization of M/WBEs by primes on projects where there are no MWBE goals? (Chapter 6)
7. Is there qualitative/anecdotal evidence of disparate treatment of M/WBE subcontractors by prime contractors? (Chapter 7)

The Study analyzed contracting opportunities in the Construction, Professional Services, Other Services, Goods, and Airport Concessions procurement categories to identify with particularity whether a statistical disparity exists. A statistical disparity demonstrates whether the City is a passive participant in private sector discrimination and/or lingering effects of past discrimination exist that give rise to a compelling governmental interest for remedial measures, to include but not limited to the City's MWSBE/PDBE/DBE/ACDBE Programs and business development support.

The work plan consisted of, but was not limited to, the following major tasks:

- ◆ Establish data parameters and finalize the work plan.
- ◆ Conduct a legal review.
- ◆ Review the City's policies, procedures, and programs.
- ◆ Conduct public engagement meetings.
- ◆ Determine the City's geographic and product markets.
- ◆ Conduct market area and utilization analyses.
- ◆ Determine the availability of qualified firms.
- ◆ Analyze prime and subcontractor utilization and availability for disparity.
- ◆ Analyze disparities in the private sector.
- ◆ Conduct a survey of business owners.
- ◆ Collect and analyze anecdotal information.
- ◆ Prepare and present draft and final reports for the Study.



## 1.3 Report Organization

In addition to this introductory chapter, the City’s Disparity Study report consists of:

<b>CHAPTER 2</b>	<b>LEGAL FRAMEWORK</b> <b>Chapter 2</b> presents the legal framework and an overview of the controlling legal precedents that impact remedial procurement programs with a particular concentration on the United States Court of Appeals for the Fifth Circuit.
<b>CHAPTER 3</b>	<b>REVIEW OF POLICIES, PROCEDURES, AND PROGRAMS</b> <b>Chapter 3</b> provides MGT’s analysis of the City’s race- and gender-neutral, and race- and gender-conscious policies, procedures, and programs.
<b>CHAPTER 4</b>	<b>MARKET AREA AND AVAILABILITY ANALYSES</b> <b>Chapter 4</b> presents the methodology used to determine the City’s relevant geographic market area and the analysis of availability estimates within the relevant geographic market area.
<b>CHAPTER 5</b>	<b>PRODUCT MARKET, UTILIZATION, AND DISPARITY ANALYSES</b> <b>Chapter 5</b> presents the product market and analyses of vendor utilization by the City for the procurement of Construction, Professional Services, Other Services, Goods, and Airport Concessions and the disparity between the availability and utilization of M/WBEs, DBEs, and ACDBEs by the City.
<b>CHAPTER 6</b>	<b>PRIVATE SECTOR ANALYSIS</b> <b>Chapter 6</b> provides an analysis of the disparities present in the private sector and the effect on MWBEs. This private sector analysis demonstrates why remedial measures are necessary to ensure the City does not become a passive participant in private sector discrimination.
<b>CHAPTER 7</b>	<b>QUALITATIVE ANALYSIS</b> <b>Chapter 7</b> contains an analysis of qualitative data collected from the survey of business owners, one-on-one interviews, focus groups, and business engagement meetings.
<b>CHAPTER 8</b>	<b>FINDINGS, COMMENDATIONS, AND RECOMMENDATIONS</b> <b>Chapter 8</b> summarizes the findings, commendations, and recommendations based upon the analyses presented in this Study.
<b>APPENDICES</b>	The appendices contain additional analyses, supporting documentation, and data.

MGT recommends reading the Disparity Study in its entirety to understand the basis for the findings and conclusions presented in **Chapter 8, Findings, Commendations, and Recommendations**.

## 2 Legal Review

### 2.1 Introduction

This chapter provides a legal background for the Disparity Study and a context for the statistical analysis and anecdotal data that are its components. The material that follows does not constitute legal advice to the City of Houston (City) on minority- and women-owned business enterprise (M/WBE), affirmative action programs, or any other matter. Instead, it provides a context for the statistical and anecdotal analysis that appears in subsequent chapters of this report. It is the customary MGT chapter for the Fifth Circuit and the state of Texas on this subject-matter, reviewed for recent cases at the time of publishing this chapter.

The Supreme Court decisions in *Richmond v. J. A. Croson Co. (Croson)*,<sup>2</sup> and *Adarand v. Peña (Adarand III)*<sup>3</sup> established and applied the legal framework that governs race- and gender-conscious procurement programs. These cases held that strict scrutiny should be the standard by which race-conscious governmental programs should be reviewed, including programs of federal, state, and local governments. In particular, the courts held that to survive a constitutional challenge under a strict scrutiny standard, a race-conscious governmental procurement program must be (1) justified by a compelling governmental interest in remedying identified discrimination in the marketplace; and (2) narrowly tailored to remedy that discrimination.

While gender conscious programs are subject to intermediate scrutiny in practice, there has not been a significant difference in the judicial review of race-conscious versus gender-conscious contracting programs. In *Kossmann Contracting v. City of Houston* though, the court determined that if the M/WBE program survived strict scrutiny, the WBE program did not need to be evaluated under intermediate scrutiny<sup>4</sup>. As such, the evidence provided throughout this report would meet strict scrutiny for both MBEs and WBEs.

Decisions of the Fifth Circuit offer the most directly binding authority to the City. Other circuit court cases outside of the Fifth Circuit offer persuasive authority where the Fifth Circuit does not directly address all aspects of a legally defensible M/WBE program. This review also addresses the most pertinent cases outside of the Fifth Circuit.

---

<sup>2</sup> *Richmond v. J. A. Croson Co.*, 488 U.S. 469 (1989). It should be noted that as it relates to this analysis, *Croson* refers to the Court's opinion delivered by Justice O'Connor in Parts I, III-B, and IV. Parts II, III-A, and V were plurality opinions delivered by Justice O'Connor.

<sup>3</sup> *Adarand Constructors v. Peña*, 515 U.S. 200 (1995).

<sup>4</sup> *Kossmann Contracting v. City of Houston*, No. H-14-1203, 2016 U.S. Dist. LEXIS 37708, at 48 n.152 (S.D. Tex. Feb. 16, 2016).

## 2.2 Scrutiny Standards for Race- and Gender-Specific Programs

### Strict Scrutiny - *Richmond v. J. A. Croson Co.* as Applied to State and Local Governments

Justice O'Connor in *Croson* established the framework for testing the validity of race-based programs in state and local governments. In 1983, the Richmond City Council (Council) adopted a Minority Business Utilization Plan (the Plan). In adopting the Plan, the Council relied on information that showed that there was, “no direct evidence of race discrimination on the part of the city” in its contracting activities and no “evidence that the city’s prime contractors had discriminated against minority-owned subcontractors.”<sup>5</sup>

The Plan required the city’s prime contractors to subcontract at least 30 percent of the dollar amount of each contract to one or more minority-owned business enterprises (MBEs). The Plan did not establish any geographic limits for eligibility. Therefore, an otherwise qualified MBE from anywhere in the United States could benefit from the 30 percent set-aside.

J.A. Croson Company, a non-MBE mechanical plumbing and heating contractor, filed a lawsuit against the city of Richmond, alleging that the Plan was unconstitutional because it violated the Equal Protection Clause of the Fourteenth Amendment of the United States Constitution. After a considerable record of litigation and appeals, the Fourth Circuit Court of Appeals struck down the Richmond Plan, and the Supreme Court affirmed this decision.<sup>6</sup> The Supreme Court determined that strict scrutiny was the appropriate standard of judicial review for MBE programs, which means that a race-conscious program must be based on a compelling governmental interest and be narrowly tailored to achieve its objectives. This standard requires a firm evidentiary basis for concluding that the underutilization of minorities is a product of past discrimination.<sup>7</sup>

### Intermediate Scrutiny

The Supreme Court has not addressed the specific issue of a gender-based classification in the context of a woman-owned business enterprise (WBE) program. *Croson* was limited to the review of an MBE program. In evaluating gender-based classifications, the Court has used what some call “intermediate scrutiny,” a less stringent standard of review than the “strict scrutiny” applied to race-based classifications. Intermediate scrutiny requires that classifying persons based on sex “must carry the burden of showing an exceedingly persuasive justification for the classification.”<sup>8</sup>

In the intermediate level of scrutiny, some degree of discrimination must be demonstrated in a particular industry before a gender-specific remedy may be instituted in that industry. In *Coral Construction*

---

<sup>5</sup> *Croson*, 488 U.S. at 480.

<sup>6</sup> *Id.* at 511.

<sup>7</sup> *Id.* at 488.

<sup>8</sup> *Miss. Univ. for Women v. Hogan*, 458 U.S. 718, 724 (1982). See also *Kirchberg v. Feenstra*, 450 U.S. 455, 461 (1981); *Pers. Adm’r of Mass. v. Feeney*, 442 U.S. 256, 273 (1979).

*Company v. King County* 941 F.2d 910 (9<sup>th</sup> Cir. 1991), *cert. denied*, 502 U.S. 1033 (1992),<sup>9</sup> the Ninth Circuit Court of Appeals noted that, “The mere recitation of a benign, compensatory purpose will not automatically shield a gender-specific program from constitutional scrutiny.”<sup>10</sup>

Although the United States Supreme Court has not ruled directly on the type of scrutiny it would use for a women-owned business enterprise (WBE) program, the lower federal courts have applied the “intermediate” scrutiny level of review rather than the strict scrutiny applicable to race-conscious programs.<sup>11</sup> However, the Ninth Circuit has ruled that a gender-based remedial program is subject to intermediate scrutiny “supported by an ‘exceedingly persuasive justification’ and substantially related to the achievement of that underlying objective.”<sup>12</sup> In *Engineering Contractors Assoc. of South Florida v. Metropolitan Dade County*, the Eleventh Circuit Court of Appeals recognized that the U.S. Supreme Court’s decision in *United States v. Virginia*, 518 U.S. 515 (1996) may have “signaled” a heightened level of scrutiny by stating that a governmental agency must demonstrate an “exceedingly persuasive justification” for that action. However, the court concluded that, unless and until the United States Supreme Court indicated otherwise, intermediate scrutiny remains the applicable constitutional standard in gender discrimination cases, and a gender-conscious program may be upheld as long as it is substantially related to an important governmental objective.<sup>13</sup>

## 2.2.1 Strict Scrutiny Analysis

The Supreme Court determined that strict scrutiny was the appropriate standard of judicial review for MBE programs, which means that a race-conscious program must be based on a compelling governmental interest and be narrowly tailored to achieve its objectives. This standard requires a firm evidentiary basis for concluding that the underutilization of minorities is a product of past discrimination. Although Justice O’Connor in *Croson* did not specifically define the methodology used to establish the evidentiary basis required by strict scrutiny, the Court outlined governing principles. Lower courts have expanded the Supreme Court’s *Croson* guidelines and have applied or distinguished these principles when asked to decide the constitutionality of state, county, and city programs to enhance opportunities for minorities and women.

### 2.2.1.1 Compelling Governmental Interest

*Croson* identified two necessary factors for establishing racial discrimination sufficiently to demonstrate a compelling governmental interest in establishing an MBE program. First, there needs to be identified discrimination in the relevant market.<sup>14</sup> Second, “the governmental actor enacting the set-aside program

---

<sup>9</sup> 961 F.2d 910 (9<sup>th</sup> Cir. 1991), *cert. denied*, 502 U.S. 1033 (1992).

<sup>10</sup> *Coral Construction v. King County*, 941 F.2d at 932.

<sup>11</sup> See, e.g., *Concrete Works II*, 321 F.3d 950 (10<sup>th</sup> Cir. 2003); *Coral Construction Co. v. King County*, 941 F.2d 910 (9<sup>th</sup> Cir. 1991); *Philadelphia*, 91 F.3d 586 (3d Cir. 1996); *Engineering Contractors Association of South Florida, Inc., et. al. v. Metropolitan Dade County, et. al.*, (“*Engineering Contractors*”), 122 F.3d 895 (11<sup>th</sup> Cir. 1997).

<sup>12</sup> *AGC v. California*, 713 F.3d 1187, 1195 (9<sup>th</sup> Cir. 2013). *United States v. Virginia Military Institute*, 518 U.S. 515 (1996); *Mississippi University for Women v. Hogan*, 458 U.S. 718 (1982); *Michigan Road Builders Ass’n., Inc. v. Milliken*, 834 F.2d 583, 595 (6<sup>th</sup> Cir. 1987); *Associated General Contractors of California v. City and County of San Francisco*, 813 F.2d 922, 940 (9<sup>th</sup> Cir. 1987).

<sup>13</sup> *Engineering Contractors*, 122 F.3d at 908 (11<sup>th</sup> Cir. 1997).

<sup>14</sup> *Croson*, 488 U.S. at 492, 509-10.

must have somehow perpetuated the discrimination to be remedied by the program,”<sup>15</sup> either actively or at least passively with “the infusion of tax dollars into a discriminatory industry.”<sup>16</sup>

### 2.2.1.1.1 Statistical Evidence

The Court in *Croson* indicated that the proper statistical evaluation would compare the percentage of qualified MBEs in the relevant market with the percentage of total municipal construction dollars awarded to them.<sup>17</sup> In *Croson*, Justice O’Connor recognized statistical measures of disparity that compared the number of qualified and available MBEs with the rate of state construction dollars actually awarded to M/WBEs to demonstrate discrimination in the local construction industry.<sup>18</sup> To meet this more precise requirement, courts, including in the Fifth circuit, have accepted the use of a disparity index<sup>19, 20</sup>

#### 2.2.1.1.1.1 Availability

An accurate determination of availability permits the government to meet the requirement that it “determine the precise scope of the injury it seeks to remedy” by its program.<sup>21</sup> Following *Croson’s* guidance on availability, lower courts have considered how legislative bodies may determine the scope of the injury sought to be remedied by an MBE program. As such, courts have rejected studies where the methods used to measure availability were considered insufficient. For instance, in *W.H. Scott Construction Co.*, the Fifth Circuit rejected a study that “was restricted to the letting of prime contracts by the City [City of Jackson, MS] under the City’s Program; [and which] did not include an analysis of the availability and utilization of qualified minority subcontractors, the relevant statistical pool, in the City’s construction projects.”<sup>22</sup>

In particular, MBEs are deemed to be “available” if they are ready, willing, and able<sup>23</sup> to perform. In determining availability of MBEs, the approach utilized to assess the universe of available firms should neither be overinclusive or underinclusive. The “Custom Census” approach for identifying the pool of available firms has been favorably approved by several courts. In *Northern Contracting*, the plaintiff attempted to argue that the Illinois Department of Transportation (IDOT) miscalculated the number of DBEs by using a custom census instead of a count of the number of DBEs registered and prequalified by IDOT. The Seventh Circuit upheld the broader custom census count of DBEs, concluding that it reflected an attempt by IDOT to arrive at more accurate numbers than what would be possible through a use of the registered vendors list.<sup>24</sup>

For similar reasons, the Southern District of Texas in *Kossmann*, opined that the “Custom Census’ approach for determining availability was a more favorable approach than the bidder database approach. The Court concluded “that bidder data may produce availability statistics that are skewed by active and passive

---

<sup>15</sup> *Coral Const. Co. v. King County*, 941 F.2d 910, 916 (9th Cir. 1991).

<sup>16</sup> *Id.* at 922.

<sup>17</sup> *Croson*, 488 U.S. at 501-02.

<sup>18</sup> *Id.* at 503-04.

<sup>19</sup> The disparity index is the ratio of the percentage of utilization and the percentage of availability for a particular demographic group times 100.

<sup>20</sup> *W H Scott Constr. Co. v. City of Jackson*, 199 F.3d 206, 218 (5th Cir. 1999) and *Kossmann Contracting v. City of Houston.*, No. H-14-1203, 2016 U.S. Dist. LEXIS 37708, at \*50-51 (S.D. Tex. Feb. 16, 2016).

<sup>21</sup> *Id.* at 498.

<sup>22</sup> *W H Scott Constr. Co. v. City of Jackson*, 199 F.3d 206, 218 (5th Cir. 1999).

<sup>23</sup> *Richmond v. J. A. Croson Co.*, 488 U.S. 469, 509 (1989).

<sup>24</sup> *N. Contracting, Inc. v. Illinois*, 473 F.3d 715, 723 (7th Cir. 2007).

discrimination in the market...[and that] In addition to being underinclusive due to discrimination, it may be overinclusive due to inaccurate self-evaluation by firms offering bids despite the inability to fulfill the contract"<sup>25</sup>.

#### 2.2.1.1.1.2 Relevant Market Area

Another issue in availability analysis is the definition of the relevant market area. Specifically, the question is whether the relevant market area should be defined as the area from which a specific percentage of purchases are made, the area in which a specific percentage of qualified, willing, and able contractors may be located, or the area determined by a fixed geopolitical boundary. In *Croson* for example, one of the constitutional shortcomings that the court identified in the Richmond program was the city's use of the proportion of minorities in the local population to establish the 30 percent quota.<sup>26</sup> The court explained that this numerical goal "rest[ed] upon the completely unrealistic assumption that minorities will choose a particular trade in lockstep proportion to their representation in the local population."<sup>27</sup> The Ninth Circuit Court of Appeals clarified in *Coral Construction* that a DBE (or MBE) program must limit its geographical scope to the boundaries of the enacting jurisdiction.<sup>28</sup>

The Supreme Court has not specifically established how the relevant market area should be defined, but some circuit courts have done so. In the Southern District of Texas case of *Kossman*, the court noted that "since *Croson* was decided, disparity studies that compare the availability of MWBEs in the relevant market with their utilization in local public contracting have been widely recognized as strong evidence. The [disparity study cited] defined the market area by reviewing past contract information. By looking at information from Defendant's own contracts, the [disparity study cited] properly defined the relevant market according to two critical factors, geography and industry"<sup>29</sup>.

In *Concrete Works II*, a non-M/WBE construction company argued that, under *Croson*, Denver's affirmative action program could only rely on data from within the City and County of Denver—not from the larger six-county Denver Metropolitan Statistical Area (MSA)<sup>30</sup>. The Tenth Circuit disagreed, holding "[t]he relevant area in which to measure discrimination, then, is the local construction market, but that is not necessarily confined by jurisdictional boundaries."<sup>31</sup> The court further stated that "[i]t is important that the pertinent data closely relate to the jurisdictional area of the municipality whose program we scrutinize, but here Denver's contracting activity, insofar as construction work is concerned, is closely related to the Denver MSA."<sup>32</sup> Because more than 80 percent of Denver Department of Public Works construction and design contracts were awarded to firms located within the Denver MSA, the Tenth Circuit held that the appropriate market area was the Denver MSA, not the City and County of Denver alone.<sup>33</sup> Accordingly, data from the Denver MSA was "adequately particularized for strict scrutiny purposes."<sup>34</sup>

<sup>25</sup> *Kossman Contracting v. City of Houston*, No. H-14-1203, 2016 U.S. Dist. LEXIS 37708, at \*60 (S.D. Tex. Feb. 16, 2016).

<sup>26</sup> *Croson*, 488 U.S. at 729-730.

<sup>27</sup> *Western States Paving*, 407 F.3d at 995.

<sup>28</sup> *Coral Construction*, 941 F.2d at 925.

<sup>29</sup> *Kossman Contracting v. City of Houston*, No. H-14-1203, 2016 U.S. Dist. LEXIS 37708, at \*58-59 (S.D. Tex. Feb. 16, 2016)

<sup>30</sup> *Concrete Works of Colorado, Inc. v. City and Cnty. of Denver*, 36 F.3d 1513, 1520 (10th Cir. 1994).

<sup>31</sup> *Id.*

<sup>32</sup> *Id.*

<sup>33</sup> *Id.*

<sup>34</sup> *Id.*

### 2.2.1.1.1.3 Ability

Another availability consideration is whether the firms being considered are able to perform a particular service. Those who challenge affirmative action often question whether M/WBE firms have the “capacity” to perform specific services. In *H.B. Rowe, Inc. v. Tippett*, from the Fourth Circuit, the court noted that capacity does not have the same force for relatively small subcontracts. In addition, the study for the North Carolina Department of Transportation (NCDOT) contained a regression analysis indicating that “African American ownership had a significant negative impact on firm revenue unrelated to firm capacity or experience.”<sup>35</sup>

In *Concrete Works IV* the court noted that “MWBE construction firms are generally smaller and less experienced because of discrimination....Additionally, we do not read *Croson* to require disparity studies that measure whether construction firms are able to perform a particular contract.”<sup>36</sup>

### 2.2.1.1.1.4 Disparity Index

In the *Rowe* decision, the plaintiff noted that there was no substantial disparity when the percentage of subcontractors was used compared to their availability. However, the Fourth Circuit stated that “[t]he State pointed to evidence that prime contractors used minority businesses for low-value work in order to comply with the Department’s goals.”<sup>37</sup> Along these lines, the Fourth Circuit noted that the average subcontract awarded to nonminority male subcontractors was more than double the size of subcontracts won by MBE subcontractors.<sup>38</sup>

The Southern District of Texas considered what evidence would suffice to show discrimination in the relevant market in *Kossman Contracting v. City of Houston*.<sup>39</sup> The court noted that “other courts considering equal protection challenges to minority-participation programs have looked to disparity indices, or to computation of disparity percentages, in determining whether *Croson*’s evidentiary burden is satisfied.”<sup>40</sup> At the same time, the District Court stated that it was not attempting to “craft a precise mathematical formula to assess the quantum of evidence that rises to the *Croson* ‘strong basis in evidence’ benchmark.”<sup>41</sup>

### 2.2.1.1.1.5 Statistical Significance in Disparity Studies

While courts have indicated that anecdotal evidence may suffice without statistical evidence, no case without statistical evidence has been given serious consideration by any circuit court. In practical effect, courts require statistical evidence. Further, the statistical evidence needs to be held to appropriate professional standards.<sup>42</sup> In *Rowe*, the court noted that the NCDOT study focused on disparity ratios lower than 80 percent and conducted t-tests of statistical significance.<sup>43</sup>

The Eleventh Circuit has addressed the role of statistical significance in assessing levels of disparity in public contracting. Generally, disparity indices of 80 percent or higher—indicating close to full

---

<sup>35</sup> *H.B. Rowe Co., Inc. v. Tippett*, 615 F.3d 233, 247 (4th Cir. 2010).

<sup>36</sup> *Concrete Works IV*, 321 F.3d 950, 981, 983 (10th Cir. 2003).

<sup>37</sup> *H.B. Rowe, Inc. v. Tippett*, 615 F.3d at 243-244.

<sup>38</sup> *Id.* at 245.

<sup>39</sup> *Kossman Contracting v. City of Houston*, No. H-14-1203, 2016 U.S. Dist. LEXIS 37708, at \*50-51 (S.D. Tex. Feb. 16, 2016).

<sup>40</sup> *Id.* at 218.

<sup>41</sup> *Id.* at 218 n.11.

<sup>42</sup> *Contractors Ass’n v. City of Philadelphia*, 91 F.3d 586, 603 (3d Cir. 1996).

<sup>43</sup> *H.B. Rowe, Inc. v. Tippett*, 615 F.3d at 245.

participation—are not considered significant.<sup>44</sup> The court referenced the Equal Employment Opportunity Commission’s disparate impact guidelines, which establish the 80 percent test as the threshold for determining a *prima facie* case of discrimination.<sup>45</sup> According to the Eleventh Circuit, no circuit that has explicitly endorsed using disparity indices has held that an index of 80 percent or greater is probative of discrimination, but they have held that indices below 80 percent indicate “significant disparities.”<sup>46</sup>

In support of the use of standard deviation analyses to test the statistical significance of disparity indices, the Eleventh Circuit observed that “[s]ocial scientists consider a finding of two standard deviations significant, meaning there is about one chance in 20 that the explanation for the deviation could be random and the deviation must be accounted for by some factor other than chance.”<sup>47</sup> With standard deviation analyses, the reviewer can determine whether the disparities are substantial or statistically significant, lending further statistical support to a finding of discrimination. On the other hand, if such analyses can account for the apparent disparity, the study will have little if any weight as evidence of discrimination.

Further, the interpretations of the studies must not assume discrimination has caused the disparities, but must account for alternative explanations of the statistical patterns.<sup>48</sup> The Third and Fifth Circuits have also indicated that statistics about prime contracting disparity have little, if any, weight when the eventual M/WBE program offers its remedies solely to subcontractors.<sup>49</sup> In *Engineering Contractors* there was a separate analysis of prime contracting and subcontracting.<sup>50</sup>

### 2.2.1.1.2 Staleness of Data and Time Period of Study

A few cases have addressed the issue of the quantity and currentness of the data required to satisfy strict scrutiny. There is no clear guidance from the district courts about how many years should be studied, although there is cautionary language in cases about relying on small data samples.<sup>51</sup> Concerning the age of data, the court in *Rothe* ruled that the data relied on in the disparity studies was not stale with regard to reenacting a federal program in 2006. While agencies should rely on the most current available data, other circuit courts have “relied on studies containing data more than five years old when conducting compelling interest analyses.”<sup>52</sup>

### 2.2.1.1.3 Passive Participation to Discrimination

In *Croson*, Justice O’Connor stated, “It is beyond dispute that any public entity, state or federal, has a compelling interest in assuring that *public* dollars, drawn from the tax contributions of all citizens, do not

<sup>44</sup> *Eng’g Contrs. Ass’n of S. Florida, Inc.*, 122 F.3d at 914.

<sup>45</sup> *Id.* at 914, citing 29 C.F.R. § 1607.4D (concerning the disparate impact guidelines and threshold used in employment cases).

<sup>46</sup> *Id.* at 914, citing *Contrs. Ass’n of E. Pennsylvania, Inc.*, 6 F.3d at 1005 (crediting disparity index of 4 percent) and *Concrete Works II*, 36 F.3d at 1524 (crediting disparity indices ranging from 0 percent to 3.8 percent).

<sup>47</sup> *Eng’g Contrs. Ass’n of S. Florida, Inc.*, 122 F.3d at 914 quoting *Peightal v. Metropolitan Dade County*, 26 F.3d 1545, 1556 n.16 (11<sup>th</sup> Cir. 1994) (quoting *Waisome v. Port Authority*, 948 F.2d 1370, 1376 (2<sup>nd</sup> Cir. 1991)).

<sup>48</sup> *Eng’g Contrs. Ass’n of S. Florida, Inc.*, 122 F.3d at 922.

<sup>49</sup> *Contrs. Ass’n of E. Pennsylvania, Inc.*, 91 F.3d at 599 (3<sup>rd</sup> Cir.); *W.H. Schott Constr. Co.*, 199 F.3d at 218 (5<sup>th</sup> Cir.)

<sup>50</sup> *Eng’g Contrs. Ass’n of S. Florida, Inc.*, 122 F.3d 895, 920.

<sup>51</sup> *See, e.g., Associated Gen. Contrs. of Am. v. City of Columbus*, 936 F.Supp. 1363, 1393 (S.D. Ohio 1996) (*rev’d on other grounds*, 172 F.3d 411).

<sup>52</sup> *Rothe Dev. Corp. v. DOD*, 545 F.3d 1023, 1038 (Fed. Cir. 2008) (citing district court discussion of staleness in *W. States Paving Co. v. Wash. State DOT*, 407 F.3d 983 (9<sup>th</sup> Cir. 2005) and *Sherbrooke Turf, Inc. v. Minn. DOT*, 345 F.3d 964 (8<sup>th</sup> Cir. 2003)).



serve to finance the evil of *private* prejudice.”<sup>53</sup> *Croson* provided that the government “can use its spending powers to remedy private discrimination, if it identifies that discrimination with the particularity required by the Fourteenth Amendment.”<sup>54</sup> The government agency’s active or passive participation in discriminatory practices in the marketplace may show a compelling interest. Defining passive participation, *Croson* stated, “Thus, if the city could show that it had essentially become a ‘passive participant’ in a system of racial exclusion practiced by elements of the local construction industry, we think it clear that the city could take affirmative steps to dismantle such a system.”<sup>55</sup>

Relying on this language in *Croson*, several local agencies have increased their emphasis on evidence of discrimination in the private sector. In *Concrete Works IV*, the Tenth Circuit upheld the relevance of data from the private marketplace to establish a factual predicate for M/WBE programs.<sup>56</sup> The courts mainly seek to ensure that M/WBE programs are based on active or passive discrimination findings in the government contracting marketplace and not simply attempts to remedy general societal discrimination<sup>57</sup>.

Courts also seek to find a causal connection between a statistical disparity and actual underlying discrimination. In *Engineering Contractors*, one component of the factual predicate was a study comparing entry rates into the construction business for M/WBEs and non-M/WBEs.<sup>58</sup> The analysis provided statistically significant evidence that minorities and women entered the construction business at rates lower than expected, given their numerical presence in the population and human and financial capital variables. The study argued that those disparities persisting after applying appropriate statistical controls were most likely the result of current and past discrimination. Even so, the Eleventh Circuit criticized this study for reliance on general census data and the lack of particularized evidence of active or passive discrimination by Miami-Dade County, holding that the district court was entitled to find that the evidence did not show compelling justification for an M/WBE program.<sup>59</sup>

The Seventh Circuit has perhaps set a higher bar for connecting private discrimination with government action. In the Cook County case, the trial court extensively considered evidence that prime contractors did not solicit M/WBEs as subcontractors and considered carefully whether this evidence on solicitation served as sufficient evidence of discrimination, or whether instead, it was necessary to provide further evidence that there was discrimination in hiring M/WBE subcontractors.<sup>60</sup> The Seventh Circuit held that this evidence was largely irrelevant.<sup>61</sup> Beyond being anecdotal and partial, evidence that contractors failed to solicit M/WBEs on Cook County contracts was not the same as evidence that M/WBEs were denied the opportunity to bid.<sup>62</sup> Furthermore, such activities on the part of contractors did not necessarily implicate the County as being a passive participant in such discrimination as might exist because there was no evidence the County knew about it.<sup>63</sup>

---

<sup>53</sup> *Coral Cons Co.*, 941 F.2d at 922 (citing *Croson*, 488 U.S. at 492) (emphasis added).

<sup>54</sup> *Croson*, 488 U.S. at 492; see generally Ian Ayres and Fredrick E. Vars, *When Does Private Discrimination Justify Public Affirmative Action?* 98 *Colum. L. Rev.* 1577 (1998).

<sup>55</sup> *Croson*, 488 U.S. at 492.

<sup>56</sup> *Concrete Works IV*, 321 F.3d at 969.

<sup>57</sup> *Adarand Constructors, Inc. v. Slater*, 228 F.3d 1147 (10th Cir. 2000).

<sup>58</sup> *Engineering Contrs. Ass’n v. Metropolitan Dade County*, 122 F.3d at 921-22.

<sup>59</sup> *Id.* at 922.

<sup>60</sup> *Builders Ass’n of Greater Chicago v. County of Cook*, 123 F. Supp. 2d 1087 (N.D. Ill. 2000).

<sup>61</sup> *Builders Ass’n of Greater Chicago v. County of Cook*, 256 F.3d 642, 645 (7th Cir. 2001).

<sup>62</sup> *Id.*

<sup>63</sup> *Id.*

#### 2.2.1.1.4 Anecdotal Evidence

Justice O'Connor in *Croson* discussed the relevance of anecdotal evidence, stating: “[E]vidence of a pattern of individual discriminatory acts can, if supported by appropriate statistical proof, lend support to a local government’s determination that broader remedial relief is justified.”<sup>64</sup>

There was evidence from a telephone survey, interviews, and focus groups in *Rowe*. The Fourth Circuit favorably cited survey evidence of a good old boys’ network excluding MBEs from work, double standards in qualifications, primes viewing MBEs as less qualified, dropping MBEs after contract award, and the firms changing their behavior when not required to use MBEs. This material was affirmed in interviews and focus groups. The Fourth Circuit also concluded that “[t]he surveys in the 2004 study exposed an informal, racially exclusive network that systematically disadvantaged minority subcontractors.”<sup>65</sup>

The plaintiff argued that this data was not verified, to which the Fourth Circuit responded, “a fact finder could very well conclude that anecdotal evidence need not— and indeed cannot—be confirmed because it ‘is nothing more than a witness’ narrative of an incident told from the witness’ perspective and including the witness’ perceptions.”<sup>66</sup> The Fourth Circuit also commented favorably on the NCDOT study survey oversampling MBEs as long as the sample was random.

In *Associated General Contractors of California, Inc. v. Coalition for Economic Equity (AGCC II)*, the Ninth Circuit discussed the specificity of anecdotal evidence required by *Croson*.<sup>67</sup> Seeking a preliminary injunction, the contractors contended that the evidence presented by San Francisco lacked the specificity needed for an earlier appeal in that case and by *Croson*.<sup>68</sup> The court held that the City’s findings were based on substantially more evidence than the anecdotes in the two prior cases and were “clearly based upon dozens of specific instances of discrimination that are laid out with particularity in the record, as well as significant statistical disparities in the award of contracts.”<sup>69</sup>

The court also ruled that the City was under no burden to identify every instance of discriminatory practices or policies.<sup>70</sup> Reiterating the City’s perspective, the court stated that the City “must simply demonstrate the existence of past discrimination with specificity; there is no requirement that the legislative findings specifically detail each instance that the legislative body ha[d] relied upon in support of its decision that affirmative action is necessary.”<sup>71</sup> Not only have courts found that a municipality does not have to identify all the discriminatory practices impeding M/WBE utilization specifically, but the Tenth Circuit in *Concrete Works IV* also held that anecdotal evidence collected by a municipality does not have to be verified. “There is no merit to [the plaintiff’s] argument that the witnesses’ accounts must be verified to provide support for Denver’s burden. Anecdotal evidence is nothing more than a witness’ narrative of an incident told from the witness’ perspective and including the witness’ perceptions....Denver was not required to present corroborating evidence and [the plaintiff] was free to present its own witnesses to

---

<sup>64</sup> *Croson*, 488 U.S. at 509; *Kossmann Contr. v. City of Houston*, No. H-14-1203, 2016 U.S. Dist. LEXIS 37708 (S.D. Tex. Feb. 16, 2016), adopted by *Kossmann Contr. Co. v. City of Houston*, No. H-14-1203, 2016 U.S. Dist. LEXIS 36758 (S.D. Tex. Mar. 22, 2016).

<sup>65</sup> *H.B. Rowe*, 615 F.3d at 251.

<sup>66</sup> *Id.* at 249 (quoting *Concrete Works*, 321 F.3d at 989).

<sup>67</sup> *AGCC II*, 950 F.2d 1401, 1414-15 (9th Cir. 1991).

<sup>68</sup> *Id.* at 1415-1416.

<sup>69</sup> *Id.* at 1416. This evidence came from 10 public hearings and “numerous written submissions from the public.” *Id.* at 1414.

<sup>70</sup> *Id.* at 1416 n.11.

<sup>71</sup> *Id.* at 1416.

either refute the incidents described by Denver's witnesses or to relate their own perceptions on discrimination in the Denver construction industry."<sup>72</sup>

## 2.2.2 Narrowly Tailoring

Many courts have held that even if a compelling interest for the M/WBE program can be found, the program can still be found not to be narrowly tailored.<sup>73</sup> The Fifth Circuit relies on the factors enunciated in *United States v. Paradise*<sup>74</sup>. These factors are:

- (1) "the necessity of the particular relief and the efficacy of alternative remedies;" (2) "the flexibility and duration of the relief, including the availability of waiver provisions;" (3) "the relationship between the numerical goal of the relief and the relevant labor market;" and (4) "the impact of the relief on the rights of third parties."<sup>75</sup>

The Ninth Circuit in *Western States Paving Co. v. Washington State DOT*<sup>76</sup> agreed with the *Sherbrooke* and *Gross Seed* cases that it is necessary to undertake an as applied inquiry into whether a government's DBE program is narrowly tailored. The *Western States Paving* court stated that even when discrimination is present within a state, a remedial program is only narrowly tailored if its application is limited to those minority groups that have actually suffered discrimination. In *Croson*, for example, one of the rationales upon which the Supreme Court relied to invalidate the city's quota system was the program's expansive definition of "[m]inority group members," which encompassed "[c]itizens of the United States who are Blacks, Spanish-speaking, Orientals, Indians, Eskimos, and Aleuts."<sup>77</sup> The Court admonished that the random inclusion of racial groups that, as a practical matter, may never have suffered from discrimination in the construction industry in Richmond suggested that perhaps the city's purpose was not in fact to remedy past discrimination.

The Ninth Circuit Court of Appeals noted that it had previously expressed similar concerns about the haphazard inclusion of minority groups in affirmative action programs ostensibly designed to remedy the effects of discrimination. In *Monterey Mechanical Co. v. Wilson*, 125 F.3d at 704, the Ninth Circuit relied upon *Croson* to invalidate a California statute that required prime contractors on public projects to subcontract 15 percent of the work to minority-owned businesses and 5 percent to woman-owned businesses. The statute defined the term "minority" to include Blacks, Hispanics, Native Americans, Pacific-Asians, Asian-Indians, and over two-dozen subgroups.<sup>78</sup> The court concluded that the statute was not narrowly tailored because it provided race-based preferences to "groups highly unlikely to have been discriminated against in the California construction industry."<sup>79</sup> The overly inclusive designation of benefited minority groups was a "red flag signaling that the statute is not, as the Equal Protection Clause requires, narrowly tailored."<sup>80</sup> The court also cited *Builders Ass'n of Greater Chicago v. County of Cook*,

<sup>72</sup> *Concrete Works IV*, 321 F.3d 950, 989 (10th Cir. 2003).

<sup>73</sup> *Contractors Ass'n v. City of Philadelphia*, 91 F.3d at 605; *Engineering Contrs.*, 122 F.3d at 926-29; *Virdi v. Dekalb County Sch. Dist.*, 135 F. App'x 262 (11th Cir. 2005).

<sup>74</sup> *Dean v. City of Shreveport*, 438 F.3d 448 citing *United States v. Paradise*, 480 U.S. 149.

<sup>75</sup> *United States v. Paradise*, 480 U.S. 149 at 171.

<sup>76</sup> *W. States Paving Co. v. Wash. State DOT*, 407 F.3d 983 (9th Cir. 2005)

<sup>77</sup> 488 U.S. at 478, 109 S.Ct. 706 (second alteration in original).

<sup>78</sup> *Id.* at 714, 109 S.Ct. 706.

<sup>79</sup> *Id.*

<sup>80</sup> *Id.*

256 F.3d 642, 647 (7th Cir.2001), holding that an ordinance that established minimum levels of minority participation in county construction contracts was not narrowly tailored because it afforded preferences to a “laundry list” of minorities, not all of whom had suffered discrimination; *Associated Gen. Contractors of Ohio, Inc. v. Drabik*, 214 F.3d 730, 737 (6th Cir. 2000), invalidating a state statute that set aside 5 percent of state construction contracts for “Blacks, American Indians, Hispanics, and Orientals” because “[b]y lumping together [these] groups, ... the [program] may well provide preference where there has been no discrimination, and may not provide relief to groups where discrimination might have been proven;” *O’Donnell Constr. Co. v. District of Columbia*, 963 F.2d 420, 427 (D.C.Cir.1992) “the random inclusion of racial groups for which there is no evidence of past discrimination in the construction industry raises doubts about the remedial nature of [a minority set-aside] program” (internal quotation marks omitted). In contrast, the Caltrans DBE program litigated in *AGC v. Caltrans* had excluded Hispanic-owned firms from race-based preferences based on inadequate factual predicate evidence for the Hispanic ethnic category.<sup>81</sup>

Accordingly, each of the principal minority groups benefiting from the state’s DBE program must have suffered discrimination within the state. If that is not the case, then the DBE program provides minorities who have not encountered discriminatory barriers with an unconstitutional competitive advantage at the expense of both non-minorities and any minority groups that have actually been targeted for discrimination.

### 2.2.2.1 Race-Neutral Alternatives

Concerning race-neutral alternatives, Justice O’Connor in *Croscon* concluded that a governmental entity should also evaluate the use of race-neutral means to increase minority business participation in contracting or purchasing activities. In *Rowe*, the Fourth Circuit noted that NCDOT had a Small Business Enterprise program and had undertaken all the race-neutral methods suggested by the DOT DBE program regulations. The court pointed out that the plaintiff had identified “no viable race-neutral alternatives that North Carolina has failed to consider and adopt”<sup>82</sup> (emphasis in the original). The Court further noted that disparities persisted despite NCDOT employing these race-neutral initiatives.

### 2.2.2.2 Duration of the Remedy

The Western States Paving Court noted that a narrowly tailored remedial program must also include adequate durational limitations. The Court noted that Transportation Equity Act for the 21st Century (TEA-21) comports with this requirement because it is subject to periodic reauthorization by Congress. The debates concerning reauthorization ensure that Congress regularly evaluates whether a compelling interest continues to justify TEA-21’s minority preference program. Other cases have noted that time limitations are required for DBE/MBE/WBE programs (states may terminate their programs if they meet their annual overall goal through race- neutral means for two consecutive years).<sup>83</sup>

#### 2.2.2.2.1 Relationship of Goals to Availability

Narrow tailoring under the *Croscon* standard requires that remedial goals be in line with measured availability. Setting percentages arbitrarily have played a vital part in finding programs unconstitutional,

<sup>81</sup> *AGC v. Caltrans*, No. 11-16228, at 4.

<sup>82</sup> *H.B. Rowe*, 615 F.3d at 252.

<sup>83</sup> See, e.g., *Sherbrooke and Gross Seed*, 345 F.3d 964 (2003).

as evident with what the city of Richmond did in *Croson*. Setting goal percentages need to be based on statistical studies.<sup>84</sup>

In *H.B. Rowe*, the Fourth Circuit found that NCDOT participation goals were related to percentage MBE availability. First, the NCDOT goals were set project by project. Second, NCDOT generates a report detailing the type of work likely to be subcontracted. Third, the NCDOT goal-setting committee checks its database for availability. Finally, the Fourth Circuit noted that 10 percent of the NCDOT projects had a zero M/WBE goal.<sup>85</sup>

With regard to goals the Eleventh Circuit stated that, “we do not agree with the district court that it was “irrational” for the County to set a goal of 19% HBE participation when Hispanics make up more than 22% of the relevant contracting pool in every SIC category, and more than 30% for SIC 15. We see nothing impermissible about setting numerical goals at something less than absolute parity. Stated somewhat differently, a local government need not choose between a program that aims at parity and no program at all.”<sup>86</sup>

#### 2.2.2.2.2 Flexibility

Regarding flexibility, in *Kossman Contracting v. City of Houston*, the court found that the program met narrowly tailoring as it was flexible to accomplish its goals. The program employed goals as opposed to quotas, set goals on an individual contract level, allowed substitution of SBEs for MWBEs, instituted a process for allowing good-faith efforts and built in due processes.<sup>87</sup>

*Western States Paving* also emphasizes the need for flexibility to show narrow tailoring in the DBE program. The court noted that a quota system is the hallmark of an inflexible affirmative action program. The court quoted *Grutter* stating that “[w]hile [q]uotas impose a fixed number or percentage which must be attained, or which cannot be exceeded, a permissible goal requires only a good-faith effort to come within a range demarcated by the goal itself.”<sup>88</sup> The court recognized that the TEA-21 DBE regulations explicitly prohibit the use of quotas.<sup>89</sup> Moreover, where race-conscious contracting goals are used, prime contractors can meet that goal either by subcontracting the requisite amount of work to DBEs or by demonstrating good faith efforts to do so.<sup>90</sup> A recipient of federal funds, likewise, cannot be penalized by the federal government for failing to attain its DBE utilization goal as long as it undertakes good faith compliance efforts.<sup>91</sup> TEA-21 therefore provides for a flexible system of contracting goals that contrasts sharply with the rigid quotas invalidated in *Croson*.<sup>92</sup>

---

<sup>84</sup> *Contractors Ass’n v. City of Philadelphia*, 91 F.3d at 607 (“The district court also found significant that the ... Ordinance offered only one reference point for the percentages selected for the various set-asides -- the percentages of minorities and women in the general population”). See also *Builders Ass’n of Greater Chicago*, 256 F.3d at 647.

<sup>85</sup> *H.B. Rowe*, 615 F.3d at 253.

<sup>86</sup> *Eng’g. Contr. of S. Florida, Inc.* 122 F.3d at 927.

<sup>87</sup> *Kossman Contracting v. City of Hous.*, No. H-14-1203, 2016 U.S. Dist. LEXIS 37708, at \*68 (S.D. Tex. Feb. 16, 2016).

<sup>88</sup> 539 U.S. 306.

<sup>89</sup> 49 C.F.R. § 26.43(a).

<sup>90</sup> *Id.* § 26.53(a).

<sup>91</sup> *Id.* § 26.47(a).

<sup>92</sup> *Grutter v. Bollinger*, 539 U.S. 982 (2003). See also *Sherbrooke Turf, Inc.*, 345 F.3d at 972 (“the [TEA-21] DBE program has substantial flexibility”).

### 2.2.2.2.3 Burden on Third Parties

Narrow tailoring also requires minimizing the burden of the program on third parties. Good Faith compliance is a tool that serves the purpose of reducing the burden on third parties.<sup>93</sup> The plaintiff in *Rowe* argued that the solicitation requirements were burdensome and that it was forced to subcontract out work that could be self-performed. The Fourth Circuit concluded that the solicitation requirements [Good Faith] could be met with existing staff, and the M/WBE program did not require subcontracting out work that could be self-performed.<sup>94</sup>

### 2.2.2.2.4 Over-inclusion

Finally, narrow tailoring involves limiting the number and type of program beneficiaries. As noted above, there has to be evidence of discrimination to justify a group-based remedy, and over-inclusion of uninjured individuals or groups can endanger the entire program. In essence, there must be sufficient statistical evidence of discrimination to include a particular minority group in the remedial program. In *Croson*, the Court noted that “[i]f a 30% set-aside was “narrowly tailored” to compensate black contractors for past discrimination, one may legitimately ask why they are forced to share this “remedial relief” with an Aleut citizen who moves to Richmond tomorrow? The gross over inclusiveness of Richmond’s racial preference strongly impugns the city’s claim of remedial motivation.”<sup>95</sup>

Additionally, as noted above in *Rowe*, there has to be evidence of discrimination to justify a group-based remedy, and over-inclusion of uninjured individuals or groups can endanger the entire program. The statistical evidence that was evaluated by the court to determine if the Statute’s definition of minorities was determined to be overinclusive by including groups for which the 2004 disparity study did not establish sufficient evidence of discrimination. Although, the statute in question limited relief to “those racial or ethnicity classifications . . . that have been subjected to discrimination in the relevant marketplace and that have been adversely affected in their ability to obtain contracts with the Department”<sup>96</sup> lumping all minority groups together may provide preference for groups where no discrimination was found.

## 2.3 Burden of Proof

The *Croson* decision imposes the original burden of proof upon the government to demonstrate that a challenged program is supported by documented evidence of past discrimination or current discrimination. The plaintiff then has the burden to prove that the program is unconstitutional through various methods such as the flawed methodology used by the government to show that past or present discrimination exists, the race-neutral reasons for the disparity, or the existence of controverting data.<sup>97</sup>

In *Western States Paving*, the constitutionality of the requirement that contractors use race and gender-based criteria when awarding sub-contracts was challenged both “on its face” and “as applied.” A program can be constitutional “on its face” when it is unconstitutional in all circumstances of its application. The

---

<sup>93</sup> 49 C.F.R. § 26.53.

<sup>94</sup> *H.B. Rowe*, 615 F.3d at 254.

<sup>95</sup> *Croson*, 488 U.S. at 506.

<sup>96</sup> N.C. Gen. Stat. § 136-28.4(c)(2).

<sup>97</sup> See, e.g., *Concrete Works of Colo. v. City & County of Denver*, 321 F.3d 950, 959 (10th Cir. 2003), citing *Wygant v. Jackson Bd. of Education*, 476 U.S. 267, 277-78 (1986) (“The ultimate burden remains with the [plaintiff] to demonstrate the unconstitutionality of an affirmative-action program”).

court in *Western States Paving* found that the federal DBE regulations and their authorizing statute in TEA-21 were constitutional, and therefore, the federal DBE program is constitutional “on its face.” For example, as the court held in *Western States Paving*, the U.S. Congress could find that discrimination exists across the country and therefore, there is a compelling need for the program. The court also found that the federal DBE regulations were narrowly tailored for the national contracting industry.

On the other hand, a program can be constitutional “on its face” but unconstitutional “as applied” in a particular case. For example, while discrimination exists across the country, it may not exist in the jurisdiction that has the race- and gender-based case.

The Ninth Circuit Court of Appeals in *Western States Paving* held that the state of Washington failed to prove that there was adequate evidence of discrimination within the state’s contracting market and thus failed to meet its burden of demonstrating that its DBE program was narrowly tailored. The Ninth Circuit in *Western States* established a two-prong test: (1) the agency must establish the presence of discrimination in its own transportation industry, and (2) the affirmative action program must be “limited to those groups that have actually suffered discrimination.”<sup>98</sup> The Court discussed several ways in which the state’s evidence was insufficient:

- ◆ The state had not conducted a valid statistical study to establish the existence of discrimination in the highway contracting industry;
- ◆ The Washington State Department of Transportation’s (WSDOT) calculation of the capacity of DBEs to do work was flawed because it failed to account for the effects of past race-conscious programs on current DBE participation;
- ◆ The disparity between DBE participation on contracts with and without affirmative action components did not provide any evidence of discrimination;
- ◆ A small disparity between the proportion of DBE firms in the state and the percentage of funds awarded to DBEs in race-neutral contracts (2.7% in the case of WSDOT) was entitled to little weight as evidence of discrimination, because it did not account for other factors that may affect the relative capacity of DBEs to undertake contracting work;
- ◆ This small statistical disparity was not enough, standing alone, to demonstrate the existence of discrimination. To demonstrate discrimination, a larger disparity would be required;
- ◆ WSDOT did not present any anecdotal evidence of discrimination; and
- ◆ The affidavits required by 49 CFR 26.67(a), in which DBEs certify that they are socially and economically disadvantaged, did not constitute evidence of the presence of discrimination.

Consequently, the court found that the WSDOT DBE program was unconstitutional “as applied.”<sup>99</sup>

The *Western States Paving* case noted that, although narrow tailoring does not require exhaustion of every conceivable race-neutral alternative, “it does require serious, good faith consideration of workable race-neutral alternatives.” *Grutter v. Bollinger*, 539 U.S. 306, 339, 123 S.Ct. 2325, 156 L.Ed.2d 304 (2003);

---

<sup>98</sup> *Western States Paving*, 407 F.3d at 997-99. This two-prong test was re-affirmed in *AGC v. Caltrans*, 713 F.3d 1187, 1196 (9<sup>th</sup> Cir. 2013).

<sup>99</sup> *Id.* at 993 (citing *United States v. Paradise*, 480 U.S. 149 (1987)).

also see *Adarand III*, 515 U.S. at 237-38 (when undertaking narrow tailoring analysis, courts must inquire “whether there was any consideration of the use of race-neutral means to increase minority business participation in government contracting” (internal quotation marks omitted)).

TEA-21 DBE regulations place a preference on the use of race-neutral means, including informational and instructional programs targeted toward all small businesses, to achieve a government’s DBE utilization goal. The regulations require a state to “meet the maximum feasible portion of [its] overall goal by using race-neutral means.” 49 C.F.R. § 26.51(a). Only when race-neutral efforts prove inadequate do the regulations authorize a state to resort to race-conscious measures to achieve the remainder of its DBE utilization goal. *Western States Paving* recognized “[w]e therefore are dealing here with [regulations] that emphasize the continuing need to employ non-race-conscious methods even as the need for race-conscious remedies is recognized.”<sup>100</sup> However, the Ninth Circuit in *Western States Paving* and *AGC v. Caltrans* held that states are not required “to independently meet this aspect of narrow tailoring...”<sup>101</sup> That is, states are not required to first actually implement race-neutral programs and evaluate their success prior to implementing race-conscious programs.

*Western States Paving* also emphasizes the need for flexibility to show narrow tailoring in the DBE program. The court noted that a quota system is the hallmark of an inflexible affirmative action program. The court quoted *Grutter* stating that “[w]hile [q]uotas impose a fixed number or percentage which must be attained, or which cannot be exceeded, a permissible goal requires only a good-faith effort to come within a range demarcated by the goal itself.”<sup>102</sup> The court recognized that the TEA-21 DBE regulations explicitly prohibit the use of quotas.<sup>103</sup> Moreover, where race-conscious contracting goals are used, prime contractors can meet that goal either by subcontracting the requisite amount of work to DBEs or by demonstrating good faith efforts to do so.<sup>104</sup> A recipient of federal funds, likewise, cannot be penalized by the federal government for failing to attain its DBE utilization goal as long as it undertakes good faith compliance efforts.<sup>105</sup> TEA-21 therefore provides for a flexible system of contracting goals that contrasts sharply with the rigid quotas invalidated in *Croson*.<sup>106</sup>

With regard to burden of proof, the Eleventh Circuit stated that once the proponent of affirmative action introduces its statistical proof as evidence of its remedial purpose, thereby supplying the [district] court with the means for determining that [it] had a firm basis for concluding that remedial action was appropriate, it is incumbent upon the nonminority [employees] to prove their case; they continue to bear the ultimate burden of persuading the [district] court that the [public employer's] evidence did not support an inference of prior discrimination and thus a remedial purpose, or that the plan instituted on the basis of this evidence was not sufficiently “narrowly tailored.”<sup>107</sup>

<sup>100</sup> *Id.* at 994 (citing *Adarand VII*, 228 F.3d at 1179).

<sup>101</sup> *AGC v. Caltrans*, No. 11-16228, at 23; *Western States Paving*, 407 F.3d at 995, 997-98.

<sup>102</sup> 539 U.S. 306.

<sup>103</sup> 49 C.F.R. § 26.43(a).

<sup>104</sup> *Id.* § 26.53(a).

<sup>105</sup> *Id.* § 26.47(a).

<sup>106</sup> *Grutter v. Bollinger*, 539 U.S. 982 (2003). See also *Sherbrooke Turf, Inc.*, 345 F.3d at 972 (“the [TEA-21] DBE program has substantial flexibility”).

<sup>107</sup> *Eng’g Contrs. Ass’n of S. Florida, Inc.*, 122 F.3d 895, 916 (quoting *Howard v. McLucas*, 871 F.2d 1000, 1007 (11th Cir.1989)).



## 2.4 Conclusions

Within the Fifth Circuit and the state of Texas, the Southern District of Texas most recently considered a challenge to Houston's M/WBE program in *Kossman Contracting v. City of Houston*.<sup>108</sup> The case addressed an equal-protection challenge to the City of Houston's 2013 Small/Minority Business Enterprise Program for Construction Contracts. The opinion provides an up-to-date discussion of current constitutional standards, relying primarily on *Croson*, more recent Supreme Court guidance, and Fifth Circuit analysis.

The court conducted an extensive review of the disparity and availability study commissioned by the City of Houston and determined that the study provided strong evidence of ongoing discrimination in construction contracting processes, which justified the remedial program to combat the discrimination. The study's statistical analysis and anecdotal evidence were held to support the disparity findings, except as it pertained to Native Americans. The court analyzed five and one-half years of the City's construction contract records.

As summarized earlier, when governments develop and implement a contracting program sensitive to race and gender, they must understand the case law developed in the federal courts. These cases establish specific requirements that must be addressed so that such programs can withstand judicial review for constitutionality and prove to be just and fair. Given current trends in applying the law, local governments must engage in specific fact-finding processes to compile a thorough, accurate, and specific evidentiary foundation to determine whether there is, in fact, discrimination sufficient to justify an affirmative action plan. Further, state and local governments must continue to update this information and revise their programs accordingly.

In creating and implementing a race-or gender-conscious contracting program, it is necessary to understand how the courts have interpreted the constitutional requirements. To satisfy strict scrutiny, agencies must provide a compelling interest for a race- or gender-conscious program. While gender conscious programs are subject to intermediate scrutiny in practice, there has not been a significant difference in the judicial review of race-conscious versus gender-conscious contracting programs.

The compelling interest begins with showing disparities, if any, between the availability and utilization of firms by demographic category. However, the disparity analysis must be supplemented by factoring in issues such as type of work, as well as firm capacity and interest in pursuing agency contracts. How subcontractors are treated in the absence of goals is also an important part of the factual predicate for a race and gender conscious program. This quantitative analysis must then be supplemented with qualitative evidence from interviews, surveys and other methods of anecdotal data collection.

If a factual predicate is found for a race- and gender conscious efforts, the program still must be narrowly tailored. Critical elements of narrow tailoring include taking race neutral measures seriously, setting goals near business availability, having mechanisms for flexible program implementation, and avoiding the random inclusion of groups into the program. Working with these criteria, the federal courts have consistently ruled that the federal DBE regulations are narrowly tailored.

---

<sup>108</sup> *Kossman Contr. v. City of Houston*, No. H-14-1203, 2016 U.S. Dist. LEXIS 37708 (S.D. Tex. Feb. 16, 2016), *adopted by Kossman Contr. Co. v. City of Houston*, No. H-14-1203, 2016 U.S. Dist. LEXIS 36758 (S.D. Tex. Mar. 22, 2016).

While the Supreme Court has yet to return to this exact area of law to sort out some of the conflicts, the Fifth Circuit has provided some guidance on core standards. Ultimately, MBE and WBE programs can withstand challenges if state and local governments comply with the requirements outlined by the courts.

# 3 Review of Policies, Procedures, and Programs

## 3.1 Introduction

Purchasing and contracting are essential functions of the City of Houston, TX (City) to deliver necessary services to its residents and visitors. As such, purchasing policies, procedures, and programs impact the City's departments and businesses seeking opportunities to provide goods or services requested by the City. **Chapter 3** includes an overview of the City's procurement process and examines the routine application of policies and procedures and the impact on suppliers seeking opportunities or doing business with the City. In addition, this chapter reviews the policies and procedures of the Office of Business Opportunity, examining efforts undertaken by the City to ensure equitable opportunities within purchasing and contracting.

MGT's review of policies and procedures is presented in six sections. Section 2 describes the methodology used to conduct the review of the City's procurement policies, procedures, and programs. The remaining sections summarize procurement policies, procedures, programs, and the structure and environment in which procurement and contracting occur. The review and examination of policies in this chapter is intended to provide the foundation for the analysis of availability in **Chapter 4**, utilization discussed in **Chapter 5**, and the findings and recommendations in **Chapter 8**.

## 3.2 Methodology and Definitions

This section summarizes the steps undertaken to review the City of Houston's procurement policies utilizing a methodology refined over the course of over 250 disparity studies. MGT's review included developing an understanding of the City's organizational structure and procurement roles and responsibilities of various departments. The policy review was conducted with the complete cooperation of the City staff who provided data, information, and assistance to MGT throughout the policy review. To conduct the policy review and to prepare this chapter, MGT's approach included collecting and reviewing procurement-related source documents. Procurement policies and practices were also reviewed and discussed with staff to better understand procurement practices and their impact on departments and suppliers doing business or seeking to do business with the City. However, an overall assessment of the impact of these policies and procedures can only be made in conjunction with the statistical and anecdotal evidence contained in **Chapters 4, 5, and 7** of this report. The review of policies and procedures included the following major steps:

- ◆ Finalizing the scope and parameters of the policy review.
- ◆ Collection, review, and summarization of the City's contracting and procurement policies.
- ◆ Collection, review, and summarization of policies, procedures, and related information and data pertaining to the City's business inclusion efforts.
- ◆ Collection and review of supplemental information and data pertinent to the policy review.

- ◆ Review of applicable federal, state, and city regulations and laws pertaining to procurement.
- ◆ Discussions with City staff with the responsibility for purchasing and/or administering components of the Office of Business Opportunity programs.
- ◆ Navigating the City’s website to help inform areas of inquiry and to identify information and resources available to businesses seeking opportunities with the City.
- ◆ Analysis of data and information gathered throughout the policy review to develop key findings and recommendations.

MGT collected and reviewed a variety of source documents and information pertaining to the policy review. Major source documents and other information collected and reviewed are itemized in **Table 3-1**.

**TABLE 3-1. DOCUMENTS REVIEWED DURING POLICY AND PROCEDURES REVIEW**

INDEX	DESCRIPTION
<b>Procurement Related Documents</b>	
1.	State Statutes and Regulations <ul style="list-style-type: none"> <li>- Texas Local Government Code Chapter 171 – Regulation of Conflicts of Interest of Officers of Municipalities, Counties, and Certain Other Local Governments (Chapter 171 Conflict of Interest)</li> <li>- Texas Local Government Code Chapter 176 – Disclosure of Certain Relationships with Local Government Officers, Providing Public Access to Certain Information (Chapter 176 Disclosure of Relationships)</li> <li>- Texas Local Government Code Chapter 252 – Purchasing and Contracting Authority of Municipalities</li> <li>- Texas Local Government Code Chapter 271 – Purchasing and Contracting Authority of Municipalities, Counties, and Certain Other Local Governments</li> <li>- Texas Local Government Code Chapter 2252 – Contracts with Governmental Entity</li> <li>- Texas Local Government Code Chapter 2254 – Professional and Consulting Services</li> <li>- Texas Local Government Code Chapter 2269 – Contracting and Delivery Procedures for Construction Projects</li> </ul>
2.	City of Houston Code of Ordinances, as of 10.30.2023 <ul style="list-style-type: none"> <li>- Article V - Contracts</li> </ul>
3.	City of Houston Administrative Policies <ul style="list-style-type: none"> <li>- AP 5-7 -- Procurement Standards, Revised 08.08.2022</li> <li>- AP 5-8 -- Informal Procurement, Revised 08.08.2022</li> <li>- AP 5-9 -- Competitive Sealed Bids, Revised 08.08.2022</li> <li>- AP 5-10 -- Request for Qualifications/Request for Proposals, Revised 07.10.2018</li> <li>- AP 5-11 -- Exceptions to Competitive Procurements, Revised 12.12.2022</li> </ul>
4.	City of Houston Processes <ul style="list-style-type: none"> <li>- Request for Council Action Approval &amp; Routing Process Overview of Procurement Code of Ordinance</li> <li>- Formal RFP (Over \$50,000) Process</li> <li>- Invitation to Bid (Over \$50,000) Contracts Process</li> <li>- Formal Invitation to Bid (Over \$50,000) Supply</li> <li>- Formal Invitation to Bid (Over \$50,000) One-Time &amp; Rolling Stock</li> <li>- Invitation to Bid - (Under \$50,000)</li> </ul>
<b>Office of Business Opportunity Documents</b>	
5.	Office of Business Opportunity (OBO) Policy and Procedures, Revised 02.02.2022
6.	Office of Business Opportunity (OBO) Certification Training Manual, Revised 04.03.2023
7.	Office of Business Opportunity Commercially Useful Function Audit Worksheet <ul style="list-style-type: none"> <li>- Professional and Non-Professional</li> <li>- Construction</li> </ul>

INDEX	DESCRIPTION
8.	Presentations <ul style="list-style-type: none"> <li>- Certification Workshop Presentation, 04.20.2023</li> <li>- Contract Compliance Overview, 06.02.2023</li> <li>- Maximizing MWBE Participation Presentation Take II, 10.31.2022</li> </ul>
	<b><i>Other Related Documents</i></b>
9.	City of Houston Fiscal Year 2024 Adopted Operating Budget
10.	City of Houston Disparity Study, NERA Economic Consulting (2012)

### 3.2.1 Definitions

The section which follows include selected definitions from the City of Houston Code of Ordinances (Code)<sup>109</sup> and Office of Business Opportunity (OBO) Policy and Procedures.<sup>110</sup>The definitions helped to provide context for the procurement and contracting policies reviewed by MGT.

**Airport Concession Disadvantaged Business Enterprise** or **ACDBE**, as defined in 49 C.F.R. part 23, means a Disadvantaged Business Enterprise participating in the Federal Aviation Administration’s (FAA) ACDBE Program.

**Armed Forces** as defined in Section 15-91 of the Code means the United States Army, Navy, Air Force, Marine Corps, or Coast Guard.

**Bid** means the response submitted by a bidder to an invitation to bid (ITB), including any variation of the competitive bid process, such as best-value bid or multi-step bid.

**Bidder** as defined in Section 15-82 of the Code means any person or legal entity which submits a bid or proposal to provide labor, goods, or services to the City by contract for profit.

**Categorical Goals** means subcontracting goals established by contract category for departments that have a high volume of repetitive types of contracts.

**Commercially Useful Function** as defined in Section 15-82 of the Code.

**Contract** means a mutually binding legal document under which an entity provides goods, labor, or services to the City for profit. For purposes of the City’s program, a lease is considered to be a contract<sup>111</sup>.

**Contract Compliance Commission** means a panel composed of five Houston-area citizens, appointed by the Mayor, who presides over selected City contract related issues, with the duties and powers as specified in Chapter 15 of the Code.

<sup>109</sup> Houston, Texas, Code of Ordinances, section 15-42 (2023).

<sup>110</sup> City of Houston Office of Business Opportunity Policies and Procedures, Revised February 2, 2022

<sup>111</sup> Lease agreements are exempt from the analysis of this study, see **Section 4.2.2**.

**Contracting Department or Department** means a Department who is the procurer of goods or services on a particular contract or the Department or City division responsible for managing a multidepartment contract.

**Contractor** as defined in Section 15-82 of the Code, means any person or legal entity providing goods, labor, or services to the City by contract for profit.

**Contract-Specific Goals** means the subcontracting goals for MBE, WBE, and MWBE participation established for a particular contract based on the divisibility of the contract and the availability of MBE and WBE firms to perform that divisible work.

**Chronic or permanent character** as defined in Section 15-91 of the Code means, with respect to a medically determined physical or mental impairment, that the impairment is medically anticipated to be of a continuing nature, with no present prognosis of complete or substantially complete recovery through the passage of time and/or the application of presently available medical treatment or rehabilitative therapy.

**Citywide Aspirational Goals** means goals for specific contract types that mirror the Houston Metropolitan Statistical Area (MSA) or other geographic area availability percentages of MBE and WBE companies as established by the most recent availability data for each contract type.

**Disabled veteran** as defined in Section 15-91 of the Code means an individual who served on active duty in the Armed Forces, separated from the Armed Forces under honorable conditions, and has a disability rating letter issued by the Department of Veterans Affairs establishing a service-connected disability rating between zero and one hundred percent, or a disability determination from the Department of Defense.

**Disadvantaged Business Enterprise or DBE**, as defined in 49 C.F.R. part 26, are for-profit small business concerns where socially and economically disadvantaged individuals own at least a 51% interest and also control management and daily business operations including the following presumed groups:

- a) Asian-American; African American; Native American; Hispanic; Women
- b) Must be a small business as defined by the Small Business Administration (SBA)
- c) Personal Net Worth Limit: \$1,320,000

**Director** means the head of a City of Houston Department.

**Directory** means either the online Directory of MWSBE and PDBE certified companies or the online Directory of DBE and ACDBE companies certified through the Texas Unified Certification Program.

**Document 00470, Document 00471, and Document 00472** refer to a construction Bidder's MWSBE participation plan, Pre-Bid Good Faith Efforts, and MWSBE Goal Deviation Request, respectively.

**Document 00800** means the City of Houston's Supplementary Conditions document found in solicitation packages. In reference to OBO, this document summarizes the Good Faith Efforts Policy and highlights any applicable MWSBE goal(s).

**Document 00808** means the City of Houston’s requirements for the City of Houston’s MWSBE and PDDBE program including the Good Faith Efforts Policy.

**Established business enterprise** as defined in Section 15-82 of the Code means a MWSBE or any business applying for Certification as a MWSBE that, by virtue of its size meets or exceeds the standards promulgated by the U.S. Small Business Administration for that category of business, as determined by the procedures described in section 15-87(a) of Chapter 15.

**Functional Mission** means the types of core goods or services a business provides.

**Goal-oriented contract** as defined in Section 15-82 of the Code means any, contract, agreement, or other undertaking anticipated for construction work in excess of \$1,000,000.00 and for the supply of goods or non-personal or nonprofessional services in excess of \$100,000.00: (a) for which competitive bids are required by law; (b) which is not within the scope of the disadvantaged business enterprise programs of the United States Environmental Protection Agency, or the United States Department of Transportation, or any other federal or state agency having jurisdiction; and (c) the initiating Department, in consultation with the OBO director, determines the significant subcontracting potential in fields in which there adequate numbers of known MWSBEs to compete for and perform the necessary subcontracted services.

**Good Faith Efforts** as defined in Section 15-82 of the Code shall refer to steps taken to achieve a MWSBE goal or other requirements which, by their scope, intensity, and usefulness demonstrate a bidder’s responsiveness to fulfill the business opportunity objective prior to the award of a contract and a Contractor’s responsibility to put forth measures to meet or exceed a MWSBE goal throughout the duration of the contract.

**Good Faith Efforts Policy** refers to the OBO’s document defining and outlining how a Contractor’s Good Faith Efforts to achieve their certified firm participation goal(s) are assessed by the City.

**Joint Venture** as defined in Section 15-82 of the Code means an association of a MWSBE and one or more other firms to carry out a single, for-profit business enterprise, for which the parties combine their property, capital, efforts, skills, and knowledge; and in which the MWSBE(s) is responsible for a distinct, clearly defined portion of the work of the contract and whose share in the capital contribution, control, management, risks, and profits of the joint venture are commensurate with its ownership interest.

**Local** means a business that is located in the geographical area or region identified as the metropolitan statistical area that includes the City of Houston, as defined by the United States Office of Management and Budget within the Executive Office of the President of the United States, as amended.

**Major life activities** as defined in Section 15-91 of the Code mean functions significantly affecting a person’s quality of life, such as caring for oneself, performing manual tasks, walking, seeing, hearing, speaking, breathing, learning, and working.

**Medical doctor** means an individual licensed to practice medicine in the State of Texas.

**Medically determined** as defined in Section 15-91 of the Code means determined by a medical doctor.

**MWBE** means, collectively, MBEs and WBEs related to non-construction projects.

**MWSBE** means, collectively, MBEs, WBEs, and SBEs.

**Minority Business Enterprise** or **MBE** as defined in Section 15-82 of the Code means a business which is:

- a) A sole proprietorship in which the owner is a minority person who owns, controls, and manages the business; or
- b) A corporation in which at least 51 percent of the stock or of the assets of such corporation is owned, controlled, and managed by one or more minority persons; or
- c) A partnership in which at least 51 percent of the assets of such partnership is owned, controlled, and managed by one or more minority persons; or
- d) Any other business or professional entity in which at least 51 percent of the assets in such business or professional entity is owned, controlled, and managed by one or more minority persons; or
- e) Any entity in which at least 51 percent of the assets of such entity is owned, controlled, and managed by one or more minority persons and one or more women and such minority person; or
- f) A business which has been certified as an MBE by OBO.

**Minority person** as defined in Section 15-82 of the Code means a citizen or legal resident alien of the United States who is:

- a) Black American, which includes persons having origins in any of the black racial groups of Africa;
- b) Hispanic American, which includes persons of Mexican, Puerto Rican, Cuban, Dominican, Central or South American, or other Spanish or Portuguese culture or origin, regardless of race;
- c) Asian-Pacific American, which includes persons having origins from Japan, China, Taiwan, Korea, Burma (Myanmar), Vietnam, Laos, Cambodia (Kampuchea), Thailand, Malaysia, Indonesia, the Philippines, Brunei, Samoa, Guam, the U.S. Trust Territories of the Pacific Islands (Republic of Palau), the Commonwealth of the Northern Marianas Islands, Macao, Fiji, Tonga, Kiribati, Juvalu, Nauru, the Federated States of Micronesia, or Hong Kong, or the region generally known as the Far East;
- d) Native American, which includes persons having origins in any of the original peoples of North America, American Indian, Eskimo, Aleut, Native Hawaiian; or
- e) Subcontinent Asian American, which includes persons whose origins are from India, Pakistan, Bangladesh, Bhutan, the Maldives Islands, Nepal, or Sri Lanka.

**Origin** or **descent** can be regarded as the ancestry, nationality group, lineage, or country in which the person or persons' parents or ancestors were born before their arrival in the United States.

**NAICS** stands for the North American Industry Classification System.

**OBO** refers to The Office of Business Opportunity.

**Owned, controlled, and managed** as defined in Section 15-82 of the Code means that the one or more minority persons or women who own the requisite interests in or assets of a business applying for certification possesses equivalent incidents of such ownership, including an equivalent interest in profit and loss, and has contributed an equivalent percentage of capital and equipment to the business. Contributions of capital and equipment must be real and substantial. In instances where expertise is relied



upon to demonstrate ownership, control, and management, it must be shown that the expertise is: (1) in a specialized field; (2) in an area critical to the firm's operation and performance of a commercially useful function; (3) critical to the firm's continued success; and (4) documented in the records of the firm, including but not limited to documentation showing the particular expertise and its value to the firm. Additionally, the individual whose expertise is relied upon must have a significant financial investment in the business.

**Ownership** shall be measured as though not subject to the community property interest of a spouse, if both spouses certify in writing that the nonparticipating spouse relinquishes control over his or her community property interest in the subject business (but by doing so is not required to transfer to his or her spouse his or her community property ownership interest or to characterize the property as the separate property of the spouse). [As it relates to controlled and managed,] the one or more minority person or woman owners shall have recognized ultimate control over all day-to-day business decisions affecting the MBE or WBE and shall hold a title commensurate with such control. Such ultimate control shall be known to and at least tacitly acknowledged in day-to-day operations by employees of the business and/or external parties. Additionally, the individual whose expertise is relied upon must have a significant financial investment in the business.

**Personal property** means any movable or intangible thing that is subject to ownership and not classified as real property.

**Person with a disability** as defined in Section 15-91 of the Code means a disabled veteran or a citizen or legal resident alien of the United States who has a presently existing, medically determined physical or mental impairment of a chronic or permanent character which substantially limits one or more of his or her major life activities. The term persons with disabilities shall not include individuals currently engaging in the illegal use of drugs or currently engaging in the abuse of alcohol. However, the term persons with disabilities does not exclude individuals who have successfully completed a supervised drug or alcohol rehabilitation program and are no longer engaging in the illegal use of drugs or the abuse of alcohol and who otherwise qualify as persons with disabilities under the criteria set forth in Chapter 15, Article VI of the Code.

**Persons with Disabilities Business Enterprise** or **PDBE** as defined in Section 15-91 of the Code means a business that is:

- a) A sole proprietorship in which the owner is a person with a disability who owns, controls, and manages the business; or
- b) A corporation in which at least 51 percent of the stock or of the assets of the corporation is owned, controlled, and managed by one or more persons with a disability; or
- c) A partnership in which at least 51 percent of the assets of the partnership is owned, controlled, and managed by one or more persons with a disability; or
- d) A Joint Venture in which at least 51 percent of the interests of the Joint Venture is owned, controlled, and managed by one or more persons with a disability; or
- e) Any other business or professional entity, in which at least 51 percent of the assets in the business or professional entity is owned, controlled, and managed by one or more persons with a disability.

**Prime Contractor** shall mean the party who directly contracts with the City of Houston to provide the goods, labor, or services in fulfillment of terms of a contract with the City of Houston.

**Procurement** means the process by which pricing, qualifications, and bids and/or proposals for goods and services are solicited from vendors, which may result in contracts for the purchase of such goods or services. Procurement includes three phases: planning and sourcing, solicitation (through the selected method of procurement and contract award) and contract administration (performance and close-out).

**Professional Services**, means services that contemplate labor and skill that are predominantly mental or intellectual rather than physical or manual and includes services of members of disciplines requiring special knowledge or attainment and a high order of learning, skill, and intelligence.

**Proposal** means the response submitted by a vendor in response to a request for proposals (RFP) issued by the city.

**Public private partnership (P3)** means an agreement between the city and the private sector by which the private sector makes physical assets or services available to a public entity for an extended term in exchange for fixed payments over a term of 20 years or more.

**Public work** means a project calling for the construction, repair, or renovation of buildings, streets, bridges, sewers, water lines, or any other publicly owned improvements to real property.

**Regulated contract** as defined in Section 15-82 of the Code means any contract, agreement, or other undertaking:

1. for which competitive bids are not required by law, [typically professional services in nature];
2. that is not covered by the MBE/WBE programs of any state or federal agency having jurisdiction [which expressly prohibits application of the City of Houston's local program;] and
3. that the recommending Department has determined, in consultation with the Director of OBO either: (a) has significant subcontracting potential in fields in which there are sufficient known MWSBEs to perform the particular subcontract service(s); or (b) is a type for which there are sufficient known MWSBEs who have represented their ability to perform the prime contract service to afford effective competition for the prime contract.

**Request for proposals (RFP)** means the document used to solicit proposals for services or a combination of goods and services from vendors. Price is not the primary evaluation criterion but is a factor considered in the determination of best value and affordability. The process may consist of two steps (prequalification and proposals) or a single step (proposals including consideration of quality).

**Request for qualifications (RFQ)** means the document used to solicit statements of qualifications from vendors. The process is generally used to pre-qualify vendors as part of a multistep process or to select professional services prohibiting price as a consideration or whenever the best interest of the city is served.

**Reverse auction** means a real time bidding process that occurs online and allows vendors to compete during the short time allowed for the bidding. Each vendor knows the bids of all the others and can repeatedly amend a bid while the auction proceeds.

**Small Business** means a firm whose gross revenues or number of employees, averaged of the past three years, inclusive of any affiliates as defined by 13 CFR Section 121.103, does not exceed the size standards defined in Section 3 of the Federal Small Business Act and applicable Small Business Administration regulations related to the size standards found in 13 CFR Part 121. [For gross revenue calculation, an average over the past three years or five years will be considered if the firm has been in business for over five years. For number of employee calculation, it is an average for each of the pay periods for the most recently completed 12 calendar months.] The term shall also include a certified minority/women business enterprise defined in the Code.

**Solicitation** means the document used to solicit bids, proposals, or qualifications.

**Subcontractor** as defined in Section 15-82 of the Code means any business providing goods, labor, or services to a Contractor if such goods, labor, or services are procured or used in fulfillment of the Contractor's obligations arising from a contract with the City of Houston.

**Submission** means the document responding to an RFQ.

**Threshold** means the amount of expenditure that triggers a requirement for a competitive procurement under state law, as may be amended from time to time.

**Vendor** means a provider of goods and/or services, including professional and construction services, that does business or seeks to do business with the city.

**Woman** means a person who is a citizen or legal resident alien of the United States and who identifies her gender as female.

**Women Business Enterprise or WBE** as defined in Section 15-82 of the Code means a business which is:

- a) A sole proprietorship in which the owner is a woman who owns, controls, and manages the business; or
- b) A corporation in which at least 51 percent of the stock or assets of such corporation is owned, controlled, and managed by one or more women; or
- c) A partnership in which at least 51 percent of the assets of such partnership is owned, controlled, and managed by one or more women; or
- d) Any other business or professional entity in which at least 51 percent of the assets in such business or professional entity is owned, controlled, and managed by one or more women; or
- e) Any entity in which at least 51 percent of the assets of such entity is owned, controlled, and managed by one or more minority persons and one or more women; or
- f) A business which has been certified as a WBE by OBO.

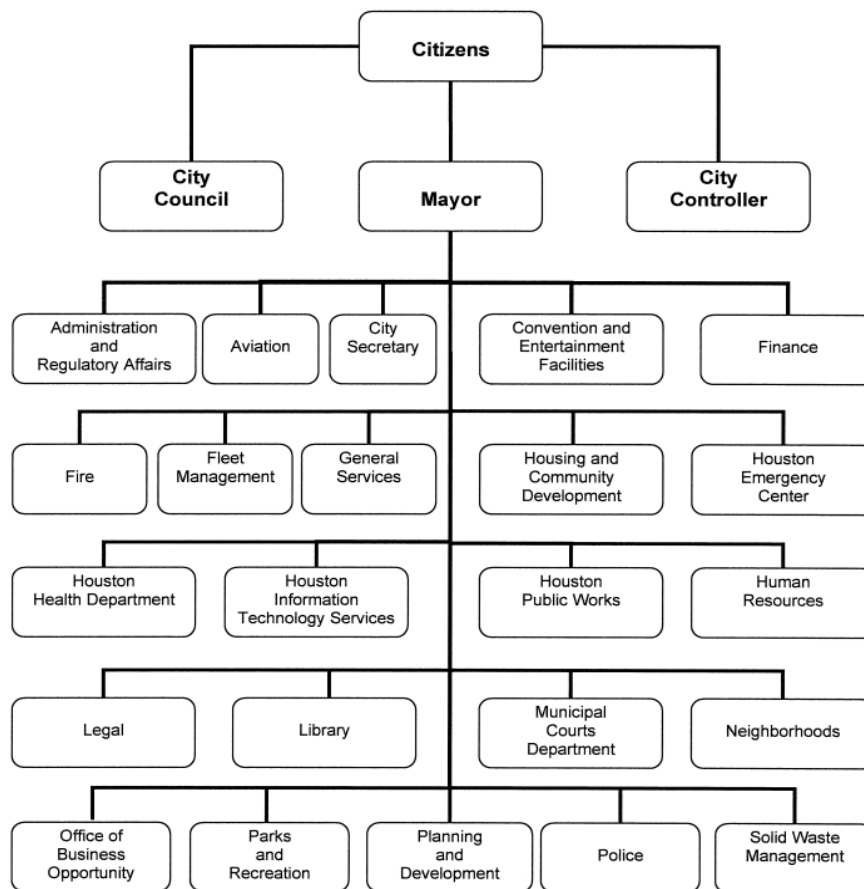
**Work services** means services that are not of a professional or consulting nature that involve manual labor or are performed by skilled trades.

### 3.3 Procurement Environment and Structure

The structure and environment in which the City of Houston’s procurement and contracting occurs were important for understanding the operational impact of procurement policies on departments and businesses seeking to meet the City’s service requirements. As such, the City’s organizational structure was essential for placing procurement and contracting into the proper context and understanding the role of certain entities in the procurement cycle. The following exhibits (**Exhibit 3-1** to **3-2**) show the organizational structure for the City and Strategic Purchasing Division (SPD), respectively.

The exhibits convey the size and complexity of Houston’s municipal government and the procurement cycle. With a budget of \$6.2 billion, organized around the Mayor Turner’s Priorities for the City: Complete Communities, Public Safety, Services and Infrastructure, Sound Financial Management, and Resilient Houston<sup>112</sup>, procurement and contracting are vital activities. Organization entities such as the City Council, Strategic Purchasing Division, OBO, and end-user departments play a critical role in the procurement cycle.

EXHIBIT 3-1.  
CITY OF HOUSTON ORGANIZATION CHART

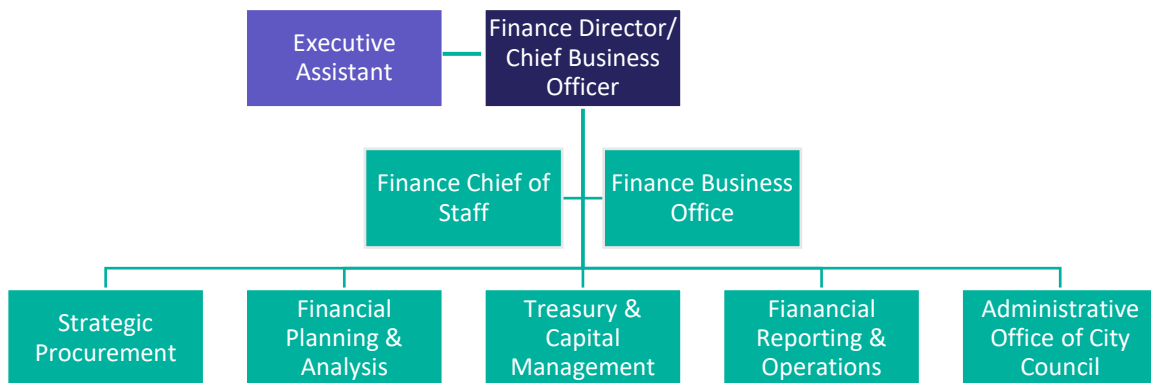


Source: City of Houston 2024 Adopted Operating Budget

<sup>112</sup> City of Houston Fiscal Year 2024 Adopted Operating Budget

As shown in **Figure 3-1**, the Strategic Procurement Division is housed within the Department of Finance. The Chief Procurement Officer leads the Division which is responsible for the acquisition and procurement of goods and services according to established policies and procedures for advertisement, solicitation, and approval. The division is comprised of six (6) buying groups: Commodity & Equipment, Fleet, One-Time Purchases, Small Purchases, Specialized Commodities and Services, and Work Services. In carrying out its procurement functions, the Division subscribes to the standards set forth by the National Institute of Governmental Purchasing (NIGP). The Division coordinates the centralized procurement activities of the City, except for construction services, design projects, utility lease agreements, and concession contracts which are procured by the General Services Department, Public Works Department, and Houston Airport Systems. The Division is committed to “manage, facilitate, and provide the highest quality, value-added procurement services that exceed the needs and expectations of our customer.”<sup>113</sup>

FIGURE 3-1.  
DEPARTMENT OF FINANCE ORGANIZATION CHART



Source: MGT adapted from Finance Department FY2024 Proposed Budget Workshop Presentation, May 17, 2023

Ideally, procurement systems should be operated in a transparent, cost-effective, and responsive manner to provide goods and services, professional services, and construction services. Based on MGT’s experience, procurement systems are responsible for the following:

- ◆ Obtaining goods and services of good quality at fair and reasonable cost.
- ◆ Maximizing the purchasing value of public funds.
- ◆ Adhering to laws, regulations, processes, and procedures.
- ◆ Obtaining goods and services in a timely and equitable manner.

A broad spectrum of activities should be carried out according to procurement regulations and to acquire goods and services that meet internal and external needs. For this policy review, discussions with staff provided valuable insight into procurement and contracting. Discussions with staff focused mainly on procurement and contracting policies and their impact on providing opportunities for businesses to conduct business with the City and the City’s primes.

<sup>113</sup> Strategic Procurement Division website, 2023.

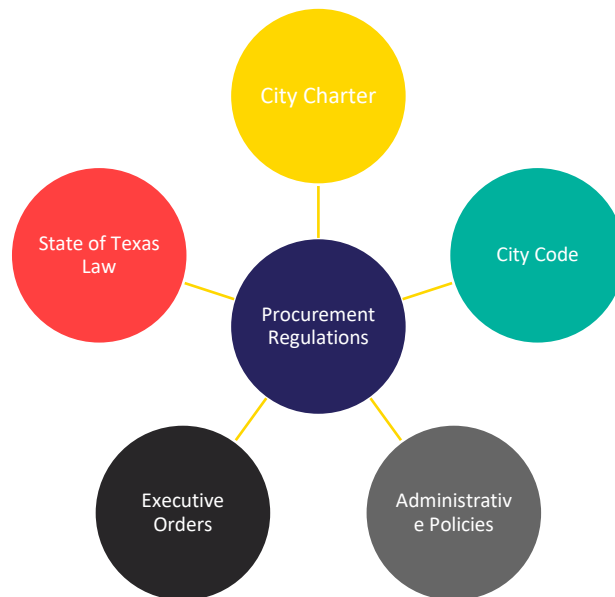
It is the policy of the City to stimulate the growth of local minority, women, and small business enterprises (MWSBEs) by encouraging the full participation of these business enterprises in various phases of city contracting. Organizationally, OBO is critical in executing the City's commitment to equity and inclusion as outlined in the Code of Ordinance (Code), Chapter 15, Articles II, V, VI and XI, as amended. A detailed discussion of OBO is provided in a subsequent section of this chapter.

### 3.3.1 Procurement and Contracting Process

The overview which follows is narrowly focused on policies and practices which have a more direct impact on access to procurement opportunities. To review procurement policies, MGT reviewed the policy related documents and information listed in **Exhibit 3-1** with a major focus on the Code, specifically Chapter 15 Articles III and V, Administrative Polices 5-7 through 5-11, and the OBO Policies and Procedures. In its review, MGT paid considerable attention to MWSBE participation requirements/provisions since the underlying premise for conducting a disparity study is determining whether a public entity passively or actively engages in discrimination against business owners based on race, ethnicity, and gender. As such, how procurement policies are operationalized to facilitate MWSBE participation is important. The sections which follow are intended to provide a high-level summary of procurement policies and procedures. It is not intended to provide a detailed discussion of processes associated with each policy or how policies are carried out. MGT's primary focus was on how policies are being used to facilitate increased access to procurement opportunities and whether there are barriers or impediments to such access.

Based on MGT's experience, an efficient and effective procurement and contracting process is largely dependent on knowledgeable and skilled staff and well executed laws, regulations, and policies. The diagram in **Figure 3-2** shows the linkage between laws, policies, procedures, and resolutions that dictate procurement and contracting by the entities shown in **Exhibit 3-1** through **Exhibit 3-3**.

FIGURE 3-2.  
PROCUREMENT REGULATIONS



Source: Created by MGT, 2023

The laws and regulations governing the City’s procurement process components in **Figure 3-2** are found in various source documents. Pursuant to the Houston City Charter, the City Council has the authority to prescribe competitive bidding procedures as long as such procedures are in accordance with state law.<sup>114</sup> Ordinances passed by the City Council pertaining to procurement and contracting are codified in the Code. Included within the Code are provisions establishing OBO and its Minority, Women, Small Business Enterprise (MWSBE), and Persons with Disabilities Business Enterprise (PDBE) Programs.

The City’s internal processes and procedures are established by the sponsoring department and its subject matter experts. All departments are afforded the opportunity to appoint a Policy Management Liaison to offer comments and suggestions to the sponsoring department during the Policy creation, revision, and rescission process. The Administration & Regulatory Affairs Department maintains the Administrative Policy Repository<sup>115</sup>.

Annually, departments submit a Procurement Plan which describes the products or services anticipated to be acquired for the fiscal year, including the contracting department, category of product or service, and anticipated value. A Procurement Plan increases the efficiency, effectiveness, and transparency of the procurement process. The information provided assists with acquisition planning by helping vendors learn about potential contracting opportunities early in the procurement process. **Exhibit 3-3** shows the solicitation methods utilized by the City outlined in the Code. **Exhibit 3-3** is intended to provide a high-level overview and is not intended to reflect the specifics of each type of solicitation. Based on MGT’s

<sup>114</sup> Houston, Texas, Charter, Article II section 19 (2023).

<sup>115</sup> Employee Policies and Procedures – Policy Setting Process, website (2023)

review, ample policy guidance, and detail for solicitations are provided in the Chapter 15 Articles III and V, Administrative Polices 5-7 through 5-11, and SPD’s website.

EXHIBIT 3-2.  
SOLICITATION METHODS AND TYPES

Solicitation Method	Description	Solicitation Type
Formal	Required for procurement valued at more than \$50,000	<b>Invitation to Bid (ITB):</b> Competitive Sealed Bids awarded to the lowest responsive and responsible bidder. <b>Request for Proposal (RFP):</b> Competitive sealed proposals awarded to the highest scoring responsive and responsible proposer.
Informal	Used to obtain the best value when making purchases valued greater than \$3,000 and \$50,000 or less.	<b>Invitation to Bid (ITB):</b> Obtains quotes from at least three entities. <b>Purchase Orders (PO):</b> Purchases for goods and services less than \$20,000.
Non-Competitive Procurement	Include procurements that no advantage will result in obtaining competitive responses	<b>Sole source:</b> Unique specifications, qualities, or capabilities of the items substantiate a sole source exception. <b>Emergency Purchase Order (EPO):</b> Procurements that would otherwise require Council approval, but public welfare would be adversely impacted by awaiting approval of the Council.
Innovative Methods	CPO must make a determination that such process is competitive and in the best interest of the city. Innovative methods may take into consideration market conditions, spend analysis, and other factors.	<b>Interlocal agreement:</b> Agreements with other governmental entities in order to cooperatively perform governmental functions and services. <b>Public-private partnerships (P3s):</b> Agreements between public entities and the private sector by which the private sector makes physical assets or services available to a public entity in exchange for payments over a term of twenty years or more. <b>Cooperatives:</b> Purchasing program with another local government or a local cooperative organization.

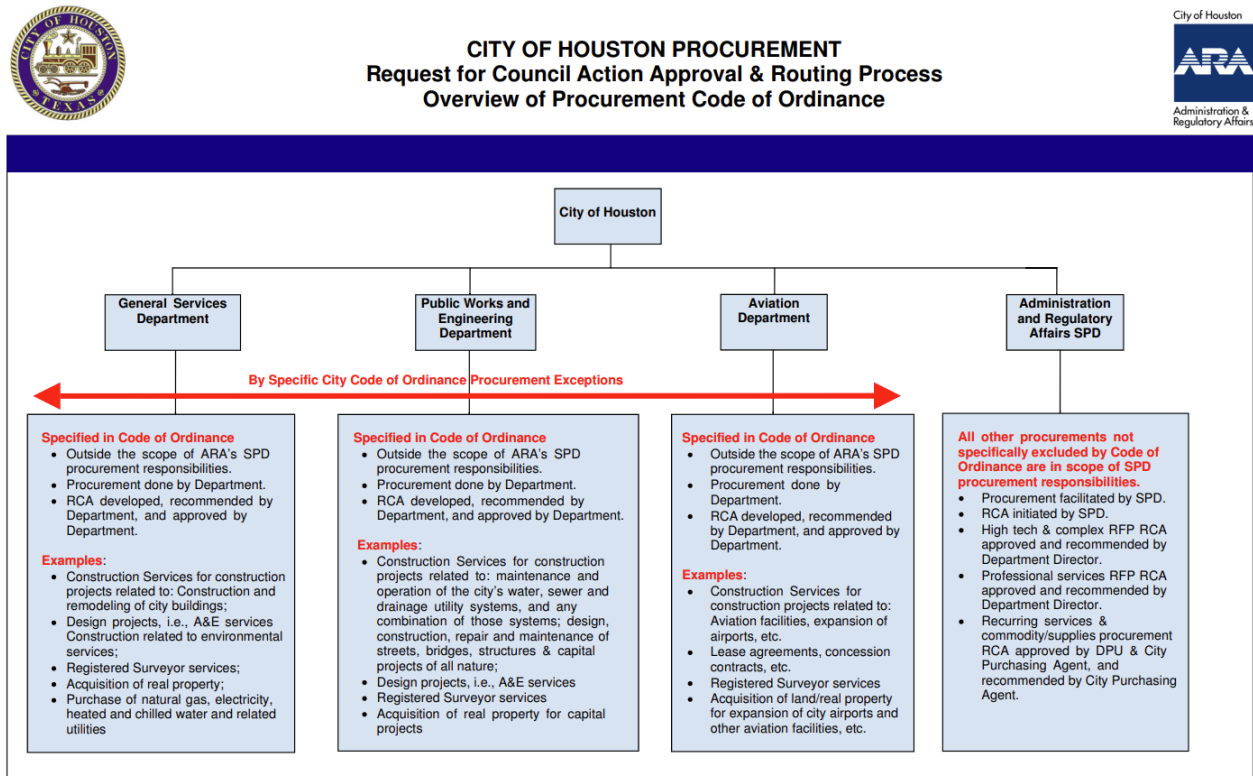
Source: Prepared by MGT.

Each City department uses one or more of the solicitation methods and types listed in **Exhibit 3-4**. The City Charter requires City Council approval for contract awards exceeding \$50,000 per vendor/per fiscal year or patterns of payments across fiscal years that exceed \$50,000. As mentioned, the SPD is the central purchasing entity for the City, except for construction or public works contracts, design services, lease agreements, and concessions. When a firm responds to City solicitations with advertised contract-specific MWBE goal(s), a participation plan detailing which certified subcontractors, they plan to use must also accompany the solicitation response. MWBE primes are permitted to self-perform and count toward up



to 50% of the MWBE goal. The lowest responsive and responsible offeror’s plan is then reviewed and approved by the department if it meets the advertised contract goal(s). OBO is responsible for reviewing the recommended vendors and consultants bid or proposal documents, on solicitations with goals, prior to award to ensure that a good faith effort to achieve MWSBE participation was demonstrated. Once approved by the department, the bid package is submitted to the City Council for approval of contract execution via Request for Council Action (RCA). **Exhibit 3-5** further describes the procurement Code and steps departments take for award recommendations.

EXHIBIT 3-3.



Source: Strategic Procurement Department website, 2023

Informal solicitations facilitate optimal opportunities for MWSBEs to conduct business with public entities based on MGT’s experience. Per Chapter 252 of the Texas Local Government Code (Sec. 252.0215); expenditures exceeding \$3,000 and below \$50,000 are subject to requirements for contracting historically underutilized businesses. For such purchases, SPD publishes the informal opportunities on its website, obtains quotes from at least three entities, and reports results back to departments to make the purchase.<sup>116</sup> Of these quotes, at least two must be solicited by historically underutilized businesses if certified as such by OBO. If there are no OBO-certified firms for the particular purchase, the State of Texas Historically Underutilized Business Directory may be used.

<sup>116</sup> Administrative Policy 5-8 -- Informal Procurement, Revised 08.08.2022

### 3.3.2 Resources for Doing Business with the City

Navigating the City’s procurement and contracting process is essential for businesses and city departments. As such, the guidance, direction, and support provided to vendors and city staff is critical. Typically, an organization’s website is the starting point for seeking information about procurement procedures and opportunities. As part of this review, MGT navigated the City’s website to determine what information is provided regarding procurement and contracting processes, resources, and assistance available to all vendors and City staff. MGT paid particular attention to the SPD’s website and OBO’s link “Doing Business with the City.” The “Guide to Doing Business with the City” section contains a complete outline of the steps required to register as a City vendor and overview of bid and RFP processes.

During this procurement review, it was noted that SPD is transitioning its e-procurement platform to SAP Business Network. This transition will help the City fulfill its vision of moving away from paper and towards automating the procurement process. The transition coincides with the Division’s rebranding of “Doing Business with the City” to “Biz with HOU”.

### 3.3.3 Procurement Environment and Structure Observations

The major impetus for this Disparity Study is participation and utilization of MWSBEs in procurement and contracting. In fact, the City’s commitment to equity and economic empowerment through greater participation of MWSBEs was a key factor in conducting this Study at this time. MGT’s experience has shown that the successful inclusion of MWSBEs is dependent upon policies and procedures that are consistently followed, strong enforcement and compliance mechanisms, effective outreach, information and assistance, and staff who are supportive and sensitive to the participation and utilization of MWSBEs.

Discussions with City staff provided insight into how purchasing processes are operationalized and how the City departments and suppliers are affected. Such activities require the coordination and collaboration among departments and the Strategic Procurement Division, where appropriate. Based on MGT’s review, staff tended to be knowledgeable about the procurement cycle and related policies as well as requirements pertaining to minority, women, and small business enterprises participation. The discussions with City staff, who represented various departments, revealed awareness and sensitivity to the participation of small businesses and those owned by minority, women, and persons with disabilities. To conduct this component of the policy review in addition to discussions with City staff, MGT relied heavily on source documents in **Exhibit 3-1** and the resources and information on the City’s OBO and SPD websites.

## 3.4 Office of Business Opportunity

The City of Houston’s Office of Business Opportunity administers programs that attempt to address previous marketplace discrimination and barriers faced by MWBEs in its contracting.<sup>117</sup> These practices are categorized into two distinct remedies: race- and gender-conscious and race- and gender-neutral measures. Race- and gender-conscious measures are specifically designed to encourage the participation of minority- and woman-owned businesses in an organization’s contracting. OBO’s Minority and Women Business Enterprise (M/WBE) Program, Disadvantaged Business Enterprises (DBE) Program, and Airport

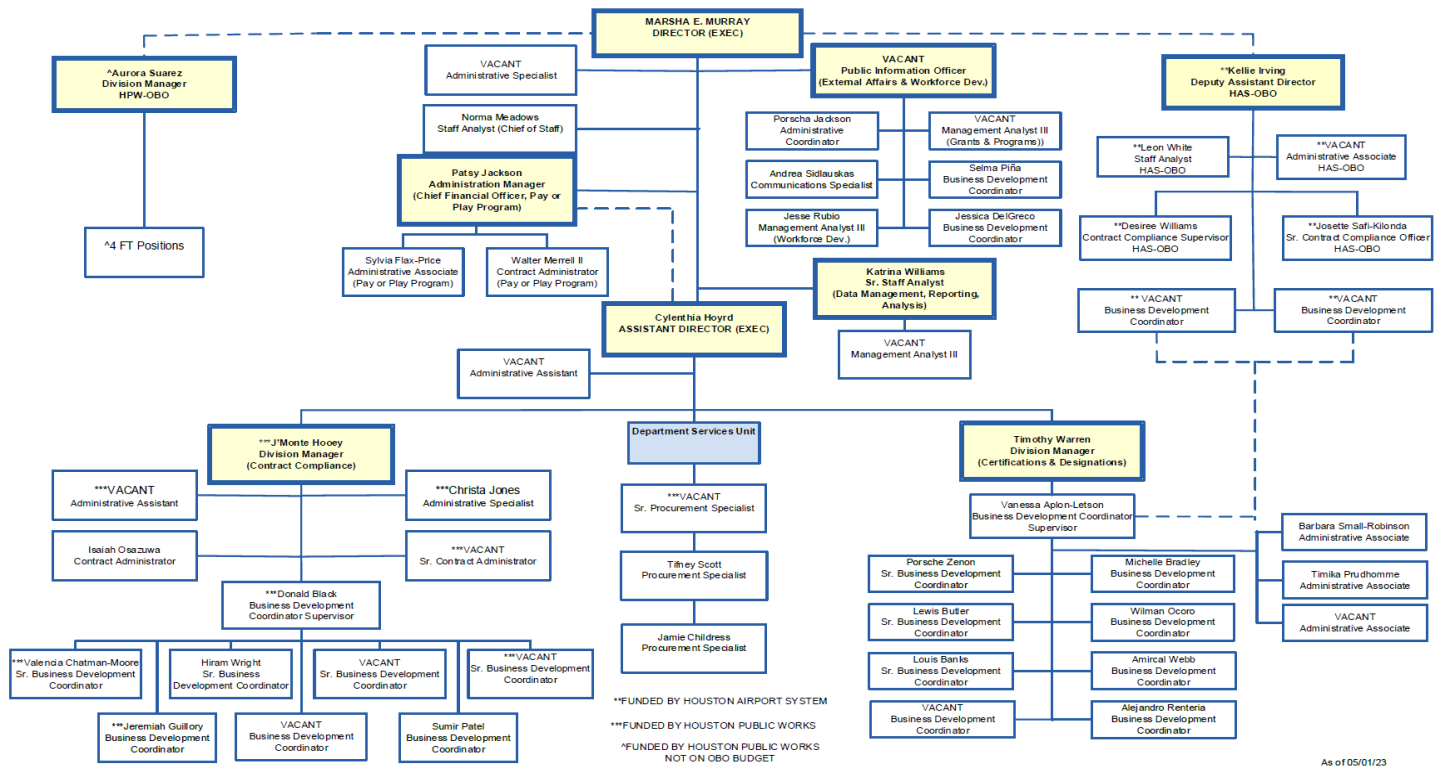
---

<sup>117</sup> City of Houston Disparity Study, NERA Economic Consulting, (2012)

Concession Disadvantaged Business Enterprises (ACDBE) Program are race- and gender-conscious programs. In contrast, race- and gender-neutral measures are methods designed to encourage the participation of all businesses in an organization’s contracting and do not consider the impact of active or passive race, ethnicity, or gender discrimination. OBO’s Small Business Enterprise (SBE) Program and Persons with Disabilities Business Enterprise (PDBE) Programs are both race and gender neutral.

The Code, Chapter 15, Articles II, V, VI, and XI, as amended, authorizes the creation of MWSBE and PDBE Programs. As required in the Code, OBO has established policies and procedures for the implementation of Chapter 15, Articles II (Anti-Discrimination Provisions in City Contracts), V, VI, and XI. Under the Texas Unified Certification Program, OBO is authorized to process certifications on behalf of the United States Department of Transportation (DOT) DBE and ACDBE program recipients, subrecipients, and grantees included in the Houston Metropolitan Statistical Area (MSA) pursuant to Title 49 of the Code of Federal Regulations, Parts 23 and Part 26. In addition, as a recipient and sub-recipient of U.S. DOT funds, OBO monitors U.S. DOT contracts in compliance with Title 49 of the Code of Federal Regulations, Parts 23 and Part 26. The organizational structure for OBO is shown in **Exhibit 3-5**.

EXHIBIT 3-4.  
OFFICE OF BUSINESS OPPORTUNITY ORGANIZATION CHART



Source: Office of Business Opportunity, 2023

### 3.4.1.1 Policy Statement

The policy of the City is to stimulate the growth of local minority, women, and small business enterprises by encouraging the full participation of these business enterprises in various phases of city contracting, as

set forth in of Section 15-81 of the Code. Therefore, the mission of OBO is to “cultivat[e] an inclusive and competitive economic environment in the City of Houston by promoting the success of small businesses and developing Houston’s workforce, with a special emphasis on historically underutilized businesses and disenfranchised individuals”.<sup>118</sup>

The City’s OBO policies were developed in direct response to their obligation to establish procedures for implementing Chapter 15, Article V in the Code. In addition to compliance with the Codes, OBO has three main objectives directed toward the MWSBE community:

- 1) Educate MWSBEs
- 2) Connect MWSBEs to opportunities
- 3) Assist businesses with growing their capacity, which will increase their business growth.

To achieve the above objectives, OBO is structured into five key functions.<sup>119</sup> The organizational structure of the OBO Department is shown in **Exhibit 3-4**:

- ◆ **Administrative Services:** Administration Services sets and implements the strategic direction, policies, and long-term goals of the department. This function manages all budget and personnel matters, analytics, Title VI compliance, and directly engages with the Mayoral Administration, City Council, and the general public in the execution of OBO’s mission.
- ◆ **Business Support and Development:** Business Support and Development, formally known as the OBO Solutions Center (OBOSC), interfaces with the local business community and MWSBE organizations to establish relationships and to keep the local community informed regarding opportunities. The promotion of opportunities to MWSBEs increases the number of businesses that participate in the bidding process leading to more vigorous competition in the marketplace. OBOSC is frequently the first point of contact for individuals wishing to start, operate, or grow a business, regardless of certification status.
- ◆ **Certification and Designations:** The Certification team administers the City’s certification program as mandated by Code and USDOT regulations. The Team is responsible for investigating companies applying for MWSDBE/PDBE certification, maintaining files for applicants seeking certification, and producing the MWSDBE/PDBE Directory. As various City departments generate procurement opportunities, it is critical that those departments have access to ready, willing, and able MWSBEs to respond to their procurement opportunities.
- ◆ **Contract Compliance:** OBO’s Contract Compliance Division monitors and audits Prime Contractors’ performance related to MWSDBE goals and Labor & EEO laws. The team provides the administrative and logistical support required for adequate MWSDBE utilization on City contracts, except for the Houston Airport System and Housing and Community Development Department. OBO’s compliance process begins when MWSDBE

---

<sup>118</sup> Office of Business Opportunity, website (2024)

<sup>119</sup> OBO also provides workforce development programs which includes the Turnaround Houston Job and Readiness Fairs which are held several times per year.

goals are established and communicated for solicitations. This function coordinates compliance activities with each contracting department to ensure awareness of compliance requirements.

- ◆ Department Services: The Department Services Unit promotes the growth and success of local, small and historically underutilized business by ensuring meaningful participation in the City's procurement process through the evaluation of MWSBE participation plans, MWSBE goal waivers, and contract specific goal analysis. Department Services also analyzes Good Faith Effort requests submitted with bids on applicable contracts for construction, professional services and purchasing contracts. The team provides training and technical guidance to City departments, prime contractors, and subcontractors alike.

Additionally, OBO shares a matrix structure with the Houston Public Works Department and Houston Airport System. In this structure, designated team members specialize as OBO liaisons within their respective departments. Advantages of a matrix structure include increased communication, flexibility, and the ability to leverage contract knowledge and industry expertise from different departments. However, it can also lead to complexities in reporting relationships, delayed decision-making, and conflicting priorities. In general, matrix structures involve multiple reporting lines, leading to complexity in decision-making and communication. This complexity can slow down processes and create confusion about roles and responsibilities regarding OBO's programs. Team members may have to balance the priorities of both functional departments and OBO. Conflicting priorities can arise, making it challenging to allocate resources effectively and meeting OBO's objectives. Accountability may also become blurred due to multiple reporting lines. Matrix staff may find it difficult to hold individuals or departments accountable for their contributions to the OBO's objectives. Balancing departmental needs with overarching MWSBE objectives is crucial but can be difficult to achieve. Additionally, the need to consult with multiple stakeholders in a matrix structure can slow down decision-making processes.

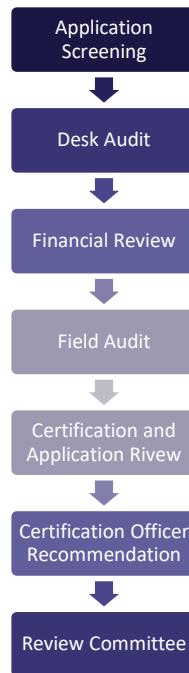
### 3.4.1.2 Certification

Operating and maintaining a compliant certification program is critical to OBO's ability to identify and maintain a verifiable resource pool of MWSBEs capable of meeting MWSBE goals on City contracts. MWSBE certifications are not required for a business enterprise to participate in the City contracting opportunities. However, certifications are required to receive credit for their participation on contracts that have established MWSBE participation goals.

Many MWSBE businesses use their certifications as additional marketing tools, which frequently become integral to their statement of qualifications. The OBO's certification process is well-organized, with multiple stages designed to provide a preliminary review process of application submittals. The extensive documentation required to confirm that the applicant is a viable candidate for MWSBE certification is a well-known fact in the MWSBE business community. The actual certification application is subjected to multiple review phases before approval. Any review phase can create a rejection of the application or a request for additional information.

The certification application review process is inclusive of the following phases shown in **Figure 3-3**:

FIGURE 3-3.4  
CERTIFICATION APPLICATION REVIEW PROCESS



Source: Office of Business Opportunity, adapted by MGT (2023)

Although the review process is comprehensive, it is also time-consuming. The certification process and time required to become MWSBE certified have been the subject of criticism within the MWSBE community. OBO provides certification training programs and workshops to assist with the process; however, the certification process has also been a deterrent to many MWSBEs by presenting an operational business challenge for small companies to participate in the certification process.

### **MWSBE Goals/Pre-Bid and Pre-Award Compliance Assessment**

OBO has established a decentralized goal setting process and provided procedures to ensure adherence to the MWSBE compliance standards set forth by the City during both the project’s pre-bid and pre-award phases. This approach allows individual departments to specify which contracts do and do not require MWBE goals, based on both the project type in conjunction with the dollar value of said project. Departments must submit established solicitation contract goals or waiver of contract goals to OBO for review, adjustment if applicable, and final approval. Departments may request a waiver of contract goal when there are limited MWSBEs available in the market to perform the scope of work identified for the contract or the contract does not lend itself to divisibility. The contracting department has the final decision to proceed with an RCA for the award recommendation regardless of whether M/WBE goals are met. The City Council thoroughly assesses award recommendations and often seeks the expertise of OBO to ascertain why opportunities may not be divisible or have reduced MWBE goals. Although this approach can be helpful by reducing the OBO support staffing requirements, it also establishes the opportunity for inconsistencies between departments. As an additional effort to accommodate City departments, OBO provides training on goal setting, good faith efforts, goal waivers, and case studies, for individual departments to mitigate this possibility. Moreover, OBO hosts road shows where they present training focused on the requesting department’s specific concerns and issues. Although OBO provides guidance

and general oversight to the departments regarding MWSBE goals and pre-award compliance monitoring requirements, OBO's direct responsibility is ensuring the City department, vendors, and subcontractors adhere to setting and meeting contract goals, and monitoring the compliance thereafter. Ultimately, OBO reviews all solicitations and makes final determinations with respect to maximizing potential MWSBE participation opportunities.

### **3.4.1.3 Goal Setting**

The City applies MWSBE goals to City-funded contracts for construction work over \$1 million, goods, and services contracts valued over \$100,000, and professional services contracts. The following MWSBE Program requirements are designed to provide equity:

Prime Contractors that are certified MWBEs can receive credit for up to 50% of the total MWSBE goal for self-performing on the project. SBEs that are certified are not allowed to count self-performance toward MWSBE goals. This allows increased opportunities for MWBE participation in the contract.

- ◆ Participating OBO-certified SBEs cannot count toward more than 4% of the total MWSBE goal on City construction contracts. This requirement ensures that more opportunities can be provided for MWBEs to participate in the construction contract.
- ◆ Suppliers cannot count for more than 50% of the overall MWSBE goal on a contract. This requirement limits the amount of the MWSBE goal that can be met using MWSBE suppliers, thereby providing opportunities for growth and increased capacity for MWBEs offering services.
- ◆ In some cases, businesses may be certified as minority-owned, women-owned, or small businesses. Certified MWSBEs can be used to meet only one goal type (MBE, WBE, or SBE) on each project. Counting these businesses toward only one goal type prevents double or triple counting and ensures that each business is represented accurately in utilization reporting metrics. This ensures that more opportunities are provided for multiple MWSBE companies to participate in the project.

Although specific goal setting is the responsibility of various departments, OBO has established a clearly defined process that considers all aspects of goal setting. OBO understands that numerous elements can contribute to assessing how goals are determined on contracts, such as:

- ◆ The goods and/or services required,
- ◆ The North American Industry Classification System (NAICS) code of the work elements,
- ◆ The availability of MWBEs certified to perform in the work elements,
- ◆ Similar work currently ongoing in the Work Zone, and
- ◆ Historical participation in previous contracts of similar scope

### **3.4.1.4 Post-Award Compliance Monitoring**

The Contract Compliance Division ensures meaningful participation of contractors on projects through monitoring most City contracts for the adherence to laws and regulations mandated by City, state, and federal guidelines and ordinances. The Division monitors utilization and payments to MWSBEs and DBEs

on goal-oriented and regulated construction, professional services, and goods & services contracts.<sup>120</sup> Prime contractors must have subcontractor agreements executed with MWSBE subcontractors and submitted to OBO for review before the project starts.

The Division's compliance monitoring activities focus on both the activities of the MWSBEs as well as that of prime contractors. OBO uses a series of meetings as opportunities to reiterate, reinforce, and clarify their MWSBE program compliance requirements to all businesses working on City contracts. The meetings include pre-bid/pre-proposal, pre-construction, and kick-off meetings for professional services or goods and services. Critical elements of the program that are discussed are:

- ◆ MWSBE Goal Participation
- ◆ Good Faith Efforts & Documentation
- ◆ MWSBE Utilization Plans
- ◆ Subcontractor Agreements
- ◆ Reporting of Subcontractor Payments
- ◆ Commercially Useful Functions (CUF) Audits
- ◆ Notices of Intent
- ◆ Compliance with Federal, State, and local laws and regulations.

The Division conducts audits on active projects to ensure that all required documents (e.g. executed subcontractor agreements and subcontractor payments) are submitted in a timely manner and compliance with the terms of the contract. The City leverages a contract compliance monitoring system, B2Gnow, to automate aspects of the audit and compliance processes. As set forth in the Code, after execution of a contract, the prime must comply with the submitted participation plan, unless it has received approval from OBO to deviate from the submitted plan.<sup>121</sup> A formal deviation request is required to change the participation on a project that affects MWSBEs selected for goal credit. OBO reviews all complete deviation requests submitted on City projects with MWSBE goals to ensure a good faith effort was made to utilize the original MWSBEs on the participation plan and achieve the awarded MWSBE goal(s). Through this process, OBO communicates with the prime and impacted subcontractor(s) to ensure a fair transition.

OBO also provides mediation services to aid in resolving contract disputes between prime contractors and certified MWSBE subcontractors listed for goal credit on an awarded contract. Mediation is a confidential process guided by a certified and trained mediator serving as a neutral third-party to assist disputing parties, achieve and document specific, mutually agreed upon solutions found to be satisfactory to both parties. Participation in the mediation process is voluntary; however, the prime's participation, or lack thereof, will be considered in the prime contractor's final good faith efforts evaluation.

During the study period, the Contract Compliance Division's ability to perform some compliance activities was restricted by COVID-19 safety measures, which prohibited conducting site visits and in-person meetings. In alignment with other City departments, the Division pivoted to conducting meetings virtually. The Division's ability to effectively fulfill compliance activities was also impacted by a lack of sufficient

---

<sup>120</sup> The Houston Airport Systems is responsible for monitoring ACDBE compliance.

<sup>121</sup> Houston, Texas, Code of Ordinances, section 15-85 (2023)



personnel. At present, the Division has augmented its staffing by hiring consulting firms to assist with contract compliance activities.

### **3.4.1.5 Contractor Performance Evaluations**

Contractor performance evaluations are included in the project close-out process. The Division collaborates with City departments in the final evaluation of all City contracts. OBO initiates the project close-out process when the Department receives a notification that a project was completed. Contractors receive ratings of satisfactory or unsatisfactory based on the evaluation criteria. OBO measures contractors' performance in two primary areas:

- ◆ Post-Award Good Faith Efforts: Evaluates the contractor's performance and efforts to meet or exceed the MWSBE contract goals at completion of the contract.
- ◆ Labors standards: Evaluates the contractor's ability to clear all outstanding payment and underpayment issues before project completion.

### **3.4.1.6 Sanctions**

The Director of OBO is authorized to recommend sanctions/suspensions for any contractor that has failed to make good faith efforts to meet any goal established.<sup>122</sup> The OBO Director is also authorized to suspend any MWSBE who has failed to make a good faith effort to meet all requirements necessary for participation as an MWSBE from engaging in any contracts affected. Sanctions could prevent contractors or MWSBEs from engaging on City contracts for up to five (5) years. Sanctions and the knowledge of the possibility of contractor sanctions are deterrents of noncompliance and motivators for prime and subcontractor compliance with the MWSBE Program.

## **3.4.2 Resources for Doing Business within the Greater Houston Region**

The OBO Solutions Center (OBOSC) is a resource center for established and aspiring entrepreneurs that provides information on city, county, state, and federal regulations affecting the operation of Houston-area businesses. OBOSC provides no-cost programs and services that help small business owners thrive in today's competitive business environment. OBOSC works closely with the University of Houston Small Business Development Center (SBDC), the U.S. Small Business Administration (SBA), the Harris County Clerk's Office, the Texas State Comptroller, the Houston Minority Business Development Agency's (MBDA) Business Center, and other agencies. OBOSC's extensive referral network includes area professional and trade organizations, business incubators, as well as educational institutions.

The Houston Small Business Legal Consultations (HSBLC) is a coordinated effort with the OBO and participating law firms providing free, holistic, focused consultations via telephone with pro bono lawyers assisting Houston area small businesses. HSBLC assists with financial assistance programs, taxes, commercial leases, contracts, employment, intellectual property, and other general business issues. Small businesses, self-employed entrepreneurs, and nonprofits are eligible for HSBLC services.

Build Up Houston integrates classroom learning with practical case studies, emphasizing the significance of business experience. The program is specifically tailored toward businesses who are seeking assistance

---

<sup>122</sup> Houston, Texas, Code of Ordinances, section 15-86 (2023)

to grow and have either worked on City projects or with other agencies. Participants were provided with tools and knowledge to help achieve their growth goals. Topics include business development strategies, strategic planning, estimating and bidding, finance, bonding and insurance, marketing and sales, human resources, accessing capital, government contracts, and project management.

The Pillars for Success (Pillars) is a new business development initiative facilitated by OBO which leverages the Blue Wave Supplier Development Program. This program, accessible to businesses across various industries, aims to positively impact small businesses in the Houston area. Pillars focuses on fostering business growth by aiding entrepreneurs in expanding their business scope and vision, accessing new markets, strengthening supply chains, enhancing visibility, recruiting qualified staff, and fostering collaboration with key stakeholders. The program provides comprehensive coverage of the following seven pillars: Health, Safety, Security, and Environment (HSSE), Cyber-Security, Quality, Corporate Policies, Finance, Technical Capabilities, and Environmental, Social, and Governance (ESG). With its foundation built on these pillars, the program employs a combination of practical workshops, self-assessments, coaching services, industry expertise, and collaboration with business peers to deliver tangible outcomes. Participants must commit to completing all required assignments and attending 12 sessions within a six-month period.

In partnership with the Metropolitan Transit Authority of Harris County, Houston Independent School District, Port Houston, Houston Community College, and Harris Health System, OBO's Interagency Mentor Protege Program (IMPP) provides small, women-owned, veteran-owned, minority-owned and disadvantaged business enterprises an opportunity to be mentored by established firms. Participants attend weekly workshops over the span of ten weeks and learn about topics such as doing business government entities, back-office functions, and proposal development. In addition to the mentorship, proteges are provided tailored technical assistance aimed at enhancing business growth and capacity.

### 3.4.3 MWSBE Program Observations

OBO uses a decentralized organization process to operate and manage its MWSBE programs. This approach allows each City department to establish its own MWSBE goals for its procurement opportunities independently, with final review and approval by OBO. The individual departments are also responsible for reviewing utilization plans during the bidding process, making recommendations to the City Council for selection based on meeting the MWSBE procurement goals, and day-to-day monitoring of the utilization of MWSBEs to confirm progress toward meeting goals. As discussed throughout this chapter, there are ample regulations and policies in place for procurement and contracting and MWSBE participation.

Throughout most of MGT's meetings with the City staff, it was apparent that participation of minority, women, and small business enterprises is an important priority. Where applicable, staff also discussed aspects of DBE/ACDBE participation. OBO serves in an advisory capacity for City departments by providing training on all aspects of the MWSBE program. Staff expressed enhanced collaboration with OBO as beneficial throughout the entire source to pay process.

The following summarizes MGT's review of the City's procurement policies and OBO's policies and procedures designed to ensure department, contractor, and subcontractor adherence to relevant program policies and contract terms.

- ◆ Although the decentralized organization approach appears effective, it also allows for the possibility of inconsistencies and variances between departments regarding the interpretation, commitment, and execution of the MWSBE Code, and program requirements. Staff comments also revealed an emphasis on ensuring policies and procedures are applied fairly and consistently followed. OBO's Department Services hosts several training sessions throughout the year. At least twice a year, the Department Services Training Institute is held. The Institutes are well attended by City staff and includes topics related to both pre-and post-award compliance. Requiring refresher training for individuals responsible for procurement and contracting activities at prescribed intervals may help to mitigate these concerns.
- ◆ The City's MWSBE goal-setting processes for individual procurement opportunities are well documented and respond to various types of procurements. Staff shared a desire for additional guidance on goal setting for goods and services projects which have been a source for either non-divisible contracts or increased deviation requests. The City may benefit from assessing the types of goods and services identified within a single procurement category or the combination of goods and services in a singular procurement category.
- ◆ OBO is aware of the challenges with its certification processes and procedures, especially regarding the required certification timeline. Although the certification process thoroughly verifies a business' eligibility for certification, the review required by certification staff is time-consuming. The process has often been delayed due to applicants' failure to submit completed applications that include all the required support documents. Exploring opportunities and systems to shorten the certification process and make it less cumbersome for MWSBEs could increase ready, willing, and able businesses certified in the program. Augmenting staffing through the use of consultants would assist in alleviating the workload.
- ◆ OBO's contract compliance procedures are robust and facilitate adherence to the City's Code and policies regarding MWSBE participation. If vendors deem the process difficult, they may look for ways to circumvent it, particularly during pre-award or post-award. During bid submission, vendors may list MWSBE firms for the sake of meeting goals without the MWSBEs knowledge. Vendors have also delayed MWSBE deviation requests until the contract closeout process. Ongoing regular audits and frequent communication with the City's project manager may identify early trends of potential deviations if MWSBEs are not used by their estimated period of performance.
- ◆ Administering compliance with contracts used by multiple departments can be challenging. When contracts are managed by various departments, it can lead to fragmented oversight. Limited resources or differing priorities between departments might impede the effectiveness of MWSBE compliance efforts. Centralized oversight with collaboration between all user departments of such contracts would aid in understanding opportunities.
- ◆ Participation in the City's procurement can be a powerful tool in encouraging the growth and development of small and local firms. Some departments have piloted programs to provide opportunities for small businesses. The programs have seen success with various

firms participating. The City may benefit from implementing a bidder rotation program across multiple departments.

- ◆ OBO's contract compliance system, B2Gnow, is an essential tool used by OBO to track participation on City contracts. The system provides automated communication with contractors via email or B2Gnow regarding compliance or reporting matters. Although this tool has streamlined some processes, further enhancements are needed to fully integrate with the City's financial system, SAP, and eliminate workarounds. Currently, not all City purchasing records are visible in B2Gnow, including contracts that result from a Request for Action (RCA) approval. RCA approvals represent contracts valued over \$50,000. Based on this threshold, such contracts may have the greatest opportunity for subcontractor participation. There is currently no system automation for contracts to enter B2Gnow. OBO staff must manually enter contract records creating challenges that impact operational efficiency and data accuracy. Due to manual verification and entry, there is a lapse in time between when a contract is approved and when its visible B2Gnow. Despite SAP containing a list of executed contracts and purchase orders, the City lacks the technological capability to compare it with B2Gnow, resulting in difficulties identifying missing data. OBO loses valuable time to initiate compliance processes including reviewing of labor standards, conducting proactive audits on contracts, and tracking real-time progress of prime contract goal attainment due to the technology gaps.
- ◆ Currently, City policies do not include specific prompt payment mandates. Staff suggested that the only requirement is that MWSBEs must be "paid in a reasonable amount of time". The City may benefit from implementing a subcontractor prompt payment clause in its contracts or as part of its policies. For example, the Texas Government Code requires that vendors "who receive a payment from a governmental entity shall pay their subcontractors the appropriate share of the payment not later than the 10<sup>th</sup> day after the date the vendor receives the payment."<sup>123</sup> The enforcement of this clause would require the appropriate technology to ensure payment data is imported into B2Gnow from SAP and that the appropriate fields capture the date subcontractors receive payment.

### 3.5 Conclusions

MGT's policy review focused on procurement and OBO policies, procedures, and practices that facilitate the participation of MWSBEs in procurement and contracting. MGT's review shows that the City of Houston has detailed policies and procedures that govern all aspects of procurement. Based on MGT's review, policy source documents provide ample guidance to department end users and vendors seeking procurement opportunities. The City has policies in place to facilitate opportunities for MWSBEs to engage in procurement and contracting activities.

The review conducted by MGT underscores that equity and access to contracting opportunities must be an organization-wide responsibility and not solely the responsibility of OBO. MGT noted that there are strong positive collaborative relationships between departments and OBO. The City's departments operate with a growth mindset and desire for continuous improvement. Hence, as previously discussed, opportunities exist to further enhance the MWSBE program as feasible, based on Study results. The

---

<sup>123</sup> TX Govt Code § 2251.022 (2023)

overall impact of the policies and procedures on the vendor community can only be made in conjunction with the statistical and qualitative evidence contained in Chapters 4, 5, and 7 of this report. Collectively, the findings will be used to identify selected practices and make recommendations to the City.

# 4 Market Area and Availability Analysis

## 4.1 Introduction

The market area analysis is essential to establishing the universe of available vendors and spending that will be considered in the identification of any disparate treatment of assorted classifications of firms. Availability is a measure of the numbers and proportions of vendors willing and able to work with an agency, while disparity is an observed statistically significant difference between the utilization of minority- and women-owned firms relative to their respective availability.

Chapter Sections	
4.1	Introduction
4.2	Data Collection and Management
4.3	Market Area Analysis
4.4	Availability Estimations
4.5	Conclusions

This chapter presents the results of the relevant geographic market area and availability estimates analyses of firms willing and able to do business in the market area. The specific procurement categories analyzed were Construction, Professional Services, Other Services, Goods, and Airport Concessions.

## 4.2 Data Collection and Management

MGT began the data-collecting process by understanding if the City maintained awards information or payment information. Awards data is the presumed amount to be paid to a vendor based on the contract or purchase order amount. However, during the course of the procurement, the work or order could be cancelled, or contract amount adjusted. At the onset of the study, MGT submitted a detailed data query to the City. The data query asked for descriptive information regarding prime- and subcontractor-level contracting data. Based on the data query and the subsequent data provided, MGT assessed the prime and subcontractor records using payment data to determine its use in the Study.

MGT staff compiled and reconciled electronic data provided by the City to develop a master set of prime and subcontractor contract and purchase order data into a Master Utilization Database to support the needs of the Study. MGT utilized the City's financial data from SAP as the source of prime data, and OBO's contract compliance system, B2Gnow, as a baseline for subcontractor information. During the data assessment process, MGT noted that a substantial number of contracts and purchase orders were missing from B2Gnow. MGT used a two-step process to verify and collect subcontractor information. First, MGT, with the assistance of OBO, contacted departments for assistance in verifying whether such contracts or purchase orders existed in B2Gnow under an alternate ID or if contractors supplied subcontractor information directly to the department. This process was helpful in matching some contract and purchase order records to B2Gnow; however, a considerable amount of information was still missing.

Next, MGT administered a survey directly to prime contractors. OBO and other City departments provided assistance contacting firms who were nonresponsive to MGT's request. The prime survey included the attempt to gather subcontractor demographic and payment data that did not exist in B2Gnow. After creating the master database of prime contracts, MGT identified contracts above \$100,000 contracts because of an increased likelihood of such purchases having subcontracting opportunities. MGT selected a sample of contracts which would be targeted for subcontractor collection. MGT sampled the largest contracts with certainty and randomly sampled the smaller projects valued less than \$50,000. A portion

of the existing subcontractor data in B2Gnow was combined with the subcontractor data collected via prime survey. Based on a common contract ID across all data sets, MGT merged the subcontractor data with the prime data to make the Master Utilization Database.

### 4.2.1 Study Period

The preliminary market area analysis is based on contract transactions during July 1, 2017, through June 30, 2022 (FY18-FY22).

### 4.2.2 Procurement Categories and Exclusions

MGT analyzed the procurement categories competitively bid by the City, encompassing five sectors: Construction, Professional Services, Other Services, Goods, and Airport Concessions. These procurement categories are defined as:

- ◆ Construction: Services provided for the construction, renovation, rehabilitation, repair, alteration, improvement, demolition, and excavation of physical structures, excluding the performance of routine maintenance.
- ◆ Professional Services: Services that contemplate labor and skill that are predominantly mental or intellectual rather than physical or manual and includes services of members of disciplines requiring special knowledge or attainment and a high order of learning, skill, and intelligence. This category also includes architecture & engineering, which are services related explicitly to preparing plans and specifications for construction projects.
- ◆ Other Services: This category includes all services that do not typically require a provider to have experience in a specialized field or hold an advanced degree.
- ◆ Goods: This category includes all purchases of physical items, including but not limited to equipment and materials, excluding land or a permanent interest in land.
- ◆ Airport Concessions: A business, located on an airport, subject to 49 CFR 23, that is engaged in the sale of consumer goods or services to the public under an agreement with the recipient, another concessionaire, or the owner or lessee of a terminal, if other than the recipient. Rental cars are not included in the analysis.

The close examination of the data, transactions that were excluded from the analysis if they fell into categories such as:

- ◆ Transactions outside of the Study period.
- ◆ Transactions associated with non-procurement activities, for example:
  - Administrative items such as utility payments, leases for real estate, or insurance.
  - Salary and fringe benefits, training, parking, or conference fees.
- ◆ Transactions associated with nonprofit organizations and governmental agencies.

- ◆ Purchases funded by grants or emergency purchases such as COVID-related expenditures.<sup>124</sup>

### 4.2.3 Classification of Firms

Firms included in the utilization analysis have been assigned to business owner classifications according to the definitions provided below.<sup>125</sup>

- ◆ **M/WBE Firms.** In this Study, businesses classified as minority- and women-owned firms (M/WBE) are firms that are at least 51 percent owned and controlled by members of one of six groups: Black Americans, Hispanic Americans, Asian Pacific Americans, Native Americans, Subcontinent Asian Americans, or non-minority women. These groups were defined according to the United States (U.S.) Census Bureau as follows:
  - **Black Americans:** U.S. citizens or lawfully admitted permanent residents having an origin in any of the black racial groups of Africa.
  - **Hispanic Americans:** U.S. citizens or lawfully admitted permanent residents of Mexican, Puerto Rican, Cuban, Central, or South American, or other Spanish or Portuguese cultures or origins regardless of race.
  - **Asian Americans:** U.S. citizens or lawfully admitted permanent residents who originate from the Far East, Southeast Asia, the Indian subcontinent, or the Pacific Islands.
  - **Native Americans:** U.S. citizens or lawfully admitted permanent residents who originate from any of the original peoples of North America and who maintain cultural identification through tribal affiliation or community recognition.
  - **Subcontinent Asian American:** U.S. citizens or lawfully admitted permanent residents who originate from India, Pakistan, Bangladesh, Bhutan, the Maldives Islands, Nepal or Sri Lanka;
  - **Nonminority Women:** U.S. citizens or lawfully admitted permanent residents who are non-Hispanic white women. Minority women were included in their respective minority category.
  - Minority women - and male-owned firms are classified and assigned to their corresponding minority groups. For example, a Hispanic American women- or Hispanic American male-owned firm was assigned to the Hispanic American-owned firm minority group.
- ◆ **MBE Firms.** All minority-owned firms, regardless of gender.
- ◆ **WBE Firms.** All nonminority women-owned firms.
- ◆ **Certified Disadvantaged Business Enterprise (DBE) Firms.** Are businesses certified by Texas Unified Certification Program (TUCP) and as defined in 49 C.F.R. Part 26, are for-profit small business concerns where socially and economically disadvantaged individuals own at least a 51% interest and also control management and daily business operations. Since the Federal DBE Program requires the City to track the utilization of certified DBE firms, MGT staff also conducted separate utilization analyses on certified DBE firms. However, it should be noted that MGT does

---

<sup>124</sup> COVID-19 related expenditures were one-time or short-term expenses incurred to respond to the pandemic. The inclusion of such spend may have distorted the true picture of the City's regular spending patterns.

<sup>125</sup> Business ownership classification was based on the race, ethnicity, and gender classification of the owner during the study period.



not conduct availability or disparity analyses separately for certified DBE firms and, therefore, is not presented in this study.

- ◆ **Airport Concession Disadvantaged Business Enterprise (ACDBE).** As defined in 49 C.F.R. Part 23, are Disadvantaged Business Enterprise participating in the Federal Aviation Administration’s (FAA) ACDBE Program. MGT staff also conducted separate utilization analyses on certified ACDBE firms. However, it should be noted that MGT does not conduct availability or disparity analyses separately for certified ACDBE firms and, therefore, is not presented in this study.
- ◆ **Non-DBE/ACDBE Certified Firms.** When MGT examined the utilization of certified DBE/ACDBE firms, firms that were identified as not being certified as a DBE/ACDBE were classified as non-DBE/ACDBE certified firms.
- ◆ **Unclassified Firms.** Firms that are identified as nonminority male-owned, majority-owned, or for which business ownership classification could not be determined, were classified as unclassified firms.
- ◆ **Small Business Enterprise (SBE).** Firms whose gross revenues or number of employees, averaged of the past three years, inclusive of any affiliates as defined by 13 CFR Section 121.103, does not exceed the size standards defined in Section 3 of the Federal Small Business Act and applicable Small Business Administration regulations related to the size standards found in 13 CFR Part 121.
- ◆ **Person with Disability-Owned Business Enterprise (PDBE).** Firms that are at least 51 percent owned, controlled, and managed by one or more persons with a disability<sup>126</sup>.
- ◆ **Veteran-Owned Firms (VOBE).** Firms that are at least 51 percent owned, controlled, and managed by one or more veterans from a branch of the U.S. Armed Services.

**Federal Funding.** The federal government requires state and local agencies to implement a Federal DBE Program if they receive U.S. DOT funds for transportation projects from the Federal Highway Administration (FHWA), the Federal Aviation Administration (FAA), or the Federal Transit Administration (FTA). The City of Houston is a subrecipient of funding from these entities and therefore, federally funded transportation projects were also analyzed in this study.

---

<sup>126</sup> Houston, TX Code Section 15-91

## 4.3 Market Area Analysis

As prescribed by *Croson* and subsequent cases, a disparity study requires definition of a market area to ensure that a relevant pool of vendors is considered in analyzing the availability and utilization of firms. In *Croson* for example, the Court explained that the city of Richmond’s MBE goal “rest[ed] upon the completely unrealistic assumption that minorities will choose a particular trade in lockstep proportion to their representation in the local population.”<sup>127</sup> In *Coral Construction*, the Court went further to clarify that a DBE (or MBE) program must limit its geographical scope to the boundaries of the enacting jurisdiction.<sup>128</sup>

If these boundaries are stretched too far, the universe of vendors becomes diluted with firms with no interest or history in working with the governmental entity, and thus their demographics and experiences have little relevance to actual contracting activity or policy. On the other hand, a boundary set too narrowly risks the opposite circumstance of excluding a high proportion of firms who have contracted with, or bid for work with, the governmental entity, and thus may also skew the prospective analyses of disparity.

### 4.3.1 Methodology

Based on *Croson* guidelines, the City should include in its relevant market area the geographic areas from which most of its purchases are procured. MGT recommends using counties as the geographic unit of measurement by which the relevant market area is established. The choice of counties as the unit of measurement is based on the following: 1) the courts have accepted counties as a standard geographical unit of analysis in conducting equal employment and disparity analyses; 2) county boundaries are externally determined and, hence, are free from any researcher bias that might result from any arbitrary determinations of boundaries of geographical units of analysis; 3) U.S. Census data and other federal and county data are routinely collected and reported using county boundaries. The following presents the methodology used to determine the overall market area and relevant market area.

- ◆
- ◆ **Overall Market Area.** To determine the full extent of the market area in which the City utilized firms, MGT staff determined geographic locations of utilized vendors by their county jurisdictions. The overall market area presents the total dollars awarded for each procurement category included within the scope of the Study. The overall market area results by procurement category are presented in **Section 4.3.2** of this chapter.
- ◆ **Relevant Market Area.** Once the overall market area was established, the relevant

City of Houston Relevant Market Area	
Austin County, TX	Galveston County, TX
Brazoria County, TX	Harris County, TX
Chambers County, TX	Liberty County, TX
Fort Bend County, TX	Montgomery County, TX
Waller County, TX	

<sup>127</sup> *Western States Paving*, 407 F.3d at 995.

<sup>128</sup> *Coral Construction*, 941 F.2d at 925.

market area was determined by examining geographic areas from which most of its purchases are procured. Based on the results of the market area analysis conducted for each business category, the recommended relevant market area is the nine counties within the Houston-The Woodlands-Sugar Land, TX Metropolitan Statistical Area (MSA).

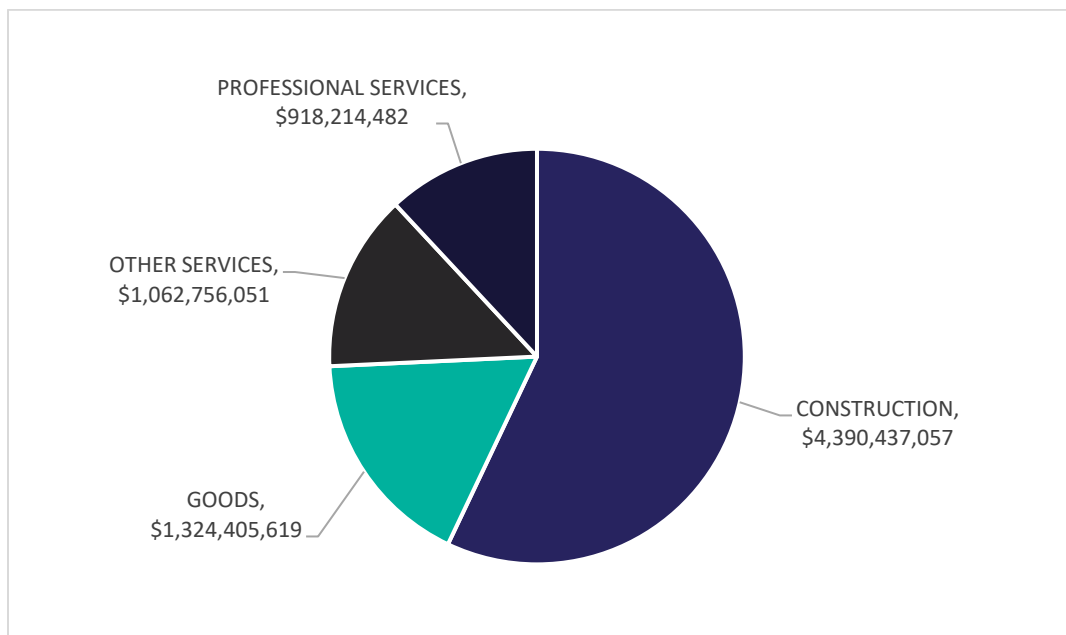
The dollars paid to each vendor were summarized by county according to the location of each firm and by the services they provided to the City: Construction, Professional Services, Other Services, Goods, and Airport Concessions. The corresponding market area analyses showing the dollars paid by county within each procurement category are presented in **Appendix B, Detailed Market Area Analysis**.

### 4.3.2 Analysis and Identification of Relevant Market Area

As described in the preceding section, an overall market area was first established to account for all relevant City payments, after which more specific regions were analyzed to arrive at a relevant market area to support the goals of the Study. Detailed information supporting this market area analyses are presented in **Appendix B, Detailed Market Area Analysis** to this report.

**Figure 4-1** shows \$7,695,813,209.82 paid to firms (prime and subcontractors) located within the overall market area between July 1, 2017, through June 30, 2022.

FIGURE 4-1. SUMMARY OF DOLLARS,  
TOTAL CONTRACTS (PAID) BY PROCUREMENT CATEGORY,  
OVERALL MARKET AREA



Source: MGT developed a Master Utilization Database based on City's financial system between Fiscal Years July 1, 2017, through June 30, 2022.

**Table 4-1** represents firms located within geographic boundaries of the City referred to as the relevant market area. The analysis identified firms located with the Houston-The Woodlands-Sugar Land, TX MSA

accounted for 77.1 percent of spend across all procurement categories. When analyzed by procurement categories, firms located within the relevant market area accounted for:

- ◆ 88.09 percent of the dollars spent in Construction;
- ◆ 65.18 percent of the dollars spent in Professional Services;
- ◆ 66.84 percent of the dollars spent in Other Services; and
- ◆ 56.93 percent of the dollars spent in Goods.

TABLE 4-1. MARKET AREA ANALYSIS,  
DISTRIBUTION OF DOLLARS BY BUSINESS CATEGORY,  
CITY OF HOUSTON MARKET AREA

CONSTRUCTION	Amount	Percent
<i>Inside City of Houston RGMA</i>	\$3,867,591,571.43	88.09%
Outside City of Houston RGMA	\$522,845,485.83	11.91%
<b>CONSTRUCTION, TOTAL</b>	<b>\$4,390,437,057.26</b>	<b>100.00%</b>
PROFESSIONAL SERVICES	Amount	Percent
<i>Inside City of Houston RGMA</i>	\$598,499,250.13	65.18%
Outside City of Houston RGMA	\$319,715,232.25	34.82%
<b>PROFESSIONAL SERVICES, TOTAL</b>	<b>\$918,214,482.38</b>	<b>100.00%</b>
OTHER SERVICES	Amount	Percent
<i>Inside City of Houston RGMA</i>	\$710,394,686.75	66.84%
Outside City of Houston RGMA	\$352,361,363.93	33.16%
<b>OTHER SERVICES, TOTAL</b>	<b>\$1,062,756,050.68</b>	<b>100.00%</b>
GOODS	Amount	Percent
<i>Inside City of Houston RGMA</i>	\$754,023,588.15	56.93%
Outside City of Houston RGMA	\$570,382,031.35	43.07%
<b>GOODS, TOTAL</b>	<b>\$1,324,405,619.50</b>	<b>100.00%</b>
ALL BUSINESS CATEGORIES	Amount	Percent
<i>Inside City of Houston RGMA</i>	\$5,930,509,096.46	77.1%
Outside City of Houston RGMA	\$1,765,304,113.36	22.9%
<b>ALL BUSINESS CATEGORIES, TOTAL</b>	<b>\$7,695,813,209.82</b>	<b>100.00%</b>

Source: MGT developed a Master Utilization Database based on City's system between July 1, 2017, through June 30, 2022.

## 4.4 Availability Estimations

Included in the sections that follow are descriptions of the approach and methodology used by MGT to estimate availability followed by the results of the data collection and estimation process.

### 4.4.1 Availability Methodology

As noted in **Chapter 2**, the Supreme Court stated in *Croson* that,

*“Where there is a significant statistical disparity between the number of qualified minority contractors willing and able to perform a particular service and the number of such contractors actually engaged by the locality or the locality’s prime contractors, an inference of discriminatory exclusion could arise.”*

**Availability** is defined by courts as whether a firm is **willing and able** to work with the agency in question, as a method of constructing the universe of firms that might be considered in that agency’s procurement activities. Due to the statistical limitations of deriving a vendor’s ability, MGT will concentrate on the willingness of the vendors and not adjust availability due to capacity.

- ♦ **Willing** is reasonably presumed via the vendors’ active pursuit of registration to work with any public (government) agency, which drives the scope of identification for the sources of available firms considered.
- ♦ **Able**, or capability to perform work, is more loosely defined due to two obscuring factors: (1) the scalable nature of firms, who may reasonably add capacity to handle jobs beyond previous performance, and (2) the inherent concern that discrimination may have influenced the historic or existing scale of operation of the firms within the market. Therefore, the only confining measure of “ability” used to cull the universe of available vendors is that they have some presence within the defined market area.

Thus, a reliable estimation of the number of firms *willing* and *able* to provide each of the respective services under the scope of examination is an element in the determination of disparity. Post-*Croson* case law has not prescribed a single, particular approach to deriving vendor availability, and agencies have used a variety of means to estimate pools of available vendors that have withstood legal scrutiny; however, among the array of methods utilized, what is known as a “custom census” has received favorable endorsement. A custom census is characterized as a survey of a representative sample of firms offering the procured products and services within an organization’s relevant market area to determine an estimate of the prospective *universe* of vendors.

MGT’s data assessment and evaluation of alternative methods for measuring the numbers of firms of the types and classifications available to work with the City confirmed that a version of a custom census of firms in the relevant market area would provide the most accurate representation of available firms. The custom census approach used by MGT in this instance required development of representative samples of firms within each of the six procurement categories identified for the Study, each of which had to cover the defined nine-county geographic boundaries of the relevant market area.

First, an intensive examination of the City’s procurements was required to define the appropriate characteristics of the universe of prospective vendors, in terms of the types of products and services offered. The City procurements were assigned North American Industry Classification System (NAICS) codes that Dun & Bradstreet uses to classify firms’ primary lines of business. These industry selections were then used to establish weighting criteria to be used in random selections of vendors to be surveyed. Target response thresholds were established for each industry subsector to ensure a 95 percent confidence interval and +/-5 percent margin of error for findings. Second, a survey was designed and administered to sampled firms by telephone and email to (1) determine and/or validate the race, ethnicity, and gender of ownership as well as (2) to elicit these representative firms’ interest in working with the City.

Results of the survey were then extrapolated to the full scale of the applicable universe to arrive at an estimation of available firms by ethnicity/gender classification and procurement category.

#### 4.4.2 Availability Analysis

Following the methodology prescribed in the previous section, MGT derived estimates for proportions of available firms for the racial, ethnic, and gender ownership classes and four defined procurement categories. Detailed corresponding analyses showing the availability of firms by race, ethnicity, and gender are presented in **Appendix C, Utilization, Availability, and Disparity by NAICS Codes**.

**Table 4-2** presents availability estimates spanning across all procurement categories, in aggregate. The estimates conclude that MWBE availability is approximately 1/3 of the total availability in the marketplace. It is important to note that the availability is based on the types of goods and services that the City procures and firms that provide said goods and services. We observe that Hispanic American firms make up over 13 percent of the total MWBE availability.

TABLE 4-2.  
ESTIMATION OF AVAILABLE FIRMS, ALL PROCUREMENT CATEGORIES

BUSINESS OWNERSHIP CLASSIFICATION	% OF AVAILABLE FIRMS
Black Americans	7.70%
Hispanic Americans	13.17%
Asian Americans	3.77%
Native Americans	1.11%
<b>Total MBE Firms</b>	<b>25.75%</b>
Nonminority Women	8.04%
<b>Total M/WBE Firms</b>	<b>33.80%</b>
Unclassified Firms	66.20%

Source: Custom Census Analysis. Study Period: July 1, 2017, through June 30, 2022.  
Subcontinent Asian Americans are grouped with Asian American classification.

Tables 4-3 through 4-7 provide the availability estimates for each procurement category analyzed. MWBE availability estimates vary by category. As shown in the tables, Hispanic Americans make up 15.60 percent availability in Construction and 17.40 percent in Other Services. African Americans make up 14.55 percent availability in Professional Services, and MWBE availability estimates are in close ranges of all business ownership classifications in Goods.

TABLE 4-3.  
ESTIMATION OF AVAILABLE FIRMS, **CONSTRUCTION**

BUSINESS OWNERSHIP CLASSIFICATION	% OF AVAILABLE FIRMS
Black Americans	6.52%
Hispanic Americans	15.60%
Asian-Pacific Americans	2.54%
Native Americans	0.84%
<b>Total MBE Firms</b>	<b>25.50%</b>
Nonminority Women	6.28%
<b>Total M/WBE Firms</b>	<b>31.78%</b>
Unclassified Firms	68.22%

Source: Custom Census Analysis. Study Period: July 1, 2017 through June 30, 2022.  
Subcontinent Asian Americans are grouped with Asian American classification.

TABLE 4-4.  
ESTIMATION OF AVAILABLE FIRMS, **PROFESSIONAL SERVICES**

BUSINESS OWNERSHIP CLASSIFICATION	% OF AVAILABLE FIRMS
Black Americans	14.55%
Hispanic Americans	7.00%
Asian Americans	5.89%
Native Americans	2.65%
<b>Total MBE Firms</b>	<b>30.09%</b>
Nonminority Women	11.26%
<b>Total M/WBE Firms</b>	<b>41.35%</b>
Unclassified Firms	58.61%

Source: Custom Census Analysis. Study Period: July 1, 2017 through June 30, 2022.  
Subcontinent Asian Americans are grouped with Asian American classification.

TABLE 4-5.  
ESTIMATION OF AVAILABLE FIRMS, **OTHER SERVICES**

BUSINESS OWNERSHIP CLASSIFICATION	% OF AVAILABLE FIRMS
Black Americans	9.30%
Hispanic Americans	17.40%
Asian Americans	5.61%
Native Americans	1.40%
<b>Total MBE Firms</b>	<b>33.71%</b>
Nonminority Women	12.26%
<b>Total M/WBE Firms</b>	<b>45.97%</b>
Unclassified Firms	54.03%

Source: Custom Census Analysis. Study Period: July 1, 2017 through June 30, 2022.  
Subcontinent Asian Americans are grouped with Asian American classification.

TABLE 4-6.  
ESTIMATION OF AVAILABLE FIRMS, **GOODS**

BUSINESS OWNERSHIP CLASSIFICATION	% OF AVAILABLE FIRMS
Black Americans	5.61%
Hispanic Americans	6.00%
Asian Americans	4.89%
Native Americans	0.70%
<b>Total MBE Firms</b>	<b>17.20%</b>
Nonminority Women	8.27%
<b>Total M/WBE Firms</b>	<b>25.47%</b>
Unclassified Firms	74.53%

Source: Custom Census Analysis. Study Period: July 1, 2017 through June 30, 2022.  
Subcontinent Asian Americans are grouped with Asian American classification.



Availability for federally funded transportation projects is displayed below in **Table 4-8** and **Table 4-8**. Availability for **Airport Concessions (Table 4-7)**, was based on the types of concessions contracted with the Houston Airport Systems during the study period, separated further into the categories of Food & Beverage, Miscellaneous, and Retail. The availability estimates illustrate that Black Americans (22.44%) make up the greatest percentage of available firms for airport concession opportunities.

TABLE 4-7.  
ESTIMATION OF AVAILABLE FIRMS, AIRPORT CONCESSIONS

BUSINESS OWNERSHIP CLASSIFICATION	FOOD & BEVERAGE	MISCELLANEOUS	RETAIL	TOTAL
Black Americans	23.82%	18.91%	26.64%	22.44%
Hispanic Americans	10.69%	14.20%	6.73%	11.39%
Asian Americans	9.49%	11.65%	12.81%	10.19%
Native Americans	0.74%	0.65%	0.00%	0.67%
Nonminority Women	12.28%	7.60%	12.95%	10.93%
<b>Total M/W/ACDBE Firms</b>	<b>57.02%</b>	<b>53.01%</b>	<b>59.13%</b>	<b>55.62%</b>
Unclassified Firms	42.98%	46.99%	40.87%	43.68%

Source: Custom Census Analysis. Study Period: July 1, 2017 through June 30, 2022.

Subcontinent Asian Americans are grouped with Asian American classification.

Due to rounding the total may not equal 100.

The following availability estimates for additional federally funded transportation projects are presented in three procurement categories for which the City had expenditures during the study period. The availability estimates illustrate that Hispanic Americans made up the greatest percentage of available firms (25.11%) for these projects. However, within the Goods category, Asian American firms account for nearly three out of four firms.

TABLE 4-8.  
ESTIMATION OF AVAILABLE FIRMS BY PROCUREMENT CATEGORY  
FEDERALLY FUNDED TRANSPORTATION PROJECTS

BUSINESS OWNERSHIP CLASSIFICATION	CONSTRUCTION	OTHER SERVICES	GOODS	TOTAL
Black Americans	8.53%	20.74%	10.95%	8.96%
Hispanic Americans	26.24%	24.58%	1.30%	25.11%
Asian Americans	2.69%	0.04%	74.30%	5.74%
Native Americans	1.69%	2.23%	0.00%	1.63%
Nonminority Women	10.25%	6.39%	3.93%	9.87%
<b>Total M/W/DBE Firms</b>	<b>49.39%</b>	<b>53.98%</b>	<b>90.49%</b>	<b>51.30%</b>
Unclassified Firms	50.61%	46.02%	9.51%	48.70%

Source: Custom Census Analysis. Study Period: July 1, 2017 through June 30, 2022.

Subcontinent Asian Americans are grouped with Asian American classification.

## 4.5 Market Area Conclusions

Based on the market area analysis of the City's procurement activity it was determined that nine counties should be used as the market area. This 9-County Market Area represents a majority of the City's procurement activity, with 77.1 percent of the payments to vendors within this market area. Individually all the categories represent a majority of the City's procurement activity within the corresponding categories. Construction having the highest spend in the market area with 88.09 percent of payments; and Goods with the smallest at 56.93 percent. The definition of the relevant market area allows for detailed examinations of contracting activity with local vendors. The following chapter describes the results of this utilization analysis for the City.

# 5 Product Market, Utilization, and Disparity Analyses

## 5.1 Introduction

This chapter presents the results of MGT’s analyses regarding the **product market, utilization, and disparity**. Utilization data are central to defining this market area and thus are first presented as a means of identifying the market area for consideration, and then are examined within that market area to assess assorted levels of contracting activity as the first step in the quantitative determination of disparity. Consistent with prior chapters, this analysis focuses on procurements in the categories of Construction, Professional Services, Goods, Other Services, and Airport Concessions.

Chapter Sections	
5.1	Introduction
5.2	Utilization Analysis
5.3	Disparity Analyses and Significance Testing
5.4	Conclusions

## 5.2 Analysis and Identification of Product Market

Based on the major categories and description of work on each contract, MGT assigned NAICS codes to each transaction based on the description of what was purchased for both primes and subcontractors. MGT assigned both NAICS code industry groups (4-digit level) and NAICS code industries (6-digit level). **Table 5-1** through **Table 5-6** show the payments and their associated weights for Construction, Professional Services, Other Services, Goods, and Airport Concessions. **Appendix A, Detailed Product Market Analysis** shows the NAICS code industries (6-digit level) for the four procurement categories.

Overall, City procurements occur in **243** NAICS industry groups. In Construction, City procurements occur in **74** NAICS industry groups. In Professional Services, City procurements occur in **82** NAICS industry groups. Within Other Services, City procurements occur in **105** NAICS industry groups. In Goods, City procurements occur in **137** NAICS industry groups. In Airport Concessions, City procurements occur in 59 NAICS industry groups.

**Table 5-1** shows that for Construction, the top five NAICS codes make up 74.02 percent or \$3,210,243,659.56 of the total utilization and are distributed among the industry groups 2371, 2362, 2373, 2382, and 2379.

TABLE 5-1. SUMMARY OF DOLLARS,  
TOP 5 NAICS CODES,  
CONSTRUCTION

NAICS CODE	NAICS DESCRIPTION	AMOUNT	NAICS WEIGHT
237110	Water and Sewer Line and Related Structures Construction	\$1,191,477,386.90	34.99%
236220	Commercial and Institutional Building Construction	\$1,089,826,825.59	6.85%
237310	Highway, Street, and Bridge Construction	\$609,080,291.66	5.99%
238220	Plumbing, Heating, and Air-Conditioning Contractors	\$174,013,986.94	5.21%
237990	Other Heavy and Civil Engineering Construction	\$145,845,168.47	4.66%

Source: MGT developed a Master Utilization Database based on City's spending between July 1, 2017, through June 30, 2022.

For Professional Services, **Table 5-2** shows the top five NAICS codes make up 57.71 percent or \$529,888,348.20 of the total utilization and are distributed among the industry groups 5413, 5416, 5191, 5415, and 4234.

TABLE 5-2. SUMMARY OF DOLLARS, TOP 5 NAICS CODES,  
PROFESSIONAL SERVICES

NAICS CODE	NAICS DESCRIPTION	AMOUNT	NAICS WEIGHT
541330	Engineering Services	\$321,313,315.16	34.99%
541620	Environmental Consulting Services	\$62,910,790.19	6.85%
519190	All Other Information Services	\$55,014,029.13	5.99%
541512	Computer Systems Design Services	\$47,824,947.94	5.21%
423430	Computer and Computer Peripheral Equipment and Software Merchant Wholesalers	\$42,825,265.78	4.66%

Source: MGT developed a Master Utilization Database based on City's spending between July 1, 2017, through June 30, 2022.

For Other Services, **Table 5-3** shows the top five NAICS codes make up 41.62 percent or \$429,877,467.33 of the total utilization and are distributed among the industry groups 4842, 5611, 5621, 4881, and 8113.

TABLE 5-3. SUMMARY OF DOLLARS,  
TOP 5 NAICS CODES,  
OTHER SERVICES

NAICS CODE	NAICS DESCRIPTION	AMOUNT	NAICS WEIGHT
484220	Specialized Freight (except Used Goods) Trucking, Local	\$125,526,046.82	12.15%
561110	Office Administrative Services	\$83,468,426.05	8.08%
562111	Solid Waste Collection	\$81,263,313.29	7.87%
488190	Other Support Activities for Air Transportation	\$73,629,258.86	7.13%
811310	Commercial and Industrial Machinery and Equipment (except Automotive and Electronic) Repair and Maintenance	\$65,990,422.31	6.39%

Source: MGT developed a Master Utilization Database based on City's spending between July 1, 2017, through June 30, 2022.

For Goods, **Table 5-4** shows the top five NAICS codes make up 38.17 percent or \$505,568,809.52 of the total utilization and are distributed among the industry groups 4411, 4238, 4246, 4247, and 4543.

TABLE 5-4. SUMMARY OF DOLLARS,  
TOP 5 NAICS CODES,  
GOODS

NAICS CODE	NAICS DESCRIPTION	AMOUNT	NAICS WEIGHT
441110	New Car Dealers	\$162,490,894.07	12.27%
423830	Industrial Machinery and Equipment Merchant Wholesalers	\$115,045,816.27	8.69%
424690	Other Chemical and Allied Products Merchant Wholesalers	\$103,586,144.86	7.82%
424720	Petroleum and Petroleum Products Merchant Wholesalers (except Bulk Stations and Terminals)	\$76,475,532.40	5.77%
454310	Fuel Dealers	\$47,970,421.92	3.62%

Source: MGT developed a Master Utilization Database based on City's spending between July 1, 2017, through June 30, 2022.

For Airport Concessions, **Table 5-5** shows the top five NAICS codes make up 77.48 percent or \$1,169,367,841.25 of the total utilization and are distributed among the industry groups 7225, 7223, 4523, and 5611.

TABLE 5-5. SUMMARY OF DOLLARS,  
TOP 5 NAICS CODES,  
AIRPORT CONCESSIONS

NAICS CODE	NAICS DESCRIPTION	AMOUNT	NAICS WEIGHT
722513	Limited-Service Restaurants	\$448,697,740.12	29.73%
722310	Food Service Contractors	\$385,908,487.19	25.57%
452319	All Other General Merchandise Stores	\$209,145,638.39	13.86%
722511	Full-Service Restaurants	\$70,549,051.33	4.67%
561110	Office Administrative Services	\$55,066,924.22	3.65%

Source: MGT developed a Master Utilization Database based on City’s spending between July 1, 2017, through June 30, 2022.

### 5.3 Utilization Analysis

The utilization analysis presents a summary of payments within the scope of the Study and an initial assessment of the effectiveness of initiatives in promoting the inclusion of M/WBEs in the City’s contracting and procurement activities.

The utilization analysis is based on the defined relevant market area, as described in the preceding sections of this chapter. The payments data included within this analysis encompass both (1) total dollars paid to primes located within the market area (excluding all subcontracting payments) and (2) dollars paid to subcontractors located within the market area, independent of their respective prime contractor location. Analysis of these data is broken down by the procurement categories of Construction, Professional Services, Other Services, Goods, and Airport Concessions and encompasses payments between July 1, 2017, through June 30, 2022.

### 5.4 Overall Utilization

**Table 5-6** shows the M/WBE utilization amounted to 28.46% percent of total spend. Corresponding detailed analyses showing the utilization of firms by business ownership classification are presented in **Appendix C, Utilization, Availability, and Disparity NAICS Codes**.

TABLE 5-6.  
UTILIZATION ANALYSIS BY BUSINESS OWNERSHIP CLASSIFICATION,  
ALL PROCUREMENT CATEGORIES

BUSINESS OWNERSHIP CLASSIFICATION	ALL PROCUREMENT CATEGORIES	
	Dollars (\$)	Percent (%)
Black Americans	\$427,177,929.06	5.55%
Hispanic Americans	\$967,723,888.34	12.57%
Asian American	\$269,994,580.51	3.51%
Native Americans	\$46,988,292.03	0.61%
<b>Total MBE Firms</b>	<b>\$1,711,884,689.94</b>	<b>22.24%</b>
Nonminority Women	\$478,696,401.67	6.22%
<b>Total MWBE Firms</b>	<b>\$2,190,581,091.61</b>	<b>28.46%</b>
Unclassified Firms	\$5,505,232,118.21	71.54%
<b>TOTAL</b>	<b>\$7,695,813,209.82</b>	<b>100.00%</b>

Source: MGT developed a Master Utilization Database based on City's system between July 1, 2017, through June 30, 2022.

In several business ownership classifications, MWBE firms have higher utilization rates than the represented in availability. For example, five businesses accounted for more than one-third of the City's total spend with Black American firms. Three businesses accounted for more than one-third of the City's total spend with Hispanic American firms. Three businesses accounted for 28% of the City's total spend with Asian American firms. Three businesses accounted for three-fifths of the City's total spend with Native American firms and three business accounted for a fourth of the City's total spend with non-minority women. The higher utilization rates within such firms indicate successful examples of businesses owned by individuals from underrepresented groups thriving in the Houston marketplace. These success stories can serve as valuable examples for other MWBEs, showcasing strategies, resilience, and adaptability that have enabled them to secure substantial contracts and revenue. While the higher utilization rates reflect progress in the City's business inclusion efforts, they may also indicate potential barriers to entry for other MWBEs within these categories. If such barriers exist in the City's marketplace, private sector and qualitative evidence contained in Chapters 6 and 7 of this report, will provide additional context.

### Utilization by Procurement Category

The next series of tables show the summary results of MGT's utilization analysis of each of the procurement categories. Corresponding detailed analyses, showing the utilization NAICS codes for each procurement category, are presented in **Appendix C, Utilization, Availability, and Disparity Analyses**.

Beginning with an examination of Construction, **Table 5-7** shows the utilization of MWBE firms was 29.05 percent. Otherwise, utilization for specific classifications was:

- ◆ 5.28 percent for Black American firms;
- ◆ 16.52 percent for Hispanic American firms;
- ◆ 1.89 percent for Asian American firms;
- ◆ 0.77 percent for Native American firms;
- ◆ 24.47 percent for MBE firms;
- ◆ 4.58 percent for Nonminority Women firms; and
- ◆ 70.95 percent for Unclassified firms.



Table 5-7.  
UTILIZATION ANALYSIS BY BUSINESS OWNERSHIP CLASSIFICATION,  
**CONSTRUCTION**

BUSINESS OWNERSHIP CLASSIFICATION	CONSTRUCTION SERVICES	
	Dollars (\$)	Percent (%)
Black Americans	\$232,026,134.26	5.28%
Hispanic Americans	\$725,363,519.09	16.52%
Asian American	\$82,866,153.17	1.89%
Native Americans	\$33,969,529.91	0.77%
<b>Total MBE Firms</b>	\$1,074,225,336.43	24.47%
Nonminority Women	\$201,026,021.58	4.58%
<b>Total MWBE Firms</b>	\$1,275,251,358.01	29.05%
Unclassified Firms	\$3,115,185,699.25	70.95%
<b>TOTAL</b>	\$4,390,437,057.26	100.00%

Source: MGT developed a Master Prime File based on City's system between July 1, 2017, through June 30, 2022.

Table 5-8 shows the utilization of MWBE firms was 33.45% percent in Professional Services. Individually, the MWBE utilization was:

- ♦ 7.57 percent for Black American firms;
- ♦ 7.72 percent for Hispanic American firms;
- ♦ 12.26 percent for Asian American firms;
- ♦ 0.18 percent for Native American firms;
- ♦ 27.73 percent for MBE firms;
- ♦ 5.72 percent for Nonminority Women firms; and
- ♦ 66.55 percent for Unclassified firms.

TABLE 5-8.  
UTILIZATION ANALYSIS BY BUSINESS OWNERSHIP CLASSIFICATION,  
**PROFESSIONAL SERVICES**

BUSINESS OWNERSHIP CLASSIFICATION	PROFESSIONAL SERVICES	
	Dollars (\$)	Percent (%)
Black Americans	\$69,533,166.10	7.57%
Hispanic Americans	\$70,843,147.29	7.72%
Asian American	\$112,616,077.01	12.26%
Native Americans	\$1,630,393.80	0.18%
<b>Total MBE Firms</b>	\$254,622,784.20	27.73%
Nonminority Women	\$52,556,176.63	5.72%
<b>Total MWBE Firms</b>	\$307,178,960.83	33.45%
Unclassified Firms	\$611,035,521.55	66.55%
<b>TOTAL</b>	\$918,214,482.38	100.00%

Source: MGT developed a Master Utilization Database based on City's system between July 1, 2017, through June 30, 2022.

**Table 5-9** shows the utilization of MWBE firms was 32.96% percent in Other Services. Individually, the MWBE utilization was:

- ◆ 6.76 percent for Black American firms;
- ◆ 12.09 percent for Hispanic American firms;
- ◆ 3.80 percent for Asian American firms;
- ◆ 0.37 percent for Native American firms;
- ◆ 23.02 percent for MBE firms;
- ◆ 9.94 percent for Nonminority Women firms; and
- ◆ 67.04 percent for Unclassified firms.

**TABLE 5-9.**  
**UTILIZATION ANALYSIS BY BUSINESS OWNERSHIP CLASSIFICATION,**  
**OTHER SERVICES**

BUSINESS OWNERSHIP CLASSIFICATION	OTHER SERVICES	
	Dollars (\$)	Percent (%)
Black Americans	\$71,848,407.67	6.76%
Hispanic Americans	\$128,496,408.74	12.09%
Asian American	\$40,349,023.72	3.80%
Native Americans	\$3,972,956.97	0.37%
<b>Total MBE Firms</b>	<b>\$244,666,797.10</b>	<b>23.02%</b>
Nonminority Women	\$105,655,073.77	9.94%
<b>Total MWBE Firms</b>	<b>\$350,321,870.87</b>	<b>32.96%</b>
Unclassified Firms	\$712,434,179.81	67.04%
<b>TOTAL</b>	<b>\$1,062,756,050.68</b>	<b>100.00%</b>

Source: MGT developed a Master Utilization Database based on City's system between July 1, 2017, through June 30, 2022.

**Table 5-10** shows the utilization of MWBE firms was 19.47 percent in Goods. Individually, the MWBE utilization was:

- ◆ 4.06 percent for Black American firms;
- ◆ 3.25 percent for Hispanic American firms;
- ◆ 2.58 percent for Asian American firms;
- ◆ 0.62 percent for Native American firms;
- ◆ 10.45 percent for MBE firms;
- ◆ 9.02 percent for Nonminority Women firms; and
- ◆ 80.53 percent for Unclassified firms.

TABLE 5-10.  
UTILIZATION ANALYSIS BY BUSINESS OWNERSHIP CLASSIFICATION,  
GOODS

BUSINESS OWNERSHIP CLASSIFICATION	GOODS	
	Dollars (\$)	Percent (%)
Black Americans	\$53,770,221.03	4.06%
Hispanic Americans	\$34,163,326.61	3.25%
Asian Americans	\$43,020,813.22	2.58%
Native Americans	\$7,415,411.35	0.56%
<b>Total MBE Firms</b>	<b>\$138,369,772.21</b>	<b>10.45%</b>
Nonminority Women	\$119,459,129.69	9.02%
<b>Total MWBE Firms</b>	<b>\$257,828,901.90</b>	<b>19.47%</b>
Unclassified Firms	\$1,066,576,717.60	80.53%
<b>TOTAL</b>	<b>\$1,324,405,619.50</b>	<b>100.00%</b>

Source: MGT developed a Master Utilization Database based on City's system between July 1, 2017, through June 30, 2022.

M/W/ACDBE firms collectively contribute a substantial portion of procurement value, indicating their meaningful participation in airport concession activities. However, there are notable variations among different ownership classifications:

- ◆ Black-owned firms demonstrate considerable utilization in Miscellaneous, contributing 27.10 percent, followed by 21.47 percent in Retail, and 17.59 percent in Food and Beverage to the total procurement value in these categories..
- ◆ Asian-owned firms show a strong utilization in the Miscellaneous, contributing 12.75% to the total procurement value. However, their participation in the Food & Beverage and Retail is relatively lower at 0.99% and 7.01%, respectively.
- ◆ Hispanic-owned firms exhibit a significant contribution to the Retail, representing 13.71% of the total procurement value. Their participation in the Food & Beverage and Miscellaneous categories is comparatively lower at 3.53% and 3.84%, respectively.
- ◆ Nonminority women-owned firms are notably utilized across all categories, particularly in Food & Beverage (10.16%) and Miscellaneous (4.51%).

Despite the meaningful utilization of M/W/ACDBE firms, when compared to non-ACDBE certified firms within the same categories, utilization declines.

**Table 5-11** shows the utilization of MWBE firms that are certified and non-certified as ACDBEs in Airport Concessions.

**TABLE 5-11.**  
**UTILIZATION ANALYSIS BY BUSINESS OWNERSHIP CLASSIFICATION,**  
**AIRPORT CONCESSIONS**

BUSINESS OWNERSHIP CLASSIFICATION	FOOD & BEVERAGE		MISCELLANEOUS		RETAIL		TOTAL	
	Dollars (\$)	Percent (%)	Dollars (\$)	Percent (%)	Dollars (\$)	Percent (%)	Dollars (\$)	Percent (%)
<b>M/W/ACDBE Firms</b>								
Black Americans	\$176,843,818.39	17.59%	\$112,983,981.11	27.10%	\$16,398,112.79	21.47%	\$311,960,618.71	20.67%
Asian Americans	\$9,910,957.17	0.99%	\$53,168,495.03	12.75%	\$5,353,368.94	7.01%	\$68,432,821.14	4.53%
Hispanic Americans	\$35,516,526.69	3.53%	\$16,009,786.73	3.84%	\$10,469,813.65	13.71%	\$61,996,127.07	4.11%
Native Americans	\$0.00	0.00%	\$0.00	0.00%	\$0.00	0.00%	\$0.00	0.00%
Nonminority Women	\$102,125,272.98	10.16%	\$18,808,872.59	4.51%	\$1,465,098.88	1.92%	\$122,399,244.45	8.11%
<b>Total M/W/ACDBE Firms</b>	<b>\$324,396,575.24</b>	<b>32.27%</b>	<b>\$200,971,135.45</b>	<b>48.20%</b>	<b>\$33,686,394.26</b>	<b>44.11%</b>	<b>\$564,750,631.25</b>	<b>37.42%</b>
Unclassified Firms	\$680,781,544.70	67.73%	\$216,014,980.44	51.80%	\$42,678,025.38	55.89%	\$939,474,550.52	62.25%
<b>Total</b>	<b>\$1,005,178,119.94</b>	<b>100.00%</b>	<b>\$416,986,115.89</b>	<b>100.00%</b>	<b>\$76,364,419.64</b>	<b>100.00%</b>	<b>\$1,509,093,785.62</b>	<b>100.00%</b>
<b>ACDBE Certified Firms</b>								
Black Americans	\$135,157,002.88	13.45%	\$85,880,341.02	20.60%	\$12,138,440.28	15.90%	\$233,175,784.18	15.45%
Asian Americans	\$5,619,702.73	0.56%	\$53,168,495.03	12.75%	\$5,353,368.94	7.01%	\$64,141,566.70	4.25%
Hispanic Americans	\$4,205,893.44	0.42%	\$14,050,476.61	3.37%	\$10,135,387.14	13.27%	\$28,391,757.20	1.88%
Native Americans	\$0.00	0.00%	\$0.00	0.00%	\$0.00	0.00%	\$0.00	0.00%
Nonminority Women	\$95,266,312.99	9.48%	\$7,911,054.61	1.90%	\$1,115,664.00	1.46%	\$104,293,031.60	6.91%
<b>Total ACDBE Certified Firms</b>	<b>\$240,248,912.05</b>	<b>23.90%</b>	<b>\$161,010,367.26</b>	<b>38.61%</b>	<b>\$28,742,860.36</b>	<b>37.64%</b>	<b>\$430,002,139.67</b>	<b>28.49%</b>
Non-ACDBE Certified Firms	\$764,929,207.89	76.10%	\$255,975,748.63	61.39%	\$47,621,559.28	62.36%	\$1,079,091,645.95	71.51%
<b>TOTAL</b>	<b>\$1,005,178,119.94</b>	<b>100.00%</b>	<b>\$416,986,115.89</b>	<b>100.00%</b>	<b>\$76,364,419.64</b>	<b>100.00%</b>	<b>\$1,509,093,785.62</b>	<b>100.00%</b>

Source: MGT developed a Master Utilization Database based on City's system between July 1, 2017, through June 30, 2022.

**Table 5-12** provides total utilization on federally funded transportation projects with M/W/DBE firms and DBE certified firms for Construction, Other Services, and Goods during the study period. Collectively, M/W/DBE utilization totaled 51.77 percent of which spend with Black Americans represents 22.43 percent. Firms certified as DBEs received 21.62 percent of the total utilization during the study period.

TABLE 5-12.  
UTILIZATION ANALYSIS BY BUSINESS OWNERSHIP CLASSIFICATION,  
FEDERALLY FUNDED TRANSPORTATION PROJECTS

BUSINESS OWNERSHIP CLASSIFICATION	CONSTRUCTION		OTHER SERVICES		GOODS		TOTAL	
	Dollars (\$)	Percent (%)	Dollars (\$)	Percent (%)	Dollars (\$)	Percent (%)	Dollars (\$)	Percent (%)
<b>M/W/DBE Firms</b>								
Black Americans	\$ 32,082,031.46	23.10%	\$ 488,534.13	12.44%	\$ 922,638.03	14.17%	\$ 33,493,203.62	22.43%
Hispanic Americans	\$ 26,827,840.71	19.31%	\$ 1,275,448.10	32.48%	\$ 129,273.33	1.99%	\$ 28,232,562.14	18.91%
Asian American	\$ 4,596,660.31	3.31%	\$ 63,759.00	1.62%	\$ 5,240,563.82	80.51%	\$ 9,900,983.13	6.63%
Native Americans	\$ 3,257,942.00	2.35%	\$ 0.00	0.00%	\$ 0.00	0.00%	\$ 3,257,942.00	2.18%
Nonminority Women	\$ 2,213,651.73	1.59%	\$ 0.00	0.00%	\$ 216,622.92	3.33%	\$ 2,430,274.65	1.63%
<b>Total M/W/DBE Firms</b>	<b>\$ 68,978,126.21</b>	<b>49.66%</b>	<b>\$ 1,827,741.23</b>	<b>46.55%</b>	<b>\$ 6,509,098.10</b>	<b>100.00%</b>	<b>\$ 77,314,965.54</b>	<b>51.77%</b>
Non-M/W/DBE Firms	\$ 69,920,211.27	50.34%	\$ 1,676,234.53	42.69%	\$ 0.00	0.00%	\$ 71,596,445.80	47.94%
<b>TOTAL</b>	<b>\$ 138,898,337.48</b>	<b>100.00%</b>	<b>\$ 3,926,534.76</b>	<b>100.00%</b>	<b>\$ 6,509,098.10</b>	<b>100.00%</b>	<b>\$ 149,333,970.34</b>	<b>100.00%</b>
<b>DBE Certified Firms</b>								
Black Americans	\$ 21,529,494.56	15.50%	\$ 163,929.11	4.17%	\$ 922,638.03	14.17%	\$ 22,616,061.70	15.14%
Hispanic Americans	\$ 7,390,453.69	5.32%	\$ 547,669.50	13.95%	\$ 406,984.00	6.25%	\$ 8,345,107.19	5.59%
Asian American	\$ 653,640.00	0.47%	\$ 0.00	0.00%	\$ 0.00	0.00%	\$ 653,640.00	0.44%
Native Americans	\$ 0.00	0.00%	\$ 0.00	0.00%	\$ 0.00	0.00%	\$ 0.00	0.00%
Nonminority Women	\$ 449,007.91	0.32%	\$ 0.00	0.00%	\$ 216,922.92	3.33%	\$ 665,930.83	0.45%
<b>Total DBE Certified Firms</b>	<b>\$ 30,022,596.16</b>	<b>21.61%</b>	<b>\$ 711,598.61</b>	<b>18.12%</b>	<b>\$ 1,546,544.95</b>	<b>23.76%</b>	<b>\$ 32,280,739.72</b>	<b>21.62%</b>
Non-DBE Certified Firms	\$ 108,875,741.32	78.39%	\$ 3,214,936.15	81.88%	\$ 4,962,553.15	76.24%	\$ 117,053,230.62	78.38%
<b>TOTAL</b>	<b>\$ 138,898,337.48</b>	<b>100.00%</b>	<b>\$ 3,926,534.76</b>	<b>100.00%</b>	<b>\$ 6,509,098.10</b>	<b>100.00%</b>	<b>\$ 149,333,970.34</b>	<b>100.00%</b>

Source: MGT developed a Contract Revenue Database based on City's system between July 1, 2017, through June 30, 2022.

DBE certified firms, particularly those owned by Black Americans and Hispanic Americans, demonstrate significant participation in certain procurement categories such as Construction and Other Services. The analysis shows twice as much utilization of firms that are classified as minority or woman owned firms compared to firms that are DBE certified.

The data collection and preparations included identifying firms that classify as small, or owned by persons with disabilities, or veterans. Data sources that identify these business ownership classifications were limited because it is not maintained as broadly as minority and women data sources are. Being that there is an overlap of the race, ethnicity, and gender classifications, utilization is shown at the total SBE, PDBE, and VOB classification and not by race, ethnicity, or gender. **Table 5-13** shows the utilization of SBE, PDBE, and VOB firms.

- ◆ Overall, 12.452 percent for SBE firms;
- ◆ Overall, 0.185 percent for PDBE firms;
- ◆ Overall, 0.014 percent for VOB firms.

TABLE 5-13.  
UTILIZATION ANALYSIS FOR SBE, PDBE, AND VOB FIRMS

BUSINESS OWNERSHIP CLASSIFICATION	ALL	CONSTRUCTION	PROFESSIONAL SERVICES	OTHER SERVICES	GOODS
SBE	\$951,669,830.45	\$680,190,971.62	\$85,109,359.56	\$103,986,556.25	\$82,382,943.02
PDBE	\$14,172,237.52	\$600,306.03	\$702,397.00	\$12,097,177.30	\$772,357.19
VOBE	\$1,071,450.57	\$820,405.78	\$46,003.00	\$75,079.70	\$129,962.09
<b>TOTAL</b>	<b>\$966,913,518.54</b>	<b>\$681,611,683.43</b>	<b>\$85,857,759.56</b>	<b>\$116,158,813.25</b>	<b>\$83,285,262.30</b>
BUSINESS OWNERSHIP CLASSIFICATION	ALL	CONSTRUCTION	PROFESSIONAL SERVICES	OTHER SERVICES	GOODS
	(%)	(%)	(%)	(%)	(%)
SBE	12.452%	15.683%	9.27%	10.065%	6.220%
PDBE	0.185%	0.014%	0.08%	1.171%	0.058%
VOBE	0.014%	0.019%	0.01%	0.007%	0.010%

Source: MGT developed a Master Prime File based on City's system between July 1, 2017, through June 30, 2022.

### 5.4.1 Utilization Conclusions

The utilization analysis shows that M/WBE firms are utilized at lower rates than their non-M/WBE counterparts. Overall, 28.68 percent of City spend went to M/WBE firms, while 71.32 percent went to non-M/WBE firms. While M/WBE, DBE, and ACDBE utilization is lower than that of non-M/W/D/ACDBE firms, the proportion of firms willing and able to provide services to the City are a critical qualifying context in any determinations of disparity. Availability presented in **Chapter 4** and resulting disparity ratios, which follows, provide more definitive conclusions in this respect.

## 5.5 Disparity Analyses and Significance Testing

Building on our understanding of the City’s vendor utilization (**Section 5.2**) and the availability estimates presented in the previous section of this chapter (**Section 4.2**), we can use this information to identify potential disparities in the City’s procurement. A brief summary of the approach is provided in **Section 5.5.1** followed by the results of these disparity calculations and associated statistical significance testing in **Section 5.5.2**.

### 5.5.1 Disparity Analysis Methodology

Disparity, in this context, is the analysis of the differences between the utilization of minority- and women-owned firms (as presented in **Section 5.2**) and the respective availability of those firms (**Chapter 4**). Thus, MGT calculated disparity indices to examine whether minority-owned and women-owned firms received a proportional share of dollars based on the respective availability of minority-owned and women-owned firms located in the Study’s defined relevant market area (as presented in **Chapter 4**).

MGT’s disparity index methodology yields a value that is easily calculable, understandable in its interpretation, and universally comparable such that a disparity in utilization within minority-owned and women-owned firms can be assessed with reference to the utilization of nonminority-owned and male-owned firms.

The **disparity index** is a simple proportional calculation that divides utilization rates (percent of dollars awarded to firms by class) by their associated availability (percent of firms available to work, within that same class) and multiplies this value by 100. Thus, a disparity index value of zero (0.00) indicates absolutely no utilization and, therefore, absolute disparity. A disparity index of 100 indicates that utilization is perfectly proportionate to availability, therefore indicating the absence of disparity (that is, all things being equal).

**Disparity Index =**  

$$\%U_{m,p_i} \div \%A_{m,p_i} \times 100$$

**$U_{m,p_i}$**  = utilization of minorities- and women-owned firms<sub>i</sub> for procurement.

**$A_{m,p_i}$**  = availability of minorities- and women-owned firms<sub>i</sub> for procurement.

A disparity index of 100 indicates that utilization is perfectly proportionate to availability, therefore indicating the absence of disparity (that is, all things being equal). Alternately, firms are considered **underutilized** if the disparity indices are less than 100, and **overutilized** if the indices are above 100.

Since there is no standardized measurement to evaluate the levels of underutilization or overutilization within a procurement context, MGT’s methodology to measure disparity, if disparity is found, is based on the Equal Employment Opportunity Commission’s (EEOC) “80 percent rule.”<sup>129</sup> In the employment discrimination framework, an employment disparity index below 80 indicates a “substantial disparity.” The Supreme Court has accepted the use of the “80 percent rule” in *Connecticut v. Teal* (*Teal*), 457 U.S. 440 (1982).<sup>130</sup> Therefore, following a similar pattern, firms are considered substantially underutilized (substantial disparity) if the disparity indices are 80 or less.

<sup>129</sup> Equal Employment Opportunity Commission, *Uniform Guidelines on Employee Selection Procedures*, Section 4, Part D, “Adverse impact and the ‘four-fifths rule.’”

<sup>130</sup> In *Teal* and other affirmative action cases, the terms “adverse impact,” “disparate impact,” and “discriminatory impact” are used interchangeably to characterize values of 80 and below.

Standard deviation tests or testing for **statistical significance**, in this context, is the analysis to determine the significance of the difference between the utilization of minority- and women-owned firms and the availability of those firms. This analysis can determine whether the disparities are substantial or statistically significant, which lends further statistical support to a finding of discrimination. The following explains MGT’s methodology.

Standard deviation measures the probability that a result is a random deviation from a predicted result, where the greater the number of standard deviations, the lower the probability the result is a random one. The accepted standard used by Courts in disparity testing has been two standard deviations. That is, if there is a result that falls within two standard deviations, then one can assume that the results are nonsignificant, or that no disparity has been confidently established.

### Statistical Significance Testing

$$t = \frac{u - a}{\sqrt{\frac{a * (1 - a) * \sum c_i^2}{(\sum c_i)^2}}}$$

t = the t-statistic

u = the ratio of minorities- and women-owned firms’ dollars compared to total dollars

a = the ratio of M/W/DBE firms to all firms

c<sub>i</sub> = the dollar amount.

Regarding the use of statistical significance in the disparity study context the National Cooperative Highway Research Program Report 644<sup>131</sup> notes that:

- ♦ “. . . for statistical disparities to be taken as legally dispositive in the discrimination context, they should be (a) statistically significant and (b) “substantively” significant. Substantive significance is taken to mean, for example, a DBE utilization measure that is less than or equal to 80% of the corresponding DBE availability measure.”
- ♦ “In discrimination cases, the courts have usually required p-values of 5% or less to establish statistical significance in a two-sided case.”

Note that p-values are used to determine whether the differences between two populations feature legitimate differences (that would be sustained if we continued to collect more observations), or if the variation between them is simply a product of normal random variation between observations that would be washed out if we collected more data. A p-value of less than 0.05 suggests it is highly unlikely that the differences between two groups are just driven by chance. The use of the t-test to calculate p-values for disparity indices was approved by the Fourth Circuit in *H.B. Rowe v. Tippett*, 615 F.3d 233, 244-45 (4<sup>th</sup> Cir 2010).

Thus, MGT applies two major tests to determine statistical significance: (1) whether the disparity index is less than or equal to 80 percent of respective M/WBE availability, which is labeled “substantial disparity” and (2) whether the disparity index passes the t-test determination of statistical significance. In cases where one, or especially both, measures hold true, a remedy is typically deemed to be justifiable by courts, making these results critical outcomes of the subsequent analyses.

---

<sup>131</sup> Transportation Research Board of the National Academies, National Cooperative Highway Research Program Report 644, *Guidelines for Conducting a Disparity and Availability Study for the Federal DBE Program* (2010), pages 49-50.



## 5.5.2 Disparity Analyses and Statistical Significance Testing

Included in this section are inputs and calculations of disparity indices and significance testing for each of the procurement categories and ownership classifications. Detailed corresponding analyses showing the disparity analysis of firms by race, ethnicity, and gender are presented in **Appendix C**. Analysis of disparities across all procurement categories in **Table 5-14** reveals:

- ♦ Black American firms were underutilized with a statistically significant disparity index of 72.05.
- ♦ Asian American firms were underutilized with a disparity index of 93.05;
- ♦ Hispanic American firms were underutilized with a disparity index of 95.49;
- ♦ Native American firms were underutilized with a substantial disparity index of 55.07;
- ♦ MBE firms were underutilized with a statistically significant disparity index of 86.38;
- ♦ Nonminority women firms were underutilized with a disparity index of 76.05; and
- ♦ Unclassified firms were overutilized with a statistically significant index of 108.06.

TABLE 5-14.  
DISPARITY INDICES AND SIGNIFICANCE TESTING,  
ALL PROCUREMENT CATEGORIES

Business Ownership Classification	Utilization	Availability	Disparity Index	Disparity Impact	Statistical Significance	Disparity Conclusion
<b>Black Americans</b>	<b>5.55%</b>	<b>7.70%</b>	<b>72.05</b>	<b>Underutilization</b>	<b>**</b>	<b>Disparity</b>
Asian Americans	3.51%	3.77%	93.05	Underutilization		Disparity
Hispanic Americans	12.57%	13.17%	95.49	Underutilization		Disparity
Native Americans	0.61%	1.11%	55.07	Underutilization		Disparity
<b>Total MBE Firms</b>	<b>22.24%</b>	<b>25.75%</b>	<b>86.38</b>	<b>Underutilization</b>	<b>***</b>	<b>Disparity</b>
Nonminority Women	6.11%	8.04%	76.05	Underutilization		Disparity
<b>Total MWBE Firms</b>	<b>28.46%</b>	<b>33.80%</b>	<b>84.23</b>	<b>Underutilization</b>	<b>***</b>	<b>Disparity</b>
Unclassified Firms	71.54%	66.20%	108.06	Overutilization	<b>***</b>	No Disparity

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability.

"\*" indicates an adverse disparity that is statistically significant at the 15% level or better (85% confidence).

"\*\*" indicates the disparity is significant at a 10% level or better (90% confidence).

"\*\*\*" indicates significance at a 5% level or better (95% confidence).

**BOLD** Indicates a substantial level of disparity, which is a disparity index below 80.00.

The calculation of disparity indices and significance testing for the **Construction** procurement category are depicted in **Table 5-15**. Relevant findings include:

- ♦ Black American firms were underutilized with a disparity index of 81.08;
- ♦ Asian American firms were underutilized with a substantial disparity index of 74.23;
- ♦ Hispanic American firms were overutilized with a disparity index of 105.93;
- ♦ Native American firms were underutilized with a disparity index 91.89;
- ♦ MBE firms were underutilized with a disparity index of 95.95;
- ♦ Nonminority women firms were underutilized with a substantial disparity index of 72.89; and
- ♦ Unclassified firms were overutilized with a substantial disparity index of 104.01.

TABLE 5-15.  
DISPARITY INDICES AND SIGNIFICANCE TESTING,  
CONSTRUCTION

Business Ownership Classification	Utilization	Availability	Disparity Index	Disparity Impact	Statistical Significance	Disparity Conclusion
Black Americans	5.28%	6.52%	81.08	Underutilization		Disparity
<b>Asian Americans</b>	<b>1.89%</b>	<b>2.54%</b>	<b>74.23</b>	<b>Underutilization</b>		<b>Disparity</b>
Hispanic Americans	16.52%	15.60%	105.93	Overutilization		No Disparity
Native Americans	0.77%	0.84%	91.89	Underutilization		Disparity
Total MBE Firms	24.47%	25.50%	95.95	Underutilization		Disparity
<b>Nonminority Women</b>	<b>4.58%</b>	<b>6.28%</b>	<b>72.89</b>	<b>Underutilization</b>		<b>Disparity</b>
Total MWBE Firms	29.05%	31.78%	91.64	Underutilization		Disparity
Unclassified Firms	70.95%	68.22%	104.01	Overutilization		No Disparity

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability.

“\*” indicates an adverse disparity that is statistically significant at the 15% level or better (85% confidence).

“\*\*” indicates the disparity is significant at a 10% level or better (90% confidence).

“\*\*\*” indicates significance at a 5% level or better (95% confidence).

**BOLD** Indicates a substantial level of disparity, which is a disparity index below 80.00.

Disparity indices and significance testing for the **Professional Services** sector are presented in **Table 5-16**. Some findings include that:

- ♦ Black American firms were underutilized with a statistically significant disparity index of 52.04.
- ♦ Asian American firms were overutilized with a statistically significant disparity index of 208.24;
- ♦ Hispanic American firms were overutilized with a substantial disparity index of 110.18;
- ♦ Native American firms were underutilized with a substantial disparity index of 6.71;
- ♦ MBE firms were underutilized with a substantial disparity index of 92.15;
- ♦ Nonminority women firms were underutilized with a statistically significant disparity index of 50.83; and
- ♦ Unclassified firms were overutilized with a statistically significant disparity index of 113.55.

TABLE 5-16.  
DISPARITY INDICES AND SIGNIFICANCE TESTING,  
PROFESSIONAL SERVICES

Business Ownership Classification	Utilization	Availability	Disparity Index	Disparity Impact	Statistical Significance	Disparity Conclusion
<b>Black Americans</b>	<b>7.57%</b>	<b>14.55%</b>	<b>52.04</b>	<b>Underutilization</b>	<b>**</b>	<b>Disparity</b>
Asian Americans	12.26%	5.89%	208.24	Overutilization	***	No Disparity
<b>Hispanic Americans</b>	<b>7.72%</b>	<b>7.00%</b>	<b>110.18</b>	Overutilization	***	<b>Disparity</b>
<b>Native Americans</b>	<b>0.18%</b>	<b>2.65%</b>	<b>6.71</b>	<b>Underutilization</b>	<b>***</b>	<b>Disparity</b>
<b>Total MBE Firms</b>	<b>27.73%</b>	<b>30.09%</b>	<b>92.15</b>	<b>Underutilization</b>	<b>***</b>	<b>Disparity</b>
<b>Nonminority Women</b>	<b>5.72%</b>	<b>11.26%</b>	<b>50.83</b>	<b>Underutilization</b>	<b>***</b>	<b>Disparity</b>
<b>Total MWBE Firms</b>	<b>33.45%</b>	<b>41.35%</b>	<b>80.90</b>	<b>Underutilization</b>	<b>**</b>	<b>Disparity</b>
Unclassified Firms	66.55%	58.61%	113.50	Overutilization	**	No Disparity

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability.

“\*” indicates an adverse disparity that is statistically significant at the 15% level or better (85% confidence).

“\*\*” indicates the disparity is significant at a 10% level or better (90% confidence).

“\*\*\*” indicates significance at a 5% level or better (95% confidence).

**BOLD** Indicates a substantial level of disparity, which is a disparity index below 80.00.

Table 5-17 presents disparity indices and significance testing for the **Other Services** sector.

- ◆ Black American firms were underutilized with a substantial disparity index of 72.71.
- ◆ Asian American firms were underutilized with a substantial disparity index of 67.64;
- ◆ Hispanic American firms were underutilized with a substantial disparity index of 69.50;
- ◆ Native American firms were underutilized with a substantial disparity index of 26.77;
- ◆ MBE firms were underutilized with a substantial disparity index of 68.30;
- ◆ Nonminority women firms were underutilized with a disparity index of 81.10; and
- ◆ Unclassified firms were overutilized with a statistically significant disparity index of 124.06.

TABLE 5-17.  
DISPARITY INDICES AND SIGNIFICANCE TESTING,  
OTHER SERVICES

Business Ownership Classification	Utilization	Availability	Disparity Index	Disparity Impact	Statistical Significance	Disparity Conclusion
Black Americans	6.76%	9.30%	72.71	Underutilization		Disparity
Asian Americans	3.80%	5.61%	67.64	Underutilization		Disparity
Hispanic Americans	12.09%	17.40%	69.50	Underutilization		Disparity
Native Americans	0.37%	1.40%	26.77	Underutilization		Disparity
Total MBE Firms	23.02%	33.71%	68.30	Underutilization	***	Disparity
Nonminority Women	9.94%	12.26%	81.10	Underutilization		Disparity
Total MWBE Firms	32.96%	45.97%	71.71	Underutilization	***	Disparity
Unclassified Firms	67.04%	54.03%	124.06	Overutilization	***	No Disparity

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability.

“\*” indicates an adverse disparity that is statistically significant at the 15% level or better (85% confidence).

“\*\*” indicates the disparity is significant at a 10% level or better (90% confidence).

“\*\*\*” indicates significance at a 5% level or better (95% confidence).

**BOLD** Indicates a substantial level of disparity, which is a disparity index below 80.00.

Table 5-18 presents disparity indices and significance testing for the **Goods** sector.

- ◆ Black American firms were underutilized with a substantial disparity index of 72.35
- ◆ Asian American firms were underutilized with a statistically significant disparity index of 52.73;
- ◆ Hispanic American firms were underutilized with a statistically significant disparity index of 54.14;
- ◆ Native American firms were underutilized with a disparity index of 80.52;
- ◆ MBE firms were underutilized with a statistically significant disparity index of 60.75;
- ◆ Nonminority women firms were overutilized with a statistically significant disparity index of 109.07; and
- ◆ Unclassified firms were overutilized with a statistically significant disparity index of 108.05.

TABLE 5-18.  
DISPARITY INDICES AND SIGNIFICANCE TESTING,  
GOODS

Business Ownership Classification	Utilization	Availability	Disparity Index	Disparity Impact	Statistical Significance	Disparity Conclusion
Black Americans	4.06%	5.61%	72.35	Underutilization		Disparity
<b>Asian Americans</b>	<b>2.58%</b>	<b>4.89%</b>	<b>52.73</b>	<b>Underutilization</b>	*	<b>Disparity</b>
<b>Hispanic Americans</b>	<b>3.25%</b>	<b>6.00%</b>	<b>54.14</b>	<b>Underutilization</b>	*	<b>Disparity</b>
Native Americans	0.56%	0.70%	80.52	Underutilization		Disparity
<b>Total MBE Firms</b>	<b>10.45%</b>	<b>17.20%</b>	<b>60.75</b>	<b>Underutilization</b>	***	<b>Disparity</b>
Nonminority Women	9.02%	8.27%	109.07	Overutilization		No Disparity
<b>Total MWBE Firms</b>	<b>19.47%</b>	<b>25.47%</b>	<b>76.44</b>	<b>Underutilization</b>	**	<b>Disparity</b>
Unclassified Firms	80.53%	74.53%	109.07	Overutilization	**	No Disparity

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability. “\*” indicates an adverse disparity that is statistically significant at the 15% level or better (85% confidence). “\*\*” indicates the disparity is significant at a 10% level or better (90% confidence). “\*\*\*” indicates significance at a 5% level or better (95% confidence). **BOLD** Indicates a substantial level of disparity, which is a disparity index below 80.00.

Error! Reference source not found. **Table 5-19** presents disparity indices and significance testing for the **Airport Concessions**.

- ♦ Black American firms were underutilized with a disparity index of 92.12.
- ♦ Asian American firms were underutilized with a substantial disparity index of 44.50;
- ♦ Hispanic American firms were underutilized with a statistically significant disparity index of 36.08;
- ♦ Native American firms were underutilized with a substantial disparity index of 0.00;
- ♦ MBE firms were underutilized with a statistically significant disparity index of 74.20;
- ♦ Nonminority women firms were underutilized with a statistically significant disparity index of 74.20.

TABLE 5-19.  
DISPARITY INDICES AND SIGNIFICANCE TESTING,  
AIRPORT CONCESSIONS

Business Ownership Classification	Utilization	Availability	Disparity Index	Disparity Impact	Statistical Significance	Disparity Conclusion
Black Americans	20.67%	22.44%	92.12	Underutilization		Disparity
Asian Americans	<b>4.53%</b>	<b>10.19%</b>	<b>44.50</b>	Underutilization	***	Disparity
Hispanic Americans	<b>4.11%</b>	<b>11.39%</b>	<b>36.08</b>	Underutilization	***	Disparity
Native Americans	0.00%	0.67%	0.00	Underutilization		Disparity
Nonminority Women	8.11%	10.93%	74.20	Underutilization		Disparity
Total M/W/ACDBE Firms	<b>37.42%</b>	<b>55.62%</b>	<b>67.29</b>	Underutilization	***	Disparity
Unclassified Firms	62.25%	43.68%	142.52	Overutilization	***	No Disparity

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability. “\*” indicates an adverse disparity that is statistically significant at the 15% level or better (85% confidence). “\*\*” indicates the disparity is significant at a 10% level or better (90% confidence). “\*\*\*” indicates significance at a 5% level or better (95% confidence). **BOLD** Indicates a substantial level of disparity, which is a disparity index below 80.00.

TABLE 5-20.  
DISPARITY INDICES AND SIGNIFICANCE TESTING,  
FEDERALLY FUNDED TRANSPORTATION PROJECTS

Business Ownership Classification	Utilization	Availability	Disparity Index	Disparity Impact	Statistical Significance	Disparity Conclusion
Black Americans	15.14%	8.96%	169.10	Overutilization		No Disparity
Asian Americans	0.71%	5.74%	12.38	Underutilization		Disparity
Hispanic Americans	5.32%	25.11%	21.17	Underutilization		Disparity
Native Americans	0.00%	1.63%	0.00	Underutilization		Disparity
Nonminority Women	0.45%	9.87%	4.52	Underutilization		Disparity
Total M/W/DBE Firms	21.62%	51.30%	42.14	Underutilization		Disparity
Unclassified Firms	78.38%	48.70%	160.95	Overutilization		No Disparity

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability. “\*” indicates an adverse disparity that is statistically significant at the 15% level or better (85% confidence). “\*\*” indicates the disparity is significant at a 10% level or better (90% confidence). “\*\*\*” indicates significance at a 5% level or better (95% confidence). **BOLD** Indicates a substantial level of disparity, which is a disparity index below 80.00.

## 5.6 Conclusions

The calculations of availability and disparity within this chapter and the preceding depiction of utilization serve as part of the evidentiary foundation for the future of City’s M/WBE program. These analyses provide part of the quantitative legal justification for any current or future remedies to assist M/WBEs within the market. In tandem with the results of the qualitative and private sector analyses, these results provide the evidence necessary to infer that discrimination in the marketplace has occurred. As summarized in the table below (**Table 5-21**), disparities between utilization and availability have been observed for most procurement and M/WBE categories included within the scope of the study, both in terms of the order of magnitude (disparity indices less than or equal to 80) and statistical significance, and thus an inference of discrimination in the marketplace can be derived. Where individual race, ethnicity, and gender categories were not statistically significant alone,<sup>132</sup> it’s important to understand that they are part of the MBE and MWBE total categories that were overall substantial and statistically underutilized, and an inference of discrimination can be made where those categories saw substantial individual disparities.

TABLE 5-21.  
M/WBE DISPARITY ANALYSIS SUMMARY CITY SPEND

Business Ownership Classification	All	CONSTRUCTION	PROFESSIONAL SERVICES	OTHER SERVICES	GOODS
Black Americans	<b>*Disparity*</b>	Disparity	<b>*Disparity*</b>	Disparity	Disparity
Asian Americans	Disparity	Disparity	No Disparity	Disparity	<b>*Disparity*</b>
Hispanic Americans	Disparity	No Disparity	No Disparity	Disparity	<b>*Disparity*</b>
Native Americans	Disparity	Disparity	<b>*Disparity*</b>	Disparity	Disparity
Total MBE Firms	<b>*Disparity*</b>	Disparity	<b>*Disparity*</b>	<b>*Disparity*</b>	<b>*Disparity*</b>
Nonminority Women	Disparity	Disparity	<b>*Disparity*</b>	Disparity	No Disparity
Total MWBE Firms	<b>*Disparity*</b>	Disparity	<b>*Disparity*</b>	<b>*Disparity*</b>	<b>*Disparity*</b>
Unclassified Firms	No Disparity	No Disparity	No Disparity	No Disparity	No Disparity

**BOLD** Indicates a substantial level of disparity, which is a disparity index below 80.00. **\*Disparity\*** indicates statistically significant disparity.

<sup>132</sup> This could be attributed to the small number of payments made to these firms or the small actual number of firms in the marketplace.

# 6 Private Sector Analysis

## 6.1 Introduction

The **Legal Review** presented in **Chapter 2** explains that a government entity must have evidence of active or passive discrimination to permit the institution of a minority- and woman-owned business enterprise (M/WBE) program. Courts require a *compelling interest* analysis showing a connection between the government or agency and the public or private discrimination that may exist within their jurisdiction. This chapter focuses on the overarching question:

- ◆ ***Does evidence of discrimination in the private sector marketplace support the City of Houston’s continuance of its M/WBE program to avoid becoming a passive participant in discrimination?***

Chapter Sections	
6.1	Introduction
6.2	Private Sector Disparities in SBO Census Data
6.3	Private Sector Disparities in ABS Census Data
6.4	Analysis of Race, Ethnicity, and Gender Effects on Self-Employment Rates
6.5	Access to Credit
6.6	Conclusion

*Passive discrimination* describes a circumstance where a public entity resides in a market with measurable discrimination in the public and private sector but fails to take proactive actions to implement remedies. Courts have favorably looked upon private sector analyses as support to determine *compelling interest* in M/WBE programs:

- ◆ Defining passive participation, Justice O’Connor in *Croson* stated, “if the city could show that it had essentially become a ‘passive participant’ in a system of racial exclusion practiced by elements of the local construction industry, we think it clear that the city could take affirmative steps to dismantle such a system.”<sup>133</sup>
- ◆ In *Adarand*, the Tenth Circuit favorably cited evidence of capital market discrimination as relevant in establishing the factual predicate for the federal DBE program.<sup>134</sup>
- ◆ *Concrete Works IV* found that barriers to business formation were relevant insofar as the evidence demonstrated that M/WBEs were “precluded from the outset from competing for public construction contracts.”<sup>135</sup>
- ◆ In *Adarand*, the courts concluded a compelling interest for a government Disadvantaged Business Enterprise (DBE) program in part on evidence of private-sector discrimination.<sup>136</sup>
- ◆ Along related lines, a court found regression analysis of census data to be relevant evidence showing barriers to M/WBE formation.<sup>137</sup>

<sup>133</sup> *Richmond v. J. A. Croson Co.*, 488 U.S. 469, 492 (1989).

<sup>134</sup> *Adarand Constructors, Inc. v. Slater*, 228 F.3d 1147, 1168-70 (10th Cir. 2000).

<sup>135</sup> *Concrete Works of Colo. v. City & Cnty. of Denver*, 321 F.3d 950, 977 (10th Cir. 2003).

<sup>136</sup> *Adarand Constructors, Inc. v. Slater*, 228 F.3d 1147 (10th Cir. 2000)

<sup>137</sup> *Concrete Works IV*, 321 F.3d 950, 967-69 (10th Cir. 2003).



Thus, in many circumstances, discriminatory practices in the private marketplace may show or serve to support the *compelling interest* required by courts to support an agency’s program to intervene and prevent the agency from becoming a *passive participant* in discrimination.

These court decisions support an investigation into the existence of discrimination in the private sector to determine whether or not evidence exists warranting M/WBE programs. This chapter provides evidence for the overarching question of whether or not the City of Houston has a continued compelling interest in maintaining its M/WBE program based on discriminatory circumstances observed in the private sector. Three sources of data can help to answer the overarching research question regarding disparities in the private sector:

- ◆ **2012 Census Survey of Business Owners (SBO) and 2017 Census Annual Business Survey (ABS) data**, which are used to determine:
  1. *Do marketplace disparities exist in the private sector regarding revenue within similar City of Houston procurement categories for firms owned by minorities or women?*
- ◆ **2017-2021 Census American Community Survey (ACS) Public Used Microdata Sample (PUMS) data**, which is used to determine whether, even after controlling for a number of relevant factors, there are disparities between minority- and women-owned firms on the one hand, and non-minority, non-women owned firms on the other hand. Among the questions this data allows us to answer are:
  1. *Does racial, ethnic, and gender status impact individual wages even after controlling differences among firms?*
  2. *Does racial, ethnic, and gender status impact business owner earnings even after controlling for differences among firms?*
  3. *Are racial, ethnic, and gender minority groups less likely than nonminority males (non-M/WBEs) to be self-employed after controlling for differences? If so, does race, ethnicity, or gender have a role in the disparity?*
  4. *If minority and women-owned business enterprises (M/WBEs) and nonminority male-owned firms shared similar traits and marketplace “conditions” (i.e., similar “rewards” in terms of capital, wages, earning, etc.), what would be the effect on rates of self-employment by race, ethnicity, and gender?*

Notably, the results of this private sector analysis mirror many of the same qualitative and anecdotal results offered in **Chapter 7, Qualitative Analysis**, regarding discrimination faced by M/WBE firms in attempting to secure work on private sector projects.

## 6.2 Private Sector Disparities in SBO Census Data

To answer the overarching research question regarding the existence of disparities in the private sector, as well as the specific question of whether these disparities exist in procurement categories relevant to the City of Houston contracting domain, MGT obtained and analyzed the U.S. Census Bureau’s 2012 Survey of Business Owners (SBO) data.<sup>138</sup> SBO provides data on economic and demographic characteristics

---

<sup>138</sup> These represent the most recent available data provided through the SBO program and were released in 2016.

for businesses and business owners by geography (such as states and metropolitan areas), categorized by industries defined by North American Industry Classification System (NAICS) codes, and supporting information, including firm receipts (sales),<sup>139</sup> firm employment size, and business ownership classification. The survey has been administered every five years since 1972 as part of the economic census. For the purposes of this study, African Americans as indicated in the census data is synonymous with the Office of Business Opportunity's definition of Black Americans.

The SBO gathers and reports data on (1) firms with paid employees, including workers on the payroll (employer firms), (2) firms without paid employees, including sole proprietors and partners of unincorporated businesses that do not have any other employees on the payroll (nonemployer firms), as well as (3) in aggregate across employer and nonemployer firms (all). MGT calculated private sector disparity indices to examine whether M/WBE firms in any of these categories received a proportionate share of firm sales based on the availability of M/WBE firms. Disparity indices were reviewed for all firms and employer firms. It should be noted that all of the disparity indices in the SBO tables are statistically significant within a **95 percent** confidence interval.

The following NAICS codes<sup>140</sup> were analyzed because they align with the procurement categories used for City of Houston's utilization analysis:

- ◆ NAICS Code 23, Construction
- ◆ NAICS Code 42, Wholesale Trade
- ◆ NAICS Code 54, Professional, Scientific, and Technical Services
- ◆ NAICS Code 56, Administrative Support and Waste Management and Remediation Services
- ◆ NAICS Code 81, Other Services (Except Public Administration)

## 6.2.1 Results of Analysis

This private sector analysis presents disparity results based on the City of Houston geographic marketplace. The City of Houston marketplace contains the following counties in the Houston–The Woodlands–Sugar Land Metropolitan Statistical Areas: Austin County, TX; Galveston County, TX; Brazoria County, TX; Harris County, TX; Chambers County, TX; Liberty County, TX; Fort Bend County, TX; Montgomery County, TX; and Waller County, TX.

## 6.2.2 City of Houston Marketplace

**Tables 6-1** through **6-5** show the measures of private sector disparities based on U.S. Census 2012 SBO data for the population of available firms in the City of Houston marketplace by race, ethnicity, and gender for construction; wholesale trade; professional, scientific, and technical services; administrative and support and waste management and remediation services; and other services (except public administration).

---

<sup>139</sup> Sales includes total shipments, receipts, revenue, or business done by the firm.

<sup>140</sup> The two-digit NAICS code level was utilized as those codes are the most prevalent level across all the 2012 SBO data.

Based on the analysis of the U.S. Census 2012 SBO data, overall, there remains a significant gap between the market share of M/WBE firms and their share of the City of Houston marketplace business population, where data was available.

### 6.2.2.1 NAICS Code 23: Construction, City of Houston Marketplace

Table 6-1 shows the construction availability, sales, and disparity results (NAICS Code 23).

There was a total of 563,696 construction firms (all firms<sup>141</sup>) in the City of Houston marketplace in 2012.

- ◆ African American firms (disparity index of 12.39) were substantially underutilized, accounting for 0.73 percent of all firms and 0.09 percent of sales.
- ◆ American Indian and Alaska Native firms (disparity index of 14.81) were substantially and significantly underutilized, accounting for 0.13 percent of all firms and 0.02 percent of sales.
- ◆ Asian American firms (disparity index of 28.12) were substantially and significantly underutilized, accounting for 0.36 percent of all firms and 0.10 percent of sales.
- ◆ Hispanic American firms (disparity index of 14.78) were substantially and significantly underutilized, accounting for 6.23 percent of all firms and 0.92 percent of sales.
- ◆ Native Hawaiian and Pacific Islander firms (disparity index of 3.30) were substantially and significantly underutilized, accounting for 0.01 percent of all firms and 0.00 percent of sales.
- ◆ Nonminority women firms (disparity index of 43.91) were substantially and significantly underutilized, accounting for 1.50 percent of all firms and 0.66 percent of sales.

There were 65,097 construction employer firms<sup>142</sup> in the City of Houston marketplace in 2012.

- ◆ African American firms (disparity index of 50.13) were substantially and significantly underutilized, accounting for 0.13 percent of all firms and 0.07 percent of sales.
- ◆ American Indian and Alaska Native firms (disparity index of 0.00) were substantially and significantly underutilized, accounting for 0.05 percent of all firms and 0.00 percent of sales.
- ◆ Asian American firms (disparity index of 37.57) were substantially and significantly underutilized, accounting for 0.24 percent of all firms and 0.09 percent of sales.
- ◆ Hispanic American firms (disparity index of 20.04) were substantially and significantly underutilized, accounting for 1.67 percent of all firms and 0.33 percent of sales.
- ◆ Native Hawaiian and Pacific Islander firm data did not allow for a proper analysis.
- ◆ Nonminority women firms (disparity index of 43.67) were substantially and significantly underutilized, accounting for 1.39 percent of all firms and 0.61 percent of sales.

---

<sup>141</sup> All firms include firms with and without payroll at any time during 2012.

<sup>142</sup> Employer firms include firms with payroll at any time during 2012.

TABLE 6-1.  
PRIVATE SECTOR CENSUS DISPARITIES  
NAICS CODE 23, CONSTRUCTION  
U.S. CENSUS 2012 SURVEY OF BUSINESS OWNERS,  
CITY OF HOUSTON MARKETPLACE

BUSINESS OWNERSHIP CLASSIFICATION	ALL FIRMS <sup>1</sup> (#)	ALL FIRMS, SALES <sup>2</sup> (\$1,000)	EMPLOYER FIRMS (#)	EMPLOYER FIRMS SALES (\$1,000)
All Firms	563,696	309,979,898	65,097	281,255,659
Nonminority Male	513,174	304,424,275	62,826	278,161,417
African American	4,093	278,949	86	186,258
American Indian and Alaska Native	751	61,145	34	0
Asian	2,028	313,619	159	258,071
Hispanic <sup>4</sup>	35,122	2,854,338	1,086	940,317
Native Hawaiian and Other Pacific Islander	53	963	0	0
Nonminority Women	8,475	2,046,609	906	1,709,596
PERCENTAGE OF MARKETPLACE				
All Firms	100.00%	100.00%	100.00%	100.00%
Nonminority Male	91.04%	98.21%	96.51%	98.90%
African American	0.73%	0.09%	0.13%	0.07%
American Indian and Alaska Native	0.13%	0.02%	0.05%	0.00%
Asian	0.36%	0.10%	0.24%	0.09%
Hispanic <sup>4</sup>	6.23%	0.92%	1.67%	0.33%
Native Hawaiian and Other Pacific Islander	0.01%	0.00%	0.00%	0.00%
Nonminority Women	1.50%	0.66%	1.39%	0.61%
DISPARITY RATIOS <sup>3</sup>				
All Firms		100.00		100.00
Nonminority Male		107.88		102.47
African American		12.39		50.13
American Indian and Alaska Native		14.81		0.00
Asian		28.12		37.57
Hispanic <sup>4</sup>		14.78		20.04
Native Hawaiian and Other Pacific Islander		3.30		-
Nonminority Women		43.91		43.67

Source: MGT Consulting Group, LLC conducted private sector disparities marketplace analyses based on U.S. Census Bureau, 2012 Survey of Business Owners (SBO) data.

<sup>1</sup>Firms include employer and nonemployer firms since nonemployer firms can provide services at the subcontractor/subconsultant level and hire independent contractors to increase capacity. Employer firms include firms with payroll at any time during 2012.

<sup>2</sup>Sales includes total shipments, receipts, revenue, or business done by the firm.

<sup>3</sup>Disparity index is the ratio of the percentage of sales to the percentage of available firms multiplied by 100.00. A disparity index below 80.00 indicates a substantial level of disparity.

<sup>4</sup>Hispanic firms are considered an ethnicity in this Census data and therefore may be double counted in race categories, which leads to percentages equaling greater than 100%.

N/A Denotes that there were no firms or sales for the classification.

Disparity results are statistically significant within a 95 percent confidence interval.

### 6.2.2.2 NAICS Code 42: Wholesale Trade, City of Houston Marketplace

**Table 6-2** shows wholesale trade availability, sales, and disparity results (NAICS Code 42).

There was a total of 133,196 wholesale trade firms (all firms) in the City of Houston marketplace in 2012.

- ◆ African American firms (disparity index of 0.80) were substantially and significantly underutilized, accounting for 0.72 percent of all firms and 0.03 percent of sales.
- ◆ American Indian and Alaska Native firms (disparity index of 0.0) were substantially and significantly underutilized, accounting for 0.07 percent of all firms and 0.0 percent of sales.
- ◆ Asian American firms (disparity index of 16.38) were substantially and significantly underutilized, accounting for 2.01 percent of all firms and 0.33 percent of sales.
- ◆ Hispanic American firms (disparity index of 14.60) were substantially and significantly underutilized, accounting for 1.99 percent of all firms and 0.29 percent of sales.
- ◆ Native Hawaiian and Pacific Islander marketplace firm data did not allow for a proper analysis.
- ◆ Nonminority women firms (disparity index of 10.18) were substantially and significantly underutilized, accounting for 2.82 percent of all firms and 0.29 percent of sales.

There was a total of 64,718 wholesale trade employer firms in the City of Houston marketplace in 2012.

- ◆ African American firms (disparity index of 0.00) were substantially and significantly underutilized, accounting for 0.12 percent of all firms and 0.00 percent of sales.
- ◆ American Indian and Alaska Native firms (disparity index of 0.00) were substantially and significantly underutilized, accounting for 0.04 percent of all firms and 0.00 percent of sales.
- ◆ Asian American firms (disparity index of 14.49) were substantially and significantly underutilized, accounting for 2.22 percent of all firms and 0.32 percent of sales.
- ◆ Hispanic American firms (disparity index of 22.78) were substantially and significantly underutilized, accounting for 1.25 percent of all firms and 0.29 percent of sales.
- ◆ Native Hawaiian and Pacific Islander marketplace firm data did not allow for a proper analysis.
- ◆ Nonminority women firms (disparity index of 19.35) were substantially and significantly underutilized, accounting for 1.35 percent of all firms and 0.26 percent of sales.

TABLE 6-2.  
PRIVATE SECTOR CENSUS DISPARITIES  
NAICS CODE 42, WHOLESALE TRADE  
U.S. CENSUS 2012 SURVEY OF BUSINESS OWNERS,  
CITY OF HOUSTON MARKETPLACE

BUSINESS OWNERSHIP CLASSIFICATION	ALL FIRMS <sup>1</sup> (#)	ALL FIRMS, SALES <sup>2</sup> (\$1,000)	EMPLOYER FIRMS (#)	EMPLOYER FIRMS SALES (\$1,000)
All Firms	133,196	2,639,910,114	64,718	2,629,716,292
Nonminority Male	123,050	2,615,798,520	61,489	2,606,778,464
African American	960	153,026	76	0
American Indian and Alaska Native	96	0	26	0
Asian	2,683	8,710,153	1,439	8,471,182
Hispanic <sup>4</sup>	2,651	7,669,452	812	7,516,258
Native Hawaiian and Other Pacific Islander	0	0	0	0
Nonminority Women	3,756	7,578,963	876	6,950,388
PERCENTAGE OF MARKETPLACE				
All Firms	100.00%	100.00%	100.00%	100.00%
Nonminority Male	92.38%	99.09%	95.01%	99.13%
African American	0.72%	0.01%	0.12%	0.00%
American Indian and Alaska Native	0.07%	0.00%	0.04%	0.00%
Asian	2.01%	0.33%	2.22%	0.32%
Hispanic <sup>4</sup>	1.99%	0.29%	1.25%	0.29%
Native Hawaiian and Other Pacific Islander	0.00%	0.00%	0.00%	0.00%
Nonminority Women	2.82%	0.29%	1.35%	0.26%
DISPARITY RATIOS <sup>3</sup>				
All Firms		100.00		100.00
Nonminority Male		107.26		104.33
African American		0.80		0.00
American Indian and Alaska Native		0.00		0.00
Asian		16.38		14.49
Hispanic <sup>4</sup>		14.60		22.78
Native Hawaiian and Other Pacific Islander		-		-
Nonminority Women		10.18		19.53

Source: MGT Consulting Group, LLC conducted private sector disparities marketplace analyses based on U.S. Census Bureau, 2012 Survey of Business Owners (SBO) data.

<sup>1</sup>Firms include employer and nonemployer firms since nonemployer firms can provide services at the subcontractor/subconsultant level and hire independent contractors to increase capacity. Employer firms include firms with payroll at any time during 2012.

<sup>2</sup>Sales includes total shipments, receipts, revenue, or business done by the firm.

<sup>3</sup>Disparity index is the ratio of the percentage of sales to the percentage of available firms multiplied by 100.00. A disparity index below 80.00 indicates a substantial level of disparity.

<sup>4</sup>Hispanic firms are considered an ethnicity in this Census data and therefore may be double counted in race categories, which leads to percentages equaling greater than 100%.

N/A Denotes that there were no firms or sales for the classification.

Disparity results are statistically significant within a 95 percent confidence interval.

### 6.2.2.3 NAICS Code 54: Professional, Scientific and Technical Services, City of Houston Marketplace

Table 6-3 shows the availability, sales, and disparity results for professional, scientific, and technical services (NAICS Code 54).

There was a total of 708,032 professional, scientific, and technical services firms (all firms) in the City of Houston marketplace in 2012.

- ◆ African American firms (disparity index of 11.30) were substantially and significantly underutilized, accounting for 1.19 percent of all firms and 0.13 percent of sales.
- ◆ American Indian and Alaska Native (disparity index of 29.36) were substantially and significantly underutilized, accounting for 0.08 percent of all firms and 0.02 percent of sales.
- ◆ Asian American firms (disparity index of 42.17) substantially and significantly underutilized, accounting for 1.16 percent of all firms and 0.49 percent of sales.
- ◆ Hispanic American firms (disparity index of 26.30) were substantially and significantly underutilized, accounting for 1.63 percent of all firms and 0.43 percent of sales.
- ◆ Native Hawaiian and Pacific Islander firms (disparity index of 0.00) were substantially and significantly underutilized, accounting for 0.01 percent of all firms and 0.00 percent of sales.
- ◆ Nonminority women firms (disparity index of 26.76) were substantially and significantly underutilized, accounting for 3.96 percent of all firms and 1.06 percent of sales.

There was a total of 129,494 professional, scientific, and technical services employer firms in the City of Houston marketplace in 2012.

- ◆ African American firms (disparity index of 19.48) were substantially and significantly underutilized, accounting for 0.42 percent of all firms and 0.08 percent of sales.
- ◆ American Indian and Alaska Native firms (disparity index of 23.22) were substantially and significantly underutilized, accounting for 0.08 percent of all firms and 0.02 percent of sales.
- ◆ Asian American firms (disparity index of 30.24) were substantially and significantly underutilized, accounting for 1.40 percent of all firms and 0.42 percent of sales.
- ◆ Hispanic American firms (disparity index of 43.57) were substantially and significantly underutilized, accounting for 0.81 percent of all firms and 0.35 percent of sales.
- ◆ Native Hawaiian and Pacific Islander firms (disparity index of 0.00) were substantially and significantly underutilized, accounting for 0.01 percent of all firms and 0.00 percent of sales.
- ◆ Nonminority women firms (disparity index of 36.18) were substantially and significantly underutilized, accounting for 2.38 percent of all firms and 0.86 percent of sales.

TABLE 6-3.  
PRIVATE SECTOR CENSUS DISPARITIES  
NAICS CODE 54, PROFESSIONAL, SCIENTIFIC, AND TECHNICAL SERVICES  
U.S. CENSUS 2012 SURVEY OF BUSINESS OWNERS,  
CITY OF HOUSTON MARKETPLACE

BUSINESS OWNERSHIP CLASSIFICATION	ALL FIRMS <sup>1</sup> (#)	ALL FIRMS, SALES <sup>2</sup> (\$1,000)	EMPLOYER FIRMS (#)	EMPLOYER FIRMS SALES (\$1,000)
All Firms	708,032	324,500,473	129,494	291,601,456
Nonminority Male	651,233	317,576,668	122,899	286,541,733
Minority	28,791	3,488,908	3,519	2,553,932
African American	8,412	435,782	539	236,466
American Indian and Alaska Native	551	74,150	110	57,527
Asian	8,229	1,590,407	1,813	1,234,696
Hispanic <sup>4</sup>	11,519	1,388,569	1,045	1,025,243
Native Hawaiian and Other Pacific Islander	80	0	12	0
Nonminority Women	28,008	3,434,897	3,076	2,505,791
<b>PERCENTAGE OF MARKETPLACE</b>				
All Firms	100.00%	100.00%	100.00%	100.00%
Nonminority Male	91.98%	97.87%	94.91%	98.26%
Minority	4.07%	1.08%	2.72%	0.88%
African American	1.19%	0.13%	0.42%	0.08%
American Indian and Alaska Native	0.08%	0.02%	0.08%	0.02%
Asian	1.16%	0.49%	1.40%	0.42%
Hispanic <sup>4</sup>	1.63%	0.43%	0.81%	0.35%
Native Hawaiian and Other Pacific Islander	0.01%	0.00%	0.01%	0.00%
Nonminority Women	3.96%	1.06%	2.38%	0.86%
<b>DISPARITY RATIOS<sup>3</sup></b>				
All Firms		100.00		100.00
Nonminority Male		106.40		103.54
Minority		26.44		32.23
African American		11.30		19.48
American Indian and Alaska Native		29.36		23.22
Asian		42.17		30.24
Hispanic <sup>4</sup>		26.30		43.57
Native Hawaiian and Other Pacific Islander		0.00		0.00
Nonminority Women		26.76		36.18

Source: MGT Consulting Group, LLC conducted private sector disparities marketplace analyses based on U.S. Census Bureau, 2012 Survey of Business Owners (SBO) data.

<sup>1</sup>Firms include employer and nonemployer firms since nonemployer firms can provide services at the subcontractor/subconsultant level and hire independent contractors to increase capacity. Employer firms include firms with payroll at any time during 2012.

<sup>2</sup>Sales includes total shipments, receipts, revenue, or business done by the firm.

<sup>3</sup>Disparity index is the ratio of the percentage of sales to the percentage of available firms multiplied by 100.00. A disparity index below 80.00 indicates a substantial level of disparity.

<sup>4</sup>Hispanic firms are considered an ethnicity in this Census data and therefore may be double counted in race categories, which leads to percentages equaling greater than 100%.

Disparity results are statistically significant within a 95 percent confidence interval.



#### 6.2.2.4 NAICS Code 56: Administrative and Support and Waste Management and Remediation Services, City of Houston Marketplace

Table 6-4 shows the availability, sales, and disparity results for administrative, support, waste management, and remediation services (NAICS Code 56).

There were 557,904 administrative and support and waste management and remediation services firms (all firms) in the City of Houston marketplace in 2012.

- ◆ African American firms (disparity index of 16.22) were substantially and significantly underutilized, accounting for 1.81 percent of all firms and 0.29 percent of sales.
- ◆ American Indian and Alaska Native firms (disparity index of 6.06) were substantially and significantly underutilized, accounting for 0.14 percent of all firms and 0.01 percent of sales.
- ◆ Asian American firms (disparity index of 57.77) were substantially and significantly underutilized, accounting for 0.55 percent of all firms and 0.32 percent of sales.
- ◆ Hispanic American firms (disparity index of 18.43) were substantially and significantly underutilized, accounting for 5.45 percent of all firms and 1.00 percent of sales.
- ◆ Native Hawaiian and Pacific Islander firms (disparity index of 7.13) were substantially and significantly underutilized, accounting for 0.01 percent of all firms and 0.00 percent of sales.
- ◆ Nonminority women firms (disparity index of 31.85) were substantially and significantly underutilized, accounting for 6.19 percent of all firms and 1.97 percent of sales.

There were 48,665 administrative and support and waste management and remediation services employer firms in the City of Houston marketplace in 2012.

- ◆ African American firms (disparity index of 41.62) were substantially and significantly underutilized, accounting for 0.54 percent of all firms and 0.22 percent of sales.
- ◆ American Indian and Alaska Native firms (disparity index of 0.00) were substantially and significantly underutilized, accounting for 0.03 percent of all firms and 0.00 percent of sales.
- ◆ Asian American firms (disparity index of 41.14) were substantially and significantly underutilized, accounting for 0.76 percent of all firms and 0.31 percent of sales.
- ◆ Hispanic American firms (disparity index of 80.14) were substantially and significantly underutilized, accounting for 0.89 percent of all firms and 0.71 percent of sales.
- ◆ Native Hawaiian and Pacific Islander marketplace firm data did not allow for a proper analysis.
- ◆ Nonminority women firms (disparity index of 68.65) were substantially and significantly underutilized, accounting for 2.61 percent of all firms and 1.79 percent of sales.

TABLE 6-4.  
PRIVATE SECTOR CENSUS DISPARITIES  
NAICS CODE 56, ADMINISTRATIVE AND SUPPORT/WASTE MANAGEMENT AND REMEDIATION SERVICES  
U.S. CENSUS 2012 SURVEY OF BUSINESS OWNERS,  
CITY OF HOUSTON MARKETPLACE

BUSINESS OWNERSHIP CLASSIFICATION	ALL FIRMS <sup>1</sup> (#)	ALL FIRMS, SALES <sup>2</sup> (\$1,000)	EMPLOYER FIRMS (#)	EMPLOYER FIRMS SALES (\$1,000)
All Firms	557,904	136,325,027	48,665	122,490,716
Nonminority Male	478,987	131,424,757	46,317	118,770,665
African American	10,118	400,930	261	273,402
American Indian and Alaska Nativem	760	11,257	17	0
Asian	3,050	430,573	368	381,090
Hispanic <sup>4</sup>	30,397	1,369,067	431	869,422
Native Hawaiian and Other Pacific Islander	67	1,167	0	0
Nonminority Women	34,525	2,687,276	1,271	2,196,137
<b>PERCENTAGE OF MARKETPLACE</b>				
All Firms	100.00%	100.00%	100.00%	100.00%
Nonminority Male	85.85%	96.41%	95.18%	96.96%
African American	1.81%	0.29%	0.54%	0.22%
American Indian and Alaska Native	0.14%	0.01%	0.03%	0.00%
Asian	0.55%	0.32%	0.76%	0.31%
Hispanic <sup>4</sup>	5.45%	1.00%	0.89%	0.71%
Native Hawaiian and Other Pacific Islander	0.01%	0.00%	0.00%	0.00%
Nonminority Women	6.19%	1.97%	2.61%	1.79%
<b>DISPARITY RATIOS<sup>3</sup></b>				
All Firms		100.00		100.00
Nonminority Male		112.29		101.88
African American		16.22		41.62
American Indian and Alaska Native		6.06		0.00
Asian		57.77		41.14
Hispanic <sup>4</sup>		18.43		80.14
Native Hawaiian and Other Pacific Islander		7.13		-
Nonminority Women		31.85		68.65

Source: MGT Consulting Group, LLC conducted private sector disparities marketplace analyses based on U.S. Census Bureau, 2012 Survey of Business Owners (SBO) data.

<sup>1</sup>Firms include employer and nonemployer firms since nonemployer firms can provide services at the subcontractor/subconsultant level and hire independent contractors to increase capacity. Employer firms include firms with payroll at any time during 2012.

<sup>2</sup>Sales includes total shipments, receipts, revenue, or business done by the firm.

<sup>3</sup>Disparity index is the ratio of the percentage of sales to the percentage of available firms multiplied by 100.00. A disparity index below 80.00 indicates a substantial level of disparity.

<sup>4</sup>Hispanic firms are considered an ethnicity in this Census data and therefore may be double counted in race categories, which leads to percentages equaling greater than 100%.

N/A Denotes that there were no firms or sales for the classification.

Disparity results are statistically significant within a 95 percent confidence interval.

### 6.2.2.5 NAICS Code 81: Other Services (Except Public Administration), City of Houston Marketplace

Table 6-5 shows the availability, sales, and disparity results for NAICS Code other services (except public administration) (NAICS Code 81).

There were a total of 657,009 other services (except public administration) firms (all firms) in the City of Houston marketplace in 2012.

- ◆ African American firms (disparity index of 16.79) were substantially and significantly underutilized, accounting for 2.19 percent of all firms and 0.37 percent of sales.
- ◆ American Indian and Alaska Native firms (disparity index of 11.22) were substantially and significantly underutilized, accounting for 0.13 percent of all firms and 0.01 percent of sales.
- ◆ Asian American firms (disparity index of 94.23) were underutilized, accounting for 1.98 percent of all firms and 1.87 percent of sales.
- ◆ Hispanic American firms (disparity index of 44.44) were substantially and significantly underutilized, accounting for 2.62 percent of all firms and 1.17 percent of sales.
- ◆ Native Hawaiian or Pacific Islander firms (disparity index of 21.45) were substantially and significantly underutilized, accounting for 0.00 percent of all firms and 0.00 percent of sales.
- ◆ Data for nonminority women firms (disparity index of 41.05) were substantially and significantly underutilized, accounting for 6.29 percent of all firms and 2.58 percent of sales.

There were 52,185 other services (except public administration) employer firms in the City of Houston marketplace in 2012.

- ◆ African American firms (disparity index of 56.00) were substantially and significantly underutilized, accounting for 0.13 percent of all firms and 0.07 percent of sales.
- ◆ American Indian and Alaska Native firms (disparity index of 0.00) were substantially and significantly underutilized, accounting for 0.00 percent of all firms and 0.00 percent of sales.
- ◆ Hispanic American firms (disparity index of 42.73) were substantially and significantly underutilized, accounting for 1.13 percent of all firms and 0.48 percent of sales.
- ◆ Native Hawaiian or Pacific Islander marketplace firm data did not allow for a proper analysis.
- ◆ Data for nonminority women firms (disparity index of 45.71) were substantially and significantly underutilized, accounting for 3.16 percent of all firms and 1.45 percent of sales.

TABLE 6-5.  
PRIVATE SECTOR CENSUS DISPARITIES  
NAICS CODE 81, OTHER SERVICES (EXCEPT PUBLIC ADMINISTRATION)  
U.S. CENSUS 2012 SURVEY OF BUSINESS OWNERS,  
CITY OF HOUSTON MARKETPLACE

BUSINESS OWNERSHIP CLASSIFICATION	ALL FIRMS <sup>1</sup> (#)	ALL FIRMS, SALES <sup>2</sup> (\$1,000)	EMPLOYER FIRMS (#)	EMPLOYER FIRMS SALES (\$1,000)
All Firms	657,009	59,422,925	52,185	39,715,809
Nonminority Male	570,169	55,858,831	49,026	38,262,813
African American	14,391	218,489	66	28,128
American Indian and Alaska Native	839	8,511	1	0
Asian	13,021	1,109,699	852	658,950
Hispanic <sup>4</sup>	17,246	693,102	590	191,883
Native Hawaiian and Other Pacific Islander	30	582	0	0
Nonminority Women	41,313	1,533,711	1,650	574,035
<b>PERCENTAGE OF MARKETPLACE</b>				
All Firms	100.00%	100.00%	100.00%	100.00%
Nonminority Male	86.78%	94.00%	93.95%	96.34%
African American	2.19%	0.37%	0.13%	0.07%
American Indian and Alaska Native	0.13%	0.01%	0.00%	0.00%
Asian	1.98%	1.87%	1.63%	1.66%
Hispanic <sup>4</sup>	2.62%	1.17%	1.13%	0.48%
Native Hawaiian and Other Pacific Islander	0.00%	0.00%	0.00%	0.00%
Nonminority Women	6.29%	2.58%	3.16%	1.45%
<b>DISPARITY RATIOS<sup>3</sup></b>				
All Firms		100.00		100.00
Nonminority Male		108.32		102.55
African American		16.79		56.00
American Indian and Alaska Native		11.22		0.00
Asian		94.23		101.62
Hispanic <sup>4</sup>		44.44		42.73
Native Hawaiian and Other Pacific Islander		21.45		-
Nonminority Women		41.05		45.71

Source: MGT Consulting Group, LLC conducted private sector disparities marketplace analyses based on U.S. Census Bureau, 2012 Survey of Business Owners (SBO) data.

<sup>1</sup>Firms include employer and nonemployer firms since nonemployer firms can provide services at the subcontractor/subconsultant level and hire independent contractors to increase capacity. Employer firms include firms with payroll at any time during 2012.

<sup>2</sup>Sales includes total shipments, receipts, revenue, or business done by the firm.

<sup>3</sup>Disparity index is the ratio of the percentage of sales to the percentage of available firms multiplied by 100.00. A disparity index below 80.00 indicates a substantial level of disparity.

<sup>4</sup>Hispanic firms are considered an ethnicity in this Census data and therefore may be double counted in race categories, which leads to percentages equaling greater than 100%.

N/A Denotes that there were no firms or sales for the classification.

Disparity results are statistically significant within a 95 percent confidence interval.

### 6.2.3 SBO Conclusion

The SBO analysis shows consistent underutilization of M/WBE firms relative to their availability in the marketplace. The results suggest that disparities exist in the broader private sector in which City of Houston conducts business and supports the idea that City of Houston should maintain remedies to avoid passive participation in discrimination, irrespective of circumstances in the public sector.

Furthermore, the five procurement categories analyzed showed substantial and statistically significant disparities among defined M/WBE classes where sufficient data were available.

## 6.3 Private Sector Disparities in ABS Census Data

As described above, SBO data is a vital resource in helping to answer the overarching research question regarding the existence of disparities in the private sector and the specific question of whether these disparities exist in procurement categories relevant to the City of Houston contracting domain. A limitation with the SBO data is, of course, its age. In 2017, the Census Bureau replaced the SBO data with the American Business Survey (ABS). Essentially this dataset is the same as the SBO with one caveat. ABS data no longer provides information for all firms, only employer firms. This data is still valuable for determining more recent private sector disparities, but it excludes a sector usually dominated by smaller businesses that are the beneficiary of any M/WBE program.

As with the SBO data, ABS gathers and reports data on firms with paid employees, including workers on the payroll (employer firms). MGT calculated private sector disparity indices to examine whether M/WBE firms in any of these categories received a proportionate share of sales based on the availability of M/WBE firms. Disparity indices were reviewed for firms with employees. It should be noted that all of the disparity indices in the ABS tables are statistically significant within a **95 percent** confidence interval. The same NAICS codes as the SBO analysis were analyzed for the ABS data and the same marketplace.

### 6.3.1 Results of Analysis

**Tables 6-6** through **6-10** show the measures of private sector disparities based on U.S. Census 2017 ABS data for the population of available firms in the City of Houston marketplace by race, ethnicity, and gender for construction; wholesale trade; professional, scientific, and technical services; administrative and support and waste management and remediation services; and other services (except public administration).

Based on the analysis of the U.S. Census, 2017 ABS data, overall, there remains a significant gap between the market share of M/WBE firms and their share of the City of Houston marketplace business population, where data was available.

### 6.3.1.1 NAICS Code 23: Construction, City of Houston Marketplace

**Table 6-6** shows the construction availability, sales, and disparity results (NAICS Code 23).

There were 571,580 construction employer firms<sup>143</sup> in the City of Houston marketplace in 2017.

- ◆ African American firms (disparity index of 50.82) were substantially underutilized accounting for 1.26 percent of all firms and 0.64 percent of sales.
- ◆ American Indian and Alaska firms (disparity index of 99.39) were underutilized, accounting for 0.10 percent of all firms and 0.10 percent of sales.
- ◆ Asian American firms (disparity index of 92.51) were underutilized, accounting for 0.63 percent of all firms and 0.58 percent of sales.
- ◆ Hispanic American firms (disparity index of 93.58) were underutilized, accounting for 8.92 percent of all firms and 8.34 percent of sales.
- ◆ Native Hawaiian and Pacific Islander firms (disparity index of 87.09) were underutilized, accounting for 0.02 percent of all firms and 0.02 percent of sales.
- ◆ Data for nonminority women firms (disparity index of 72.37) were underutilized, accounting for 2.19 percent of all firms and 1.58 percent of sales.

---

<sup>143</sup> Employer firms include firms with payroll at any time during 2017.

TABLE 6-6.  
PRIVATE SECTOR CENSUS DISPARITIES  
NAICS CODE 23, CONSTRUCTION  
U.S. CENSUS 2017 ANNUAL BUSINESS SURVEY,  
CITY OF HOUSTON MARKETPLACE

BUSINESS OWNERSHIP CLASSIFICATION	EMPLOYER FIRMS (#)	EMPLOYER FIRMS SALES (\$1,000)
All Firms	571,580	36,831,021
Nonminority Male	496,580	32,678,426
African American	7,200	235,777
American Indian and Alaska Native	600	38,427
Asian	3,600	214,595
Hispanic <sup>4</sup>	51,000	3,075,297
Native Hawaiian and Other Pacific Islander	100	5,612
Nonminority Women	12,500	582,887
PERCENTAGE OF MARKETPLACE		
All Firms	100.00%	100.00%
Nonminority Male	86.88%	88.73%
African American	1.26%	0.64%
American Indian and Alaska Native	0.10%	0.10%
Asian	0.63%	0.58%
Hispanic <sup>4</sup>	8.92%	8.35%
Native Hawaiian and Other Pacific Islander	0.02%	0.02%
Nonminority Women	2.19%	1.58%
DISPARITY RATIOS <sup>3</sup>		
All Firms		100.00
Nonminority Male		102.13
African American		50.82
American Indian and Alaska Native		99.39
Asian		92.51
Hispanic <sup>4</sup>		93.58
Native Hawaiian and Other Pacific Islander		87.09
Nonminority Women		72.37

Source: MGT Consulting Group, LLC conducted private sector disparities marketplace analyses based on U.S. Census Bureau, 2017 Annual Business Survey (ABS) data.

<sup>1</sup> Employer firms include firms with payroll at any time during 2017.

<sup>2</sup> Sales includes total shipments, receipts, revenue, or business done by the firm.

<sup>3</sup> Disparity index is the ratio of the percentage of sales to percentage of available firms multiplied by 100.00. A disparity index below 80.00 indicates a substantial level of disparity.

<sup>4</sup> Hispanic firms are considered an ethnicity in this Census data and therefore may be double counted in race categories, which leads to percentages equaling greater than 100%.

N/A Denotes that there were no firms or sales for the classification.

Disparity results are statistically significant within a 95 percent confidence interval.

### 6.3.1.2 NAICS Code 42: Wholesale Trade, City of Houston Marketplace

**Table 6-7** shows wholesale trade availability, sales, and disparity results (NAICS Code 42).

There were 59,770 wholesale trade employer firms in the City of Houston marketplace in 2017.

- ◆ African American firms (disparity index of 49.30) were substantially and significantly underutilized, accounting for 1.59 percent of all firms and 0.78 percent of sales.
- ◆ American Indian and Alaska Native firms (disparity index of 49.10) were substantially and significantly underutilized, accounting for 0.05 percent of all firms and 0.02 percent of sales.
- ◆ Asian American firms (disparity index of 122.44) were overutilized, accounting for 2.18 percent of all firms and 2.66 percent of sales.
- ◆ Hispanic American firms (disparity index of 83.45) were substantially and significantly underutilized, accounting for 3.51 percent of all firms and 2.93 percent of sales.
- ◆ Native Hawaiian and Pacific Islander firm data did not allow for a proper analysis.
- ◆ Nonminority women firms (disparity index of 52.92) were substantially and significantly underutilized, accounting for 4.68 percent of all firms and 2.48 percent of sales.



TABLE 6-7.  
PRIVATE SECTOR CENSUS DISPARITIES  
NAICS CODE 42, WHOLESALE TRADE<sup>144</sup>  
U.S. CENSUS 2017 ANNUAL BUSINESS SURVEY,  
CITY OF HOUSTON MARKETPLACE

BUSINESS OWNERSHIP CLASSIFICATION	EMPLOYER FIRMS (#)	EMPLOYER FIRMS SALES (\$1,000)
All Firms	59,770	6,383,382
Nonminority Male	52,590	5,816,385
African American	950	50,018
American Indian and Alaska Native	30	1,573
Asian	1,300	169,996
Hispanic <sup>4</sup>	2,100	187,149
Native Hawaiian and Other Pacific Islander	0	0
Nonminority Women	2,800	158,261
<b>PERCENTAGE OF MARKETPLACE</b>		
All Firms	100.00%	100.00%
Nonminority Male	87.99%	91.12%
African American	1.59%	0.78%
American Indian and Alaska Native	0.05%	0.02%
Asian	2.18%	2.66%
Hispanic <sup>4</sup>	3.51%	2.93%
Native Hawaiian and Other Pacific Islander	0.00%	0.00%
Nonminority Women	4.68%	2.48%
<b>DISPARITY RATIOS<sup>3</sup></b>		
All Firms		100.00
Nonminority Male		103.56
African American		49.30
American Indian and Alaska Native		49.10
Asian		122.44
Hispanic <sup>4</sup>		83.45
Native Hawaiian and Other Pacific Islander		-
Nonminority Women		52.92

Source: MGT Consulting Group, LLC conducted private sector disparities marketplace analyses based on U.S. Census Bureau, 2017 Annual Business Survey (ABS) data.

<sup>1</sup> Employer firms include firms with payroll at any time during 2017.

<sup>2</sup> Sales includes total shipments, receipts, revenue, or business done by the firm.

<sup>3</sup> Disparity index is the ratio of the percentage of sales to the percentage of available firms multiplied by 100.00. A disparity index below 80.00 indicates a substantial level of disparity.

<sup>4</sup> Hispanic firms are considered an ethnicity in this Census data and therefore may be double counted in race categories, which leads to percentages equaling greater than 100%.

N/A Denotes that there were no firms or sales for the classification.

Disparity results are statistically significant within a 95 percent confidence interval.

<sup>144</sup> This sector encompasses businesses involved in the distribution of goods to retailers, professional users, or other businesses. It includes activities such as merchant wholesalers, agents, brokers, and electronic markets and agents/brokers.

### 6.3.1.3 NAICS Code 54: Professional, Scientific, and Technical Services, City of Houston Marketplace

**Table 6-8** shows the availability, sales, and disparity results for professional, scientific, and technical services (NAICS Code 54).

There was a total of 584,710 professional, scientific, and technical services employer firms in the City of Houston marketplace in 2017.

- ◆ African American firms (disparity index of 52.19) were substantially and significantly underutilized, accounting for 1.88 percent of all firms and 0.89 percent of sales.
- ◆ American Indian and Alaska Native firms (disparity index of 56.51) were substantially and significantly underutilized, accounting for 0.03 percent of all firms and 0.02 percent of sales.
- ◆ Asian American firms (disparity index of 90.30) were underutilized, accounting for 1.61 percent of all firms and 1.45 percent of sales.
- ◆ Hispanic American firms (disparity index of 72.90) were substantially and significantly underutilized, accounting for 2.48 percent of all firms and 1.81 percent of sales.
- ◆ Native Hawaiian and Pacific Islander firms (disparity index of 109.35) were overutilized, accounting for 0.01 percent of all firms and 0.01 percent of sales.
- ◆ Nonminority women firms (disparity index of 64.45) were substantially and significantly underutilized, accounting for 5.73 percent of all firms and 3.69 percent of sales.

TABLE 6-8.  
PRIVATE SECTOR CENSUS DISPARITIES  
NAICS CODE 54, PROFESSIONAL, SCIENTIFIC, AND TECHNICAL SERVICES  
U.S. CENSUS 2017 ANNUAL BUSINESS SURVEY,  
CITY OF HOUSTON MARKETPLACE

BUSINESS OWNERSHIP CLASSIFICATION	EMPLOYER FIRMS (#)	EMPLOYER FIRMS SALES (\$1,000)
All Firms	584,710	31,120,483
Nonminority Male	516,050	28,641,918
African American	11,000	305,550
American Indian and Alaska Native	200	6,015
Asian	9,400	451,773
Hispanic <sup>4</sup>	14,500	562,592
Native Hawaiian and Other Pacific Islander	60	3,492
Nonminority Women	33,500	1,149,143
PERCENTAGE OF MARKETPLACE		
All Firms	100.00%	100.00%
Nonminority Male	88.26%	92.04%
African American	1.88%	0.98%
American Indian and Alaska Native	0.03%	0.02%
Asian	1.61%	1.45%
Hispanic <sup>4</sup>	2.48%	1.81%
Native Hawaiian and Other Pacific Islander	0.01%	0.01%
Nonminority Women	5.73%	3.69%
DISPARITY RATIOS <sup>3</sup>		
All Firms		100.00
Nonminority Male		103.19
African American		52.19
American Indian and Alaska Native		56.51
Asian		90.30
Hispanic <sup>4</sup>		72.90
Native Hawaiian and Other Pacific Islander		109.35
Nonminority Women		64.45

Source: MGT Consulting Group, LLC conducted private sector disparities marketplace analyses based on U.S. Census Bureau, 2017 Annual Business Survey (ABS) data.

<sup>1</sup> Employer firms include firms with payroll at any time during 2017.

<sup>2</sup> Sales includes total shipments, receipts, revenue, or business done by the firm.

<sup>3</sup> Disparity index is the ratio of the percentage of sales to the percentage of available firms multiplied by 100.00. A disparity index below 80.00 indicates a substantial level of disparity.

<sup>4</sup> Hispanic firms are considered an ethnicity in this Census data and therefore may be double counted in race categories, which leads to percentages equaling greater than 100%.

N/A Denotes that there were no firms or sales for the classification.

Disparity results are statistically significant within a 95 percent confidence interval.

### 6.3.1.4 NAICS Code 56: Administrative and Support and Waste Management and Remediation Services, City of Houston Marketplace

Table 6-9 shows the availability, sales, and disparity results for administrative and support and waste management and remediation services (NAICS Code 56).

There were 550,050 administrative and support and waste management and remediation services employer firms in the City of Houston marketplace in 2017.

- ◆ African American firms (disparity index of 65.29) were substantially and significantly underutilized, accounting for 2.91 percent of all firms and 1.90 percent of sales.
- ◆ American Indian and Alaska Native firms (disparity index of 89.09) were underutilized, accounting for 0.10 percent of all firms and 0.09 percent of sales.
- ◆ Asian American firms (disparity index of 106.56) were overutilized, accounting for 0.91 percent of all firms and 0.97 percent of sales.
- ◆ Hispanic American firms (disparity index of 96.03) were underutilized, accounting for 7.27 percent of all firms and 6.98 percent of sales.
- ◆ Native Hawaiian and Pacific Islander firms (disparity index of 76.11) were substantially and significantly underutilized, accounting for 0.02 percent of all firms and 0.01 percent of sales.
- ◆ Nonminority women firms (disparity index of 72.89) were substantially and significantly underutilized, accounting for 8.18 percent of all firms and 5.96 percent of sales.

TABLE 6-9.  
PRIVATE SECTOR CENSUS DISPARITIES  
NAICS CODE 56, ADMINISTRATIVE AND SUPPORT/WASTE MANAGEMENT AND REMEDIATION  
SERVICES U.S. CENSUS 2017 ANNUAL BUSINESS SURVEY,  
CITY OF HOUSTON MARKETPLACE

BUSINESS OWNERSHIP CLASSIFICATION	EMPLOYER FIRMS (#)	EMPLOYER FIRMS SALES (\$1,000)
All Firms	550,050	12,101,802
Nonminority Male	443,410	10,175,730
African American	16,000	229,851
American Indian and Alaska Native	550	10,779
Asian	5,000	117,221
Hispanic <sup>4</sup>	40,000	845,098
Native Hawaiian and Other Pacific Islander	90	1,507
Nonminority Women	45,000	721,616
PERCENTAGE OF MARKETPLACE		
All Firms	100.00%	100.00%
Nonminority Male	80.61%	84.08%
African American	2.91%	1.90%
American Indian and Alaska Native	0.10%	0.09%
Asian	0.91%	0.97%
Hispanic <sup>4</sup>	7.27%	6.98%
Native Hawaiian and Other Pacific Islander	0.02%	0.01%
Nonminority Women	8.18%	5.96%
DISPARITY RATIOS <sup>3</sup>		
All Firms		100.00
Nonminority Male		104.31
African American		65.29
American Indian and Alaska Native		89.08
Asian		106.56
Hispanic <sup>4</sup>		96.03
Native Hawaiian and Other Pacific Islander		76.11
Nonminority Women		72.89

Source: MGT Consulting Group, LLC conducted private sector disparities marketplace analyses based on U.S. Census Bureau, 2017 Annual Business Survey (ABS) data.

<sup>1</sup> Employer firms include firms with payroll at any time during 2017.

<sup>2</sup> Sales includes total shipments, receipts, revenue, or business done by the firm.

<sup>3</sup> Disparity index is the ratio of the percentage of sales to percentage of available firms multiplied by 100.00. A disparity index below 80.00 indicates a substantial level of disparity.

<sup>4</sup> Hispanic firms are considered an ethnicity in this Census data and therefore may be double counted in race categories, which leads to percentages equaling greater than 100%.

N/A Denotes that there were no firms or sales for the classification.

Disparity results are statistically significant within a 95 percent confidence interval.

### 6.3.1.5 NAICS Code 81: Other Services (Except Public Administration), City of Houston Marketplace

**Table 6-10** shows the availability, sales, and disparity results for NAICS Code other services (except public administration) (NAICS Code 81).

There were 571,950 other services (except public administration) employer firms in the City of Houston marketplace in 2017.

- ◆ African American firms (disparity index of 52.78) were substantially and significantly underutilized, accounting for 3.58 percent of all firms and 1.89 percent of sales.
- ◆ American Indian and Alaska Native firms (disparity index of 94.61) underutilized, accounting for 0.05 percent of all firms and 0.05 percent of sales.
- ◆ Asian American firms (disparity index of 115.69) were overutilized, accounting for 4.11 percent of all firms and 4.75 percent of sales.
- ◆ Hispanic American firms (disparity index of 103.69) were overutilized, accounting for 3.67 percent of all firms and 3.81 percent of sales.
- ◆ Native Hawaiian or Pacific Islander firms (disparity index of 73.66) were substantially and significantly underutilized, accounting for 0.01 percent of all firms and 0.01 percent of sales.
- ◆ Nonminority women firms (disparity index of 77.74) were substantially and significantly underutilized, accounting for 8.39 percent of all firms and 6.52 percent of sales.

TABLE 6-10.  
PRIVATE SECTOR CENSUS DISPARITIES  
NAICS CODE 81, OTHER SERVICES (EXCEPT PUBLIC ADMINISTRATION)  
U.S. CENSUS 2017 ANNUAL BUSINESS SURVEY,  
CITY OF HOUSTON MARKETPLACE

BUSINESS OWNERSHIP CLASSIFICATION	EMPLOYER FIRMS (#)	EMPLOYER FIRMS SALES (\$1,000)
All Firms	571,950	17,717,088
Nonminority Male	458,590	14,699,165
African American	20,500	335,182
American Indian and Alaska Native	300	8,792
Asian	23,500	842,133
Hispanic <sup>4</sup>	21,000	674,531
Native Hawaiian and Other Pacific Islander	60	1,369
Nonminority Women	48,000	1,155,916
PERCENTAGE OF MARKETPLACE		
All Firms	100.00%	100.00%
Nonminority Male	80.18%	82.97%
African American	3.58%	1.89%
American Indian and Alaska Native	0.05%	0.05%
Asian	4.11%	4.75%
Hispanic <sup>4</sup>	3.67%	3.81%
Native Hawaiian and Other Pacific Islander	0.01%	0.01%
Nonminority Women	8.39%	6.52%
DISPARITY RATIOS <sup>3</sup>		
All Firms		100.00
Nonminority Male		103.47
African American		52.78
American Indian and Alaska Native		94.61
Asian		115.69
Hispanic <sup>4</sup>		103.69
Native Hawaiian and Other Pacific Islander		73.66
Nonminority Women		77.74

Source: MGT Consulting Group, LLC conducted private sector disparities marketplace analyses based on U.S. Census Bureau, 2017 Annual Business Survey (ABS) data.

<sup>1</sup> Employer firms include firms with payroll at any time during 2017.

<sup>2</sup> Sales includes total shipments, receipts, revenue, or business done by the firm.

<sup>3</sup> Disparity index is the ratio of the percentage of sales to the percentage of available firms multiplied by 100.00. A disparity index below 80.00 indicates a substantial level of disparity.

<sup>4</sup> Hispanic firms are considered an ethnicity in this Census data and therefore may be double counted in race categories, which leads to percentages equaling greater than 100%.

N/A Denotes that there were no firms or sales for the classification.

Disparity results are statistically significant within a 95 percent confidence interval.

### 6.3.2 ABS Conclusion

Like the SBO analysis, the ABS analysis shows consistent underutilization of M/WBE firms relative to their availability in the marketplace. These results provide evidence that disparities exist in the broader private sector, thus supporting the need for City of Houston to maintain remedies to avoid passive participation in discrimination, irrespective of circumstances in the public sector.

As with the SBO results, the ABS results for each of the five procurement categories analyzed showed substantial disparity among defined M/WBE classes where sufficient data were available.

## 6.4 Analysis of Race, Ethnicity, and Gender Effects on Self-Employment and Earnings

This section examines further evidence regarding the overarching research question of whether business discrimination exists in the private sector and addresses three more specific questions:

1. *Does racial, ethnic, and gender status impact individual wages even after controlling for differences among firms?*
2. *Does racial, ethnic and gender status impact business owner earnings even after controlling for differences among firms?*
3. *Are racial, ethnic, and gender minority groups less likely than nonminority males (non-M/WBEs) to be self-employed after controlling for differences? If so, does race, ethnicity, or gender have a role in the disparity?*
4. *If minority and women-owned business enterprises (M/WBEs) and nonminority male-owned firms shared similar traits and marketplace “conditions” (i.e., similar “rewards” in terms of capital, wages, earning, etc.), what would be the effect on rates of self-employment by race, ethnicity, and gender?*

Answers to these questions are achieved by examining the effects of race, ethnicity, and gender, alongside controls for individual economic and demographic characteristics, on individuals’ participation in the private sector as self-employed business operators and the effects of these variables on individuals’ wages and business-owner earnings. Any negative and statistically significant effects by race, ethnicity, and gender found in the model after individual economic and demographic characteristics are controlled for would be consistent with business-related discrimination. The analysis is targeted to five categories of private sector business activity (Construction, Professional Services, Goods, Other Services, and all categories combined) that generally align with City of Houston procurement categories defined for the Study.

Adopting the methodology and variables employed by a City of Denver disparity study (see *Concrete Works v. City and County of Denver*<sup>145</sup>), MGT used Public Use Microdata Samples (PUMS) data derived from the 2017-2021 American Community Survey (ACS) to which MGT applied appropriate regression statistics to draw conclusions. The ACS is an ongoing survey covering the same type of information collected in the decennial census. The ACS is sent to approximately 3.5 million addresses annually, including housing units in all counties within the 50 States and the District of Columbia. The PUMS file from the ACS contains

---

<sup>145</sup> *Concrete Works of Colo. v. City & Cnty. of Denver*, 321 F.3d 950, 967 (10th Cir. 2003).



records for a subsample of the full ACS. The data used for the regression analyses are the multi-year estimates combining 2016 through 2020 ACS PUMS records. The combined file contains over six million person-level records. The 2017-2021 ACS PUMS data provides a full range of population and housing information collected in the annual ACS and the decennial census.

### 6.4.1 Links to Business Formation and Maintenance

Economics research consistently finds group differences by race, ethnicity, and gender in business formation rates.<sup>146</sup> MGT knows, for instance, that most minorities and women have a lower median age than nonminority males (ACS PUMS, 2017-2021). In general, the likelihood of being self-employed increases with age (ACS PUMS, 2017-2021). An examination of these variables within the context of a disparity study seeks to control for these other important demographic and economic variables in conjunction with race, ethnicity, and gender – since they also influence group rates of business formation. Through the analyses, MGT can determine whether inequities specific to minorities and women are demonstrably present to warrant consideration of public sector remedies. Questions about marketplace dynamics affecting self-employment— or, more specifically, the odds of forming one’s own business and then excelling (i.e., generate earnings growth)— are at the heart of disparity analysis research.

### 6.4.2 Statistical Models and Methods

MGT employed two multivariate regression techniques to answer the research questions identified for this section: (1) logistic regression and (2) linear regression. Logistic regression is an econometric method that allows for analyzing dichotomous dependent variables. The results can then be translated into log-likelihoods that examine how likely one variable is to be true compared to another variable. Linear regression is an econometric method that helps explain the linear relationship between the dependent and independent variables – how substantially and in what direction each independent variable influences the dependent variable. This will help analyze the direct impact of being part of a specific minority or gender group on earnings.

To understand the appropriate application of these regression techniques, it is helpful to explore the variables inherent in these questions in greater detail. There are two general categories of variables employed in the regression techniques: (1) dependent variables and (2) independent variables.

- ◆ Dependent variables are the phenomena to be explained by influences such as age, race, gender, and disability status (i.e., the independent or “explanatory” variables).
- ◆ The first dependent variable is individual wages, a continuous variable with many possible values. A simple linear regression is used to analyze this variable.
- ◆ The second dependent variable is self-employment business earnings, a continuous variable with many possible values. A simple linear regression is used to analyze this variable.

---

<sup>146</sup> See Journal of Econometrics, Vol. 61, Issue 1, devoted entirely to the econometrics of labor market discrimination and segregation.

- ◆ The third dependent variable is the probability of self-employment status, which is a binary, categorical variable based on two possible values: 0 (not self-employed) versus 1 (self-employed). Logistic regression is appropriately used to perform an analysis in which the dependent variable is binary and categorical. This technique was employed to analyze self-employment.<sup>147</sup>
- ◆ For each analysis, several specifications were conducted. The first specification looked at the impact of race, ethnicity, and gender on individuals from the national level. The second and third specifications examined whether race, ethnicity, and gender significantly impacted individuals in the City of Houston market more than at the national level. The results presented in this chapter are specific to the City of Houston marketplace. Full specification results can be found in **Appendix D**.

### 6.4.3 The Influences of Race, Ethnicity, and Gender on Individual Wages

To explore whether there are any measurable impacts on wages, MGT compared minority and women nonbusiness owner wages to those of nonminority males in the City of Houston marketplace when the effect of other demographic and economic characteristics was controlled. Holding all other personal characteristics constant, if minority and women wage earners cannot achieve comparable wages due to discrimination as their nonminority counterparts, then they are not able to save the necessary capital to start their own businesses. MGT was able to examine the wages of individuals of similar education levels, ages, etc., to permit comparisons more purely by race, ethnicity, and gender.

First, MGT derived a set of independent variables known to predict wages, including:

- ◆ ***Race and Gender:*** African American, Asian American, Hispanic American, Native American, nonminority woman, nonminority males.
- ◆ ***Availability of Capital:*** Homeownership, home value, mortgage rate, unearned income, residual income.
- ◆ ***Marital Status.***
- ◆ ***Ability to Speak English Well.***
- ◆ ***Disability Status:*** From individuals' reports of health-related disabilities.
- ◆ ***Age and Age Squared:*** Squaring the age variable acknowledges the positive, curvilinear relationship between each year of age and earnings.
- ◆ ***Owner's Level of Education.***
- ◆ ***Residing in the City of Houston Marketplace.***

MGT used 2017-2021 wages from employment for the dependent variable, as reported in the 5 percent PUMS data.

---

<sup>147</sup> Logistical regression, or logit, models generate predicted probabilities that are almost identical to those calculated by a probit procedure, used in *Concrete Works v. City and County of Denver* case. Logit, however, has the added advantage of dealing more effectively with observations at the extremes of a distribution. For a complete explanation, see *Interpreting Probability Models* (T.F. Liao, Text 101 in the Sage University series).

This analysis examined the statistical effects of these variables on wages for nonbusiness employees in the City of Houston marketplace. As the linear regression analysis yielded, each number in **Table 6-11** represents a percent change in earnings associated with introducing the variable (business ownership classification) in the left-hand column. For example, across all industries, the adjustment factor for an African American is -0.436, meaning that an African American would be predicted to earn 44 percent less than a nonminority male, all other variables considered or controlled for. Complete results of linear regression outputs can be found in **Appendix D**. Specifically:

- ◆ In construction, the negative disparity differences ranged from -16 percent for Native Americans to -47 percent for African Americans.
- ◆ In architecture & engineering, the negative disparity differences ranged from -17 percent for Hispanic Americans to -41 percent for nonminority women.
- ◆ In professional services, the negative disparity differences ranged from -26 percent for Native Americans to -47 percent for African Americans.
- ◆ In goods & services, the negative disparity differences ranged from -25 percent for Native Americans to -58 percent for African Americans.

The findings provide further positive evidence that disparities exist in the private sector of City of Houston’s marketplace, compelling the continuation of remedies in the domain of the government’s influence. The findings also provide affirmative evidence to the more specific questions regarding impacts on wages, demonstrating that racial, ethnic, and gender minority groups earn less wages than their nonminority male counterparts, all variables considered.

TABLE 6-11.  
WAGES ELASTICITIES OF MINORITY GROUPS RELATIVE TO NONMINORITY MALES AFTER CONTROLLING FOR DEMOGRAPHIC AND ECONOMIC CHARACTERISTICS

WAGES	TOTAL	CONSTRUCTION	A&E	PROFESSIONAL SERVICES	GOODS & SERVICES
AFRICAN AMERICAN	-44%***	-47%***	-19%***	-47%***	-58%***
ASIAN AMERICAN	-45%***	-37%***	-27%***	-33%***	-53%***
HISPANIC AMERICAN	-32%***	-19%***	-17%***	-38%***	-36%***
NATIVE AMERICAN	-27%***	-16%***	-27%***	-26%***	-25%***
MBE	-37%***	-30%***	-22%***	-36%***	-43%***
NONMINORITY WOMEN	-49%***	-45%***	-41%***	-45%***	-51%***
TOTAL M/WBE	-39%***	-33%***	-25%***	-38%***	-44%***

Source: PUMS data from 2017-2021 American Community Survey (City of Houston marketplace) and MGT Consulting Group, LLC, calculations using SPSS Statistics software.

“\*” indicates a significant adverse disparity at the 15% level or better (85% confidence). “\*\*\*” indicates the disparity is significant at a 10% level or better (90% confidence). “\*\*\*\*” indicates significance at a 5% level or better (95% confidence).

The regression “elasticity” means the percent change resulting from being a member of one of the M/WBE groups.

## 6.4.4 The Influences of Race, Ethnicity, and Gender on Business Owner Earnings

To explore whether there are any measurable impacts on business owner earnings, MGT compared minority and women business owner earnings to those of nonminority males in the City of Houston marketplace when the effect of other demographic and economic characteristics was controlled or neutralized. Holding all other personal characteristics constant, if minority and women business owners cannot achieve comparable earnings from their businesses as similarly situated non-minorities because of discrimination, then failure rates for M/WBEs will naturally be higher and M/WBE formation rates will be lower. MGT was able to examine the earnings of business owners of similar education levels, ages, etc., to permit comparisons more purely by race, ethnicity, and gender.

MGT utilized the same model specifications as outlined for wages in this linear regression model. MGT used the dependent variable's 2017-2021 earnings from business owners, as reported in the 5 percent PUMS data.

This analysis examined the statistical effects of the controlled variables on earnings for business owners in the City of Houston marketplace. As the linear regression analysis yielded, each number in **Table 6-12** represents a percent change in earnings associated with introducing the variable (business ownership classification) in the left-hand column. For example, across all industries, the adjustment factor for an Asian American is -0.206, meaning that an Asian American would be predicted to earn 21 percent less than a nonminority male, all other variables considered or controlled for. Complete results of linear regression outputs can be found in **Appendix D**. Specifically:

- ◆ In construction, the negative disparity differences ranged from -17 percent for African Americans to -28 percent for nonminority women.
- ◆ In architecture & engineering, the negative disparity differences ranged from 0 percent for Native Americans to -22 percent for Asian Americans.
- ◆ In professional services, the negative disparity differences ranged from -29 percent for Native Americans and Hispanic Americans to -35 percent for African Americans.
- ◆ In goods & services, the negative disparity differences ranged from -10 percent for Native Americans to -18 percent for Hispanic Americans.

As with individual wages, business owner earnings overall in the City of Houston marketplace provide consistent evidence that disparities exist in the private sector, indicating marketplace discrimination against M/WBEs when all other variables are controlled for.

TABLE 6-12.  
BUSINESS EARNINGS ELASTICITIES OF MINORITY GROUPS RELATIVE TO NONMINORITY MALES AFTER  
CONTROLLING FOR DEMOGRAPHIC AND ECONOMIC CHARACTERISTICS

BUSINESS EARNINGS	TOTAL	CONSTRUCTION	A&E	PROFESSIONAL SERVICES	GOODS & SERVICES
AFRICAN AMERICAN	-17%***	-17%***	-21%***	-35%***	-14%***
ASIAN AMERICAN	-21%***	-23%***	-22%***	-30%***	-16%***
HISPANIC AMERICAN	-18%***	-14%***	-12%***	-29%***	-18%***
NATIVE AMERICAN	-17%***	-22%***	0%	-29%***	-10%***
MBE	-18%***	-19%***	-14%***	-31%***	-14%***
NONMINORITY WOMEN	-17%***	-28%***	-16%***	-31%***	-15%***
TOTAL M/WBE	-18%***	-21%***	-14%***	-31%***	-15%***

Source: PUMS data from 2017-2021 American Community Survey (City of Houston marketplace) and MGT Consulting Group, LLC, calculations using SPSS Statistics software.

“\*” indicates an adverse disparity that is statistically significant at the 15% level or better (85% confidence). “\*\*” indicates the disparity is significant at a 10% level or better (90% confidence). “\*\*\*” indicates significance at a 5% level or better (95% confidence).

The regression “elasticity” means the percent change resulting from being a member of one of the M/WBE groups.

### 6.4.5 The Influences of Race, Ethnicity, and Gender on Self-Employment

As noted in the wages and business earnings analyses, discrimination that negatively affects the wages and entrepreneurial earnings of minorities and women will negatively affect the number of businesses formed by these groups as well. MGT used the 2017-2021 U.S. Census ACS 5 percent PUMS data to derive a set of variables known to predict employment status (self-employed/not self-employed). Logistic regression was used to calculate the probability of being self-employed (the dependent variable) based on selected socioeconomic and demographic characteristics with the potential to influence the likelihood of self-employment. The sample for the analysis was limited to labor force participants who met the following criteria:

- ◆ A resident of the City of Houston marketplace.
- ◆ Self-employed in construction, architecture & engineering, professional services, or goods and services.
- ◆ Employed full-time (more than 35 hours a week).
- ◆ Eighteen years of age or older.
- ◆ Employed in the private sector.

Next, MGT derived the following variables<sup>148</sup> hypothesized as predictors of employment status:

- ♦ **Race and Gender:** African American, Asian American, Hispanic American, Native American, nonminority woman, nonminority male.
- ♦ **Availability of Capital:** Homeownership, home value, mortgage rate, unearned income, residual income.
- ♦ **Marital Status.**
- ♦ **Ability to Speak English Well.**
- ♦ **Disability Status:** From individuals' reports of health-related disabilities.
- ♦ **Age and Age Squared:** Squaring the age variable acknowledges the positive, curvilinear relationship between each year of age and earnings.
- ♦ **Owner's Level of Education.**
- ♦ **Number of Individuals Over the Age of 65 Living in Household.**
- ♦ **Number of Children Under the Age of 18 Living in Household.**

**Table 6-13** summarizes the business ownership formation rates in the United States and in the City of Houston marketplace by race, ethnicity, and gender. Additionally, it compares the differences in formation rates of M/WBEs to non-M/WBEs. As an example, African Americans in the City of Houston marketplace have a formation rate of 3.77 percent compared to 7.18 percent for their non-M/WBE counterparts. Thus, the formation rate for African Americans in the City of Houston marketplace is 47.5 percent lower than non-M/WBEs  $((3.77 - 7.18)/7.18)$ .

---

<sup>148</sup> The variables used in this analysis were modeled after those incorporated in the same analysis from *Concrete Works v. City and County of Denver*.

TABLE 6-13.  
SELF-EMPLOYMENT FORMATION RATES

<b>TOTALS</b>			
	<b>US</b>	<b>CITY OF HOUSTON</b>	<b>DIFFERENCE FROM NON-M/WBE (CITY OF HOUSTON)</b>
<b>AFRICAN AMERICAN</b>	3.91%	3.77%	-47.51%
<b>ASIAN AMERICAN</b>	6.93%	7.82%	8.90%
<b>HISPANIC AMERICAN</b>	8.11%	2.49%	-65.38%
<b>NATIVE AMERICAN</b>	7.39%	3.94%	-45.11%
<b>MBE</b>	5.75%	4.10%	-42.91%
<b>WHITE WOMEN</b>	5.48%	4.27%	-40.58%
<b>M/WBE</b>	5.59%	4.16%	-42.13%
<b>NON-M/WBE</b>	13.09%	7.18%	
<b>CONSTRUCTION</b>			
	<b>US</b>	<b>CITY OF HOUSTON</b>	<b>DIFFERENCE FROM NON-M/WBE (CITY OF HOUSTON)</b>
<b>AFRICAN AMERICAN</b>	15.09%	9.85%	-39.51%
<b>ASIAN AMERICAN</b>	16.71%	14.35%	-11.87%
<b>HISPANIC AMERICAN</b>	21.83%	18.09%	11.15%
<b>NATIVE AMERICAN</b>	17.88%	0.00%	-100.00%
<b>MBE</b>	16.54%	13.63%	-16.27%
<b>WHITE WOMEN</b>	15.46%	11.41%	-29.90%
<b>M/WBE</b>	16.22%	12.94%	-20.50%
<b>NON-M/WBE</b>	22.93%	16.28%	
<b>A&amp;E</b>			
	<b>US</b>	<b>CITY OF HOUSTON</b>	<b>DIFFERENCE FROM NON-M/WBE (CITY OF HOUSTON)</b>
<b>AFRICAN AMERICAN</b>	6.09%	1.43%	-89.44%
<b>ASIAN AMERICAN</b>	9.18%	5.67%	-58.14%
<b>HISPANIC AMERICAN</b>	6.86%	7.41%	-45.36%
<b>NATIVE AMERICAN</b>	8.25%	0.00%	-100.00%
<b>MBE</b>	7.00%	5.54%	-59.12%
<b>WHITE WOMEN</b>	8.40%	9.60%	-29.15%
<b>M/WBE</b>	7.78%	7.24%	-46.57%
<b>NON-M/WBE</b>	13.82%	13.56%	

PROFESSIONAL SERVICES			
	US	CITY OF HOUSTON	DIFFERENCE FROM NON-M/WBE (CITY OF HOUSTON)
AFRICAN AMERICAN	3.40%	3.13%	-66.18%
ASIAN AMERICAN	5.63%	2.03%	-78.07%
HISPANIC AMERICAN	7.44%	5.54%	-40.18%
NATIVE AMERICAN	4.90%	4.43%	-52.15%
MBE	4.74%	3.92%	-57.69%
WHITE WOMEN	5.12%	3.45%	-62.71%
M/WBE	4.99%	3.68%	-60.30%
NON-M/WBE	13.73%	9.26%	
GOODS & SERVICES			
	US	CITY OF HOUSTON	DIFFERENCE FROM NON-M/WBE (CITY OF HOUSTON)
AFRICAN AMERICAN	2.49%	1.70%	-76.85%
ASIAN AMERICAN	4.00%	2.09%	-71.53%
HISPANIC AMERICAN	7.89%	9.29%	26.67%
NATIVE AMERICAN	5.18%	0.00%	-100.00%
MBE	4.04%	4.91%	-33.11%
WHITE WOMEN	5.27%	4.11%	-43.98%
M/WBE	4.72%	4.56%	-37.91%
NON-M/WBE	6.71%	7.34%	

Source: PUMS data from 2017-2021 American Community Survey (City of Houston marketplace) and MGT Consulting Group LLC, calculations using SPSS Statistics software.

To test the impact that race, ethnicity, and gender has on the self-employment rates, the logistic regression analysis examined the statistical effects of these variables on being self-employed in the City of Houston marketplace. The results in **Table 6-14** indicate the percentage difference between the probability of business ownership for a given race, ethnicity, or gender group compared to similarly situated nonminority males. For example, African Americans in the construction industry have a business formation rate of 51 percent lower than expected in a race-, ethnicity-, and gender-neutral market area. The results in the following tables present rates for the groups after variables such as age and education have been controlled for. Results of logistic regression can be found in **Appendix D**.



TABLE 6-14.  
SELF-EMPLOYMENT PERCENT DIFFERENCES CONTROLLING FOR DEMOGRAPHIC AND ECONOMIC CHARACTERISTICS

SELF-EMPLOYMENT PERCENT CHANGES	TOTAL	CONSTRUCTION	A&E	PROFESSIONAL SERVICES	GOODS & SERVICES
AFRICAN AMERICAN	-33%***	-51%***	-43%***	-97%***	-25%***
ASIAN AMERICAN	-5%***	-46%***	-45%***	-67%***	52%***
HISPANIC AMERICAN	-40%***	-40%***	-11%***	-68%***	-31%***
NATIVE AMERICAN	-37%***	-62%***	-8%	-92%***	-47%***
MBE	-29%***	-50%***	-27%***	-81%***	-13%***
NONMINORITY WOMEN	-26%***	-35%***	-39%***	-85%***	-10%***
TOTAL M/WBE	-28%***	-47%***	-29%***	-82%***	-12%***

Source: PUMS data from 2017-2021 American Community Survey (City of Houston marketplace) and MGT Consulting Group, LLC, calculations using SPSS Statistics software.

“\*” indicates a significant adverse disparity at the 15% level or better (85% confidence). “\*\*\*” indicates the disparity is significant at a 10% level or better (90% confidence). “\*\*\*\*” indicates significance at a 5% level or better (95% confidence).

These findings demonstrate that minorities and women, in general, are statistically significantly less likely to own their businesses than expected based upon their observable demographic characteristics, including age, education, geographic location, industry, and trends over time. Additionally, as with wage and business earnings, these groups are at a significant disadvantage to nonminority males whether they work as wage and salary employees or as entrepreneurs. These findings are consistent with results that would be observed in a discriminatory market area.

### 6.4.6 Disparities in Rates of Self-Employment

The analyses of self-employment rates and 2017-2021 ACS self-employment earnings revealed general disparities, consistent with business market discrimination, between minority and nonminority self-employed individuals whose businesses were located in the City of Houston marketplace. **Table 6-15** presents the results of observed formation rates vs. expected formation rates from the logistic regression. Column A presents the observed rates as seen in **Table 6-13**. Column B is calculated using the regression results and adjusting the observed rates accordingly. For example, for an African American in professional services, the percentage difference compared to a nonminority male controlling for all other variables is 96 percent, indicating that the expected self-employment rate for an African American should be 97 percent higher than what is observed (3.40 percent) or 6.70 percent. Column C is the disparity ratio between observed rates and expected rates.

TABLE 6-15.  
OBSERVED AND PREDICTED SELF-EMPLOYMENT RATES  
CITY OF HOUSTON MARKETPLACE

BUSINESS OWNERSHIP CLASSIFICATION	OBSERVED SELF-EMPLOYMENT RATES (A)	EXPECTED SELF-EMPLOYMENT RATES (B)	DISPARITY RATIO (C)
Overall			
African American Firms	2.64%	3.51%	75
Asian American Firms	3.09%	3.24%	96
Hispanic American Firms	6.61%	9.28%	71
Native American Firms	3.61%	4.93%	73
MBE Firms	3.81%	4.90%	78
Nonminority Women Firms	3.85%	4.87%	79
M/WBE Firms	3.84%	4.90%	78
Construction			
African American Firms	7.94%	12.00%	66
Asian American Firms	7.72%	11.24%	69
Hispanic American Firms	13.13%	20.08%	65
Native American Firms	7.53%	12.17%	62
MBE Firms	8.42%	12.58%	67
Nonminority Women Firms	13.17%	17.85%	74
M/WBE Firms	10.15%	15.15%	67
Architecture & Engineering			
African American Firms	4.54%	6.51%	70
Asian American Firms	5.73%	8.32%	69
Hispanic American Firms	6.25%	6.97%	90
Native American Firms	9.11%	9.86%	92
MBE Firms	5.74%	7.66%	75
Nonminority Women Firms	6.62%	9.21%	72
M/WBE Firms	6.22%	8.39%	74
Professional Services			
African American Firms	3.40%	6.70%	51
Asian American Firms	5.63%	9.39%	60
Hispanic American Firms	7.44%	12.47%	60
Native American Firms	4.90%	9.40%	52
MBE Firms	4.74%	8.57%	55
Nonminority Women Firms	5.12%	9.48%	54
M/WBE Firms	4.99%	9.07%	55
Goods & Services			
African American Firms	1.69%	2.11%	80
Asian American Firms	2.21%	1.06%	
Hispanic American Firms	7.11%	9.33%	76
Native American Firms	3.02%	4.44%	68
MBE Firms	3.17%	4.06%	78
Nonminority Women Firms	4.36%	6.68%	65
M/WBE Firms	3.81%	4.61%	83

Source: PUMS data from 2017-2021 American Community Survey (City of Houston marketplace) and MGT Consulting Group, LLC, calculations using SPSS Statistics software.

The findings provide evidence that for M/WBEs, discriminatory barriers exist to achieving the same level of self-employment rates as their non-M/WBE counterparts. The results further show that discriminatory marketplace factors are the cause of these differences in several instances.

## 6.5 Access to Credit

As noted throughout this chapter, discrimination occurs when different outcomes occur for individuals of different races, ethnicities, and gender after holding all of the personal characteristics constant. This might happen in private and public labor markets when equally productive individuals in similar jobs are paid different wages because of their race, ethnicity, or gender. In credit markets, it might occur when loan approvals differ across racial or gender groups with otherwise similar financial backgrounds. In this chapter, MGT examined whether there is evidence consistent with the presence of discrimination in the private sector against M/WBE businesses. Discrimination in the credit market against M/WBEs can significantly affect the likelihood that they will form and succeed, negatively impacting the business's size and longevity.

This section summarizes some national analyses about credit disparities and thus offers illustrative evidence of M/WBE firms' barriers to accessing credit. This information provides guidance to the results provided throughout the private-sector analysis.

### 6.5.1 Minority Business Development Agency

The U.S. Department of Commerce, Minority Business Development Agency published a report in January 2010 entitled, *"Disparities in Capital Access between Minority and Non-Minority-Owned Businesses: The Troubling Reality of Capital Limitations Faced by MBEs."* Findings highlighted that access to affordable credit remains one of the main impediments to minority-owned firm growth.

General findings show that minority-owned businesses: pay higher interest rates on loans, are more likely to be denied credit, and are less likely to apply for loans because they fear their applications will be rejected.

- ◆ Among high sales firms, 52% of nonminority firms received loans compared with 41% of minority firms.
- ◆ The average loan amount for all high sales minority firms was \$149,000. The nonminority average was more than twice this amount at \$310,000.
- ◆ Among firms with gross receipts under \$500,000, loan denial rates for minority firms were about three times higher, at 42%, compared to those of non-minority-owned firms, at 16%.
- ◆ Among firms with gross receipts under \$500,000, 33% of minority firms did not apply for loans because of fear of rejection compared to 17% of nonminority firms.
- ◆ For all firms, minority firms paid 7.8% on average for loans compared with 6.4% for nonminority firms.

## 6.5.2 The Federal Reserve Small Business Credit Survey

The Small Business Credit Survey (SBCS) is a national collaboration of the 12 Reserve Banks of the Federal Reserve System<sup>149</sup>. This survey has been conducted annually since 2015. Survey responses are collected from firms throughout the United States. While statistics are provided regarding how many responses are from each census region and division<sup>150</sup>, the data provided online does not report race by division. The reports vary somewhat from year to year. For example, the 2016 reports include specific reports for minority and women-owned firms; and the 2018 reports included one regarding disaster-affected firms. Overall, each year's report documents that minority- and women-owned firms, particularly Black-owned firms, have less access to credit and pay more for credit than similarly situated white-owned firms. Data from four consecutive years documents the continuing challenge that minority-owned firms, particularly Black-owned firms, face regarding access to, and cost of, credit. Summary information from reports for employer firms is provided below.<sup>151</sup>

### 6.5.2.1 SBCS 2016

#### 6.5.2.1.1 Report on Minority-Owned Firms

The 2016 SBCS fielded in Q3 and Q4 2016 yielded 7,916 responses from employer firms with race/ethnicity information in 50 states and the District of Columbia.

- ◆ Black-owned firm application rates for new funding are ten percentage points higher than White-owned firms, but their approval rates are 19 percentage points lower.
- ◆ 40% of Black-owned firms did not apply for financing because they were discouraged (i.e., they did not think they would be approved), compared with 14% of White-owned firms.
- ◆ Looking at firms approved for at least some financing, when comparing minority- and nonminority-owned firms with good credit scores, 40% of minority-owned firms received the total amount sought compared to 68% of nonminority-owned firms.
- ◆ Black-owned firms report more credit availability challenges (58% vs. 32%) and difficulty obtaining funds for expansion (62% vs. 31%) than White-owned firms.

#### 6.5.2.1.2 Report on Woman-Owned Firms

- ◆ Low credit risk women-owned firms were less likely to be approved for business loans than their low credit risk male counterparts (68% compared to 78%).
- ◆ Sixty-four percent of women-owned firms reported a funding gap, receiving only some or none of the financing sought, compared to 56% of male-owned firms.

---

<sup>149</sup> The survey methodology provides for sample weighting to adjust for any sampling biases; race, ethnicity, and gender imputation by using statistical models to capture missing data; comparisons and adjustments to past reports; and credibility intervals to aide in survey estimates.

<sup>150</sup> Census regions and divisions are areas delineated for the purposes of statistical analysis and presentation.

<sup>151</sup> Source: Small Business Credit Survey, Federal Reserve Banks.

- ◆ Fewer women-owned firms received all of the funding sought than male-owned firms, and more women received none. Among low credit risk firms, 48% of women-owned firms received all of the financing requested, compared to 57% of male-owned firms.

## 6.5.2.2 SBCS 2017

### 6.5.2.2.1 Report on Employer Firms

Fielded in Q3 and Q4 2017, the survey yielded 8,169 responses from small employer firms in the 50 states and the District of Columbia.

- ◆ Minority-owned firms report higher rates of financial challenges in the previous 12 months due to lack of credit availability than White-owned firms.
  - For firms with revenues less than \$1M, Black-owned firms (58%) reported financial challenges at twice the rate of white-owned firms (32%) (Asian 42%, Hispanic 45%).
  - MGT sees the same ratio for firms with revenues at more than \$1M: Black-owned firms, 49%, and White-owned firms, 24% (Asian 38%, Hispanic 34%).
- ◆ Rates of firms receiving at least some of the financing requested: for Black-owned firms, 61%, and White-owned firms 80% (Asian 73%, Hispanic 74%).
- ◆ For low credit risk firms, 85% of nonminority-owned firms received at least some of the financing requested compared with only 75% for similarly situated minority-owned firms.
- ◆ For low credit risk firms receiving total financing, 68% of nonminority-owned firms were approved compared to only 40% of minority-owned firms.

## 6.5.2.3 SBCS 2018

### REPORT ON EMPLOYER FIRMS

There were 8,072 responses received for this survey from firms throughout the United States.

- ◆ Minority-owned firms report higher rates of financial challenges in the prior 12 months due to credit availability than white-owned firms. Rates were: Black-owned firms, 50%; Asian, 33%; Hispanic, 41%; and White-owned firms, 28%.
- ◆ Rates of firms receiving at least some of the financing requested ranged from a high of 80% for White-owned firms to a low of 59% for Black-owned firms.
- ◆ Rates of firms receiving the total amount requested ranged from a high of 49% for White-owned firms to a low of 23% for Black-owned firms.
- ◆ 38% of Black-owned firms did not apply for financing because they were discouraged (i.e., they did not think they would be approved), compared with 12% of White-owned firms.

#### 6.5.2.4 SBCS 2019

##### 6.5.2.4.1 Report on Minority-Owned Firms & Report on Employer Firms

The annual survey of businesses was fielded in the third and fourth quarters of 2018 and generated 6,614 responses from employer firms.

- ◆ Minority-owned firms report higher rates of financial challenges in the prior 12 months due to credit availability than white-owned firms. Rates were: Black-owned firms, 51%; Asian, 36%; Hispanic, 40%; and White-owned firms, 30%.
- ◆ Rates of firms receiving at least some of the financing requested ranged from a high of 80% for White-owned firms to a low of 62% for Black-owned firms.
- ◆ Rates of firms receiving the total amount requested ranged from a high of 49% for White-owned firms to a low of 31% for Black-owned firms.
- ◆ 28% of Black-owned firms did not apply for financing because they were discouraged (i.e., they did not think they would be approved), compared with 13% of White-owned firms.
- ◆ On average, Black- and Hispanic-owned firm applicants received approval for smaller shares of the financing they sought than White-owned small businesses that applied for financing.
- ◆ Larger shares of Black- and Hispanic-owned firm applicants did not receive any financing they applied for—38% and 33%, respectively—compared to 20% of White-owned business applicants.
- ◆ White-owned business applicants received approval for all the financing they applied for: 49%, compared to 39% of Asian-, 35% of Hispanic-, and 31% of Black-owned firm applicants.

## 6.6 Conclusions

Analysis of the U.S. Census 2012 SBO data, 2017 ABS data, and the PUMS 2017-2021 data demonstrate, in response to the overarching research question driving this analysis, that marketplace discrimination exists for M/WBE firms operating in the private sector within City of Houston’s marketplace. Thus, based on the courts' guidance in this domain, City of Houston has a compelling interest in continuing its current M/WBE program.

To the more specific research questions:

- ◆ Findings from the U.S Census 2012 SBO and 2017 ABS data indicate substantial disparities for most M/WBE firms across industry sectors resembling the procurement categories identified for this Study.
- ◆ Findings from the 2017-2021 PUMS data indicate that:
  - Minority and women wages were significantly less in 2017-2021 than those of nonminority males, holding all other variables constant.

- M/WBE firms were significantly less likely than nonminority males to be self-employed.
- If they were self-employed, most M/WBE firms earned significantly less in 2017-2021 than self-employed nonminority males, holding all other variables constant.
- Analysis of observed vs. predicted self-employment rates show that marketplace discrimination impacted these rates. Further, this analysis indicates that holding all factors consistent, race, ethnicity, and gender play a role in the lower level of self-employment for M/WBEs.

A review of access to credit indicates that minorities and women tend to receive less than the requested amount of credit when they are approved than nonminority men; they are approved for credit less frequently than nonminority males, and that credit costs them more than nonminority males.

In light of these findings, credence may be given to the proposition established by Justice O'Connor in *Croson*, which suggested a government could be a passive participant in private-sector discrimination if it did not act to counter these dynamics within the domain of its influence. This evidence stands alongside the disparities observed in public sector contracting to illustrate the substantial discriminatory inequities that continue to exist in City of Houston's marketplace, underscoring its compelling interest in continuing to pursue remedies to address these gaps.

# 7 Qualitative Analysis

## 7.1 Introduction

This chapter examines anecdotal evidence of conditions and obstacles faced by M/WBE, SBE, PDBE, AC/DBE, and VOB firms in the Study market area in their experiences working with City of Houston (City), City's prime contractors, and the private sector. The collection and analysis of anecdotal data was focused on firms registered to do business with the City and helps to explain and provide context for the quantitative data analyses found in **Chapter 3, Market Area and Availability Analyses** and **Chapter 4, Product Market, Utilization, and Disparity Analyses**. In conjunction with the quantitative data, MGT also was able to draw inferences from the anecdotal data as to the prevalence of obstacles perceived as limiting the participation of M/WBEs and other firms in the City's procurement transactions.

Chapter Sections	
7.1	Introduction
7.2	Methodology
7.3	Demographics
7.4	Findings
7.5	Suggested Remedies from Anecdotal Participants
7.6	Professional Organization Interviews
7.7	Conclusions

Qualitative or anecdotal comments in this chapter detail the perceptions and opinions of individuals, and the evidentiary weight of these opinions depends on how much they are corroborated by statements of others and the quantitative data that has been compiled to substantiate these perceptions. Unlike conclusions derived from other types of analysis in this report, the conclusions derived from anecdotal analyses do not rely solely on quantitative data. Rather, the analysis in this chapter utilizes qualitative data to describe the context of the examined social, political, and economic environment in which businesses and other relevant entities applicable to the Study operates.

The collective anecdotal activities gathered input from over 800 business owners or representatives regarding their opinions and perceptions of their experiences working with the City, or on the City's projects as subcontractors.

## 7.2 Methodology

The blueprint for collecting and analyzing qualitative and anecdotal information for this Study was provided by the U.S. Supreme Court in *City of Richmond v. J.A. Croson*, 488 U.S. 469, 109 S.Ct. 706 (1989) (*Croson*). In that case, the Court held that race-conscious programs must be supported by strong documentation of discrimination, including evidentiary findings that go beyond the demographics of a community. Anecdotal information can bolster the quantitative analyses of contract expenditures to explain whether minority business creation, growth, and retention are negatively affected by discrimination. In *Croson*, the Court held that anecdotal accounts of discrimination could help establish a compelling interest for a local government to institute a race-conscious remedy. Moreover, such information can provide a local entity with a firm basis for fashioning a program that is narrowly tailored to remedy identified forms of marketplace discrimination and other barriers to MWBE participation in contract opportunities. Further discussion regarding the basis and motivation for collection and analysis of anecdotal data is contained in **Chapter 2, Legal Framework**.



MGT used a combination of surveys, business engagement meetings, online comments, focus groups, and one-on-one interviews with businesses to collect qualitative information that are analyzed to identify issues and concerns that were common to businesses in the market area. In addition to the qualitative data collection from area businesses, MGT conducted focus groups with area trade associations, and business organizations to gather anecdotes on their perceptions on the City's procurement process and impact of the Office of Business Opportunity (OBO) business programs to firms in the market area. While the collection of anecdotes from organizations and associations is not required by the courts, input from advocacy and professional development organizations give a third-party perspective of M/WBE issues and broadens the collection of M/WBE firms experiences doing business or attempting to do business with the City.

## 7.2.1 Communication, Outreach, and Engagement

Businesses in the City's Relevant Market Area were contacted using various communication methods of phone calls, email blasts distributed by the City and MGT, direct mailing of postcards, press releases, and City-sponsored procurement events. Additionally, MGT maintained a study website that was available to the public. MGT recommends that To identify firms in the market area, MGT developed a master vendor database of firms that incorporated vendor information from multiple sources, such as the City's vendor and certification lists; membership lists provided by area trade associations and business organizations; and vendor and certification lists collected from other public agencies to establish a base for the outreach efforts. This database was created to ensure that a broad range of firms in the marketplace were notified about the qualitative data collection activities.

MGT worked with the City to create a Communication, Outreach, and Engagement Plan that included various outreach methods geared to inform and encourage the business community's utilization and engagement for the anecdotal data collection activities. Outreach methods included:

- ◆ MGT and the City of Houston identified area trade associations and business organizations, referred to as stakeholders for purposes of this report, whose insights would be valuable to understanding the dynamics and perceptions of the vendor community. The stakeholders were notified via e-mail blasts and phone calls of anecdotal data collection activities and asked to encourage their members to participate.
- ◆ MGT and the City of Houston transmitted numerous email blasts to the business community to increase awareness and engagement.
- ◆ OBO provided on its website a direct link to the MGT-hosted disparity study website, which is a site that businesses and organizations regularly visit to obtain information about the OBO ad its Programs.
- ◆ In addition, OBO staff included within their email signatures a direct link to the vendor survey.

## 7.2.2 Sampling Methodology

MGT's sampling methodology for the in-depth interviews, focus groups, and business surveys was to randomly select firms from the Study's master vendor database. Each sample pulled included MWBE and non-MWBE firms in each procurement category studied in this report. To avoid contacting businesses

multiple times, the database was cross-referenced with previous extractions to ensure that firms did not participate in more than one anecdotal activity. The master vendor database contained approximately 31,100 unique potential qualitative respondents.

Additionally, MWBE firms were oversampled to facilitate statistical comparisons with non-MWBEs. Oversampling is the practice of selecting respondents so that some groups make up a larger share of the survey sample than they do in the population. Knowing that MWBEs make up a smaller population, oversampling is crucial to acquire accurate and comparable responses.

**Table 7-1** illustrates the overall participation of MWBE and non-MWBE firms in all qualitative collection activities. African American (42% of participants), Nonminority Women (14% of participants), and Hispanic American (19% of participants), respectively, represented the largest group of participants.

TABLE 7-1. CITY OF HOUSTON  
QUALITATIVE BUSINESS DEMOGRAPHICS  
PROPORTION OF RESPONDENTS BY BUSINESS CLASSIFICATION & INDUSTRY

Business Ownership Classification	Construction	Professional Services	Other Services	Goods	Total
Black American	29%	45%	51%	51%	42%
Asian American	5%	13%	6%	10%	9%
Hispanic American	28%	15%	12%	17%	19%
Native American	2%	3%	0%	3%	2%
<b>Total MBE</b>	65%	15%	70%	82%	73%
Non-Minority Women	14%	10%	15%	11%	14%
<b>Total M/WBE</b>	<b>79%</b>	<b>90%</b>	<b>84%</b>	<b>93%</b>	<b>87%</b>

Source: Qualitative participants from business engagement meetings, in-depth interviews, focus groups, and vendor surveys.

## 7.2.3 Online and Telephone Survey

### 7.2.3.1 Methodology

The business survey asked respondents to provide information on business ownership, demographics and structure; work bid upon or performed as prime contractors with the City; work bid upon or performed as subcontractors to the City's prime contractors; whether the respondent firm bid or performed work in the private sector; and any perceived barriers to doing business with the City or its primes that the respondents believed they had experienced during the study period. The survey was administered via telephone and online survey to a randomly selected list of firms.

Disparity study survey analyses are commonly plagued by sample size limitations, especially where the size of the minority business population is insufficient to permit a valid and representative sample. This problem is compounded when analyses are stratified further by business category. Insufficient sample size can pose problems for the statistical confidence of the results. MGT attempted to collect data in proportion to the distribution of M/WBEs and non-M/WBEs in the relevant market area. Although MGT's goal is to report data that can satisfy the 95 percent confidence level, this does not mean that data should not be reported because of slightly reduced confidence intervals, especially when extreme due diligence

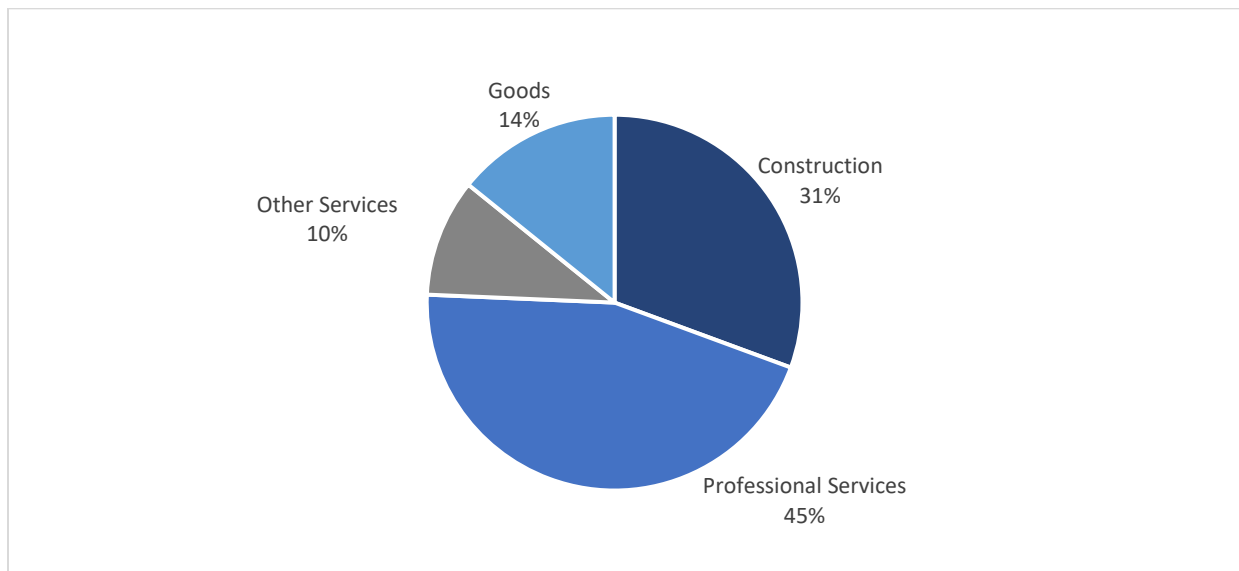
has been exercised in attempting to meet the 95 percent standard. The survey of vendors questionnaire is included in this report as **Appendix E, Vendor Survey Instrument**.

The data from the survey responses were analyzed to determine the types of firms represented in the findings included within this chapter. These survey demographics are included as **Appendix F, Demographics of Business Survey Respondents**.

### 7.2.3.2 Demographics

This survey collected 687 responses from firm owners and representatives in the City’s relevant market area. MWBE firms accounted for 85 percent or 587 of the total respondents. **Figure 7-1** represents the industries of the survey respondents.

FIGURE 7-1. CITY OF HOUSTON  
SURVEY OF VENDORS DEMOGRAPHICS:  
PROPORTION OF RESPONDENTS BY INDUSTRY



Source: Vendor Surveys, MGT and Skybase7, 2023.

## 7.2.4 Business Engagement Meetings

### 7.2.4.1 Methodology

Area businesses and stakeholders were invited to attend virtual business engagement meetings to learn about the Study and provide their anecdotal input on doing business with the City and in the marketplace. Each business engagement meeting began with a presentation outlining the Study’s objectives, work tasks, and methods by which anecdotal input can be received. Following the presentation, attendees who wanted to provide comments did so individually. Two business engagement meetings were held on June 21, 2023, one in the morning and one in the afternoon. The business engagement meetings were open to the public, therefore, firms that participated in the meetings may have been randomly selected for other anecdotal activities.

### 7.2.4.2 Demographics

MGT held two business engagement meetings attended by 67 business owners and representatives representing varying industries, including construction, professional services, other services, and goods and services. The racial, ethnic, and gender compositions of all attendees are provided in **Table 7-2**.

TABLE 7-2. CITY OF HOUSTON  
BUSINESS ENGAGEMENT MEETINGS DEMOGRAPHICS: M/WBE CLASSIFICATION

Business Ownership Classification	Construction	Professional Services	Other Services	Goods	Total
African American	47%	78%	0%	63%	67%
Asian American	0%	14%	0%	0%	8%
Hispanic American	20%	3%	0%	38%	11%
Native American	7%	0%	0%	0%	2%
<b>Total MBE</b>	<b>73%</b>	<b>95%</b>	<b>0%</b>	<b>100%</b>	<b>89%</b>
Nonminority Women	0%	5%	0%	0%	3%
<b>Total MWBE</b>	<b>73%</b>	<b>100%</b>	<b>0%</b>	<b>100%</b>	<b>92%</b>

Source: Attendance rosters during June 21, 2023 Business Engagement Meetings.

## 7.2.5 In-Depth Interviews with Businesses

### 7.2.5.1 Methodology

The in-depth interviews consisted of one-on-one interviews with M/WBE and non-M/WBE business owners or representatives to gather information about the firms’ experiences in attempting to do, and conduct, business with the City (both directly as a prime and/or as a subcontractor). During the interviews demographic information was gathered such as the firm’s primary line of business, ethnicity, gender, education/training background of the owner, , number of employees, and gross revenues during selected calendar and/or fiscal years.. The in-depth interviews were structured settings in which an interviewer or facilitator used an interview guide (**Appendix G**) to obtain input from participants. The interviews provided more latitude for additional information gathering on issues that are unique to the respondents’ experiences and that were not covered in the business engagement meetings or surveys. The interviewer

made no attempt to prompt or guide responses from the participants, although follow-up questions were asked to obtain further clarification or information as necessary and appropriate. Before the interviews began, each participant attested that their responses were given freely and were true and accurate reflections of their experience with the City of Houston, its prime contractors, in the marketplace or working with subcontractors.

### 7.2.5.2 Demographics

The in-depth interviews were conducted with randomly selected firms extracted from the master vendor database and located in the City’s relevant market area.<sup>152</sup> MGT cross-referenced the list of firms for the interviews to ensure they were not previously selected for other anecdotal activities. In total, 49 firms were interviewed. The racial and ethnic composition of the firms that completed an interview are illustrated in **Table 7-3**.

TABLE 7-3. CITY OF HOUSTON  
IN-DEPTH INTERVIEW DEMOGRAPHICS: M/WBE CLASSIFICATION

Business Ownership Classification	Construction	Professional Services	Other Services	Goods	Total
African American	63%	50%	0%	20%	47%
Asian American	0%	6%	0%	20%	6%
Hispanic American	25%	18%	0%	40%	20%
Native American	0%	0%	0%	0%	0%
<b>Total MBE</b>	<b>88%</b>	<b>74%</b>	<b>0%</b>	<b>80%</b>	<b>73%</b>
Nonminority Women	0%	21%	100%	20%	20%
<b>Total MWBE</b>	<b>88%</b>	<b>94%</b>	<b>100%</b>	<b>100%</b>	<b>94%</b>

Source: In-Depth Interviews, BWA Diversity Consulting and Goodwille Pierre LLC, 2023.

### 7.2.6 Focus Groups Methodology

The focus groups were small group conversations with businesses in the relevant geographic market area to gather information about the firms’ experiences in attempting to do, and conducting, business with the City (both directly as a prime and/or as a subcontractor). MGT scheduled seven focus groups by industry and invited firms to participate. The industries were construction, professional services, airport concessions, and good and services. The following focus groups were held virtually:

- ◆ August 7, 2023, 5:00pm-6:30pm (Construction Subcontractors)
- ◆ August 9, 2023, 1:00pm-2:00pm (Professional Services)
- ◆ August 9, 2023, 4:00pm-5:30pm (Construction Non-MWBE Subcontractors)
- ◆ August 10, 2023, 8:30am-10:00am (Construction MWBE Primes)
- ◆ August 22, 2023, 1:00pm-2:30pm (Airport Concessions)
- ◆ August 23, 2023, 9:00am-10:30am (Goods and Services)

<sup>152</sup> See Chapter 4, Market Area and Utilization Analyses.

- ◆ August 29, 2023, 9:00am-10:30am (Construction Non-MWBE Primes)

### 7.2.6.1 Focus Groups

Focus groups were conducted with randomly selected firms extracted from the master vendor database and located in the City’s relevant market area. MGT cross-referenced the list of firms for the interviews to ensure they were not previously selected for other anecdotal activities. In total, 13 businesses participated. The racial and ethnic composition of the firms that completed an interview are illustrated in **Table 7-4**.

TABLE 7-4. CITY OF HOUSTON  
FOCUS GROUPS DEMOGRAPHICS: M/WBE CLASSIFICATION

Business Ownership Classification	Construction	Professional Services	Other Services	Goods	Total
African American	0%	60%	0%	80%	54%
Asian American	0%	0%	0%	20%	8%
Hispanic American	0%	40%	0%	0%	15%
Native American	0%	0%	0%	0%	0%
<b>Total MBE</b>	0%	100%	0%	100%	77%
Nonminority Women	67%	0%	0%	0%	15%
<b>Total MWBE</b>	<b>67%</b>	<b>100%</b>	<b>0%</b>	<b>100%</b>	<b>92%</b>

Source: Focus Groups, MGT, 2023.

## 7.2.7 Professional Organization Outreach Methodology

Outreach to stakeholders (trade associations and business organizations) was beneficial to the outreach efforts because their assistance extended communication efforts to inform and engage the business community in anecdotal activities. Stakeholders were asked to provide their feedback on the MBE, WBE, SBE, PDBE, and DBE, programs and on procurement processes from the perspective of the objectives of the organization. In addition, stakeholders were asked to disseminate community meeting notices and encourage their members to participate in the anecdotal data collection activities.

Stakeholders were also asked to provide MGT with a copy of membership or vendor lists which were used to help build the master vendor outreach database. The organizations and associations included in these efforts are identified in **Appendix I, List of Trade Associations and Business Organizations**.

### 7.2.7.1 Professional Organization Interviews

Stakeholders were identified as area trade associations and business organizations that have a stake in the development and growth of area businesses, including minority- and women-owned businesses. MGT invited stakeholders to participate in interviews. The stakeholder organizations that participated in the interviews provide capacity building, advocacy, and technical and/or business development to their members, many of which are M/WBE firms. The common themes expressed by stakeholders included:

- ◆ Minority, woman, and disabled-owned businesses face greater challenges receiving bid opportunities, accessing capital, obtaining bonding, etc. compared to non-minority businesses due to their race, ethnicity, gender, etc.
  - A minority focused organization [7] stated, “Minorities in this day and age, still do not have relationships with bankers and are not afforded the opportunity to have those relationships. The ability to get bonding for minority companies co[m]e down to being willing to take a risk, and where this happens for the white woman or white man, there are significantly more hurdles for the black woman or black man as compared to their white counterparts. There is even a tendency not to receive the same discounts for materials. African Americans tend to have to go a different non-traditional route to secure the necessary financing.”
- ◆ The City needs to provide more support to minority, woman, and disabled businesses and allow more transparency about the bidding process.
  - A woman focused business organization [10] stated, “Be transparent regarding opportunities and if the decision has already been made then don't offer to others. This is the most frustrating part to have to deal with.”
- ◆ Informal networks are prevalent within the private and public sector and play a role in bid opportunities.
  - A business organization [2] stated...’The good ole boy network is still alive and well. Specifically in construction, and it may never go away...”

## 7.2.8 Online Comments

The opportunity to submit written comments via email provided businesses that weren't sampled for interviews or surveys with a chance to share their anecdotal feedback. Comments were accepted until the conclusion of outreach efforts to ensure these firms had ample time to submit their input. As mentioned, the use of a multi-pronged approach to collecting qualitative data provided a broader reach within the relevant market area. The self-reported demographic characteristics of anecdotal participants by data collection activity type are presented in the sections below.

Submission of online comments was available via email and the Study website for firms to provide their comments regarding their experiences doing business with City, its primes, or in the private marketplace. Any comments received were reviewed for study inclusion.

## 7.3 Anecdotal Comments

The findings below reflect the opinions and perceptions of anecdotal participants characterized in the preceding demographic summary. As such, the themes are drawn from a very broad base of participants reflecting a comprehensive array of viewpoints and experiences regarding work with the City or its primes.

In the successive sections, findings are generally organized around themes of concerns expressed by vendors, with evidence divided between (1) items identified through qualitative input from anecdotal research participants (interviews and open-ended comments) and (2) quantitative summaries of

perceptions collected through the custom census business surveys. In some cases, content is limited to one category of findings or the other based on the scope of information collected through either medium.

With the different categories of anecdotal collection used, the following is a guide to understanding where each excerpt derived from:

- ◆ B=Business Engagement Meeting
- ◆ F=Focus Group
- ◆ I=In-depth Interview
- ◆ V=Vendor Survey

### 7.3.1 Procurement Process Issues and Challenges of M/WBEs

Procurement processes and challenges are frequent issues of concern among vendors in the relevant market. The fair and equal opportunity to bid or propose on the City's contracts is critical to the growth and success of all firms, and particularly those of disadvantaged social or economic circumstances, such as M/WBEs.

Included below is a sampling of comments from participants reflecting specific instances of these barriers:

- ◆ An Asian American owned [F1] goods and related services business stated, "I have not experienced, particularly that my proposal had any problems. The only problem I see would be my pricing would be a little high. The challenge I definitely see, which is a little difficult to get feedback from City of Houston, it's regarding the bid tabulation. I know they have a process that you can request for the pricing or bid tab where you stand, what's the feedback, who was awarded all of that. Which takes almost a month to get that information back because they have multiple processes..."
- ◆ An African American owned [F3] professional services business stated, "You know I met all the criteria and the qualifications, and we do a very good job because you know when you're a minority of a minority you have to constantly prove yourself. So the bigger firm no matter how much they screw up they still get the lucrative projects and I'm told the city and I've shown them that we've never had any sort of penalty or we haven't been written up and we continue to get the Mickey Mouse jobs."
- ◆ A Non-Minority Woman owned [B1] professional services business stated that if there is outreach about bid opportunities, she is having a hard time finding them.
- ◆ An African American owned [I30] professional services business stated regarding losing bids with the City, "...they already knew the company they wanted. Sometimes you can tell if a procurement is written for a specific company."
- ◆ A Hispanic owned [F3] professional services business stated that their business does not get the same opportunities as other business in the "good ole boy network."
- ◆ A Black American owned [V105] business stated, "The process is too complex for a small business, and I don't have the administrative staff to help me get through all the bureaucracy".



- ♦ A Hispanic owned business [V106] stated “There are too many politics involved. I feel like if you don't have the right connections or influence, they don't bother with you. I just stay away from City contracts.”
- ♦ A Non-M/WBE business [V107] stated “We work with almost every city except for the City of Houston. They pick and choose who they want to work with, and they are so cut throat. They already know who they want to work with.”

### 7.3.2 Office of Business Opportunity Programs

The Office of Business Opportunity provides support, policy guidelines, compliance, and oversight to ensure minority- and women-owned businesses have a fair opportunity to compete on the City's contracts. The department is committed to cultivating an inclusive and competitive economic environment in the City of Houston by promoting the success of small businesses.

Included below is a sampling of comments from participants reflecting specific instances of barriers:

- ♦ A Nonminority Woman owned [V75] professional services business stated “It takes 8 -12 months for any company to get through the certification process, which is unacceptable for small businesses. The City wants companies to be certified before they can bid on jobs. Our applications get stuck, and we lose the opportunity to bid. If I have a female that owns a construction company, I tell them not to bid because they cannot get certified before the opening bid date and deadline.”

### 7.3.3 Financial Barriers

Limited access to capital and inconsistent cash flow impacts M/WBE and small firms' ability to successfully complete projects, apply for and receive bonds, hire employees, and operate their businesses. Similarly, cash flow becomes a barrier for M/WBE firms, particularly smaller M/WBE firms, because it limits the amount of work they can bid on. As the results in **Chapter 6 Private Sector Analysis** shows, M/WBEs consistently earn less wages and less business earnings than their non-M/WBE counterparts. The anecdotes add credence to the assertion that with less capital M/WBEs face financial barriers to operating their businesses. Included below is a sampling of comments on this barrier.

- ♦ An African American owned [V101] other services business stated, “ We're actually in the process of walking away from the City. It's too frustrating. They discriminate against small businesses in a sense because you can't exceed \$50K in a calendar year or they'll take you out of the contract. How is a small business supposed to grow? They want you to stay stuck. Then, you see the same people getting all the work. They also give you a hard time getting paid, so I have to pay the collections guy.”
- ♦ A Nonminority Woman owned [F2] construction business stated that their company sometimes pays subcontractors in advance because small business cannot wait the 45 to 60 day window for payment from the City.
- ♦ An African American owned [V9] professional services business stated, “...bidding on jobs are useless if one does not have the money to fund the project, so it doesn't really make sense to

try bidding. Most contractors have a 30, 60 or 90 day pay period and this weeds the small companies out unless you are part of a buddy-buddy system.”

### 7.3.4 Prime Contracting Behavior

Subcontracting offers M/WBE firms a way to grow their businesses. Primes that treat M/WBEs unfairly or deny the opportunity to bid on contracts impacts the local economy but also potentially negatively impacts the growth of M/WBEs in the marketplace. Specific issues and challenges noted in this area include:

- ♦ An African American Woman-owned [V32] construction business stated in regard to prime behavior, “...I was included on a bid, and, after they won, I was pressured to make adjustments after I had firmed up my price.”
- ♦ An African American Woman-owned [V91] professional services business stated, “They [City] don’t hold the primes to the fire for the shady things they do. They [Prime] hold all these meetings and don’t include the subcontractor, when most of the time, you need the sub for input on finances and other things. The “Good Faith Effort” is not with them.”
- ♦ A Native American Woman-owned [V104] professional services business stated, “I brought in a prime contractor on a project I introduced to the client. The client issued an RFP and I forwarded the RFP to the prime contractor. The prime contractor took over the project and dropped my company’s utilization. The prime contractor won the bid and did not pay my company.”

### 7.3.5 Discrimination and Disparate Treatment

This section examines the type of discriminatory treatment encountered by M/WBEs working with the City, the City’s prime vendors, of in the City’s marketplace. A trend for firms that participated in interviews, surveys, or business engagement meetings was the indication that discrimination is prevalent and happens frequently in subtle ways and even to their peer competitors in the marketplace. Included below is a summary of survey of vendors responses as to whether they encountered disparate treatment or discrimination working with the City, or with the City’s primes.

Overall, indications of discriminatory treatment were reported highest by Native American firms, with an overall rate of 42 percent. Across the other groups, the reports were: African Americans (40 percent), Hispanic Americans (38 percent), Asian Americans (26 percent), and nonminority females (2 percent). All M/WBE groups indicated experiencing some form of discrimination and/or disparate treatment compared to nearly no indication for non-M/WBEs.

**Exclusion from Business Networks and Events:** Across all racial and gender groups, there was a noticeable trend where M/WBEs face exclusion from business networks and events due to the prevalence of a “good old boy network.” This network, consisting of prime contractors and subcontractors, tends to favor relationships over merit, often selecting firms of the same race, ethnicity, or gender. For firms seeking opportunities as primes, this exclusionary practice affects African American, Asian American, and Hispanic American, businesses equally, with approximately 9% reporting such discrimination. Whereas, at the subcontracting level 24% of M/WBEs reported encountering instances of exclusion.

**Price Discrimination by Suppliers:** Price discrimination poses another significant challenge for M/WBEs, albeit to varying degrees. While Asian American-owned businesses report the lowest incidence at 2%, other groups face higher levels of discrimination, with African American and Hispanic American businesses experiencing 5% discrimination in pricing as primes, compared to 10% of M/WBE subcontractors. This practice undermines the competitiveness of M/WBE firms in the marketplace.

**Bid Shopping:** Bid shopping is an additional challenge faced by M/WBEs, with primes disclosing the low bidder's price to others, often to obtain even lower bids. This practice is particularly pronounced among Native American-owned businesses, where 11% report being affected. However, other groups also face substantial levels of bid shopping, ranging from 3% to 5%. At the subcontractor level, 9% of M/WBEs reported being subjected to bid shopping.

**Discrimination During Execution of Work:** While executing their work, M/WBEs reported being subjected to various forms of discrimination, including racial slurs, workplace violence, intimidation, harassment, or sabotage. Native American-owned businesses report the highest incidence at 5%, followed by African American-owned businesses at 1%. Similar experiences were reported for M/WBE subcontractors.

**Double Standards in Performance Measurement:** M/WBEs also face challenges related to double standards in performance measurement and inspections of their work. Inspectors often target minority and women-owned businesses unfavorably, while non-minority firms escape similar scrutiny. This discrepancy in treatment undermines the credibility and fairness of regulatory processes, with 9% of minority owned subcontractors reporting this experience.

**Refusal to Deal with Minorities or Women:** Another significant barrier is the outright refusal by agencies, primes, suppliers, and/or customers to engage with M/WBEs based on their race, ethnicity, or gender. Approximately 5% of M/WBE primes and 11% of minority subcontractors report facing such discrimination, with Native American-owned businesses experiencing the highest incidence of this occurrence.

**Denial of Bidding Opportunities:** Finally, M/WBEs encounter denial of bidding opportunities based on their race, ethnicity, or gender, further limiting their access to economic opportunities. While the overall incidence is relatively low, at around 2% to 3%, this practice perpetuates systemic inequalities in the business landscape. While firms had not been denied opportunities to bid, disparate or discriminatory treatment and additional barriers has alluded their ability to successfully secure opportunities.

Further testimonials of M/WBEs indicating such experiences were as follows:

- ♦ An African American owned [16] professional services business stated team members working on projects for the City with public works and airport were treated different due to their ethnicity. The business owner stated it was more the prime contractor. The prime contractor made references to dialect, appearance, and asking about credentials to be on the project and making very subtle comments.
- ♦ A Hispanic Woman owned [18] construction business stated that she did a site visit but was stopped by the project manager questioning why she was there and where her husband was. A Hispanic owned [14] professional services business stated, "As mentioned, we are always questioned about our ability to do the testing, where the lab was located, how we did the

testing, etc. We know that our counterparts are not asked those type of questions, as we've also worked on construction sites before starting the business. “

### 7.3.6 Barriers to Doing Business

Firms that participated in the qualitative data collection who also work in the private sector as primes noted that relationships are the foundation of their success. However, M/WBE subcontractor firms were not as fortunate in developing such relationships because the private sector does not historically have M/WBE goal requirements on their contracts, which means that without goals, primes hire M/WBE subcontractors for their projects at lower rates than their non-M/WBE counterparts. In *Builders Association of Greater Chicago v. City of Chicago*<sup>153</sup>, the court held that the failure of prime contractors even to solicit qualified M/WBE firms is a “market failure” that is significant evidence in helping to establish a government’s compelling interest in remedying such failures.

Specifically, survey respondents were asked whether prime vendors who contract with their company on public sector projects with M/WBE goals do so on private sector projects without M/WBE goals. The survey sought to determine if prime behavior was the same when projects applied M/WBE goals versus projects without goals. Participants overwhelmingly agreed that primes who work with their company on public sector contracts with goals did not solicit M/WBE firms for private projects without goals. 84 percent of M/WBEs responded they are not solicited to bid on projects without goals.

Various challenges facing established minority and woman-owned businesses were the same for small non-M/WBE firms. As with start-ups, M/WBEs also raised a constellation of issues related to record-keeping, knowledge of how to fill out procurement paperwork, and lack of access to capital/credit/bonding nonminority firms did not appear to have. In many cases, these problems were attributed to a lack of valuable connections and not knowing the culture of the business or a specific industry. These problems could be attributed to “good-ole-boy” or bonding social capital networks among established business owners.

Not giving an opportunity to firms Barriers to doing business can vary widely to include market entry barriers, exclusions from

The top three barriers for all qualitative participants were:

- ◆ Lack of communication from the City before, during, and after bidding process
- ◆ Slow payment or non-payment for project work
- ◆ Informal network interfering with bid opportunities

## 7.4 Suggested Remedies from Participants

All qualitative data collection included the opportunity for participants to express their ideas and recommendations for improving the procurement process, M/WBE Program, or to increase M/WBE participation. A few recurring ideas and/or suggested remedies provided by participants are:

---

<sup>153</sup> *Builders Association of Greater Chicago v. City of Chicago*, 298 F.Supp. 2d 725, 737 (N.D. Ill. 2003).

- ◆ Hire more staff members to decrease certification wait times.
- ◆ Hold non-minority and minority businesses accountable for contract goals.
- ◆ Increase communication and transparency of bid process.

## 7.5 Conclusions

Utilizing various methods, anecdotal data was gathered from a diverse array of businesses and industries. Several MWBEs identified informal networks, limited access to capital, limited communication from the City, delayed payment processes, and similar factors as obstacles hindering their business interactions with the City of Houston. Several MWBEs did feel discriminated against by the City and/or its prime contractors due to comments made and/or lack of contracting opportunities. Furthermore, MWBEs often expressed their sentiments of having to consistently demonstrate their qualifications for City contracting opportunities due to their race, ethnicity, or gender compared to non-minority businesses. Additionally, the results show that MWBE firms that were solicited for projects with MWBE goals are not solicited for projects without goals. The anecdotes derived from this extensive business population offer a blueprint for developing policies and procedures that can cater to the needs of businesses in the market area.

# 8 Findings, Commendations, and Remedies

## 8.1 Introduction

The City of Houston, TX engaged MGT Consulting Group (MGT) to conduct its 2023 Disparity Study to determine if there are any disparities between the utilization of minority- and women-, business enterprises (M/WBEs) compared to the availability of M/WBEs in the marketplace who are ready, willing, and able to perform work in the procurement categories of Construction, Professional Services, Other Services, Goods, and Airport Concessions.

Chapter Sections	
8.1	Introduction
8.2	Findings
8.3	Commendations and Recommendations
8.4	Conclusions

Within the context of studying the City's procurement practices, the study was conducted in a manner consistent with disparity study best practices, controlling local legal precedents, and constitutional law in order to properly advise the City about the legal basis for potential remedies, if necessary. MGT's methodology included a review of disparity studies legal framework, analyses of utilization, availability, and statistical disparity, qualitative research, private sector analyses, and findings, commendations, and recommendations.

Strict scrutiny requires the City's study to have evidence of M/WBE utilization and the success of M/WBEs in gaining business in the marketplace. This chapter summarizes the evidence on the central research question: *Is there factual predicate evidence for the City to adopt remedial measures for M/WBEs?* MGT's findings and evidence are based on fact-finding to analyze City procurement trends and practices between July 1, 2017 (FY18) through June 30, 2022 (FY 22); evaluate of the impact of race-and gender-neutral remedial efforts; and evaluate options for future program development regarding the utilization of M/WBEs and to evaluate various options for future program development. The results of this study and the conclusions drawn are presented in detail in **Chapters 4** through **7** of this report.

This chapter will summarize the evidence on the research questions:

- ◆ Is there factual predicate evidence for the City to adopt remedial measures for M/WBEs?
- ◆ How does case law inform the research methodology for the City's disparity study?
- ◆ Are there disparities between the availability and utilization of M/WBE primes and subcontractors?
- ◆ If so, what is the cause of the disparity? Is there other evidence that supports and/or explains why there is disparity?
- ◆ Does the City passively engage in private sector discrimination?
- ◆ Are there statistically significant disparities in the utilization of M/WBEs by primes on projects where there are no M/WBE goals?
- ◆ Is there qualitative/anecdotal evidence of disparate treatment of M/WBE subcontractors by prime contractors?

## 8.2 Findings

The subsequent sections highlight key findings of the Study. These pivotal insights shed light on the underutilization of M/WBEs compared to their availability in the marketplace. As such, the City should further establish initiatives and processes to remedy past discrimination against such firms.

### Finding A: Relevant Geographic Market Areas *(Chapter 4, Appendix B)*

The entire universe of expenditure data was utilized to determine the Relevant Geographic Market Area for the study.<sup>154</sup> This included both expenditures to prime contractors and subcontractors. Based on the market area analysis results for each business category, the recommended relevant market area are the nine counties within the City of Houston Market Area (“Market Area”), as seen in the box below.

FIGURE 8-1. RELEVANT GEOGRAPHIC MARKET AREA

City of Houston Relevant Market Area	
Austin County, TX	Galveston County, TX
Brazoria County, TX	Harris County, TX
Chambers County, TX	Liberty County, TX
Fort Bend County, TX	Montgomery County, TX
Waller County, TX	

The spending in the Relevant Geographic Market Area is represented in **Table 8-1**. The product market represents the spending by North American Industry Classification System (NAICS). Overall, City procurements occur in **243** NAICS industry groups. In Construction, City procurements occur in **74** NAICS industry groups. In Professional Services, City procurements occur in **82** NAICS industry groups. Within Other Services, City procurements occur in **105** NAICS industry groups. In Goods, City procurements occur in **137** NAICS industry groups. In Airport Concessions, City procurements occur in **59** NAICS industry groups. The City’s product markets are shown in **Appendix A, Detailed Product Market Analysis**.

TABLE 8-1.  
MARKET AREA ANALYSIS

<sup>154</sup> Chapter 4, Market Area and Utilization Analyses

DISTRIBUTION OF DOLLARS BY BUSINESS CATEGORY,  
CITY OF HOUSTON MARKET AREA

CONSTRUCTION	Amount	Percent
<i>Inside City of Houston RGMA</i>	\$3,867,591,571.43	88.09%
Outside City of Houston RGMA	\$522,845,485.83	11.91%
<b>CONSTRUCTION, TOTAL</b>	<b>\$4,390,437,057.26</b>	<b>100.00%</b>
PROFESSIONAL SERVICES	Amount	Percent
<i>Inside City of Houston RGMA</i>	\$598,499,250.13	65.18%
Outside City of Houston RGMA	\$319,715,232.25	34.82%
<b>PROFESSIONAL SERVICES, TOTAL</b>	<b>\$918,214,482.38</b>	<b>100.00%</b>
OTHER SERVICES	Amount	Percent
<i>Inside City of Houston RGMA</i>	\$710,394,686.75	66.84%
Outside City of Houston RGMA	\$352,361,363.93	33.16%
<b>OTHER SERVICES, TOTAL</b>	<b>\$1,062,756,050.68</b>	<b>100.00%</b>
GOODS	Amount	Percent
<i>Inside City of Houston RGMA</i>	\$754,023,588.15	56.93%
Outside City of Houston RGMA	\$570,382,031.35	43.07%
<b>GOODS, TOTAL</b>	<b>\$1,324,405,619.50</b>	<b>100.00%</b>
ALL BUSINESS CATEGORIES	Amount	Percent
<i>Inside City of Houston RGMA</i>	\$5,930,509,096.46	77.1%
Outside City of Houston RGMA	\$1,765,304,113.36	22.9%
<b>ALL BUSINESS CATEGORIES, TOTAL</b>	<b>\$7,695,813,209.82</b>	<b>100.00%</b>

### Finding B: Availability Estimates (Chapter 4, Appendix C)

A reliable estimation of the number of firms *willing* and *able* to provide each of the respective services under the examination scope is an incumbent element in the determination of disparity. Post-*Croson* case law has not prescribed a single approach to deriving firm availability, and agencies have used various means to estimate pools of available vendors that have withstood legal scrutiny.

MGT calculated availability based on a “custom census” approach. This approach is the most accurate for calculating availability at its most granular level. An in-depth explanation of this approach is provided in **Chapter 4**. Detailed availability results by business category and 4-digit NAICS code are provided in **Appendix C**. The availability estimates by procurement category are illustrated in **Table 8-2**.

TABLE 8-2.  
ESTIMATION OF AVAILABLE FIRMS,  
ALL PROCUREMENT CATEGORIES

BUSINESS OWNERSHIP CLASSIFICATION	% OF AVAILABLE FIRMS
Black Americans	7.70%



BUSINESS OWNERSHIP CLASSIFICATION	% OF AVAILABLE FIRMS
Hispanic Americans	13.17%
Asian Americans	3.77%
Native Americans	1.11%
<b>Total MBE Firms</b>	<b>25.75%</b>
Nonminority Women	8.04%
<b>Total M/WBE Firms</b>	<b>33.80%</b>
Unclassified Firms	66.20%

Source: Chapter 4, Market Area and Availability.

### Finding C: MWBE Utilization *(Chapter 4, Appendix C)*

In **Table 8-3**, the utilization analysis shows that non-MWBE firms are utilized at higher rates than their MWBE counterparts. Houston’s utilization with MWBE firms was 28.68 percent while non-MWBE firms totaled 71.32 percent. The highest utilization rates among MWBE classifications included Hispanic American firms accounting for 12.71 percent of dollars paid.

TABLE 8-3.  
UTILIZATION ANALYSIS BY BUSINESS OWNERSHIP CLASSIFICATION,  
ALL PROCUREMENT CATEGORIES

BUSINESS OWNERSHIP CLASSIFICATION	ALL PROCUREMENT CATEGORIES	
	Dollars (\$)	Percent (%)
Black Americans	\$427,177,929.06	5.55%
Hispanic Americans	\$967,723,888.34	12.57%
Asian American	\$269,994,580.51	3.51%
Native Americans	\$46,988,292.03	0.61%
<b>Total MBE Firms</b>	<b>\$1,711,884,689.94</b>	<b>22.24%</b>
Nonminority Women	\$478,696,401.67	6.22%
<b>Total MWBE Firms</b>	<b>\$2,183,385,663.41</b>	<b>28.46%</b>
Unclassified Firms	\$5,505,232,118.21	71.54%
<b>TOTAL</b>	<b>\$7,695,813,209.82</b>	<b>100.00%</b>

Source: Chapter 5, Product Market Area, Utilization, and Disparity Analyses.

### Finding D: Disparity *(Chapter 5)*

This section includes the results of the disparity ratios calculated in **Chapter 5**. MGT’s disparity index methodology yields an easily calculable value, understandable in its interpretation, and universally comparable. A disparity in utilization within the minority- and female-owned firms can be assessed

concerning the utilization of nonminority- and male-owned firms. MGT applies two significant tests to determine statistical significance: (1) whether the disparity index is less than or equal to 80 percent of respective M/WBE availability, which is labeled “substantial disparity,” and (2) whether the disparity index passes the t-test determination of statistical significance. In cases where one, or especially both, measures hold true, a remedy is typically deemed justifiable by courts, making these results critical outcomes of the subsequent analyses.

The overall results show disparity for minority and nonminority women, collectively. Statistically significant disparity was identified collectively for minority and nonminority females within Goods and Other Services. Detailed disparity results by business category and 4-digit NAICS code are provided in **Appendix C, Utilization, Availability, and Disparity by NAICS Codes**.

TABLE 8-4.  
DISPARITY RATIO SUMMARY ANALYSIS

Business Ownership Classification	All	CONSTRUCTION	PROFESSIONAL SERVICES	OTHER SERVICES	GOODS
Black Americans	<b>*Disparity*</b>	Disparity	<b>*Disparity*</b>	Disparity	Disparity
Asian Americans	Disparity	Disparity	No Disparity	Disparity	<b>*Disparity*</b>
Hispanic Americans	Disparity	No Disparity	No Disparity	Disparity	<b>*Disparity*</b>
Native Americans	Disparity	Disparity	<b>*Disparity*</b>	Disparity	Disparity
Total MBE Firms	<b>*Disparity*</b>	Disparity	<b>*Disparity*</b>	<b>*Disparity*</b>	<b>*Disparity*</b>
Nonminority Women	Disparity	Disparity	<b>*Disparity*</b>	Disparity	No Disparity
Total MWBE Firms	<b>*Disparity*</b>	Disparity	<b>*Disparity*</b>	<b>*Disparity*</b>	<b>*Disparity*</b>
Unclassified Firms	No Disparity	No Disparity	No Disparity	No Disparity	No Disparity

**BOLD** Indicates a substantial level of disparity, which is a disparity index below 80.00. **\*Disparity\*** indicates statistically significant.

## Finding E: Private Sector Disparities in Census SBO and ABS Data (Chapter 6)

Based on US Census 2012 SBO and 2017 ABS data, MGT attempted to answer the research question; “Do marketplace disparities exist in the private sector regarding revenue within similar City procurement categories for firms owned by minorities or females?”. Both data sets gather and report firm information for firms with paid employees, including workers on the payroll (employer firms). SBO data is the only data set that provides firms without paid employees, including sole proprietors and partners of unincorporated businesses that do not have any other employees on the payroll (non-employer firms). This is an important distinction because it provides a more encompassing picture of the private sector. SBO is limited in the age of the data, but it can be supplemented with more recent ABS data. It should

also be noted that all the disparity indices in the SBO tables are statistically significant within a 95 percent confidence interval.

## **Finding F: Disparities in Individual Wages, Business Earnings, Self-Employment Rates** *(Chapter 6)*

Findings from the Public Use Microdata Sample (PUMS) from 2015-2019 data indicate that minority and women wages were significantly less in 2016-2020 than those of nonminority males, holding all other variables constant. M/WBE firms were significantly less likely than nonminority males to be self-employed. If they were self-employed, most M/WBE firms earned significantly less in 2016-2020 than self-employed nonminority males, holding all other variables constant.

The analysis of observed versus predicted self-employment rates showed that marketplace discrimination impacted these rates. Further, this analysis indicates that holding all factors consistent, race, ethnicity, and gender play a role in the lower level of self-employment for MWBEs.

## **Finding G: Qualitative Results** *(Chapter 7)*

The collective qualitative and anecdotal activities gathered input through vendor surveys, in-depth interviews, and business engagement meetings, business owners or representatives in the Relevant Market Area regarding their opinions and perceptions of how discrimination has affected their experiences working with City or with primes as subcontractors on City projects. Together, the City and MGT executed various outreach methods including direct emails, postcards, personal contact, press releases, and more to encourage business participation in the study.

Qualitative data were collected using multiple methods and included a broad reach of diverse businesses and business industries. Feedback from many businesses had common discriminatory themes regarding their experiences working or attempting to work with the City, such as prime contractors rarely utilizing MWBEs when there were no project goals, and other discriminatory barriers in doing business (i.e., informal networks, insurance requirements, slow or no payments, or contract requirements). Several MWBEs did feel discriminated against by the City and/or its prime contractors due to comments made and/or lack of contracting opportunities. Furthermore, MWBEs often expressed their sentiments of having to consistently demonstrate their qualifications for City contracting opportunities due to their race, ethnicity, or gender compared to non-minority businesses. The anecdotes derived from this extensive business population offer a blueprint for developing policies and procedures that can cater to the needs of businesses in the market area.

## 8.3 Commendations and Remedies

The City of Houston is applauded for its ongoing commitment to investing resources in fostering growth and development. The recent Disparity Study conducted by MGT has played a pivotal role in this endeavor by meticulously identifying existing initiatives aimed at promoting inclusive opportunities for businesses within the community. Through this study, the City has demonstrated its dedication to creating an environment that fosters diversity, equity, and inclusion, thus paving the way for a more vibrant and thriving local economy.

Therefore, the remedies are suggested to encourage the participation of small, minority-owned, woman-owned, physically disabled businesses in government contracting and procurement. The majority of the forthcoming suggestions are derived from a combination of various discoveries and may not exclusively correlate with a single finding. The practices identified below have worked well in certain localities, though some have not been as effective as others. Effectiveness can depend on a variety of factors. As such, it is difficult to determine whether a particular policy or practice is solely responsible for the success of a program.

### Remedy A: Enhance Data Collection

Within this report, MGT detailed the level of effort it took to combine multiple data sources for an accurate analysis of the City's MWBE, DBE, PDBE, and SBE utilization. The City has invested in contract compliance software with the intent of having accurate and complete data readily available. It was identified during the study that there are significant gaps and processes that are lacking in order for the latter to be the case. The B2GNow software is designed to collaborate with the City's SAP financial system to ensure that the OBO Office can accurately assess the impact of its programs. Improved data collection will allow the City to understand its true economic impact of the diverse businesses in the market area and produce more detailed reports on the program's utilization.

In addition to updating the payment information in the system, firms contracted by the City must be required to enter all subcontract data to expand the OBO Office's compliance and reporting.

### Remedy B: Advertise Future Informal Procurement Opportunities

In addition to its commendable efforts in fostering inclusivity, the City should be acknowledged for its proactive approach in identifying contracting opportunities for small businesses, particularly in forecasting larger, long-lead projects. This proposed remedy is derived from multiple anecdotal comments of firms, particularly small firms that they do not know where or how to learn of information opportunities. It's equally important to recognize the significance of smaller, informal purchases as avenues for minority and women-owned businesses to expand their operations. To further support these businesses, the City should collaborate with the procurement department to develop a forecast spanning 6 to 12 months, specifically outlining informal procurement opportunities. This proactive approach would enable businesses to adequately prepare and position themselves to capitalize on these opportunities, ultimately fostering their growth and success within the local economy.

## **Remedy C: Establish Contract Compliance Process for Indefinite Delivery/Indefinite Quantity (IDIQ) Purchases**

Indefinite Delivery/Indefinite Quantity (IDIQ) contracts are issued to a firm in which the scope of work or material quantities have yet to be determined. The City should establish a comprehensive and transparent contract compliance process to ensure adherence to regulations and promote equity in the awarding and execution of IDIQ contracts. The City should define specific compliance requirements relevant to IDIQ contracts, including but not limited to minority-owned, women-owned, veteran-owned, and small business participation goals, as well as any applicable labor standards and reporting obligations. In addition, the City should develop robust monitoring mechanisms to track compliance throughout the lifecycle of IDIQ contracts, including pre-award, performance, and post-award phases. This may involve the use of tracking systems, periodic audits, and performance evaluations, and goal attainment.

## **Remedy D: Adopt a Policy Forbidding Exclusivity Agreements between Primes and Subcontractors**

Comments from Minority and Women-Owned Business Enterprises (MWBE) in the qualitative data collection expressed concerns of their inability to provide quotes to multiple bidders because primes require subcontractors to agree to exclusivity. MWBE firms shall be provided with equal opportunities to submit multiple bids or proposals that enhance their chances of winning subcontracting opportunities. The City should prohibit the use of exclusivity agreements between prime contractors and MWBE subcontractors. Prime contractors shall not be allowed to enter into agreements that limit subcontracting opportunities for MWBE firms or restrict their ability to work with other prime contractors.

## **Remedy E: Modify Graduation Program Criteria**

The utilization analysis identified areas where larger MWBE firms were successfully winning multiple large prime contracts. The City should consider a graduation program for MWBE firms once they have scaled their businesses to the point where there are no barriers to competing. The City currently uses the Small Business Administration size standards to determine whether a firm graduates out of its program. However, this standard may not accurately reflect the economic landscape and challenges faced by businesses at the local level. Local size standards can be crafted to align with the economic conditions, industry makeup, and business environment of the Houston region. This ensures that the graduation criteria are more relevant and reflective of the challenges and opportunities faced by MWBE firms operating within the community. Furthermore, tailoring the M/WBE graduation criteria to local dynamics can aid in stimulating economic growth and supporting small businesses. This ensures that contracting opportunities are accessible to a broader range of local vendors, thereby maximizing the socio-economic impact of the City's spending. These standards can be reviewed during recertification or a routine audit to confirm continued eligibility in the City's programs.

## **Remedy F: Expand SBE Program**

The City should be commended on the implementation of their SBE Program for construction contracts. They should also be commended on the policy flexibility to meet MWBE goals with SBE firms. Small

Business Enterprise programs have more flexibility to increase the economic mobility of businesses in the marketplace where the City does business. As such, the City should expand the SBE Program to all industries to which it procures goods and services as an economic tool to ensure that all businesses regardless of race or ethnicity or gender have an opportunity to compete in the city's economy.

### **Remedy G: Expand the Office of Business Opportunity Staff**

The City of Houston is a significant entity, and the Office of Business Opportunity (OBO) plays a crucial role in fostering economic mobility for businesses in the marketplace. One key responsibility of the OBO is identifying minority, women, disadvantaged, and other such firms through certification. Feedback collected through qualitative data analysis highlights that firms seeking certification or recertification often face lengthy waiting periods for approval. To address this issue, additional OBO staff will be allocated to expedite the certification process.

Moreover, the presence of more OBO personnel is essential for extending contract compliance, goal setting, and outreach to the business community. Additionally, internal departmental support is required to fulfill these tasks effectively.

### **Remedy H: M/WBE Program Sunset**

The City should continue the review of the M/W/D/ACDBE Programs to determine if an evidentiary basis to continue these programs exists every five years and that it should be continued only if there is strong evidence that discrimination continues to disadvantage M/WBEs in the relevant market area. The Program should be reevaluated prior to the sunset date in 2030.

## **8.4 Conclusions**

As documented throughout the Disparity Study, there were areas of disparities in the public sector utilization and broadly in the private sector for MWBEs in the City's business markets. There is also qualitative data that suggested discrimination was prevalent among MWBEs in the marketplace.

The analysis of the U.S. Census 2012 SBO data, 2017 ABS data, and the PUMS 2016-2020 data demonstrate that significant marketplace discrimination exists for MWBE firms operating in the private sector within the City's market area. This evidence of passive discrimination coincides with disparities observed in public sector contracting that illustrate that discriminatory inequities exist in the City's Market Area. Thus, the City may have a compelling interest in implementing remedies to address these gaps.

# City of Houston

Disparity Study Appendices

MAY 7, 2024

# Table of Contents

<b>TABLE OF CONTENTS.....</b>	<b>I</b>
<b>APPENDIX A .....</b>	<b>152</b>
A. DETAILED PRODUCT MARKET ANALYSIS .....	152
<b>APPENDIX B.....</b>	<b>212</b>
B. DETAILED MARKET AREA ANALYSIS .....	212
<b>APPENDIX C .....</b>	<b>257</b>
C. DETAILED UTILIZATION, AVAILABILITY, AND DISPARITY ANALYSES.....	257
<b>APPENDIX D.....</b>	<b>380</b>
D. CUSTOM CENSUS SURVEY .....	380
<b>APPENDIX E.....</b>	<b>383</b>
E. VENDOR QUESTIONNAIRE.....	383
<b>APPENDIX F .....</b>	<b>395</b>
F. VENDOR QUESTIONNAIRE RESULTS .....	395
<b>APPENDIX G .....</b>	<b>461</b>
G. IN-DEPTH INTERVIEW GUIDE FOR BUSINESSES	461
<b>APPENDIX H.....</b>	<b>469</b>
H. IN-DEPTH INTERVIEW GUIDE FOR PROFESSIONAL ORGANIZATIONS .....	469
<b>APPENDIX I.....</b>	<b>471</b>
I. LIST OF PROFESSIONAL ORGANIZATIONS .....	471
<b>APPENDIX J.....</b>	<b>473</b>
J. PRIVATE SECTOR ANALYSIS IN-DEPTH RESULTS - (PUMS) REGRESSION ANALYSIS.....	473

## TOC CONTINUED

### TABLES

Table A-1. City of Houston Product Market Area All NAICS Codes .....	152
Table A-2. City of Houston Product Market Area Construction NAICS Codes .....	174
Table A-3. City of Houston Product Market Area Professional Services NAICS Codes .....	179
Table A-4. City of Houston Product Market Area Other Services NAICS Codes .....	185
Table A-5. City of Houston Product Market Area Goods NAICS Codes .....	191
Table B-1. City of Houston Geographic Market Area All Firms .....	212
Table B-2. City of Houston Geographic Market Area Construction Firms.....	228
Table B-3. City of Houston Geographic Market Area Professional Services Firms.....	232
Table B-4. City of Houston Geographic Market Area Other Services Firms.....	238
Table B-5. City of Houston Geographic Market Area Goods Firms .....	245
Table C-1. Detailed Utilization, Availability, and Disparity Analyses City of Houston Marketplace Construction Black American Firms .....	257
Table C-2. Detailed Utilization, Availability, and Disparity Analyses City of Houston Marketplace Construction Asian American Firms .....	260
Table C-3. Detailed Utilization, Availability, and Disparity Analyses City of Houston Marketplace Construction Hispanic American Firms .....	264
Table C-4. Detailed Utilization, Availability, and Disparity Analyses City of Houston Marketplace Construction Native American Firms .....	268
Table C-5. Detailed Utilization, Availability, and Disparity Analyses City of Houston Marketplace Construction MBE Firms .....	272
Table C-6. Detailed Utilization, Availability, and Disparity Analyses City of Houston Marketplace Construction Nonminority Women Firms .....	275
Table C-7. Detailed Utilization, Availability, and Disparity Analyses City of Houston Marketplace Construction M/WBE Firms .....	279
Table C-8. Detailed Utilization, Availability, and Disparity Analyses City of Houston Marketplace Professional Services Black American Firms.....	282
Table C-9. Detailed Utilization, Availability, and Disparity Analyses City of Houston Marketplace Professional Services Asian American Firms .....	285
Table C-10. Detailed Utilization, Availability, and Disparity Analyses City of Houston Marketplace Professional Services Hispanic American Firms .....	288
Table C-11. Detailed Utilization, Availability, and Disparity Analyses City of Houston Marketplace Professional Services Native American Firms.....	291
Table C-12. Detailed Utilization, Availability, and Disparity Analyses City of Houston Marketplace Professional Services MBE Firms .....	294
Table C-13. Detailed Utilization, Availability, and Disparity Analyses City of Houston Marketplace Professional Services Nonminority Women Firms .....	297



Table C-14. Detailed Utilization, Availability, and Disparity Analyses City of Houston Marketplace Professional Services M/WBE Firms .....	300
Table C-15. Detailed Utilization, Availability, and Disparity Analyses City of Houston Marketplace Other Services Black American Firms .....	303
Table C-16. Detailed Utilization, Availability, and Disparity Analyses City of Houston Marketplace Other Services Asian American Firms .....	307
Table C-17. Detailed Utilization, Availability, and Disparity Analyses City of Houston Marketplace Other Services Hispanic American Firms .....	312
Table C-18. Detailed Utilization, Availability, and Disparity Analyses City of Houston Marketplace Other Services Native American Firms .....	316
Table C-19. Detailed Utilization, Availability, and Disparity Analyses City of Houston Marketplace Other Services MBE Firms .....	320
Table C-20. Detailed Utilization, Availability, and Disparity Analyses City of Houston Marketplace Other Services Nonminority Women Firms .....	324
Table C-21. Detailed Utilization, Availability, and Disparity Analyses City of Houston Marketplace Other Services M/WBE Firms .....	328
Table C-22. Detailed Utilization, Availability, and Disparity Analyses City of Houston Marketplace Goods Black American Firms .....	332
Table C-23. Detailed Utilization, Availability, and Disparity Analyses City of Houston Marketplace Goods Asian American Firms.....	338
Table C-24. Detailed Utilization, Availability, and Disparity Analyses City of Houston Marketplace Goods Hispanic American Firms.....	345
Table C-25. Detailed Utilization, Availability, and Disparity Analyses City of Houston Marketplace Goods Native American Firms .....	351
Table C-26. Detailed Utilization, Availability, and Disparity Analyses City of Houston Marketplace Goods MBE Firms.....	357
Table C-27. Detailed Utilization, Availability, and Disparity Analyses City of Houston Marketplace Goods Nonminority Women Firms.....	363
Table C-28. Detailed Utilization, Availability, and Disparity Analyses City of Houston Marketplace Goods M/WBE Firms.....	369
Table C-29. Detailed Utilization, Availability, and Disparity Analyses City of Houston ACDBE Marketplace Food & Beverage.....	376
Table C-30. Detailed Utilization, Availability, and Disparity Analyses City of Houston ACDBE Marketplace Miscellaneous.....	376
Table C-31. Detailed Utilization, Availability, and Disparity Analyses City of Houston ACDBE Marketplace Retail.....	377
Table C-32. Detailed Utilization, Availability, and Disparity Analyses City of Houston DBE Marketplace Construction.....	377
Table C-28. Detailed Utilization, Availability, and Disparity Analyses City of Houston DBE Marketplace Other Services.....	378

Table C-28. Detailed Utilization, Availability, and Disparity Analyses City of Houston DBE Marketplace Goods .....	379
Table J-1. Linear Regression Individual Wages Houston Marketplace Overall.....	473
Table J-2. Linear Regression Individual Wages Houston Marketplace Construction.....	474
Table J-3. Linear Regression Individual Wages Houston Marketplace Architecture & Engineering.....	475
Table J-4. Linear Regression Individual Wages Houston Marketplace Professional Services.....	476
Table J-5. Linear Regression Individual Wages Houston Marketplace Goods & Services .....	477
Table J-6. Linear Regression Business Owner’s Earnings Houston Marketplace Overall .....	478
Table J-7. Linear Regression Business Owner’s Earnings Houston Marketplace Construction .....	479
Table J-8. Linear Regression Business Owner’s Earnings Houston Marketplace Architecture & Engineering .....	480
Table J-9. Linear Regression Business Owner’s Earnings Houston Marketplace Professional Services.....	481
Table J-10. Linear Regression Business Owner’s Earnings Houston Marketplace Goods & Services.....	482
Table J-11. Logistic Regression Formation Rates Houston Marketplace Overall.....	483
Table J-12. Logistic Regression Formation Rates Houston Marketplace Construction.....	484
Table J-13. Logistic Regression Formation Rates Houston Marketplace Architecture & Engineering.....	485
Table J-14. Logistic Regression Formation Rates Houston Marketplace Professional Services .....	486
Table J-15. Logistic Regression Formation Rates Houston Marketplace Goods & Services .....	487



**MGT of America Consulting, LLC**  
4320 West Kennedy Blvd.  
Tampa, Florida 33609

# Appendix A

## A. Detailed Product Market Analysis

TABLE A-1.  
CITY OF HOUSTON PRODUCT MARKET AREA  
ALL NAICS CODES

NAICS CODE	NAICS CODE DESCRIPTION	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
237110	Water and Sewer Line and Related Structures Construction	\$ 1,198,937,700.07	15.58%	15.58%
236220	Commercial and Institutional Building Construction	\$ 1,117,165,830.76	14.52%	30.10%
237310	Highway, Street, and Bridge Construction	\$ 609,886,031.19	7.92%	38.02%
541330	Engineering Services	\$ 358,160,106.57	4.65%	42.67%
238220	Plumbing, Heating, and Air-Conditioning Contractors	\$ 178,706,427.74	2.32%	45.00%
441110	New Car Dealers	\$ 162,490,894.07	2.11%	47.11%
237990	Other Heavy and Civil Engineering Construction	\$ 145,845,168.47	1.90%	49.00%
238110	Poured Concrete Foundation and Structure Contractors	\$ 141,666,082.30	1.84%	50.84%
238210	Electrical Contractors and Other Wiring Installation Contractors	\$ 141,084,709.40	1.83%	52.68%
484220	Specialized Freight (except Used Goods) Trucking, Local	\$ 130,544,026.55	1.70%	54.37%
238910	Site Preparation Contractors	\$ 115,997,679.31	1.51%	55.88%
423830	Industrial Machinery and Equipment Merchant Wholesalers	\$ 115,055,091.32	1.50%	57.38%
424690	Other Chemical and Allied Products Merchant Wholesalers	\$ 107,035,061.22	1.39%	58.77%
238990	All Other Specialty Trade Contractors	\$ 84,611,003.92	1.10%	59.87%
221320	Sewage Treatment Facilities	\$ 84,001,582.79	1.09%	60.96%
236116	New Multifamily Housing Construction (except For-Sale Builders)	\$ 83,485,638.71	1.08%	62.04%
561110	Office Administrative Services	\$ 83,468,426.05	1.08%	63.13%
562111	Solid Waste Collection	\$ 81,263,672.38	1.06%	64.18%
424720	Petroleum and Petroleum Products Merchant Wholesalers (except Bulk Stations and Terminals)	\$ 78,838,666.62	1.02%	65.21%
811310	Commercial and Industrial Machinery and Equipment (except Automotive and Electronic) Repair and Maintenance	\$ 75,944,448.07	0.99%	66.19%
488190	Other Support Activities for Air Transportation	\$ 73,629,258.86	0.96%	67.15%

NAICS CODE	NAICS CODE DESCRIPTION	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
541620	Environmental Consulting Services	\$ 63,838,742.48	0.83%	67.98%
561720	Janitorial Services	\$ 59,663,950.51	0.78%	68.76%
236115	New Single-Family Housing Construction (except For-Sale Builders)	\$ 58,199,514.69	0.76%	69.51%
812930	Parking Lots and Garages	\$ 56,961,566.61	0.74%	70.25%
519190	All Other Information Services	\$ 55,040,525.13	0.72%	70.97%
541512	Computer Systems Design Services	\$ 51,707,072.27	0.67%	71.64%
423430	Computer and Computer Peripheral Equipment and Software Merchant Wholesalers	\$ 49,690,198.71	0.65%	72.29%
561320	Temporary Help Services	\$ 49,059,727.08	0.64%	72.92%
454310	Fuel Dealers	\$ 48,303,260.24	0.63%	73.55%
561311	Employment Placement Agencies	\$ 45,684,660.39	0.59%	74.14%
561621	Security Systems Services (except Locksmiths)	\$ 44,440,305.99	0.58%	74.72%
423840	Industrial Supplies Merchant Wholesalers	\$ 44,258,756.35	0.58%	75.30%
561612	Security Guards and Patrol Services	\$ 42,975,415.05	0.56%	75.85%
541611	Administrative Management and General Management Consulting Services	\$ 42,288,355.54	0.55%	76.40%
562211	Hazardous Waste Treatment and Disposal	\$ 42,029,404.40	0.55%	76.95%
423320	Brick, Stone, and Related Construction Material Merchant Wholesalers	\$ 41,005,655.76	0.53%	77.48%
511210	Software Publishers	\$ 36,642,307.17	0.48%	77.96%
238130	Framing Contractors	\$ 35,843,287.69	0.47%	78.43%
238310	Drywall and Insulation Contractors	\$ 35,801,293.49	0.47%	78.89%
541511	Custom Computer Programming Services	\$ 35,349,942.94	0.46%	79.35%
236118	Residential Remodelers	\$ 34,822,791.11	0.45%	79.80%
484110	General Freight Trucking, Local	\$ 33,338,963.47	0.43%	80.24%
423110	Automobile and Other Motor Vehicle Merchant Wholesalers	\$ 32,343,732.88	0.42%	80.66%
561730	Landscaping Services	\$ 31,885,708.73	0.41%	81.07%
561990	All Other Support Services	\$ 30,740,519.33	0.40%	81.47%
336211	Motor Vehicle Body Manufacturing	\$ 29,769,498.31	0.39%	81.86%
562910	Remediation Services	\$ 28,763,172.85	0.37%	82.23%
236117	New Housing For-Sale Builders	\$ 28,323,970.11	0.37%	82.60%
423720	Plumbing and Heating Equipment and Supplies (Hydronics) Merchant Wholesalers	\$ 27,743,480.04	0.36%	82.96%
238160	Roofing Contractors	\$ 26,918,309.87	0.35%	83.31%

NAICS CODE	NAICS CODE DESCRIPTION	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
541110	Offices of Lawyers	\$ 26,502,934.74	0.34%	83.65%
334220	Radio and Television Broadcasting and Wireless Communications Equipment Manufacturing	\$ 26,095,012.58	0.34%	83.99%
524114	Direct Health and Medical Insurance Carriers	\$ 25,879,308.21	0.34%	84.33%
333921	Elevator and Moving Stairway Manufacturing	\$ 23,527,488.74	0.31%	84.63%
562998	All Other Miscellaneous Waste Management Services	\$ 23,469,213.10	0.30%	84.94%
423450	Medical, Dental, and Hospital Equipment and Supplies Merchant Wholesalers	\$ 22,643,334.41	0.29%	85.23%
334513	Instruments and Related Products Manufacturing for Measuring, Displaying, and Controlling Industrial Process Variables	\$ 22,123,819.62	0.29%	85.52%
541715	Research and Development in the Physical, Engineering, and Life Sciences (except Nanotechnology and Biotechnology)	\$ 20,961,690.67	0.27%	85.79%
541618	Other Management Consulting Services	\$ 20,949,503.10	0.27%	86.07%
423490	Other Professional Equipment and Supplies Merchant Wholesalers	\$ 20,830,611.09	0.27%	86.34%
327320	Ready-Mix Concrete Manufacturing	\$ 20,500,742.33	0.27%	86.60%
324121	Asphalt Paving Mixture and Block Manufacturing	\$ 20,397,499.76	0.27%	86.87%
334290	Other Communications Equipment Manufacturing	\$ 19,484,056.11	0.25%	87.12%
238350	Finish Carpentry Contractors	\$ 19,355,497.61	0.25%	87.37%
238140	Masonry Contractors	\$ 18,556,924.20	0.24%	87.61%
541310	Architectural Services	\$ 17,453,350.10	0.23%	87.84%
423440	Other Commercial Equipment Merchant Wholesalers	\$ 17,360,281.68	0.23%	88.07%
238290	Other Building Equipment Contractors	\$ 17,199,393.73	0.22%	88.29%
518210	Data Processing, Hosting, and Related Services	\$ 16,628,501.09	0.22%	88.50%
212313	Crushed and Broken Granite Mining and Quarrying	\$ 16,552,734.38	0.22%	88.72%
423610	Electrical Apparatus and Equipment, Wiring Supplies, and Related Equipment Merchant Wholesalers	\$ 16,297,909.67	0.21%	88.93%
221210	Natural Gas Distribution	\$ 16,022,496.47	0.21%	89.14%
444190	Other Building Material Dealers	\$ 15,788,478.55	0.21%	89.35%
221310	Water Supply and Irrigation Systems	\$ 15,498,853.05	0.20%	89.55%

NAICS CODE	NAICS CODE DESCRIPTION	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
221122	Electric Power Distribution	\$ 14,758,653.81	0.19%	89.74%
237130	Power and Communication Line and Related Structures Construction	\$ 14,647,970.87	0.19%	89.93%
332999	All Other Miscellaneous Fabricated Metal Product Manufacturing	\$ 14,133,552.28	0.18%	90.11%
622110	General Medical and Surgical Hospitals	\$ 13,863,511.54	0.18%	90.29%
541519	Other Computer Related Services	\$ 13,831,812.17	0.18%	90.47%
324122	Asphalt Shingle and Coating Materials Manufacturing	\$ 13,613,183.89	0.18%	90.65%
423390	Other Construction Material Merchant Wholesalers	\$ 13,152,855.45	0.17%	90.82%
238330	Flooring Contractors	\$ 13,066,956.88	0.17%	90.99%
517919	All Other Telecommunications	\$ 13,058,741.41	0.17%	91.16%
325998	All Other Miscellaneous Chemical Product and Preparation Manufacturing	\$ 12,901,728.26	0.17%	91.33%
238120	Structural Steel and Precast Concrete Contractors	\$ 12,552,886.18	0.16%	91.49%
336411	Aircraft Manufacturing	\$ 11,836,214.91	0.15%	91.64%
425120	Wholesale Trade Agents and Brokers	\$ 11,782,645.53	0.15%	91.80%
238320	Painting and Wall Covering Contractors	\$ 10,656,561.46	0.14%	91.94%
531210	Offices of Real Estate Agents and Brokers	\$ 10,589,876.11	0.14%	92.07%
334111	Electronic Computer Manufacturing	\$ 10,135,619.85	0.13%	92.20%
327332	Concrete Pipe Manufacturing	\$ 9,574,250.85	0.12%	92.33%
624230	Emergency and Other Relief Services	\$ 9,265,270.80	0.12%	92.45%
236210	Industrial Building Construction	\$ 9,019,695.34	0.12%	92.57%
334516	Analytical Laboratory Instrument Manufacturing	\$ 8,904,812.02	0.12%	92.68%
424990	Other Miscellaneous Nondurable Goods Merchant Wholesalers	\$ 8,660,511.24	0.11%	92.80%
722310	Food Service Contractors	\$ 8,569,094.13	0.11%	92.91%
441320	Tire Dealers	\$ 8,331,309.90	0.11%	93.01%
541370	Surveying and Mapping (except Geophysical) Services	\$ 8,004,255.30	0.10%	93.12%
423310	Lumber, Plywood, Millwork, and Wood Panel Merchant Wholesalers	\$ 7,984,500.68	0.10%	93.22%
541810	Advertising Agencies	\$ 7,963,771.97	0.10%	93.33%
811219	Other Electronic and Precision Equipment Repair and Maintenance	\$ 7,564,713.76	0.10%	93.42%
541320	Landscape Architectural Services	\$ 7,543,345.30	0.10%	93.52%
523999	Miscellaneous Financial Investment Activities	\$ 7,491,463.34	0.10%	93.62%
323111	Commercial Printing (except Screen and Books)	\$ 7,461,373.44	0.10%	93.72%

NAICS CODE	NAICS CODE DESCRIPTION	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
237120	Oil and Gas Pipeline and Related Structures Construction	\$ 7,437,593.53	0.10%	93.81%
423510	Metal Service Centers and Other Metal Merchant Wholesalers	\$ 7,427,548.70	0.10%	93.91%
485999	All Other Transit and Ground Passenger Transportation	\$ 7,404,143.61	0.10%	94.01%
332312	Fabricated Structural Metal Manufacturing	\$ 7,197,581.14	0.09%	94.10%
423850	Service Establishment Equipment and Supplies Merchant Wholesalers	\$ 6,843,440.01	0.09%	94.19%
423810	Construction and Mining (except Oil Well) Machinery and Equipment Merchant Wholesalers	\$ 6,558,238.38	0.09%	94.27%
541380	Testing Laboratories	\$ 6,496,539.68	0.08%	94.36%
238390	Other Building Finishing Contractors	\$ 6,444,821.20	0.08%	94.44%
541990	All Other Professional, Scientific, and Technical Services	\$ 6,220,972.53	0.08%	94.52%
621511	Medical Laboratories	\$ 6,106,423.84	0.08%	94.60%
541613	Marketing Consulting Services	\$ 5,984,413.27	0.08%	94.68%
561330	Professional Employer Organizations	\$ 5,757,531.55	0.07%	94.75%
541211	Offices of Certified Public Accountants	\$ 5,583,275.51	0.07%	94.83%
454110	Electronic Shopping and Mail-Order Houses	\$ 5,514,222.49	0.07%	94.90%
448190	Other Clothing Stores	\$ 5,437,065.27	0.07%	94.97%
335122	Commercial, Industrial, and Institutional Electric Lighting Fixture Manufacturing	\$ 5,169,762.08	0.07%	95.04%
238150	Glass and Glazing Contractors	\$ 5,013,905.73	0.07%	95.10%
423690	Other Electronic Parts and Equipment Merchant Wholesalers	\$ 4,880,971.17	0.06%	95.17%
561210	Facilities Support Services	\$ 4,852,945.99	0.06%	95.23%
523930	Investment Advice	\$ 4,783,898.64	0.06%	95.29%
327410	Lime Manufacturing	\$ 4,770,000.75	0.06%	95.35%
541350	Building Inspection Services	\$ 4,761,377.26	0.06%	95.41%
561790	Other Services to Buildings and Dwellings	\$ 4,744,717.99	0.06%	95.48%
333243	Sawmill, Woodworking, and Paper Machinery Manufacturing	\$ 4,671,311.99	0.06%	95.54%
238190	Other Foundation, Structure, and Building Exterior Contractors	\$ 4,563,229.32	0.06%	95.60%
333249	Other Industrial Machinery Manufacturing	\$ 4,511,334.44	0.06%	95.65%
621420	Outpatient Mental Health and Substance Abuse Centers	\$ 4,507,154.19	0.06%	95.71%
423990	Other Miscellaneous Durable Goods Merchant Wholesalers	\$ 4,323,573.14	0.06%	95.77%



NAICS CODE	NAICS CODE DESCRIPTION	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
611430	Professional and Management Development Training	\$ 4,281,043.08	0.06%	95.82%
541612	Human Resources Consulting Services	\$ 4,232,946.14	0.06%	95.88%
334519	Other Measuring and Controlling Device Manufacturing	\$ 4,194,859.80	0.05%	95.93%
451211	Book Stores	\$ 4,146,424.10	0.05%	95.99%
517312	Wireless Telecommunications Carriers (except Satellite)	\$ 4,121,084.65	0.05%	96.04%
624120	Services for the Elderly and Persons with Disabilities	\$ 4,101,700.79	0.05%	96.10%
423730	Warm Air Heating and Air-Conditioning Equipment and Supplies Merchant Wholesalers	\$ 4,061,393.17	0.05%	96.15%
423130	Tire and Tube Merchant Wholesalers	\$ 4,053,755.78	0.05%	96.20%
337127	Institutional Furniture Manufacturing	\$ 3,911,371.62	0.05%	96.25%
423210	Furniture Merchant Wholesalers	\$ 3,904,687.20	0.05%	96.30%
811212	Computer and Office Machine Repair and Maintenance	\$ 3,818,850.13	0.05%	96.35%
811112	Automotive Exhaust System Repair	\$ 3,802,031.19	0.05%	96.40%
562219	Other Nonhazardous Waste Treatment and Disposal	\$ 3,596,173.05	0.05%	96.45%
531120	Lessors of Nonresidential Buildings (except Miniwarehouses)	\$ 3,557,241.67	0.05%	96.49%
532412	Construction, Mining, and Forestry Machinery and Equipment Rental and Leasing	\$ 3,474,921.38	0.05%	96.54%
541410	Interior Design Services	\$ 3,357,377.10	0.04%	96.58%
334510	Electromedical and Electrotherapeutic Apparatus Manufacturing	\$ 3,319,010.43	0.04%	96.63%
443142	Electronics Stores	\$ 3,310,730.76	0.04%	96.67%
423420	Office Equipment Merchant Wholesalers	\$ 3,275,575.56	0.04%	96.71%
424910	Farm Supplies Merchant Wholesalers	\$ 3,263,892.51	0.04%	96.75%
445299	All Other Specialty Food Stores	\$ 3,200,532.00	0.04%	96.80%
444130	Hardware Stores	\$ 3,165,455.87	0.04%	96.84%
339112	Surgical and Medical Instrument Manufacturing	\$ 3,111,734.44	0.04%	96.88%
444220	Nursery, Garden Center, and Farm Supply Stores	\$ 3,049,412.80	0.04%	96.92%
339113	Surgical Appliance and Supplies Manufacturing	\$ 2,989,887.65	0.04%	96.96%
332321	Metal Window and Door Manufacturing	\$ 2,797,493.35	0.04%	96.99%
333111	Farm Machinery and Equipment Manufacturing	\$ 2,783,190.53	0.04%	97.03%
315210	Cut and Sew Apparel Contractors	\$ 2,739,722.49	0.04%	97.06%

NAICS CODE	NAICS CODE DESCRIPTION	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
212312	Crushed and Broken Limestone Mining and Quarrying	\$ 2,736,703.43	0.04%	97.10%
423910	Sporting and Recreational Goods and Supplies Merchant Wholesalers	\$ 2,733,625.37	0.04%	97.13%
611513	Apprenticeship Training	\$ 2,648,488.55	0.03%	97.17%
321918	Other Millwork (including Flooring)	\$ 2,640,998.23	0.03%	97.20%
811191	Automotive Oil Change and Lubrication Shops	\$ 2,603,115.28	0.03%	97.24%
336612	Boat Building	\$ 2,602,877.88	0.03%	97.27%
332994	Small Arms, Ordnance, and Ordnance Accessories Manufacturing	\$ 2,585,381.86	0.03%	97.30%
424410	General Line Grocery Merchant Wholesalers	\$ 2,559,813.23	0.03%	97.34%
441310	Automotive Parts and Accessories Stores	\$ 2,549,415.17	0.03%	97.37%
326199	All Other Plastics Product Manufacturing	\$ 2,517,829.01	0.03%	97.40%
238340	Tile and Terrazzo Contractors	\$ 2,512,279.72	0.03%	97.44%
326211	Tire Manufacturing (except Retreading)	\$ 2,483,695.34	0.03%	97.47%
335314	Relay and Industrial Control Manufacturing	\$ 2,469,935.03	0.03%	97.50%
562991	Septic Tank and Related Services	\$ 2,435,684.69	0.03%	97.53%
484121	General Freight Trucking, Long-Distance, Truckload	\$ 2,428,030.81	0.03%	97.56%
336413	Other Aircraft Parts and Auxiliary Equipment Manufacturing	\$ 2,364,270.90	0.03%	97.59%
811111	General Automotive Repair	\$ 2,333,656.76	0.03%	97.63%
321214	Truss Manufacturing	\$ 2,309,544.47	0.03%	97.66%
486910	Pipeline Transportation of Refined Petroleum Products	\$ 2,297,970.99	0.03%	97.69%
213112	Support Activities for Oil and Gas Operations	\$ 2,238,596.15	0.03%	97.71%
423820	Farm and Garden Machinery and Equipment Merchant Wholesalers	\$ 2,197,058.94	0.03%	97.74%
334517	Irradiation Apparatus Manufacturing	\$ 2,160,873.67	0.03%	97.77%
811198	All Other Automotive Repair and Maintenance	\$ 2,153,044.92	0.03%	97.80%
332911	Industrial Valve Manufacturing	\$ 2,104,928.54	0.03%	97.83%
532281	Formal Wear and Costume Rental	\$ 2,091,302.22	0.03%	97.85%
237210	Land Subdivision	\$ 2,076,841.20	0.03%	97.88%
541214	Payroll Services	\$ 2,010,829.18	0.03%	97.91%
333413	Industrial and Commercial Fan and Blower and Air Purification Equipment Manufacturing	\$ 1,981,795.30	0.03%	97.93%

NAICS CODE	NAICS CODE DESCRIPTION	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
611699	All Other Miscellaneous Schools and Instruction	\$ 1,966,711.52	0.03%	97.96%
541199	All Other Legal Services	\$ 1,960,625.99	0.03%	97.98%
442110	Furniture Stores	\$ 1,957,240.48	0.03%	98.01%
541690	Other Scientific and Technical Consulting Services	\$ 1,948,779.45	0.03%	98.03%
624229	Other Community Housing Services	\$ 1,943,645.86	0.03%	98.06%
541120	Offices of Notaries	\$ 1,931,936.69	0.03%	98.08%
423740	Refrigeration Equipment and Supplies Merchant Wholesalers	\$ 1,931,288.20	0.03%	98.11%
541820	Public Relations Agencies	\$ 1,909,974.82	0.02%	98.13%
511130	Book Publishers	\$ 1,901,104.71	0.02%	98.16%
333999	All Other Miscellaneous General Purpose Machinery Manufacturing	\$ 1,861,828.34	0.02%	98.18%
561710	Exterminating and Pest Control Services	\$ 1,859,880.74	0.02%	98.21%
451110	Sporting Goods Stores	\$ 1,854,189.44	0.02%	98.23%
811490	Other Personal and Household Goods Repair and Maintenance	\$ 1,838,791.71	0.02%	98.26%
333613	Mechanical Power Transmission Equipment Manufacturing	\$ 1,838,256.75	0.02%	98.28%
488510	Freight Transportation Arrangement	\$ 1,832,855.69	0.02%	98.30%
522310	Mortgage and Nonmortgage Loan Brokers	\$ 1,825,000.00	0.02%	98.33%
524210	Insurance Agencies and Brokerages	\$ 1,795,944.52	0.02%	98.35%
541720	Research and Development in the Social Sciences and Humanities	\$ 1,762,438.72	0.02%	98.37%
445110	Supermarkets and Other Grocery (except Convenience) Stores	\$ 1,749,511.78	0.02%	98.40%
339950	Sign Manufacturing	\$ 1,728,561.71	0.02%	98.42%
325611	Soap and Other Detergent Manufacturing	\$ 1,700,689.56	0.02%	98.44%
541930	Translation and Interpretation Services	\$ 1,648,537.64	0.02%	98.46%
331110	Iron and Steel Mills and Ferroalloy Manufacturing	\$ 1,633,655.13	0.02%	98.48%
541360	Geophysical Surveying and Mapping Services	\$ 1,571,950.35	0.02%	98.50%
334310	Audio and Video Equipment Manufacturing	\$ 1,569,294.03	0.02%	98.52%
336111	Automobile Manufacturing	\$ 1,513,903.75	0.02%	98.54%
321912	Cut Stock, Resawing Lumber, and Planing	\$ 1,474,299.01	0.02%	98.56%
541714	Research and Development in Biotechnology (except Nanobiotechnology)	\$ 1,472,998.58	0.02%	98.58%

NAICS CODE	NAICS CODE DESCRIPTION	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
332912	Fluid Power Valve and Hose Fitting Manufacturing	\$ 1,457,977.75	0.02%	98.60%
325311	Nitrogenous Fertilizer Manufacturing	\$ 1,424,768.16	0.02%	98.62%
512110	Motion Picture and Video Production	\$ 1,356,839.87	0.02%	98.64%
524126	Direct Property and Casualty Insurance Carriers	\$ 1,340,545.09	0.02%	98.65%
332996	Fabricated Pipe and Pipe Fitting Manufacturing	\$ 1,332,909.27	0.02%	98.67%
531130	Lessors of Miniwarehouses and Self-Storage Units	\$ 1,332,470.83	0.02%	98.69%
333996	Fluid Power Pump and Motor Manufacturing	\$ 1,328,526.31	0.02%	98.71%
562119	Other Waste Collection	\$ 1,310,035.33	0.02%	98.72%
336390	Other Motor Vehicle Parts Manufacturing	\$ 1,285,882.93	0.02%	98.74%
339920	Sporting and Athletic Goods Manufacturing	\$ 1,273,613.61	0.02%	98.76%
332311	Prefabricated Metal Building and Component Manufacturing	\$ 1,268,021.10	0.02%	98.77%
488119	Other Airport Operations	\$ 1,228,682.24	0.02%	98.79%
532490	Other Commercial and Industrial Machinery and Equipment Rental and Leasing	\$ 1,226,025.93	0.02%	98.80%
492110	Couriers and Express Delivery Services	\$ 1,220,773.82	0.02%	98.82%
321992	Prefabricated Wood Building Manufacturing	\$ 1,210,503.31	0.02%	98.84%
562920	Materials Recovery Facilities	\$ 1,184,847.00	0.02%	98.85%
711320	Promoters of Performing Arts, Sports, and Similar Events without Facilities	\$ 1,175,423.36	0.02%	98.87%
721110	Hotels (except Casino Hotels) and Motels	\$ 1,155,755.00	0.02%	98.88%
423860	Transportation Equipment and Supplies (except Motor Vehicle) Merchant Wholesalers	\$ 1,145,356.40	0.01%	98.90%
441222	Boat Dealers	\$ 1,142,111.90	0.01%	98.91%
334118	Computer Terminal and Other Computer Peripheral Equipment Manufacturing	\$ 1,119,808.96	0.01%	98.93%
333913	Measuring, Dispensing, and Other Pumping Equipment Manufacturing	\$ 1,112,309.29	0.01%	98.94%
541614	Process, Physical Distribution, and Logistics Consulting Services	\$ 1,108,061.76	0.01%	98.96%
423120	Motor Vehicle Supplies and New Parts Merchant Wholesalers	\$ 1,091,384.54	0.01%	98.97%
561440	Collection Agencies	\$ 1,008,208.08	0.01%	98.98%

NAICS CODE	NAICS CODE DESCRIPTION	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
611691	Exam Preparation and Tutoring	\$ 1,003,810.56	0.01%	99.00%
511199	All Other Publishers	\$ 994,000.13	0.01%	99.01%
336412	Aircraft Engine and Engine Parts Manufacturing	\$ 991,771.66	0.01%	99.02%
488410	Motor Vehicle Towing	\$ 981,445.27	0.01%	99.03%
811411	Home and Garden Equipment Repair and Maintenance	\$ 941,783.30	0.01%	99.05%
541340	Drafting Services	\$ 934,398.62	0.01%	99.06%
316210	Footwear Manufacturing	\$ 934,026.02	0.01%	99.07%
484210	Used Household and Office Goods Moving	\$ 933,435.39	0.01%	99.08%
333611	Turbine and Turbine Generator Set Units Manufacturing	\$ 920,979.90	0.01%	99.09%
334514	Totalizing Fluid Meter and Counting Device Manufacturing	\$ 912,184.33	0.01%	99.11%
446199	All Other Health and Personal Care Stores	\$ 911,975.31	0.01%	99.12%
561611	Investigation Services	\$ 896,595.02	0.01%	99.13%
541940	Veterinary Services	\$ 870,653.26	0.01%	99.14%
335220	Major Household Appliance Manufacturing	\$ 837,877.78	0.01%	99.15%
321911	Wood Window and Door Manufacturing	\$ 834,253.20	0.01%	99.16%
711510	Independent Artists, Writers, and Performers	\$ 826,782.31	0.01%	99.17%
333924	Industrial Truck, Tractor, Trailer, and Stacker Machinery Manufacturing	\$ 815,922.32	0.01%	99.18%
485113	Bus and Other Motor Vehicle Transit Systems	\$ 807,557.07	0.01%	99.19%
327390	Other Concrete Product Manufacturing	\$ 802,689.80	0.01%	99.21%
541213	Tax Preparation Services	\$ 766,290.94	0.01%	99.22%
212321	Construction Sand and Gravel Mining	\$ 760,681.42	0.01%	99.23%
327310	Cement Manufacturing	\$ 758,040.00	0.01%	99.23%
811113	Automotive Transmission Repair	\$ 755,591.50	0.01%	99.24%
424120	Stationery and Office Supplies Merchant Wholesalers	\$ 740,080.54	0.01%	99.25%
325413	In-Vitro Diagnostic Substance Manufacturing	\$ 728,112.03	0.01%	99.26%
519120	Libraries and Archives	\$ 727,830.04	0.01%	99.27%
525110	Pension Funds	\$ 721,812.58	0.01%	99.28%
332710	Machine Shops	\$ 719,757.69	0.01%	99.29%
333922	Conveyor and Conveying Equipment Manufacturing	\$ 718,105.14	0.01%	99.30%
541890	Other Services Related to Advertising	\$ 690,113.48	0.01%	99.31%

NAICS CODE	NAICS CODE DESCRIPTION	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
813410	Civic and Social Organizations	\$ 686,536.00	0.01%	99.32%
541910	Marketing Research and Public Opinion Polling	\$ 678,865.47	0.01%	99.33%
446110	Pharmacies and Drug Stores	\$ 671,010.93	0.01%	99.34%
423710	Hardware Merchant Wholesalers	\$ 653,156.34	0.01%	99.35%
339999	All Other Miscellaneous Manufacturing	\$ 643,978.95	0.01%	99.35%
453998	All Other Miscellaneous Store Retailers (except Tobacco Stores)	\$ 628,555.93	0.01%	99.36%
333992	Welding and Soldering Equipment Manufacturing	\$ 625,584.07	0.01%	99.37%
325510	Paint and Coating Manufacturing	\$ 598,595.10	0.01%	99.38%
333517	Machine Tool Manufacturing	\$ 586,187.12	0.01%	99.39%
334511	Search, Detection, Navigation, Guidance, Aeronautical, and Nautical System and Instrument Manufacturing	\$ 585,625.19	0.01%	99.39%
541490	Other Specialized Design Services	\$ 584,375.80	0.01%	99.40%
333120	Construction Machinery Manufacturing	\$ 579,761.74	0.01%	99.41%
423920	Toy and Hobby Goods and Supplies Merchant Wholesalers	\$ 547,314.90	0.01%	99.42%
332323	Ornamental and Architectural Metal Work Manufacturing	\$ 543,016.79	0.01%	99.42%
488999	All Other Support Activities for Transportation	\$ 533,124.93	0.01%	99.43%
332322	Sheet Metal Work Manufacturing	\$ 527,603.15	0.01%	99.44%
115310	Support Activities for Forestry	\$ 525,755.75	0.01%	99.44%
423620	Household Appliances, Electric Housewares, and Consumer Electronics Merchant Wholesalers	\$ 511,351.93	0.01%	99.45%
711219	Other Spectator Sports	\$ 498,095.21	0.01%	99.46%
532112	Passenger Car Leasing	\$ 497,832.13	0.01%	99.46%
488490	Other Support Activities for Road Transportation	\$ 497,357.44	0.01%	99.47%
221114	Solar Electric Power Generation	\$ 489,445.88	0.01%	99.48%
327991	Cut Stone and Stone Product Manufacturing	\$ 483,691.89	0.01%	99.48%
811192	Car Washes	\$ 470,286.49	0.01%	99.49%
442291	Window Treatment Stores	\$ 454,736.11	0.01%	99.49%
512240	Sound Recording Studios	\$ 454,075.50	0.01%	99.50%
532120	Truck, Utility Trailer, and RV (Recreational Vehicle) Rental and Leasing	\$ 450,684.80	0.01%	99.51%
541430	Graphic Design Services	\$ 445,860.65	0.01%	99.51%
813319	Other Social Advocacy Organizations	\$ 444,889.11	0.01%	99.52%

NAICS CODE	NAICS CODE DESCRIPTION	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
561920	Convention and Trade Show Organizers	\$ 442,829.04	0.01%	99.52%
423330	Roofing, Siding, and Insulation Material Merchant Wholesalers	\$ 435,078.83	0.01%	99.53%
325412	Pharmaceutical Preparation Manufacturing	\$ 434,118.39	0.01%	99.53%
335312	Motor and Generator Manufacturing	\$ 433,847.13	0.01%	99.54%
812990	All Other Personal Services	\$ 432,987.75	0.01%	99.55%
325180	Other Basic Inorganic Chemical Manufacturing	\$ 432,957.60	0.01%	99.55%
335129	Other Lighting Equipment Manufacturing	\$ 424,803.62	0.01%	99.56%
336999	All Other Transportation Equipment Manufacturing	\$ 422,589.71	0.01%	99.56%
722511	Full-Service Restaurants	\$ 418,924.24	0.01%	99.57%
337920	Blind and Shade Manufacturing	\$ 402,349.53	0.01%	99.57%
512120	Motion Picture and Video Distribution	\$ 394,681.82	0.01%	99.58%
561492	Court Reporting and Stenotype Services	\$ 374,037.65	0.00%	99.58%
611519	Other Technical and Trade Schools	\$ 373,428.03	0.00%	99.59%
452319	All Other General Merchandise Stores	\$ 367,255.51	0.00%	99.59%
326191	Plastics Plumbing Fixture Manufacturing	\$ 366,869.97	0.00%	99.60%
332420	Metal Tank (Heavy Gauge) Manufacturing	\$ 351,039.00	0.00%	99.60%
213113	Support Activities for Coal Mining	\$ 349,670.00	0.00%	99.61%
515120	Television Broadcasting	\$ 346,740.69	0.00%	99.61%
424710	Petroleum Bulk Stations and Terminals	\$ 346,362.96	0.00%	99.61%
541860	Direct Mail Advertising	\$ 335,087.54	0.00%	99.62%
711310	Promoters of Performing Arts, Sports, and Similar Events with Facilities	\$ 334,900.00	0.00%	99.62%
453220	Gift, Novelty, and Souvenir Stores	\$ 331,934.01	0.00%	99.63%
541219	Other Accounting Services	\$ 323,910.01	0.00%	99.63%
444210	Outdoor Power Equipment Stores	\$ 323,321.03	0.00%	99.64%
311999	All Other Miscellaneous Food Manufacturing	\$ 322,405.78	0.00%	99.64%
335921	Fiber Optic Cable Manufacturing	\$ 322,245.00	0.00%	99.64%
423410	Photographic Equipment and Supplies Merchant Wholesalers	\$ 322,168.92	0.00%	99.65%
512250	Record Production and Distribution	\$ 315,309.89	0.00%	99.65%
323113	Commercial Screen Printing	\$ 304,748.70	0.00%	99.66%
326111	Plastics Bag and Pouch Manufacturing	\$ 302,912.61	0.00%	99.66%
561499	All Other Business Support Services	\$ 297,869.13	0.00%	99.66%
322211	Corrugated and Solid Fiber Box Manufacturing	\$ 297,219.50	0.00%	99.67%

NAICS CODE	NAICS CODE DESCRIPTION	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
621399	Offices of All Other Miscellaneous Health Practitioners	\$ 292,288.82	0.00%	99.67%
332913	Plumbing Fixture Fitting and Trim Manufacturing	\$ 290,856.75	0.00%	99.68%
621491	HMO Medical Centers	\$ 288,815.01	0.00%	99.68%
322121	Paper (except Newsprint) Mills	\$ 286,942.02	0.00%	99.68%
424320	Men's and Boys' Clothing and Furnishings Merchant Wholesalers	\$ 286,274.20	0.00%	99.69%
531390	Other Activities Related to Real Estate	\$ 283,975.00	0.00%	99.69%
337215	Showcase, Partition, Shelving, and Locker Manufacturing	\$ 283,898.92	0.00%	99.69%
333316	Photographic and Photocopying Equipment Manufacturing	\$ 274,873.12	0.00%	99.70%
488210	Support Activities for Rail Transportation	\$ 272,833.00	0.00%	99.70%
315990	Apparel Accessories and Other Apparel Manufacturing	\$ 270,144.34	0.00%	99.71%
424820	Wine and Distilled Alcoholic Beverage Merchant Wholesalers	\$ 268,231.47	0.00%	99.71%
561450	Credit Bureaus	\$ 266,860.05	0.00%	99.71%
713940	Fitness and Recreational Sports Centers	\$ 265,789.88	0.00%	99.72%
333995	Fluid Power Cylinder and Actuator Manufacturing	\$ 264,901.15	0.00%	99.72%
424130	Industrial and Personal Service Paper Merchant Wholesalers	\$ 264,426.44	0.00%	99.72%
452210	Department Stores	\$ 261,787.53	0.00%	99.73%
722320	Caterers	\$ 260,364.12	0.00%	99.73%
332510	Hardware Manufacturing	\$ 256,265.86	0.00%	99.73%
511110	Newspaper Publishers	\$ 255,000.00	0.00%	99.74%
325414	Biological Product (except Diagnostic) Manufacturing	\$ 253,549.00	0.00%	99.74%
811121	Automotive Body, Paint, and Interior Repair and Maintenance	\$ 253,259.49	0.00%	99.74%
561740	Carpet and Upholstery Cleaning Services	\$ 253,166.38	0.00%	99.75%
424950	Paint, Varnish, and Supplies Merchant Wholesalers	\$ 250,709.10	0.00%	99.75%
561910	Packaging and Labeling Services	\$ 249,652.08	0.00%	99.75%
313310	Textile and Fabric Finishing Mills	\$ 247,825.70	0.00%	99.76%
551112	Offices of Other Holding Companies	\$ 247,044.21	0.00%	99.76%
238170	Siding Contractors	\$ 246,953.42	0.00%	99.76%
333912	Air and Gas Compressor Manufacturing	\$ 246,837.71	0.00%	99.77%
332722	Bolt, Nut, Screw, Rivet, and Washer Manufacturing	\$ 245,935.12	0.00%	99.77%
621210	Offices of Dentists	\$ 239,309.12	0.00%	99.77%



NAICS CODE	NAICS CODE DESCRIPTION	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
541850	Outdoor Advertising	\$ 239,074.24	0.00%	99.77%
811211	Consumer Electronics Repair and Maintenance	\$ 235,087.81	0.00%	99.78%
811412	Appliance Repair and Maintenance	\$ 232,221.81	0.00%	99.78%
339114	Dental Equipment and Supplies Manufacturing	\$ 232,214.00	0.00%	99.78%
315280	Other Cut and Sew Apparel Manufacturing	\$ 231,848.78	0.00%	99.79%
532420	Office Machinery and Equipment Rental and Leasing	\$ 231,537.75	0.00%	99.79%
711130	Musical Groups and Artists	\$ 225,850.00	0.00%	99.79%
812210	Funeral Homes and Funeral Services	\$ 220,750.01	0.00%	99.80%
337110	Wood Kitchen Cabinet and Countertop Manufacturing	\$ 220,626.84	0.00%	99.80%
335311	Power, Distribution, and Specialty Transformer Manufacturing	\$ 216,849.62	0.00%	99.80%
335931	Current-Carrying Wiring Device Manufacturing	\$ 215,450.20	0.00%	99.80%
335999	All Other Miscellaneous Electrical Equipment and Component Manufacturing	\$ 212,692.42	0.00%	99.81%
212299	All Other Metal Ore Mining	\$ 208,174.07	0.00%	99.81%
325320	Pesticide and Other Agricultural Chemical Manufacturing	\$ 206,643.96	0.00%	99.81%
541191	Title Abstract and Settlement Offices	\$ 206,121.24	0.00%	99.82%
424610	Plastics Materials and Basic Forms and Shapes Merchant Wholesalers	\$ 193,946.16	0.00%	99.82%
333923	Overhead Traveling Crane, Hoist, and Monorail System Manufacturing	\$ 192,947.99	0.00%	99.82%
312112	Bottled Water Manufacturing	\$ 191,990.68	0.00%	99.82%
335121	Residential Electric Lighting Fixture Manufacturing	\$ 189,900.00	0.00%	99.83%
611710	Educational Support Services	\$ 188,974.70	0.00%	99.83%
611512	Flight Training	\$ 183,303.60	0.00%	99.83%
111199	All Other Grain Farming	\$ 183,227.83	0.00%	99.83%
327999	All Other Miscellaneous Nonmetallic Mineral Product Manufacturing	\$ 182,993.00	0.00%	99.83%
336212	Truck Trailer Manufacturing	\$ 181,397.50	0.00%	99.84%
444110	Home Centers	\$ 180,768.56	0.00%	99.84%
522320	Financial Transactions Processing, Reserve, and Clearinghouse Activities	\$ 177,350.00	0.00%	99.84%
448150	Clothing Accessories Stores	\$ 171,271.10	0.00%	99.84%
541922	Commercial Photography	\$ 169,444.90	0.00%	99.85%
532289	All Other Consumer Goods Rental	\$ 164,406.16	0.00%	99.85%

NAICS CODE	NAICS CODE DESCRIPTION	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
621512	Diagnostic Imaging Centers	\$ 163,412.32	0.00%	99.85%
333132	Oil and Gas Field Machinery and Equipment Manufacturing	\$ 163,210.00	0.00%	99.85%
324110	Petroleum Refineries	\$ 161,130.39	0.00%	99.85%
333415	Air-Conditioning and Warm Air Heating Equipment and Commercial and Industrial Refrigeration Equipment Manufacturing	\$ 156,087.56	0.00%	99.86%
812331	Linen Supply	\$ 154,671.15	0.00%	99.86%
424210	Drugs and Druggists' Sundries Merchant Wholesalers	\$ 151,863.46	0.00%	99.86%
423460	Ophthalmic Goods Merchant Wholesalers	\$ 150,383.53	0.00%	99.86%
334419	Other Electronic Component Manufacturing	\$ 149,457.50	0.00%	99.86%
325411	Medicinal and Botanical Manufacturing	\$ 147,041.36	0.00%	99.87%
337214	Office Furniture (except Wood) Manufacturing	\$ 146,173.21	0.00%	99.87%
488991	Packing and Crating	\$ 144,940.04	0.00%	99.87%
713110	Amusement and Theme Parks	\$ 142,268.19	0.00%	99.87%
424110	Printing and Writing Paper Merchant Wholesalers	\$ 140,380.96	0.00%	99.87%
325120	Industrial Gas Manufacturing	\$ 138,131.68	0.00%	99.88%
561312	Executive Search Services	\$ 137,352.00	0.00%	99.88%
453210	Office Supplies and Stationery Stores	\$ 136,744.81	0.00%	99.88%
711211	Sports Teams and Clubs	\$ 134,916.29	0.00%	99.88%
621330	Offices of Mental Health Practitioners (except Physicians)	\$ 134,898.70	0.00%	99.88%
334210	Telephone Apparatus Manufacturing	\$ 131,974.35	0.00%	99.88%
326299	All Other Rubber Product Manufacturing	\$ 128,760.20	0.00%	99.89%
493190	Other Warehousing and Storage	\$ 128,310.00	0.00%	99.89%
524298	All Other Insurance Related Activities	\$ 127,150.00	0.00%	99.89%
562213	Solid Waste Combustors and Incinerators	\$ 126,000.00	0.00%	99.89%
562112	Hazardous Waste Collection	\$ 122,921.91	0.00%	99.89%
325211	Plastics Material and Resin Manufacturing	\$ 122,522.16	0.00%	99.89%
711212	Racetracks	\$ 122,328.90	0.00%	99.90%
423220	Home Furnishing Merchant Wholesalers	\$ 117,090.96	0.00%	99.90%
314910	Textile Bag and Canvas Mills	\$ 114,870.20	0.00%	99.90%
327110	Pottery, Ceramics, and Plumbing Fixture Manufacturing	\$ 114,740.50	0.00%	99.90%
325620	Toilet Preparation Manufacturing	\$ 114,139.45	0.00%	99.90%

NAICS CODE	NAICS CODE DESCRIPTION	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
336120	Heavy Duty Truck Manufacturing	\$ 113,568.77	0.00%	99.90%
337910	Mattress Manufacturing	\$ 113,062.00	0.00%	99.90%
485310	Taxi Service	\$ 113,004.18	0.00%	99.91%
339992	Musical Instrument Manufacturing	\$ 111,784.75	0.00%	99.91%
621320	Offices of Optometrists	\$ 110,858.03	0.00%	99.91%
323120	Support Activities for Printing	\$ 109,307.70	0.00%	99.91%
339930	Doll, Toy, and Game Manufacturing	\$ 107,368.49	0.00%	99.91%
621610	Home Health Care Services	\$ 107,250.58	0.00%	99.91%
541921	Photography Studios, Portrait	\$ 106,546.00	0.00%	99.91%
523920	Portfolio Management	\$ 105,950.00	0.00%	99.92%
525990	Other Financial Vehicles	\$ 104,000.00	0.00%	99.92%
512191	Teleproduction and Other Postproduction Services	\$ 102,748.50	0.00%	99.92%
332812	Metal Coating, Engraving (except Jewelry and Silverware), and Allied Services to Manufacturers	\$ 102,335.95	0.00%	99.92%
327215	Glass Product Manufacturing Made of Purchased Glass	\$ 101,807.00	0.00%	99.92%
212311	Dimension Stone Mining and Quarrying	\$ 100,367.66	0.00%	99.92%
541830	Media Buying Agencies	\$ 100,000.00	0.00%	99.92%
624310	Vocational Rehabilitation Services	\$ 98,290.58	0.00%	99.93%
621111	Offices of Physicians (except Mental Health Specialists)	\$ 95,367.50	0.00%	99.93%
331511	Iron Foundries	\$ 94,982.44	0.00%	99.93%
713990	All Other Amusement and Recreation Industries	\$ 94,534.16	0.00%	99.93%
812191	Diet and Weight Reducing Centers	\$ 94,231.00	0.00%	99.93%
336350	Motor Vehicle Transmission and Power Train Parts Manufacturing	\$ 93,586.00	0.00%	99.93%
812320	Drycleaning and Laundry Services (except Coin-Operated)	\$ 93,374.68	0.00%	99.93%
485320	Limousine Service	\$ 90,740.06	0.00%	99.93%
541513	Computer Facilities Management Services	\$ 89,615.20	0.00%	99.94%
712110	Museums	\$ 88,785.00	0.00%	99.94%
812910	Pet Care (except Veterinary) Services	\$ 88,125.00	0.00%	99.94%
331210	Iron and Steel Pipe and Tube Manufacturing from Purchased Steel	\$ 86,337.99	0.00%	99.94%
321211	Hardwood Veneer and Plywood Manufacturing	\$ 85,315.49	0.00%	99.94%
611420	Computer Training	\$ 83,144.00	0.00%	99.94%
722410	Drinking Places (Alcoholic Beverages)	\$ 82,981.00	0.00%	99.94%
522110	Commercial Banking	\$ 80,841.30	0.00%	99.94%

NAICS CODE	NAICS CODE DESCRIPTION	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
611620	Sports and Recreation Instruction	\$ 80,748.80	0.00%	99.94%
326122	Plastics Pipe and Pipe Fitting Manufacturing	\$ 79,701.39	0.00%	99.94%
111422	Floriculture Production	\$ 78,847.18	0.00%	99.95%
325130	Synthetic Dye and Pigment Manufacturing	\$ 77,496.09	0.00%	99.95%
482111	Line-Haul Railroads	\$ 77,271.30	0.00%	99.95%
541870	Advertising Material Distribution Services	\$ 77,196.20	0.00%	99.95%
624190	Other Individual and Family Services	\$ 76,920.51	0.00%	99.95%
423930	Recyclable Material Merchant Wholesalers	\$ 75,557.15	0.00%	99.95%
335210	Small Electrical Appliance Manufacturing	\$ 73,496.74	0.00%	99.95%
115115	Farm Labor Contractors and Crew Leaders	\$ 73,100.00	0.00%	99.95%
561410	Document Preparation Services	\$ 71,846.94	0.00%	99.95%
424920	Book, Periodical, and Newspaper Merchant Wholesalers	\$ 71,836.36	0.00%	99.95%
424310	Piece Goods, Notions, and Other Dry Goods Merchant Wholesalers	\$ 67,110.83	0.00%	99.96%
532310	General Rental Centers	\$ 65,489.57	0.00%	99.96%
332721	Precision Turned Product Manufacturing	\$ 65,323.50	0.00%	99.96%
811122	Automotive Glass Replacement Shops	\$ 65,266.37	0.00%	99.96%
332993	Ammunition (except Small Arms) Manufacturing	\$ 65,009.00	0.00%	99.96%
334515	Instrument Manufacturing for Measuring and Testing Electricity and Electrical Signals	\$ 64,373.10	0.00%	99.96%
337121	Upholstered Household Furniture Manufacturing	\$ 64,205.03	0.00%	99.96%
713910	Golf Courses and Country Clubs	\$ 64,178.64	0.00%	99.96%
813920	Professional Organizations	\$ 61,114.76	0.00%	99.96%
424930	Flower, Nursery Stock, and Florists' Supplies Merchant Wholesalers	\$ 60,786.46	0.00%	99.96%
326121	Unlaminated Plastics Profile Shape Manufacturing	\$ 60,746.00	0.00%	99.96%
532411	Commercial Air, Rail, and Water Transportation Equipment Rental and Leasing	\$ 60,650.27	0.00%	99.96%
621112	Offices of Physicians, Mental Health Specialists	\$ 57,900.00	0.00%	99.97%
441120	Used Car Dealers	\$ 56,773.54	0.00%	99.97%
481111	Scheduled Passenger Air Transportation	\$ 56,450.00	0.00%	99.97%

NAICS CODE	NAICS CODE DESCRIPTION	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
485410	School and Employee Bus Transportation	\$ 53,553.20	0.00%	99.97%
453920	Art Dealers	\$ 53,472.13	0.00%	99.97%
711110	Theater Companies and Dinner Theaters	\$ 53,399.00	0.00%	99.97%
332313	Plate Work Manufacturing	\$ 53,103.07	0.00%	99.97%
334413	Semiconductor and Related Device Manufacturing	\$ 53,083.65	0.00%	99.97%
115112	Soil Preparation, Planting, and Cultivating	\$ 52,500.00	0.00%	99.97%
813910	Business Associations	\$ 52,000.00	0.00%	99.97%
336112	Light Truck and Utility Vehicle Manufacturing	\$ 51,119.10	0.00%	99.97%
115113	Crop Harvesting, Primarily by Machine	\$ 49,720.00	0.00%	99.97%
561510	Travel Agencies	\$ 49,285.43	0.00%	99.97%
311513	Cheese Manufacturing	\$ 49,000.00	0.00%	99.97%
485510	Charter Bus Industry	\$ 48,938.75	0.00%	99.97%
445210	Meat Markets	\$ 48,000.00	0.00%	99.98%
541840	Media Representatives	\$ 47,168.00	0.00%	99.98%
485991	Special Needs Transportation	\$ 46,720.24	0.00%	99.98%
811420	Reupholstery and Furniture Repair	\$ 45,470.40	0.00%	99.98%
561421	Telephone Answering Services	\$ 44,841.76	0.00%	99.98%
453910	Pet and Pet Supplies Stores	\$ 44,833.55	0.00%	99.98%
321999	All Other Miscellaneous Wood Product Manufacturing	\$ 43,450.67	0.00%	99.98%
444120	Paint and Wallpaper Stores	\$ 40,276.33	0.00%	99.98%
517410	Satellite Telecommunications	\$ 39,960.00	0.00%	99.98%
325520	Adhesive Manufacturing	\$ 39,902.50	0.00%	99.98%
561591	Convention and Visitors Bureaus	\$ 39,700.00	0.00%	99.98%
314110	Carpet and Rug Mills	\$ 38,966.41	0.00%	99.98%
334417	Electronic Connector Manufacturing	\$ 36,972.00	0.00%	99.98%
324191	Petroleum Lubricating Oil and Grease Manufacturing	\$ 36,786.02	0.00%	99.98%
314999	All Other Miscellaneous Textile Product Mills	\$ 36,460.30	0.00%	99.98%
221116	Geothermal Electric Power Generation	\$ 36,060.00	0.00%	99.98%
335313	Switchgear and Switchboard Apparatus Manufacturing	\$ 36,020.42	0.00%	99.98%
531320	Offices of Real Estate Appraisers	\$ 36,000.00	0.00%	99.98%
322220	Paper Bag and Coated and Treated Paper Manufacturing	\$ 35,085.00	0.00%	99.98%
441210	Recreational Vehicle Dealers	\$ 34,394.93	0.00%	99.99%
493110	General Warehousing and Storage	\$ 34,121.35	0.00%	99.99%

NAICS CODE	NAICS CODE DESCRIPTION	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
488310	Port and Harbor Operations	\$ 32,500.00	0.00%	99.99%
334112	Computer Storage Device Manufacturing	\$ 32,186.91	0.00%	99.99%
611630	Language Schools	\$ 31,535.00	0.00%	99.99%
327331	Concrete Block and Brick Manufacturing	\$ 30,894.97	0.00%	99.99%
221118	Other Electric Power Generation	\$ 30,060.00	0.00%	99.99%
321113	Sawmills	\$ 29,595.38	0.00%	99.99%
424810	Beer and Ale Merchant Wholesalers	\$ 28,668.96	0.00%	99.99%
334614	Software and Other Prerecorded Compact Disc, Tape, and Record Reproducing	\$ 28,170.00	0.00%	99.99%
812921	Photofinishing Laboratories (except One-Hour)	\$ 27,665.70	0.00%	99.99%
334221	Radio and Television Broadcasting and Wireless Communications Equipment Manufacturing	\$ 27,099.85	0.00%	99.99%
522220	Sales Financing	\$ 27,068.11	0.00%	99.99%
561622	Locksmiths	\$ 26,194.10	0.00%	99.99%
332439	Other Metal Container Manufacturing	\$ 25,731.26	0.00%	99.99%
813312	Environment, Conservation and Wildlife Organizations	\$ 24,108.46	0.00%	99.99%
336320	Motor Vehicle Electrical and Electronic Equipment Manufacturing	\$ 23,680.91	0.00%	99.99%
424490	Other Grocery and Related Products Merchant Wholesalers	\$ 23,292.78	0.00%	99.99%
561422	Telemarketing Bureaus and Other Contact Centers	\$ 21,225.00	0.00%	99.99%
624110	Child and Youth Services	\$ 20,250.00	0.00%	99.99%
334512	Automatic Environmental Control Manufacturing for Residential, Commercial, and Appliance Use	\$ 19,265.00	0.00%	99.99%
562212	Solid Waste Landfill	\$ 19,163.21	0.00%	99.99%
111998	All Other Miscellaneous Crop Farming	\$ 19,088.40	0.00%	99.99%
332216	Saw Blade and Handtool Manufacturing	\$ 19,043.40	0.00%	99.99%
331222	Steel Wire Drawing	\$ 17,886.99	0.00%	99.99%
325314	Fertilizer (Mixing Only) Manufacturing	\$ 17,691.51	0.00%	99.99%
512290	Other Sound Recording Industries	\$ 17,472.80	0.00%	99.99%
311412	Frozen Specialty Food Manufacturing	\$ 16,565.21	0.00%	99.99%
322219	Other Paperboard Container Manufacturing	\$ 15,800.00	0.00%	99.99%
811213	Communication Equipment Repair and Maintenance	\$ 15,798.22	0.00%	99.99%
721214	Recreational and Vacation Camps (except Campgrounds)	\$ 15,772.50	0.00%	99.99%

NAICS CODE	NAICS CODE DESCRIPTION	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
813212	Voluntary Health Organizations	\$ 13,500.00	0.00%	99.99%
523210	Securities and Commodity Exchanges	\$ 13,261.85	0.00%	99.99%
311422	Specialty Canning	\$ 12,761.86	0.00%	100.00%
325920	Explosives Manufacturing	\$ 12,304.95	0.00%	100.00%
335929	Other Communication and Energy Wire Manufacturing	\$ 12,255.00	0.00%	100.00%
332618	Other Fabricated Wire Product Manufacturing	\$ 12,158.28	0.00%	100.00%
213114	Support Activities for Metal Mining	\$ 11,707.80	0.00%	100.00%
325612	Polish and Other Sanitation Good Manufacturing	\$ 11,194.99	0.00%	100.00%
722513	Limited-Service Restaurants	\$ 11,185.65	0.00%	100.00%
531311	Residential Property Managers	\$ 10,749.24	0.00%	100.00%
492210	Local Messengers and Local Delivery	\$ 10,634.70	0.00%	100.00%
336415	Guided Missile and Space Vehicle Propulsion Unit and Propulsion Unit Parts Manufacturing	\$ 10,270.00	0.00%	100.00%
512230	Music Publishers	\$ 10,000.00	0.00%	100.00%
623110	Nursing Care Facilities (Skilled Nursing Facilities)	\$ 9,240.00	0.00%	100.00%
326160	Plastics Bottle Manufacturing	\$ 9,179.42	0.00%	100.00%
334222	Radio and Television Broadcasting and Wireless Communications Equipment Manufacturing	\$ 9,160.60	0.00%	100.00%
561599	All Other Travel Arrangement and Reservation Services	\$ 9,000.00	0.00%	100.00%
331513	Steel Foundries (except Investment)	\$ 8,750.00	0.00%	100.00%
325613	Surface Active Agent Manufacturing	\$ 8,738.00	0.00%	100.00%
335911	Storage Battery Manufacturing	\$ 8,155.60	0.00%	100.00%
334223	Radio and Television Broadcasting and Wireless Communications Equipment Manufacturing	\$ 7,873.20	0.00%	100.00%
333131	Mining Machinery and Equipment Manufacturing	\$ 7,685.40	0.00%	100.00%
334224	Radio and Television Broadcasting and Wireless Communications Equipment Manufacturing	\$ 7,185.00	0.00%	100.00%
621340	Offices of Physical, Occupational and Speech Therapists, and Audiologists	\$ 7,068.28	0.00%	100.00%
331492	Secondary Smelting, Refining, and Alloying of Nonferrous Metal (except Copper and Aluminum)	\$ 6,884.56	0.00%	100.00%
624410	Child Day Care Services	\$ 6,583.51	0.00%	100.00%

NAICS CODE	NAICS CODE DESCRIPTION	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
423940	Jewelry, Watch, Precious Stone, and Precious Metal Merchant Wholesalers	\$ 6,480.00	0.00%	100.00%
424340	Footwear Merchant Wholesalers	\$ 6,412.94	0.00%	100.00%
339991	Gasket, Packing, and Sealing Device Manufacturing	\$ 6,259.78	0.00%	100.00%
721211	RV (Recreational Vehicle) Parks and Campgrounds	\$ 5,964.00	0.00%	100.00%
451120	Hobby, Toy, and Game Stores	\$ 5,736.80	0.00%	100.00%
333994	Industrial Process Furnace and Oven Manufacturing	\$ 5,600.00	0.00%	100.00%
336414	Guided Missile and Space Vehicle Manufacturing	\$ 5,526.62	0.00%	100.00%
334225	Radio and Television Broadcasting and Wireless Communications Equipment Manufacturing	\$ 5,525.22	0.00%	100.00%
813990	Other Similar Organizations (except Business, Professional, Labor, and Political Organizations)	\$ 5,000.00	0.00%	100.00%
531110	Lessors of Residential Buildings and Dwellings	\$ 4,800.00	0.00%	100.00%
339115	Ophthalmic Goods Manufacturing	\$ 4,545.01	0.00%	100.00%
561439	Other Business Service Centers (including Copy Shops)	\$ 4,025.44	0.00%	100.00%
337211	Wood Office Furniture Manufacturing	\$ 3,996.00	0.00%	100.00%
333414	Heating Equipment (except Warm Air Furnaces) Manufacturing	\$ 3,900.00	0.00%	100.00%
334226	Radio and Television Broadcasting and Wireless Communications Equipment Manufacturing	\$ 3,850.00	0.00%	100.00%
531190	Lessors of Other Real Estate Property	\$ 3,849.21	0.00%	100.00%
712130	Zoos and Botanical Gardens	\$ 3,840.00	0.00%	100.00%
722330	Mobile Food Services	\$ 3,600.00	0.00%	100.00%
451140	Musical Instrument and Supplies Stores	\$ 3,518.74	0.00%	100.00%
311811	Retail Bakeries	\$ 3,501.00	0.00%	100.00%
339994	Broom, Brush, and Mop Manufacturing	\$ 3,480.42	0.00%	100.00%
481211	Nonscheduled Chartered Passenger Air Transportation	\$ 3,285.00	0.00%	100.00%
321920	Wood Container and Pallet Manufacturing	\$ 2,992.00	0.00%	100.00%
334227	Radio and Television Broadcasting and Wireless Communications Equipment Manufacturing	\$ 2,990.00	0.00%	100.00%
522390	Other Activities Related to Credit Intermediation	\$ 2,790.00	0.00%	100.00%



NAICS CODE	NAICS CODE DESCRIPTION	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
334228	Radio and Television Broadcasting and Wireless Communications Equipment Manufacturing	\$ 2,783.25	0.00%	100.00%
334229	Radio and Television Broadcasting and Wireless Communications Equipment Manufacturing	\$ 2,701.48	0.00%	100.00%
326150	Urethane and Other Foam Product (except Polystyrene) Manufacturing	\$ 2,636.43	0.00%	100.00%
333515	Cutting Tool and Machine Tool Accessory Manufacturing	\$ 2,520.00	0.00%	100.00%
323117	Books Printing	\$ 2,437.65	0.00%	100.00%
334230	Radio and Television Broadcasting and Wireless Communications Equipment Manufacturing	\$ 2,326.80	0.00%	100.00%
485210	Interurban and Rural Bus Transportation	\$ 2,291.25	0.00%	100.00%
334231	Radio and Television Broadcasting and Wireless Communications Equipment Manufacturing	\$ 2,017.55	0.00%	100.00%
334232	Radio and Television Broadcasting and Wireless Communications Equipment Manufacturing	\$ 1,890.00	0.00%	100.00%
334233	Radio and Television Broadcasting and Wireless Communications Equipment Manufacturing	\$ 1,672.07	0.00%	100.00%
334234	Radio and Television Broadcasting and Wireless Communications Equipment Manufacturing	\$ 1,672.07	0.00%	100.00%
334235	Radio and Television Broadcasting and Wireless Communications Equipment Manufacturing	\$ 1,618.17	0.00%	100.00%
451130	Sewing, Needlework, and Piece Goods Stores	\$ 1,600.89	0.00%	100.00%
334236	Radio and Television Broadcasting and Wireless Communications Equipment Manufacturing	\$ 1,570.00	0.00%	100.00%
813311	Human Rights Organizations	\$ 1,500.00	0.00%	100.00%
332613	Spring Manufacturing	\$ 1,485.23	0.00%	100.00%
333112	Lawn and Garden Tractor and Home Lawn and Garden Equipment Manufacturing	\$ 1,476.00	0.00%	100.00%
334237	Radio and Television Broadcasting and Wireless Communications Equipment Manufacturing	\$ 1,190.00	0.00%	100.00%
325199	All Other Basic Organic Chemical Manufacturing	\$ 1,150.00	0.00%	100.00%

NAICS CODE	NAICS CODE DESCRIPTION	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
334238	Radio and Television Broadcasting and Wireless Communications Equipment Manufacturing	\$ 1,150.00	0.00%	100.00%
311352	Confectionery Manufacturing from Purchased Chocolate	\$ 1,100.00	0.00%	100.00%
334239	Radio and Television Broadcasting and Wireless Communications Equipment Manufacturing	\$ 1,035.00	0.00%	100.00%
621999	All Other Miscellaneous Ambulatory Health Care Services	\$ 1,020.00	0.00%	100.00%
334240	Radio and Television Broadcasting and Wireless Communications Equipment Manufacturing	\$ 931.54	0.00%	100.00%
334241	Radio and Television Broadcasting and Wireless Communications Equipment Manufacturing	\$ 725.35	0.00%	100.00%
314994	Rope, Cordage, Twine, Tire Cord, and Tire Fabric Mills	\$ 500.00	0.00%	100.00%
611610	Fine Arts Schools	\$ 498.75	0.00%	100.00%
813219	Other Grantmaking and Giving Services	\$ 455.00	0.00%	100.00%
533110	Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)	\$ 375.00	0.00%	100.00%
326212	Tire Retreading	\$ 71.76	0.00%	100.00%
<b>TOTAL</b>		<b>\$ 7,695,813,209.82</b>	<b>100%</b>	<b>100%</b>

Source: MGT developed a Master Utilization Database based on City's financial system between Fiscal Years July 1, 2017, through June 30, 2022.

TABLE A-2.  
CITY OF HOUSTON PRODUCT MARKET AREA  
CONSTRUCTION NAICS CODES

NAICS CODE	NAICS CODE DESCRIPTION	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
237110	Water and Sewer Line and Related Structures Construction	\$ 1,191,477,386.90	27.14%	27.14%
236220	Commercial and Institutional Building Construction	\$ 1,114,069,963.42	25.37%	52.51%
237310	Highway, Street, and Bridge Construction	\$ 609,080,291.66	13.87%	66.39%
238220	Plumbing, Heating, and Air-Conditioning Contractors	\$ 175,603,442.66	4.00%	70.39%
237990	Other Heavy and Civil Engineering Construction	\$ 145,845,168.47	3.32%	73.71%
238110	Poured Concrete Foundation and Structure Contractors	\$ 141,520,636.30	3.22%	76.93%
238210	Electrical Contractors and Other Wiring Installation Contractors	\$ 138,465,305.39	3.15%	80.08%

NAICS CODE	NAICS CODE DESCRIPTION	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
238910	Site Preparation Contractors	\$ 115,997,679.31	2.64%	82.73%
221320	Sewage Treatment Facilities	\$ 84,001,582.79	1.91%	84.64%
236116	New Multifamily Housing Construction (except For-Sale Builders)	\$ 83,485,638.71	1.90%	86.54%
238990	All Other Specialty Trade Contractors	\$ 82,984,713.34	1.89%	88.43%
236115	New Single-Family Housing Construction (except For-Sale Builders)	\$ 58,199,514.69	1.33%	89.76%
238130	Framing Contractors	\$ 35,843,287.69	0.82%	90.57%
238310	Drywall and Insulation Contractors	\$ 35,801,293.49	0.82%	91.39%
236118	Residential Remodelers	\$ 34,822,791.11	0.79%	92.18%
541330	Engineering Services	\$ 28,841,836.97	0.66%	92.84%
236117	New Housing For-Sale Builders	\$ 28,323,970.11	0.65%	93.48%
238160	Roofing Contractors	\$ 23,952,683.42	0.55%	94.03%
238350	Finish Carpentry Contractors	\$ 19,355,497.61	0.44%	94.47%
238140	Masonry Contractors	\$ 18,550,927.20	0.42%	94.89%
238290	Other Building Equipment Contractors	\$ 17,074,523.73	0.39%	95.28%
221210	Natural Gas Distribution	\$ 16,022,496.47	0.36%	95.65%
221122	Electric Power Distribution	\$ 14,758,653.81	0.34%	95.98%
237130	Power and Communication Line and Related Structures Construction	\$ 14,378,416.75	0.33%	96.31%
221310	Water Supply and Irrigation Systems	\$ 14,197,041.05	0.32%	96.63%
324121	Asphalt Paving Mixture and Block Manufacturing	\$ 12,998,263.52	0.30%	96.93%
238330	Flooring Contractors	\$ 12,746,339.49	0.29%	97.22%
238120	Structural Steel and Precast Concrete Contractors	\$ 12,496,805.37	0.28%	97.51%
238320	Painting and Wall Covering Contractors	\$ 10,656,561.46	0.24%	97.75%
811310	Commercial and Industrial Machinery and Equipment (except Automotive and Electronic) Repair and Maintenance	\$ 9,954,025.76	0.23%	97.97%
236210	Industrial Building Construction	\$ 9,019,695.34	0.21%	98.18%
237120	Oil and Gas Pipeline and Related Structures Construction	\$ 7,437,593.53	0.17%	98.35%
423320	Brick, Stone, and Related Construction Material Merchant Wholesalers	\$ 7,260,469.89	0.17%	98.51%
238390	Other Building Finishing Contractors	\$ 6,400,039.08	0.15%	98.66%
561990	All Other Support Services	\$ 5,654,104.44	0.13%	98.79%
327320	Ready-Mix Concrete Manufacturing	\$ 5,587,958.61	0.13%	98.92%
238150	Glass and Glazing Contractors	\$ 5,013,905.73	0.11%	99.03%
484220	Specialized Freight (except Used Goods) Trucking, Local	\$ 4,686,107.73	0.11%	99.14%
238190	Other Foundation, Structure, and Building Exterior Contractors	\$ 4,563,229.32	0.10%	99.24%

NAICS CODE	NAICS CODE DESCRIPTION	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
327332	Concrete Pipe Manufacturing	\$ 2,857,154.23	0.07%	99.31%
238340	Tile and Terrazzo Contractors	\$ 2,512,279.72	0.06%	99.36%
423720	Plumbing and Heating Equipment and Supplies (Hydronics) Merchant Wholesalers	\$ 2,314,121.01	0.05%	99.42%
424690	Other Chemical and Allied Products Merchant Wholesalers	\$ 2,125,012.00	0.05%	99.46%
237210	Land Subdivision	\$ 2,076,841.20	0.05%	99.51%
541511	Custom Computer Programming Services	\$ 1,834,241.30	0.04%	99.55%
561621	Security Systems Services (except Locksmiths)	\$ 1,757,172.34	0.04%	99.59%
541611	Administrative Management and General Management Consulting Services	\$ 1,443,194.90	0.03%	99.63%
532412	Construction, Mining, and Forestry Machinery and Equipment Rental and Leasing	\$ 1,355,262.44	0.03%	99.66%
561730	Landscaping Services	\$ 1,210,369.61	0.03%	99.69%
334513	Instruments and Related Products Manufacturing for Measuring, Displaying, and Controlling Industrial Process Variables	\$ 1,062,309.19	0.02%	99.71%
424720	Petroleum and Petroleum Products Merchant Wholesalers (except Bulk Stations and Terminals)	\$ 837,207.61	0.02%	99.73%
424990	Other Miscellaneous Nondurable Goods Merchant Wholesalers	\$ 833,809.59	0.02%	99.75%
425120	Wholesale Trade Agents and Brokers	\$ 798,528.85	0.02%	99.77%
541620	Environmental Consulting Services	\$ 663,589.47	0.02%	99.78%
484121	General Freight Trucking, Long-Distance, Truckload	\$ 652,429.03	0.01%	99.80%
444190	Other Building Material Dealers	\$ 624,869.60	0.01%	99.81%
327390	Other Concrete Product Manufacturing	\$ 511,027.84	0.01%	99.82%
221114	Solar Electric Power Generation	\$ 489,445.88	0.01%	99.83%
423910	Sporting and Recreational Goods and Supplies Merchant Wholesalers	\$ 464,221.60	0.01%	99.84%
332312	Fabricated Structural Metal Manufacturing	\$ 452,112.56	0.01%	99.85%
327310	Cement Manufacturing	\$ 435,075.00	0.01%	99.86%
454310	Fuel Dealers	\$ 320,882.85	0.01%	99.87%
541310	Architectural Services	\$ 309,134.70	0.01%	99.88%
322211	Corrugated and Solid Fiber Box Manufacturing	\$ 274,491.00	0.01%	99.88%

NAICS CODE	NAICS CODE DESCRIPTION	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
541370	Surveying and Mapping (except Geophysical) Services	\$ 264,342.51	0.01%	99.89%
423610	Electrical Apparatus and Equipment, Wiring Supplies, and Related Equipment Merchant Wholesalers	\$ 261,565.75	0.01%	99.90%
561720	Janitorial Services	\$ 261,449.90	0.01%	99.90%
423390	Other Construction Material Merchant Wholesalers	\$ 251,334.51	0.01%	99.91%
238170	Siding Contractors	\$ 246,953.42	0.01%	99.91%
332420	Metal Tank (Heavy Gauge) Manufacturing	\$ 220,001.76	0.01%	99.92%
212299	All Other Metal Ore Mining	\$ 208,174.07	0.00%	99.92%
423850	Service Establishment Equipment and Supplies Merchant Wholesalers	\$ 199,759.17	0.00%	99.93%
335311	Power, Distribution, and Specialty Transformer Manufacturing	\$ 187,696.62	0.00%	99.93%
541430	Graphic Design Services	\$ 184,362.68	0.00%	99.94%
524126	Direct Property and Casualty Insurance Carriers	\$ 173,272.00	0.00%	99.94%
423330	Roofing, Siding, and Insulation Material Merchant Wholesalers	\$ 151,002.16	0.00%	99.94%
561612	Security Guards and Patrol Services	\$ 144,022.48	0.00%	99.95%
327991	Cut Stone and Stone Product Manufacturing	\$ 135,450.19	0.00%	99.95%
327999	All Other Miscellaneous Nonmetallic Mineral Product Manufacturing	\$ 134,591.00	0.00%	99.95%
332999	All Other Miscellaneous Fabricated Metal Product Manufacturing	\$ 132,366.50	0.00%	99.96%
561320	Temporary Help Services	\$ 127,641.37	0.00%	99.96%
423310	Lumber, Plywood, Millwork, and Wood Panel Merchant Wholesalers	\$ 126,438.59	0.00%	99.96%
541380	Testing Laboratories	\$ 125,511.31	0.00%	99.96%
335999	All Other Miscellaneous Electrical Equipment and Component Manufacturing	\$ 123,843.00	0.00%	99.97%
212312	Crushed and Broken Limestone Mining and Quarrying	\$ 114,309.00	0.00%	99.97%
327410	Lime Manufacturing	\$ 108,444.60	0.00%	99.97%
321918	Other Millwork (including Flooring)	\$ 92,457.08	0.00%	99.97%
541618	Other Management Consulting Services	\$ 91,476.00	0.00%	99.98%
321211	Hardwood Veneer and Plywood Manufacturing	\$ 85,315.49	0.00%	99.98%
561311	Employment Placement Agencies	\$ 84,000.00	0.00%	99.98%
339950	Sign Manufacturing	\$ 78,021.56	0.00%	99.98%
337920	Blind and Shade Manufacturing	\$ 66,906.20	0.00%	99.98%

NAICS CODE	NAICS CODE DESCRIPTION	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
335210	Small Electrical Appliance Manufacturing	\$ 66,596.76	0.00%	99.99%
327110	Pottery, Ceramics, and Plumbing Fixture Manufacturing	\$ 64,319.46	0.00%	99.99%
424610	Plastics Materials and Basic Forms and Shapes Merchant Wholesalers	\$ 53,541.66	0.00%	99.99%
484110	General Freight Trucking, Local	\$ 49,936.00	0.00%	99.99%
333992	Welding and Soldering Equipment Manufacturing	\$ 49,500.00	0.00%	99.99%
561510	Travel Agencies	\$ 49,285.43	0.00%	99.99%
334519	Other Measuring and Controlling Device Manufacturing	\$ 46,843.46	0.00%	99.99%
541690	Other Scientific and Technical Consulting Services	\$ 45,000.00	0.00%	99.99%
326122	Plastics Pipe and Pipe Fitting Manufacturing	\$ 43,560.00	0.00%	99.99%
221116	Geothermal Electric Power Generation	\$ 36,060.00	0.00%	100.00%
562119	Other Waste Collection	\$ 32,000.00	0.00%	100.00%
221118	Other Electric Power Generation	\$ 30,060.00	0.00%	100.00%
325520	Adhesive Manufacturing	\$ 21,413.00	0.00%	100.00%
562212	Solid Waste Landfill	\$ 19,163.21	0.00%	100.00%
332313	Plate Work Manufacturing	\$ 18,000.00	0.00%	100.00%
332323	Ornamental and Architectural Metal Work Manufacturing	\$ 17,320.00	0.00%	100.00%
337110	Wood Kitchen Cabinet and Countertop Manufacturing	\$ 13,900.00	0.00%	100.00%
314910	Textile Bag and Canvas Mills	\$ 11,949.30	0.00%	100.00%
561499	All Other Business Support Services	\$ 10,915.27	0.00%	100.00%
331492	Secondary Smelting, Refining, and Alloying of Nonferrous Metal (except Copper and Aluminum)	\$ 6,884.56	0.00%	100.00%
423210	Furniture Merchant Wholesalers	\$ 6,487.47	0.00%	100.00%
541922	Commercial Photography	\$ 6,440.00	0.00%	100.00%
321113	Sawmills	\$ 4,308.23	0.00%	100.00%
321999	All Other Miscellaneous Wood Product Manufacturing	\$ 4,185.67	0.00%	100.00%
212321	Construction Sand and Gravel Mining	\$ 2,970.00	0.00%	100.00%
561710	Exterminating and Pest Control Services	\$ 723.93	0.00%	100.00%
562111	Solid Waste Collection	\$ 359.09	0.00%	100.00%
<b>TOTAL</b>		<b>\$ 4,390,437,057.26</b>	<b>100%</b>	<b>100%</b>

Source: MGT developed a Master Utilization Database based on City's financial system between Fiscal Years July 1, 2017, through June 30, 2022.

TABLE A-3.  
CITY OF HOUSTON PRODUCT MARKET AREA  
PROFESSIONAL SERVICES NAICS CODES

NAICS CODE	NAICS CODE DESCRIPTION	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
541330	Engineering Services	\$ 321,313,315.16	34.99%	34.99%
541620	Environmental Consulting Services	\$ 62,910,790.19	6.85%	41.84%
519190	All Other Information Services	\$ 55,014,029.13	5.99%	47.84%
541512	Computer Systems Design Services	\$ 47,824,947.94	5.21%	53.04%
423430	Computer and Computer Peripheral Equipment and Software Merchant Wholesalers	\$ 42,825,265.78	4.66%	57.71%
541611	Administrative Management and General Management Consulting Services	\$ 36,091,200.88	3.93%	61.64%
541511	Custom Computer Programming Services	\$ 29,205,386.91	3.18%	64.82%
511210	Software Publishers	\$ 28,697,114.12	3.13%	67.95%
541110	Offices of Lawyers	\$ 26,502,934.74	2.89%	70.83%
524114	Direct Health and Medical Insurance Carriers	\$ 25,879,308.21	2.82%	73.65%
541618	Other Management Consulting Services	\$ 20,858,027.10	2.27%	75.92%
541310	Architectural Services	\$ 17,144,215.40	1.87%	77.79%
622110	General Medical and Surgical Hospitals	\$ 13,863,511.54	1.51%	79.30%
541715	Research and Development in the Physical, Engineering, and Life Sciences (except Nanotechnology and Biotechnology)	\$ 13,648,974.11	1.49%	80.78%
517919	All Other Telecommunications	\$ 12,130,284.08	1.32%	82.11%
531210	Offices of Real Estate Agents and Brokers	\$ 10,589,876.11	1.15%	83.26%
561990	All Other Support Services	\$ 9,605,392.71	1.05%	84.31%
624230	Emergency and Other Relief Services	\$ 9,059,470.80	0.99%	85.29%
518210	Data Processing, Hosting, and Related Services	\$ 8,122,087.31	0.88%	86.18%
541810	Advertising Agencies	\$ 7,963,771.97	0.87%	87.04%
541370	Surveying and Mapping (except Geophysical) Services	\$ 7,693,592.79	0.84%	87.88%
541320	Landscape Architectural Services	\$ 7,543,345.30	0.82%	88.70%
523999	Miscellaneous Financial Investment Activities	\$ 7,261,464.45	0.79%	89.49%
541613	Marketing Consulting Services	\$ 5,984,413.27	0.65%	90.15%
541211	Offices of Certified Public Accountants	\$ 5,529,658.51	0.60%	90.75%
621511	Medical Laboratories	\$ 5,256,108.94	0.57%	91.32%
541519	Other Computer Related Services	\$ 4,963,436.81	0.54%	91.86%

NAICS CODE	NAICS CODE DESCRIPTION	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
541350	Building Inspection Services	\$ 4,761,377.26	0.52%	92.38%
523930	Investment Advice	\$ 4,453,495.64	0.49%	92.86%
541612	Human Resources Consulting Services	\$ 3,948,934.35	0.43%	93.29%
811212	Computer and Office Machine Repair and Maintenance	\$ 3,818,850.13	0.42%	93.71%
541410	Interior Design Services	\$ 3,357,377.10	0.37%	94.08%
541990	All Other Professional, Scientific, and Technical Services	\$ 2,937,527.90	0.32%	94.40%
531120	Lessors of Nonresidential Buildings (except Miniwarehouses)	\$ 2,702,608.13	0.29%	94.69%
541380	Testing Laboratories	\$ 2,199,919.90	0.24%	94.93%
532281	Formal Wear and Costume Rental	\$ 2,091,302.22	0.23%	95.16%
541214	Payroll Services	\$ 2,010,829.18	0.22%	95.38%
541199	All Other Legal Services	\$ 1,960,625.99	0.21%	95.59%
541120	Offices of Notaries	\$ 1,931,936.69	0.21%	95.80%
541690	Other Scientific and Technical Consulting Services	\$ 1,903,779.45	0.21%	96.01%
541820	Public Relations Agencies	\$ 1,897,974.82	0.21%	96.21%
524210	Insurance Agencies and Brokerages	\$ 1,795,944.52	0.20%	96.41%
812930	Parking Lots and Garages	\$ 1,788,737.15	0.19%	96.61%
237110	Water and Sewer Line and Related Structures Construction	\$ 1,785,091.01	0.19%	96.80%
541720	Research and Development in the Social Sciences and Humanities	\$ 1,762,438.72	0.19%	96.99%
532412	Construction, Mining, and Forestry Machinery and Equipment Rental and Leasing	\$ 1,677,794.28	0.18%	97.17%
541360	Geophysical Surveying and Mapping Services	\$ 1,571,950.35	0.17%	97.35%
236220	Commercial and Institutional Building Construction	\$ 1,523,166.70	0.17%	97.51%
424690	Other Chemical and Allied Products Merchant Wholesalers	\$ 1,323,904.36	0.14%	97.66%
611430	Professional and Management Development Training	\$ 1,279,287.01	0.14%	97.79%
532490	Other Commercial and Industrial Machinery and Equipment Rental and Leasing	\$ 1,226,025.93	0.13%	97.93%
524126	Direct Property and Casualty Insurance Carriers	\$ 1,167,273.09	0.13%	98.06%
541614	Process, Physical Distribution, and Logistics Consulting Services	\$ 1,108,061.76	0.12%	98.18%
541340	Drafting Services	\$ 934,398.62	0.10%	98.28%
517312	Wireless Telecommunications Carriers (except Satellite)	\$ 852,291.00	0.09%	98.37%



NAICS CODE	NAICS CODE DESCRIPTION	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
541714	Research and Development in Biotechnology (except Nanobiotechnology)	\$ 776,275.44	0.08%	98.46%
541213	Tax Preparation Services	\$ 766,290.94	0.08%	98.54%
541930	Translation and Interpretation Services	\$ 749,420.78	0.08%	98.62%
541940	Veterinary Services	\$ 725,438.02	0.08%	98.70%
525110	Pension Funds	\$ 721,812.58	0.08%	98.78%
541890	Other Services Related to Advertising	\$ 690,113.48	0.08%	98.85%
541910	Marketing Research and Public Opinion Polling	\$ 678,865.47	0.07%	98.93%
541490	Other Specialized Design Services	\$ 584,375.80	0.06%	98.99%
561311	Employment Placement Agencies	\$ 559,720.72	0.06%	99.05%
332710	Machine Shops	\$ 514,756.00	0.06%	99.11%
519120	Libraries and Archives	\$ 350,708.26	0.04%	99.15%
423210	Furniture Merchant Wholesalers	\$ 338,946.32	0.04%	99.18%
541860	Direct Mail Advertising	\$ 335,087.54	0.04%	99.22%
621399	Offices of All Other Miscellaneous Health Practitioners	\$ 292,288.82	0.03%	99.25%
621491	HMO Medical Centers	\$ 288,815.01	0.03%	99.28%
531390	Other Activities Related to Real Estate	\$ 283,975.00	0.03%	99.31%
238220	Plumbing, Heating, and Air-Conditioning Contractors	\$ 275,844.12	0.03%	99.34%
541430	Graphic Design Services	\$ 261,497.97	0.03%	99.37%
551112	Offices of Other Holding Companies	\$ 247,044.21	0.03%	99.40%
611699	All Other Miscellaneous Schools and Instruction	\$ 244,586.54	0.03%	99.43%
541219	Other Accounting Services	\$ 244,363.38	0.03%	99.45%
621210	Offices of Dentists	\$ 239,309.12	0.03%	99.48%
541850	Outdoor Advertising	\$ 239,074.24	0.03%	99.50%
532420	Office Machinery and Equipment Rental and Leasing	\$ 231,537.75	0.03%	99.53%
624120	Services for the Elderly and Persons with Disabilities	\$ 229,560.75	0.03%	99.55%
238990	All Other Specialty Trade Contractors	\$ 200,382.13	0.02%	99.58%
611710	Educational Support Services	\$ 188,974.70	0.02%	99.60%
611512	Flight Training	\$ 183,303.60	0.02%	99.62%
522320	Financial Transactions Processing, Reserve, and Clearinghouse Activities	\$ 177,350.00	0.02%	99.64%
424720	Petroleum and Petroleum Products Merchant Wholesalers (except Bulk Stations and Terminals)	\$ 165,512.16	0.02%	99.65%
532289	All Other Consumer Goods Rental	\$ 164,406.16	0.02%	99.67%
621512	Diagnostic Imaging Centers	\$ 163,412.32	0.02%	99.69%

NAICS CODE	NAICS CODE DESCRIPTION	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
541922	Commercial Photography	\$ 163,004.90	0.02%	99.71%
611519	Other Technical and Trade Schools	\$ 153,032.45	0.02%	99.72%
334220	Radio and Television Broadcasting and Wireless Communications Equipment Manufacturing	\$ 144,899.87	0.02%	99.74%
621330	Offices of Mental Health Practitioners (except Physicians)	\$ 134,898.70	0.01%	99.75%
524298	All Other Insurance Related Activities	\$ 127,150.00	0.01%	99.77%
621320	Offices of Optometrists	\$ 110,858.03	0.01%	99.78%
621610	Home Health Care Services	\$ 107,250.58	0.01%	99.79%
541921	Photography Studios, Portrait	\$ 106,546.00	0.01%	99.80%
523920	Portfolio Management	\$ 105,950.00	0.01%	99.82%
525990	Other Financial Vehicles	\$ 104,000.00	0.01%	99.83%
624310	Vocational Rehabilitation Services	\$ 98,290.58	0.01%	99.84%
238210	Electrical Contractors and Other Wiring Installation Contractors	\$ 96,633.00	0.01%	99.85%
621111	Offices of Physicians (except Mental Health Specialists)	\$ 95,367.50	0.01%	99.86%
541513	Computer Facilities Management Services	\$ 89,615.20	0.01%	99.87%
611420	Computer Training	\$ 83,144.00	0.01%	99.88%
522110	Commercial Banking	\$ 80,841.30	0.01%	99.89%
611620	Sports and Recreation Instruction	\$ 80,748.80	0.01%	99.89%
611513	Apprenticeship Training	\$ 78,752.25	0.01%	99.90%
541870	Advertising Material Distribution Services	\$ 77,196.20	0.01%	99.91%
624190	Other Individual and Family Services	\$ 76,920.51	0.01%	99.92%
611691	Exam Preparation and Tutoring	\$ 72,868.50	0.01%	99.93%
532310	General Rental Centers	\$ 65,489.57	0.01%	99.94%
532411	Commercial Air, Rail, and Water Transportation Equipment Rental and Leasing	\$ 60,650.27	0.01%	99.94%
621112	Offices of Physicians, Mental Health Specialists	\$ 57,900.00	0.01%	99.95%
621420	Outpatient Mental Health and Substance Abuse Centers	\$ 57,447.09	0.01%	99.95%
532112	Passenger Car Leasing	\$ 50,666.70	0.01%	99.96%
541840	Media Representatives	\$ 47,168.00	0.01%	99.97%
531320	Offices of Real Estate Appraisers	\$ 36,000.00	0.00%	99.97%
611630	Language Schools	\$ 31,535.00	0.00%	99.97%
531130	Lessors of Miniwarehouses and Self-Storage Units	\$ 30,663.90	0.00%	99.98%
522220	Sales Financing	\$ 27,068.11	0.00%	99.98%

NAICS CODE	NAICS CODE DESCRIPTION	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
484110	General Freight Trucking, Local	\$ 23,021.23	0.00%	99.98%
624110	Child and Youth Services	\$ 20,250.00	0.00%	99.98%
523210	Securities and Commodity Exchanges	\$ 13,261.85	0.00%	99.99%
531311	Residential Property Managers	\$ 10,749.24	0.00%	99.99%
532120	Truck, Utility Trailer, and RV (Recreational Vehicle) Rental and Leasing	\$ 9,344.30	0.00%	99.99%
423830	Industrial Machinery and Equipment Merchant Wholesalers	\$ 9,275.05	0.00%	99.99%
623110	Nursing Care Facilities (Skilled Nursing Facilities)	\$ 9,240.00	0.00%	99.99%
334222	Radio and Television Broadcasting and Wireless Communications Equipment Manufacturing	\$ 9,160.60	0.00%	99.99%
624229	Other Community Housing Services	\$ 8,450.00	0.00%	99.99%
334223	Radio and Television Broadcasting and Wireless Communications Equipment Manufacturing	\$ 7,873.20	0.00%	99.99%
334224	Radio and Television Broadcasting and Wireless Communications Equipment Manufacturing	\$ 7,185.00	0.00%	99.99%
621340	Offices of Physical, Occupational and Speech Therapists, and Audiologists	\$ 7,068.28	0.00%	99.99%
624410	Child Day Care Services	\$ 6,583.51	0.00%	99.99%
334225	Radio and Television Broadcasting and Wireless Communications Equipment Manufacturing	\$ 5,525.22	0.00%	99.99%
531110	Lessors of Residential Buildings and Dwellings	\$ 4,800.00	0.00%	100.00%
334226	Radio and Television Broadcasting and Wireless Communications Equipment Manufacturing	\$ 3,850.00	0.00%	100.00%
531190	Lessors of Other Real Estate Property	\$ 3,849.21	0.00%	100.00%
334227	Radio and Television Broadcasting and Wireless Communications Equipment Manufacturing	\$ 2,990.00	0.00%	100.00%
522390	Other Activities Related to Credit Intermediation	\$ 2,790.00	0.00%	100.00%
334228	Radio and Television Broadcasting and Wireless Communications Equipment Manufacturing	\$ 2,783.25	0.00%	100.00%
334229	Radio and Television Broadcasting and Wireless Communications Equipment Manufacturing	\$ 2,701.48	0.00%	100.00%
562910	Remediation Services	\$ 2,574.00	0.00%	100.00%

NAICS CODE	NAICS CODE DESCRIPTION	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
334230	Radio and Television Broadcasting and Wireless Communications Equipment Manufacturing	\$ 2,326.80	0.00%	100.00%
334231	Radio and Television Broadcasting and Wireless Communications Equipment Manufacturing	\$ 2,017.55	0.00%	100.00%
334232	Radio and Television Broadcasting and Wireless Communications Equipment Manufacturing	\$ 1,890.00	0.00%	100.00%
334233	Radio and Television Broadcasting and Wireless Communications Equipment Manufacturing	\$ 1,672.07	0.00%	100.00%
334234	Radio and Television Broadcasting and Wireless Communications Equipment Manufacturing	\$ 1,672.07	0.00%	100.00%
334235	Radio and Television Broadcasting and Wireless Communications Equipment Manufacturing	\$ 1,618.17	0.00%	100.00%
334236	Radio and Television Broadcasting and Wireless Communications Equipment Manufacturing	\$ 1,570.00	0.00%	100.00%
334237	Radio and Television Broadcasting and Wireless Communications Equipment Manufacturing	\$ 1,190.00	0.00%	100.00%
334238	Radio and Television Broadcasting and Wireless Communications Equipment Manufacturing	\$ 1,150.00	0.00%	100.00%
334239	Radio and Television Broadcasting and Wireless Communications Equipment Manufacturing	\$ 1,035.00	0.00%	100.00%
621999	All Other Miscellaneous Ambulatory Health Care Services	\$ 1,020.00	0.00%	100.00%
334240	Radio and Television Broadcasting and Wireless Communications Equipment Manufacturing	\$ 931.54	0.00%	100.00%
323120	Support Activities for Printing	\$ 853.86	0.00%	100.00%
334241	Radio and Television Broadcasting and Wireless Communications Equipment Manufacturing	\$ 725.35	0.00%	100.00%
611610	Fine Arts Schools	\$ 498.75	0.00%	100.00%
533110	Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)	\$ 375.00	0.00%	100.00%
561210	Facilities Support Services	\$ 176.94	0.00%	100.00%
<b>TOTAL</b>		<b>\$ 918,214,482.38</b>	<b>100%</b>	<b>100%</b>

Source: MGT developed a Master Utilization Database based on City's financial system between Fiscal Years July 1, 2017, through June 30, 2022.

TABLE A-4.  
CITY OF HOUSTON PRODUCT MARKET AREA  
OTHER SERVICES NAICS CODES

NAICS CODE	NAICS CODE DESCRIPTION	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
484220	Specialized Freight (except Used Goods) Trucking, Local	\$ 125,526,046.82	11.81%	11.81%
561110	Office Administrative Services	\$ 83,468,426.05	7.85%	19.67%
562111	Solid Waste Collection	\$ 81,263,313.29	7.65%	27.31%
488190	Other Support Activities for Air Transportation	\$ 73,629,258.86	6.93%	34.24%
811310	Commercial and Industrial Machinery and Equipment (except Automotive and Electronic) Repair and Maintenance	\$ 65,990,422.31	6.21%	40.45%
561720	Janitorial Services	\$ 59,402,500.61	5.59%	46.04%
812930	Parking Lots and Garages	\$ 55,172,829.46	5.19%	51.23%
561320	Temporary Help Services	\$ 48,932,085.71	4.60%	55.83%
561311	Employment Placement Agencies	\$ 45,040,939.67	4.24%	60.07%
561612	Security Guards and Patrol Services	\$ 42,831,392.57	4.03%	64.10%
561621	Security Systems Services (except Locksmiths)	\$ 42,683,133.65	4.02%	68.12%
562211	Hazardous Waste Treatment and Disposal	\$ 42,029,404.40	3.95%	72.07%
484110	General Freight Trucking, Local	\$ 33,266,006.24	3.13%	75.20%
561730	Landscaping Services	\$ 30,675,339.12	2.89%	78.09%
562910	Remediation Services	\$ 28,760,598.85	2.71%	80.80%
562998	All Other Miscellaneous Waste Management Services	\$ 23,445,772.10	2.21%	83.00%
561990	All Other Support Services	\$ 15,478,379.93	1.46%	84.46%
518210	Data Processing, Hosting, and Related Services	\$ 8,506,413.78	0.80%	85.26%
511210	Software Publishers	\$ 7,945,193.05	0.75%	86.01%
811219	Other Electronic and Precision Equipment Repair and Maintenance	\$ 7,564,713.76	0.71%	86.72%
485999	All Other Transit and Ground Passenger Transportation	\$ 7,404,143.61	0.70%	87.42%
541715	Research and Development in the Physical, Engineering, and Life Sciences (except Nanotechnology and Biotechnology)	\$ 6,532,194.40	0.61%	88.03%
561330	Professional Employer Organizations	\$ 5,757,531.55	0.54%	88.57%
541330	Engineering Services	\$ 4,984,915.20	0.47%	89.04%
561210	Facilities Support Services	\$ 4,852,769.05	0.46%	89.50%
561790	Other Services to Buildings and Dwellings	\$ 4,744,717.99	0.45%	89.94%

NAICS CODE	NAICS CODE DESCRIPTION	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
621420	Outpatient Mental Health and Substance Abuse Centers	\$ 4,449,707.10	0.42%	90.36%
541380	Testing Laboratories	\$ 4,171,108.47	0.39%	90.76%
541611	Administrative Management and General Management Consulting Services	\$ 3,980,295.58	0.37%	91.13%
624120	Services for the Elderly and Persons with Disabilities	\$ 3,872,140.04	0.36%	91.49%
811112	Automotive Exhaust System Repair	\$ 3,802,031.19	0.36%	91.85%
562219	Other Nonhazardous Waste Treatment and Disposal	\$ 3,596,173.05	0.34%	92.19%
517312	Wireless Telecommunications Carriers (except Satellite)	\$ 3,268,793.65	0.31%	92.50%
611430	Professional and Management Development Training	\$ 3,001,756.07	0.28%	92.78%
811191	Automotive Oil Change and Lubrication Shops	\$ 2,603,115.28	0.24%	93.03%
611513	Apprenticeship Training	\$ 2,569,736.30	0.24%	93.27%
562991	Septic Tank and Related Services	\$ 2,435,684.69	0.23%	93.50%
811111	General Automotive Repair	\$ 2,333,656.76	0.22%	93.72%
486910	Pipeline Transportation of Refined Petroleum Products	\$ 2,297,970.99	0.22%	93.93%
811198	All Other Automotive Repair and Maintenance	\$ 2,153,044.92	0.20%	94.13%
541519	Other Computer Related Services	\$ 2,011,743.06	0.19%	94.32%
624229	Other Community Housing Services	\$ 1,935,195.86	0.18%	94.51%
511130	Book Publishers	\$ 1,901,104.71	0.18%	94.69%
561710	Exterminating and Pest Control Services	\$ 1,859,156.81	0.17%	94.86%
811490	Other Personal and Household Goods Repair and Maintenance	\$ 1,838,791.71	0.17%	95.03%
522310	Mortgage and Nonmortgage Loan Brokers	\$ 1,825,000.00	0.17%	95.20%
484121	General Freight Trucking, Long-Distance, Truckload	\$ 1,608,337.22	0.15%	95.36%
238210	Electrical Contractors and Other Wiring Installation Contractors	\$ 1,420,622.36	0.13%	95.49%
424720	Petroleum and Petroleum Products Merchant Wholesalers (except Bulk Stations and Terminals)	\$ 1,360,414.45	0.13%	95.62%
512110	Motion Picture and Video Production	\$ 1,356,839.87	0.13%	95.75%
531130	Lessors of Miniwarehouses and Self-Storage Units	\$ 1,301,806.93	0.12%	95.87%
611699	All Other Miscellaneous Schools and Instruction	\$ 1,278,041.00	0.12%	95.99%
562119	Other Waste Collection	\$ 1,278,035.33	0.12%	96.11%

NAICS CODE	NAICS CODE DESCRIPTION	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
488510	Freight Transportation Arrangement	\$ 1,256,866.94	0.12%	96.23%
488119	Other Airport Operations	\$ 1,228,682.24	0.12%	96.34%
492110	Couriers and Express Delivery Services	\$ 1,220,773.82	0.11%	96.46%
221310	Water Supply and Irrigation Systems	\$ 1,190,812.00	0.11%	96.57%
562920	Materials Recovery Facilities	\$ 1,184,847.00	0.11%	96.68%
711320	Promoters of Performing Arts, Sports, and Similar Events without Facilities	\$ 1,175,423.36	0.11%	96.79%
721110	Hotels (except Casino Hotels) and Motels	\$ 1,155,755.00	0.11%	96.90%
561440	Collection Agencies	\$ 1,008,208.08	0.09%	96.99%
511199	All Other Publishers	\$ 994,000.13	0.09%	97.09%
488410	Motor Vehicle Towing	\$ 981,445.27	0.09%	97.18%
811411	Home and Garden Equipment Repair and Maintenance	\$ 941,783.30	0.09%	97.27%
484210	Used Household and Office Goods Moving	\$ 933,435.39	0.09%	97.36%
611691	Exam Preparation and Tutoring	\$ 930,942.06	0.09%	97.44%
517919	All Other Telecommunications	\$ 928,457.33	0.09%	97.53%
541930	Translation and Interpretation Services	\$ 899,116.86	0.08%	97.62%
561611	Investigation Services	\$ 896,595.02	0.08%	97.70%
531120	Lessors of Nonresidential Buildings (except Miniwarehouses)	\$ 854,633.54	0.08%	97.78%
711510	Independent Artists, Writers, and Performers	\$ 826,782.31	0.08%	97.86%
238220	Plumbing, Heating, and Air-Conditioning Contractors	\$ 821,046.60	0.08%	97.94%
485113	Bus and Other Motor Vehicle Transit Systems	\$ 807,557.07	0.08%	98.01%
811113	Automotive Transmission Repair	\$ 755,591.50	0.07%	98.08%
541714	Research and Development in Biotechnology (except Nanobiotechnology)	\$ 696,723.14	0.07%	98.15%
813410	Civic and Social Organizations	\$ 686,536.00	0.06%	98.21%
541512	Computer Systems Design Services	\$ 660,110.67	0.06%	98.28%
541511	Custom Computer Programming Services	\$ 558,208.12	0.05%	98.33%
488999	All Other Support Activities for Transportation	\$ 533,124.93	0.05%	98.38%
115310	Support Activities for Forestry	\$ 525,755.75	0.05%	98.43%
711219	Other Spectator Sports	\$ 498,095.21	0.05%	98.48%
488490	Other Support Activities for Road Transportation	\$ 497,357.44	0.05%	98.52%
811192	Car Washes	\$ 470,286.49	0.04%	98.57%

NAICS CODE	NAICS CODE DESCRIPTION	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
512240	Sound Recording Studios	\$ 454,075.50	0.04%	98.61%
532112	Passenger Car Leasing	\$ 447,165.43	0.04%	98.65%
813319	Other Social Advocacy Organizations	\$ 444,889.11	0.04%	98.69%
532120	Truck, Utility Trailer, and RV (Recreational Vehicle) Rental and Leasing	\$ 441,340.50	0.04%	98.73%
812990	All Other Personal Services	\$ 432,987.75	0.04%	98.78%
512120	Motion Picture and Video Distribution	\$ 394,681.82	0.04%	98.81%
561920	Convention and Trade Show Organizers	\$ 383,099.60	0.04%	98.85%
425120	Wholesale Trade Agents and Brokers	\$ 380,520.96	0.04%	98.88%
519120	Libraries and Archives	\$ 377,121.78	0.04%	98.92%
561492	Court Reporting and Stenotype Services	\$ 374,037.65	0.04%	98.95%
515120	Television Broadcasting	\$ 346,740.69	0.03%	98.99%
711310	Promoters of Performing Arts, Sports, and Similar Events with Facilities	\$ 334,900.00	0.03%	99.02%
512250	Record Production and Distribution	\$ 315,309.89	0.03%	99.05%
722511	Full-Service Restaurants	\$ 298,924.24	0.03%	99.08%
237110	Water and Sewer Line and Related Structures Construction	\$ 287,133.01	0.03%	99.10%
561499	All Other Business Support Services	\$ 286,953.86	0.03%	99.13%
541612	Human Resources Consulting Services	\$ 284,011.79	0.03%	99.16%
488210	Support Activities for Rail Transportation	\$ 272,833.00	0.03%	99.18%
237130	Power and Communication Line and Related Structures Construction	\$ 269,554.12	0.03%	99.21%
561450	Credit Bureaus	\$ 266,860.05	0.03%	99.23%
713940	Fitness and Recreational Sports Centers	\$ 265,789.88	0.03%	99.26%
722320	Caterers	\$ 260,364.12	0.02%	99.28%
511110	Newspaper Publishers	\$ 255,000.00	0.02%	99.31%
811121	Automotive Body, Paint, and Interior Repair and Maintenance	\$ 253,259.49	0.02%	99.33%
561740	Carpet and Upholstery Cleaning Services	\$ 253,166.38	0.02%	99.35%
561910	Packaging and Labeling Services	\$ 249,652.08	0.02%	99.38%
811211	Consumer Electronics Repair and Maintenance	\$ 235,087.81	0.02%	99.40%
811412	Appliance Repair and Maintenance	\$ 232,221.81	0.02%	99.42%
523999	Miscellaneous Financial Investment Activities	\$ 229,998.89	0.02%	99.44%
711130	Musical Groups and Artists	\$ 225,850.00	0.02%	99.47%
812210	Funeral Homes and Funeral Services	\$ 220,750.01	0.02%	99.49%
611519	Other Technical and Trade Schools	\$ 220,395.58	0.02%	99.51%
624230	Emergency and Other Relief Services	\$ 205,800.00	0.02%	99.53%



NAICS CODE	NAICS CODE DESCRIPTION	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
722310	Food Service Contractors	\$ 199,988.13	0.02%	99.54%
621511	Medical Laboratories	\$ 190,054.90	0.02%	99.56%
111199	All Other Grain Farming	\$ 183,227.83	0.02%	99.58%
423120	Motor Vehicle Supplies and New Parts Merchant Wholesalers	\$ 182,928.21	0.02%	99.60%
423990	Other Miscellaneous Durable Goods Merchant Wholesalers	\$ 154,763.20	0.01%	99.61%
812331	Linen Supply	\$ 154,671.15	0.01%	99.63%
488991	Packing and Crating	\$ 144,940.04	0.01%	99.64%
713110	Amusement and Theme Parks	\$ 142,268.19	0.01%	99.65%
561312	Executive Search Services	\$ 137,352.00	0.01%	99.67%
711211	Sports Teams and Clubs	\$ 134,916.29	0.01%	99.68%
493190	Other Warehousing and Storage	\$ 128,310.00	0.01%	99.69%
562213	Solid Waste Combustors and Incinerators	\$ 126,000.00	0.01%	99.70%
238290	Other Building Equipment Contractors	\$ 124,870.00	0.01%	99.71%
562112	Hazardous Waste Collection	\$ 122,921.91	0.01%	99.73%
711212	Racetracks	\$ 122,328.90	0.01%	99.74%
485310	Taxi Service	\$ 113,004.18	0.01%	99.75%
512191	Teleproduction and Other Postproduction Services	\$ 102,748.50	0.01%	99.76%
541830	Media Buying Agencies	\$ 100,000.00	0.01%	99.77%
713990	All Other Amusement and Recreation Industries	\$ 94,534.16	0.01%	99.78%
812191	Diet and Weight Reducing Centers	\$ 94,231.00	0.01%	99.79%
812320	Drycleaning and Laundry Services (except Coin-Operated)	\$ 93,374.68	0.01%	99.79%
485320	Limousine Service	\$ 90,740.06	0.01%	99.80%
332710	Machine Shops	\$ 89,454.00	0.01%	99.81%
712110	Museums	\$ 88,785.00	0.01%	99.82%
812910	Pet Care (except Veterinary) Services	\$ 88,125.00	0.01%	99.83%
237310	Highway, Street, and Bridge Construction	\$ 84,646.59	0.01%	99.84%
722410	Drinking Places (Alcoholic Beverages)	\$ 82,981.00	0.01%	99.84%
541219	Other Accounting Services	\$ 79,546.63	0.01%	99.85%
111422	Floriculture Production	\$ 78,847.18	0.01%	99.86%
482111	Line-Haul Railroads	\$ 77,271.30	0.01%	99.87%
115115	Farm Labor Contractors and Crew Leaders	\$ 73,100.00	0.01%	99.87%
323111	Commercial Printing (except Screen and Books)	\$ 71,938.42	0.01%	99.88%
561410	Document Preparation Services	\$ 71,846.94	0.01%	99.89%

NAICS CODE	NAICS CODE DESCRIPTION	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
811122	Automotive Glass Replacement Shops	\$ 65,266.37	0.01%	99.89%
713910	Golf Courses and Country Clubs	\$ 64,178.64	0.01%	99.90%
813920	Professional Organizations	\$ 61,114.76	0.01%	99.90%
481111	Scheduled Passenger Air Transportation	\$ 56,450.00	0.01%	99.91%
541211	Offices of Certified Public Accountants	\$ 53,617.00	0.01%	99.91%
485410	School and Employee Bus Transportation	\$ 53,553.20	0.01%	99.92%
711110	Theater Companies and Dinner Theaters	\$ 53,399.00	0.01%	99.92%
115112	Soil Preparation, Planting, and Cultivating	\$ 52,500.00	0.00%	99.93%
813910	Business Associations	\$ 52,000.00	0.00%	99.93%
115113	Crop Harvesting, Primarily by Machine	\$ 49,720.00	0.00%	99.94%
485510	Charter Bus Industry	\$ 48,938.75	0.00%	99.94%
485991	Special Needs Transportation	\$ 46,720.24	0.00%	99.95%
811420	Reupholstery and Furniture Repair	\$ 45,470.40	0.00%	99.95%
561421	Telephone Answering Services	\$ 44,841.76	0.00%	99.96%
517410	Satellite Telecommunications	\$ 39,960.00	0.00%	99.96%
561591	Convention and Visitors Bureaus	\$ 39,700.00	0.00%	99.96%
493110	General Warehousing and Storage	\$ 34,121.35	0.00%	99.97%
488310	Port and Harbor Operations	\$ 32,500.00	0.00%	99.97%
812921	Photofinishing Laboratories (except One-Hour)	\$ 27,665.70	0.00%	99.97%
519190	All Other Information Services	\$ 26,496.00	0.00%	99.98%
561622	Locksmiths	\$ 26,194.10	0.00%	99.98%
813312	Environment, Conservation and Wildlife Organizations	\$ 24,108.46	0.00%	99.98%
561422	Telemarketing Bureaus and Other Contact Centers	\$ 21,225.00	0.00%	99.98%
111998	All Other Miscellaneous Crop Farming	\$ 19,088.40	0.00%	99.98%
512290	Other Sound Recording Industries	\$ 17,472.80	0.00%	99.99%
811213	Communication Equipment Repair and Maintenance	\$ 15,798.22	0.00%	99.99%
721214	Recreational and Vacation Camps (except Campgrounds)	\$ 15,772.50	0.00%	99.99%
813212	Voluntary Health Organizations	\$ 13,500.00	0.00%	99.99%
236220	Commercial and Institutional Building Construction	\$ 13,192.64	0.00%	99.99%
541820	Public Relations Agencies	\$ 12,000.00	0.00%	99.99%
454310	Fuel Dealers	\$ 11,955.47	0.00%	99.99%
722513	Limited-Service Restaurants	\$ 11,185.65	0.00%	99.99%
512230	Music Publishers	\$ 10,000.00	0.00%	99.99%
492210	Local Messengers and Local Delivery	\$ 9,165.29	0.00%	100.00%

NAICS CODE	NAICS CODE DESCRIPTION	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
561599	All Other Travel Arrangement and Reservation Services	\$ 9,000.00	0.00%	100.00%
721211	RV (Recreational Vehicle) Parks and Campgrounds	\$ 5,964.00	0.00%	100.00%
238990	All Other Specialty Trade Contractors	\$ 5,328.10	0.00%	100.00%
813990	Other Similar Organizations (except Business, Professional, Labor, and Political Organizations)	\$ 5,000.00	0.00%	100.00%
561439	Other Business Service Centers (including Copy Shops)	\$ 4,025.44	0.00%	100.00%
712130	Zoos and Botanical Gardens	\$ 3,840.00	0.00%	100.00%
722330	Mobile Food Services	\$ 3,600.00	0.00%	100.00%
481211	Nonscheduled Chartered Passenger Air Transportation	\$ 3,285.00	0.00%	100.00%
485210	Interurban and Rural Bus Transportation	\$ 2,291.25	0.00%	100.00%
813311	Human Rights Organizations	\$ 1,500.00	0.00%	100.00%
813219	Other Grantmaking and Giving Services	\$ 455.00	0.00%	100.00%
<b>TOTAL</b>		<b>\$ 1,062,756,050.68</b>	<b>100%</b>	<b>100%</b>

Source: MGT developed a Master Utilization Database based on City's financial system between Fiscal Years July 1, 2017, through June 30, 2022.

TABLE A-5.  
CITY OF HOUSTON PRODUCT MARKET AREA  
GOODS NAICS CODES

NAICS CODE	NAICS CODE DESCRIPTION	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
441110	New Car Dealers	\$ 162,490,894.07	12.27%	12.27%
423830	Industrial Machinery and Equipment Merchant Wholesalers	\$ 115,045,816.27	8.69%	20.96%
424690	Other Chemical and Allied Products Merchant Wholesalers	\$ 103,586,144.86	7.82%	28.78%
424720	Petroleum and Petroleum Products Merchant Wholesalers (except Bulk Stations and Terminals)	\$ 76,475,532.40	5.77%	34.55%
454310	Fuel Dealers	\$ 47,970,421.92	3.62%	38.17%
423840	Industrial Supplies Merchant Wholesalers	\$ 44,258,756.35	3.34%	41.52%
423320	Brick, Stone, and Related Construction Material Merchant Wholesalers	\$ 33,745,185.87	2.55%	44.06%
423110	Automobile and Other Motor Vehicle Merchant Wholesalers	\$ 32,343,732.88	2.44%	46.51%
336211	Motor Vehicle Body Manufacturing	\$ 29,769,498.31	2.25%	48.75%
334220	Radio and Television Broadcasting and Wireless Communications Equipment Manufacturing	\$ 25,950,112.71	1.96%	50.71%

NAICS CODE	NAICS CODE DESCRIPTION	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
423720	Plumbing and Heating Equipment and Supplies (Hydronics) Merchant Wholesalers	\$ 25,429,359.03	1.92%	52.63%
333921	Elevator and Moving Stairway Manufacturing	\$ 23,527,488.74	1.78%	54.41%
423450	Medical, Dental, and Hospital Equipment and Supplies Merchant Wholesalers	\$ 22,643,334.41	1.71%	56.12%
334513	Instruments and Related Products Manufacturing for Measuring, Displaying, and Controlling Industrial Process Variables	\$ 21,061,510.43	1.59%	57.71%
423490	Other Professional Equipment and Supplies Merchant Wholesalers	\$ 20,830,611.09	1.57%	59.28%
334290	Other Communications Equipment Manufacturing	\$ 19,484,056.11	1.47%	60.75%
423440	Other Commercial Equipment Merchant Wholesalers	\$ 17,360,281.68	1.31%	62.06%
212313	Crushed and Broken Granite Mining and Quarrying	\$ 16,552,734.38	1.25%	63.31%
423610	Electrical Apparatus and Equipment, Wiring Supplies, and Related Equipment Merchant Wholesalers	\$ 16,036,343.92	1.21%	64.52%
444190	Other Building Material Dealers	\$ 15,163,608.95	1.14%	65.67%
327320	Ready-Mix Concrete Manufacturing	\$ 14,912,783.72	1.13%	66.80%
332999	All Other Miscellaneous Fabricated Metal Product Manufacturing	\$ 14,001,185.78	1.06%	67.85%
324122	Asphalt Shingle and Coating Materials Manufacturing	\$ 13,613,183.89	1.03%	68.88%
325998	All Other Miscellaneous Chemical Product and Preparation Manufacturing	\$ 12,901,728.26	0.97%	69.85%
423390	Other Construction Material Merchant Wholesalers	\$ 12,901,520.94	0.97%	70.83%
336411	Aircraft Manufacturing	\$ 11,836,214.91	0.89%	71.72%
425120	Wholesale Trade Agents and Brokers	\$ 10,603,595.72	0.80%	72.52%
334111	Electronic Computer Manufacturing	\$ 10,135,619.85	0.77%	73.29%
334516	Analytical Laboratory Instrument Manufacturing	\$ 8,904,812.02	0.67%	73.96%
722310	Food Service Contractors	\$ 8,369,106.00	0.63%	74.59%
441320	Tire Dealers	\$ 8,331,309.90	0.63%	75.22%
423310	Lumber, Plywood, Millwork, and Wood Panel Merchant Wholesalers	\$ 7,858,062.09	0.59%	75.81%
424990	Other Miscellaneous Nondurable Goods Merchant Wholesalers	\$ 7,826,701.65	0.59%	76.41%
423510	Metal Service Centers and Other Metal Merchant Wholesalers	\$ 7,427,548.70	0.56%	76.97%

NAICS CODE	NAICS CODE DESCRIPTION	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
324121	Asphalt Paving Mixture and Block Manufacturing	\$ 7,399,236.24	0.56%	77.53%
323111	Commercial Printing (except Screen and Books)	\$ 7,389,435.02	0.56%	78.08%
423430	Computer and Computer Peripheral Equipment and Software Merchant Wholesalers	\$ 6,864,932.93	0.52%	78.60%
541519	Other Computer Related Services	\$ 6,856,632.30	0.52%	79.12%
332312	Fabricated Structural Metal Manufacturing	\$ 6,745,468.58	0.51%	79.63%
327332	Concrete Pipe Manufacturing	\$ 6,717,096.62	0.51%	80.14%
423850	Service Establishment Equipment and Supplies Merchant Wholesalers	\$ 6,643,680.84	0.50%	80.64%
423810	Construction and Mining (except Oil Well) Machinery and Equipment Merchant Wholesalers	\$ 6,558,238.38	0.50%	81.13%
454110	Electronic Shopping and Mail-Order Houses	\$ 5,514,222.49	0.42%	81.55%
448190	Other Clothing Stores	\$ 5,437,065.27	0.41%	81.96%
237110	Water and Sewer Line and Related Structures Construction	\$ 5,388,089.15	0.41%	82.37%
335122	Commercial, Industrial, and Institutional Electric Lighting Fixture Manufacturing	\$ 5,169,762.08	0.39%	82.76%
423690	Other Electronic Parts and Equipment Merchant Wholesalers	\$ 4,880,971.17	0.37%	83.13%
333243	Sawmill, Woodworking, and Paper Machinery Manufacturing	\$ 4,671,311.99	0.35%	83.48%
327410	Lime Manufacturing	\$ 4,661,556.15	0.35%	83.83%
333249	Other Industrial Machinery Manufacturing	\$ 4,511,334.44	0.34%	84.17%
423990	Other Miscellaneous Durable Goods Merchant Wholesalers	\$ 4,168,809.94	0.31%	84.49%
334519	Other Measuring and Controlling Device Manufacturing	\$ 4,148,016.34	0.31%	84.80%
451211	Book Stores	\$ 4,146,424.10	0.31%	85.11%
423730	Warm Air Heating and Air-Conditioning Equipment and Supplies Merchant Wholesalers	\$ 4,061,393.17	0.31%	85.42%
423130	Tire and Tube Merchant Wholesalers	\$ 4,053,755.78	0.31%	85.72%
337127	Institutional Furniture Manufacturing	\$ 3,911,371.62	0.30%	86.02%
541511	Custom Computer Programming Services	\$ 3,752,106.61	0.28%	86.30%
423210	Furniture Merchant Wholesalers	\$ 3,559,253.41	0.27%	86.57%
334510	Electromedical and Electrotherapeutic Apparatus Manufacturing	\$ 3,319,010.43	0.25%	86.82%

NAICS CODE	NAICS CODE DESCRIPTION	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
443142	Electronics Stores	\$ 3,310,730.76	0.25%	87.07%
541990	All Other Professional, Scientific, and Technical Services	\$ 3,283,444.63	0.25%	87.32%
423420	Office Equipment Merchant Wholesalers	\$ 3,275,575.56	0.25%	87.57%
424910	Farm Supplies Merchant Wholesalers	\$ 3,263,892.51	0.25%	87.81%
541512	Computer Systems Design Services	\$ 3,222,013.66	0.24%	88.06%
445299	All Other Specialty Food Stores	\$ 3,200,532.00	0.24%	88.30%
444130	Hardware Stores	\$ 3,165,455.87	0.24%	88.54%
339112	Surgical and Medical Instrument Manufacturing	\$ 3,111,734.44	0.23%	88.77%
444220	Nursery, Garden Center, and Farm Supply Stores	\$ 3,049,412.80	0.23%	89.00%
541330	Engineering Services	\$ 3,020,039.24	0.23%	89.23%
339113	Surgical Appliance and Supplies Manufacturing	\$ 2,989,887.65	0.23%	89.46%
238160	Roofing Contractors	\$ 2,965,626.45	0.22%	89.68%
332321	Metal Window and Door Manufacturing	\$ 2,797,493.35	0.21%	89.89%
333111	Farm Machinery and Equipment Manufacturing	\$ 2,783,190.53	0.21%	90.10%
315210	Cut and Sew Apparel Contractors	\$ 2,739,722.49	0.21%	90.31%
212312	Crushed and Broken Limestone Mining and Quarrying	\$ 2,622,394.43	0.20%	90.51%
336612	Boat Building	\$ 2,602,877.88	0.20%	90.70%
332994	Small Arms, Ordnance, and Ordnance Accessories Manufacturing	\$ 2,585,381.86	0.20%	90.90%
424410	General Line Grocery Merchant Wholesalers	\$ 2,559,813.23	0.19%	91.09%
441310	Automotive Parts and Accessories Stores	\$ 2,549,415.17	0.19%	91.28%
321918	Other Millwork (including Flooring)	\$ 2,548,541.15	0.19%	91.48%
326199	All Other Plastics Product Manufacturing	\$ 2,517,829.01	0.19%	91.67%
326211	Tire Manufacturing (except Retreading)	\$ 2,483,695.34	0.19%	91.85%
335314	Relay and Industrial Control Manufacturing	\$ 2,469,935.03	0.19%	92.04%
336413	Other Aircraft Parts and Auxiliary Equipment Manufacturing	\$ 2,364,270.90	0.18%	92.22%
321214	Truss Manufacturing	\$ 2,309,544.47	0.17%	92.39%
423910	Sporting and Recreational Goods and Supplies Merchant Wholesalers	\$ 2,269,403.77	0.17%	92.57%
213112	Support Activities for Oil and Gas Operations	\$ 2,238,596.15	0.17%	92.73%
423820	Farm and Garden Machinery and Equipment Merchant Wholesalers	\$ 2,197,058.94	0.17%	92.90%

NAICS CODE	NAICS CODE DESCRIPTION	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
334517	Irradiation Apparatus Manufacturing	\$ 2,160,873.67	0.16%	93.06%
332911	Industrial Valve Manufacturing	\$ 2,104,928.54	0.16%	93.22%
238220	Plumbing, Heating, and Air-Conditioning Contractors	\$ 2,006,094.36	0.15%	93.37%
333413	Industrial and Commercial Fan and Blower and Air Purification Equipment Manufacturing	\$ 1,981,795.30	0.15%	93.52%
442110	Furniture Stores	\$ 1,957,240.48	0.15%	93.67%
423740	Refrigeration Equipment and Supplies Merchant Wholesalers	\$ 1,931,288.20	0.15%	93.82%
333999	All Other Miscellaneous General Purpose Machinery Manufacturing	\$ 1,861,828.34	0.14%	93.96%
451110	Sporting Goods Stores	\$ 1,854,189.44	0.14%	94.10%
333613	Mechanical Power Transmission Equipment Manufacturing	\$ 1,838,256.75	0.14%	94.24%
445110	Supermarkets and Other Grocery (except Convenience) Stores	\$ 1,749,511.78	0.13%	94.37%
325611	Soap and Other Detergent Manufacturing	\$ 1,700,689.56	0.13%	94.50%
339950	Sign Manufacturing	\$ 1,650,540.15	0.12%	94.62%
331110	Iron and Steel Mills and Ferroalloy Manufacturing	\$ 1,633,655.13	0.12%	94.74%
334310	Audio and Video Equipment Manufacturing	\$ 1,569,294.03	0.12%	94.86%
236220	Commercial and Institutional Building Construction	\$ 1,559,508.00	0.12%	94.98%
336111	Automobile Manufacturing	\$ 1,513,903.75	0.11%	95.10%
321912	Cut Stock, Resawing Lumber, and Planing	\$ 1,474,299.01	0.11%	95.21%
332912	Fluid Power Valve and Hose Fitting Manufacturing	\$ 1,457,977.75	0.11%	95.32%
325311	Nitrogenous Fertilizer Manufacturing	\$ 1,424,768.16	0.11%	95.42%
238990	All Other Specialty Trade Contractors	\$ 1,420,580.35	0.11%	95.53%
332996	Fabricated Pipe and Pipe Fitting Manufacturing	\$ 1,332,909.27	0.10%	95.63%
333996	Fluid Power Pump and Motor Manufacturing	\$ 1,328,526.31	0.10%	95.73%
336390	Other Motor Vehicle Parts Manufacturing	\$ 1,285,882.93	0.10%	95.83%
339920	Sporting and Athletic Goods Manufacturing	\$ 1,273,613.61	0.10%	95.93%
332311	Prefabricated Metal Building and Component Manufacturing	\$ 1,268,021.10	0.10%	96.02%
321992	Prefabricated Wood Building Manufacturing	\$ 1,210,503.31	0.09%	96.11%

NAICS CODE	NAICS CODE DESCRIPTION	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
423860	Transportation Equipment and Supplies (except Motor Vehicle) Merchant Wholesalers	\$ 1,145,356.40	0.09%	96.20%
441222	Boat Dealers	\$ 1,142,111.90	0.09%	96.29%
334118	Computer Terminal and Other Computer Peripheral Equipment Manufacturing	\$ 1,119,808.96	0.08%	96.37%
333913	Measuring, Dispensing, and Other Pumping Equipment Manufacturing	\$ 1,112,309.29	0.08%	96.45%
238210	Electrical Contractors and Other Wiring Installation Contractors	\$ 1,102,148.65	0.08%	96.54%
336412	Aircraft Engine and Engine Parts Manufacturing	\$ 991,771.66	0.07%	96.61%
316210	Footwear Manufacturing	\$ 934,026.02	0.07%	96.68%
333611	Turbine and Turbine Generator Set Units Manufacturing	\$ 920,979.90	0.07%	96.75%
334514	Totalizing Fluid Meter and Counting Device Manufacturing	\$ 912,184.33	0.07%	96.82%
446199	All Other Health and Personal Care Stores	\$ 911,975.31	0.07%	96.89%
423120	Motor Vehicle Supplies and New Parts Merchant Wholesalers	\$ 908,456.33	0.07%	96.96%
335220	Major Household Appliance Manufacturing	\$ 837,877.78	0.06%	97.02%
321911	Wood Window and Door Manufacturing	\$ 834,253.20	0.06%	97.09%
333924	Industrial Truck, Tractor, Trailer, and Stacker Machinery Manufacturing	\$ 815,922.32	0.06%	97.15%
541715	Research and Development in the Physical, Engineering, and Life Sciences (except Nanotechnology and Biotechnology)	\$ 780,522.16	0.06%	97.21%
541611	Administrative Management and General Management Consulting Services	\$ 773,664.18	0.06%	97.26%
212321	Construction Sand and Gravel Mining	\$ 757,711.42	0.06%	97.32%
424120	Stationery and Office Supplies Merchant Wholesalers	\$ 740,080.54	0.06%	97.38%
325413	In-Vitro Diagnostic Substance Manufacturing	\$ 728,112.03	0.05%	97.43%
237310	Highway, Street, and Bridge Construction	\$ 721,092.94	0.05%	97.49%
333922	Conveyor and Conveying Equipment Manufacturing	\$ 718,105.14	0.05%	97.54%
446110	Pharmacies and Drug Stores	\$ 671,010.93	0.05%	97.59%
621511	Medical Laboratories	\$ 660,260.00	0.05%	97.64%
423710	Hardware Merchant Wholesalers	\$ 653,156.34	0.05%	97.69%



NAICS CODE	NAICS CODE DESCRIPTION	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
339999	All Other Miscellaneous Manufacturing	\$ 643,978.95	0.05%	97.74%
453998	All Other Miscellaneous Store Retailers (except Tobacco Stores)	\$ 628,555.93	0.05%	97.79%
325510	Paint and Coating Manufacturing	\$ 598,595.10	0.05%	97.83%
333517	Machine Tool Manufacturing	\$ 586,187.12	0.04%	97.88%
334511	Search, Detection, Navigation, Guidance, Aeronautical, and Nautical System and Instrument Manufacturing	\$ 585,625.19	0.04%	97.92%
333120	Construction Machinery Manufacturing	\$ 579,761.74	0.04%	97.96%
333992	Welding and Soldering Equipment Manufacturing	\$ 576,084.07	0.04%	98.01%
488510	Freight Transportation Arrangement	\$ 575,988.75	0.04%	98.05%
423920	Toy and Hobby Goods and Supplies Merchant Wholesalers	\$ 547,314.90	0.04%	98.09%
332322	Sheet Metal Work Manufacturing	\$ 527,603.15	0.04%	98.13%
332323	Ornamental and Architectural Metal Work Manufacturing	\$ 525,696.79	0.04%	98.17%
423620	Household Appliances, Electric Housewares, and Consumer Electronics Merchant Wholesalers	\$ 511,351.93	0.04%	98.21%
442291	Window Treatment Stores	\$ 454,736.11	0.03%	98.24%
611699	All Other Miscellaneous Schools and Instruction	\$ 444,083.98	0.03%	98.28%
532412	Construction, Mining, and Forestry Machinery and Equipment Rental and Leasing	\$ 441,864.66	0.03%	98.31%
325412	Pharmaceutical Preparation Manufacturing	\$ 434,118.39	0.03%	98.34%
335312	Motor and Generator Manufacturing	\$ 433,847.13	0.03%	98.38%
325180	Other Basic Inorganic Chemical Manufacturing	\$ 432,957.60	0.03%	98.41%
335129	Other Lighting Equipment Manufacturing	\$ 424,803.62	0.03%	98.44%
336999	All Other Transportation Equipment Manufacturing	\$ 422,589.71	0.03%	98.47%
452319	All Other General Merchandise Stores	\$ 367,255.51	0.03%	98.50%
326191	Plastics Plumbing Fixture Manufacturing	\$ 366,869.97	0.03%	98.53%
213113	Support Activities for Coal Mining	\$ 349,670.00	0.03%	98.56%
327991	Cut Stone and Stone Product Manufacturing	\$ 348,241.70	0.03%	98.58%
424710	Petroleum Bulk Stations and Terminals	\$ 346,362.96	0.03%	98.61%
337920	Blind and Shade Manufacturing	\$ 335,443.33	0.03%	98.63%
453220	Gift, Novelty, and Souvenir Stores	\$ 331,934.01	0.03%	98.66%

NAICS CODE	NAICS CODE DESCRIPTION	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
484220	Specialized Freight (except Used Goods) Trucking, Local	\$ 331,872.00	0.03%	98.68%
523930	Investment Advice	\$ 330,403.00	0.02%	98.71%
444210	Outdoor Power Equipment Stores	\$ 323,321.03	0.02%	98.73%
327310	Cement Manufacturing	\$ 322,965.00	0.02%	98.76%
311999	All Other Miscellaneous Food Manufacturing	\$ 322,405.78	0.02%	98.78%
335921	Fiber Optic Cable Manufacturing	\$ 322,245.00	0.02%	98.81%
423410	Photographic Equipment and Supplies Merchant Wholesalers	\$ 322,168.92	0.02%	98.83%
238330	Flooring Contractors	\$ 320,617.39	0.02%	98.85%
323113	Commercial Screen Printing	\$ 304,748.70	0.02%	98.88%
326111	Plastics Bag and Pouch Manufacturing	\$ 302,912.61	0.02%	98.90%
327390	Other Concrete Product Manufacturing	\$ 291,661.96	0.02%	98.92%
332913	Plumbing Fixture Fitting and Trim Manufacturing	\$ 290,856.75	0.02%	98.94%
322121	Paper (except Newsprint) Mills	\$ 286,942.02	0.02%	98.97%
424320	Men's and Boys' Clothing and Furnishings Merchant Wholesalers	\$ 286,274.20	0.02%	98.99%
423330	Roofing, Siding, and Insulation Material Merchant Wholesalers	\$ 284,076.67	0.02%	99.01%
337215	Showcase, Partition, Shelving, and Locker Manufacturing	\$ 283,898.92	0.02%	99.03%
333316	Photographic and Photocopying Equipment Manufacturing	\$ 274,873.12	0.02%	99.05%
315990	Apparel Accessories and Other Apparel Manufacturing	\$ 270,144.34	0.02%	99.07%
424820	Wine and Distilled Alcoholic Beverage Merchant Wholesalers	\$ 268,231.47	0.02%	99.09%
333995	Fluid Power Cylinder and Actuator Manufacturing	\$ 264,901.15	0.02%	99.11%
424130	Industrial and Personal Service Paper Merchant Wholesalers	\$ 264,426.44	0.02%	99.13%
541620	Environmental Consulting Services	\$ 264,362.82	0.02%	99.15%
452210	Department Stores	\$ 261,787.53	0.02%	99.17%
332510	Hardware Manufacturing	\$ 256,265.86	0.02%	99.19%
325414	Biological Product (except Diagnostic) Manufacturing	\$ 253,549.00	0.02%	99.21%
424950	Paint, Varnish, and Supplies Merchant Wholesalers	\$ 250,709.10	0.02%	99.23%
313310	Textile and Fabric Finishing Mills	\$ 247,825.70	0.02%	99.25%
333912	Air and Gas Compressor Manufacturing	\$ 246,837.71	0.02%	99.27%
332722	Bolt, Nut, Screw, Rivet, and Washer Manufacturing	\$ 245,935.12	0.02%	99.29%

NAICS CODE	NAICS CODE DESCRIPTION	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
339114	Dental Equipment and Supplies Manufacturing	\$ 232,214.00	0.02%	99.30%
315280	Other Cut and Sew Apparel Manufacturing	\$ 231,848.78	0.02%	99.32%
335931	Current-Carrying Wiring Device Manufacturing	\$ 215,450.20	0.02%	99.34%
337110	Wood Kitchen Cabinet and Countertop Manufacturing	\$ 206,726.84	0.02%	99.35%
325320	Pesticide and Other Agricultural Chemical Manufacturing	\$ 206,643.96	0.02%	99.37%
541191	Title Abstract and Settlement Offices	\$ 206,121.24	0.02%	99.38%
333923	Overhead Traveling Crane, Hoist, and Monorail System Manufacturing	\$ 192,947.99	0.01%	99.40%
312112	Bottled Water Manufacturing	\$ 191,990.68	0.01%	99.41%
335121	Residential Electric Lighting Fixture Manufacturing	\$ 189,900.00	0.01%	99.43%
336212	Truck Trailer Manufacturing	\$ 181,397.50	0.01%	99.44%
444110	Home Centers	\$ 180,768.56	0.01%	99.45%
448150	Clothing Accessories Stores	\$ 171,271.10	0.01%	99.47%
484121	General Freight Trucking, Long-Distance, Truckload	\$ 167,264.56	0.01%	99.48%
333132	Oil and Gas Field Machinery and Equipment Manufacturing	\$ 163,210.00	0.01%	99.49%
324110	Petroleum Refineries	\$ 161,130.39	0.01%	99.50%
333415	Air-Conditioning and Warm Air Heating Equipment and Commercial and Industrial Refrigeration Equipment Manufacturing	\$ 156,087.56	0.01%	99.52%
424210	Drugs and Druggists' Sundries Merchant Wholesalers	\$ 151,863.46	0.01%	99.53%
423460	Ophthalmic Goods Merchant Wholesalers	\$ 150,383.53	0.01%	99.54%
334419	Other Electronic Component Manufacturing	\$ 149,457.50	0.01%	99.55%
325411	Medicinal and Botanical Manufacturing	\$ 147,041.36	0.01%	99.56%
337214	Office Furniture (except Wood) Manufacturing	\$ 146,173.21	0.01%	99.57%
238110	Poured Concrete Foundation and Structure Contractors	\$ 145,446.00	0.01%	99.58%
541940	Veterinary Services	\$ 145,215.24	0.01%	99.59%
424610	Plastics Materials and Basic Forms and Shapes Merchant Wholesalers	\$ 140,404.50	0.01%	99.60%
424110	Printing and Writing Paper Merchant Wholesalers	\$ 140,380.96	0.01%	99.62%
325120	Industrial Gas Manufacturing	\$ 138,131.68	0.01%	99.63%

NAICS CODE	NAICS CODE DESCRIPTION	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
453210	Office Supplies and Stationery Stores	\$ 136,744.81	0.01%	99.64%
334210	Telephone Apparatus Manufacturing	\$ 131,974.35	0.01%	99.65%
332420	Metal Tank (Heavy Gauge) Manufacturing	\$ 131,037.24	0.01%	99.66%
326299	All Other Rubber Product Manufacturing	\$ 128,760.20	0.01%	99.67%
325211	Plastics Material and Resin Manufacturing	\$ 122,522.16	0.01%	99.67%
722511	Full-Service Restaurants	\$ 120,000.00	0.01%	99.68%
423220	Home Furnishing Merchant Wholesalers	\$ 117,090.96	0.01%	99.69%
332710	Machine Shops	\$ 115,547.69	0.01%	99.70%
325620	Toilet Preparation Manufacturing	\$ 114,139.45	0.01%	99.71%
336120	Heavy Duty Truck Manufacturing	\$ 113,568.77	0.01%	99.72%
337910	Mattress Manufacturing	\$ 113,062.00	0.01%	99.73%
339992	Musical Instrument Manufacturing	\$ 111,784.75	0.01%	99.74%
221310	Water Supply and Irrigation Systems	\$ 111,000.00	0.01%	99.74%
323120	Support Activities for Printing	\$ 108,453.84	0.01%	99.75%
339930	Doll, Toy, and Game Manufacturing	\$ 107,368.49	0.01%	99.76%
314910	Textile Bag and Canvas Mills	\$ 102,920.90	0.01%	99.77%
332812	Metal Coating, Engraving (except Jewelry and Silverware), and Allied Services to Manufacturers	\$ 102,335.95	0.01%	99.78%
327215	Glass Product Manufacturing Made of Purchased Glass	\$ 101,807.00	0.01%	99.78%
212311	Dimension Stone Mining and Quarrying	\$ 100,367.66	0.01%	99.79%
331511	Iron Foundries	\$ 94,982.44	0.01%	99.80%
336350	Motor Vehicle Transmission and Power Train Parts Manufacturing	\$ 93,586.00	0.01%	99.81%
335999	All Other Miscellaneous Electrical Equipment and Component Manufacturing	\$ 88,849.42	0.01%	99.81%
331210	Iron and Steel Pipe and Tube Manufacturing from Purchased Steel	\$ 86,337.99	0.01%	99.82%
325130	Synthetic Dye and Pigment Manufacturing	\$ 77,496.09	0.01%	99.82%
423930	Recyclable Material Merchant Wholesalers	\$ 75,557.15	0.01%	99.83%
424920	Book, Periodical, and Newspaper Merchant Wholesalers	\$ 71,836.36	0.01%	99.84%
424310	Piece Goods, Notions, and Other Dry Goods Merchant Wholesalers	\$ 67,110.83	0.01%	99.84%
332721	Precision Turned Product Manufacturing	\$ 65,323.50	0.00%	99.85%

NAICS CODE	NAICS CODE DESCRIPTION	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
332993	Ammunition (except Small Arms) Manufacturing	\$ 65,009.00	0.00%	99.85%
334515	Instrument Manufacturing for Measuring and Testing Electricity and Electrical Signals	\$ 64,373.10	0.00%	99.86%
337121	Upholstered Household Furniture Manufacturing	\$ 64,205.03	0.00%	99.86%
424930	Flower, Nursery Stock, and Florists' Supplies Merchant Wholesalers	\$ 60,786.46	0.00%	99.86%
326121	Unlaminated Plastics Profile Shape Manufacturing	\$ 60,746.00	0.00%	99.87%
561920	Convention and Trade Show Organizers	\$ 59,729.44	0.00%	99.87%
441120	Used Car Dealers	\$ 56,773.54	0.00%	99.88%
238120	Structural Steel and Precast Concrete Contractors	\$ 56,080.81	0.00%	99.88%
453920	Art Dealers	\$ 53,472.13	0.00%	99.89%
334413	Semiconductor and Related Device Manufacturing	\$ 53,083.65	0.00%	99.89%
336112	Light Truck and Utility Vehicle Manufacturing	\$ 51,119.10	0.00%	99.89%
327110	Pottery, Ceramics, and Plumbing Fixture Manufacturing	\$ 50,421.04	0.00%	99.90%
311513	Cheese Manufacturing	\$ 49,000.00	0.00%	99.90%
327999	All Other Miscellaneous Nonmetallic Mineral Product Manufacturing	\$ 48,402.00	0.00%	99.91%
445210	Meat Markets	\$ 48,000.00	0.00%	99.91%
541370	Surveying and Mapping (except Geophysical) Services	\$ 46,320.00	0.00%	99.91%
453910	Pet and Pet Supplies Stores	\$ 44,833.55	0.00%	99.92%
238390	Other Building Finishing Contractors	\$ 44,782.12	0.00%	99.92%
444120	Paint and Wallpaper Stores	\$ 40,276.33	0.00%	99.92%
321999	All Other Miscellaneous Wood Product Manufacturing	\$ 39,265.00	0.00%	99.93%
314110	Carpet and Rug Mills	\$ 38,966.41	0.00%	99.93%
334417	Electronic Connector Manufacturing	\$ 36,972.00	0.00%	99.93%
324191	Petroleum Lubricating Oil and Grease Manufacturing	\$ 36,786.02	0.00%	99.93%
314999	All Other Miscellaneous Textile Product Mills	\$ 36,460.30	0.00%	99.94%
326122	Plastics Pipe and Pipe Fitting Manufacturing	\$ 36,141.39	0.00%	99.94%
335313	Switchgear and Switchboard Apparatus Manufacturing	\$ 36,020.42	0.00%	99.94%
332313	Plate Work Manufacturing	\$ 35,103.07	0.00%	99.94%

NAICS CODE	NAICS CODE DESCRIPTION	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
322220	Paper Bag and Coated and Treated Paper Manufacturing	\$ 35,085.00	0.00%	99.95%
441210	Recreational Vehicle Dealers	\$ 34,394.93	0.00%	99.95%
334112	Computer Storage Device Manufacturing	\$ 32,186.91	0.00%	99.95%
327331	Concrete Block and Brick Manufacturing	\$ 30,894.97	0.00%	99.95%
335311	Power, Distribution, and Specialty Transformer Manufacturing	\$ 29,153.00	0.00%	99.96%
424810	Beer and Ale Merchant Wholesalers	\$ 28,668.96	0.00%	99.96%
334614	Software and Other Prerecorded Compact Disc, Tape, and Record Reproducing	\$ 28,170.00	0.00%	99.96%
334221	Radio and Television Broadcasting and Wireless Communications Equipment Manufacturing	\$ 27,099.85	0.00%	99.96%
332439	Other Metal Container Manufacturing	\$ 25,731.26	0.00%	99.97%
321113	Sawmills	\$ 25,287.15	0.00%	99.97%
336320	Motor Vehicle Electrical and Electronic Equipment Manufacturing	\$ 23,680.91	0.00%	99.97%
562998	All Other Miscellaneous Waste Management Services	\$ 23,441.00	0.00%	99.97%
424490	Other Grocery and Related Products Merchant Wholesalers	\$ 23,292.78	0.00%	99.97%
322211	Corrugated and Solid Fiber Box Manufacturing	\$ 22,728.50	0.00%	99.97%
334512	Automatic Environmental Control Manufacturing for Residential, Commercial, and Appliance Use	\$ 19,265.00	0.00%	99.98%
332216	Saw Blade and Handtool Manufacturing	\$ 19,043.40	0.00%	99.98%
325520	Adhesive Manufacturing	\$ 18,489.50	0.00%	99.98%
331222	Steel Wire Drawing	\$ 17,886.99	0.00%	99.98%
325314	Fertilizer (Mixing Only) Manufacturing	\$ 17,691.51	0.00%	99.98%
311412	Frozen Specialty Food Manufacturing	\$ 16,565.21	0.00%	99.98%
322219	Other Paperboard Container Manufacturing	\$ 15,800.00	0.00%	99.98%
311422	Specialty Canning	\$ 12,761.86	0.00%	99.98%
325920	Explosives Manufacturing	\$ 12,304.95	0.00%	99.99%
335929	Other Communication and Energy Wire Manufacturing	\$ 12,255.00	0.00%	99.99%
332618	Other Fabricated Wire Product Manufacturing	\$ 12,158.28	0.00%	99.99%
213114	Support Activities for Metal Mining	\$ 11,707.80	0.00%	99.99%
325612	Polish and Other Sanitation Good Manufacturing	\$ 11,194.99	0.00%	99.99%

NAICS CODE	NAICS CODE DESCRIPTION	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
336415	Guided Missile and Space Vehicle Propulsion Unit and Propulsion Unit Parts Manufacturing	\$ 10,270.00	0.00%	99.99%
326160	Plastics Bottle Manufacturing	\$ 9,179.42	0.00%	99.99%
331513	Steel Foundries (except Investment)	\$ 8,750.00	0.00%	99.99%
325613	Surface Active Agent Manufacturing	\$ 8,738.00	0.00%	99.99%
335911	Storage Battery Manufacturing	\$ 8,155.60	0.00%	99.99%
333131	Mining Machinery and Equipment Manufacturing	\$ 7,685.40	0.00%	99.99%
335210	Small Electrical Appliance Manufacturing	\$ 6,899.98	0.00%	99.99%
423940	Jewelry, Watch, Precious Stone, and Precious Metal Merchant Wholesalers	\$ 6,480.00	0.00%	99.99%
424340	Footwear Merchant Wholesalers	\$ 6,412.94	0.00%	99.99%
339991	Gasket, Packing, and Sealing Device Manufacturing	\$ 6,259.78	0.00%	99.99%
238140	Masonry Contractors	\$ 5,997.00	0.00%	100.00%
451120	Hobby, Toy, and Game Stores	\$ 5,736.80	0.00%	100.00%
333994	Industrial Process Furnace and Oven Manufacturing	\$ 5,600.00	0.00%	100.00%
336414	Guided Missile and Space Vehicle Manufacturing	\$ 5,526.62	0.00%	100.00%
339115	Ophthalmic Goods Manufacturing	\$ 4,545.01	0.00%	100.00%
337211	Wood Office Furniture Manufacturing	\$ 3,996.00	0.00%	100.00%
333414	Heating Equipment (except Warm Air Furnaces) Manufacturing	\$ 3,900.00	0.00%	100.00%
451140	Musical Instrument and Supplies Stores	\$ 3,518.74	0.00%	100.00%
311811	Retail Bakeries	\$ 3,501.00	0.00%	100.00%
339994	Broom, Brush, and Mop Manufacturing	\$ 3,480.42	0.00%	100.00%
321920	Wood Container and Pallet Manufacturing	\$ 2,992.00	0.00%	100.00%
561990	All Other Support Services	\$ 2,642.25	0.00%	100.00%
326150	Urethane and Other Foam Product (except Polystyrene) Manufacturing	\$ 2,636.43	0.00%	100.00%
333515	Cutting Tool and Machine Tool Accessory Manufacturing	\$ 2,520.00	0.00%	100.00%
323117	Books Printing	\$ 2,437.65	0.00%	100.00%
451130	Sewing, Needlework, and Piece Goods Stores	\$ 1,600.89	0.00%	100.00%
332613	Spring Manufacturing	\$ 1,485.23	0.00%	100.00%
333112	Lawn and Garden Tractor and Home Lawn and Garden Equipment Manufacturing	\$ 1,476.00	0.00%	100.00%
492210	Local Messengers and Local Delivery	\$ 1,469.41	0.00%	100.00%

NAICS CODE	NAICS CODE DESCRIPTION	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
325199	All Other Basic Organic Chemical Manufacturing	\$ 1,150.00	0.00%	100.00%
311352	Confectionery Manufacturing from Purchased Chocolate	\$ 1,100.00	0.00%	100.00%
314994	Rope, Cordage, Twine, Tire Cord, and Tire Fabric Mills	\$ 500.00	0.00%	100.00%
326212	Tire Retreading	\$ 71.76	0.00%	100.00%
<b>TOTAL</b>		<b>\$ 1,324,405,619.50</b>	<b>100%</b>	<b>100%</b>

Source: MGT developed a Master Utilization Database based on City's financial system between Fiscal Years July 1, 2017, through June 30, 2022.

TABLE A-6.  
CITY OF HOUSTON ACDBE PRODUCT MARKET AREA  
ALL NAICS CODES

NAICS CODE	NAICS CODE DESCRIPTION	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
722513	Limited-Service Restaurants	\$ 448,697,740.12	29.73%	29.73%
722310	Food Service Contractors	\$ 385,908,487.19	25.57%	55.31%
452319	All Other General Merchandise Stores	\$ 209,145,638.39	13.86%	69.16%
722511	Full-Service Restaurants	\$ 70,549,051.33	4.67%	73.84%
561110	Office Administrative Services	\$ 55,066,924.22	3.65%	77.49%
561990	All Other Support Services	\$ 48,267,076.27	3.20%	80.69%
812930	Parking Lots and Garages	\$ 27,138,708.99	1.80%	82.48%
445292	Confectionery and Nut Stores	\$ 24,374,299.32	1.62%	84.10%
541611	Administrative Management and General Management Consulting Services	\$ 24,122,786.08	1.60%	85.70%
541618	Other Management Consulting Services	\$ 23,394,354.55	1.55%	87.25%
551112	Offices of Other Holding Companies	\$ 21,848,936.28	1.45%	88.70%
453220	Gift, Novelty, and Souvenir Stores	\$ 16,548,770.50	1.10%	89.79%
541110	Offices of Lawyers	\$ 12,990,780.52	0.86%	90.65%
445120	Convenience Stores	\$ 11,185,406.61	0.74%	91.40%
541511	Custom Computer Programming Services	\$ 9,409,564.59	0.62%	92.02%
531120	Lessors of Nonresidential Buildings (except Miniwarehouses)	\$ 9,403,714.26	0.62%	92.64%
624190	Other Individual and Family Services	\$ 9,249,388.09	0.61%	93.25%
448320	Luggage and Leather Goods Stores	\$ 8,773,736.96	0.58%	93.84%
448210	Shoe Stores	\$ 7,466,154.03	0.49%	94.33%
451212	News Dealers and Newsstands	\$ 7,249,091.18	0.48%	94.81%
424410	General Line Grocery Merchant Wholesalers	\$ 7,006,808.07	0.46%	95.28%
485111	Mixed Mode Transit Systems	\$ 6,655,503.61	0.44%	95.72%



NAICS CODE	NAICS CODE DESCRIPTION	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
523130	Commodity Contracts Dealing	\$ 5,944,768.36	0.39%	96.11%
722320	Caterers	\$ 4,795,477.51	0.32%	96.43%
522320	Financial Transactions Processing, Reserve, and Clearinghouse Activities	\$ 4,478,541.13	0.30%	96.73%
511110	Newspaper Publishers	\$ 4,382,390.36	0.29%	97.02%
531210	Offices of Real Estate Agents and Brokers	\$ 4,297,852.63	0.28%	97.30%
551111	Offices of Bank Holding Companies	\$ 4,297,852.63	0.28%	97.59%
448150	Clothing Accessories Stores	\$ 4,203,234.88	0.28%	97.86%
446120	Cosmetics, Beauty Supplies, and Perfume Stores	\$ 3,178,975.54	0.21%	98.07%
453998	All Other Miscellaneous Store Retailers (except Tobacco Stores)	\$ 3,092,315.03	0.20%	98.28%
541990	All Other Professional, Scientific, and Technical Services	\$ 2,972,658.58	0.20%	98.48%
812199	Other Personal Care Services	\$ 2,937,816.70	0.19%	98.67%
561720	Janitorial Services	\$ 2,551,770.17	0.17%	98.84%
424990	Other Miscellaneous Nondurable Goods Merchant Wholesalers	\$ 2,102,946.72	0.14%	98.98%
424210	Drugs and Druggists' Sundries Merchant Wholesalers	\$ 2,045,759.06	0.14%	99.11%
561612	Security Guards and Patrol Services	\$ 1,934,220.00	0.13%	99.24%
335314	Relay and Industrial Control Manufacturing	\$ 1,857,180.00	0.12%	99.37%
446130	Optical Goods Stores	\$ 1,814,023.97	0.12%	99.49%
311920	Coffee and Tea Manufacturing	\$ 1,668,295.08	0.11%	99.60%
811430	Footwear and Leather Goods Repair	\$ 1,245,798.00	0.08%	99.68%
541820	Public Relations Agencies	\$ 843,320.62	0.06%	99.74%
312111	Soft Drink Manufacturing	\$ 726,948.48	0.05%	99.78%
339950	Sign Manufacturing	\$ 675,170.89	0.04%	99.83%
541690	Other Scientific and Technical Consulting Services	\$ 592,699.81	0.04%	99.87%
443142	Electronics Stores	\$ 531,215.00	0.04%	99.90%
423940	Jewelry, Watch, Precious Stone, and Precious Metal Merchant Wholesalers	\$ 348,400.88	0.02%	99.93%
811219	Other Electronic and Precision Equipment Repair and Maintenance	\$ 324,768.55	0.02%	99.95%
454210	Vending Machine Operators	\$ 217,977.61	0.01%	99.96%
561920	Convention and Trade Show Organizers	\$ 204,932.00	0.01%	99.98%
522110	Commercial Banking	\$ 141,820.66	0.01%	99.98%
811111	General Automotive Repair	\$ 138,303.00	0.01%	99.99%
517311	Wired Telecommunications Carriers	\$ 66,110.94	0.00%	100.00%
713930	Marinas	\$ 10,685.00	0.00%	100.00%

NAICS CODE	NAICS CODE DESCRIPTION	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
518210	Data Processing, Hosting, and Related Services	\$ 9,729.00	0.00%	100.00%
561499	All Other Business Support Services	\$ 2,502.66	0.00%	100.00%
621111	Offices of Physicians (except Mental Health Specialists)	\$ 2,146.00	0.00%	100.00%
453210	Office Supplies and Stationery Stores	\$ 1,295.00	0.00%	100.00%
812332	Industrial Launderers	\$ 665.00	0.00%	100.00%
323111	Commercial Printing (except Screen and Books)	\$ 297.00	0.00%	100.00%
<b>TOTAL</b>		<b>\$ 1,509,093,785.62</b>	<b>100%</b>	<b>100%</b>

Source: MGT developed a Master Utilization Database based on City's financial system between Fiscal Years July 1, 2017, through June 30, 2022.

TABLE A-7.  
CITY OF HOUSTON ACDBE PRODUCT MARKET AREA  
FOOD & BEVERAGE NAICS CODES

NAICS CODE	NAICS CODE DESCRIPTION	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
722513	Limited-Service Restaurants	\$ 448,697,740.12	47.89%	47.89%
722310	Food Service Contractors	\$ 385,908,487.19	41.19%	89.08%
722511	Full-Service Restaurants	\$ 70,549,051.33	7.53%	96.61%
445292	Confectionery and Nut Stores	\$ 24,374,299.32	2.60%	99.21%
722320	Caterers	\$ 4,795,477.51	0.51%	99.72%
311920	Coffee and Tea Manufacturing	\$ 1,668,295.08	0.18%	99.90%
312111	Soft Drink Manufacturing	\$ 726,948.48	0.08%	99.98%
454210	Vending Machine Operators	\$ 217,977.61	0.02%	100.00%
<b>TOTAL</b>		<b>\$ 936,938,276.64</b>	<b>100%</b>	<b>100%</b>

Source: MGT developed a Master Utilization Database based on City's financial system between Fiscal Years July 1, 2017, through June 30, 2022.

TABLE A-8.  
CITY OF HOUSTON ACDBE PRODUCT MARKET AREA  
MISCELLANEOUS NAICS CODES

NAICS CODE	NAICS CODE DESCRIPTION	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
452319	All Other General Merchandise Stores	\$ 209,145,638.39	41.82%	41.82%
561110	Office Administrative Services	\$ 55,066,924.22	11.01%	52.83%
561990	All Other Support Services	\$ 48,267,076.27	9.65%	62.48%
812930	Parking Lots and Garages	\$ 27,138,708.99	5.43%	67.91%
541611	Administrative Management and General Management Consulting Services	\$ 24,122,786.08	4.82%	72.74%
541618	Other Management Consulting Services	\$ 23,394,354.55	4.68%	77.41%

NAICS CODE	NAICS CODE DESCRIPTION	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
551112	Offices of Other Holding Companies	\$ 21,848,936.28	4.37%	81.78%
541110	Offices of Lawyers	\$ 12,990,780.52	2.60%	84.38%
541511	Custom Computer Programming Services	\$ 9,409,564.59	1.88%	86.26%
531120	Lessors of Nonresidential Buildings (except Miniwarehouses)	\$ 9,403,714.26	1.88%	88.14%
624190	Other Individual and Family Services	\$ 9,249,388.09	1.85%	89.99%
424410	General Line Grocery Merchant Wholesalers	\$ 7,006,808.07	1.40%	91.39%
485111	Mixed Mode Transit Systems	\$ 6,655,503.61	1.33%	92.72%
523130	Commodity Contracts Dealing	\$ 5,944,768.36	1.19%	93.91%
522320	Financial Transactions Processing, Reserve, and Clearinghouse Activities	\$ 4,478,541.13	0.90%	94.81%
531210	Offices of Real Estate Agents and Brokers	\$ 4,297,852.63	0.86%	95.67%
551111	Offices of Bank Holding Companies	\$ 4,297,852.63	0.86%	96.53%
541990	All Other Professional, Scientific, and Technical Services	\$ 2,972,658.58	0.59%	97.12%
812199	Other Personal Care Services	\$ 2,937,816.70	0.59%	97.71%
561720	Janitorial Services	\$ 2,551,770.17	0.51%	98.22%
424990	Other Miscellaneous Nondurable Goods Merchant Wholesalers	\$ 2,102,946.72	0.42%	98.64%
561612	Security Guards and Patrol Services	\$ 1,934,220.00	0.39%	99.03%
335314	Relay and Industrial Control Manufacturing	\$ 1,857,180.00	0.37%	99.40%
541820	Public Relations Agencies	\$ 843,320.62	0.17%	99.57%
339950	Sign Manufacturing	\$ 675,170.89	0.14%	99.70%
541690	Other Scientific and Technical Consulting Services	\$ 592,699.81	0.12%	99.82%
811219	Other Electronic and Precision Equipment Repair and Maintenance	\$ 324,768.55	0.06%	99.88%
561920	Convention and Trade Show Organizers	\$ 204,932.00	0.04%	99.93%
522110	Commercial Banking	\$ 141,820.66	0.03%	99.95%
811111	General Automotive Repair	\$ 138,303.00	0.03%	99.98%
517311	Wired Telecommunications Carriers	\$ 66,110.94	0.01%	99.99%
713930	Marinas	\$ 10,685.00	0.00%	100.00%
518210	Data Processing, Hosting, and Related Services	\$ 9,729.00	0.00%	100.00%
561499	All Other Business Support Services	\$ 2,502.66	0.00%	100.00%
621111	Offices of Physicians (except Mental Health Specialists)	\$ 2,146.00	0.00%	100.00%
812332	Industrial Launderers	\$ 665.00	0.00%	100.00%

NAICS CODE	NAICS CODE DESCRIPTION	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
323111	Commercial Printing (except Screen and Books)	\$ 297.00	0.00%	100.00%
<b>TOTAL</b>		<b>\$ 500,088,941.96</b>	<b>100%</b>	<b>100%</b>

Source: MGT developed a Master Utilization Database based on City's financial system between Fiscal Years July 1, 2017, through June 30, 2022.

TABLE A-9.  
CITY OF HOUSTON ACDBE PRODUCT MARKET AREA  
RETAIL NAICS CODES

NAICS CODE	NAICS CODE DESCRIPTION	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
453220	Gift, Novelty, and Souvenir Stores	\$ 16,548,770.50	22.96%	22.96%
445120	Convenience Stores	\$ 11,185,406.61	15.52%	38.48%
448320	Luggage and Leather Goods Stores	\$ 8,773,736.96	12.17%	50.66%
448210	Shoe Stores	\$ 7,466,154.03	10.36%	61.02%
451212	News Dealers and Newsstands	\$ 7,249,091.18	10.06%	71.08%
511110	Newspaper Publishers	\$ 4,382,390.36	6.08%	77.16%
448150	Clothing Accessories Stores	\$ 4,203,234.88	5.83%	82.99%
446120	Cosmetics, Beauty Supplies, and Perfume Stores	\$ 3,178,975.54	4.41%	87.40%
453998	All Other Miscellaneous Store Retailers (except Tobacco Stores)	\$ 3,092,315.03	4.29%	91.69%
424210	Drugs and Druggists' Sundries Merchant Wholesalers	\$ 2,045,759.06	2.84%	94.53%
446130	Optical Goods Stores	\$ 1,814,023.97	2.52%	97.05%
811430	Footwear and Leather Goods Repair	\$ 1,245,798.00	1.73%	98.78%
443142	Electronics Stores	\$ 531,215.00	0.74%	99.51%
423940	Jewelry, Watch, Precious Stone, and Precious Metal Merchant Wholesalers	\$ 348,400.88	0.48%	100.00%
453210	Office Supplies and Stationery Stores	\$ 1,295.00	0.00%	100.00%
<b>TOTAL</b>		<b>\$ 72,066,567.02</b>	<b>100%</b>	<b>100%</b>

Source: MGT developed a Master Utilization Database based on City's financial system between Fiscal Years July 1, 2017, through June 30, 2022.

TABLE A-10.  
CITY OF HOUSTON DBE PRODUCT MARKET AREA  
ALL NAICS CODES

NAICS CODE	NAICS CODE DESCRIPTION	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
236220	Commercial and Institutional Building Construction	\$ 66,477,014.96	44.64%	44.64%
237110	Water and Sewer Line and Related Structures Construction	\$ 41,118,254.03	27.61%	72.25%

NAICS CODE	NAICS CODE DESCRIPTION	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
237310	Highway, Street, and Bridge Construction	\$ 10,442,987.12	7.01%	79.27%
238910	Site Preparation Contractors	\$ 9,489,929.41	6.37%	85.64%
423390	Other Construction Material Merchant Wholesalers	\$ 3,883,584.53	2.61%	88.25%
221320	Sewage Treatment Facilities	\$ 3,675,757.39	2.47%	90.72%
541330	Engineering Services	\$ 2,765,273.71	1.86%	92.57%
423320	Brick, Stone, and Related Construction Material Merchant Wholesalers	\$ 2,435,592.92	1.64%	94.21%
237120	Oil and Gas Pipeline and Related Structures Construction	\$ 2,044,996.78	1.37%	95.58%
327320	Ready-Mix Concrete Manufacturing	\$ 1,060,624.00	0.71%	96.29%
238110	Poured Concrete Foundation and Structure Contractors	\$ 1,017,566.27	0.68%	96.98%
562111	Solid Waste Collection	\$ 1,005,444.48	0.68%	97.65%
561990	All Other Support Services	\$ 793,814.07	0.53%	98.19%
562998	All Other Miscellaneous Waste Management Services	\$ 722,924.60	0.49%	98.67%
488410	Motor Vehicle Towing	\$ 625,400.00	0.42%	99.09%
484220	Specialized Freight (except Used Goods) Trucking, Local	\$ 461,622.50	0.31%	99.40%
423720	Plumbing and Heating Equipment and Supplies (Hydronics) Merchant Wholesalers	\$ 237,585.32	0.16%	99.56%
811310	Commercial and Industrial Machinery and Equipment (except Automotive and Electronic) Repair and Maintenance	\$ 163,929.11	0.11%	99.67%
484110	General Freight Trucking, Local	\$ 148,900.00	0.10%	99.77%
339999	All Other Miscellaneous Manufacturing	\$ 129,273.33	0.09%	99.86%
237990	Other Heavy and Civil Engineering Construction	\$ 106,133.42	0.07%	99.93%
221310	Water Supply and Irrigation Systems	\$ 99,738.39	0.07%	100.00%
561730	Landscaping Services	\$ 4,500.00	0.00%	100.00%
327332	Concrete Pipe Manufacturing	\$ 565.00	0.00%	100.00%
<b>TOTAL</b>		<b>\$ 148,911,411.34</b>	<b>100%</b>	<b>100.00%</b>

Source: MGT developed a Master Utilization Database based on City's financial system between Fiscal Years July 1, 2017, through June 30, 2022.

TABLE A-11.  
CITY OF HOUSTON DBE PRODUCT MARKET AREA  
CONSTRUCTION NAICS CODES

NAICS CODE	NAICS CODE DESCRIPTION	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
236220	Commercial and Institutional Building Construction	\$ 66,477,014.96	47.86%	47.86%
237110	Water and Sewer Line and Related Structures Construction	\$ 41,118,254.03	29.60%	77.46%
237310	Highway, Street, and Bridge Construction	\$ 10,442,987.12	7.52%	84.98%
238910	Site Preparation Contractors	\$ 9,489,929.41	6.83%	91.81%
221320	Sewage Treatment Facilities	\$ 3,675,757.39	2.65%	94.46%
541330	Engineering Services	\$ 2,765,273.71	1.99%	96.45%
237120	Oil and Gas Pipeline and Related Structures Construction	\$ 2,044,996.78	1.47%	97.92%
238110	Poured Concrete Foundation and Structure Contractors	\$ 1,017,566.27	0.73%	98.66%
327320	Ready-Mix Concrete Manufacturing	\$ 653,640.00	0.47%	99.13%
423320	Brick, Stone, and Related Construction Material Merchant Wholesalers	\$ 583,922.00	0.42%	99.55%
561990	All Other Support Services	\$ 360,060.00	0.26%	99.81%
237990	Other Heavy and Civil Engineering Construction	\$ 106,133.42	0.08%	99.88%
221310	Water Supply and Irrigation Systems	\$ 99,738.39	0.07%	99.95%
484220	Specialized Freight (except Used Goods) Trucking, Local	\$ 62,499.00	0.04%	100.00%
327332	Concrete Pipe Manufacturing	\$ 565.00	0.00%	100.00%
<b>TOTAL</b>		<b>\$ 138,898,337.48</b>	<b>100%</b>	<b>100%</b>

Source: MGT developed a Master Utilization Database based on City's financial system between Fiscal Years July 1, 2017, through June 30, 2022.

TABLE A-12.  
CITY OF HOUSTON DBE PRODUCT MARKET AREA  
OTHER SERVICES NAICS CODES

NAICS CODE	NAICS CODE DESCRIPTION	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
562111	Solid Waste Collection	\$ 1,005,444.48	28.69%	28.69%
562998	All Other Miscellaneous Waste Management Services	\$ 722,924.60	20.63%	49.33%
488410	Motor Vehicle Towing	\$ 625,400.00	17.85%	67.17%
561990	All Other Support Services	\$ 433,754.07	12.38%	79.55%
484220	Specialized Freight (except Used Goods) Trucking, Local	\$ 399,123.50	11.39%	90.94%

NAICS CODE	NAICS CODE DESCRIPTION	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
811310	Commercial and Industrial Machinery and Equipment (except Automotive and Electronic) Repair and Maintenance	\$ 163,929.11	4.68%	95.62%
484110	General Freight Trucking, Local	\$ 148,900.00	4.25%	99.87%
561730	Landscaping Services	\$ 4,500.00	0.13%	100.00%
<b>TOTAL</b>		<b>\$ 3,503,975.76</b>	<b>100%</b>	<b>100%</b>

Source: MGT developed a Master Utilization Database based on City's financial system between Fiscal Years July 1, 2017, through June 30, 2022.

TABLE A-13.  
CITY OF HOUSTON DBE PRODUCT MARKET AREA  
GOODS NAICS CODES

NAICS CODE	NAICS CODE DESCRIPTION	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
423390	Other Construction Material Merchant Wholesalers	\$ 3,883,584.53	59.66%	59.66%
423320	Brick, Stone, and Related Construction Material Merchant Wholesalers	\$ 1,851,670.92	28.45%	88.11%
327320	Ready-Mix Concrete Manufacturing	\$ 406,984.00	6.25%	94.36%
423720	Plumbing and Heating Equipment and Supplies (Hydronics) Merchant Wholesalers	\$ 237,585.32	3.65%	98.01%
339999	All Other Miscellaneous Manufacturing	\$ 129,273.33	1.99%	100.00%
<b>TOTAL</b>		<b>\$ 6,509,098.10</b>	<b>100%</b>	<b>100%</b>

Source: MGT developed a Master Utilization Database based on City's financial system between Fiscal Years July 1, 2017, through June 30, 2022.

# Appendix B

## B. Detailed Market Area Analysis

TABLE B-1.  
CITY OF HOUSTON GEOGRAPHIC MARKET AREA  
ALL FIRMS

COUNTY, STATE	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
HARRIS COUNTY, TX	\$5,321,576,281.48	69.15%	69.15%
FORT BEND COUNTY, TX	\$258,918,184.70	3.36%	72.51%
MONTGOMERY COUNTY, TX	\$137,016,910.94	1.78%	74.29%
BRAZORIA COUNTY, TX	\$110,830,571.77	1.44%	75.73%
GALVESTON COUNTY, TX	\$97,020,241.14	1.26%	76.99%
LIBERTY COUNTY, TX	\$3,209,925.31	0.04%	77.04%
WALLER COUNTY, TX	\$1,382,733.20	0.02%	77.05%
CHAMBERS COUNTY, TX	\$323,373.49	0.00%	77.06%
AUSTIN COUNTY, TX	\$230,874.43	0.00%	77.06%
TRAVIS COUNTY, TX	\$269,090,902.07	3.50%	80.56%
DALLAS COUNTY, TX	\$133,488,047.34	1.73%	82.29%
JEFFERSON COUNTY, CO	\$111,526,633.45	1.45%	83.74%
DELAWARE COUNTY, PA	\$52,480,310.06	0.68%	84.42%
CUYAHOGA COUNTY, OH	\$50,443,550.71	0.66%	85.08%
BURLESON COUNTY, TX	\$50,121,329.13	0.65%	85.73%
COOK COUNTY, IL	\$40,147,188.11	0.52%	86.25%
JEFFERSON COUNTY, AL	\$38,217,511.62	0.50%	86.75%
BEXAR COUNTY, TX	\$38,150,904.77	0.50%	87.24%
JEFFERSON COUNTY, LA	\$36,698,105.36	0.48%	87.72%
WAUKESHA COUNTY, WI	\$34,415,651.76	0.45%	88.17%
INTERNATIONAL	\$29,579,820.63	0.38%	88.55%
TARRANT COUNTY, TX	\$29,403,789.20	0.38%	88.94%
LIBERTY COUNTY, GA	\$27,872,365.43	0.36%	89.30%
ALLEGHENY COUNTY, PA	\$24,402,209.94	0.32%	89.61%
FULTON COUNTY, GA	\$24,390,614.23	0.32%	89.93%
HARDIN COUNTY, TX	\$24,012,583.37	0.31%	90.24%
FAIRFAX COUNTY, VA	\$22,483,996.48	0.29%	90.54%
TUSCALOOSA COUNTY, AL	\$22,257,290.32	0.29%	90.82%
SAINT CHARLES COUNTY, LA	\$20,196,824.60	0.26%	91.09%
FRANKLIN COUNTY, OH	\$17,822,191.61	0.23%	91.32%
BURLINGTON COUNTY, NJ	\$16,571,018.27	0.22%	91.53%
WAKE COUNTY, NC	\$15,973,589.27	0.21%	91.74%



COUNTY, STATE	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
MILWAUKEE COUNTY, WI	\$15,922,721.07	0.21%	91.95%
LAKE COUNTY, IL	\$15,590,833.43	0.20%	92.15%
WILL COUNTY, IL	\$15,578,025.85	0.20%	92.35%
COLLIN COUNTY, TX	\$15,464,456.18	0.20%	92.55%
SUMTER COUNTY, SC	\$14,499,700.86	0.19%	92.74%
WILLIAMSON COUNTY, TX	\$14,331,655.72	0.19%	92.93%
ANNE ARUNDEL COUNTY, MD	\$13,111,549.59	0.17%	93.10%
MARICOPA COUNTY, AZ	\$12,386,584.27	0.16%	93.26%
DENTON COUNTY, TX	\$11,836,301.32	0.15%	93.41%
MORRIS COUNTY, NJ	\$11,655,873.65	0.15%	93.57%
KING COUNTY, WA	\$11,472,725.98	0.15%	93.71%
CLAY COUNTY, MS	\$11,354,526.97	0.15%	93.86%
MARION COUNTY, IN	\$10,679,455.39	0.14%	94.00%
LEHIGH COUNTY, PA	\$10,300,579.98	0.13%	94.13%
SAN DIEGO COUNTY, CA	\$10,004,983.91	0.13%	94.26%
MCLENNAN COUNTY, TX	\$9,968,411.50	0.13%	94.39%
JEFFERSON COUNTY, TX	\$9,901,892.39	0.13%	94.52%
ORLEANS COUNTY, LA	\$9,492,807.79	0.12%	94.65%
BAY COUNTY, FL	\$9,367,681.21	0.12%	94.77%
COMAL COUNTY, TX	\$9,185,270.59	0.12%	94.89%
SACRAMENTO COUNTY, CA	\$9,085,154.39	0.12%	95.01%
HENNEPIN COUNTY, MN	\$9,035,051.75	0.12%	95.12%
NEW HAVEN COUNTY, CT	\$8,838,783.12	0.11%	95.24%
MIDDLESEX COUNTY, MA	\$8,577,236.64	0.11%	95.35%
LOS ANGELES COUNTY, CA	\$8,532,381.47	0.11%	95.46%
LOUDOUN COUNTY, VA	\$8,343,071.10	0.11%	95.57%
ORANGE COUNTY, FL	\$8,217,347.79	0.11%	95.68%
PRINCE GEORGES COUNTY, MD	\$8,036,433.82	0.10%	95.78%
GWINNETT COUNTY, GA	\$7,428,937.94	0.10%	95.88%
VANDERBURGH COUNTY, IN	\$7,345,336.18	0.10%	95.97%
GUADALUPE COUNTY, TX	\$7,056,934.60	0.09%	96.06%
WEBER COUNTY, UT	\$6,702,935.12	0.09%	96.15%
HAYS COUNTY, TX	\$6,024,198.63	0.08%	96.23%
LAKE COUNTY, FL	\$5,919,177.72	0.08%	96.31%
OAKLAND COUNTY, MI	\$5,741,768.02	0.07%	96.38%
SAN BERNARDINO COUNTY, CA	\$5,653,332.21	0.07%	96.45%
ALAMEDA COUNTY, CA	\$5,517,766.91	0.07%	96.53%
DUPAGE COUNTY, IL	\$5,506,030.88	0.07%	96.60%
LEE COUNTY, FL	\$5,407,697.21	0.07%	96.67%
DISTRICT OF COLUMBIA COUNTY, DC	\$5,402,948.41	0.07%	96.74%

COUNTY, STATE	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
HENRICO COUNTY, VA	\$4,789,946.20	0.06%	96.80%
BALTIMORE COUNTY, MD	\$4,603,295.25	0.06%	96.86%
MARION COUNTY, MS	\$4,410,231.57	0.06%	96.92%
MECKLENBURG COUNTY, NC	\$4,374,543.60	0.06%	96.97%
HILLSBOROUGH COUNTY, FL	\$4,371,307.73	0.06%	97.03%
ORANGE COUNTY, CA	\$4,356,322.06	0.06%	97.09%
DUVAL COUNTY, FL	\$4,349,087.63	0.06%	97.14%
NEW YORK COUNTY, NY	\$4,227,967.24	0.05%	97.20%
TULSA COUNTY, OK	\$4,049,495.87	0.05%	97.25%
POPE COUNTY, AR	\$4,042,881.04	0.05%	97.30%
MONTGOMERY COUNTY, MD	\$3,992,005.68	0.05%	97.36%
RAMSEY COUNTY, MN	\$3,765,666.79	0.05%	97.40%
SUMNER COUNTY, TN	\$3,754,976.92	0.05%	97.45%
IREDELL COUNTY, NC	\$3,713,364.48	0.05%	97.50%
KENT COUNTY, RI	\$3,644,283.28	0.05%	97.55%
ROCKWALL COUNTY, TX	\$3,334,509.66	0.04%	97.59%
ALBANY COUNTY, NY	\$3,303,954.78	0.04%	97.64%
DENVER COUNTY, CO	\$3,066,979.86	0.04%	97.67%
BRAZOS COUNTY, TX	\$3,026,589.53	0.04%	97.71%
ALEXANDRIA CITY COUNTY, VA	\$3,007,617.50	0.04%	97.75%
DAVIDSON COUNTY, TN	\$2,953,263.47	0.04%	97.79%
MANATEE COUNTY, FL	\$2,928,006.09	0.04%	97.83%
ROCK ISLAND COUNTY, IL	\$2,916,692.33	0.04%	97.87%
SAINT LOUIS COUNTY, MO	\$2,870,171.68	0.04%	97.91%
CLACKAMAS COUNTY, OR	\$2,791,737.80	0.04%	97.94%
SALT LAKE COUNTY, UT	\$2,716,909.97	0.04%	97.98%
WAYNE COUNTY, MI	\$2,660,434.10	0.03%	98.01%
COBB COUNTY, GA	\$2,653,435.54	0.03%	98.05%
LUBBOCK COUNTY, TX	\$2,595,527.64	0.03%	98.08%
MONTGOMERY COUNTY, OH	\$2,504,163.89	0.03%	98.11%
IBERIA COUNTY, LA	\$2,497,442.94	0.03%	98.14%
CHESTER COUNTY, PA	\$2,488,629.32	0.03%	98.18%
SANTA CLARA COUNTY, CA	\$2,365,369.36	0.03%	98.21%
DEKALB COUNTY, GA	\$2,364,823.91	0.03%	98.24%
MADISON COUNTY, AL	\$2,260,893.57	0.03%	98.27%
NASH COUNTY, NC	\$2,099,846.53	0.03%	98.29%
MIDLAND COUNTY, TX	\$2,092,780.02	0.03%	98.32%
DAKOTA COUNTY, MN	\$2,092,121.63	0.03%	98.35%
EAST BATON ROUGE COUNTY, LA	\$2,089,814.94	0.03%	98.38%
PIMA COUNTY, AZ	\$2,087,257.29	0.03%	98.40%

COUNTY, STATE	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
HOWARD COUNTY, MO	\$2,058,498.71	0.03%	98.43%
CONTRA COSTA COUNTY, CA	\$2,040,721.91	0.03%	98.46%
JACKSON COUNTY, MS	\$2,005,701.30	0.03%	98.48%
BROWARD COUNTY, FL	\$1,800,372.20	0.02%	98.51%
JOHNSON COUNTY, TX	\$1,791,033.79	0.02%	98.53%
KITSAP COUNTY, WA	\$1,778,515.17	0.02%	98.55%
BUCKS COUNTY, PA	\$1,767,517.06	0.02%	98.58%
SHELBY COUNTY, TN	\$1,714,524.67	0.02%	98.60%
ARCHER COUNTY, TX	\$1,647,105.93	0.02%	98.62%
SUFFOLK COUNTY, MA	\$1,587,522.01	0.02%	98.64%
FAIRFIELD COUNTY, CT	\$1,522,672.25	0.02%	98.66%
CUMBERLAND COUNTY, NC	\$1,515,718.00	0.02%	98.68%
LARIMER COUNTY, CO	\$1,487,112.10	0.02%	98.70%
MERCER COUNTY, NJ	\$1,483,327.98	0.02%	98.72%
HENDERSON COUNTY, TX	\$1,482,240.22	0.02%	98.74%
LAFAYETTE COUNTY, LA	\$1,481,643.79	0.02%	98.76%
KALAMAZOO COUNTY, MI	\$1,434,204.79	0.02%	98.78%
MIAMI-DADE COUNTY, FL	\$1,433,365.19	0.02%	98.79%
EL PASO COUNTY, TX	\$1,410,648.84	0.02%	98.81%
MONMOUTH COUNTY, NJ	\$1,381,842.64	0.02%	98.83%
BERNALILLO COUNTY, NM	\$1,376,780.00	0.02%	98.85%
HARRISON COUNTY, TX	\$1,370,801.94	0.02%	98.87%
ONONDAGA COUNTY, NY	\$1,360,258.04	0.02%	98.88%
SAN FRANCISCO COUNTY, CA	\$1,315,500.26	0.02%	98.90%
OKLAHOMA COUNTY, OK	\$1,304,086.96	0.02%	98.92%
GRIMES COUNTY, TX	\$1,294,999.94	0.02%	98.93%
SAN JACINTO COUNTY, TX	\$1,293,459.24	0.02%	98.95%
DANE COUNTY, WI	\$1,256,895.08	0.02%	98.97%
BELL COUNTY, TX	\$1,196,615.82	0.02%	98.98%
MARION COUNTY, FL	\$1,195,219.99	0.02%	99.00%
PHILADELPHIA COUNTY, PA	\$1,155,674.38	0.02%	99.01%
GRAYSON COUNTY, TX	\$1,119,017.14	0.01%	99.03%
JACKSON COUNTY, MO	\$1,110,146.65	0.01%	99.04%
FAYETTE COUNTY, KY	\$1,071,988.80	0.01%	99.06%
MONTGOMERY COUNTY, TN	\$1,055,464.88	0.01%	99.07%
MARTIN COUNTY, FL	\$1,055,284.13	0.01%	99.08%
SALINE COUNTY, AR	\$1,052,576.30	0.01%	99.10%
PALM BEACH COUNTY, FL	\$1,013,617.19	0.01%	99.11%
RICHMOND COUNTY, NY	\$996,831.00	0.01%	99.12%
BALDWIN COUNTY, AL	\$963,971.52	0.01%	99.14%

COUNTY, STATE	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
ESCAMBIA COUNTY, FL	\$934,213.21	0.01%	99.15%
GUILFORD COUNTY, NC	\$911,339.11	0.01%	99.16%
UTAH COUNTY, UT	\$911,227.48	0.01%	99.17%
BALTIMORE CITY COUNTY, MD	\$893,298.77	0.01%	99.18%
SEMINOLE COUNTY, FL	\$847,954.92	0.01%	99.19%
WALKER COUNTY, TX	\$819,620.13	0.01%	99.21%
NEW HANOVER COUNTY, NC	\$808,224.42	0.01%	99.22%
WASHINGTON COUNTY, MN	\$770,357.00	0.01%	99.23%
WAYNE COUNTY, OH	\$763,192.43	0.01%	99.24%
LAMAR COUNTY, TX	\$741,685.08	0.01%	99.25%
WASHOE COUNTY, NV	\$737,024.56	0.01%	99.25%
HOWARD COUNTY, MD	\$728,961.71	0.01%	99.26%
WARREN COUNTY, NJ	\$708,107.52	0.01%	99.27%
VIRGINIA BEACH CITY COUNTY, VA	\$703,264.55	0.01%	99.28%
STANLY COUNTY, NC	\$702,345.87	0.01%	99.29%
HUNT COUNTY, TX	\$701,748.87	0.01%	99.30%
MULTNOMAH COUNTY, OR	\$695,209.98	0.01%	99.31%
NORTHAMPTON COUNTY, PA	\$694,756.00	0.01%	99.32%
JOHNSON COUNTY, KS	\$676,351.03	0.01%	99.33%
SAINT TAMMANY COUNTY, LA	\$670,150.14	0.01%	99.34%
OCEAN COUNTY, NJ	\$666,436.20	0.01%	99.35%
SUFFOLK COUNTY, NY	\$665,609.85	0.01%	99.35%
KENDALL COUNTY, TX	\$664,284.73	0.01%	99.36%
SAN MATEO COUNTY, CA	\$659,840.05	0.01%	99.37%
ERIE COUNTY, NY	\$643,096.58	0.01%	99.38%
GREGG COUNTY, TX	\$580,901.99	0.01%	99.39%
VOLUSIA COUNTY, FL	\$578,410.56	0.01%	99.39%
WHARTON COUNTY, TX	\$575,010.71	0.01%	99.40%
MILAM COUNTY, TX	\$574,867.37	0.01%	99.41%
WASHINGTON COUNTY, OR	\$572,372.18	0.01%	99.42%
KINGS COUNTY, NY	\$561,493.70	0.01%	99.42%
GRUNDY COUNTY, IA	\$557,725.33	0.01%	99.43%
HAMILTON COUNTY, OH	\$557,143.76	0.01%	99.44%
SAINT LOUIS CITY COUNTY, MO	\$545,000.00	0.01%	99.45%
NEMAHA COUNTY, KS	\$544,344.00	0.01%	99.45%
LUCAS COUNTY, OH	\$534,063.64	0.01%	99.46%
WYANDOTTE COUNTY, KS	\$533,185.84	0.01%	99.47%
NEW LONDON COUNTY, CT	\$529,140.90	0.01%	99.47%
BOULDER COUNTY, CO	\$525,327.86	0.01%	99.48%
SCOTT COUNTY, IA	\$521,958.96	0.01%	99.49%

COUNTY, STATE	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
BUNCOMBE COUNTY, NC	\$521,568.37	0.01%	99.49%
SKAGIT COUNTY, WA	\$521,061.87	0.01%	99.50%
WASHTENAW COUNTY, MI	\$518,701.83	0.01%	99.51%
HARFORD COUNTY, MD	\$517,129.21	0.01%	99.51%
NACOGDOCHES COUNTY, TX	\$506,059.12	0.01%	99.52%
LARAMIE COUNTY, WY	\$502,452.14	0.01%	99.53%
LINN COUNTY, MO	\$498,322.40	0.01%	99.53%
DOUGLAS COUNTY, CO	\$493,893.50	0.01%	99.54%
HERNANDO COUNTY, FL	\$492,062.67	0.01%	99.55%
SANTA BARBARA COUNTY, CA	\$463,952.23	0.01%	99.55%
LIVINGSTON COUNTY, LA	\$461,146.51	0.01%	99.56%
MARQUETTE COUNTY, MI	\$459,527.36	0.01%	99.56%
RENSSELAER COUNTY, NY	\$459,096.00	0.01%	99.57%
BRISTOL COUNTY, MA	\$457,917.00	0.01%	99.58%
ELLIS COUNTY, TX	\$451,966.05	0.01%	99.58%
ELMORE COUNTY, AL	\$451,088.30	0.01%	99.59%
RIVERSIDE COUNTY, CA	\$445,669.48	0.01%	99.59%
SUNFLOWER COUNTY, MS	\$444,083.98	0.01%	99.60%
ANDERSON COUNTY, SC	\$425,306.55	0.01%	99.61%
WASHINGTON COUNTY, TX	\$423,785.93	0.01%	99.61%
NEW CASTLE COUNTY, DE	\$400,155.58	0.01%	99.62%
NEOSHO COUNTY, KS	\$398,236.88	0.01%	99.62%
BROOKINGS COUNTY, SD	\$393,888.49	0.01%	99.63%
HARTFORD COUNTY, CT	\$385,410.50	0.01%	99.63%
BERRIEN COUNTY, MI	\$378,924.62	0.00%	99.64%
ESSEX COUNTY, MA	\$375,230.97	0.00%	99.64%
BROWN COUNTY, WI	\$371,821.85	0.00%	99.65%
LANCASTER COUNTY, NE	\$369,589.06	0.00%	99.65%
CAMDEN COUNTY, NJ	\$366,924.18	0.00%	99.66%
LEE COUNTY, AL	\$350,777.96	0.00%	99.66%
WESTCHESTER COUNTY, NY	\$346,298.16	0.00%	99.66%
POLK COUNTY, IA	\$340,035.78	0.00%	99.67%
PLYMOUTH COUNTY, MA	\$329,292.54	0.00%	99.67%
SHELBY COUNTY, AL	\$328,060.19	0.00%	99.68%
RICHMOND CITY COUNTY, VA	\$325,848.17	0.00%	99.68%
NUECES COUNTY, TX	\$322,336.50	0.00%	99.69%
BASTROP COUNTY, TX	\$315,531.00	0.00%	99.69%
JASPER COUNTY, TX	\$314,891.80	0.00%	99.69%
VENTURA COUNTY, CA	\$308,121.07	0.00%	99.70%
HALL COUNTY, GA	\$287,185.71	0.00%	99.70%

COUNTY, STATE	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
UNION COUNTY, NJ	\$282,815.66	0.00%	99.71%
BREVARD COUNTY, FL	\$279,849.05	0.00%	99.71%
ARAPAHOE COUNTY, CO	\$277,466.60	0.00%	99.71%
MONROE COUNTY, KY	\$268,818.47	0.00%	99.72%
WESTMORELAND COUNTY, PA	\$265,009.51	0.00%	99.72%
ESSEX COUNTY, NJ	\$257,676.65	0.00%	99.72%
CADDO COUNTY, LA	\$251,666.22	0.00%	99.73%
BERKELEY COUNTY, SC	\$246,762.75	0.00%	99.73%
CLARK COUNTY, NV	\$245,979.77	0.00%	99.73%
DURHAM COUNTY, NC	\$239,993.22	0.00%	99.74%
HINDS COUNTY, MS	\$236,984.63	0.00%	99.74%
ORANGE COUNTY, NY	\$234,066.56	0.00%	99.74%
NEWPORT NEWS CITY COUNTY, VA	\$231,634.49	0.00%	99.74%
JEFFERSON COUNTY, KY	\$229,194.14	0.00%	99.75%
FAYETTE COUNTY, IN	\$227,613.00	0.00%	99.75%
GREENVILLE COUNTY, SC	\$223,402.73	0.00%	99.75%
LEBANON COUNTY, PA	\$222,877.00	0.00%	99.76%
NASSAU COUNTY, NY	\$219,627.37	0.00%	99.76%
KANE COUNTY, IL	\$218,950.72	0.00%	99.76%
ETOWAH COUNTY, AL	\$218,033.45	0.00%	99.77%
MAHASKA COUNTY, IA	\$217,583.00	0.00%	99.77%
WINNEBAGO COUNTY, WI	\$215,583.05	0.00%	99.77%
NORFOLK CITY COUNTY, VA	\$211,541.60	0.00%	99.77%
SARPY COUNTY, NE	\$210,629.74	0.00%	99.78%
ADA COUNTY, ID	\$207,715.24	0.00%	99.78%
DAUPHIN COUNTY, PA	\$207,340.50	0.00%	99.78%
SAINT MARY COUNTY, LA	\$205,562.00	0.00%	99.78%
CHEMUNG COUNTY, NY	\$200,998.38	0.00%	99.79%
RUSK COUNTY, TX	\$200,026.32	0.00%	99.79%
LAPEER COUNTY, MI	\$197,529.00	0.00%	99.79%
CARTER COUNTY, OK	\$196,825.59	0.00%	99.79%
CHISAGO COUNTY, MN	\$196,429.22	0.00%	99.80%
WELD COUNTY, CO	\$194,479.00	0.00%	99.80%
BERKELEY COUNTY, WV	\$190,185.00	0.00%	99.80%
WISE COUNTY, TX	\$184,519.05	0.00%	99.80%
MONROE COUNTY, PA	\$182,613.60	0.00%	99.81%
LINCOLN COUNTY, LA	\$181,535.00	0.00%	99.81%
NORFOLK COUNTY, MA	\$181,430.70	0.00%	99.81%
CREEK COUNTY, OK	\$176,888.00	0.00%	99.81%
SMITH COUNTY, TX	\$176,404.06	0.00%	99.82%

COUNTY, STATE	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
ALLEN COUNTY, IN	\$174,312.69	0.00%	99.82%
BERGEN COUNTY, NJ	\$173,549.49	0.00%	99.82%
HARRISON COUNTY, MS	\$164,526.47	0.00%	99.82%
RUTLAND COUNTY, VT	\$164,052.57	0.00%	99.83%
QUEEN ANNES COUNTY, MD	\$160,999.98	0.00%	99.83%
KENT COUNTY, MI	\$159,062.63	0.00%	99.83%
LIMESTONE COUNTY, AL	\$158,675.00	0.00%	99.83%
MIDDLESEX COUNTY, NJ	\$157,616.37	0.00%	99.83%
SUMMIT COUNTY, OH	\$155,856.79	0.00%	99.84%
FOND DU LAC COUNTY, WI	\$155,827.13	0.00%	99.84%
WICHITA COUNTY, TX	\$152,292.79	0.00%	99.84%
PASSAIC COUNTY, NJ	\$150,829.00	0.00%	99.84%
PINELLAS COUNTY, FL	\$146,483.18	0.00%	99.84%
CAMDEN COUNTY, MO	\$144,344.32	0.00%	99.85%
NEWTON COUNTY, GA	\$143,021.54	0.00%	99.85%
SAINT CHARLES COUNTY, MO	\$138,949.10	0.00%	99.85%
DOUGLAS COUNTY, NE	\$138,477.86	0.00%	99.85%
DAVIS COUNTY, UT	\$138,460.01	0.00%	99.85%
CALCASIEU COUNTY, LA	\$138,329.29	0.00%	99.85%
HAMPDEN COUNTY, MA	\$134,467.00	0.00%	99.86%
MONROE COUNTY, NY	\$132,151.86	0.00%	99.86%
SAINT FRANCOIS COUNTY, MO	\$130,723.00	0.00%	99.86%
DONIPHAN COUNTY, KS	\$127,396.90	0.00%	99.86%
MERCER COUNTY, PA	\$121,663.09	0.00%	99.86%
SEDGWICK COUNTY, KS	\$119,889.78	0.00%	99.86%
FAYETTE COUNTY, TX	\$118,735.11	0.00%	99.87%
DELAWARE COUNTY, IN	\$117,399.00	0.00%	99.87%
TAYLOR COUNTY, TX	\$116,659.88	0.00%	99.87%
SAN PATRICIO COUNTY, TX	\$114,999.42	0.00%	99.87%
CHESTERFIELD COUNTY, VA	\$114,617.00	0.00%	99.87%
SHELBY COUNTY, TX	\$112,965.61	0.00%	99.87%
MONTGOMERY COUNTY, VA	\$110,585.00	0.00%	99.87%
CROW WING COUNTY, MN	\$108,602.94	0.00%	99.88%
PLAQUEMINES COUNTY, LA	\$107,149.27	0.00%	99.88%
COLORADO COUNTY, TX	\$106,758.27	0.00%	99.88%
ORANGE COUNTY, TX	\$106,046.00	0.00%	99.88%
WASHINGTON COUNTY, PA	\$104,501.35	0.00%	99.88%
BURNET COUNTY, TX	\$102,984.70	0.00%	99.88%
POLK COUNTY, TX	\$101,244.12	0.00%	99.88%
DECATUR COUNTY, TN	\$99,990.00	0.00%	99.89%

COUNTY, STATE	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
ADAMS COUNTY, PA	\$99,765.00	0.00%	99.89%
OCONEE COUNTY, GA	\$99,524.81	0.00%	99.89%
HENDRICKS COUNTY, IN	\$90,645.36	0.00%	99.89%
CENTRE COUNTY, PA	\$87,888.02	0.00%	99.89%
KOOTENAI COUNTY, ID	\$87,675.00	0.00%	99.89%
CITRUS COUNTY, FL	\$86,959.98	0.00%	99.89%
DORCHESTER COUNTY, SC	\$86,000.00	0.00%	99.89%
SONOMA COUNTY, CA	\$85,482.64	0.00%	99.89%
CAMERON COUNTY, TX	\$82,565.66	0.00%	99.90%
ROCK COUNTY, WI	\$82,554.65	0.00%	99.90%
GREENE COUNTY, NY	\$82,000.00	0.00%	99.90%
(blank)	\$81,900.00	0.00%	99.90%
GRUNDY COUNTY, IL	\$81,862.00	0.00%	99.90%
SPOTSYLVANIA COUNTY, VA	\$79,853.90	0.00%	99.90%
KIMBLE COUNTY, TX	\$78,847.18	0.00%	99.90%
FOREST COUNTY, WI	\$78,195.80	0.00%	99.90%
PULASKI COUNTY, AR	\$78,027.93	0.00%	99.90%
CLARK COUNTY, IN	\$77,222.65	0.00%	99.91%
POLK COUNTY, FL	\$75,931.05	0.00%	99.91%
MCLEAN COUNTY, IL	\$74,897.90	0.00%	99.91%
HILL COUNTY, TX	\$74,203.20	0.00%	99.91%
SULLIVAN COUNTY, IN	\$72,795.00	0.00%	99.91%
TIPPECANOE COUNTY, IN	\$72,749.70	0.00%	99.91%
CLARK COUNTY, OH	\$72,690.00	0.00%	99.91%
LEON COUNTY, FL	\$72,416.00	0.00%	99.91%
HANOVER COUNTY, VA	\$71,294.59	0.00%	99.91%
QUEENS COUNTY, NY	\$70,829.83	0.00%	99.91%
ROANOKE CITY COUNTY, VA	\$69,533.26	0.00%	99.91%
HILLSBOROUGH COUNTY, NH	\$69,302.00	0.00%	99.92%
LEE COUNTY, IA	\$68,996.21	0.00%	99.92%
CABARRUS COUNTY, NC	\$68,919.16	0.00%	99.92%
LAKE COUNTY, IN	\$68,445.00	0.00%	99.92%
LEE COUNTY, MS	\$67,728.00	0.00%	99.92%
ADAMS COUNTY, CO	\$66,887.60	0.00%	99.92%
STEPHENS COUNTY, TX	\$66,509.80	0.00%	99.92%
BAKER COUNTY, OR	\$66,107.00	0.00%	99.92%
SAINT JOHNS COUNTY, FL	\$65,759.73	0.00%	99.92%
LANE COUNTY, OR	\$65,442.00	0.00%	99.92%
ARLINGTON COUNTY, VA	\$64,825.20	0.00%	99.92%
LA PLATA COUNTY, CO	\$64,476.00	0.00%	99.93%



COUNTY, STATE	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
SAN LUIS OBISPO COUNTY, CA	\$64,445.91	0.00%	99.93%
YAVAPAI COUNTY, AZ	\$64,302.65	0.00%	99.93%
HUDSON COUNTY, NJ	\$64,280.49	0.00%	99.93%
EL DORADO COUNTY, CA	\$64,083.00	0.00%	99.93%
COLUMBIA COUNTY, PA	\$63,479.95	0.00%	99.93%
JEFFERSON COUNTY, NY	\$63,435.00	0.00%	99.93%
LYCOMING COUNTY, PA	\$63,038.58	0.00%	99.93%
KNOX COUNTY, TN	\$62,404.81	0.00%	99.93%
LAKE COUNTY, OH	\$60,759.60	0.00%	99.93%
LANGLADE COUNTY, WI	\$59,946.57	0.00%	99.93%
ATHENS COUNTY, OH	\$59,156.65	0.00%	99.93%
DUBUQUE COUNTY, IA	\$58,800.00	0.00%	99.93%
SPOKANE COUNTY, WA	\$56,447.32	0.00%	99.94%
POTTER COUNTY, TX	\$56,049.54	0.00%	99.94%
WAYNE COUNTY, IN	\$55,644.00	0.00%	99.94%
JOSEPHINE COUNTY, OR	\$54,703.15	0.00%	99.94%
FLATHEAD COUNTY, MT	\$54,377.00	0.00%	99.94%
CALDWELL COUNTY, TX	\$54,304.63	0.00%	99.94%
RICHMOND COUNTY, GA	\$54,187.00	0.00%	99.94%
MONROE COUNTY, IN	\$53,901.50	0.00%	99.94%
ASCENSION COUNTY, LA	\$53,612.60	0.00%	99.94%
CHAUTAUQUA COUNTY, NY	\$52,657.00	0.00%	99.94%
STEELE COUNTY, MN	\$51,805.47	0.00%	99.94%
PINAL COUNTY, AZ	\$50,259.31	0.00%	99.94%
NOBLE COUNTY, OK	\$49,998.05	0.00%	99.94%
SARASOTA COUNTY, FL	\$49,500.00	0.00%	99.94%
MERIWETHER COUNTY, GA	\$49,456.80	0.00%	99.95%
PUTNAM COUNTY, NY	\$49,371.12	0.00%	99.95%
PARKER COUNTY, TX	\$49,368.88	0.00%	99.95%
JASPER COUNTY, MO	\$49,332.70	0.00%	99.95%
VICTORIA COUNTY, TX	\$49,325.00	0.00%	99.95%
HAMILTON COUNTY, IN	\$48,910.00	0.00%	99.95%
JEFFERSON COUNTY, WI	\$47,689.25	0.00%	99.95%
SOMERSET COUNTY, NJ	\$47,660.00	0.00%	99.95%
TOLLAND COUNTY, CT	\$47,270.30	0.00%	99.95%
HIDALGO COUNTY, TX	\$45,443.45	0.00%	99.95%
WARREN COUNTY, OH	\$45,281.30	0.00%	99.95%
BAILEY COUNTY, TX	\$45,173.00	0.00%	99.95%
RANDALL COUNTY, TX	\$44,787.50	0.00%	99.95%
OKALOOSA COUNTY, FL	\$44,606.88	0.00%	99.95%

COUNTY, STATE	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
LANCASTER COUNTY, SC	\$44,476.50	0.00%	99.95%
WRIGHT COUNTY, MN	\$44,409.36	0.00%	99.95%
ROCKLAND COUNTY, NY	\$43,894.82	0.00%	99.96%
RANDOLPH COUNTY, NC	\$43,569.95	0.00%	99.96%
HOOD COUNTY, TX	\$43,124.00	0.00%	99.96%
IRON COUNTY, MI	\$42,537.20	0.00%	99.96%
MONTGOMERY COUNTY, PA	\$41,847.88	0.00%	99.96%
WILSON COUNTY, TN	\$41,645.30	0.00%	99.96%
RANKIN COUNTY, MS	\$40,920.00	0.00%	99.96%
HERKIMER COUNTY, NY	\$40,520.14	0.00%	99.96%
GILLESPIE COUNTY, TX	\$39,485.50	0.00%	99.96%
ANDERSON COUNTY, TX	\$39,470.00	0.00%	99.96%
CRAWFORD COUNTY, MO	\$39,464.85	0.00%	99.96%
COLUMBIA COUNTY, GA	\$39,303.00	0.00%	99.96%
SANTA ROSA COUNTY, FL	\$39,292.71	0.00%	99.96%
BEAUREGARD COUNTY, LA	\$38,838.80	0.00%	99.96%
ROBERTSON COUNTY, TX	\$37,939.20	0.00%	99.96%
CHARLEVOIX COUNTY, MI	\$37,730.00	0.00%	99.96%
GREENE COUNTY, MO	\$37,161.98	0.00%	99.96%
LOS ALAMOS COUNTY, NM	\$36,685.00	0.00%	99.96%
PUTNAM COUNTY, TN	\$36,500.00	0.00%	99.96%
LIVINGSTON COUNTY, NY	\$35,570.00	0.00%	99.96%
FREDERICK COUNTY, MD	\$35,541.90	0.00%	99.97%
ECTOR COUNTY, TX	\$35,122.50	0.00%	99.97%
LAWRENCE COUNTY, TN	\$35,072.75	0.00%	99.97%
LORAIN COUNTY, OH	\$34,623.53	0.00%	99.97%
ALACHUA COUNTY, FL	\$34,536.68	0.00%	99.97%
CLEVELAND COUNTY, OK	\$34,130.00	0.00%	99.97%
WHATCOM COUNTY, WA	\$34,104.52	0.00%	99.97%
ALAMANCE COUNTY, NC	\$33,471.16	0.00%	99.97%
BERKS COUNTY, PA	\$33,140.03	0.00%	99.97%
BLAIR COUNTY, PA	\$32,262.80	0.00%	99.97%
CHESHIRE COUNTY, NH	\$31,785.76	0.00%	99.97%
WASATCH COUNTY, UT	\$31,604.00	0.00%	99.97%
CHITTENDEN COUNTY, VT	\$31,182.00	0.00%	99.97%
SHAWNEE COUNTY, KS	\$31,083.00	0.00%	99.97%
HAMILTON COUNTY, TN	\$28,643.87	0.00%	99.97%
DOUGLAS COUNTY, GA	\$28,377.00	0.00%	99.97%
SARATOGA COUNTY, NY	\$28,284.26	0.00%	99.97%
HUNTERDON COUNTY, NJ	\$27,810.00	0.00%	99.97%

COUNTY, STATE	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
NOLAN COUNTY, TX	\$27,618.85	0.00%	99.97%
LEWIS COUNTY, WA	\$27,200.00	0.00%	99.97%
CLINTON COUNTY, NY	\$27,077.06	0.00%	99.97%
PICKENS COUNTY, SC	\$26,584.40	0.00%	99.97%
MADISON COUNTY, MS	\$26,430.26	0.00%	99.97%
NEWPORT COUNTY, RI	\$26,329.50	0.00%	99.97%
CAMPBELL COUNTY, KY	\$25,790.00	0.00%	99.97%
ERATH COUNTY, TX	\$25,696.80	0.00%	99.98%
MONROE COUNTY, MS	\$25,400.00	0.00%	99.98%
DUTCHESS COUNTY, NY	\$25,295.46	0.00%	99.98%
ULSTER COUNTY, NY	\$25,198.54	0.00%	99.98%
LIVINGSTON COUNTY, IL	\$25,063.88	0.00%	99.98%
COTTON COUNTY, OK	\$24,715.20	0.00%	99.98%
CUMBERLAND COUNTY, ME	\$24,638.21	0.00%	99.98%
BOONE COUNTY, MO	\$24,600.00	0.00%	99.98%
FRANKLIN COUNTY, NC	\$24,575.50	0.00%	99.98%
CHARLOTTESVILLE CITY COUNTY, VA	\$24,242.28	0.00%	99.98%
JEFFERSON COUNTY, MT	\$23,764.80	0.00%	99.98%
ORANGE COUNTY, NC	\$23,670.61	0.00%	99.98%
HOPKINS COUNTY, TX	\$23,645.00	0.00%	99.98%
CHARLESTON COUNTY, SC	\$23,433.50	0.00%	99.98%
LAWRENCE COUNTY, PA	\$23,174.50	0.00%	99.98%
YATES COUNTY, NY	\$23,160.64	0.00%	99.98%
STAFFORD COUNTY, VA	\$23,115.00	0.00%	99.98%
GOODHUE COUNTY, MN	\$22,896.58	0.00%	99.98%
STEARNS COUNTY, MN	\$22,582.96	0.00%	99.98%
SANTA CRUZ COUNTY, CA	\$22,234.39	0.00%	99.98%
MARIN COUNTY, CA	\$22,229.02	0.00%	99.98%
SOMERVELL COUNTY, TX	\$22,026.17	0.00%	99.98%
HEMPHILL COUNTY, TX	\$21,847.84	0.00%	99.98%
BRISTOL COUNTY, RI	\$21,776.00	0.00%	99.98%
FORSYTH COUNTY, NC	\$21,391.90	0.00%	99.98%
BIBB COUNTY, AL	\$21,192.00	0.00%	99.98%
POTTAWATOMIE COUNTY, OK	\$21,022.24	0.00%	99.98%
TRINITY COUNTY, TX	\$21,016.00	0.00%	99.98%
CULPEPER COUNTY, VA	\$20,750.00	0.00%	99.98%
COLE COUNTY, MO	\$20,636.00	0.00%	99.98%
UNION COUNTY, OH	\$19,750.00	0.00%	99.98%
FAYETTE COUNTY, GA	\$19,636.60	0.00%	99.98%
WINDHAM COUNTY, VT	\$19,416.96	0.00%	99.98%

COUNTY, STATE	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
BENTON COUNTY, WA	\$19,125.00	0.00%	99.98%
ROCKINGHAM COUNTY, NH	\$19,025.46	0.00%	99.99%
DESOTO COUNTY, MS	\$18,250.00	0.00%	99.99%
SAN JOAQUIN COUNTY, CA	\$18,082.30	0.00%	99.99%
CHEYENNE COUNTY, NE	\$17,836.74	0.00%	99.99%
WAYNE COUNTY, NC	\$17,727.20	0.00%	99.99%
PEORIA COUNTY, IL	\$17,650.34	0.00%	99.99%
ONTARIO COUNTY, NY	\$17,580.00	0.00%	99.99%
WHITFIELD COUNTY, GA	\$17,443.49	0.00%	99.99%
WINDHAM COUNTY, CT	\$17,371.50	0.00%	99.99%
MONROE COUNTY, FL	\$17,285.80	0.00%	99.99%
CULLMAN COUNTY, AL	\$17,241.90	0.00%	99.99%
SAINT LAWRENCE COUNTY, NY	\$17,186.45	0.00%	99.99%
ONEIDA COUNTY, WI	\$16,975.41	0.00%	99.99%
YELLOWSTONE COUNTY, MT	\$16,890.00	0.00%	99.99%
NIAGARA COUNTY, NY	\$16,889.20	0.00%	99.99%
SAUK COUNTY, WI	\$16,841.55	0.00%	99.99%
CLEVELAND COUNTY, NC	\$16,708.91	0.00%	99.99%
HOCKING COUNTY, OH	\$16,555.98	0.00%	99.99%
TOOMBS COUNTY, GA	\$16,314.47	0.00%	99.99%
WASHINGTON COUNTY, WI	\$16,194.00	0.00%	99.99%
EL PASO COUNTY, CO	\$16,186.92	0.00%	99.99%
RUTHERFORD COUNTY, TN	\$16,087.95	0.00%	99.99%
ATLANTIC COUNTY, NJ	\$15,890.35	0.00%	99.99%
BOSSIER COUNTY, LA	\$15,656.40	0.00%	99.99%
SURRY COUNTY, NC	\$15,642.00	0.00%	99.99%
CHEROKEE COUNTY, GA	\$15,044.10	0.00%	99.99%
OLMSTED COUNTY, MN	\$14,887.74	0.00%	99.99%
LAVACA COUNTY, TX	\$14,861.70	0.00%	99.99%
THROCKMORTON COUNTY, TX	\$14,759.00	0.00%	99.99%
COWETA COUNTY, GA	\$14,532.00	0.00%	99.99%
LEFLORE COUNTY, MS	\$14,500.00	0.00%	99.99%
MORGAN COUNTY, AL	\$14,132.30	0.00%	99.99%
MACOMB COUNTY, MI	\$13,990.00	0.00%	99.99%
DUBOIS COUNTY, IN	\$13,674.96	0.00%	99.99%
SIOUX COUNTY, IA	\$13,654.80	0.00%	99.99%
LOGAN COUNTY, OH	\$13,090.00	0.00%	99.99%
ROBERTSON COUNTY, TN	\$12,961.73	0.00%	99.99%
HARRISONBURG CITY COUNTY, VA	\$12,891.00	0.00%	99.99%
MARION COUNTY, SC	\$12,761.86	0.00%	99.99%

COUNTY, STATE	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
BARTOW COUNTY, GA	\$12,476.41	0.00%	99.99%
ALBANY COUNTY, WY	\$12,450.00	0.00%	99.99%
SAINT LUCIE COUNTY, FL	\$12,320.00	0.00%	99.99%
CONCORDIA COUNTY, LA	\$12,045.00	0.00%	99.99%
WILSON COUNTY, TX	\$11,927.00	0.00%	99.99%
ANDERSON COUNTY, TN	\$11,788.00	0.00%	99.99%
ALLEN COUNTY, OH	\$11,194.99	0.00%	99.99%
DODGE COUNTY, WI	\$11,155.00	0.00%	99.99%
MORGAN COUNTY, IN	\$11,103.76	0.00%	99.99%
BRUNSWICK COUNTY, NC	\$10,834.99	0.00%	99.99%
HANCOCK COUNTY, IN	\$10,699.80	0.00%	99.99%
FORSYTH COUNTY, GA	\$10,559.75	0.00%	99.99%
WALTON COUNTY, GA	\$10,400.00	0.00%	99.99%
JACKSON COUNTY, MI	\$10,094.00	0.00%	99.99%
KENT COUNTY, DE	\$9,700.08	0.00%	100.00%
ONEIDA COUNTY, NY	\$9,630.00	0.00%	100.00%
MONTEZUMA COUNTY, CO	\$9,351.26	0.00%	100.00%
SHASTA COUNTY, CA	\$9,333.91	0.00%	100.00%
STARK COUNTY, OH	\$8,750.00	0.00%	100.00%
TYLER COUNTY, TX	\$8,642.50	0.00%	100.00%
ANGELINA COUNTY, TX	\$8,630.00	0.00%	100.00%
RALEIGH COUNTY, WV	\$8,621.57	0.00%	100.00%
DELAWARE COUNTY, OH	\$8,349.80	0.00%	100.00%
MERCER COUNTY, OH	\$8,329.00	0.00%	100.00%
BROOMFIELD COUNTY, CO	\$7,804.18	0.00%	100.00%
PATRICK COUNTY, VA	\$7,781.30	0.00%	100.00%
LAMOILLE COUNTY, VT	\$7,490.00	0.00%	100.00%
CLARK COUNTY, WA	\$7,329.16	0.00%	100.00%
CAMBRIA COUNTY, PA	\$7,109.86	0.00%	100.00%
DAVISS COUNTY, KY	\$6,605.00	0.00%	100.00%
SAN JUAN COUNTY, WA	\$6,598.00	0.00%	100.00%
GREENE COUNTY, OH	\$6,488.06	0.00%	100.00%
WASHINGTON COUNTY, NY	\$6,262.00	0.00%	100.00%
WORCESTER COUNTY, MA	\$6,081.63	0.00%	100.00%
MCCULLOCH COUNTY, TX	\$6,057.54	0.00%	100.00%
FRANKLIN COUNTY, ME	\$5,920.00	0.00%	100.00%
WAYNE COUNTY, PA	\$5,830.93	0.00%	100.00%
RICHLAND COUNTY, OH	\$5,750.00	0.00%	100.00%
MIDDLESEX COUNTY, CT	\$5,693.73	0.00%	100.00%
NAVARRO COUNTY, TX	\$5,669.00	0.00%	100.00%

COUNTY, STATE	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
OTTAWA COUNTY, MI	\$5,620.00	0.00%	100.00%
GILES COUNTY, VA	\$5,523.00	0.00%	100.00%
TOM GREEN COUNTY, TX	\$5,433.40	0.00%	100.00%
SEWARD COUNTY, NE	\$5,425.00	0.00%	100.00%
JASPER COUNTY, IN	\$5,392.00	0.00%	100.00%
CLERMONT COUNTY, OH	\$5,375.92	0.00%	100.00%
FRESNO COUNTY, CA	\$5,299.00	0.00%	100.00%
PANOLA COUNTY, TX	\$5,014.80	0.00%	100.00%
HAMPSHIRE COUNTY, MA	\$4,760.50	0.00%	100.00%
DAVIDSON COUNTY, NC	\$4,725.00	0.00%	100.00%
SENECA COUNTY, OH	\$4,644.75	0.00%	100.00%
PIERCE COUNTY, WA	\$4,605.00	0.00%	100.00%
KAUFMAN COUNTY, TX	\$4,500.00	0.00%	100.00%
GRANVILLE COUNTY, NC	\$4,200.00	0.00%	100.00%
MERCER COUNTY, WV	\$4,172.42	0.00%	100.00%
JONES COUNTY, TX	\$4,031.97	0.00%	100.00%
RICHLAND COUNTY, SC	\$3,969.04	0.00%	100.00%
LLANO COUNTY, TX	\$3,757.60	0.00%	100.00%
BUTTE COUNTY, CA	\$3,700.00	0.00%	100.00%
KERR COUNTY, TX	\$3,688.00	0.00%	100.00%
ADAMS COUNTY, ID	\$3,682.80	0.00%	100.00%
TANGIPAHOA COUNTY, LA	\$3,680.00	0.00%	100.00%
HENRY COUNTY, VA	\$3,527.25	0.00%	100.00%
WOOD COUNTY, OH	\$3,501.61	0.00%	100.00%
MINNEHAHA COUNTY, SD	\$3,480.42	0.00%	100.00%
CERRO GORDO COUNTY, IA	\$3,386.57	0.00%	100.00%
ANOKA COUNTY, MN	\$3,373.10	0.00%	100.00%
RENO COUNTY, KS	\$3,316.88	0.00%	100.00%
GLOUCESTER COUNTY, NJ	\$3,156.00	0.00%	100.00%
FREMONT COUNTY, CO	\$3,098.65	0.00%	100.00%
HENRY COUNTY, GA	\$3,000.00	0.00%	100.00%
FAULKNER COUNTY, AR	\$2,983.24	0.00%	100.00%
YORK COUNTY, ME	\$2,719.96	0.00%	100.00%
SAINT CLAIR COUNTY, IL	\$2,712.00	0.00%	100.00%
JERSEY COUNTY, IL	\$2,699.75	0.00%	100.00%
PEARL RIVER COUNTY, MS	\$2,678.40	0.00%	100.00%
GRAFTON COUNTY, NH	\$2,620.00	0.00%	100.00%
CLAY COUNTY, IA	\$2,591.84	0.00%	100.00%
CHEROKEE COUNTY, AL	\$2,517.00	0.00%	100.00%
MONTEREY COUNTY, CA	\$2,087.91	0.00%	100.00%

COUNTY, STATE	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
MAHONING COUNTY, OH	\$2,040.00	0.00%	100.00%
BENTON COUNTY, AR	\$2,015.68	0.00%	100.00%
TALLADEGA COUNTY, AL	\$1,972.36	0.00%	100.00%
YORK COUNTY, SC	\$1,650.00	0.00%	100.00%
LA CROSSE COUNTY, WI	\$1,609.76	0.00%	100.00%
CARVER COUNTY, MN	\$1,598.97	0.00%	100.00%
PENNINGTON COUNTY, MN	\$1,589.28	0.00%	100.00%
OUTAGAMIE COUNTY, WI	\$1,566.53	0.00%	100.00%
DOUGLAS COUNTY, MN	\$1,545.00	0.00%	100.00%
TRANSYLVANIA COUNTY, NC	\$1,476.00	0.00%	100.00%
VAN ZANDT COUNTY, TX	\$1,394.32	0.00%	100.00%
BOWIE COUNTY, TX	\$1,384.20	0.00%	100.00%
ALLEGAN COUNTY, MI	\$1,356.65	0.00%	100.00%
WEST BATON ROUGE COUNTY, LA	\$1,351.30	0.00%	100.00%
IOWA COUNTY, WI	\$1,210.86	0.00%	100.00%
SCHENECTADY COUNTY, NY	\$1,178.00	0.00%	100.00%
KENDALL COUNTY, IL	\$1,177.61	0.00%	100.00%
DICKSON COUNTY, TN	\$1,115.64	0.00%	100.00%
LATAH COUNTY, ID	\$1,068.05	0.00%	100.00%
THURSTON COUNTY, WA	\$1,029.74	0.00%	100.00%
MORGAN COUNTY, IL	\$999.65	0.00%	100.00%
KERN COUNTY, CA	\$863.00	0.00%	100.00%
GRANT COUNTY, WI	\$828.50	0.00%	100.00%
ROSS COUNTY, OH	\$820.00	0.00%	100.00%
MERRIMACK COUNTY, NH	\$798.00	0.00%	100.00%
ANDROSCOGGIN COUNTY, ME	\$686.74	0.00%	100.00%
INGHAM COUNTY, MI	\$682.48	0.00%	100.00%
LA SALLE COUNTY, IL	\$539.60	0.00%	100.00%
WILLIAMSON COUNTY, TN	\$536.99	0.00%	100.00%
CALHOUN COUNTY, TX	\$476.32	0.00%	100.00%
CACHE COUNTY, UT	\$435.00	0.00%	100.00%
CLARE COUNTY, MI	\$426.00	0.00%	100.00%
KARNES COUNTY, TX	\$356.00	0.00%	100.00%
BERKSHIRE COUNTY, MA	\$299.96	0.00%	100.00%
ELKHART COUNTY, IN	\$273.70	0.00%	100.00%
JACKSON COUNTY, OH	\$71.76	0.00%	100.00%
ROANOKE COUNTY, VA	\$0.00	0.00%	100.00%
MORGAN COUNTY, GA	\$0.00	0.00%	100.00%
PLACER COUNTY, CA	\$0.00	0.00%	100.00%
SPARTANBURG COUNTY, SC	\$0.00	0.00%	100.00%

COUNTY, STATE	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
OSCEOLA COUNTY, FL	\$0.00	0.00%	100.00%
CHEROKEE COUNTY, IA	\$0.00	0.00%	100.00%
FAUQUIER COUNTY, VA	\$0.00	0.00%	100.00%
CARROLL COUNTY, GA	\$0.00	0.00%	100.00%
<b>Total</b>	<b>\$7,695,813,209.82</b>	<b>100.00%</b>	<b>100.00%</b>

Source: MGT developed a Master Utilization Database based on City's financial system between Fiscal Years July 1, 2017, through June 30, 2022.

TABLE B-2.  
CITY OF HOUSTON GEOGRAPHIC MARKET AREA  
CONSTRUCTION FIRMS

COUNTY, STATE	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
HARRIS COUNTY, TX	\$ 3,529,499,119.61	80.39%	80.39%
FORT BEND COUNTY, TX	\$ 142,182,720.32	3.24%	83.63%
GALVESTON COUNTY, TX	\$ 72,422,159.76	1.65%	85.28%
MONTGOMERY COUNTY, TX	\$ 68,571,775.76	1.56%	86.84%
BRAZORIA COUNTY, TX	\$ 50,808,716.66	1.16%	88.00%
LIBERTY COUNTY, TX	\$ 2,675,697.82	0.06%	88.06%
WALLER COUNTY, TX	\$ 899,285.56	0.02%	88.08%
CHAMBERS COUNTY, TX	\$ 301,221.50	0.01%	88.09%
AUSTIN COUNTY, TX	\$ 230,874.43	0.01%	88.09%
TRAVIS COUNTY, TX	\$ 115,220,599.95	2.62%	90.72%
JEFFERSON COUNTY, CO	\$ 111,029,171.10	2.53%	93.24%
DALLAS COUNTY, TX	\$ 85,376,696.68	1.94%	95.19%
WAUKESHA COUNTY, WI	\$ 34,367,288.07	0.78%	95.97%
INTERNATIONAL	\$ 20,844,375.61	0.47%	96.45%
SUMTER COUNTY, SC	\$ 14,448,152.06	0.33%	96.78%
MORRIS COUNTY, NJ	\$ 11,493,124.59	0.26%	97.04%
BAY COUNTY, FL	\$ 9,338,122.42	0.21%	97.25%
TARRANT COUNTY, TX	\$ 9,336,122.23	0.21%	97.46%
MCLENNAN COUNTY, TX	\$ 8,783,494.47	0.20%	97.66%
COOK COUNTY, IL	\$ 8,188,555.49	0.19%	97.85%
COLLIN COUNTY, TX	\$ 8,030,987.63	0.18%	98.03%
JEFFERSON COUNTY, TX	\$ 6,941,513.11	0.16%	98.19%
DENTON COUNTY, TX	\$ 6,772,396.62	0.15%	98.34%
GUADALUPE COUNTY, TX	\$ 5,677,878.48	0.13%	98.47%
BEXAR COUNTY, TX	\$ 4,702,830.22	0.11%	98.58%
SUMNER COUNTY, TN	\$ 3,754,976.92	0.09%	98.67%
KENT COUNTY, RI	\$ 3,548,024.65	0.08%	98.75%
ALBANY COUNTY, NY	\$ 3,260,587.52	0.07%	98.82%
JEFFERSON COUNTY, LA	\$ 2,886,669.28	0.07%	98.89%



COUNTY, STATE	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
COMAL COUNTY, TX	\$ 2,809,113.24	0.06%	98.95%
IREDELL COUNTY, NC	\$ 2,779,840.68	0.06%	99.01%
MIDLAND COUNTY, TX	\$ 2,092,780.02	0.05%	99.06%
JOHNSON COUNTY, TX	\$ 1,731,822.66	0.04%	99.10%
COBB COUNTY, GA	\$ 1,382,265.56	0.03%	99.13%
HARRISON COUNTY, TX	\$ 1,336,816.34	0.03%	99.16%
EL PASO COUNTY, TX	\$ 1,327,022.47	0.03%	99.19%
ONONDAGA COUNTY, NY	\$ 1,296,323.01	0.03%	99.22%
GRIMES COUNTY, TX	\$ 1,277,211.10	0.03%	99.25%
SAN JACINTO COUNTY, TX	\$ 1,250,438.80	0.03%	99.28%
ROCKWALL COUNTY, TX	\$ 1,239,908.91	0.03%	99.31%
GRAYSON COUNTY, TX	\$ 1,075,602.14	0.02%	99.33%
RICHMOND COUNTY, NY	\$ 996,831.00	0.02%	99.36%
LOUDOUN COUNTY, VA	\$ 952,800.00	0.02%	99.38%
ALLEGHENY COUNTY, PA	\$ 905,912.00	0.02%	99.40%
WAYNE COUNTY, OH	\$ 763,192.43	0.02%	99.42%
FULTON COUNTY, GA	\$ 760,696.59	0.02%	99.43%
HENNEPIN COUNTY, MN	\$ 747,982.69	0.02%	99.45%
MARICOPA COUNTY, AZ	\$ 742,835.75	0.02%	99.47%
LAMAR COUNTY, TX	\$ 741,685.08	0.02%	99.48%
BROWARD COUNTY, FL	\$ 740,259.88	0.02%	99.50%
BRAZOS COUNTY, TX	\$ 715,047.15	0.02%	99.52%
GUILFORD COUNTY, NC	\$ 678,342.22	0.02%	99.53%
MULTNOMAH COUNTY, OR	\$ 625,798.24	0.01%	99.55%
MARION COUNTY, MS	\$ 586,371.70	0.01%	99.56%
ERIE COUNTY, NY	\$ 574,219.23	0.01%	99.57%
JACKSON COUNTY, MO	\$ 574,180.00	0.01%	99.59%
KENDALL COUNTY, TX	\$ 573,766.55	0.01%	99.60%
GRUNDY COUNTY, IA	\$ 557,725.33	0.01%	99.61%
PIMA COUNTY, AZ	\$ 555,771.87	0.01%	99.63%
JEFFERSON COUNTY, AL	\$ 542,099.32	0.01%	99.64%
WYANDOTTE COUNTY, KS	\$ 508,957.00	0.01%	99.65%
BELL COUNTY, TX	\$ 487,641.93	0.01%	99.66%
MARQUETTE COUNTY, MI	\$ 459,527.36	0.01%	99.67%
EAST BATON ROUGE COUNTY, LA	\$ 458,745.31	0.01%	99.68%
LARAMIE COUNTY, WY	\$ 418,327.14	0.01%	99.69%
CUYAHOGA COUNTY, OH	\$ 415,742.50	0.01%	99.70%
WASHINGTON COUNTY, TX	\$ 412,667.78	0.01%	99.71%
ORLEANS COUNTY, LA	\$ 412,342.37	0.01%	99.72%
MILAM COUNTY, TX	\$ 393,211.17	0.01%	99.73%

COUNTY, STATE	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
STANLY COUNTY, NC	\$ 391,924.87	0.01%	99.74%
GWINNETT COUNTY, GA	\$ 380,000.00	0.01%	99.75%
SAN DIEGO COUNTY, CA	\$ 379,634.66	0.01%	99.75%
BURLESON COUNTY, TX	\$ 375,128.80	0.01%	99.76%
OKLAHOMA COUNTY, OK	\$ 354,936.40	0.01%	99.77%
IBERIA COUNTY, LA	\$ 350,801.15	0.01%	99.78%
ELLIS COUNTY, TX	\$ 347,102.55	0.01%	99.79%
RICHMOND CITY COUNTY, VA	\$ 325,848.17	0.01%	99.79%
BASTROP COUNTY, TX	\$ 315,531.00	0.01%	99.80%
ORANGE COUNTY, CA	\$ 305,926.32	0.01%	99.81%
MIAMI-DADE COUNTY, FL	\$ 297,468.15	0.01%	99.82%
NUECES COUNTY, TX	\$ 296,511.50	0.01%	99.82%
VOLUSIA COUNTY, FL	\$ 285,350.00	0.01%	99.83%
HALL COUNTY, GA	\$ 280,050.55	0.01%	99.83%
WESTCHESTER COUNTY, NY	\$ 268,022.74	0.01%	99.84%
SALT LAKE COUNTY, UT	\$ 255,805.00	0.01%	99.85%
SAINT TAMMANY COUNTY, LA	\$ 255,332.63	0.01%	99.85%
PALM BEACH COUNTY, FL	\$ 252,966.94	0.01%	99.86%
WILLIAMSON COUNTY, TX	\$ 244,882.30	0.01%	99.86%
SHELBY COUNTY, TN	\$ 238,947.30	0.01%	99.87%
ORANGE COUNTY, FL	\$ 229,046.85	0.01%	99.87%
ORANGE COUNTY, NY	\$ 228,584.56	0.01%	99.88%
CHEMUNG COUNTY, NY	\$ 200,998.38	0.00%	99.88%
HUNT COUNTY, TX	\$ 200,833.08	0.00%	99.89%
BERKELEY COUNTY, SC	\$ 200,697.30	0.00%	99.89%
HILLSBOROUGH COUNTY, FL	\$ 198,934.58	0.00%	99.90%
LAPEER COUNTY, MI	\$ 197,529.00	0.00%	99.90%
MAHASKA COUNTY, IA	\$ 191,250.00	0.00%	99.91%
WISE COUNTY, TX	\$ 184,519.05	0.00%	99.91%
HENDERSON COUNTY, TX	\$ 177,210.29	0.00%	99.92%
ESSEX COUNTY, MA	\$ 167,752.52	0.00%	99.92%
SHELBY COUNTY, AL	\$ 164,851.93	0.00%	99.92%
KANE COUNTY, IL	\$ 156,297.50	0.00%	99.93%
SAINT LOUIS COUNTY, MO	\$ 152,989.84	0.00%	99.93%
NEWPORT NEWS CITY COUNTY, VA	\$ 144,984.13	0.00%	99.93%
SAINT CHARLES COUNTY, MO	\$ 133,762.50	0.00%	99.94%
SAINT FRANCOIS COUNTY, MO	\$ 130,723.00	0.00%	99.94%
RUTLAND COUNTY, VT	\$ 130,052.57	0.00%	99.94%
MERCER COUNTY, PA	\$ 121,663.09	0.00%	99.94%
SAN PATRICIO COUNTY, TX	\$ 114,999.42	0.00%	99.95%

COUNTY, STATE	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
HAYS COUNTY, TX	\$ 113,090.80	0.00%	99.95%
POLK COUNTY, TX	\$ 101,244.12	0.00%	99.95%
PLAQUEMINES COUNTY, LA	\$ 99,105.57	0.00%	99.95%
HAMILTON COUNTY, OH	\$ 91,476.00	0.00%	99.96%
TULSA COUNTY, OK	\$ 89,419.64	0.00%	99.96%
DAVIS COUNTY, UT	\$ 83,410.00	0.00%	99.96%
CAMERON COUNTY, TX	\$ 82,565.66	0.00%	99.96%
LAKE COUNTY, IL	\$ 81,252.79	0.00%	99.96%
NACOGDOCHES COUNTY, TX	\$ 79,441.35	0.00%	99.97%
HINDS COUNTY, MS	\$ 77,905.13	0.00%	99.97%
WASHINGTON COUNTY, PA	\$ 76,815.59	0.00%	99.97%
GREGG COUNTY, TX	\$ 75,452.03	0.00%	99.97%
BAKER COUNTY, OR	\$ 66,107.00	0.00%	99.97%
WAKE COUNTY, NC	\$ 63,050.00	0.00%	99.97%
LANGLADE COUNTY, WI	\$ 59,946.57	0.00%	99.98%
DAVIDSON COUNTY, TN	\$ 59,317.16	0.00%	99.98%
SAINT JOHNS COUNTY, FL	\$ 58,294.23	0.00%	99.98%
ANNE ARUNDEL COUNTY, MD	\$ 49,950.00	0.00%	99.98%
JASPER COUNTY, MO	\$ 49,332.70	0.00%	99.98%
MIDDLESEX COUNTY, NJ	\$ 49,101.01	0.00%	99.98%
SAINT LOUIS CITY COUNTY, MO	\$ 45,000.00	0.00%	99.98%
WALKER COUNTY, TX	\$ 41,740.00	0.00%	99.98%
HIDALGO COUNTY, TX	\$ 39,023.65	0.00%	99.98%
LEE COUNTY, MS	\$ 35,500.00	0.00%	99.99%
ALACHUA COUNTY, FL	\$ 34,536.68	0.00%	99.99%
BURLINGTON COUNTY, NJ	\$ 32,104.11	0.00%	99.99%
LANE COUNTY, OR	\$ 30,152.00	0.00%	99.99%
BERGEN COUNTY, NJ	\$ 29,997.87	0.00%	99.99%
POLK COUNTY, FL	\$ 26,292.00	0.00%	99.99%
KENT COUNTY, MI	\$ 25,489.45	0.00%	99.99%
MONROE COUNTY, MS	\$ 25,400.00	0.00%	99.99%
JEFFERSON COUNTY, MT	\$ 23,764.80	0.00%	99.99%
SOMERVELL COUNTY, TX	\$ 22,026.17	0.00%	99.99%
HEMPHILL COUNTY, TX	\$ 21,847.84	0.00%	99.99%
PINELLAS COUNTY, FL	\$ 20,868.01	0.00%	99.99%
FAYETTE COUNTY, GA	\$ 19,636.60	0.00%	99.99%
WHITFIELD COUNTY, GA	\$ 17,443.49	0.00%	99.99%
ORANGE COUNTY, TX	\$ 17,436.00	0.00%	99.99%
CHARLESTON COUNTY, SC	\$ 17,320.00	0.00%	99.99%
MIDDLESEX COUNTY, MA	\$ 17,030.00	0.00%	99.99%

COUNTY, STATE	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
WASHINGTON COUNTY, WI	\$ 16,194.00	0.00%	99.99%
SUFFOLK COUNTY, NY	\$ 16,036.25	0.00%	99.99%
HENDRICKS COUNTY, IN	\$ 15,665.36	0.00%	100.00%
LAFAYETTE COUNTY, LA	\$ 15,350.00	0.00%	100.00%
ESSEX COUNTY, NJ	\$ 14,796.65	0.00%	100.00%
LEFLORE COUNTY, MS	\$ 14,500.00	0.00%	100.00%
WICHITA COUNTY, TX	\$ 14,106.55	0.00%	100.00%
FAIRFAX COUNTY, VA	\$ 13,555.00	0.00%	100.00%
JEFFERSON COUNTY, KY	\$ 12,931.38	0.00%	100.00%
WILSON COUNTY, TX	\$ 11,927.00	0.00%	100.00%
NASSAU COUNTY, NY	\$ 11,202.74	0.00%	100.00%
DODGE COUNTY, WI	\$ 11,155.00	0.00%	100.00%
MORGAN COUNTY, IN	\$ 9,965.00	0.00%	100.00%
CALDWELL COUNTY, TX	\$ 9,891.00	0.00%	100.00%
ESCAMBIA COUNTY, FL	\$ 9,799.00	0.00%	100.00%
SHASTA COUNTY, CA	\$ 9,333.91	0.00%	100.00%
CONTRA COSTA COUNTY, CA	\$ 8,421.00	0.00%	100.00%
JOHNSON COUNTY, KS	\$ 7,327.81	0.00%	100.00%
SOMERSET COUNTY, NJ	\$ 5,816.00	0.00%	100.00%
NAVARRO COUNTY, TX	\$ 5,669.00	0.00%	100.00%
ARAPAHOE COUNTY, CO	\$ 5,501.58	0.00%	100.00%
KAUFMAN COUNTY, TX	\$ 4,500.00	0.00%	100.00%
DANE COUNTY, WI	\$ 4,403.20	0.00%	100.00%
TANGIPAHOA COUNTY, LA	\$ 3,680.00	0.00%	100.00%
SALINE COUNTY, AR	\$ 3,069.90	0.00%	100.00%
PEARL RIVER COUNTY, MS	\$ 2,678.40	0.00%	100.00%
SEMINOLE COUNTY, FL	\$ 1,853.32	0.00%	100.00%
VAN ZANDT COUNTY, TX	\$ 1,394.32	0.00%	100.00%
BOWIE COUNTY, TX	\$ 1,384.20	0.00%	100.00%
LOS ANGELES COUNTY, CA	\$ 1,250.00	0.00%	100.00%
<b>Total</b>	<b>\$ 4,390,437,057.26</b>	<b>100.00%</b>	<b>100.00%</b>

Source: MGT developed a Master Utilization Database based on City's financial system between Fiscal Years July 1, 2017, through June 30, 2022.

TABLE B-3.  
CITY OF HOUSTON GEOGRAPHIC MARKET AREA  
PROFESSIONAL SERVICES FIRMS

COUNTY, STATE	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
HARRIS COUNTY, TX	\$ 519,700,485.73	56.60%	56.60%

COUNTY, STATE	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
BRAZORIA COUNTY, TX	\$ 38,507,269.86	4.19%	60.79%
FORT BEND COUNTY, TX	\$ 17,823,732.95	1.94%	62.73%
MONTGOMERY COUNTY, TX	\$ 14,980,664.78	1.63%	64.37%
GALVESTON COUNTY, TX	\$ 7,487,096.81	0.82%	65.18%
TRAVIS COUNTY, TX	\$ 120,098,711.99	13.08%	78.26%
TUSCALOOSA COUNTY, AL	\$ 22,254,962.52	2.42%	80.68%
FAIRFAX COUNTY, VA	\$ 19,566,330.24	2.13%	82.81%
DALLAS COUNTY, TX	\$ 13,011,306.81	1.42%	84.23%
COOK COUNTY, IL	\$ 9,396,802.83	1.02%	85.26%
BEXAR COUNTY, TX	\$ 9,317,411.57	1.01%	86.27%
ORANGE COUNTY, FL	\$ 6,168,689.72	0.67%	86.94%
LAKE COUNTY, FL	\$ 5,869,177.72	0.64%	87.58%
SAN BERNARDINO COUNTY, CA	\$ 5,634,313.27	0.61%	88.19%
MILWAUKEE COUNTY, WI	\$ 5,598,676.94	0.61%	88.80%
TARRANT COUNTY, TX	\$ 5,012,589.92	0.55%	89.35%
ALLEGHENY COUNTY, PA	\$ 5,008,979.41	0.55%	89.90%
OAKLAND COUNTY, MI	\$ 4,731,016.49	0.52%	90.41%
FULTON COUNTY, GA	\$ 4,720,200.05	0.51%	90.93%
HENRICO COUNTY, VA	\$ 4,517,148.66	0.49%	91.42%
MARICOPA COUNTY, AZ	\$ 4,489,879.65	0.49%	91.91%
BALTIMORE COUNTY, MD	\$ 4,446,684.13	0.48%	92.39%
WILLIAMSON COUNTY, TX	\$ 4,188,078.73	0.46%	92.85%
POPE COUNTY, AR	\$ 4,042,881.04	0.44%	93.29%
LOS ANGELES COUNTY, CA	\$ 4,021,621.11	0.44%	93.72%
WAKE COUNTY, NC	\$ 2,740,192.29	0.30%	94.02%
KING COUNTY, WA	\$ 2,735,865.52	0.30%	94.32%
HILLSBOROUGH COUNTY, FL	\$ 2,654,963.24	0.29%	94.61%
DENVER COUNTY, CO	\$ 2,492,957.22	0.27%	94.88%
COLLIN COUNTY, TX	\$ 2,455,799.76	0.27%	95.15%
DISTRICT OF COLUMBIA COUNTY, DC	\$ 2,403,941.91	0.26%	95.41%
SALT LAKE COUNTY, UT	\$ 2,312,756.03	0.25%	95.66%
CLACKAMAS COUNTY, OR	\$ 2,137,144.80	0.23%	95.90%
ALEXANDRIA CITY COUNTY, VA	\$ 2,012,010.15	0.22%	96.11%
MARION COUNTY, IN	\$ 1,822,679.35	0.20%	96.31%
BRAZOS COUNTY, TX	\$ 1,796,054.27	0.20%	96.51%
ORANGE COUNTY, CA	\$ 1,399,187.01	0.15%	96.66%
BERNALILLO COUNTY, NM	\$ 1,310,400.00	0.14%	96.80%
SAN FRANCISCO COUNTY, CA	\$ 1,177,196.76	0.13%	96.93%
DANE COUNTY, WI	\$ 1,166,624.20	0.13%	97.06%
ORLEANS COUNTY, LA	\$ 1,145,845.62	0.12%	97.18%

COUNTY, STATE	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
PHILADELPHIA COUNTY, PA	\$ 1,143,922.58	0.12%	97.31%
SAN DIEGO COUNTY, CA	\$ 1,136,772.21	0.12%	97.43%
DELAWARE COUNTY, PA	\$ 1,049,915.18	0.11%	97.55%
NEW YORK COUNTY, NY	\$ 975,294.21	0.11%	97.65%
DENTON COUNTY, TX	\$ 920,097.61	0.10%	97.75%
ARCHER COUNTY, TX	\$ 866,583.77	0.09%	97.85%
NEW HANOVER COUNTY, NC	\$ 808,224.42	0.09%	97.94%
CONTRA COSTA COUNTY, CA	\$ 768,202.39	0.08%	98.02%
MERCER COUNTY, NJ	\$ 706,668.25	0.08%	98.10%
MIDDLESEX COUNTY, MA	\$ 598,467.85	0.07%	98.16%
JEFFERSON COUNTY, AL	\$ 574,223.31	0.06%	98.22%
UTAH COUNTY, UT	\$ 565,464.64	0.06%	98.29%
WHARTON COUNTY, TX	\$ 559,985.62	0.06%	98.35%
CUYAHOGA COUNTY, OH	\$ 513,721.98	0.06%	98.40%
INTERNATIONAL	\$ 502,794.02	0.05%	98.46%
SAINT LOUIS CITY COUNTY, MO	\$ 500,000.00	0.05%	98.51%
JACKSON COUNTY, MO	\$ 456,000.00	0.05%	98.56%
ALAMEDA COUNTY, CA	\$ 455,001.36	0.05%	98.61%
FAIRFIELD COUNTY, CT	\$ 433,183.65	0.05%	98.66%
SANTA BARBARA COUNTY, CA	\$ 424,380.00	0.05%	98.70%
DAKOTA COUNTY, MN	\$ 416,321.92	0.05%	98.75%
HOWARD COUNTY, MD	\$ 375,200.00	0.04%	98.79%
JEFFERSON COUNTY, CO	\$ 353,675.74	0.04%	98.83%
DUPAGE COUNTY, IL	\$ 343,266.50	0.04%	98.87%
PLYMOUTH COUNTY, MA	\$ 329,292.54	0.04%	98.90%
MIAMI-DADE COUNTY, FL	\$ 328,088.77	0.04%	98.94%
HENNEPIN COUNTY, MN	\$ 323,042.93	0.04%	98.97%
SAN MATEO COUNTY, CA	\$ 295,372.00	0.03%	99.01%
SANTA CLARA COUNTY, CA	\$ 295,092.75	0.03%	99.04%
JOHNSON COUNTY, KS	\$ 273,938.81	0.03%	99.07%
CHESTER COUNTY, PA	\$ 273,347.38	0.03%	99.10%
SHELBY COUNTY, TN	\$ 243,355.64	0.03%	99.12%
BROWARD COUNTY, FL	\$ 223,487.57	0.02%	99.15%
WASHTENAW COUNTY, MI	\$ 218,949.36	0.02%	99.17%
SARPY COUNTY, NE	\$ 205,000.00	0.02%	99.19%
BELL COUNTY, TX	\$ 201,867.72	0.02%	99.22%
SAINT LOUIS COUNTY, MO	\$ 199,986.37	0.02%	99.24%
CARTER COUNTY, OK	\$ 196,825.59	0.02%	99.26%
PIMA COUNTY, AZ	\$ 185,534.00	0.02%	99.28%
LINCOLN COUNTY, LA	\$ 181,535.00	0.02%	99.30%

COUNTY, STATE	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
SHELBY COUNTY, AL	\$ 163,208.26	0.02%	99.32%
DUVAL COUNTY, FL	\$ 158,343.89	0.02%	99.33%
WASHINGTON COUNTY, MN	\$ 157,700.00	0.02%	99.35%
COBB COUNTY, GA	\$ 155,335.55	0.02%	99.37%
BALTIMORE CITY COUNTY, MD	\$ 147,898.41	0.02%	99.38%
BOULDER COUNTY, CO	\$ 143,733.94	0.02%	99.40%
BURLINGTON COUNTY, NJ	\$ 142,938.29	0.02%	99.42%
CLARK COUNTY, NV	\$ 126,180.92	0.01%	99.43%
SUFFOLK COUNTY, MA	\$ 121,949.78	0.01%	99.44%
ALLEN COUNTY, IN	\$ 121,925.00	0.01%	99.46%
VOLUSIA COUNTY, FL	\$ 116,522.00	0.01%	99.47%
LANCASTER COUNTY, NE	\$ 114,901.19	0.01%	99.48%
BREVARD COUNTY, FL	\$ 111,350.00	0.01%	99.49%
JEFFERSON COUNTY, LA	\$ 106,909.96	0.01%	99.50%
PRINCE GEORGES COUNTY, MD	\$ 106,227.01	0.01%	99.52%
DOUGLAS COUNTY, CO	\$ 106,018.91	0.01%	99.53%
NASSAU COUNTY, NY	\$ 103,690.28	0.01%	99.54%
DAVIDSON COUNTY, TN	\$ 99,909.32	0.01%	99.55%
ADAMS COUNTY, PA	\$ 99,765.00	0.01%	99.56%
LOUDOUN COUNTY, VA	\$ 95,499.00	0.01%	99.57%
KOOTENAI COUNTY, ID	\$ 87,675.00	0.01%	99.58%
MONTGOMERY COUNTY, MD	\$ 85,508.00	0.01%	99.59%
NORFOLK COUNTY, MA	\$ 85,000.00	0.01%	99.60%
SUFFOLK COUNTY, NY	\$ 83,998.32	0.01%	99.61%
NEW CASTLE COUNTY, DE	\$ 83,835.00	0.01%	99.62%
GREENE COUNTY, NY	\$ 82,000.00	0.01%	99.63%
(blank)	\$ 81,900.00	0.01%	99.64%
NACOGDOCHES COUNTY, TX	\$ 80,726.05	0.01%	99.64%
TULSA COUNTY, OK	\$ 80,662.41	0.01%	99.65%
SPOTSYLVANIA COUNTY, VA	\$ 79,853.90	0.01%	99.66%
PALM BEACH COUNTY, FL	\$ 79,298.57	0.01%	99.67%
HENDRICKS COUNTY, IN	\$ 74,980.00	0.01%	99.68%
MECKLENBURG COUNTY, NC	\$ 74,508.67	0.01%	99.69%
SULLIVAN COUNTY, IN	\$ 72,795.00	0.01%	99.69%
LEE COUNTY, IA	\$ 68,996.21	0.01%	99.70%
LAKE COUNTY, IN	\$ 68,445.00	0.01%	99.71%
MULTNOMAH COUNTY, OR	\$ 67,900.71	0.01%	99.72%
CENTRE COUNTY, PA	\$ 65,968.00	0.01%	99.72%
SONOMA COUNTY, CA	\$ 64,552.64	0.01%	99.73%
LA PLATA COUNTY, CO	\$ 64,476.00	0.01%	99.74%

COUNTY, STATE	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
ANNE ARUNDEL COUNTY, MD	\$ 64,080.14	0.01%	99.75%
COLUMBIA COUNTY, PA	\$ 63,479.95	0.01%	99.75%
SAN LUIS OBISPO COUNTY, CA	\$ 59,987.14	0.01%	99.76%
CHESTERFIELD COUNTY, VA	\$ 58,335.00	0.01%	99.77%
MONROE COUNTY, NY	\$ 57,986.80	0.01%	99.77%
GWINNETT COUNTY, GA	\$ 57,185.13	0.01%	99.78%
HUDSON COUNTY, NJ	\$ 56,079.39	0.01%	99.78%
PULASKI COUNTY, AR	\$ 55,810.00	0.01%	99.79%
LAKE COUNTY, IL	\$ 53,027.85	0.01%	99.80%
BUNCOMBE COUNTY, NC	\$ 51,830.00	0.01%	99.80%
NEW HAVEN COUNTY, CT	\$ 49,700.57	0.01%	99.81%
HAMILTON COUNTY, IN	\$ 48,910.00	0.01%	99.81%
JEFFERSON COUNTY, KY	\$ 47,470.00	0.01%	99.82%
MIDDLESEX COUNTY, NJ	\$ 45,783.06	0.00%	99.82%
RANDALL COUNTY, TX	\$ 44,787.50	0.00%	99.83%
LANCASTER COUNTY, SC	\$ 44,476.50	0.00%	99.83%
ROCKLAND COUNTY, NY	\$ 43,894.82	0.00%	99.84%
FRANKLIN COUNTY, OH	\$ 42,760.00	0.00%	99.84%
WARREN COUNTY, NJ	\$ 42,732.00	0.00%	99.85%
VIRGINIA BEACH CITY COUNTY, VA	\$ 42,229.06	0.00%	99.85%
WILSON COUNTY, TN	\$ 41,645.30	0.00%	99.86%
EL PASO COUNTY, TX	\$ 41,477.48	0.00%	99.86%
TIPPECANOE COUNTY, IN	\$ 41,159.70	0.00%	99.86%
ARLINGTON COUNTY, VA	\$ 40,825.20	0.00%	99.87%
SOMERSET COUNTY, NJ	\$ 39,744.00	0.00%	99.87%
ANDERSON COUNTY, TX	\$ 36,750.00	0.00%	99.88%
JEFFERSON COUNTY, TX	\$ 36,372.74	0.00%	99.88%
NORTHAMPTON COUNTY, PA	\$ 34,496.00	0.00%	99.88%
OKALOOSA COUNTY, FL	\$ 34,487.28	0.00%	99.89%
FREDERICK COUNTY, MD	\$ 34,462.80	0.00%	99.89%
RUTLAND COUNTY, VT	\$ 34,000.00	0.00%	99.90%
DAVIS COUNTY, UT	\$ 32,193.76	0.00%	99.90%
COMAL COUNTY, TX	\$ 30,240.65	0.00%	99.90%
ARAPAHOE COUNTY, CO	\$ 29,932.00	0.00%	99.91%
LANE COUNTY, OR	\$ 29,300.00	0.00%	99.91%
PINELLAS COUNTY, FL	\$ 29,245.14	0.00%	99.91%
DURHAM COUNTY, NC	\$ 28,627.18	0.00%	99.92%
HUNTERDON COUNTY, NJ	\$ 27,810.00	0.00%	99.92%
WASHINGTON COUNTY, OR	\$ 26,791.53	0.00%	99.92%
GUADALUPE COUNTY, TX	\$ 26,641.00	0.00%	99.92%



COUNTY, STATE	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
KANE COUNTY, IL	\$ 26,455.94	0.00%	99.93%
MADISON COUNTY, MS	\$ 26,430.26	0.00%	99.93%
NUECES COUNTY, TX	\$ 25,825.00	0.00%	99.93%
CAMPBELL COUNTY, KY	\$ 25,790.00	0.00%	99.94%
CHARLOTTESVILLE CITY COUNTY, VA	\$ 24,242.28	0.00%	99.94%
WHATCOM COUNTY, WA	\$ 24,216.08	0.00%	99.94%
HOPKINS COUNTY, TX	\$ 23,645.00	0.00%	99.94%
ALBANY COUNTY, NY	\$ 23,387.26	0.00%	99.95%
STAFFORD COUNTY, VA	\$ 23,115.00	0.00%	99.95%
WALKER COUNTY, TX	\$ 20,948.00	0.00%	99.95%
BERGEN COUNTY, NJ	\$ 20,832.81	0.00%	99.95%
MONTGOMERY COUNTY, PA	\$ 20,507.88	0.00%	99.96%
WAYNE COUNTY, MI	\$ 19,875.00	0.00%	99.96%
MADISON COUNTY, AL	\$ 19,717.88	0.00%	99.96%
BENTON COUNTY, WA	\$ 19,125.00	0.00%	99.96%
ROCKWALL COUNTY, TX	\$ 19,008.82	0.00%	99.96%
MONMOUTH COUNTY, NJ	\$ 18,406.13	0.00%	99.97%
VENTURA COUNTY, CA	\$ 18,142.50	0.00%	99.97%
POLK COUNTY, IA	\$ 17,990.00	0.00%	99.97%
KNOX COUNTY, TN	\$ 17,571.15	0.00%	99.97%
WASHOE COUNTY, NV	\$ 13,725.00	0.00%	99.97%
SACRAMENTO COUNTY, CA	\$ 13,190.00	0.00%	99.97%
LYCOMING COUNTY, PA	\$ 12,627.50	0.00%	99.98%
IBERIA COUNTY, LA	\$ 11,892.50	0.00%	99.98%
STEARNS COUNTY, MN	\$ 11,145.28	0.00%	99.98%
WASHINGTON COUNTY, TX	\$ 11,118.15	0.00%	99.98%
SAINT LAWRENCE COUNTY, NY	\$ 11,106.45	0.00%	99.98%
EAST BATON ROUGE COUNTY, LA	\$ 9,851.20	0.00%	99.98%
EL PASO COUNTY, CO	\$ 9,500.00	0.00%	99.98%
DELAWARE COUNTY, OH	\$ 8,349.80	0.00%	99.98%
CHITTENDEN COUNTY, VT	\$ 8,182.00	0.00%	99.98%
CUMBERLAND COUNTY, ME	\$ 8,073.00	0.00%	99.99%
HAMILTON COUNTY, OH	\$ 7,864.90	0.00%	99.99%
CALDWELL COUNTY, TX	\$ 7,813.63	0.00%	99.99%
SAINT JOHNS COUNTY, FL	\$ 7,465.50	0.00%	99.99%
ALAMANCE COUNTY, NC	\$ 6,345.06	0.00%	99.99%
CHARLESTON COUNTY, SC	\$ 6,113.50	0.00%	99.99%
HIDALGO COUNTY, TX	\$ 6,000.00	0.00%	99.99%
FRANKLIN COUNTY, ME	\$ 5,920.00	0.00%	99.99%
LUCAS COUNTY, OH	\$ 5,647.50	0.00%	99.99%

COUNTY, STATE	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
CLARK COUNTY, WA	\$ 5,611.16	0.00%	99.99%
WESTCHESTER COUNTY, NY	\$ 5,576.00	0.00%	99.99%
GILES COUNTY, VA	\$ 5,523.00	0.00%	99.99%
ROCKINGHAM COUNTY, NH	\$ 4,570.00	0.00%	99.99%
LAFAYETTE COUNTY, LA	\$ 4,562.35	0.00%	99.99%
YAVAPAI COUNTY, AZ	\$ 4,500.00	0.00%	99.99%
LORAIN COUNTY, OH	\$ 4,137.70	0.00%	100.00%
CLEVELAND COUNTY, OK	\$ 4,130.00	0.00%	100.00%
RIVERSIDE COUNTY, CA	\$ 3,687.50	0.00%	100.00%
ASCENSION COUNTY, LA	\$ 3,405.00	0.00%	100.00%
HAMPSHIRE COUNTY, MA	\$ 3,235.50	0.00%	100.00%
ERIE COUNTY, NY	\$ 3,004.08	0.00%	100.00%
GREENE COUNTY, MO	\$ 2,839.44	0.00%	100.00%
SAINT CLAIR COUNTY, IL	\$ 2,712.00	0.00%	100.00%
RUTHERFORD COUNTY, TN	\$ 2,700.00	0.00%	100.00%
JERSEY COUNTY, IL	\$ 2,699.75	0.00%	100.00%
GRAFTON COUNTY, NH	\$ 2,620.00	0.00%	100.00%
MONTEREY COUNTY, CA	\$ 2,087.91	0.00%	100.00%
MARIN COUNTY, CA	\$ 1,691.66	0.00%	100.00%
KINGS COUNTY, NY	\$ 1,575.00	0.00%	100.00%
MARION COUNTY, FL	\$ 1,509.03	0.00%	100.00%
GREGG COUNTY, TX	\$ 1,369.00	0.00%	100.00%
ALLEGAN COUNTY, MI	\$ 1,356.65	0.00%	100.00%
SCHENECTADY COUNTY, NY	\$ 1,178.00	0.00%	100.00%
ANDROSCOGGIN COUNTY, ME	\$ 686.74	0.00%	100.00%
SANTA CRUZ COUNTY, CA	\$ 104.39	0.00%	100.00%
<b>Total</b>	<b>\$ 918,214,482.38</b>	<b>100.00%</b>	<b>100.00%</b>

Source: MGT developed a Master Utilization Database based on City's financial system between Fiscal Years July 1, 2017, through June 30, 2022.

TABLE B-4.  
CITY OF HOUSTON GEOGRAPHIC MARKET AREA  
OTHER SERVICES FIRMS

COUNTY, STATE	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
HARRIS COUNTY, TX	\$ 592,210,940.25	55.72%	55.72%
FORT BEND COUNTY, TX	\$ 82,693,227.56	7.78%	63.51%
MONTGOMERY COUNTY, TX	\$ 18,895,740.90	1.78%	65.28%
BRAZORIA COUNTY, TX	\$ 9,651,583.88	0.91%	66.19%
GALVESTON COUNTY, TX	\$ 6,698,971.36	0.63%	66.82%

COUNTY, STATE	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
LIBERTY COUNTY, TX	\$ 198,431.23	0.02%	66.84%
WALLER COUNTY, TX	\$ 45,791.57	0.00%	66.84%
CUYAHOGA COUNTY, OH	\$ 47,634,910.65	4.48%	71.33%
JEFFERSON COUNTY, AL	\$ 36,955,298.42	3.48%	74.80%
JEFFERSON COUNTY, LA	\$ 32,880,360.39	3.09%	77.90%
SAINT CHARLES COUNTY, LA	\$ 20,196,824.60	1.90%	79.80%
ALLEGHENY COUNTY, PA	\$ 17,796,059.91	1.67%	81.47%
WILL COUNTY, IL	\$ 15,578,025.85	1.47%	82.94%
WAKE COUNTY, NC	\$ 12,055,998.93	1.13%	84.07%
MARION COUNTY, IN	\$ 8,764,634.39	0.82%	84.90%
NEW HAVEN COUNTY, CT	\$ 8,754,147.55	0.82%	85.72%
TARRANT COUNTY, TX	\$ 8,691,445.16	0.82%	86.54%
FRANKLIN COUNTY, OH	\$ 8,654,291.67	0.81%	87.35%
TRAVIS COUNTY, TX	\$ 8,624,337.57	0.81%	88.17%
ORLEANS COUNTY, LA	\$ 7,934,619.80	0.75%	88.91%
VANDEBURGH COUNTY, IN	\$ 7,345,336.18	0.69%	89.60%
LOUDOUN COUNTY, VA	\$ 7,291,070.10	0.69%	90.29%
INTERNATIONAL	\$ 7,142,470.70	0.67%	90.96%
DALLAS COUNTY, TX	\$ 6,588,366.79	0.62%	91.58%
GWINNETT COUNTY, GA	\$ 5,991,383.54	0.56%	92.14%
COOK COUNTY, IL	\$ 4,375,809.65	0.41%	92.56%
MARICOPA COUNTY, AZ	\$ 4,185,229.33	0.39%	92.95%
TULSA COUNTY, OK	\$ 3,772,438.05	0.35%	93.31%
MONTGOMERY COUNTY, MD	\$ 3,590,040.93	0.34%	93.64%
DISTRICT OF COLUMBIA COUNTY, DC	\$ 2,999,006.50	0.28%	93.93%
DUPAGE COUNTY, IL	\$ 2,935,303.96	0.28%	94.20%
NEW YORK COUNTY, NY	\$ 2,857,759.19	0.27%	94.47%
FULTON COUNTY, GA	\$ 2,800,817.00	0.26%	94.73%
DENTON COUNTY, TX	\$ 2,675,384.88	0.25%	94.99%
COLLIN COUNTY, TX	\$ 2,455,943.05	0.23%	95.22%
DEKALB COUNTY, GA	\$ 2,294,801.67	0.22%	95.43%
NASH COUNTY, NC	\$ 2,099,846.53	0.20%	95.63%
HOWARD COUNTY, MO	\$ 2,058,498.71	0.19%	95.82%
SAN DIEGO COUNTY, CA	\$ 1,939,624.18	0.18%	96.01%
LOS ANGELES COUNTY, CA	\$ 1,733,007.00	0.16%	96.17%
ROCKWALL COUNTY, TX	\$ 1,655,377.89	0.16%	96.33%
DAKOTA COUNTY, MN	\$ 1,642,686.92	0.15%	96.48%
ORANGE COUNTY, FL	\$ 1,430,893.93	0.13%	96.61%
PIMA COUNTY, AZ	\$ 1,334,191.08	0.13%	96.74%
EAST BATON ROUGE COUNTY, LA	\$ 1,250,185.00	0.12%	96.86%

COUNTY, STATE	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
CHESTER COUNTY, PA	\$ 1,219,461.98	0.11%	96.97%
FAYETTE COUNTY, KY	\$ 1,062,189.00	0.10%	97.07%
FAIRFAX COUNTY, VA	\$ 1,060,121.98	0.10%	97.17%
SALINE COUNTY, AR	\$ 1,049,506.40	0.10%	97.27%
OAKLAND COUNTY, MI	\$ 977,162.53	0.09%	97.36%
FAIRFIELD COUNTY, CT	\$ 970,289.34	0.09%	97.45%
MCLENNAN COUNTY, TX	\$ 968,309.73	0.09%	97.55%
OKLAHOMA COUNTY, OK	\$ 948,511.06	0.09%	97.63%
ESCAMBIA COUNTY, FL	\$ 924,414.21	0.09%	97.72%
CONTRA COSTA COUNTY, CA	\$ 921,639.96	0.09%	97.81%
LAFAYETTE COUNTY, LA	\$ 881,485.53	0.08%	97.89%
HILLSBOROUGH COUNTY, FL	\$ 813,456.50	0.08%	97.97%
ALEXANDRIA CITY COUNTY, VA	\$ 789,876.57	0.07%	98.04%
BEXAR COUNTY, TX	\$ 740,252.53	0.07%	98.11%
WARREN COUNTY, NJ	\$ 640,131.07	0.06%	98.17%
WASHINGTON COUNTY, MN	\$ 600,000.00	0.06%	98.23%
BALTIMORE CITY COUNTY, MD	\$ 582,571.88	0.05%	98.28%
CLACKAMAS COUNTY, OR	\$ 550,992.00	0.05%	98.34%
SCOTT COUNTY, IA	\$ 521,958.96	0.05%	98.38%
HARFORD COUNTY, MD	\$ 517,129.21	0.05%	98.43%
LUCAS COUNTY, OH	\$ 513,724.02	0.05%	98.48%
LINN COUNTY, MO	\$ 498,322.40	0.05%	98.53%
HERNANDO COUNTY, FL	\$ 492,062.67	0.05%	98.57%
BROWARD COUNTY, FL	\$ 475,311.04	0.04%	98.62%
ALAMEDA COUNTY, CA	\$ 471,622.83	0.04%	98.66%
MARTIN COUNTY, FL	\$ 462,840.00	0.04%	98.71%
RENSSELAER COUNTY, NY	\$ 459,096.00	0.04%	98.75%
VIRGINIA BEACH CITY COUNTY, VA	\$ 447,165.43	0.04%	98.79%
RIVERSIDE COUNTY, CA	\$ 395,585.12	0.04%	98.83%
MONMOUTH COUNTY, NJ	\$ 362,417.41	0.03%	98.86%
LEE COUNTY, AL	\$ 350,777.96	0.03%	98.90%
MIAMI-DADE COUNTY, FL	\$ 333,184.94	0.03%	98.93%
WASHTENAW COUNTY, MI	\$ 297,447.27	0.03%	98.96%
SANTA CLARA COUNTY, CA	\$ 293,388.13	0.03%	98.98%
BUNCOMBE COUNTY, NC	\$ 290,412.00	0.03%	99.01%
UTAH COUNTY, UT	\$ 285,409.00	0.03%	99.04%
HENNEPIN COUNTY, MN	\$ 274,124.31	0.03%	99.06%
DENVER COUNTY, CO	\$ 271,204.96	0.03%	99.09%
WESTMORELAND COUNTY, PA	\$ 265,009.51	0.02%	99.11%
PALM BEACH COUNTY, FL	\$ 253,603.79	0.02%	99.14%

COUNTY, STATE	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
ESSEX COUNTY, NJ	\$ 242,880.00	0.02%	99.16%
ARAPAHOE COUNTY, CO	\$ 228,035.43	0.02%	99.18%
ANNE ARUNDEL COUNTY, MD	\$ 225,173.58	0.02%	99.20%
ETOWAH COUNTY, AL	\$ 218,033.45	0.02%	99.22%
WILLIAMSON COUNTY, TX	\$ 200,937.33	0.02%	99.24%
LANCASTER COUNTY, NE	\$ 198,041.80	0.02%	99.26%
BERKELEY COUNTY, WV	\$ 190,185.00	0.02%	99.28%
UNION COUNTY, NJ	\$ 171,186.25	0.02%	99.30%
HAYS COUNTY, TX	\$ 166,138.00	0.02%	99.31%
HENRICO COUNTY, VA	\$ 165,082.00	0.02%	99.33%
HUNT COUNTY, TX	\$ 164,767.44	0.02%	99.34%
SEMINOLE COUNTY, FL	\$ 163,612.10	0.02%	99.36%
KING COUNTY, WA	\$ 159,303.82	0.01%	99.37%
HINDS COUNTY, MS	\$ 159,079.50	0.01%	99.39%
MIDDLESEX COUNTY, MA	\$ 151,028.10	0.01%	99.40%
GUADALUPE COUNTY, TX	\$ 148,150.00	0.01%	99.42%
BREVARD COUNTY, FL	\$ 146,989.22	0.01%	99.43%
MECKLENBURG COUNTY, NC	\$ 145,890.00	0.01%	99.44%
ORANGE COUNTY, CA	\$ 145,034.72	0.01%	99.46%
CAMDEN COUNTY, MO	\$ 144,344.32	0.01%	99.47%
MONTGOMERY COUNTY, OH	\$ 130,922.48	0.01%	99.48%
HAMPDEN COUNTY, MA	\$ 124,671.00	0.01%	99.49%
WASHOE COUNTY, NV	\$ 122,145.02	0.01%	99.51%
DOUGLAS COUNTY, NE	\$ 119,400.25	0.01%	99.52%
COBB COUNTY, GA	\$ 118,269.70	0.01%	99.53%
CALCASIEU COUNTY, LA	\$ 118,152.33	0.01%	99.54%
DELAWARE COUNTY, IN	\$ 117,399.00	0.01%	99.55%
ESSEX COUNTY, MA	\$ 114,248.05	0.01%	99.56%
SHELBY COUNTY, TX	\$ 112,965.61	0.01%	99.57%
SAINT TAMMANY COUNTY, LA	\$ 109,203.16	0.01%	99.58%
SALT LAKE COUNTY, UT	\$ 104,800.00	0.01%	99.59%
DUVAL COUNTY, FL	\$ 99,807.27	0.01%	99.60%
OCONEE COUNTY, GA	\$ 99,524.81	0.01%	99.61%
GREENVILLE COUNTY, SC	\$ 96,221.18	0.01%	99.62%
KENT COUNTY, RI	\$ 95,054.00	0.01%	99.63%
NEWTON COUNTY, GA	\$ 90,476.96	0.01%	99.64%
ORANGE COUNTY, TX	\$ 87,550.00	0.01%	99.65%
DORCHESTER COUNTY, SC	\$ 86,000.00	0.01%	99.65%
SUFFOLK COUNTY, NY	\$ 83,525.94	0.01%	99.66%
KIMBLE COUNTY, TX	\$ 78,847.18	0.01%	99.67%

COUNTY, STATE	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
FOREST COUNTY, WI	\$ 78,195.80	0.01%	99.68%
CAMDEN COUNTY, NJ	\$ 77,540.18	0.01%	99.68%
JACKSON COUNTY, MO	\$ 77,293.24	0.01%	99.69%
HILL COUNTY, TX	\$ 74,203.20	0.01%	99.70%
LEON COUNTY, FL	\$ 72,416.00	0.01%	99.70%
SUFFOLK COUNTY, MA	\$ 71,500.00	0.01%	99.71%
BERGEN COUNTY, NJ	\$ 70,907.00	0.01%	99.72%
LEE COUNTY, FL	\$ 66,549.80	0.01%	99.72%
BERNALILLO COUNTY, NM	\$ 66,380.00	0.01%	99.73%
SACRAMENTO COUNTY, CA	\$ 66,000.00	0.01%	99.74%
ADAMS COUNTY, CO	\$ 64,624.56	0.01%	99.74%
EL DORADO COUNTY, CA	\$ 64,083.00	0.01%	99.75%
RAMSEY COUNTY, MN	\$ 63,891.70	0.01%	99.75%
BOULDER COUNTY, CO	\$ 63,878.80	0.01%	99.76%
JEFFERSON COUNTY, NY	\$ 63,435.00	0.01%	99.77%
HARTFORD COUNTY, CT	\$ 60,708.00	0.01%	99.77%
DUBUQUE COUNTY, IA	\$ 58,800.00	0.01%	99.78%
SPOKANE COUNTY, WA	\$ 56,447.32	0.01%	99.78%
CHESTERFIELD COUNTY, VA	\$ 56,282.00	0.01%	99.79%
JOHNSON COUNTY, KS	\$ 55,950.00	0.01%	99.79%
LIVINGSTON COUNTY, LA	\$ 55,414.80	0.01%	99.80%
MORRIS COUNTY, NJ	\$ 54,556.37	0.01%	99.80%
BRAZOS COUNTY, TX	\$ 54,025.87	0.01%	99.81%
SKAGIT COUNTY, WA	\$ 53,468.27	0.01%	99.81%
SUMTER COUNTY, SC	\$ 51,548.80	0.00%	99.82%
ASCENSION COUNTY, LA	\$ 50,207.60	0.00%	99.82%
ALLEN COUNTY, IN	\$ 50,093.75	0.00%	99.83%
NEW CASTLE COUNTY, DE	\$ 49,500.00	0.00%	99.83%
VICTORIA COUNTY, TX	\$ 49,325.00	0.00%	99.84%
SAN FRANCISCO COUNTY, CA	\$ 47,500.00	0.00%	99.84%
PRINCE GEORGES COUNTY, MD	\$ 46,225.28	0.00%	99.85%
HOOD COUNTY, TX	\$ 43,124.00	0.00%	99.85%
JEFFERSON COUNTY, TX	\$ 42,950.52	0.00%	99.85%
LYCOMING COUNTY, PA	\$ 42,557.60	0.00%	99.86%
IRON COUNTY, MI	\$ 42,537.20	0.00%	99.86%
RANKIN COUNTY, MS	\$ 40,920.00	0.00%	99.87%
MIDDLESEX COUNTY, NJ	\$ 40,000.00	0.00%	99.87%
KNOX COUNTY, TN	\$ 39,778.62	0.00%	99.87%
BEAUREGARD COUNTY, LA	\$ 38,838.80	0.00%	99.88%
ROBERTSON COUNTY, TX	\$ 37,939.20	0.00%	99.88%

COUNTY, STATE	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
KINGS COUNTY, NY	\$ 37,797.80	0.00%	99.88%
HARDIN COUNTY, TX	\$ 37,509.50	0.00%	99.89%
SANTA ROSA COUNTY, FL	\$ 37,352.00	0.00%	99.89%
JEFFERSON COUNTY, CO	\$ 35,650.00	0.00%	99.90%
SAN JACINTO COUNTY, TX	\$ 35,436.33	0.00%	99.90%
LAWRENCE COUNTY, TN	\$ 35,072.75	0.00%	99.90%
CLARK COUNTY, IN	\$ 34,772.65	0.00%	99.91%
MILWAUKEE COUNTY, WI	\$ 31,676.00	0.00%	99.91%
ONONDAGA COUNTY, NY	\$ 31,000.00	0.00%	99.91%
LORAIN COUNTY, OH	\$ 30,485.83	0.00%	99.91%
ELLIS COUNTY, TX	\$ 30,039.00	0.00%	99.92%
KANE COUNTY, IL	\$ 27,613.44	0.00%	99.92%
LEWIS COUNTY, WA	\$ 27,200.00	0.00%	99.92%
HAMILTON COUNTY, TN	\$ 26,303.91	0.00%	99.92%
NORFOLK COUNTY, MA	\$ 25,584.00	0.00%	99.93%
GREENE COUNTY, MO	\$ 25,521.79	0.00%	99.93%
IREDELL COUNTY, NC	\$ 24,886.61	0.00%	99.93%
COTTON COUNTY, OK	\$ 24,715.20	0.00%	99.93%
BOONE COUNTY, MO	\$ 24,600.00	0.00%	99.94%
SMITH COUNTY, TX	\$ 24,237.18	0.00%	99.94%
ARLINGTON COUNTY, VA	\$ 24,000.00	0.00%	99.94%
CHITTENDEN COUNTY, VT	\$ 23,000.00	0.00%	99.94%
LARIMER COUNTY, CO	\$ 22,326.20	0.00%	99.95%
SANTA CRUZ COUNTY, CA	\$ 22,130.00	0.00%	99.95%
CENTRE COUNTY, PA	\$ 21,920.02	0.00%	99.95%
BIBB COUNTY, AL	\$ 21,192.00	0.00%	99.95%
POTTAWATOMIE COUNTY, OK	\$ 21,022.24	0.00%	99.95%
TRINITY COUNTY, TX	\$ 21,016.00	0.00%	99.96%
ORANGE COUNTY, NC	\$ 20,952.45	0.00%	99.96%
CULPEPER COUNTY, VA	\$ 20,750.00	0.00%	99.96%
DUTCHESS COUNTY, NY	\$ 20,740.00	0.00%	99.96%
SAN MATEO COUNTY, CA	\$ 19,800.00	0.00%	99.96%
MARION COUNTY, FL	\$ 19,088.40	0.00%	99.96%
PINELLAS COUNTY, FL	\$ 18,787.50	0.00%	99.97%
WAYNE COUNTY, NC	\$ 17,727.20	0.00%	99.97%
CLARK COUNTY, NV	\$ 16,602.78	0.00%	99.97%
MARIN COUNTY, CA	\$ 16,404.00	0.00%	99.97%
JEFFERSON COUNTY, KY	\$ 16,247.26	0.00%	99.97%
JASPER COUNTY, TX	\$ 14,926.80	0.00%	99.97%
LAVACA COUNTY, TX	\$ 14,861.70	0.00%	99.98%

COUNTY, STATE	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
SEDGWICK COUNTY, KS	\$ 14,162.64	0.00%	99.98%
MACOMB COUNTY, MI	\$ 13,990.00	0.00%	99.98%
HARRISON COUNTY, MS	\$ 13,057.20	0.00%	99.98%
ALBANY COUNTY, WY	\$ 12,450.00	0.00%	99.98%
DONIPHAN COUNTY, KS	\$ 11,955.47	0.00%	99.98%
BRISTOL COUNTY, MA	\$ 11,650.00	0.00%	99.98%
WHARTON COUNTY, TX	\$ 11,350.00	0.00%	99.98%
MCLEAN COUNTY, IL	\$ 10,363.90	0.00%	99.98%
DAVIDSON COUNTY, TN	\$ 10,000.00	0.00%	99.99%
BALTIMORE COUNTY, MD	\$ 9,166.14	0.00%	99.99%
ANGELINA COUNTY, TX	\$ 8,630.00	0.00%	99.99%
PULASKI COUNTY, AR	\$ 8,617.93	0.00%	99.99%
HUDSON COUNTY, NJ	\$ 8,201.10	0.00%	99.99%
PLAQUEMINES COUNTY, LA	\$ 8,043.70	0.00%	99.99%
LAKE COUNTY, IL	\$ 6,465.05	0.00%	99.99%
BURNET COUNTY, TX	\$ 6,356.74	0.00%	99.99%
LANE COUNTY, OR	\$ 5,990.00	0.00%	99.99%
NEOSHO COUNTY, KS	\$ 5,964.00	0.00%	99.99%
RICHLAND COUNTY, OH	\$ 5,750.00	0.00%	99.99%
TOM GREEN COUNTY, TX	\$ 5,433.40	0.00%	99.99%
PHILADELPHIA COUNTY, PA	\$ 5,200.00	0.00%	99.99%
CLERMONT COUNTY, OH	\$ 5,060.50	0.00%	99.99%
PANOLA COUNTY, TX	\$ 5,014.80	0.00%	99.99%
DAVIDSON COUNTY, NC	\$ 4,725.00	0.00%	100.00%
DANE COUNTY, WI	\$ 4,595.00	0.00%	100.00%
SAINT LOUIS COUNTY, MO	\$ 4,380.00	0.00%	100.00%
VENTURA COUNTY, CA	\$ 3,944.00	0.00%	100.00%
LLANO COUNTY, TX	\$ 3,757.60	0.00%	100.00%
KERR COUNTY, TX	\$ 3,688.00	0.00%	100.00%
HENRY COUNTY, GA	\$ 3,000.00	0.00%	100.00%
FAULKNER COUNTY, AR	\$ 2,983.24	0.00%	100.00%
ANDERSON COUNTY, TX	\$ 2,720.00	0.00%	100.00%
JEFFERSON COUNTY, WI	\$ 2,689.25	0.00%	100.00%
BALDWIN COUNTY, AL	\$ 2,640.40	0.00%	100.00%
TUSCALOOSA COUNTY, AL	\$ 2,327.80	0.00%	100.00%
SOMERSET COUNTY, NJ	\$ 2,100.00	0.00%	100.00%
MAHONING COUNTY, OH	\$ 2,040.00	0.00%	100.00%
BELL COUNTY, TX	\$ 1,715.00	0.00%	100.00%
YORK COUNTY, SC	\$ 1,650.00	0.00%	100.00%
HAMPSHIRE COUNTY, MA	\$ 1,525.00	0.00%	100.00%



COUNTY, STATE	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
MULTNOMAH COUNTY, OR	\$ 1,511.03	0.00%	100.00%
MCCULLOCH COUNTY, TX	\$ 1,481.54	0.00%	100.00%
MILAM COUNTY, TX	\$ 1,221.20	0.00%	100.00%
INGHAM COUNTY, MI	\$ 682.48	0.00%	100.00%
CALHOUN COUNTY, TX	\$ 476.32	0.00%	100.00%
HIDALGO COUNTY, TX	\$ 419.80	0.00%	100.00%
<b>Total</b>	<b>\$ 1,062,756,050.68</b>	<b>100.00%</b>	<b>100.00%</b>

Source: MGT developed a Master Utilization Database based on City's financial system between Fiscal Years July 1, 2017, through June 30, 2022.

TABLE B-5.  
CITY OF HOUSTON GEOGRAPHIC MARKET AREA  
GOODS FIRMS

COUNTY, STATE	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
HARRIS COUNTY, TX	\$ 680,165,735.89	51.36%	51.36%
MONTGOMERY COUNTY, TX	\$ 34,568,729.49	2.61%	53.97%
FORT BEND COUNTY, TX	\$ 16,218,503.87	1.22%	55.19%
BRAZORIA COUNTY, TX	\$ 11,863,001.37	0.90%	56.09%
GALVESTON COUNTY, TX	\$ 10,412,013.21	0.79%	56.87%
WALLER COUNTY, TX	\$ 437,656.07	0.03%	56.91%
LIBERTY COUNTY, TX	\$ 335,796.26	0.03%	56.93%
CHAMBERS COUNTY, TX	\$ 22,151.99	0.00%	56.93%
DELAWARE COUNTY, PA	\$ 51,430,394.88	3.88%	60.82%
BURLESON COUNTY, TX	\$ 49,746,200.33	3.76%	64.57%
DALLAS COUNTY, TX	\$ 28,511,677.06	2.15%	66.73%
LIBERTY COUNTY, GA	\$ 27,872,365.43	2.10%	68.83%
TRAVIS COUNTY, TX	\$ 25,147,252.56	1.90%	70.73%
HARDIN COUNTY, TX	\$ 23,975,073.87	1.81%	72.54%
BEXAR COUNTY, TX	\$ 23,390,410.45	1.77%	74.30%
COOK COUNTY, IL	\$ 18,186,020.14	1.37%	75.68%
BURLINGTON COUNTY, NJ	\$ 16,395,975.87	1.24%	76.92%
FULTON COUNTY, GA	\$ 16,108,900.59	1.22%	78.13%
LAKE COUNTY, IL	\$ 15,450,087.74	1.17%	79.30%
ANNE ARUNDEL COUNTY, MD	\$ 12,772,345.87	0.96%	80.26%
CLAY COUNTY, MS	\$ 11,354,526.97	0.86%	81.12%
LEHIGH COUNTY, PA	\$ 10,300,579.98	0.78%	81.90%
MILWAUKEE COUNTY, WI	\$ 10,292,368.13	0.78%	82.68%
WILLIAMSON COUNTY, TX	\$ 9,697,757.36	0.73%	83.41%
FRANKLIN COUNTY, OH	\$ 9,125,139.94	0.69%	84.10%
SACRAMENTO COUNTY, CA	\$ 9,005,964.39	0.68%	84.78%
KING COUNTY, WA	\$ 8,577,556.64	0.65%	85.42%

COUNTY, STATE	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
PRINCE GEORGES COUNTY, MD	\$ 7,883,981.53	0.60%	86.02%
MIDDLESEX COUNTY, MA	\$ 7,810,710.69	0.59%	86.61%
HENNEPIN COUNTY, MN	\$ 7,689,901.82	0.58%	87.19%
WEBER COUNTY, UT	\$ 6,702,935.12	0.51%	87.70%
SAN DIEGO COUNTY, CA	\$ 6,548,952.86	0.49%	88.19%
TARRANT COUNTY, TX	\$ 6,363,631.89	0.48%	88.67%
COMAL COUNTY, TX	\$ 6,345,916.70	0.48%	89.15%
HAYS COUNTY, TX	\$ 5,744,969.83	0.43%	89.58%
LEE COUNTY, FL	\$ 5,341,147.41	0.40%	89.99%
ALAMEDA COUNTY, CA	\$ 4,591,142.72	0.35%	90.33%
MECKLENBURG COUNTY, NC	\$ 4,154,144.93	0.31%	90.65%
DUVAL COUNTY, FL	\$ 4,090,936.47	0.31%	90.96%
MARION COUNTY, MS	\$ 3,823,859.87	0.29%	91.25%
RAMSEY COUNTY, MN	\$ 3,701,775.09	0.28%	91.52%
MARICOPA COUNTY, AZ	\$ 2,968,639.54	0.22%	91.75%
MANATEE COUNTY, FL	\$ 2,928,006.09	0.22%	91.97%
ROCK ISLAND COUNTY, IL	\$ 2,916,692.33	0.22%	92.19%
JEFFERSON COUNTY, TX	\$ 2,881,056.02	0.22%	92.41%
DAVIDSON COUNTY, TN	\$ 2,784,036.99	0.21%	92.62%
LOS ANGELES COUNTY, CA	\$ 2,776,503.36	0.21%	92.83%
WAYNE COUNTY, MI	\$ 2,640,559.10	0.20%	93.03%
LUBBOCK COUNTY, TX	\$ 2,595,527.64	0.20%	93.22%
COLLIN COUNTY, TX	\$ 2,521,725.74	0.19%	93.41%
SAINT LOUIS COUNTY, MO	\$ 2,512,815.47	0.19%	93.60%
ORANGE COUNTY, CA	\$ 2,506,174.01	0.19%	93.79%
MONTGOMERY COUNTY, OH	\$ 2,373,241.41	0.18%	93.97%
MADISON COUNTY, AL	\$ 2,241,175.69	0.17%	94.14%
DUPAGE COUNTY, IL	\$ 2,227,460.42	0.17%	94.31%
IBERIA COUNTY, LA	\$ 2,134,749.29	0.16%	94.47%
JACKSON COUNTY, MS	\$ 2,005,701.30	0.15%	94.62%
CUYAHOGA COUNTY, OH	\$ 1,879,175.58	0.14%	94.76%
FAIRFAX COUNTY, VA	\$ 1,843,989.26	0.14%	94.90%
KITSAP COUNTY, WA	\$ 1,778,515.17	0.13%	95.04%
SANTA CLARA COUNTY, CA	\$ 1,776,888.48	0.13%	95.17%
BUCKS COUNTY, PA	\$ 1,767,517.06	0.13%	95.30%
CUMBERLAND COUNTY, NC	\$ 1,515,718.00	0.11%	95.42%
DENTON COUNTY, TX	\$ 1,468,422.21	0.11%	95.53%
LARIMER COUNTY, CO	\$ 1,464,785.90	0.11%	95.64%
KALAMAZOO COUNTY, MI	\$ 1,434,204.79	0.11%	95.75%
SUFFOLK COUNTY, MA	\$ 1,394,072.23	0.11%	95.85%

COUNTY, STATE	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
HENDERSON COUNTY, TX	\$ 1,305,029.93	0.10%	95.95%
SHELBY COUNTY, TN	\$ 1,232,221.73	0.09%	96.05%
GUADALUPE COUNTY, TX	\$ 1,204,265.12	0.09%	96.14%
MARION COUNTY, FL	\$ 1,174,622.56	0.09%	96.23%
WAKE COUNTY, NC	\$ 1,114,348.05	0.08%	96.31%
INTERNATIONAL	\$ 1,090,180.30	0.08%	96.39%
MONTGOMERY COUNTY, TN	\$ 1,055,464.88	0.08%	96.47%
MONMOUTH COUNTY, NJ	\$ 1,001,019.10	0.08%	96.55%
GWINNETT COUNTY, GA	\$ 1,000,369.27	0.08%	96.62%
COBB COUNTY, GA	\$ 997,564.73	0.08%	96.70%
CHESTER COUNTY, PA	\$ 995,819.96	0.08%	96.77%
BALDWIN COUNTY, AL	\$ 961,331.12	0.07%	96.85%
IREDELL COUNTY, NC	\$ 908,637.19	0.07%	96.91%
JEFFERSON COUNTY, LA	\$ 824,165.73	0.06%	96.98%
ARCHER COUNTY, TX	\$ 780,522.16	0.06%	97.04%
MERCER COUNTY, NJ	\$ 776,659.73	0.06%	97.09%
WALKER COUNTY, TX	\$ 756,932.13	0.06%	97.15%
HILLSBOROUGH COUNTY, FL	\$ 703,953.41	0.05%	97.20%
ALLEGHENY COUNTY, PA	\$ 691,258.62	0.05%	97.26%
SEMINOLE COUNTY, FL	\$ 682,489.50	0.05%	97.31%
OCEAN COUNTY, NJ	\$ 666,436.20	0.05%	97.36%
NORTHAMPTON COUNTY, PA	\$ 660,260.00	0.05%	97.41%
WASHOE COUNTY, NV	\$ 601,154.54	0.05%	97.45%
MARTIN COUNTY, FL	\$ 592,444.13	0.04%	97.50%
LAFAYETTE COUNTY, LA	\$ 580,245.91	0.04%	97.54%
WASHINGTON COUNTY, OR	\$ 545,580.65	0.04%	97.58%
NEMAHA COUNTY, KS	\$ 544,344.00	0.04%	97.62%
NEW LONDON COUNTY, CT	\$ 529,140.90	0.04%	97.66%
KINGS COUNTY, NY	\$ 522,120.90	0.04%	97.70%
BELL COUNTY, TX	\$ 505,391.17	0.04%	97.74%
GREGG COUNTY, TX	\$ 504,080.96	0.04%	97.78%
SUFFOLK COUNTY, NY	\$ 482,049.34	0.04%	97.82%
MIAMI-DADE COUNTY, FL	\$ 474,623.33	0.04%	97.85%
SKAGIT COUNTY, WA	\$ 467,593.60	0.04%	97.89%
BRAZOS COUNTY, TX	\$ 461,462.24	0.03%	97.92%
HAMILTON COUNTY, OH	\$ 457,802.86	0.03%	97.96%
ELMORE COUNTY, AL	\$ 451,088.30	0.03%	97.99%
BRISTOL COUNTY, MA	\$ 446,267.00	0.03%	98.02%
SUNFLOWER COUNTY, MS	\$ 444,083.98	0.03%	98.06%
PALM BEACH COUNTY, FL	\$ 427,747.89	0.03%	98.09%

COUNTY, STATE	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
ANDERSON COUNTY, SC	\$ 425,306.55	0.03%	98.12%
ROCKWALL COUNTY, TX	\$ 420,214.04	0.03%	98.15%
LIVINGSTON COUNTY, LA	\$ 405,731.71	0.03%	98.18%
NEW YORK COUNTY, NY	\$ 394,913.84	0.03%	98.21%
BROOKINGS COUNTY, SD	\$ 393,888.49	0.03%	98.24%
NEOSHO COUNTY, KS	\$ 392,272.88	0.03%	98.27%
ORANGE COUNTY, FL	\$ 388,717.29	0.03%	98.30%
DOUGLAS COUNTY, CO	\$ 387,874.59	0.03%	98.33%
BERRIEN COUNTY, MI	\$ 378,924.62	0.03%	98.36%
BROWN COUNTY, WI	\$ 371,821.85	0.03%	98.39%
EAST BATON ROUGE COUNTY, LA	\$ 371,033.43	0.03%	98.42%
BROWARD COUNTY, FL	\$ 361,313.71	0.03%	98.44%
HOWARD COUNTY, MD	\$ 353,761.71	0.03%	98.47%
NACOGDOCHES COUNTY, TX	\$ 345,891.72	0.03%	98.50%
SAN MATEO COUNTY, CA	\$ 344,668.05	0.03%	98.52%
CONTRA COSTA COUNTY, CA	\$ 342,458.56	0.03%	98.55%
JOHNSON COUNTY, KS	\$ 339,134.41	0.03%	98.58%
HUNT COUNTY, TX	\$ 336,148.35	0.03%	98.60%
HARTFORD COUNTY, CT	\$ 324,702.50	0.02%	98.63%
POLK COUNTY, IA	\$ 322,045.78	0.02%	98.65%
BOULDER COUNTY, CO	\$ 317,715.12	0.02%	98.67%
MONTGOMERY COUNTY, MD	\$ 316,456.75	0.02%	98.70%
STANLY COUNTY, NC	\$ 310,421.00	0.02%	98.72%
SAINT TAMMANY COUNTY, LA	\$ 305,614.35	0.02%	98.74%
DENVER COUNTY, CO	\$ 302,817.68	0.02%	98.77%
JASPER COUNTY, TX	\$ 299,965.00	0.02%	98.79%
CAMDEN COUNTY, NJ	\$ 289,384.00	0.02%	98.81%
VENTURA COUNTY, CA	\$ 286,034.57	0.02%	98.83%
MONROE COUNTY, KY	\$ 268,818.47	0.02%	98.85%
NEW CASTLE COUNTY, DE	\$ 266,820.58	0.02%	98.87%
CADDO COUNTY, LA	\$ 251,666.22	0.02%	98.89%
GUILFORD COUNTY, NC	\$ 232,996.89	0.02%	98.91%
FAYETTE COUNTY, IN	\$ 227,613.00	0.02%	98.93%
LEBANON COUNTY, PA	\$ 222,877.00	0.02%	98.94%
MCLENNAN COUNTY, TX	\$ 216,607.30	0.02%	98.96%
WINNEBAGO COUNTY, WI	\$ 215,583.05	0.02%	98.98%
VIRGINIA BEACH CITY COUNTY, VA	\$ 213,870.06	0.02%	98.99%
NORFOLK CITY COUNTY, VA	\$ 211,541.60	0.02%	99.01%
DURHAM COUNTY, NC	\$ 211,366.04	0.02%	99.02%
ADA COUNTY, ID	\$ 207,715.24	0.02%	99.04%

COUNTY, STATE	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
DAUPHIN COUNTY, PA	\$ 207,340.50	0.02%	99.06%
ALEXANDRIA CITY COUNTY, VA	\$ 205,730.78	0.02%	99.07%
SAINT MARY COUNTY, LA	\$ 205,562.00	0.02%	99.09%
RUSK COUNTY, TX	\$ 200,026.32	0.02%	99.10%
CHISAGO COUNTY, MN	\$ 196,429.22	0.01%	99.12%
WELD COUNTY, CO	\$ 194,479.00	0.01%	99.13%
MONROE COUNTY, PA	\$ 182,613.60	0.01%	99.15%
MILAM COUNTY, TX	\$ 180,435.00	0.01%	99.16%
BUNCOMBE COUNTY, NC	\$ 179,326.37	0.01%	99.17%
CREEK COUNTY, OK	\$ 176,888.00	0.01%	99.19%
VOLUSIA COUNTY, FL	\$ 176,538.56	0.01%	99.20%
BALTIMORE CITY COUNTY, MD	\$ 162,828.48	0.01%	99.21%
QUEEN ANNES COUNTY, MD	\$ 160,999.98	0.01%	99.22%
LIMESTONE COUNTY, AL	\$ 158,675.00	0.01%	99.24%
SUMMIT COUNTY, OH	\$ 155,856.79	0.01%	99.25%
FOND DU LAC COUNTY, WI	\$ 155,827.13	0.01%	99.26%
JEFFERSON COUNTY, KY	\$ 152,545.50	0.01%	99.27%
SMITH COUNTY, TX	\$ 152,166.88	0.01%	99.28%
HARRISON COUNTY, MS	\$ 151,469.27	0.01%	99.29%
PASSAIC COUNTY, NJ	\$ 150,829.00	0.01%	99.30%
BALTIMORE COUNTY, MD	\$ 147,444.98	0.01%	99.32%
JEFFERSON COUNTY, AL	\$ 145,890.57	0.01%	99.33%
WICHITA COUNTY, TX	\$ 138,186.24	0.01%	99.34%
KENT COUNTY, MI	\$ 133,573.18	0.01%	99.35%
GREENVILLE COUNTY, SC	\$ 127,181.55	0.01%	99.36%
FAIRFIELD COUNTY, CT	\$ 119,199.26	0.01%	99.37%
FAYETTE COUNTY, TX	\$ 118,735.11	0.01%	99.38%
TAYLOR COUNTY, TX	\$ 116,659.88	0.01%	99.38%
DONIPHAN COUNTY, KS	\$ 115,441.43	0.01%	99.39%
UNION COUNTY, NJ	\$ 111,629.41	0.01%	99.40%
MONTGOMERY COUNTY, VA	\$ 110,585.00	0.01%	99.41%
CROW WING COUNTY, MN	\$ 108,602.94	0.01%	99.42%
MORRIS COUNTY, NJ	\$ 108,192.69	0.01%	99.43%
JEFFERSON COUNTY, CO	\$ 108,136.61	0.01%	99.43%
HENRICO COUNTY, VA	\$ 107,715.54	0.01%	99.44%
TULSA COUNTY, OK	\$ 106,975.77	0.01%	99.45%
COLORADO COUNTY, TX	\$ 106,758.27	0.01%	99.46%
SEDGWICK COUNTY, KS	\$ 105,727.14	0.01%	99.47%
NASSAU COUNTY, NY	\$ 104,734.35	0.01%	99.47%
CLACKAMAS COUNTY, OR	\$ 103,601.00	0.01%	99.48%

COUNTY, STATE	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
CLARK COUNTY, NV	\$ 103,196.07	0.01%	99.49%
DECATUR COUNTY, TN	\$ 99,990.00	0.01%	99.50%
BURNET COUNTY, TX	\$ 96,627.96	0.01%	99.50%
ESSEX COUNTY, MA	\$ 93,230.40	0.01%	99.51%
MARION COUNTY, IN	\$ 92,141.65	0.01%	99.52%
SAN FRANCISCO COUNTY, CA	\$ 90,803.50	0.01%	99.53%
KENDALL COUNTY, TX	\$ 90,518.18	0.01%	99.53%
CITRUS COUNTY, FL	\$ 86,959.98	0.01%	99.54%
NEWPORT NEWS CITY COUNTY, VA	\$ 86,650.36	0.01%	99.55%
LARAMIE COUNTY, WY	\$ 84,125.00	0.01%	99.55%
ROCK COUNTY, WI	\$ 82,554.65	0.01%	99.56%
GRUNDY COUNTY, IL	\$ 81,862.00	0.01%	99.56%
DANE COUNTY, WI	\$ 81,272.68	0.01%	99.57%
PINELLAS COUNTY, FL	\$ 77,582.53	0.01%	99.58%
ELLIS COUNTY, TX	\$ 74,824.50	0.01%	99.58%
MONROE COUNTY, NY	\$ 74,165.06	0.01%	99.59%
WESTCHESTER COUNTY, NY	\$ 72,699.42	0.01%	99.59%
CLARK COUNTY, OH	\$ 72,690.00	0.01%	99.60%
HANOVER COUNTY, VA	\$ 71,294.59	0.01%	99.60%
NORFOLK COUNTY, MA	\$ 70,846.70	0.01%	99.61%
QUEENS COUNTY, NY	\$ 70,829.83	0.01%	99.61%
DEKALB COUNTY, GA	\$ 70,022.24	0.01%	99.62%
ROANOKE CITY COUNTY, VA	\$ 69,533.26	0.01%	99.62%
HILLSBOROUGH COUNTY, NH	\$ 69,302.00	0.01%	99.63%
CABARRUS COUNTY, NC	\$ 68,919.16	0.01%	99.64%
STEPHENS COUNTY, TX	\$ 66,509.80	0.01%	99.64%
ERIE COUNTY, NY	\$ 65,873.27	0.00%	99.65%
MCLEAN COUNTY, IL	\$ 64,534.00	0.00%	99.65%
LAKE COUNTY, OH	\$ 60,759.60	0.00%	99.65%
UTAH COUNTY, UT	\$ 60,353.84	0.00%	99.66%
YAVAPAI COUNTY, AZ	\$ 59,802.65	0.00%	99.66%
JOHNSON COUNTY, TX	\$ 59,211.13	0.00%	99.67%
ATHENS COUNTY, OH	\$ 59,156.65	0.00%	99.67%
LANCASTER COUNTY, NE	\$ 56,646.07	0.00%	99.68%
POTTER COUNTY, TX	\$ 56,049.54	0.00%	99.68%
WAYNE COUNTY, IN	\$ 55,644.00	0.00%	99.69%
JOSEPHINE COUNTY, OR	\$ 54,703.15	0.00%	99.69%
FLATHEAD COUNTY, MT	\$ 54,377.00	0.00%	99.69%
RICHMOND COUNTY, GA	\$ 54,187.00	0.00%	99.70%
MONROE COUNTY, IN	\$ 53,901.50	0.00%	99.70%

COUNTY, STATE	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
CHAUTAUQUA COUNTY, NY	\$ 52,657.00	0.00%	99.71%
NEWTON COUNTY, GA	\$ 52,544.58	0.00%	99.71%
BERGEN COUNTY, NJ	\$ 51,811.81	0.00%	99.71%
STEELE COUNTY, MN	\$ 51,805.47	0.00%	99.72%
PINAL COUNTY, AZ	\$ 50,259.31	0.00%	99.72%
LAKE COUNTY, FL	\$ 50,000.00	0.00%	99.73%
NOBLE COUNTY, OK	\$ 49,998.05	0.00%	99.73%
POLK COUNTY, FL	\$ 49,639.05	0.00%	99.73%
SARASOTA COUNTY, FL	\$ 49,500.00	0.00%	99.74%
MERIWETHER COUNTY, GA	\$ 49,456.80	0.00%	99.74%
PUTNAM COUNTY, NY	\$ 49,371.12	0.00%	99.74%
PARKER COUNTY, TX	\$ 49,368.88	0.00%	99.75%
WAUKESHA COUNTY, WI	\$ 48,363.69	0.00%	99.75%
TOLLAND COUNTY, CT	\$ 47,270.30	0.00%	99.76%
RIVERSIDE COUNTY, CA	\$ 46,396.86	0.00%	99.76%
BERKELEY COUNTY, SC	\$ 46,065.45	0.00%	99.76%
WARREN COUNTY, OH	\$ 45,281.30	0.00%	99.77%
BAILEY COUNTY, TX	\$ 45,173.00	0.00%	99.77%
JEFFERSON COUNTY, WI	\$ 45,000.00	0.00%	99.77%
WRIGHT COUNTY, MN	\$ 44,409.36	0.00%	99.78%
RANDOLPH COUNTY, NC	\$ 43,569.95	0.00%	99.78%
SALT LAKE COUNTY, UT	\$ 43,548.94	0.00%	99.78%
GRAYSON COUNTY, TX	\$ 43,415.00	0.00%	99.79%
CLARK COUNTY, IN	\$ 42,450.00	0.00%	99.79%
EL PASO COUNTY, TX	\$ 42,148.89	0.00%	99.79%
HERKIMER COUNTY, NY	\$ 40,520.14	0.00%	99.79%
SANTA BARBARA COUNTY, CA	\$ 39,572.23	0.00%	99.80%
GILLESPIE COUNTY, TX	\$ 39,485.50	0.00%	99.80%
CRAWFORD COUNTY, MO	\$ 39,464.85	0.00%	99.80%
COLUMBIA COUNTY, GA	\$ 39,303.00	0.00%	99.81%
CHARLEVOIX COUNTY, MI	\$ 37,730.00	0.00%	99.81%
LOS ALAMOS COUNTY, NM	\$ 36,685.00	0.00%	99.81%
CALDWELL COUNTY, TX	\$ 36,600.00	0.00%	99.82%
PUTNAM COUNTY, TN	\$ 36,500.00	0.00%	99.82%
LIVINGSTON COUNTY, NY	\$ 35,570.00	0.00%	99.82%
ECTOR COUNTY, TX	\$ 35,122.50	0.00%	99.82%
NEW HAVEN COUNTY, CT	\$ 34,935.00	0.00%	99.83%
HARRISON COUNTY, TX	\$ 33,985.60	0.00%	99.83%
OAKLAND COUNTY, MI	\$ 33,589.00	0.00%	99.83%
BERKS COUNTY, PA	\$ 33,140.03	0.00%	99.83%

COUNTY, STATE	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
DAKOTA COUNTY, MN	\$ 33,112.79	0.00%	99.84%
ONONDAGA COUNTY, NY	\$ 32,935.03	0.00%	99.84%
BLAIR COUNTY, PA	\$ 32,262.80	0.00%	99.84%
LEE COUNTY, MS	\$ 32,228.00	0.00%	99.84%
CHESHIRE COUNTY, NH	\$ 31,785.76	0.00%	99.85%
WASATCH COUNTY, UT	\$ 31,604.00	0.00%	99.85%
TIPPECANOE COUNTY, IN	\$ 31,590.00	0.00%	99.85%
SHAWNEE COUNTY, KS	\$ 31,083.00	0.00%	99.85%
CLEVELAND COUNTY, OK	\$ 30,000.00	0.00%	99.86%
BAY COUNTY, FL	\$ 29,558.79	0.00%	99.86%
DOUGLAS COUNTY, GA	\$ 28,377.00	0.00%	99.86%
SARATOGA COUNTY, NY	\$ 28,284.26	0.00%	99.86%
WASHINGTON COUNTY, PA	\$ 27,685.76	0.00%	99.86%
NOLAN COUNTY, TX	\$ 27,618.85	0.00%	99.87%
ALAMANCE COUNTY, NC	\$ 27,126.10	0.00%	99.87%
CLINTON COUNTY, NY	\$ 27,077.06	0.00%	99.87%
PICKENS COUNTY, SC	\$ 26,584.40	0.00%	99.87%
MAHASKA COUNTY, IA	\$ 26,333.00	0.00%	99.87%
NEWPORT COUNTY, RI	\$ 26,329.50	0.00%	99.88%
ERATH COUNTY, TX	\$ 25,696.80	0.00%	99.88%
WARREN COUNTY, NJ	\$ 25,244.45	0.00%	99.88%
ULSTER COUNTY, NY	\$ 25,198.54	0.00%	99.88%
LIVINGSTON COUNTY, IL	\$ 25,063.88	0.00%	99.88%
FRANKLIN COUNTY, NC	\$ 24,575.50	0.00%	99.89%
WYANDOTTE COUNTY, KS	\$ 24,228.84	0.00%	99.89%
LAWRENCE COUNTY, PA	\$ 23,174.50	0.00%	99.89%
YATES COUNTY, NY	\$ 23,160.64	0.00%	99.89%
GOODHUE COUNTY, MN	\$ 22,896.58	0.00%	99.89%
DAVIS COUNTY, UT	\$ 22,856.25	0.00%	99.89%
MIDDLESEX COUNTY, NJ	\$ 22,732.30	0.00%	99.90%
BRISTOL COUNTY, RI	\$ 21,776.00	0.00%	99.90%
BREVARD COUNTY, FL	\$ 21,509.83	0.00%	99.90%
FORSYTH COUNTY, NC	\$ 21,391.90	0.00%	99.90%
MONTGOMERY COUNTY, PA	\$ 21,340.00	0.00%	99.90%
SONOMA COUNTY, CA	\$ 20,930.00	0.00%	99.90%
COLE COUNTY, MO	\$ 20,636.00	0.00%	99.91%
CALCASIEU COUNTY, LA	\$ 20,176.96	0.00%	99.91%
ALBANY COUNTY, NY	\$ 19,980.00	0.00%	99.91%
UNION COUNTY, OH	\$ 19,750.00	0.00%	99.91%
WINDHAM COUNTY, VT	\$ 19,416.96	0.00%	99.91%



COUNTY, STATE	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
DOUGLAS COUNTY, NE	\$ 19,077.61	0.00%	99.91%
SAN BERNARDINO COUNTY, CA	\$ 19,018.94	0.00%	99.91%
DESOTO COUNTY, MS	\$ 18,250.00	0.00%	99.92%
SAN JOAQUIN COUNTY, CA	\$ 18,082.30	0.00%	99.92%
CHEYENNE COUNTY, NE	\$ 17,836.74	0.00%	99.92%
GRIMES COUNTY, TX	\$ 17,788.84	0.00%	99.92%
PEORIA COUNTY, IL	\$ 17,650.34	0.00%	99.92%
ONTARIO COUNTY, NY	\$ 17,580.00	0.00%	99.92%
WINDHAM COUNTY, CT	\$ 17,371.50	0.00%	99.92%
MONROE COUNTY, FL	\$ 17,285.80	0.00%	99.93%
CULLMAN COUNTY, AL	\$ 17,241.90	0.00%	99.93%
ONEIDA COUNTY, WI	\$ 16,975.41	0.00%	99.93%
YELLOWSTONE COUNTY, MT	\$ 16,890.00	0.00%	99.93%
NIAGARA COUNTY, NY	\$ 16,889.20	0.00%	99.93%
SAUK COUNTY, WI	\$ 16,841.55	0.00%	99.93%
CLEVELAND COUNTY, NC	\$ 16,708.91	0.00%	99.93%
CUMBERLAND COUNTY, ME	\$ 16,565.21	0.00%	99.93%
HOCKING COUNTY, OH	\$ 16,555.98	0.00%	99.94%
TOOMBS COUNTY, GA	\$ 16,314.47	0.00%	99.94%
ATLANTIC COUNTY, NJ	\$ 15,890.35	0.00%	99.94%
BOSSIER COUNTY, LA	\$ 15,656.40	0.00%	99.94%
SURRY COUNTY, NC	\$ 15,642.00	0.00%	99.94%
CHEROKEE COUNTY, GA	\$ 15,044.10	0.00%	99.94%
OLMSTED COUNTY, MN	\$ 14,887.74	0.00%	99.94%
THROCKMORTON COUNTY, TX	\$ 14,759.00	0.00%	99.94%
LUCAS COUNTY, OH	\$ 14,692.12	0.00%	99.94%
COWETA COUNTY, GA	\$ 14,532.00	0.00%	99.95%
ROCKINGHAM COUNTY, NH	\$ 14,455.46	0.00%	99.95%
MORGAN COUNTY, AL	\$ 14,132.30	0.00%	99.95%
ARAPAHOE COUNTY, CO	\$ 13,997.59	0.00%	99.95%
DUBOIS COUNTY, IN	\$ 13,674.96	0.00%	99.95%
SIOUX COUNTY, IA	\$ 13,654.80	0.00%	99.95%
PULASKI COUNTY, AR	\$ 13,600.00	0.00%	99.95%
RUTHERFORD COUNTY, TN	\$ 13,387.95	0.00%	99.95%
LOGAN COUNTY, OH	\$ 13,090.00	0.00%	99.95%
ROBERTSON COUNTY, TN	\$ 12,961.73	0.00%	99.95%
HARRISONBURG CITY COUNTY, VA	\$ 12,891.00	0.00%	99.96%
MARION COUNTY, SC	\$ 12,761.86	0.00%	99.96%
WASHINGTON COUNTY, MN	\$ 12,657.00	0.00%	99.96%
BARTOW COUNTY, GA	\$ 12,476.41	0.00%	99.96%

COUNTY, STATE	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
SAINT LUCIE COUNTY, FL	\$ 12,320.00	0.00%	99.96%
CONCORDIA COUNTY, LA	\$ 12,045.00	0.00%	99.96%
ANDERSON COUNTY, TN	\$ 11,788.00	0.00%	99.96%
PIMA COUNTY, AZ	\$ 11,760.34	0.00%	99.96%
STEARNS COUNTY, MN	\$ 11,437.68	0.00%	99.96%
ALLEN COUNTY, OH	\$ 11,194.99	0.00%	99.96%
BRUNSWICK COUNTY, NC	\$ 10,834.99	0.00%	99.96%
HANCOCK COUNTY, IN	\$ 10,699.80	0.00%	99.97%
FORSYTH COUNTY, GA	\$ 10,559.75	0.00%	99.97%
WALTON COUNTY, GA	\$ 10,400.00	0.00%	99.97%
OKALOOSA COUNTY, FL	\$ 10,119.60	0.00%	99.97%
JACKSON COUNTY, MI	\$ 10,094.00	0.00%	99.97%
WHATCOM COUNTY, WA	\$ 9,888.44	0.00%	99.97%
FAYETTE COUNTY, KY	\$ 9,799.80	0.00%	99.97%
HAMPDEN COUNTY, MA	\$ 9,796.00	0.00%	99.97%
KENT COUNTY, DE	\$ 9,700.08	0.00%	99.97%
ONEIDA COUNTY, NY	\$ 9,630.00	0.00%	99.97%
MONTEZUMA COUNTY, CO	\$ 9,351.26	0.00%	99.97%
GREENE COUNTY, MO	\$ 8,800.75	0.00%	99.97%
STARK COUNTY, OH	\$ 8,750.00	0.00%	99.97%
TYLER COUNTY, TX	\$ 8,642.50	0.00%	99.98%
RALEIGH COUNTY, WV	\$ 8,621.57	0.00%	99.98%
KANE COUNTY, IL	\$ 8,583.84	0.00%	99.98%
MERCER COUNTY, OH	\$ 8,329.00	0.00%	99.98%
LYCOMING COUNTY, PA	\$ 7,853.48	0.00%	99.98%
BROOMFIELD COUNTY, CO	\$ 7,804.18	0.00%	99.98%
PATRICK COUNTY, VA	\$ 7,781.30	0.00%	99.98%
SAN JACINTO COUNTY, TX	\$ 7,584.11	0.00%	99.98%
LAMOILLE COUNTY, VT	\$ 7,490.00	0.00%	99.98%
HALL COUNTY, GA	\$ 7,135.16	0.00%	99.98%
CAMBRIA COUNTY, PA	\$ 7,109.86	0.00%	99.98%
EL PASO COUNTY, CO	\$ 6,686.92	0.00%	99.98%
DAVISS COUNTY, KY	\$ 6,605.00	0.00%	99.98%
SAN JUAN COUNTY, WA	\$ 6,598.00	0.00%	99.98%
PHILADELPHIA COUNTY, PA	\$ 6,551.80	0.00%	99.98%
GREENE COUNTY, OH	\$ 6,488.06	0.00%	99.98%
WASHINGTON COUNTY, NY	\$ 6,262.00	0.00%	99.98%
WORCESTER COUNTY, MA	\$ 6,081.63	0.00%	99.98%
SAINT LAWRENCE COUNTY, NY	\$ 6,080.00	0.00%	99.99%
WAYNE COUNTY, PA	\$ 5,830.93	0.00%	99.99%

COUNTY, STATE	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
MIDDLESEX COUNTY, CT	\$ 5,693.73	0.00%	99.99%
SARPY COUNTY, NE	\$ 5,629.74	0.00%	99.99%
OTTAWA COUNTY, MI	\$ 5,620.00	0.00%	99.99%
ORANGE COUNTY, NY	\$ 5,482.00	0.00%	99.99%
SEWARD COUNTY, NE	\$ 5,425.00	0.00%	99.99%
JASPER COUNTY, IN	\$ 5,392.00	0.00%	99.99%
FRESNO COUNTY, CA	\$ 5,299.00	0.00%	99.99%
SAINT CHARLES COUNTY, MO	\$ 5,186.60	0.00%	99.99%
KNOX COUNTY, TN	\$ 5,055.04	0.00%	99.99%
SENECA COUNTY, OH	\$ 4,644.75	0.00%	99.99%
PIERCE COUNTY, WA	\$ 4,605.00	0.00%	99.99%
MCCULLOCH COUNTY, TX	\$ 4,576.00	0.00%	99.99%
DUTCHESS COUNTY, NY	\$ 4,555.46	0.00%	99.99%
SAN LUIS OBISPO COUNTY, CA	\$ 4,458.77	0.00%	99.99%
GRANVILLE COUNTY, NC	\$ 4,200.00	0.00%	99.99%
MERCER COUNTY, WV	\$ 4,172.42	0.00%	99.99%
MARIN COUNTY, CA	\$ 4,133.36	0.00%	99.99%
JONES COUNTY, TX	\$ 4,031.97	0.00%	99.99%
RICHLAND COUNTY, SC	\$ 3,969.04	0.00%	99.99%
LOUDOUN COUNTY, VA	\$ 3,702.00	0.00%	99.99%
BUTTE COUNTY, CA	\$ 3,700.00	0.00%	99.99%
ADAMS COUNTY, ID	\$ 3,682.80	0.00%	99.99%
WHARTON COUNTY, TX	\$ 3,675.09	0.00%	99.99%
HENRY COUNTY, VA	\$ 3,527.25	0.00%	99.99%
WOOD COUNTY, OH	\$ 3,501.61	0.00%	99.99%
MINNEHAHA COUNTY, SD	\$ 3,480.42	0.00%	99.99%
CERRO GORDO COUNTY, IA	\$ 3,386.57	0.00%	99.99%
ANOKA COUNTY, MN	\$ 3,373.10	0.00%	99.99%
RENO COUNTY, KS	\$ 3,316.88	0.00%	100.00%
GLOUCESTER COUNTY, NJ	\$ 3,156.00	0.00%	100.00%
FREMONT COUNTY, CO	\$ 3,098.65	0.00%	100.00%
YORK COUNTY, ME	\$ 2,719.96	0.00%	100.00%
ORANGE COUNTY, NC	\$ 2,718.16	0.00%	100.00%
JACKSON COUNTY, MO	\$ 2,673.41	0.00%	100.00%
CLAY COUNTY, IA	\$ 2,591.84	0.00%	100.00%
CHEROKEE COUNTY, AL	\$ 2,517.00	0.00%	100.00%
HAMILTON COUNTY, TN	\$ 2,339.96	0.00%	100.00%
WASHTENAW COUNTY, MI	\$ 2,305.20	0.00%	100.00%
ALLEN COUNTY, IN	\$ 2,293.94	0.00%	100.00%
ADAMS COUNTY, CO	\$ 2,263.04	0.00%	100.00%

COUNTY, STATE	AMOUNT PAID	PERCENT	CUMULATIVE PERCENT
BENTON COUNTY, AR	\$ 2,015.68	0.00%	100.00%
TALLADEGA COUNTY, AL	\$ 1,972.36	0.00%	100.00%
SANTA ROSA COUNTY, FL	\$ 1,940.71	0.00%	100.00%
CLARK COUNTY, WA	\$ 1,718.00	0.00%	100.00%
LA CROSSE COUNTY, WI	\$ 1,609.76	0.00%	100.00%
CARVER COUNTY, MN	\$ 1,598.97	0.00%	100.00%
PENNINGTON COUNTY, MN	\$ 1,589.28	0.00%	100.00%
OUTAGAMIE COUNTY, WI	\$ 1,566.53	0.00%	100.00%
DOUGLAS COUNTY, MN	\$ 1,545.00	0.00%	100.00%
TRANSYLVANIA COUNTY, NC	\$ 1,476.00	0.00%	100.00%
WEST BATON ROUGE COUNTY, LA	\$ 1,351.30	0.00%	100.00%
IOWA COUNTY, WI	\$ 1,210.86	0.00%	100.00%
KENT COUNTY, RI	\$ 1,204.63	0.00%	100.00%
KENDALL COUNTY, IL	\$ 1,177.61	0.00%	100.00%
MORGAN COUNTY, IN	\$ 1,138.76	0.00%	100.00%
DICKSON COUNTY, TN	\$ 1,115.64	0.00%	100.00%
FREDERICK COUNTY, MD	\$ 1,079.10	0.00%	100.00%
LATAH COUNTY, ID	\$ 1,068.05	0.00%	100.00%
ORANGE COUNTY, TX	\$ 1,060.00	0.00%	100.00%
THURSTON COUNTY, WA	\$ 1,029.74	0.00%	100.00%
MORGAN COUNTY, IL	\$ 999.65	0.00%	100.00%
KERN COUNTY, CA	\$ 863.00	0.00%	100.00%
GRANT COUNTY, WI	\$ 828.50	0.00%	100.00%
ROSS COUNTY, OH	\$ 820.00	0.00%	100.00%
MERRIMACK COUNTY, NH	\$ 798.00	0.00%	100.00%
OKLAHOMA COUNTY, OK	\$ 639.50	0.00%	100.00%
LA SALLE COUNTY, IL	\$ 539.60	0.00%	100.00%
WILLIAMSON COUNTY, TN	\$ 536.99	0.00%	100.00%
CACHE COUNTY, UT	\$ 435.00	0.00%	100.00%
CLARE COUNTY, MI	\$ 426.00	0.00%	100.00%
KARNES COUNTY, TX	\$ 356.00	0.00%	100.00%
CLERMONT COUNTY, OH	\$ 315.42	0.00%	100.00%
BERKSHIRE COUNTY, MA	\$ 299.96	0.00%	100.00%
ELKHART COUNTY, IN	\$ 273.70	0.00%	100.00%
JACKSON COUNTY, OH	\$ 71.76	0.00%	100.00%
<b>Total</b>	<b>\$ 1,324,405,619.50</b>	<b>100.00%</b>	<b>100.00%</b>

Source: MGT developed a Master Utilization Database based on City's financial system between Fiscal Years July 1, 2017, through June 30, 2022.

# Appendix C

## C. Detailed Utilization, Availability, and Disparity Analyses

TABLE C-1.  
DETAILED UTILIZATION, AVAILABILITY, AND DISPARITY ANALYSES  
CITY OF HOUSTON MARKETPLACE  
CONSTRUCTION  
BLACK AMERICAN FIRMS

NAICS-4	NAICS-4 DESC	BLACK AMERICAN			
		Utilization	Availability	Disparity	Significance
2122	Metal Ore Mining	0.00%	0.00%		
2123	Nonmetallic Mineral Mining and Quarrying	0.00%	1.61%	0.00	¥¥¥
2131	Support Activities for Mining	0.00%	50.08%	0.00	¥¥¥
2211	Electric Power Generation, Transmission and Distribution	0.00%	20.25%	0.00	¥¥¥
2212	Natural Gas Distribution	0.00%	1.28%	0.00	¥¥
2213	Water, Sewage and Other Systems	2.99%	14.54%	20.56	¥¥¥
2361	Residential Building Construction	1.21%	9.32%	12.95	¥¥¥
2362	Nonresidential Building Construction	7.29%	7.29%		
2371	Utility System Construction	0.68%	0.68%		
2372	Land Subdivision	0.00%	0.17%	0.00	
2373	Highway, Street, and Bridge Construction	6.84%	16.64%	41.09	¥¥¥
2379	Other Heavy and Civil Engineering Construction	0.16%	0.56%	29.43	
2381	Foundation, Structure, and Building Exterior Contractors	26.29%	0.16%		
2382	Building Equipment Contractors	3.75%	7.55%	49.64	¥¥¥
2383	Building Finishing Contractors	1.26%	3.90%	32.40	¥¥¥
2389	Other Specialty Trade Contractors	1.92%	9.49%	20.26	¥¥¥
3149	Other Textile Product Mills	0.00%	100.00%	0.00	
3211	Sawmills and Wood Preservation	0.00%	0.00%		

NAICS-4	NAICS-4 DESC	BLACK AMERICAN			
		Utilization	Availability	Disparity	Significance
3212	Veneer, Plywood, and Engineered Wood Product Manufacturing	0.00%	0.00%		
3219	Other Wood Product Manufacturing	0.00%	0.00%		
3222	Converted Paper Product Manufacturing	0.00%	0.00%		
3231	Printing and Related Support Activities	0.00%	0.44%	0.00	
3241	Petroleum and Coal Products Manufacturing	18.47%	1.34%		
3255	Paint, Coating, and Adhesive Manufacturing	0.00%	0.00%		
3261	Plastics Product Manufacturing	0.00%	0.63%	0.00	
3271	Clay Product and Refractory Manufacturing	0.00%	0.00%		
3273	Cement and Concrete Product Manufacturing	3.62%	0.00%		
3274	Lime and Gypsum Product Manufacturing	0.00%	0.00%		
3279	Other Nonmetallic Mineral Product Manufacturing	0.00%	0.00%		
3314	Nonferrous Metal (except Aluminum) Production and Processing	0.00%	0.00%		
3322	Cutlery and Handtool Manufacturing	0.00%	0.00%		
3323	Architectural and Structural Metals Manufacturing	0.00%	0.99%	0.00	¥
3324	Boiler, Tank, and Shipping Container Manufacturing	0.00%	1.89%	0.00	¥¥¥
3329	Other Fabricated Metal Product Manufacturing	0.00%	0.58%	0.00	
3339	Other General Purpose Machinery Manufacturing	100.00%	0.00%		
3345	Navigational, Measuring, Electromedical, and Control Instruments Manufacturing	0.00%	0.00%		
3352	Household Appliance Manufacturing	0.00%	2.86%	0.00	¥¥¥
3353	Electrical Equipment Manufacturing	0.00%	2.70%	0.00	¥¥¥
3359	Other Electrical Equipment and Component Manufacturing	0.00%	1.19%	0.00	¥¥

NAICS-4	NAICS-4 DESC	BLACK AMERICAN			
		Utilization	Availability	Disparity	Significance
3371	Household and Institutional Furniture and Kitchen Cabinet Manufacturing	0.00%	0.22%	0.00	
3379	Other Furniture Related Product Manufacturing	0.00%	0.98%	0.00	¥
3399	Other Miscellaneous Manufacturing	0.00%	0.55%	0.00	
4232	Furniture and Home Furnishing Merchant Wholesalers	0.00%	0.74%	0.00	
4233	Lumber and Other Construction Materials Merchant Wholesalers	69.13%	4.47%		
4234	Professional and Commercial Equipment and Supplies Merchant Wholesalers	0.00%	1.88%	0.00	¥¥¥
4236	Household Appliances and Electrical and Electronic Goods Merchant Wholesalers	13.21%	18.73%	70.55	¥¥¥
4237	Hardware, and Plumbing and Heating Equipment and Supplies Merchant Wholesalers	14.86%	11.35%		
4238	Machinery, Equipment, and Supplies Merchant Wholesalers	0.00%	5.05%	0.00	¥¥¥
4239	Miscellaneous Durable Goods Merchant Wholesalers	0.00%	0.44%	0.00	
4246	Chemical and Allied Products Merchant Wholesalers	0.00%	0.65%	0.00	
4247	Petroleum and Petroleum Products Merchant Wholesalers	21.95%	9.27%		
4249	Miscellaneous Nondurable Goods Merchant Wholesalers	0.00%	40.05%	0.00	¥¥¥
4251	Wholesale Electronic Markets and Agents and Brokers	93.89%	0.00%		
4441	Building Material and Supplies Dealers	0.00%	0.00%		
4543	Direct Selling Establishments	100.00%	100.00%		

NAICS-4	NAICS-4 DESC	BLACK AMERICAN			
		Utilization	Availability	Disparity	Significance
4841	General Freight Trucking	7.11%	40.13%	17.72	¥¥¥
4842	Specialized Freight Trucking	0.00%	20.87%	0.00	¥¥¥
4921	Couriers and Express Delivery Services	0.00%	2.55%	0.00	¥¥¥
5241	Insurance Carriers	0.00%	0.97%	0.00	¥
5324	Commercial and Industrial Machinery and Equipment Rental and Leasing	0.00%	50.03%	0.00	¥¥¥
5413	Architectural, Engineering, and Related Services	4.51%	6.88%	65.54	¥
5414	Specialized Design Services	100.00%	66.74%		
5415	Computer Systems Design and Related Services	0.00%	18.35%	0.00	¥¥¥
5416	Management, Scientific, and Technical Consulting Services	6.08%	28.55%	21.31	¥¥¥
5419	Other Professional, Scientific, and Technical Services	100.00%	66.77%		
5613	Employment Services	75.23%	26.09%		
5614	Business Support Services	100.00%	0.37%		
5615	Travel Arrangement and Reservation Services	0.00%	0.44%	0.00	
5616	Investigation and Security Services	7.58%	14.10%	53.71	¥¥¥
5617	Services to Buildings and Dwellings	46.68%	23.66%		
5619	Other Support Services	20.65%	34.28%	60.24	¥¥¥
5621	Waste Collection	98.89%	1.08%		
5622	Waste Treatment and Disposal	0.00%	0.64%	0.00	
8113	Commercial and Industrial Machinery and Equipment (except Automotive and Electronic) Repair and Maintenance	0.00%	2.79%	0.00	¥¥¥

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability. “¥” indicates an adverse disparity that is statistically significant at the 15% level or better (85% confidence). “¥¥” indicates the disparity is significant at a 10% level or better (90% confidence). “¥¥¥” indicates significance at a 5% level or better (95% confidence).

TABLE C-2.  
DETAILED UTILIZATION, AVAILABILITY, AND DISPARITY ANALYSES  
CITY OF HOUSTON MARKETPLACE



CONSTRUCTION  
ASIAN AMERICAN FIRMS

NAICS-4	NAICS-4 DESC	ASIAN AMERICAN			
		Utilization	Availability	Disparity	Significance
2122	Metal Ore Mining	0.00%	0.00%		
2123	Nonmetallic Mineral Mining and Quarrying	0.00%	0.00%		
2131	Support Activities for Mining	0.00%	0.41%	0.00	
2211	Electric Power Generation, Transmission and Distribution	0.00%	0.28%	0.00	
2212	Natural Gas Distribution	0.00%	0.00%		
2213	Water, Sewage and Other Systems	3.27%	0.00%		
2361	Residential Building Construction	0.00%	2.86%	0.17	¥¥¥
2362	Nonresidential Building Construction	2.25%	2.25%		
2371	Utility System Construction	0.68%	0.68%		
2372	Land Subdivision	0.00%	0.18%	0.00	
2373	Highway, Street, and Bridge Construction	1.57%	7.69%	20.38	¥¥¥
2379	Other Heavy and Civil Engineering Construction	2.51%	1.11%		
2381	Foundation, Structure, and Building Exterior Contractors	0.60%	1.88%	31.69	¥
2382	Building Equipment Contractors	0.63%	0.70%	90.30	
2383	Building Finishing Contractors	0.54%	3.74%	14.41	¥¥¥
2389	Other Specialty Trade Contractors	5.96%	4.58%		
3149	Other Textile Product Mills	0.00%	0.47%	0.00	
3211	Sawmills and Wood Preservation	0.00%	0.00%		
3212	Veneer, Plywood, and Engineered Wood Product Manufacturing	0.00%	0.00%		
3219	Other Wood Product Manufacturing	0.00%	0.00%		
3222	Converted Paper Product Manufacturing	0.00%	0.00%		
3231	Printing and Related Support Activities	0.00%	20.30%	0.00	¥¥¥

NAICS-4	NAICS-4 DESC	ASIAN AMERICAN			
		Utilization	Availability	Disparity	Significance
3241	Petroleum and Coal Products Manufacturing	0.00%	0.00%		
3255	Paint, Coating, and Adhesive Manufacturing	0.00%	0.00%		
3261	Plastics Product Manufacturing	0.00%	50.95%	0.00	¥¥¥
3271	Clay Product and Refractory Manufacturing	0.00%	0.00%		
3273	Cement and Concrete Product Manufacturing	58.88%	0.00%		
3274	Lime and Gypsum Product Manufacturing	0.00%	0.00%		
3279	Other Nonmetallic Mineral Product Manufacturing	0.00%	0.00%		
3314	Nonferrous Metal (except Aluminum) Production and Processing	0.00%	0.00%		
3322	Cutlery and Handtool Manufacturing	0.00%	0.00%		
3323	Architectural and Structural Metals Manufacturing	0.00%	0.71%	0.00	
3324	Boiler, Tank, and Shipping Container Manufacturing	0.00%	0.00%		
3329	Other Fabricated Metal Product Manufacturing	0.00%	1.75%	0.00	¥¥¥
3339	Other General Purpose Machinery Manufacturing	0.00%	3.03%	0.00	¥¥¥
3345	Navigational, Measuring, Electromedical, and Control Instruments Manufacturing	0.00%	20.48%	0.00	¥¥¥
3352	Household Appliance Manufacturing	0.00%	0.00%		
3353	Electrical Equipment Manufacturing	0.00%	0.00%		
3359	Other Electrical Equipment and Component Manufacturing	0.00%	1.79%	0.00	¥¥¥
3371	Household and Institutional Furniture and Kitchen Cabinet Manufacturing	0.00%	0.00%		
3379	Other Furniture Related Product Manufacturing	0.00%	0.00%		
3399	Other Miscellaneous Manufacturing	12.70%	0.29%		
4232	Furniture and Home Furnishing Merchant Wholesalers	0.00%	1.03%	0.00	¥

NAICS-4	NAICS-4 DESC	ASIAN AMERICAN			
		Utilization	Availability	Disparity	Significance
4233	Lumber and Other Construction Materials Merchant Wholesalers	6.51%	0.30%		
4234	Professional and Commercial Equipment and Supplies Merchant Wholesalers	0.00%	1.03%	0.00	¥
4236	Household Appliances and Electrical and Electronic Goods Merchant Wholesalers	0.00%	10.61%	0.00	¥¥¥
4237	Hardware, and Plumbing and Heating Equipment and Supplies Merchant Wholesalers	0.00%	1.07%	0.00	¥
4238	Machinery, Equipment, and Supplies Merchant Wholesalers	0.00%	4.98%	0.00	¥¥¥
4239	Miscellaneous Durable Goods Merchant Wholesalers	0.00%	0.19%	0.00	
4246	Chemical and Allied Products Merchant Wholesalers	97.54%	11.39%		
4247	Petroleum and Petroleum Products Merchant Wholesalers	0.00%	0.60%	0.00	
4249	Miscellaneous Nondurable Goods Merchant Wholesalers	0.00%	20.17%	0.00	¥¥¥
4251	Wholesale Electronic Markets and Agents and Brokers	0.00%	0.00%		
4441	Building Material and Supplies Dealers	0.00%	0.00%		
4543	Direct Selling Establishments	0.00%	0.00%		
4841	General Freight Trucking	0.00%	0.04%	0.00	
4842	Specialized Freight Trucking	0.00%	0.00%		
4921	Couriers and Express Delivery Services	0.00%	0.00%		
5241	Insurance Carriers	0.00%	0.00%		
5324	Commercial and Industrial Machinery and Equipment Rental and Leasing	0.00%	0.07%	0.00	

NAICS-4	NAICS-4 DESC	ASIAN AMERICAN			
		Utilization	Availability	Disparity	Significance
5413	Architectural, Engineering, and Related Services	14.56%	8.17%		
5414	Specialized Design Services	0.00%	0.19%	0.00	
5415	Computer Systems Design and Related Services	0.00%	10.50%	0.00	¥¥¥
5416	Management, Scientific, and Technical Consulting Services	1.33%	5.63%	23.56	¥¥¥
5419	Other Professional, Scientific, and Technical Services	0.00%	0.20%	0.00	
5613	Employment Services	0.00%	5.58%	0.00	¥¥¥
5614	Business Support Services	0.00%	0.21%	0.00	
5615	Travel Arrangement and Reservation Services	0.00%	0.17%	0.00	
5616	Investigation and Security Services	2.38%	4.85%	49.13	¥¥
5617	Services to Buildings and Dwellings	0.00%	2.42%	0.00	¥¥¥
5619	Other Support Services	78.60%	13.68%		
5621	Waste Collection	0.00%	0.00%		
5622	Waste Treatment and Disposal	0.00%	1.28%	0.00	¥¥
8113	Commercial and Industrial Machinery and Equipment (except Automotive and Electronic) Repair and Maintenance	0.00%	0.15%	0.00	

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability. “¥” indicates an adverse disparity that is statistically significant at the 15% level or better (85% confidence). “\*\*\*” indicates the disparity is significant at a 10% level or better (90% confidence). “¥¥¥” indicates significance at a 5% level or better (95% confidence).

TABLE C-3.  
DETAILED UTILIZATION, AVAILABILITY, AND DISPARITY ANALYSES  
CITY OF HOUSTON MARKETPLACE  
CONSTRUCTION  
HISPANIC AMERICAN FIRMS

NAICS-4	NAICS-4 DESC	HISPANIC AMERICAN			
		Utilization	Availability	Disparity	Significance
2122	Metal Ore Mining	0.00%	0.00%		
2123	Nonmetallic Mineral Mining and Quarrying	0.00%	0.00%		
2131	Support Activities for Mining	0.00%	50.05%	0.00	¥¥¥

NAICS-4	NAICS-4 DESC	HISPANIC AMERICAN			
		Utilization	Availability	Disparity	Significance
2211	Electric Power Generation, Transmission and Distribution	3.20%	20.82%	15.35	¥¥¥
2212	Natural Gas Distribution	0.00%	1.28%	0.00	¥¥
2213	Water, Sewage and Other Systems	4.05%	3.61%		
2361	Residential Building Construction	6.32%	19.35%	32.65	¥¥¥
2362	Nonresidential Building Construction	11.27%	11.27%		
2371	Utility System Construction	15.34%	15.34%		
2372	Land Subdivision	0.00%	100.00%	0.00	
2373	Highway, Street, and Bridge Construction	18.71%	25.40%	73.66	¥¥¥
2379	Other Heavy and Civil Engineering Construction	11.37%	2.22%		
2381	Foundation, Structure, and Building Exterior Contractors	42.49%	23.10%		
2382	Building Equipment Contractors	25.46%	13.61%		
2383	Building Finishing Contractors	41.08%	38.06%		
2389	Other Specialty Trade Contractors	15.81%	9.90%		
3149	Other Textile Product Mills	0.00%	1.24%	0.00	¥¥
3211	Sawmills and Wood Preservation	0.00%	0.00%		
3212	Veneer, Plywood, and Engineered Wood Product Manufacturing	0.00%	0.00%		
3219	Other Wood Product Manufacturing	0.00%	6.74%	0.00	¥¥¥
3222	Converted Paper Product Manufacturing	100.00%	0.00%		
3231	Printing and Related Support Activities	0.00%	41.00%	0.00	¥¥¥
3241	Petroleum and Coal Products Manufacturing	0.00%	0.67%	0.00	
3255	Paint, Coating, and Adhesive Manufacturing	0.00%	1.32%	0.00	¥¥
3261	Plastics Product Manufacturing	0.00%	1.27%	0.00	¥¥
3271	Clay Product and Refractory Manufacturing	0.00%	0.00%		

NAICS-4	NAICS-4 DESC	HISPANIC AMERICAN			
		Utilization	Availability	Disparity	Significance
3273	Cement and Concrete Product Manufacturing	0.21%	19.44%	1.07	¥¥¥
3274	Lime and Gypsum Product Manufacturing	0.00%	0.00%		
3279	Other Nonmetallic Mineral Product Manufacturing	100.00%	3.45%		
3314	Nonferrous Metal (except Aluminum) Production and Processing	0.00%	0.00%		
3322	Cutlery and Handtool Manufacturing	0.00%	0.00%		
3323	Architectural and Structural Metals Manufacturing	3.69%	14.38%	25.69	¥¥¥
3324	Boiler, Tank, and Shipping Container Manufacturing	0.00%	1.89%	0.00	¥¥¥
3329	Other Fabricated Metal Product Manufacturing	100.00%	1.46%		
3339	Other General Purpose Machinery Manufacturing	0.00%	0.00%		
3345	Navigational, Measuring, Electromedical, and Control Instruments Manufacturing	26.79%	20.95%		
3352	Household Appliance Manufacturing	0.00%	0.00%		
3353	Electrical Equipment Manufacturing	0.00%	0.00%		
3359	Other Electrical Equipment and Component Manufacturing	0.00%	0.00%		
3371	Household and Institutional Furniture and Kitchen Cabinet Manufacturing	0.00%	9.89%	0.00	¥¥¥
3379	Other Furniture Related Product Manufacturing	33.63%	1.96%		
3399	Other Miscellaneous Manufacturing	0.00%	1.17%	0.00	¥¥
4232	Furniture and Home Furnishing Merchant Wholesalers	100.00%	1.97%		
4233	Lumber and Other Construction Materials Merchant Wholesalers	3.21%	11.77%	27.28	¥¥¥
4234	Professional and Commercial Equipment and Supplies Merchant Wholesalers	0.00%	1.77%	0.00	¥¥¥

NAICS-4	NAICS-4 DESC	HISPANIC AMERICAN			
		Utilization	Availability	Disparity	Significance
4236	Household Appliances and Electrical and Electronic Goods Merchant Wholesalers	0.00%	0.74%	0.00	
4237	Hardware, and Plumbing and Heating Equipment and Supplies Merchant Wholesalers	41.93%	1.49%		
4238	Machinery, Equipment, and Supplies Merchant Wholesalers	0.00%	7.16%	0.00	¥¥¥
4239	Miscellaneous Durable Goods Merchant Wholesalers	0.00%	99.44%	0.00	¥¥¥
4246	Chemical and Allied Products Merchant Wholesalers	0.00%	1.17%	0.00	¥¥
4247	Petroleum and Petroleum Products Merchant Wholesalers	0.00%	0.73%	0.00	
4249	Miscellaneous Nondurable Goods Merchant Wholesalers	0.00%	0.80%	0.00	
4251	Wholesale Electronic Markets and Agents and Brokers	0.00%	0.00%		
4441	Building Material and Supplies Dealers	23.55%	16.28%		
4543	Direct Selling Establishments	0.00%	0.00%		
4841	General Freight Trucking	92.89%	42.57%		
4842	Specialized Freight Trucking	99.34%	21.74%		
4921	Couriers and Express Delivery Services	0.00%	1.77%	0.00	¥¥¥
5241	Insurance Carriers	0.00%	0.32%	0.00	
5324	Commercial and Industrial Machinery and Equipment Rental and Leasing	7.75%	1.37%		
5413	Architectural, Engineering, and Related Services	3.57%	9.19%	38.79	¥¥¥
5414	Specialized Design Services	0.00%	17.89%	0.00	¥¥¥
5415	Computer Systems Design and Related Services	0.00%	3.79%	0.00	¥¥¥
5416	Management, Scientific, and Technical Consulting Services	0.00%	12.82%	0.00	¥¥¥

NAICS-4	NAICS-4 DESC	HISPANIC AMERICAN			
		Utilization	Availability	Disparity	Significance
5419	Other Professional, Scientific, and Technical Services	0.00%	1.29%	0.00	¥¥
5613	Employment Services	0.00%	11.10%	0.00	¥¥¥
5614	Business Support Services	0.00%	0.87%	0.00	¥
5615	Travel Arrangement and Reservation Services	0.00%	0.83%	0.00	
5616	Investigation and Security Services	53.99%	15.93%		
5617	Services to Buildings and Dwellings	20.83%	17.09%		
5619	Other Support Services	0.00%	20.95%	0.00	¥¥¥
5621	Waste Collection	1.11%	52.15%	2.13	¥¥¥
5622	Waste Treatment and Disposal	0.00%	2.56%	0.00	¥¥¥
8113	Commercial and Industrial Machinery and Equipment (except Automotive and Electronic) Repair and Maintenance	0.00%	15.15%	0.00	¥¥¥

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability. “¥” indicates an adverse disparity that is statistically significant at the 15% level or better (85% confidence). “\*\*\*” indicates the disparity is significant at a 10% level or better (90% confidence). “¥¥¥” indicates significance at a 5% level or better (95% confidence).

TABLE C-4.  
DETAILED UTILIZATION, AVAILABILITY, AND DISPARITY ANALYSES  
CITY OF HOUSTON MARKETPLACE  
CONSTRUCTION  
NATIVE AMERICAN FIRMS

NAICS-4	NAICS-4 DESC	NATIVE AMERICAN			
		Utilization	Availability	Disparity	Significance
2122	Metal Ore Mining	0.00%	0.00%		
2123	Nonmetallic Mineral Mining and Quarrying	0.00%	0.00%		
2131	Support Activities for Mining	0.00%	0.00%		
2211	Electric Power Generation, Transmission and Distribution	0.00%	0.00%		
2212	Natural Gas Distribution	0.00%	0.00%		
2213	Water, Sewage and Other Systems	0.10%	0.00%		
2361	Residential Building Construction	0.00%	0.02%	0.00	



NAICS-4	NAICS-4 DESC	NATIVE AMERICAN			
		Utilization	Availability	Disparity	Significance
2362	Nonresidential Building Construction	1.69%	1.69%		
2371	Utility System Construction	1.00%	1.00%		
2372	Land Subdivision	0.00%	0.00%		
2373	Highway, Street, and Bridge Construction	0.01%	0.24%	2.81	
2379	Other Heavy and Civil Engineering Construction	0.00%	0.37%	0.00	
2381	Foundation, Structure, and Building Exterior Contractors	0.05%	0.00%		
2382	Building Equipment Contractors	0.00%	0.60%	0.00	
2383	Building Finishing Contractors	0.00%	0.00%		
2389	Other Specialty Trade Contractors	1.23%	0.03%		
3149	Other Textile Product Mills	0.00%	0.00%		
3211	Sawmills and Wood Preservation	0.00%	0.00%		
3212	Veneer, Plywood, and Engineered Wood Product Manufacturing	0.00%	0.00%		
3219	Other Wood Product Manufacturing	0.00%	0.00%		
3222	Converted Paper Product Manufacturing	0.00%	0.00%		
3231	Printing and Related Support Activities	0.00%	0.00%		
3241	Petroleum and Coal Products Manufacturing	0.00%	0.00%		
3255	Paint, Coating, and Adhesive Manufacturing	0.00%	0.00%		
3261	Plastics Product Manufacturing	0.00%	0.63%	0.00	
3271	Clay Product and Refractory Manufacturing	0.00%	0.00%		
3273	Cement and Concrete Product Manufacturing	0.00%	0.00%		
3274	Lime and Gypsum Product Manufacturing	0.00%	0.00%		
3279	Other Nonmetallic Mineral Product Manufacturing	0.00%	0.00%		
3314	Nonferrous Metal (except Aluminum) Production and Processing	0.00%	0.00%		

NAICS-4	NAICS-4 DESC	NATIVE AMERICAN			
		Utilization	Availability	Disparity	Significance
3322	Cutlery and Handtool Manufacturing	0.00%	0.00%		
3323	Architectural and Structural Metals Manufacturing	0.00%	0.14%	0.00	
3324	Boiler, Tank, and Shipping Container Manufacturing	0.00%	0.00%		
3329	Other Fabricated Metal Product Manufacturing	0.00%	0.00%		
3339	Other General Purpose Machinery Manufacturing	0.00%	0.00%		
3345	Navigational, Measuring, Electromedical, and Control Instruments Manufacturing	0.00%	0.00%		
3352	Household Appliance Manufacturing	0.00%	0.00%		
3353	Electrical Equipment Manufacturing	0.00%	0.00%		
3359	Other Electrical Equipment and Component Manufacturing	0.00%	0.00%		
3371	Household and Institutional Furniture and Kitchen Cabinet Manufacturing	0.00%	0.00%		
3379	Other Furniture Related Product Manufacturing	0.00%	0.00%		
3399	Other Miscellaneous Manufacturing	0.00%	0.00%		
4232	Furniture and Home Furnishing Merchant Wholesalers	0.00%	0.00%		
4233	Lumber and Other Construction Materials Merchant Wholesalers	0.47%	0.00%		
4234	Professional and Commercial Equipment and Supplies Merchant Wholesalers	0.00%	6.84%	0.00	¥¥¥
4236	Household Appliances and Electrical and Electronic Goods Merchant Wholesalers	0.00%	0.14%	0.00	
4237	Hardware, and Plumbing and Heating Equipment and Supplies Merchant Wholesalers	0.00%	0.00%		
4238	Machinery, Equipment, and Supplies Merchant Wholesalers	0.00%	1.49%	0.00	¥¥

NAICS-4	NAICS-4 DESC	NATIVE AMERICAN			
		Utilization	Availability	Disparity	Significance
4239	Miscellaneous Durable Goods Merchant Wholesalers	0.00%	0.03%	0.00	
4246	Chemical and Allied Products Merchant Wholesalers	0.00%	0.00%		
4247	Petroleum and Petroleum Products Merchant Wholesalers	0.00%	0.00%		
4249	Miscellaneous Nondurable Goods Merchant Wholesalers	0.00%	0.00%		
4251	Wholesale Electronic Markets and Agents and Brokers	0.00%	0.00%		
4441	Building Material and Supplies Dealers	0.00%	0.00%		
4543	Direct Selling Establishments	0.00%	0.00%		
4841	General Freight Trucking	0.00%	10.01%	0.00	¥¥¥
4842	Specialized Freight Trucking	0.00%	0.21%	0.00	
4921	Couriers and Express Delivery Services	0.00%	0.00%		
5241	Insurance Carriers	0.00%	0.00%		
5324	Commercial and Industrial Machinery and Equipment Rental and Leasing	0.00%	50.00%	0.00	¥¥¥
5413	Architectural, Engineering, and Related Services	0.41%	2.09%	19.55	¥¥
5414	Specialized Design Services	0.00%	0.02%	0.00	
5415	Computer Systems Design and Related Services	0.00%	8.89%	0.00	¥¥¥
5416	Management, Scientific, and Technical Consulting Services	0.00%	3.53%	0.00	¥¥¥
5419	Other Professional, Scientific, and Technical Services	0.00%	0.03%	0.00	
5613	Employment Services	0.00%	5.05%	0.00	¥¥¥
5614	Business Support Services	0.00%	0.01%	0.00	
5615	Travel Arrangement and Reservation Services	0.00%	0.00%		
5616	Investigation and Security Services	0.00%	4.35%	0.00	¥¥¥
5617	Services to Buildings and Dwellings	0.00%	0.00%		
5619	Other Support Services	0.00%	0.06%	0.00	
5621	Waste Collection	0.00%	0.00%		

NAICS-4	NAICS-4 DESC	NATIVE AMERICAN			
		Utilization	Availability	Disparity	Significance
5622	Waste Treatment and Disposal	0.00%	0.00%		
8113	Commercial and Industrial Machinery and Equipment (except Automotive and Electronic) Repair and Maintenance	0.00%	0.08%	0.00	

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability. “¥” indicates an adverse disparity that is statistically significant at the 15% level or better (85% confidence). “\*\*\*” indicates the disparity is significant at a 10% level or better (90% confidence). “¥¥¥” indicates significance at a 5% level or better (95% confidence).

TABLE C-5.  
DETAILED UTILIZATION, AVAILABILITY, AND DISPARITY ANALYSES  
CITY OF HOUSTON MARKETPLACE  
CONSTRUCTION  
MBE FIRMS

NAICS-4	NAICS-4 DESC	MBE			
		Utilization	Availability	Disparity	Significance
2122	Metal Ore Mining	0.00%	0.00%		
2123	Nonmetallic Mineral Mining and Quarrying	0.00%	1.61%	0.00	¥¥¥
2131	Support Activities for Mining	0.00%	100.53%	0.00	
2211	Electric Power Generation, Transmission and Distribution	3.20%	41.35%	7.73	¥¥¥
2212	Natural Gas Distribution	0.00%	2.56%	0.00	¥¥¥
2213	Water, Sewage and Other Systems	10.41%	18.16%	57.32	¥¥¥
2361	Residential Building Construction	7.53%	31.55%	23.86	¥¥¥
2362	Nonresidential Building Construction	22.50%	22.50%		
2371	Utility System Construction	17.70%	17.70%		
2372	Land Subdivision	0.00%	100.35%	0.00	
2373	Highway, Street, and Bridge Construction	27.12%	49.97%	54.27	¥¥¥
2379	Other Heavy and Civil Engineering Construction	14.04%	4.26%		
2381	Foundation, Structure, and Building Exterior Contractors	69.41%	25.14%		
2382	Building Equipment Contractors	29.83%	22.46%		
2383	Building Finishing Contractors	42.88%	45.70%	93.83	
2389	Other Specialty Trade Contractors	24.92%	23.99%		

NAICS-4	NAICS-4 DESC	MBE			
		Utilization	Availability	Disparity	Significance
3149	Other Textile Product Mills	0.00%	101.71%	0.00	
3211	Sawmills and Wood Preservation	0.00%	0.00%		
3212	Veneer, Plywood, and Engineered Wood Product Manufacturing	0.00%	0.00%		
3219	Other Wood Product Manufacturing	0.00%	6.74%	0.00	¥¥¥
3222	Converted Paper Product Manufacturing	100.00%	0.00%		
3231	Printing and Related Support Activities	0.00%	61.73%	0.00	¥¥¥
3241	Petroleum and Coal Products Manufacturing	18.47%	2.01%		
3255	Paint, Coating, and Adhesive Manufacturing	0.00%	1.32%	0.00	¥¥
3261	Plastics Product Manufacturing	0.00%	53.48%	0.00	¥¥¥
3271	Clay Product and Refractory Manufacturing	0.00%	0.00%		
3273	Cement and Concrete Product Manufacturing	62.70%	19.44%		
3274	Lime and Gypsum Product Manufacturing	0.00%	0.00%		
3279	Other Nonmetallic Mineral Product Manufacturing	100.00%	3.45%		
3314	Nonferrous Metal (except Aluminum) Production and Processing	0.00%	0.00%		
3322	Cutlery and Handtool Manufacturing	0.00%	0.00%		
3323	Architectural and Structural Metals Manufacturing	3.69%	16.22%	22.76	¥¥¥
3324	Boiler, Tank, and Shipping Container Manufacturing	0.00%	3.77%	0.00	¥¥¥
3329	Other Fabricated Metal Product Manufacturing	100.00%	3.80%		
3339	Other General Purpose Machinery Manufacturing	100.00%	3.03%		
3345	Navigational, Measuring, Electromedical, and Control Instruments Manufacturing	26.79%	41.43%	64.67	¥¥¥
3352	Household Appliance Manufacturing	0.00%	2.86%	0.00	¥¥¥
3353	Electrical Equipment Manufacturing	0.00%	2.70%	0.00	¥¥¥

NAICS-4	NAICS-4 DESC	MBE			
		Utilization	Availability	Disparity	Significance
3359	Other Electrical Equipment and Component Manufacturing	0.00%	2.98%	0.00	¥¥¥
3371	Household and Institutional Furniture and Kitchen Cabinet Manufacturing	0.00%	10.11%	0.00	¥¥¥
3379	Other Furniture Related Product Manufacturing	33.63%	2.94%		
3399	Other Miscellaneous Manufacturing	12.70%	2.01%		
4232	Furniture and Home Furnishing Merchant Wholesalers	100.00%	3.74%		
4233	Lumber and Other Construction Materials Merchant Wholesalers	79.32%	16.54%		
4234	Professional and Commercial Equipment and Supplies Merchant Wholesalers	0.00%	11.52%	0.00	¥¥¥
4236	Household Appliances and Electrical and Electronic Goods Merchant Wholesalers	13.21%	30.21%	43.72	¥¥¥
4237	Hardware, and Plumbing and Heating Equipment and Supplies Merchant Wholesalers	56.79%	13.91%		
4238	Machinery, Equipment, and Supplies Merchant Wholesalers	0.00%	18.67%	0.00	¥¥¥
4239	Miscellaneous Durable Goods Merchant Wholesalers	0.00%	100.10%	0.00	
4246	Chemical and Allied Products Merchant Wholesalers	97.54%	13.20%		
4247	Petroleum and Petroleum Products Merchant Wholesalers	21.95%	10.60%		
4249	Miscellaneous Nondurable Goods Merchant Wholesalers	0.00%	61.01%	0.00	¥¥¥
4251	Wholesale Electronic Markets and Agents and Brokers	93.89%	0.00%		
4441	Building Material and Supplies Dealers	23.55%	16.28%		
4543	Direct Selling Establishments	100.00%	100.00%		
4841	General Freight Trucking	100.00%	92.75%		
4842	Specialized Freight Trucking	99.34%	42.82%		
4921	Couriers and Express Delivery Services	0.00%	4.32%	0.00	¥¥¥
5241	Insurance Carriers	0.00%	1.30%	0.00	¥¥

NAICS-4	NAICS-4 DESC	MBE			
		Utilization	Availability	Disparity	Significance
5324	Commercial and Industrial Machinery and Equipment Rental and Leasing	7.75%	101.47%	7.64	
5413	Architectural, Engineering, and Related Services	23.04%	26.34%	87.50	
5414	Specialized Design Services	100.00%	84.83%		
5415	Computer Systems Design and Related Services	0.00%	41.54%	0.00	¥¥¥
5416	Management, Scientific, and Technical Consulting Services	7.41%	50.54%	14.66	¥¥¥
5419	Other Professional, Scientific, and Technical Services	100.00%	68.29%		
5613	Employment Services	75.23%	47.82%		
5614	Business Support Services	100.00%	1.46%		
5615	Travel Arrangement and Reservation Services	0.00%	1.43%	0.00	¥¥
5616	Investigation and Security Services	63.95%	39.23%		
5617	Services to Buildings and Dwellings	67.50%	43.17%		
5619	Other Support Services	99.25%	68.96%		
5621	Waste Collection	100.00%	53.23%		
5622	Waste Treatment and Disposal	0.00%	4.49%	0.00	¥¥¥
8113	Commercial and Industrial Machinery and Equipment (except Automotive and Electronic) Repair and Maintenance	0.00%	18.16%	0.00	¥¥¥

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability. “¥” indicates an adverse disparity that is statistically significant at the 15% level or better (85% confidence). “\*\*\*” indicates the disparity is significant at a 10% level or better (90% confidence). “¥¥¥” indicates significance at a 5% level or better (95% confidence).

TABLE C-6.  
DETAILED UTILIZATION, AVAILABILITY, AND DISPARITY ANALYSES  
CITY OF HOUSTON MARKETPLACE  
CONSTRUCTION  
NONMINORITY WOMEN FIRMS

NAICS-4	NAICS-4 DESC	NONMINORITY WOMEN			
		Utilization	Availability	Disparity	Significance
2122	Metal Ore Mining	0.00%	0.00%		
2123	Nonmetallic Mineral Mining and Quarrying	0.00%	8.06%	0.00	¥¥¥
2131	Support Activities for Mining	0.00%	1.36%	0.00	¥¥

NAICS-4	NAICS-4 DESC	NONMINORITY WOMEN			
		Utilization	Availability	Disparity	Significance
2211	Electric Power Generation, Transmission and Distribution	95.59%	0.71%		
2212	Natural Gas Distribution	11.84%	1.92%		
2213	Water, Sewage and Other Systems	1.47%	0.00%		
2361	Residential Building Construction	17.69%	8.73%		
2362	Nonresidential Building Construction	1.20%	1.20%		
2371	Utility System Construction	5.46%	5.46%		
2372	Land Subdivision	0.00%	1.15%	0.00	¥¥
2373	Highway, Street, and Bridge Construction	0.35%	5.04%	6.90	¥¥¥
2379	Other Heavy and Civil Engineering Construction	0.11%	40.48%	0.28	¥¥¥
2381	Foundation, Structure, and Building Exterior Contractors	4.70%	7.39%	63.59	¥
2382	Building Equipment Contractors	7.79%	11.81%	65.94	¥¥¥
2383	Building Finishing Contractors	14.80%	7.57%		
2389	Other Specialty Trade Contractors	4.38%	6.69%	65.55	¥
3149	Other Textile Product Mills	0.00%	8.22%	0.00	¥¥¥
3211	Sawmills and Wood Preservation	94.69%	12.50%		
3212	Veneer, Plywood, and Engineered Wood Product Manufacturing	0.00%	0.00%		
3219	Other Wood Product Manufacturing	0.00%	0.00%		
3222	Converted Paper Product Manufacturing	0.00%	16.67%	0.00	¥¥¥
3231	Printing and Related Support Activities	0.00%	9.31%	0.00	¥¥¥
3241	Petroleum and Coal Products Manufacturing	0.00%	4.70%	0.00	¥¥¥
3255	Paint, Coating, and Adhesive Manufacturing	0.00%	9.21%	0.00	¥¥¥
3261	Plastics Product Manufacturing	0.00%	0.00%		
3271	Clay Product and Refractory Manufacturing	0.00%	29.41%	0.00	¥¥¥
3273	Cement and Concrete Product Manufacturing	0.00%	2.67%	0.00	¥¥¥
3274	Lime and Gypsum Product Manufacturing	0.00%	0.00%		



NAICS-4	NAICS-4 DESC	NONMINORITY WOMEN			
		Utilization	Availability	Disparity	Significance
3279	Other Nonmetallic Mineral Product Manufacturing	0.00%	5.17%	0.00	¥¥¥
3314	Nonferrous Metal (except Aluminum) Production and Processing	0.00%	16.67%	0.00	¥¥¥
3322	Cutlery and Handtool Manufacturing	0.00%	0.00%		
3323	Architectural and Structural Metals Manufacturing	0.00%	2.70%	0.00	¥¥¥
3324	Boiler, Tank, and Shipping Container Manufacturing	0.00%	0.00%		
3329	Other Fabricated Metal Product Manufacturing	0.00%	6.14%	0.00	¥¥¥
3339	Other General Purpose Machinery Manufacturing	0.00%	6.06%	0.00	¥¥¥
3345	Navigational, Measuring, Electromedical, and Control Instruments Manufacturing	73.21%	0.00%		
3352	Household Appliance Manufacturing	0.00%	8.57%	0.00	¥¥¥
3353	Electrical Equipment Manufacturing	0.00%	9.46%	0.00	¥¥¥
3359	Other Electrical Equipment and Component Manufacturing	0.00%	2.38%	0.00	¥¥¥
3371	Household and Institutional Furniture and Kitchen Cabinet Manufacturing	0.00%	8.39%	0.00	¥¥¥
3379	Other Furniture Related Product Manufacturing	0.00%	11.76%	0.00	¥¥¥
3399	Other Miscellaneous Manufacturing	0.00%	6.07%	0.00	¥¥¥
4232	Furniture and Home Furnishing Merchant Wholesalers	0.00%	8.21%	0.00	¥¥¥
4233	Lumber and Other Construction Materials Merchant Wholesalers	17.89%	20.00%	89.45	
4234	Professional and Commercial Equipment and Supplies Merchant Wholesalers	0.00%	14.81%	0.00	¥¥¥
4236	Household Appliances and Electrical and Electronic Goods Merchant Wholesalers	56.42%	3.82%		
4237	Hardware, and Plumbing and Heating Equipment and Supplies Merchant Wholesalers	42.56%	6.72%		
4238	Machinery, Equipment, and Supplies Merchant Wholesalers	39.43%	9.47%		

NAICS-4	NAICS-4 DESC	NONMINORITY WOMEN			
		Utilization	Availability	Disparity	Significance
4239	Miscellaneous Durable Goods Merchant Wholesalers	1.42%	6.04%	23.49	¥¥¥
4246	Chemical and Allied Products Merchant Wholesalers	2.46%	11.39%	21.57	¥¥¥
4247	Petroleum and Petroleum Products Merchant Wholesalers	78.05%	2.18%		
4249	Miscellaneous Nondurable Goods Merchant Wholesalers	100.00%	1.68%		
4251	Wholesale Electronic Markets and Agents and Brokers	0.00%	6.45%	0.00	¥¥¥
4441	Building Material and Supplies Dealers	0.00%	11.49%	0.00	¥¥¥
4543	Direct Selling Establishments	0.00%	0.00%		
4841	General Freight Trucking	0.00%	3.57%	0.00	¥¥¥
4842	Specialized Freight Trucking	0.48%	6.22%	7.69	¥¥¥
4921	Couriers and Express Delivery Services	0.00%	6.78%	0.00	¥¥¥
5241	Insurance Carriers	0.00%	2.06%	0.00	¥¥¥
5324	Commercial and Industrial Machinery and Equipment Rental and Leasing	0.00%	3.05%	0.00	¥¥¥
5413	Architectural, Engineering, and Related Services	2.11%	17.17%	12.29	¥¥¥
5414	Specialized Design Services	0.00%	18.77%	0.00	¥¥¥
5415	Computer Systems Design and Related Services	0.00%	3.09%	0.00	¥¥¥
5416	Management, Scientific, and Technical Consulting Services	0.00%	7.91%	0.00	¥¥¥
5419	Other Professional, Scientific, and Technical Services	0.00%	4.49%	0.00	¥¥¥
5613	Employment Services	24.77%	12.14%		
5614	Business Support Services	0.00%	1.92%	0.00	¥¥¥
5615	Travel Arrangement and Reservation Services	0.00%	20.50%	0.00	¥¥¥
5616	Investigation and Security Services	0.43%	17.69%	2.45	¥¥¥
5617	Services to Buildings and Dwellings	11.33%	19.85%	57.08	¥¥¥
5619	Other Support Services	0.75%	10.28%	7.29	¥¥¥
5621	Waste Collection	0.00%	0.00%		
5622	Waste Treatment and Disposal	0.00%	4.81%	0.00	¥¥¥
8113	Commercial and Industrial Machinery and Equipment (except Automotive and	0.00%	9.35%	0.00	¥¥¥

NAICS-4	NAICS-4 DESC	NONMINORITY WOMEN			
		Utilization	Availability	Disparity	Significance
	Electronic) Repair and Maintenance				

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability. “¥” indicates an adverse disparity that is statistically significant at the 15% level or better (85% confidence). “\*\*\*” indicates the disparity is significant at a 10% level or better (90% confidence). “¥¥¥” indicates significance at a 5% level or better (95% confidence).

TABLE C-7.  
DETAILED UTILIZATION, AVAILABILITY, AND DISPARITY ANALYSES  
CITY OF HOUSTON MARKETPLACE  
CONSTRUCTION  
M/WBE FIRMS

NAICS-4	NAICS-4 DESC	M/WBE			
		Utilization	Availability	Disparity	Significance
2122	Metal Ore Mining	0.00%	0.00%		
2123	Nonmetallic Mineral Mining and Quarrying	0.00%	9.68%	0.00	¥¥¥
2131	Support Activities for Mining	0.00%	101.90%	0.00	
2211	Electric Power Generation, Transmission and Distribution	98.79%	42.05%		
2212	Natural Gas Distribution	11.84%	4.49%		
2213	Water, Sewage and Other Systems	11.88%	18.16%	65.44	¥¥¥
2361	Residential Building Construction	25.21%	40.28%	62.60	¥¥¥
2362	Nonresidential Building Construction	23.70%	23.70%		
2371	Utility System Construction	23.16%	23.16%		
2372	Land Subdivision	0.00%	101.50%	0.00	
2373	Highway, Street, and Bridge Construction	27.47%	55.01%	49.93	¥¥¥
2379	Other Heavy and Civil Engineering Construction	14.16%	44.74%	31.65	¥¥¥
2381	Foundation, Structure, and Building Exterior Contractors	74.11%	32.53%		
2382	Building Equipment Contractors	37.62%	34.28%		
2383	Building Finishing Contractors	57.68%	53.27%		
2389	Other Specialty Trade Contractors	29.31%	30.68%	95.52	
3149	Other Textile Product Mills	0.00%	109.92%	0.00	
3211	Sawmills and Wood Preservation	94.69%	12.50%		

NAICS-4	NAICS-4 DESC	M/WBE			
		Utilization	Availability	Disparity	Significance
3212	Veneer, Plywood, and Engineered Wood Product Manufacturing	0.00%	0.00%		
3219	Other Wood Product Manufacturing	0.00%	6.74%	0.00	¥¥¥
3222	Converted Paper Product Manufacturing	100.00%	16.67%		
3231	Printing and Related Support Activities	0.00%	71.04%	0.00	¥¥¥
3241	Petroleum and Coal Products Manufacturing	18.47%	6.71%		
3255	Paint, Coating, and Adhesive Manufacturing	0.00%	10.53%	0.00	¥¥¥
3261	Plastics Product Manufacturing	0.00%	53.48%	0.00	¥¥¥
3271	Clay Product and Refractory Manufacturing	0.00%	29.41%	0.00	¥¥¥
3273	Cement and Concrete Product Manufacturing	62.70%	22.11%		
3274	Lime and Gypsum Product Manufacturing	0.00%	0.00%		
3279	Other Nonmetallic Mineral Product Manufacturing	100.00%	8.62%		
3314	Nonferrous Metal (except Aluminum) Production and Processing	0.00%	16.67%	0.00	¥¥¥
3322	Cutlery and Handtool Manufacturing	0.00%	0.00%		
3323	Architectural and Structural Metals Manufacturing	3.69%	18.92%	19.52	¥¥¥
3324	Boiler, Tank, and Shipping Container Manufacturing	0.00%	3.77%	0.00	¥¥¥
3329	Other Fabricated Metal Product Manufacturing	100.00%	9.94%		
3339	Other General Purpose Machinery Manufacturing	100.00%	9.09%		
3345	Navigational, Measuring, Electromedical, and Control Instruments Manufacturing	100.00%	41.43%		
3352	Household Appliance Manufacturing	0.00%	11.43%	0.00	¥¥¥
3353	Electrical Equipment Manufacturing	0.00%	12.16%	0.00	¥¥¥
3359	Other Electrical Equipment and Component Manufacturing	0.00%	5.36%	0.00	¥¥¥
3371	Household and Institutional Furniture and Kitchen Cabinet Manufacturing	0.00%	18.49%	0.00	¥¥¥

NAICS-4	NAICS-4 DESC	M/WBE			
		Utilization	Availability	Disparity	Significance
3379	Other Furniture Related Product Manufacturing	33.63%	14.71%		
3399	Other Miscellaneous Manufacturing	12.70%	8.08%		
4232	Furniture and Home Furnishing Merchant Wholesalers	100.00%	11.95%		
4233	Lumber and Other Construction Materials Merchant Wholesalers	97.21%	36.54%		
4234	Professional and Commercial Equipment and Supplies Merchant Wholesalers	0.00%	26.33%	0.00	¥¥¥
4236	Household Appliances and Electrical and Electronic Goods Merchant Wholesalers	69.63%	34.04%		
4237	Hardware, and Plumbing and Heating Equipment and Supplies Merchant Wholesalers	99.35%	20.63%		
4238	Machinery, Equipment, and Supplies Merchant Wholesalers	39.43%	28.14%		
4239	Miscellaneous Durable Goods Merchant Wholesalers	1.42%	106.15%	1.34	
4246	Chemical and Allied Products Merchant Wholesalers	100.00%	24.59%		
4247	Petroleum and Petroleum Products Merchant Wholesalers	100.00%	12.77%		
4249	Miscellaneous Nondurable Goods Merchant Wholesalers	100.00%	62.70%		
4251	Wholesale Electronic Markets and Agents and Brokers	93.89%	6.45%		
4441	Building Material and Supplies Dealers	23.55%	27.78%	84.77	¥
4543	Direct Selling Establishments	100.00%	100.00%		
4841	General Freight Trucking	100.00%	96.32%		
4842	Specialized Freight Trucking	99.82%	49.05%		
4921	Couriers and Express Delivery Services	0.00%	11.10%	0.00	¥¥¥
5241	Insurance Carriers	0.00%	3.35%	0.00	¥¥¥
5324	Commercial and Industrial Machinery and Equipment Rental and Leasing	7.75%	104.51%	7.42	
5413	Architectural, Engineering, and Related Services	25.15%	43.51%	57.82	¥¥¥
5414	Specialized Design Services	100.00%	103.60%	96.53	

NAICS-4	NAICS-4 DESC	M/WBE			
		Utilization	Availability	Disparity	Significance
5415	Computer Systems Design and Related Services	0.00%	44.62%	0.00	¥¥¥
5416	Management, Scientific, and Technical Consulting Services	7.41%	58.45%	12.68	¥¥¥
5419	Other Professional, Scientific, and Technical Services	100.00%	72.77%		
5613	Employment Services	100.00%	59.97%		
5614	Business Support Services	100.00%	3.38%		
5615	Travel Arrangement and Reservation Services	0.00%	21.93%	0.00	¥¥¥
5616	Investigation and Security Services	64.39%	56.92%		
5617	Services to Buildings and Dwellings	78.83%	63.03%		
5619	Other Support Services	100.00%	79.24%		
5621	Waste Collection	100.00%	53.23%		
5622	Waste Treatment and Disposal	0.00%	9.29%	0.00	¥¥¥
8113	Commercial and Industrial Machinery and Equipment (except Automotive and Electronic) Repair and Maintenance	0.00%	27.51%	0.00	¥¥¥

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability. “¥” indicates an adverse disparity that is statistically significant at the 15% level or better (85% confidence). “\*\*\*” indicates the disparity is significant at a 10% level or better (90% confidence). “¥¥¥” indicates significance at a 5% level or better (95% confidence).

TABLE C-8.  
DETAILED UTILIZATION, AVAILABILITY, AND DISPARITY ANALYSES  
CITY OF HOUSTON MARKETPLACE  
PROFESSIONAL SERVICES  
BLACK AMERICAN FIRMS

NAICS-4	NAICS-4 DESC	BLACK AMERICAN			
		Utilization	Availability	Disparity	Significance
2362	Nonresidential Building Construction	0.00%	10.14%	0.00	¥¥¥
2371	Utility System Construction	16.86%	9.63%		
2382	Building Equipment Contractors	0.00%	7.55%	0.00	¥¥¥
2389	Other Specialty Trade Contractors	0.00%	9.49%	0.00	¥¥¥
3231	Printing and Related Support Activities	0.00%	0.44%	0.00	
3327	Machine Shops; Turned Product; and Screw, Nut, and Bolt Manufacturing	0.00%	0.27%	0.00	

NAICS-4	NAICS-4 DESC	BLACK AMERICAN			
		Utilization	Availability	Disparity	Significance
3342	Communications Equipment Manufacturing	0.00%	2.17%	0.00	¥
4232	Furniture and Home Furnishing Merchant Wholesalers	0.00%	0.74%	0.00	
4234	Professional and Commercial Equipment and Supplies Merchant Wholesalers	0.00%	1.88%	0.00	
4238	Machinery, Equipment, and Supplies Merchant Wholesalers	0.00%	5.05%	0.00	¥¥¥
4246	Chemical and Allied Products Merchant Wholesalers	0.00%	0.65%	0.00	
4247	Petroleum and Petroleum Products Merchant Wholesalers	0.00%	9.27%	0.00	¥¥¥
4841	General Freight Trucking	100.00%	40.13%		
5112	Software Publishers	0.00%	0.00%		
5173	Wired and Wireless Telecommunications Carriers	0.00%	0.00%		
5179	Other Telecommunications	0.00%	0.00%		
5182	Data Processing, Hosting, and Related Services	0.00%	26.04%	0.00	
5191	Other Information Services	0.00%	0.00%		
5221	Depository Credit Intermediation	0.00%	0.83%	0.00	
5222	Nondepository Credit Intermediation	0.00%	0.00%		
5223	Activities Related to Credit Intermediation	0.00%	0.48%	0.00	
5232	Securities and Commodity Exchanges	0.00%	0.00%		
5239	Other Financial Investment Activities	46.73%	100.00%	46.73	
5241	Insurance Carriers	0.41%	0.97%	42.60	
5242	Agencies, Brokerages, and Other Insurance Related Activities	14.93%	99.94%	14.94	¥¥¥
5251	Insurance and Employee Benefit Funds	0.00%	0.00%		
5259	Other Investment Pools and Funds	0.00%	0.00%		
5311	Lessors of Real Estate	0.00%	0.09%	0.00	
5312	Offices of Real Estate Agents and Brokers	0.01%	99.90%	0.01	
5313	Activities Related to Real Estate	0.00%	0.00%		

NAICS-4	NAICS-4 DESC	BLACK AMERICAN			
		Utilization	Availability	Disparity	Significance
5321	Automotive Equipment Rental and Leasing	0.00%	0.00%		
5322	Consumer Goods Rental	0.00%	2.86%	0.00	
5323	General Rental Centers	0.00%	0.00%		
5324	Commercial and Industrial Machinery and Equipment Rental and Leasing	0.00%	50.03%	0.00	
5331	Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)	0.00%	0.00%		
5411	Legal Services	5.59%	22.55%	24.79	
5412	Accounting, Tax Preparation, Bookkeeping, and Payroll Services	56.59%	33.75%		
5413	Architectural, Engineering, and Related Services	9.01%	6.88%		
5414	Specialized Design Services	0.00%	66.74%	0.00	¥¥¥
5415	Computer Systems Design and Related Services	1.83%	18.35%	9.98	¥¥¥
5416	Management, Scientific, and Technical Consulting Services	14.84%	28.55%	51.97	
5417	Scientific Research and Development Services	9.31%	0.91%		
5418	Advertising, Public Relations, and Related Services	2.30%	40.90%	5.62	¥
5419	Other Professional, Scientific, and Technical Services	2.48%	66.77%	3.71	¥¥¥
5511	Management of Companies and Enterprises	0.00%	0.00%		
5612	Facilities Support Services	100.00%	8.51%		
5613	Employment Services	100.00%	26.09%		
5619	Other Support Services	0.00%	34.28%	0.00	¥¥¥
5629	Remediation and Other Waste Management Services	0.00%	14.85%	0.00	¥¥¥
6114	Business Schools and Computer and Management Training	8.77%	6.98%		
6115	Technical and Trade Schools	0.00%	5.67%	0.00	¥¥¥
6116	Other Schools and Instruction	15.11%	1.80%		
6117	Educational Support Services	0.00%	99.30%	0.00	
6211	Offices of Physicians	0.00%	0.00%		
6212	Offices of Dentists	0.00%	0.19%	0.00	
6213	Offices of Other Health Practitioners	0.00%	99.78%	0.00	



NAICS-4	NAICS-4 DESC	BLACK AMERICAN			
		Utilization	Availability	Disparity	Significance
6214	Outpatient Care Centers	0.00%	1.14%	0.00	¥¥¥
6215	Medical and Diagnostic Laboratories	0.00%	0.00%		
6216	Home Health Care Services	0.00%	0.00%		
6219	Other Ambulatory Health Care Services	100.00%	50.09%		
6221	General Medical and Surgical Hospitals	0.00%	0.33%	0.00	¥¥¥
6231	Nursing Care Facilities (Skilled Nursing Facilities)	0.00%	0.00%		
6241	Individual and Family Services	0.00%	0.00%		
6242	Community Food and Housing, and Emergency and Other Relief Services	1.26%	8.96%	14.10	
6243	Vocational Rehabilitation Services	0.00%	0.00%		
6244	Child Day Care Services	0.00%	0.00%		
8112	Electronic and Precision Equipment Repair and Maintenance	0.00%	0.00%		
8129	Other Personal Services	0.00%	0.55%	0.00	

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability. “¥” indicates an adverse disparity that is statistically significant at the 15% level or better (85% confidence). “¥¥” indicates the disparity is significant at a 10% level or better (90% confidence). “¥¥¥” indicates significance at a 5% level or better (95% confidence).

TABLE C-9.  
DETAILED UTILIZATION, AVAILABILITY, AND DISPARITY ANALYSES  
CITY OF HOUSTON MARKETPLACE  
PROFESSIONAL SERVICES  
ASIAN AMERICAN FIRMS

NAICS-4	NAICS-4 DESC	ASIAN AMERICAN			
		Utilization	Availability	Disparity	Significance
2362	Nonresidential Building Construction	42.40%	3.16%		
2371	Utility System Construction	62.72%	0.09%		
2382	Building Equipment Contractors	0.00%	0.70%	0.00	
2389	Other Specialty Trade Contractors	0.00%	4.58%	0.00	¥¥¥
3231	Printing and Related Support Activities	0.00%	20.30%	0.00	¥¥¥
3327	Machine Shops; Turned Product; and Screw, Nut, and Bolt Manufacturing	0.00%	0.81%	0.00	

NAICS-4	NAICS-4 DESC	ASIAN AMERICAN			
		Utilization	Availability	Disparity	Significance
3342	Communications Equipment Manufacturing	0.00%	0.00%		
4232	Furniture and Home Furnishing Merchant Wholesalers	0.00%	1.03%	0.00	
4234	Professional and Commercial Equipment and Supplies Merchant Wholesalers	89.04%	1.03%		
4238	Machinery, Equipment, and Supplies Merchant Wholesalers	0.00%	4.98%	0.00	¥¥¥
4246	Chemical and Allied Products Merchant Wholesalers	0.00%	11.39%	0.00	¥¥¥
4247	Petroleum and Petroleum Products Merchant Wholesalers	0.00%	0.60%	0.00	
4841	General Freight Trucking	0.00%	0.04%	0.00	
5112	Software Publishers	7.00%	0.00%		
5173	Wired and Wireless Telecommunications Carriers	0.00%	0.00%		
5179	Other Telecommunications	0.00%	0.00%		
5182	Data Processing, Hosting, and Related Services	0.00%	0.69%	0.00	
5191	Other Information Services	0.00%	0.00%		
5221	Depository Credit Intermediation	0.00%	0.83%	0.00	
5222	Nondepository Credit Intermediation	0.00%	0.00%		
5223	Activities Related to Credit Intermediation	0.00%	0.12%	0.00	
5232	Securities and Commodity Exchanges	0.00%	0.00%		
5239	Other Financial Investment Activities	0.00%	0.00%		
5241	Insurance Carriers	0.00%	0.00%		
5242	Agencies, Brokerages, and Other Insurance Related Activities	2.13%	0.23%		
5251	Insurance and Employee Benefit Funds	0.00%	0.00%		
5259	Other Investment Pools and Funds	0.00%	0.00%		
5311	Lessors of Real Estate	0.00%	0.68%	0.00	
5312	Offices of Real Estate Agents and Brokers	0.00%	0.14%	0.00	
5313	Activities Related to Real Estate	0.00%	0.00%		

NAICS-4	NAICS-4 DESC	ASIAN AMERICAN			
		Utilization	Availability	Disparity	Significance
5321	Automotive Equipment Rental and Leasing	0.00%	0.00%		
5322	Consumer Goods Rental	0.00%	0.00%		
5323	General Rental Centers	0.00%	0.00%		
5324	Commercial and Industrial Machinery and Equipment Rental and Leasing	0.00%	0.07%	0.00	
5331	Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)	0.00%	0.00%		
5411	Legal Services	0.63%	0.16%		
5412	Accounting, Tax Preparation, Bookkeeping, and Payroll Services	23.32%	11.25%		
5413	Architectural, Engineering, and Related Services	17.12%	8.17%		
5414	Specialized Design Services	4.75%	0.19%		
5415	Computer Systems Design and Related Services	3.40%	10.50%	32.36	¥¥¥
5416	Management, Scientific, and Technical Consulting Services	1.45%	5.63%	25.81	¥¥¥
5417	Scientific Research and Development Services	0.00%	25.72%	0.00	¥¥¥
5418	Advertising, Public Relations, and Related Services	12.50%	0.50%		
5419	Other Professional, Scientific, and Technical Services	0.00%	0.20%	0.00	
5511	Management of Companies and Enterprises	0.00%	0.00%		
5612	Facilities Support Services	0.00%	1.06%	0.00	
5613	Employment Services	0.00%	5.58%	0.00	
5619	Other Support Services	0.00%	13.68%	0.00	¥¥¥
5629	Remediation and Other Waste Management Services	0.00%	0.80%	0.00	¥¥¥
6114	Business Schools and Computer and Management Training	0.00%	0.00%		
6115	Technical and Trade Schools	0.00%	1.42%	0.00	
6116	Other Schools and Instruction	0.00%	0.72%	0.00	
6117	Educational Support Services	0.00%	0.59%	0.00	
6211	Offices of Physicians	0.00%	0.00%		
6212	Offices of Dentists	0.00%	0.19%	0.00	
6213	Offices of Other Health Practitioners	0.00%	0.25%	0.00	

NAICS-4	NAICS-4 DESC	ASIAN AMERICAN			
		Utilization	Availability	Disparity	Significance
6214	Outpatient Care Centers	0.00%	0.19%	0.00	
6215	Medical and Diagnostic Laboratories	0.00%	0.00%		
6216	Home Health Care Services	0.00%	0.00%		
6219	Other Ambulatory Health Care Services	0.00%	50.06%	0.00	
6221	General Medical and Surgical Hospitals	0.00%	0.33%	0.00	¥¥¥
6231	Nursing Care Facilities (Skilled Nursing Facilities)	0.00%	0.00%		
6241	Individual and Family Services	0.00%	0.18%	0.00	
6242	Community Food and Housing, and Emergency and Other Relief Services	0.00%	0.00%		
6243	Vocational Rehabilitation Services	0.00%	0.00%		
6244	Child Day Care Services	0.00%	0.00%		
8112	Electronic and Precision Equipment Repair and Maintenance	0.00%	0.00%		
8129	Other Personal Services	0.00%	50.13%	0.00	

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability. “¥” indicates an adverse disparity that is statistically significant at the 15% level or better (85% confidence). “¥¥” indicates the disparity is significant at a 10% level or better (90% confidence). “¥¥¥” indicates significance at a 5% level or better (95% confidence).

TABLE C-10.  
DETAILED UTILIZATION, AVAILABILITY, AND DISPARITY ANALYSES  
CITY OF HOUSTON MARKETPLACE  
PROFESSIONAL SERVICES  
HISPANIC AMERICAN FIRMS

NAICS-4	NAICS-4 DESC	HISPANIC AMERICAN			
		Utilization	Availability	Disparity	Significance
2362	Nonresidential Building Construction	3.00%	4.62%	64.93	
2371	Utility System Construction	19.45%	1.48%		
2382	Building Equipment Contractors	0.00%	13.61%	0.00	¥¥¥
2389	Other Specialty Trade Contractors	3.88%	9.90%	39.20	¥¥¥
3231	Printing and Related Support Activities	100.00%	41.00%		
3327	Machine Shops; Turned Product; and Screw, Nut, and Bolt Manufacturing	100.00%	1.76%		

NAICS-4	NAICS-4 DESC	HISPANIC AMERICAN			
		Utilization	Availability	Disparity	Significance
3342	Communications Equipment Manufacturing	0.00%	0.00%		
4232	Furniture and Home Furnishing Merchant Wholesalers	0.00%	1.97%	0.00	¥
4234	Professional and Commercial Equipment and Supplies Merchant Wholesalers	0.00%	1.77%	0.00	
4238	Machinery, Equipment, and Supplies Merchant Wholesalers	0.00%	7.16%	0.00	¥¥¥
4246	Chemical and Allied Products Merchant Wholesalers	0.00%	1.17%	0.00	
4247	Petroleum and Petroleum Products Merchant Wholesalers	0.00%	0.73%	0.00	
4841	General Freight Trucking	0.00%	42.57%	0.00	¥¥¥
5112	Software Publishers	0.00%	0.00%		
5173	Wired and Wireless Telecommunications Carriers	0.00%	0.00%		
5179	Other Telecommunications	0.00%	0.00%		
5182	Data Processing, Hosting, and Related Services	0.00%	0.69%	0.00	
5191	Other Information Services	0.00%	0.00%		
5221	Depository Credit Intermediation	0.00%	0.00%		
5222	Nondepository Credit Intermediation	0.00%	0.00%		
5223	Activities Related to Credit Intermediation	0.00%	0.36%	0.00	
5232	Securities and Commodity Exchanges	0.00%	0.00%		
5239	Other Financial Investment Activities	0.00%	0.00%		
5241	Insurance Carriers	0.03%	0.32%	8.17	
5242	Agencies, Brokerages, and Other Insurance Related Activities	74.62%	1.70%		
5251	Insurance and Employee Benefit Funds	0.00%	0.00%		
5259	Other Investment Pools and Funds	0.00%	0.00%		
5311	Lessors of Real Estate	0.00%	0.00%		
5312	Offices of Real Estate Agents and Brokers	0.00%	0.61%	0.00	
5313	Activities Related to Real Estate	0.00%	0.00%		

NAICS-4	NAICS-4 DESC	HISPANIC AMERICAN			
		Utilization	Availability	Disparity	Significance
5321	Automotive Equipment Rental and Leasing	0.00%	0.00%		
5322	Consumer Goods Rental	0.00%	0.00%		
5323	General Rental Centers	0.00%	0.00%		
5324	Commercial and Industrial Machinery and Equipment Rental and Leasing	0.39%	1.37%	28.16	
5331	Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)	0.00%	0.00%		
5411	Legal Services	1.80%	12.69%	14.20	
5412	Accounting, Tax Preparation, Bookkeeping, and Payroll Services	6.95%	1.21%		
5413	Architectural, Engineering, and Related Services	7.86%	9.19%	85.52	¥¥¥
5414	Specialized Design Services	0.00%	17.89%	0.00	¥¥¥
5415	Computer Systems Design and Related Services	44.64%	3.79%		
5416	Management, Scientific, and Technical Consulting Services	0.58%	12.82%	4.54	¥¥
5417	Scientific Research and Development Services	0.00%	0.78%	0.00	¥¥¥
5418	Advertising, Public Relations, and Related Services	9.28%	21.22%	43.72	¥¥¥
5419	Other Professional, Scientific, and Technical Services	0.61%	1.29%	47.10	¥¥¥
5511	Management of Companies and Enterprises	0.00%	0.00%		
5612	Facilities Support Services	0.00%	3.19%	0.00	
5613	Employment Services	0.00%	11.10%	0.00	¥¥
5619	Other Support Services	0.66%	20.95%	3.13	¥¥¥
5629	Remediation and Other Waste Management Services	100.00%	1.73%		
6114	Business Schools and Computer and Management Training	0.73%	2.33%	31.48	
6115	Technical and Trade Schools	0.00%	1.06%	0.00	¥
6116	Other Schools and Instruction	0.00%	1.08%	0.00	
6117	Educational Support Services	0.00%	0.67%	0.00	
6211	Offices of Physicians	0.00%	0.00%		
6212	Offices of Dentists	0.00%	0.83%	0.00	
6213	Offices of Other Health Practitioners	0.00%	1.13%	0.00	

NAICS-4	NAICS-4 DESC	HISPANIC AMERICAN			
		Utilization	Availability	Disparity	Significance
6214	Outpatient Care Centers	0.00%	0.90%	0.00	
6215	Medical and Diagnostic Laboratories	0.00%	0.00%		
6216	Home Health Care Services	0.00%	0.00%		
6219	Other Ambulatory Health Care Services	0.00%	0.51%	0.00	
6221	General Medical and Surgical Hospitals	0.00%	0.00%		
6231	Nursing Care Facilities (Skilled Nursing Facilities)	0.00%	0.00%		
6241	Individual and Family Services	0.00%	0.18%	0.00	
6242	Community Food and Housing, and Emergency and Other Relief Services	2.36%	1.49%		
6243	Vocational Rehabilitation Services	0.00%	0.00%		
6244	Child Day Care Services	0.00%	0.00%		
8112	Electronic and Precision Equipment Repair and Maintenance	0.00%	0.00%		
8129	Other Personal Services	0.00%	2.06%	0.00	

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability. “¥” indicates an adverse disparity that is statistically significant at the 15% level or better (85% confidence). “¥¥” indicates the disparity is significant at a 10% level or better (90% confidence). “¥¥¥” indicates significance at a 5% level or better (95% confidence).

TABLE C-11.  
DETAILED UTILIZATION, AVAILABILITY, AND DISPARITY ANALYSES  
CITY OF HOUSTON MARKETPLACE  
PROFESSIONAL SERVICES  
NATIVE AMERICAN FIRMS

NAICS-4	NAICS-4 DESC	NATIVE AMERICAN			
		Utilization	Availability	Disparity	Significance
2362	Nonresidential Building Construction	0.00%	2.42%	0.00	¥
2371	Utility System Construction	0.97%	0.00%		
2382	Building Equipment Contractors	0.00%	0.60%	0.00	
2389	Other Specialty Trade Contractors	0.00%	0.03%	0.00	
3231	Printing and Related Support Activities	0.00%	0.00%		
3327	Machine Shops; Turned Product; and Screw, Nut, and Bolt Manufacturing	0.00%	0.14%	0.00	

NAICS-4	NAICS-4 DESC	NATIVE AMERICAN			
		Utilization	Availability	Disparity	Significance
3342	Communications Equipment Manufacturing	0.00%	0.00%		
4232	Furniture and Home Furnishing Merchant Wholesalers	0.00%	0.00%		
4234	Professional and Commercial Equipment and Supplies Merchant Wholesalers	0.00%	6.84%	0.00	¥¥¥
4238	Machinery, Equipment, and Supplies Merchant Wholesalers	0.00%	1.49%	0.00	
4246	Chemical and Allied Products Merchant Wholesalers	0.00%	0.00%		
4247	Petroleum and Petroleum Products Merchant Wholesalers	0.00%	0.00%		
4841	General Freight Trucking	0.00%	10.01%	0.00	¥¥¥
5112	Software Publishers	0.00%	0.00%		
5173	Wired and Wireless Telecommunications Carriers	0.00%	0.00%		
5179	Other Telecommunications	0.00%	0.00%		
5182	Data Processing, Hosting, and Related Services	0.00%	0.00%		
5191	Other Information Services	0.00%	0.00%		
5221	Depository Credit Intermediation	0.00%	0.00%		
5222	Nondepository Credit Intermediation	0.00%	0.00%		
5223	Activities Related to Credit Intermediation	0.00%	0.00%		
5232	Securities and Commodity Exchanges	0.00%	0.00%		
5239	Other Financial Investment Activities	0.00%	0.00%		
5241	Insurance Carriers	0.00%	0.00%		
5242	Agencies, Brokerages, and Other Insurance Related Activities	0.00%	0.00%		
5251	Insurance and Employee Benefit Funds	0.00%	0.00%		
5259	Other Investment Pools and Funds	0.00%	0.00%		
5311	Lessors of Real Estate	0.00%	0.00%		
5312	Offices of Real Estate Agents and Brokers	0.00%	0.01%	0.00	
5313	Activities Related to Real Estate	0.00%	0.00%		



NAICS-4	NAICS-4 DESC	NATIVE AMERICAN			
		Utilization	Availability	Disparity	Significance
5321	Automotive Equipment Rental and Leasing	0.00%	0.00%		
5322	Consumer Goods Rental	0.00%	0.00%		
5323	General Rental Centers	0.00%	0.00%		
5324	Commercial and Industrial Machinery and Equipment Rental and Leasing	0.00%	50.00%	0.00	
5331	Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)	0.00%	0.00%		
5411	Legal Services	0.00%	0.00%		
5412	Accounting, Tax Preparation, Bookkeeping, and Payroll Services	0.00%	0.00%		
5413	Architectural, Engineering, and Related Services	0.32%	2.09%	15.50	
5414	Specialized Design Services	0.00%	0.02%	0.00	¥
5415	Computer Systems Design and Related Services	0.00%	8.89%	0.00	
5416	Management, Scientific, and Technical Consulting Services	0.33%	3.53%	9.25	¥¥¥
5417	Scientific Research and Development Services	0.00%	0.16%	0.00	¥¥¥
5418	Advertising, Public Relations, and Related Services	0.00%	0.00%		
5419	Other Professional, Scientific, and Technical Services	0.00%	0.03%	0.00	
5511	Management of Companies and Enterprises	0.00%	0.00%		
5612	Facilities Support Services	0.00%	0.00%		
5613	Employment Services	0.00%	5.05%	0.00	
5619	Other Support Services	0.00%	0.06%	0.00	¥¥¥
5629	Remediation and Other Waste Management Services	0.00%	0.13%	0.00	
6114	Business Schools and Computer and Management Training	0.00%	0.00%		
6115	Technical and Trade Schools	0.00%	20.00%	0.00	
6116	Other Schools and Instruction	0.00%	0.00%		
6117	Educational Support Services	0.00%	0.00%		
6211	Offices of Physicians	0.00%	0.00%		
6212	Offices of Dentists	0.00%	0.00%		
6213	Offices of Other Health Practitioners	0.00%	0.06%	0.00	

NAICS-4	NAICS-4 DESC	NATIVE AMERICAN			
		Utilization	Availability	Disparity	Significance
6214	Outpatient Care Centers	0.00%	0.00%		
6215	Medical and Diagnostic Laboratories	0.00%	0.00%		
6216	Home Health Care Services	0.00%	0.00%		
6219	Other Ambulatory Health Care Services	0.00%	0.03%	0.00	
6221	General Medical and Surgical Hospitals	0.00%	0.00%		
6231	Nursing Care Facilities (Skilled Nursing Facilities)	0.00%	0.00%		
6241	Individual and Family Services	0.00%	0.00%		
6242	Community Food and Housing, and Emergency and Other Relief Services	0.00%	0.00%		
6243	Vocational Rehabilitation Services	0.00%	0.00%		
6244	Child Day Care Services	0.00%	0.00%		
8112	Electronic and Precision Equipment Repair and Maintenance	0.00%	0.00%		
8129	Other Personal Services	0.00%	0.03%	0.00	

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability. “¥” indicates an adverse disparity that is statistically significant at the 15% level or better (85% confidence). “¥¥” indicates the disparity is significant at a 10% level or better (90% confidence). “¥¥¥” indicates significance at a 5% level or better (95% confidence).

TABLE C-12.  
DETAILED UTILIZATION, AVAILABILITY, AND DISPARITY ANALYSES  
CITY OF HOUSTON MARKETPLACE  
PROFESSIONAL SERVICES  
MBE FIRMS

NAICS-4	NAICS-4 DESC	MBE			
		Utilization	Availability	Disparity	Significance
2362	Nonresidential Building Construction	45.40%	20.34%		
2371	Utility System Construction	100.00%	11.20%		
2382	Building Equipment Contractors	0.00%	22.46%	0.00	¥¥¥
2389	Other Specialty Trade Contractors	3.88%	23.99%	16.17	¥¥¥
3231	Printing and Related Support Activities	100.00%	61.73%		
3327	Machine Shops; Turned Product; and Screw, Nut, and Bolt Manufacturing	100.00%	2.98%		

NAICS-4	NAICS-4 DESC	MBE			
		Utilization	Availability	Disparity	Significance
3342	Communications Equipment Manufacturing	0.00%	2.17%	0.00	¥
4232	Furniture and Home Furnishing Merchant Wholesalers	0.00%	3.74%	0.00	¥¥¥
4234	Professional and Commercial Equipment and Supplies Merchant Wholesalers	89.04%	11.52%		
4238	Machinery, Equipment, and Supplies Merchant Wholesalers	0.00%	18.67%	0.00	¥¥¥
4246	Chemical and Allied Products Merchant Wholesalers	0.00%	13.20%	0.00	¥¥¥
4247	Petroleum and Petroleum Products Merchant Wholesalers	0.00%	10.60%	0.00	¥¥¥
4841	General Freight Trucking	100.00%	92.75%		
5112	Software Publishers	7.00%	0.00%		
5173	Wired and Wireless Telecommunications Carriers	0.00%	0.00%		
5179	Other Telecommunications	0.00%	0.00%		
5182	Data Processing, Hosting, and Related Services	0.00%	27.42%	0.00	
5191	Other Information Services	0.00%	0.00%		
5221	Depository Credit Intermediation	0.00%	1.67%	0.00	
5222	Nondepository Credit Intermediation	0.00%	0.00%		
5223	Activities Related to Credit Intermediation	0.00%	0.96%	0.00	
5232	Securities and Commodity Exchanges	0.00%	0.00%		
5239	Other Financial Investment Activities	46.73%	100.00%	46.73	
5241	Insurance Carriers	0.44%	1.30%	33.99	
5242	Agencies, Brokerages, and Other Insurance Related Activities	91.68%	101.86%	90.01	¥¥¥
5251	Insurance and Employee Benefit Funds	0.00%	0.00%		
5259	Other Investment Pools and Funds	0.00%	0.00%		
5311	Lessors of Real Estate	0.00%	0.77%	0.00	
5312	Offices of Real Estate Agents and Brokers	0.01%	100.66%	0.01	
5313	Activities Related to Real Estate	0.00%	0.00%		

NAICS-4	NAICS-4 DESC	MBE			
		Utilization	Availability	Disparity	Significance
5321	Automotive Equipment Rental and Leasing	0.00%	0.00%		
5322	Consumer Goods Rental	0.00%	2.86%	0.00	
5323	General Rental Centers	0.00%	0.00%		
5324	Commercial and Industrial Machinery and Equipment Rental and Leasing	0.39%	101.47%	0.38	
5331	Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)	0.00%	0.00%		
5411	Legal Services	8.02%	35.41%	22.66	
5412	Accounting, Tax Preparation, Bookkeeping, and Payroll Services	86.87%	46.20%		
5413	Architectural, Engineering, and Related Services	34.31%	26.34%		
5414	Specialized Design Services	4.75%	84.83%	5.60	¥¥¥
5415	Computer Systems Design and Related Services	49.88%	41.54%		
5416	Management, Scientific, and Technical Consulting Services	17.20%	50.54%	34.04	¥¥¥
5417	Scientific Research and Development Services	9.31%	27.58%	33.75	¥¥¥
5418	Advertising, Public Relations, and Related Services	24.08%	62.62%	38.45	
5419	Other Professional, Scientific, and Technical Services	3.08%	68.29%	4.51	¥¥¥
5511	Management of Companies and Enterprises	0.00%	0.00%		
5612	Facilities Support Services	100.00%	12.77%		
5613	Employment Services	100.00%	47.82%		
5619	Other Support Services	0.66%	68.96%	0.95	¥¥¥
5629	Remediation and Other Waste Management Services	100.00%	17.51%		
6114	Business Schools and Computer and Management Training	9.50%	9.30%		
6115	Technical and Trade Schools	0.00%	28.16%	0.00	¥¥¥
6116	Other Schools and Instruction	15.11%	3.60%		
6117	Educational Support Services	0.00%	100.56%	0.00	¥¥¥
6211	Offices of Physicians	0.00%	0.00%		
6212	Offices of Dentists	0.00%	1.20%	0.00	
6213	Offices of Other Health Practitioners	0.00%	101.23%	0.00	

NAICS-4	NAICS-4 DESC	MBE			
		Utilization	Availability	Disparity	Significance
6214	Outpatient Care Centers	0.00%	2.23%	0.00	
6215	Medical and Diagnostic Laboratories	0.00%	0.00%		
6216	Home Health Care Services	0.00%	0.00%		
6219	Other Ambulatory Health Care Services	100.00%	100.69%	99.32	
6221	General Medical and Surgical Hospitals	0.00%	0.66%	0.00	
6231	Nursing Care Facilities (Skilled Nursing Facilities)	0.00%	0.00%		
6241	Individual and Family Services	0.00%	0.36%	0.00	
6242	Community Food and Housing, and Emergency and Other Relief Services	3.62%	10.45%	34.66	¥¥¥
6243	Vocational Rehabilitation Services	0.00%	0.00%		
6244	Child Day Care Services	0.00%	0.00%		
8112	Electronic and Precision Equipment Repair and Maintenance	0.00%	0.00%		
8129	Other Personal Services	0.00%	52.77%	0.00	

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability. “¥” indicates an adverse disparity that is statistically significant at the 15% level or better (85% confidence). “¥¥” indicates the disparity is significant at a 10% level or better (90% confidence). “¥¥¥” indicates significance at a 5% level or better (95% confidence).

TABLE C-13.  
DETAILED UTILIZATION, AVAILABILITY, AND DISPARITY ANALYSES  
CITY OF HOUSTON MARKETPLACE  
PROFESSIONAL SERVICES  
NONMINORITY WOMEN FIRMS

NAICS-4	NAICS-4 DESC	NONMINORITY WOMEN			
		Utilization	Availability	Disparity	Significance
2362	Nonresidential Building Construction	27.70%	11.10%		
2371	Utility System Construction	0.00%	3.97%	0.00	¥¥¥
2382	Building Equipment Contractors	25.94%	11.81%		
2389	Other Specialty Trade Contractors	10.16%	6.69%		
3231	Printing and Related Support Activities	0.00%	9.31%	0.00	¥¥¥
3327	Machine Shops; Turned Product; and Screw, Nut, and Bolt Manufacturing	0.00%	5.69%	0.00	¥¥¥

NAICS-4	NAICS-4 DESC	NONMINORITY WOMEN			
		Utilization	Availability	Disparity	Significance
3342	Communications Equipment Manufacturing	0.00%	13.04%	0.00	¥¥¥
4232	Furniture and Home Furnishing Merchant Wholesalers	0.00%	8.21%	0.00	¥¥¥
4234	Professional and Commercial Equipment and Supplies Merchant Wholesalers	0.00%	14.81%	0.00	¥¥¥
4238	Machinery, Equipment, and Supplies Merchant Wholesalers	100.00%	9.47%		
4246	Chemical and Allied Products Merchant Wholesalers	100.00%	11.39%		
4247	Petroleum and Petroleum Products Merchant Wholesalers	100.00%	2.18%		
4841	General Freight Trucking	0.00%	3.57%	0.00	¥¥¥
5112	Software Publishers	13.82%	0.00%		
5173	Wired and Wireless Telecommunications Carriers	0.00%	0.00%		
5179	Other Telecommunications	41.80%	41.80%		
5182	Data Processing, Hosting, and Related Services	0.00%	0.00%		
5191	Other Information Services	0.00%	0.00%		
5221	Depository Credit Intermediation	0.00%	5.83%	0.00	
5222	Nondepository Credit Intermediation	0.00%	0.00%		
5223	Activities Related to Credit Intermediation	0.00%	13.33%	0.00	
5232	Securities and Commodity Exchanges	0.00%	0.00%		
5239	Other Financial Investment Activities	25.17%	0.00%		
5241	Insurance Carriers	0.00%	2.06%	0.00	
5242	Agencies, Brokerages, and Other Insurance Related Activities	0.00%	3.28%	0.00	¥
5251	Insurance and Employee Benefit Funds	0.00%	0.00%		
5259	Other Investment Pools and Funds	0.00%	0.00%		
5311	Lessors of Real Estate	0.00%	1.93%	0.00	
5312	Offices of Real Estate Agents and Brokers	0.00%	1.31%	0.00	¥
5313	Activities Related to Real Estate	0.00%	0.00%		

NAICS-4	NAICS-4 DESC	NONMINORITY WOMEN			
		Utilization	Availability	Disparity	Significance
5321	Automotive Equipment Rental and Leasing	0.00%	0.00%		
5322	Consumer Goods Rental	0.00%	14.29%	0.00	
5323	General Rental Centers	0.00%	0.00%		
5324	Commercial and Industrial Machinery and Equipment Rental and Leasing	0.43%	3.05%	14.04	
5331	Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)	0.00%	0.00%		
5411	Legal Services	0.85%	12.61%	6.71	
5412	Accounting, Tax Preparation, Bookkeeping, and Payroll Services	0.44%	27.86%	1.57	¥¥¥
5413	Architectural, Engineering, and Related Services	5.97%	17.17%	34.76	¥¥¥
5414	Specialized Design Services	12.58%	18.77%	67.01	
5415	Computer Systems Design and Related Services	2.86%	3.09%	92.76	¥¥¥
5416	Management, Scientific, and Technical Consulting Services	8.22%	7.91%		
5417	Scientific Research and Development Services	0.00%	4.21%	0.00	¥¥¥
5418	Advertising, Public Relations, and Related Services	5.74%	37.00%	15.51	
5419	Other Professional, Scientific, and Technical Services	12.74%	4.49%		
5511	Management of Companies and Enterprises	0.00%	0.00%		
5612	Facilities Support Services	0.00%	12.77%	0.00	
5613	Employment Services	0.00%	12.14%	0.00	¥¥¥
5619	Other Support Services	0.00%	10.28%	0.00	¥¥¥
5629	Remediation and Other Waste Management Services	0.00%	13.53%	0.00	¥¥¥
6114	Business Schools and Computer and Management Training	0.00%	18.60%	0.00	¥¥¥
6115	Technical and Trade Schools	0.00%	62.34%	0.00	¥¥¥
6116	Other Schools and Instruction	0.00%	15.83%	0.00	¥¥¥
6117	Educational Support Services	0.00%	6.29%	0.00	¥¥¥
6211	Offices of Physicians	0.00%	0.00%		
6212	Offices of Dentists	0.00%	5.91%	0.00	
6213	Offices of Other Health Practitioners	0.00%	4.76%	0.00	¥¥¥

NAICS-4	NAICS-4 DESC	NONMINORITY WOMEN			
		Utilization	Availability	Disparity	Significance
6214	Outpatient Care Centers	0.00%	93.58%	0.00	¥¥¥
6215	Medical and Diagnostic Laboratories	0.00%	0.00%		
6216	Home Health Care Services	0.00%	0.00%		
6219	Other Ambulatory Health Care Services	0.00%	4.55%	0.00	
6221	General Medical and Surgical Hospitals	2.58%	2.99%	86.31	
6231	Nursing Care Facilities (Skilled Nursing Facilities)	0.00%	0.00%		
6241	Individual and Family Services	0.00%	0.18%	0.00	
6242	Community Food and Housing, and Emergency and Other Relief Services	11.34%	2.99%		
6243	Vocational Rehabilitation Services	0.00%	0.00%		
6244	Child Day Care Services	0.00%	0.00%		
8112	Electronic and Precision Equipment Repair and Maintenance	0.00%	0.00%		
8129	Other Personal Services	0.00%	3.94%	0.00	

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability. “¥” indicates an adverse disparity that is statistically significant at the 15% level or better (85% confidence). “¥¥” indicates the disparity is significant at a 10% level or better (90% confidence). “¥¥¥” indicates significance at a 5% level or better (95% confidence).

TABLE C-14.  
DETAILED UTILIZATION, AVAILABILITY, AND DISPARITY ANALYSES  
CITY OF HOUSTON MARKETPLACE  
PROFESSIONAL SERVICES  
M/WBE FIRMS

NAICS-4	NAICS-4 DESC	M/WBE			
		Utilization	Availability	Disparity	Significance
2362	Nonresidential Building Construction	73.11%	31.44%		
2371	Utility System Construction	100.00%	15.17%		
2382	Building Equipment Contractors	25.94%	34.28%	75.69	¥¥
2389	Other Specialty Trade Contractors	14.04%	30.68%	45.76	¥¥¥
3231	Printing and Related Support Activities	100.00%	71.04%		
3327	Machine Shops; Turned Product; and Screw, Nut, and Bolt Manufacturing	100.00%	8.67%		



NAICS-4	NAICS-4 DESC	M/WBE			
		Utilization	Availability	Disparity	Significance
3342	Communications Equipment Manufacturing	0.00%	15.22%	0.00	¥¥¥
4232	Furniture and Home Furnishing Merchant Wholesalers	0.00%	11.95%	0.00	¥¥¥
4234	Professional and Commercial Equipment and Supplies Merchant Wholesalers	89.04%	26.33%		
4238	Machinery, Equipment, and Supplies Merchant Wholesalers	100.00%	28.14%		
4246	Chemical and Allied Products Merchant Wholesalers	100.00%	24.59%		
4247	Petroleum and Petroleum Products Merchant Wholesalers	100.00%	12.77%		
4841	General Freight Trucking	100.00%	96.32%		
5112	Software Publishers	20.82%	0.00%		
5173	Wired and Wireless Telecommunications Carriers	0.00%	0.00%		
5179	Other Telecommunications	41.80%	41.80%		
5182	Data Processing, Hosting, and Related Services	0.00%	27.42%	0.00	¥¥¥
5191	Other Information Services	0.00%	0.00%		
5221	Depository Credit Intermediation	0.00%	7.50%	0.00	
5222	Nondepository Credit Intermediation	0.00%	0.00%		
5223	Activities Related to Credit Intermediation	0.00%	14.29%	0.00	
5232	Securities and Commodity Exchanges	0.00%	0.00%		
5239	Other Financial Investment Activities	71.91%	100.00%	71.91	
5241	Insurance Carriers	0.44%	3.35%	13.16	
5242	Agencies, Brokerages, and Other Insurance Related Activities	91.68%	105.14%	87.20	¥¥¥
5251	Insurance and Employee Benefit Funds	0.00%	0.00%		
5259	Other Investment Pools and Funds	0.00%	0.00%		
5311	Lessors of Real Estate	0.00%	2.69%	0.00	
5312	Offices of Real Estate Agents and Brokers	0.01%	101.97%	0.01	¥¥
5313	Activities Related to Real Estate	0.00%	0.00%		

NAICS-4	NAICS-4 DESC	M/WBE			
		Utilization	Availability	Disparity	Significance
5321	Automotive Equipment Rental and Leasing	0.00%	0.00%		
5322	Consumer Goods Rental	0.00%	17.14%	0.00	
5323	General Rental Centers	0.00%	0.00%		
5324	Commercial and Industrial Machinery and Equipment Rental and Leasing	0.81%	104.51%	0.78	
5331	Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)	0.00%	0.00%		
5411	Legal Services	8.87%	48.02%	18.47	
5412	Accounting, Tax Preparation, Bookkeeping, and Payroll Services	87.31%	74.07%		
5413	Architectural, Engineering, and Related Services	40.28%	43.51%	92.58	¥¥¥
5414	Specialized Design Services	17.33%	103.60%	16.73	¥¥¥
5415	Computer Systems Design and Related Services	52.74%	44.62%		
5416	Management, Scientific, and Technical Consulting Services	25.42%	58.45%	43.49	¥¥¥
5417	Scientific Research and Development Services	9.31%	31.79%	29.28	¥¥¥
5418	Advertising, Public Relations, and Related Services	29.82%	99.62%	29.93	
5419	Other Professional, Scientific, and Technical Services	15.83%	72.77%	21.75	¥¥¥
5511	Management of Companies and Enterprises	0.00%	0.00%		
5612	Facilities Support Services	100.00%	25.53%		
5613	Employment Services	100.00%	59.97%		
5619	Other Support Services	0.66%	79.24%	0.83	¥¥¥
5629	Remediation and Other Waste Management Services	100.00%	31.04%		
6114	Business Schools and Computer and Management Training	9.50%	27.91%	34.05	¥¥¥
6115	Technical and Trade Schools	0.00%	90.50%	0.00	¥¥¥
6116	Other Schools and Instruction	15.11%	19.42%	77.78	¥¥¥
6117	Educational Support Services	0.00%	106.84%	0.00	¥¥¥
6211	Offices of Physicians	0.00%	0.00%		
6212	Offices of Dentists	0.00%	7.11%	0.00	
6213	Offices of Other Health Practitioners	0.00%	105.99%	0.00	¥¥¥

NAICS-4	NAICS-4 DESC	M/WBE			
		Utilization	Availability	Disparity	Significance
6214	Outpatient Care Centers	0.00%	95.81%	0.00	
6215	Medical and Diagnostic Laboratories	0.00%	0.00%		
6216	Home Health Care Services	0.00%	0.00%		
6219	Other Ambulatory Health Care Services	100.00%	105.24%	95.02	
6221	General Medical and Surgical Hospitals	2.58%	3.65%	70.62	
6231	Nursing Care Facilities (Skilled Nursing Facilities)	0.00%	0.00%		
6241	Individual and Family Services	0.00%	0.53%	0.00	
6242	Community Food and Housing, and Emergency and Other Relief Services	14.97%	13.43%		
6243	Vocational Rehabilitation Services	0.00%	0.00%		
6244	Child Day Care Services	0.00%	0.00%		
8112	Electronic and Precision Equipment Repair and Maintenance	0.00%	0.00%		
8129	Other Personal Services	0.00%	56.70%	0.00	

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability. “¥” indicates an adverse disparity that is statistically significant at the 15% level or better (85% confidence). “¥¥” indicates the disparity is significant at a 10% level or better (90% confidence). “¥¥¥” indicates significance at a 5% level or better (95% confidence).

TABLE C-15.  
DETAILED UTILIZATION, AVAILABILITY, AND DISPARITY ANALYSES  
CITY OF HOUSTON MARKETPLACE  
OTHER SERVICES  
BLACK AMERICAN FIRMS

NAICS-4	NAICS-4 DESC	BLACK AMERICAN			
		Utilization	Availability	Disparity	Significance
1111	Oilseed and Grain Farming	0.00%	0.00%		
1114	Greenhouse, Nursery, and Floriculture Production	0.00%	0.00%		
1119	Other Crop Farming	0.00%	0.00%		
1151	Support Activities for Crop Production	0.00%	3.28%	0.00	¥¥
1153	Support Activities for Forestry	0.00%	3.45%	0.00	¥¥
2213	Water, Sewage and Other Systems	0.00%	14.54%	0.00	¥¥¥
2362	Nonresidential Building Construction	100.00%	10.14%		
2371	Utility System Construction	0.00%	9.63%	0.00	¥¥¥

NAICS-4	NAICS-4 DESC	BLACK AMERICAN			
		Utilization	Availability	Disparity	Significance
2382	Building Equipment Contractors	2.38%	7.55%	31.55	¥¥
2389	Other Specialty Trade Contractors	0.00%	9.49%	0.00	¥¥¥
3231	Printing and Related Support Activities	4.02%	0.44%		
3327	Machine Shops; Turned Product; and Screw, Nut, and Bolt Manufacturing	0.00%	0.27%	0.00	
4231	Motor Vehicle and Motor Vehicle Parts and Supplies Merchant Wholesalers	0.00%	0.33%	0.00	
4239	Miscellaneous Durable Goods Merchant Wholesalers	0.00%	0.44%	0.00	
4247	Petroleum and Petroleum Products Merchant Wholesalers	0.00%	9.27%	0.00	¥¥¥
4251	Wholesale Electronic Markets and Agents and Brokers	100.00%	0.00%		
4543	Direct Selling Establishments	0.00%	0.00%		
4811	Scheduled Air Transportation	0.00%	0.00%		
4812	Nonscheduled Air Transportation	0.00%	0.00%		
4821	Rail Transportation	0.00%	0.00%		
4841	General Freight Trucking	7.51%	40.13%	18.71	¥¥¥
4842	Specialized Freight Trucking	0.81%	0.81%		
4851	Urban Transit Systems	0.00%	1.05%	0.00	
4852	Interurban and Rural Bus Transportation	0.00%	0.00%		
4853	Taxi and Limousine Service	0.00%	0.00%		
4854	School and Employee Bus Transportation	0.00%	0.00%		
4855	Charter Bus Industry	0.00%	0.00%		
4859	Other Transit and Ground Passenger Transportation	99.37%	33.01%		
4869	Other Pipeline Transportation	0.00%	0.00%		
4881	Support Activities for Air Transportation	2.60%	2.60%		
4882	Support Activities for Rail Transportation	0.00%	100.00%	0.00	
4883	Support Activities for Water Transportation	0.00%	0.00%		
4884	Support Activities for Road Transportation	37.33%	50.00%	74.67	¥¥¥

NAICS-4	NAICS-4 DESC	BLACK AMERICAN			
		Utilization	Availability	Disparity	Significance
4885	Freight Transportation Arrangement	0.00%	50.07%	0.00	¥¥¥
4889	Other Support Activities for Transportation	0.00%	20.17%	0.00	¥¥¥
4921	Couriers and Express Delivery Services	96.69%	2.55%		
4922	Local Messengers and Local Delivery	20.32%	4.21%		
4931	Warehousing and Storage	0.00%	0.00%		
5111	Newspaper, Periodical, Book, and Directory Publishers	8.09%	8.09%		
5112	Software Publishers	0.00%	0.00%		
5121	Motion Picture and Video Industries	18.95%	1.12%		
5122	Sound Recording Industries	0.00%	0.00%		
5151	Radio and Television Broadcasting	0.00%	0.00%		
5173	Wired and Wireless Telecommunications Carriers	0.00%	0.00%		
5174	Satellite Telecommunications	0.00%	0.00%		
5179	Other Telecommunications	0.00%	0.00%		
5182	Data Processing, Hosting, and Related Services	20.18%	26.04%	77.50	
5191	Other Information Services	0.00%	0.00%		
5223	Activities Related to Credit Intermediation	0.00%	0.48%	0.00	
5239	Other Financial Investment Activities	0.00%	100.00%	0.00	
5311	Lessors of Real Estate	0.00%	0.09%	0.00	
5321	Automotive Equipment Rental and Leasing	0.00%	0.00%		
5412	Accounting, Tax Preparation, Bookkeeping, and Payroll Services	59.74%	33.75%		
5413	Architectural, Engineering, and Related Services	15.40%	6.88%		
5415	Computer Systems Design and Related Services	1.13%	18.35%	6.16	¥¥¥
5416	Management, Scientific, and Technical Consulting Services	37.98%	28.55%		
5417	Scientific Research and Development Services	0.00%	0.91%	0.00	
5418	Advertising, Public Relations, and Related Services	0.00%	40.90%	0.00	¥¥¥

NAICS-4	NAICS-4 DESC	BLACK AMERICAN			
		Utilization	Availability	Disparity	Significance
5419	Other Professional, Scientific, and Technical Services	0.00%	66.77%	0.00	¥¥¥
5611	Office Administrative Services	0.00%	9.74%	0.00	¥¥¥
5612	Facilities Support Services	24.61%	8.51%		
5613	Employment Services	26.39%	26.09%		
5614	Business Support Services	40.60%	0.37%		
5615	Travel Arrangement and Reservation Services	0.00%	0.44%	0.00	
5616	Investigation and Security Services	7.04%	14.10%	49.94	¥¥¥
5617	Services to Buildings and Dwellings	5.19%	5.19%		
5619	Other Support Services	47.96%	34.28%		
5621	Waste Collection	1.25%	1.08%		
5622	Waste Treatment and Disposal	1.03%	0.64%		
5629	Remediation and Other Waste Management Services	0.35%	14.85%	2.33	¥¥¥
6114	Business Schools and Computer and Management Training	0.00%	6.98%	0.00	¥¥¥
6115	Technical and Trade Schools	0.00%	5.67%	0.00	¥¥¥
6116	Other Schools and Instruction	57.86%	1.80%		
6214	Outpatient Care Centers	0.00%	1.14%	0.00	
6215	Software Publishers	0.00%	0.00%		
6241	Individual and Family Services	7.79%	0.00%		
6242	Community Food and Housing, and Emergency and Other Relief Services	0.00%	8.96%	0.00	¥¥¥
7111	Performing Arts Companies	0.00%	0.00%		
7112	Spectator Sports	0.00%	0.00%		
7113	Promoters of Performing Arts, Sports, and Similar Events	0.00%	0.00%		
7115	Independent Artists, Writers, and Performers	0.00%	0.00%		
7121	Museums, Historical Sites, and Similar Institutions	0.00%	0.00%		
7131	Amusement Parks and Arcades	0.00%	3.57%	0.00	¥¥
7139	Other Amusement and Recreation Industries	0.00%	0.36%	0.00	
7211	Traveler Accommodation	0.00%	0.00%		
7212	RV (Recreational Vehicle) Parks and Recreational Camps	0.00%	0.00%		
7223	Special Food Services	0.18%	99.20%	0.18	¥¥¥

NAICS-4	NAICS-4 DESC	BLACK AMERICAN			
		Utilization	Availability	Disparity	Significance
7224	Drinking Places (Alcoholic Beverages)	0.00%	0.00%		
7225	Restaurants and Other Eating Places	0.00%	0.00%		
8111	Automotive Repair and Maintenance	0.70%	12.72%	5.46	¥¥¥
8112	Electronic and Precision Equipment Repair and Maintenance	0.00%	0.00%		
8113	Commercial and Industrial Machinery and Equipment (except Automotive and Electronic) Repair and Maintenance	0.30%	2.79%	10.91	¥
8114	Personal and Household Goods Repair and Maintenance	0.00%	0.17%	0.00	
8121	Personal Care Services	0.00%	0.00%		
8122	Death Care Services	0.00%	0.00%		
8123	Drycleaning and Laundry Services	0.00%	0.00%		
8129	Other Personal Services	0.46%	0.55%	84.00	
8132	Grantmaking and Giving Services	0.00%	0.00%		
8133	Social Advocacy Organizations	0.00%	0.63%	0.00	
8134	Civic and Social Organizations	0.00%	0.00%		
8139	Business, Professional, Labor, Political, and Similar Organizations	41.75%	0.60%		

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability. “¥” indicates an adverse disparity that is statistically significant at the 15% level or better (85% confidence). “¥¥” indicates the disparity is significant at a 10% level or better (90% confidence). “¥¥¥” indicates significance at a 5% level or better (95% confidence).

TABLE C-16.  
DETAILED UTILIZATION, AVAILABILITY, AND DISPARITY ANALYSES  
CITY OF HOUSTON MARKETPLACE  
OTHER SERVICES  
ASIAN AMERICAN FIRMS

NAICS-4	NAICS-4 DESC	ASIAN AMERICAN			
		Utilization	Availability	Disparity	Significance
1111	Oilseed and Grain Farming	0.00%	0.00%		
1114	Greenhouse, Nursery, and Floriculture Production	0.00%	0.00%		
1119	Other Crop Farming	0.00%	0.00%		

NAICS-4	NAICS-4 DESC	ASIAN AMERICAN			
		Utilization	Availability	Disparity	Significance
1151	Support Activities for Crop Production	0.00%	0.00%		
1153	Support Activities for Forestry	0.00%	0.00%		
2213	Water, Sewage and Other Systems	0.00%	0.00%		
2362	Nonresidential Building Construction	0.00%	3.16%	0.00	¥¥
2371	Utility System Construction	0.00%	0.09%	0.00	
2382	Building Equipment Contractors	0.00%	0.70%	0.00	
2389	Other Specialty Trade Contractors	0.00%	4.58%	0.00	¥¥¥
3231	Printing and Related Support Activities	0.00%	20.30%	0.00	¥¥¥
3327	Machine Shops; Turned Product; and Screw, Nut, and Bolt Manufacturing	0.00%	0.81%	0.00	
4231	Motor Vehicle and Motor Vehicle Parts and Supplies Merchant Wholesalers	0.00%	0.16%	0.00	
4239	Miscellaneous Durable Goods Merchant Wholesalers	0.00%	0.19%	0.00	
4247	Petroleum and Petroleum Products Merchant Wholesalers	0.00%	0.60%	0.00	
4251	Wholesale Electronic Markets and Agents and Brokers	0.00%	0.00%		
4543	Direct Selling Establishments	100.00%	100.00%		
4811	Scheduled Air Transportation	0.00%	0.00%		
4812	Nonscheduled Air Transportation	0.00%	0.00%		
4821	Rail Transportation	0.00%	0.00%		
4841	General Freight Trucking	0.00%	0.04%	0.00	
4842	Specialized Freight Trucking	1.72%	1.72%		
4851	Urban Transit Systems	56.06%	0.00%		
4852	Interurban and Rural Bus Transportation	0.00%	0.00%		
4853	Taxi and Limousine Service	0.00%	0.00%		
4854	School and Employee Bus Transportation	0.00%	0.00%		
4855	Charter Bus Industry	0.00%	0.00%		
4859	Other Transit and Ground Passenger Transportation	0.00%	0.00%		
4869	Other Pipeline Transportation	0.00%	0.00%		



NAICS-4	NAICS-4 DESC	ASIAN AMERICAN			
		Utilization	Availability	Disparity	Significance
4881	Support Activities for Air Transportation	6.25%	6.25%		
4882	Support Activities for Rail Transportation	0.00%	0.23%	0.00	
4883	Support Activities for Water Transportation	0.00%	0.00%		
4884	Support Activities for Road Transportation	0.00%	0.00%		
4885	Freight Transportation Arrangement	0.00%	0.12%	0.00	
4889	Other Support Activities for Transportation	0.00%	20.04%	0.00	¥¥¥
4921	Couriers and Express Delivery Services	0.00%	0.00%		
4922	Local Messengers and Local Delivery	0.00%	0.00%		
4931	Warehousing and Storage	0.00%	0.00%		
5111	Newspaper, Periodical, Book, and Directory Publishers	0.00%	0.00%		
5112	Software Publishers	0.00%	0.00%		
5121	Motion Picture and Video Industries	0.00%	0.48%	0.00	
5122	Sound Recording Industries	0.00%	0.00%		
5151	Radio and Television Broadcasting	0.00%	0.00%		
5173	Wired and Wireless Telecommunications Carriers	0.00%	0.00%		
5174	Satellite Telecommunications	0.00%	0.00%		
5179	Other Telecommunications	0.00%	0.00%		
5182	Data Processing, Hosting, and Related Services	0.00%	0.69%	0.00	
5191	Other Information Services	0.00%	0.00%		
5223	Activities Related to Credit Intermediation	0.00%	0.12%	0.00	
5239	Other Financial Investment Activities	0.00%	0.00%		
5311	Lessors of Real Estate	0.00%	0.68%	0.00	
5321	Automotive Equipment Rental and Leasing	0.00%	0.00%		
5412	Accounting, Tax Preparation, Bookkeeping, and Payroll Services	0.00%	11.25%	0.00	¥¥¥
5413	Architectural, Engineering, and Related Services	1.14%	8.17%	13.95	¥¥¥

NAICS-4	NAICS-4 DESC	ASIAN AMERICAN			
		Utilization	Availability	Disparity	Significance
5415	Computer Systems Design and Related Services	0.00%	10.50%	0.00	¥¥¥
5416	Management, Scientific, and Technical Consulting Services	2.65%	5.63%	47.00	
5417	Scientific Research and Development Services	0.00%	25.72%	0.00	¥¥¥
5418	Advertising, Public Relations, and Related Services	0.00%	0.50%	0.00	
5419	Other Professional, Scientific, and Technical Services	0.00%	0.20%	0.00	
5611	Office Administrative Services	0.00%	9.61%	0.00	¥¥¥
5612	Facilities Support Services	0.00%	1.06%	0.00	
5613	Employment Services	21.93%	5.58%		
5614	Business Support Services	0.00%	0.21%	0.00	
5615	Travel Arrangement and Reservation Services	0.00%	0.17%	0.00	
5616	Investigation and Security Services	1.65%	4.85%	33.98	¥
5617	Services to Buildings and Dwellings	0.65%	0.65%		
5619	Other Support Services	39.20%	13.68%		
5621	Waste Collection	0.00%	0.00%		
5622	Waste Treatment and Disposal	2.10%	1.28%		
5629	Remediation and Other Waste Management Services	2.11%	0.80%		
6114	Business Schools and Computer and Management Training	0.00%	0.00%		
6115	Technical and Trade Schools	0.00%	1.42%	0.00	
6116	Other Schools and Instruction	0.00%	0.72%	0.00	
6214	Outpatient Care Centers	0.00%	0.19%	0.00	
6215	Software Publishers	0.00%	0.00%		
6241	Individual and Family Services	0.00%	0.18%	0.00	
6242	Community Food and Housing, and Emergency and Other Relief Services	0.00%	0.00%		
7111	Performing Arts Companies	0.00%	0.00%		
7112	Spectator Sports	0.00%	0.00%		
7113	Promoters of Performing Arts, Sports, and Similar Events	0.00%	0.00%		
7115	Independent Artists, Writers, and Performers	0.00%	0.00%		
7121	Museums, Historical Sites, and Similar Institutions	0.00%	0.00%		

NAICS-4	NAICS-4 DESC	ASIAN AMERICAN			
		Utilization	Availability	Disparity	Significance
7131	Amusement Parks and Arcades	0.00%	0.00%		
7139	Other Amusement and Recreation Industries	0.00%	0.00%		
7211	Traveler Accommodation	0.00%	0.00%		
7212	RV (Recreational Vehicle) Parks and Recreational Camps	0.00%	0.00%		
7223	Special Food Services	0.00%	0.08%	0.00	
7224	Drinking Places (Alcoholic Beverages)	0.00%	0.00%		
7225	Restaurants and Other Eating Places	0.00%	0.00%		
8111	Automotive Repair and Maintenance	0.00%	0.07%	0.00	
8112	Electronic and Precision Equipment Repair and Maintenance	0.20%	0.20%		
8113	Commercial and Industrial Machinery and Equipment (except Automotive and Electronic) Repair and Maintenance	0.00%	0.15%	0.00	
8114	Personal and Household Goods Repair and Maintenance	0.00%	0.34%	0.00	
8121	Personal Care Services	0.00%	0.00%		
8122	Death Care Services	0.00%	0.00%		
8123	Drycleaning and Laundry Services	0.00%	0.00%		
8129	Other Personal Services	0.00%	50.13%	0.00	¥¥¥
8132	Grantmaking and Giving Services	0.00%	0.00%		
8133	Social Advocacy Organizations	73.43%	0.06%		
8134	Civic and Social Organizations	0.00%	0.00%		
8139	Business, Professional, Labor, Political, and Similar Organizations	0.00%	0.09%	0.00	

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability. “¥” indicates an adverse disparity that is statistically significant at the 15% level or better (85% confidence). “¥¥” indicates the disparity is significant at a 10% level or better (90% confidence). “¥¥¥” indicates significance at a 5% level or better (95% confidence).

TABLE C-17.  
DETAILED UTILIZATION, AVAILABILITY, AND DISPARITY ANALYSES  
CITY OF HOUSTON MARKETPLACE  
OTHER SERVICES  
HISPANIC AMERICAN FIRMS

NAICS-4	NAICS-4 DESC	HISPANIC AMERICAN			
		Utilization	Availability	Disparity	Significance
1111	Oilseed and Grain Farming	0.00%	0.00%		
1114	Greenhouse, Nursery, and Floriculture Production	0.00%	0.00%		
1119	Other Crop Farming	0.00%	0.00%		
1151	Support Activities for Crop Production	0.00%	0.00%		
1153	Support Activities for Forestry	0.00%	0.00%		
2213	Water, Sewage and Other Systems	0.00%	3.61%	0.00	¥¥
2362	Nonresidential Building Construction	0.00%	4.62%	0.00	¥¥¥
2371	Utility System Construction	100.00%	1.48%		
2382	Building Equipment Contractors	7.81%	13.61%	57.34	¥¥
2389	Other Specialty Trade Contractors	100.00%	9.90%		
3231	Printing and Related Support Activities	95.98%	41.00%		
3327	Machine Shops; Turned Product; and Screw, Nut, and Bolt Manufacturing	100.00%	1.76%		
4231	Motor Vehicle and Motor Vehicle Parts and Supplies Merchant Wholesalers	0.00%	6.24%	0.00	¥¥¥
4239	Miscellaneous Durable Goods Merchant Wholesalers	100.00%	99.44%		
4247	Petroleum and Petroleum Products Merchant Wholesalers	0.00%	0.73%	0.00	
4251	Wholesale Electronic Markets and Agents and Brokers	0.00%	0.00%		
4543	Direct Selling Establishments	0.00%	0.00%		
4811	Scheduled Air Transportation	0.00%	0.00%		
4812	Nonscheduled Air Transportation	0.00%	0.00%		
4821	Rail Transportation	0.00%	0.00%		
4841	General Freight Trucking	4.84%	42.57%	11.36	¥¥¥
4842	Specialized Freight Trucking	30.18%	30.18%		
4851	Urban Transit Systems	0.00%	0.00%		

NAICS-4	NAICS-4 DESC	HISPANIC AMERICAN			
		Utilization	Availability	Disparity	Significance
4852	Interurban and Rural Bus Transportation	0.00%	0.00%		
4853	Taxi and Limousine Service	0.00%	0.00%		
4854	School and Employee Bus Transportation	0.00%	0.00%		
4855	Charter Bus Industry	0.00%	0.00%		
4859	Other Transit and Ground Passenger Transportation	0.00%	2.39%	0.00	¥
4869	Other Pipeline Transportation	0.00%	5.56%	0.00	¥¥¥
4881	Support Activities for Air Transportation	3.53%	3.53%		
4882	Support Activities for Rail Transportation	0.00%	4.42%	0.00	¥¥¥
4883	Support Activities for Water Transportation	0.00%	0.00%		
4884	Support Activities for Road Transportation	0.00%	53.77%	0.00	¥¥¥
4885	Freight Transportation Arrangement	0.42%	27.02%	1.57	¥¥¥
4889	Other Support Activities for Transportation	0.00%	40.98%	0.00	¥¥¥
4921	Couriers and Express Delivery Services	0.00%	1.77%	0.00	
4922	Local Messengers and Local Delivery	79.68%	1.05%		
4931	Warehousing and Storage	0.00%	0.00%		
5111	Newspaper, Periodical, Book, and Directory Publishers	0.00%	0.00%		
5112	Software Publishers	0.00%	0.00%		
5121	Motion Picture and Video Industries	0.00%	1.28%	0.00	
5122	Sound Recording Industries	0.00%	0.00%		
5151	Radio and Television Broadcasting	0.00%	0.00%		
5173	Wired and Wireless Telecommunications Carriers	0.00%	0.00%		
5174	Satellite Telecommunications	0.00%	0.00%		
5179	Other Telecommunications	24.21%	24.21%		
5182	Data Processing, Hosting, and Related Services	34.43%	0.69%		
5191	Other Information Services	10.44%	10.44%		
5223	Activities Related to Credit Intermediation	0.00%	0.36%	0.00	
5239	Other Financial Investment Activities	0.00%	0.00%		

NAICS-4	NAICS-4 DESC	HISPANIC AMERICAN			
		Utilization	Availability	Disparity	Significance
5311	Lessors of Real Estate	0.00%	0.00%		
5321	Automotive Equipment Rental and Leasing	0.00%	0.00%		
5412	Accounting, Tax Preparation, Bookkeeping, and Payroll Services	0.00%	1.21%	0.00	
5413	Architectural, Engineering, and Related Services	0.00%	9.19%	0.00	¥¥¥
5415	Computer Systems Design and Related Services	0.00%	3.79%	0.00	¥¥¥
5416	Management, Scientific, and Technical Consulting Services	0.00%	12.82%	0.00	¥¥¥
5417	Scientific Research and Development Services	0.00%	0.78%	0.00	
5418	Advertising, Public Relations, and Related Services	10.71%	21.22%	50.49	¥¥¥
5419	Other Professional, Scientific, and Technical Services	0.00%	1.29%	0.00	
5611	Office Administrative Services	30.87%	8.00%		
5612	Facilities Support Services	0.00%	3.19%	0.00	¥¥
5613	Employment Services	1.88%	11.10%	16.96	¥¥¥
5614	Business Support Services	0.07%	0.87%	7.86	
5615	Travel Arrangement and Reservation Services	0.00%	0.83%	0.00	
5616	Investigation and Security Services	2.05%	15.93%	12.84	¥¥¥
5617	Services to Buildings and Dwellings	33.95%	33.95%		
5619	Other Support Services	3.97%	20.95%	18.96	¥¥¥
5621	Waste Collection	6.97%	52.15%	13.36	¥¥¥
5622	Waste Treatment and Disposal	5.71%	2.56%		
5629	Remediation and Other Waste Management Services	7.60%	1.73%		
6114	Business Schools and Computer and Management Training	0.00%	2.33%	0.00	¥
6115	Technical and Trade Schools	0.00%	1.06%	0.00	
6116	Other Schools and Instruction	0.00%	1.08%	0.00	
6214	Outpatient Care Centers	0.00%	0.90%	0.00	
6215	Software Publishers	0.00%	0.00%		
6241	Individual and Family Services	0.00%	0.18%	0.00	
6242	Community Food and Housing, and Emergency and Other Relief Services	0.00%	1.49%	0.00	

NAICS-4	NAICS-4 DESC	HISPANIC AMERICAN			
		Utilization	Availability	Disparity	Significance
7111	Performing Arts Companies	0.00%	0.00%		
7112	Spectator Sports	0.00%	0.00%		
7113	Promoters of Performing Arts, Sports, and Similar Events	0.00%	1.85%	0.00	
7115	Independent Artists, Writers, and Performers	0.00%	0.00%		
7121	Museums, Historical Sites, and Similar Institutions	0.00%	0.00%		
7131	Amusement Parks and Arcades	0.00%	0.00%		
7139	Other Amusement and Recreation Industries	0.00%	1.11%	0.00	
7211	Traveler Accommodation	0.00%	0.00%		
7212	RV (Recreational Vehicle) Parks and Recreational Camps	0.00%	0.00%		
7223	Special Food Services	0.00%	0.96%	0.00	
7224	Drinking Places (Alcoholic Beverages)	0.00%	0.00%		
7225	Restaurants and Other Eating Places	0.00%	0.00%		
8111	Automotive Repair and Maintenance	24.93%	3.60%		
8112	Electronic and Precision Equipment Repair and Maintenance	0.00%	0.00%		
8113	Commercial and Industrial Machinery and Equipment (except Automotive and Electronic) Repair and Maintenance	3.99%	15.15%	26.35	¥¥¥
8114	Personal and Household Goods Repair and Maintenance	0.00%	2.53%	0.00	¥
8121	Personal Care Services	0.00%	0.00%		
8122	Death Care Services	0.00%	0.00%		
8123	Drycleaning and Laundry Services	0.00%	0.00%		
8129	Other Personal Services	0.00%	2.06%	0.00	
8132	Grantmaking and Giving Services	0.00%	0.00%		
8133	Social Advocacy Organizations	0.00%	0.40%	0.00	
8134	Civic and Social Organizations	0.00%	0.00%		
8139	Business, Professional, Labor, Political, and Similar Organizations	0.00%	1.86%	0.00	

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability. “¥” indicates an adverse disparity that is statistically significant at the 15% level or better (85% confidence). “¥¥” indicates the disparity is significant at a 10% level or better (90% confidence). “¥¥¥” indicates significance at a 5% level or better (95% confidence).

TABLE C-18.  
DETAILED UTILIZATION, AVAILABILITY, AND DISPARITY ANALYSES  
CITY OF HOUSTON MARKETPLACE  
OTHER SERVICES  
NATIVE AMERICAN FIRMS

NAICS-4	NAICS-4 DESC	NATIVE AMERICAN			
		Utilization	Availability	Disparity	Significance
1111	Oilseed and Grain Farming	0.00%	0.00%		
1114	Greenhouse, Nursery, and Floriculture Production	0.00%	0.00%		
1119	Other Crop Farming	0.00%	0.00%		
1151	Support Activities for Crop Production	0.00%	0.00%		
1153	Support Activities for Forestry	0.00%	0.00%		
2213	Water, Sewage and Other Systems	0.00%	0.00%		
2362	Nonresidential Building Construction	0.00%	2.42%	0.00	¥
2371	Utility System Construction	0.00%	0.00%		
2382	Building Equipment Contractors	0.00%	0.60%	0.00	
2389	Other Specialty Trade Contractors	0.00%	0.03%	0.00	
3231	Printing and Related Support Activities	0.00%	0.00%		
3327	Machine Shops; Turned Product; and Screw, Nut, and Bolt Manufacturing	0.00%	0.14%	0.00	
4231	Motor Vehicle and Motor Vehicle Parts and Supplies Merchant Wholesalers	0.00%	0.00%		
4239	Miscellaneous Durable Goods Merchant Wholesalers	0.00%	0.03%	0.00	
4247	Petroleum and Petroleum Products Merchant Wholesalers	0.00%	0.00%		
4251	Wholesale Electronic Markets and Agents and Brokers	0.00%	0.00%		
4543	Direct Selling Establishments	0.00%	0.00%		
4811	Scheduled Air Transportation	0.00%	0.00%		
4812	Nonscheduled Air Transportation	0.00%	0.00%		



NAICS-4	NAICS-4 DESC	NATIVE AMERICAN			
		Utilization	Availability	Disparity	Significance
4821	Rail Transportation	0.00%	0.00%		
4841	General Freight Trucking	0.00%	10.01%	0.00	¥¥¥
4842	Specialized Freight Trucking	0.99%	0.99%		
4851	Urban Transit Systems	0.00%	0.00%		
4852	Interurban and Rural Bus Transportation	0.00%	0.00%		
4853	Taxi and Limousine Service	0.00%	0.00%		
4854	School and Employee Bus Transportation	0.00%	0.00%		
4855	Charter Bus Industry	0.00%	0.00%		
4859	Other Transit and Ground Passenger Transportation	0.00%	0.00%		
4869	Other Pipeline Transportation	0.00%	0.00%		
4881	Support Activities for Air Transportation	0.06%	0.06%		
4882	Support Activities for Rail Transportation	0.00%	0.00%		
4883	Support Activities for Water Transportation	0.00%	0.00%		
4884	Support Activities for Road Transportation	0.00%	0.07%	0.00	
4885	Freight Transportation Arrangement	0.00%	0.06%	0.00	
4889	Other Support Activities for Transportation	0.00%	0.01%	0.00	
4921	Couriers and Express Delivery Services	0.00%	0.00%		
4922	Local Messengers and Local Delivery	0.00%	0.00%		
4931	Warehousing and Storage	0.00%	0.00%		
5111	Newspaper, Periodical, Book, and Directory Publishers	0.00%	0.00%		
5112	Software Publishers	0.00%	0.00%		
5121	Motion Picture and Video Industries	0.00%	0.00%		
5122	Sound Recording Industries	0.00%	0.00%		
5151	Radio and Television Broadcasting	0.00%	0.00%		
5173	Wired and Wireless Telecommunications Carriers	0.00%	0.00%		
5174	Satellite Telecommunications	0.00%	0.00%		
5179	Other Telecommunications	0.00%	0.00%		
5182	Data Processing, Hosting, and Related Services	0.00%	0.00%		

NAICS-4	NAICS-4 DESC	NATIVE AMERICAN			
		Utilization	Availability	Disparity	Significance
5191	Other Information Services	0.00%	0.00%		
5223	Activities Related to Credit Intermediation	0.00%	0.00%		
5239	Other Financial Investment Activities	0.00%	0.00%		
5311	Lessors of Real Estate	0.00%	0.00%		
5321	Automotive Equipment Rental and Leasing	0.00%	0.00%		
5412	Accounting, Tax Preparation, Bookkeeping, and Payroll Services	0.00%	0.00%		
5413	Architectural, Engineering, and Related Services	0.00%	2.09%	0.00	¥
5415	Computer Systems Design and Related Services	0.00%	8.89%	0.00	¥¥¥
5416	Management, Scientific, and Technical Consulting Services	0.00%	3.53%	0.00	¥¥
5417	Scientific Research and Development Services	0.00%	0.16%	0.00	
5418	Advertising, Public Relations, and Related Services	0.00%	0.00%		
5419	Other Professional, Scientific, and Technical Services	0.00%	0.03%	0.00	
5611	Office Administrative Services	0.00%	0.02%	0.00	
5612	Facilities Support Services	0.00%	0.00%		
5613	Employment Services	0.00%	5.05%	0.00	¥¥¥
5614	Business Support Services	0.00%	0.01%	0.00	
5615	Travel Arrangement and Reservation Services	0.00%	0.00%		
5616	Investigation and Security Services	0.00%	4.35%	0.00	¥¥¥
5617	Services to Buildings and Dwellings	0.00%	0.00%		
5619	Other Support Services	0.00%	0.06%	0.00	
5621	Waste Collection	0.00%	0.00%		
5622	Waste Treatment and Disposal	0.00%	0.00%		
5629	Remediation and Other Waste Management Services	0.23%	0.13%		
6114	Business Schools and Computer and Management Training	0.00%	0.00%		
6115	Technical and Trade Schools	0.00%	20.00%	0.00	¥¥¥
6116	Other Schools and Instruction	0.00%	0.00%		
6214	Outpatient Care Centers	0.00%	0.00%		

NAICS-4	NAICS-4 DESC	NATIVE AMERICAN			
		Utilization	Availability	Disparity	Significance
6215	Software Publishers	0.00%	0.00%		
6241	Individual and Family Services	37.88%	0.00%		
6242	Community Food and Housing, and Emergency and Other Relief Services	0.00%	0.00%		
7111	Performing Arts Companies	0.00%	0.00%		
7112	Spectator Sports	0.00%	0.00%		
7113	Promoters of Performing Arts, Sports, and Similar Events	0.00%	0.00%		
7115	Independent Artists, Writers, and Performers	0.00%	0.00%		
7121	Museums, Historical Sites, and Similar Institutions	0.00%	0.00%		
7131	Amusement Parks and Arcades	0.00%	0.00%		
7139	Other Amusement and Recreation Industries	0.00%	0.00%		
7211	Traveler Accommodation	0.00%	0.00%		
7212	RV (Recreational Vehicle) Parks and Recreational Camps	0.00%	0.00%		
7223	Special Food Services	0.00%	0.00%		
7224	Drinking Places (Alcoholic Beverages)	0.00%	0.00%		
7225	Restaurants and Other Eating Places	0.00%	0.00%		
8111	Automotive Repair and Maintenance	8.70%	0.00%		
8112	Electronic and Precision Equipment Repair and Maintenance	0.00%	0.00%		
8113	Commercial and Industrial Machinery and Equipment (except Automotive and Electronic) Repair and Maintenance	0.00%	0.08%	0.00	
8114	Personal and Household Goods Repair and Maintenance	0.00%	0.17%	0.00	
8121	Personal Care Services	0.00%	0.00%		
8122	Death Care Services	0.00%	0.00%		
8123	Drycleaning and Laundry Services	0.00%	0.00%		
8129	Other Personal Services	0.00%	0.03%	0.00	
8132	Grantmaking and Giving Services	0.00%	0.00%		
8133	Social Advocacy Organizations	0.00%	0.00%		

NAICS-4	NAICS-4 DESC	NATIVE AMERICAN			
		Utilization	Availability	Disparity	Significance
8134	Civic and Social Organizations	0.00%	0.00%		
8139	Business, Professional, Labor, Political, and Similar Organizations	0.00%	0.00%		

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability. “¥” indicates an adverse disparity that is statistically significant at the 15% level or better (85% confidence). “¥¥” indicates the disparity is significant at a 10% level or better (90% confidence). “¥¥¥” indicates significance at a 5% level or better (95% confidence).

TABLE C-19.  
DETAILED UTILIZATION, AVAILABILITY, AND DISPARITY ANALYSES  
CITY OF HOUSTON MARKETPLACE  
OTHER SERVICES  
MBE FIRMS

NAICS-4	NAICS-4 DESC	MBE			
		Utilization	Availability	Disparity	Significance
1111	Oilseed and Grain Farming	0.00%	0.00%		
1114	Greenhouse, Nursery, and Floriculture Production	0.00%	0.00%		
1119	Other Crop Farming	0.00%	0.00%		
1151	Support Activities for Crop Production	0.00%	3.28%	0.00	¥¥
1153	Support Activities for Forestry	0.00%	3.45%	0.00	¥¥
2213	Water, Sewage and Other Systems	0.00%	18.16%	0.00	¥¥¥
2362	Nonresidential Building Construction	100.00%	20.34%		
2371	Utility System Construction	100.00%	11.20%		
2382	Building Equipment Contractors	10.19%	22.46%	45.35	¥¥¥
2389	Other Specialty Trade Contractors	100.00%	23.99%		
3231	Printing and Related Support Activities	100.00%	61.73%		
3327	Machine Shops; Turned Product; and Screw, Nut, and Bolt Manufacturing	100.00%	2.98%		
4231	Motor Vehicle and Motor Vehicle Parts and Supplies Merchant Wholesalers	0.00%	6.73%	0.00	¥¥¥
4239	Miscellaneous Durable Goods Merchant Wholesalers	100.00%	100.10%	99.90	
4247	Petroleum and Petroleum Products Merchant Wholesalers	0.00%	10.60%	0.00	¥¥¥

NAICS-4	NAICS-4 DESC	MBE			
		Utilization	Availability	Disparity	Significance
4251	Wholesale Electronic Markets and Agents and Brokers	100.00%	0.00%		
4543	Direct Selling Establishments	100.00%	100.00%		
4811	Scheduled Air Transportation	0.00%	0.00%		
4812	Nonscheduled Air Transportation	0.00%	0.00%		
4821	Rail Transportation	0.00%	0.00%		
4841	General Freight Trucking	12.34%	92.75%	13.31	¥¥¥
4842	Specialized Freight Trucking	33.70%	33.70%		
4851	Urban Transit Systems	56.06%	1.05%		
4852	Interurban and Rural Bus Transportation	0.00%	0.00%		
4853	Taxi and Limousine Service	0.00%	0.00%		
4854	School and Employee Bus Transportation	0.00%	0.00%		
4855	Charter Bus Industry	0.00%	0.00%		
4859	Other Transit and Ground Passenger Transportation	99.37%	35.41%		
4869	Other Pipeline Transportation	0.00%	5.56%	0.00	¥¥¥
4881	Support Activities for Air Transportation	12.44%	12.44%		
4882	Support Activities for Rail Transportation	0.00%	104.65%	0.00	
4883	Support Activities for Water Transportation	0.00%	0.00%		
4884	Support Activities for Road Transportation	37.33%	103.85%	35.95	
4885	Freight Transportation Arrangement	0.42%	77.27%	0.55	¥¥¥
4889	Other Support Activities for Transportation	0.00%	81.20%	0.00	¥¥¥
4921	Couriers and Express Delivery Services	96.69%	4.32%		
4922	Local Messengers and Local Delivery	100.00%	5.26%		
4931	Warehousing and Storage	0.00%	0.00%		
5111	Newspaper, Periodical, Book, and Directory Publishers	8.09%	8.09%		
5112	Software Publishers	0.00%	0.00%		
5121	Motion Picture and Video Industries	18.95%	2.88%		
5122	Sound Recording Industries	0.00%	0.00%		
5151	Radio and Television Broadcasting	0.00%	0.00%		

NAICS-4	NAICS-4 DESC	MBE			
		Utilization	Availability	Disparity	Significance
5173	Wired and Wireless Telecommunications Carriers	0.00%	0.00%		
5174	Satellite Telecommunications	0.00%	0.00%		
5179	Other Telecommunications	24.21%	24.21%		
5182	Data Processing, Hosting, and Related Services	54.60%	27.42%		
5191	Other Information Services	10.44%	10.44%		
5223	Activities Related to Credit Intermediation	0.00%	0.96%	0.00	
5239	Other Financial Investment Activities	0.00%	100.00%	0.00	
5311	Lessors of Real Estate	0.00%	0.77%	0.00	
5321	Automotive Equipment Rental and Leasing	0.00%	0.00%		
5412	Accounting, Tax Preparation, Bookkeeping, and Payroll Services	59.74%	46.20%		
5413	Architectural, Engineering, and Related Services	16.54%	26.34%	62.79	¥¥¥
5415	Computer Systems Design and Related Services	1.13%	41.54%	2.72	¥¥¥
5416	Management, Scientific, and Technical Consulting Services	40.62%	50.54%	80.39	¥¥¥
5417	Scientific Research and Development Services	0.00%	27.58%	0.00	¥¥¥
5418	Advertising, Public Relations, and Related Services	10.71%	62.62%	17.11	¥¥¥
5419	Other Professional, Scientific, and Technical Services	0.00%	68.29%	0.00	¥¥¥
5611	Office Administrative Services	30.87%	27.37%		
5612	Facilities Support Services	24.61%	12.77%		
5613	Employment Services	50.21%	47.82%		
5614	Business Support Services	40.67%	1.46%		
5615	Travel Arrangement and Reservation Services	0.00%	1.43%	0.00	
5616	Investigation and Security Services	10.74%	39.23%	27.37	¥¥¥
5617	Services to Buildings and Dwellings	39.79%	39.79%		
5619	Other Support Services	91.13%	68.96%		
5621	Waste Collection	8.22%	53.23%	15.44	¥¥¥
5622	Waste Treatment and Disposal	8.85%	4.49%		
5629	Remediation and Other Waste Management Services	10.30%	17.51%	58.79	¥¥

NAICS-4	NAICS-4 DESC	MBE			
		Utilization	Availability	Disparity	Significance
6114	Business Schools and Computer and Management Training	0.00%	9.30%	0.00	¥¥¥
6115	Technical and Trade Schools	0.00%	28.16%	0.00	¥¥¥
6116	Other Schools and Instruction	57.86%	3.60%		
6214	Outpatient Care Centers	0.00%	2.23%	0.00	¥
6215	Software Publishers	0.00%	0.00%		
6241	Individual and Family Services	45.67%	0.36%		
6242	Community Food and Housing, and Emergency and Other Relief Services	0.00%	10.45%	0.00	¥¥¥
7111	Performing Arts Companies	0.00%	0.00%		
7112	Spectator Sports	0.00%	0.00%		
7113	Promoters of Performing Arts, Sports, and Similar Events	0.00%	1.85%	0.00	
7115	Independent Artists, Writers, and Performers	0.00%	0.00%		
7121	Museums, Historical Sites, and Similar Institutions	0.00%	0.00%		
7131	Amusement Parks and Arcades	0.00%	3.57%	0.00	¥¥
7139	Other Amusement and Recreation Industries	0.00%	1.47%	0.00	
7211	Traveler Accommodation	0.00%	0.00%		
7212	RV (Recreational Vehicle) Parks and Recreational Camps	0.00%	0.00%		
7223	Special Food Services	0.18%	100.24%	0.18	
7224	Drinking Places (Alcoholic Beverages)	0.00%	0.00%		
7225	Restaurants and Other Eating Places	0.00%	0.00%		
8111	Automotive Repair and Maintenance	34.33%	16.39%		
8112	Electronic and Precision Equipment Repair and Maintenance	0.20%	0.20%		
8113	Commercial and Industrial Machinery and Equipment (except Automotive and Electronic) Repair and Maintenance	4.29%	18.16%	23.64	¥¥¥
8114	Personal and Household Goods Repair and Maintenance	0.00%	3.20%	0.00	¥¥
8121	Personal Care Services	0.00%	0.00%		
8122	Death Care Services	0.00%	0.00%		

NAICS-4	NAICS-4 DESC	MBE			
		Utilization	Availability	Disparity	Significance
8123	Drycleaning and Laundry Services	0.00%	0.00%		
8129	Other Personal Services	0.46%	52.77%	0.87	¥¥¥
8132	Grantmaking and Giving Services	0.00%	0.00%		
8133	Social Advocacy Organizations	73.43%	1.09%		
8134	Civic and Social Organizations	0.00%	0.00%		
8139	Business, Professional, Labor, Political, and Similar Organizations	41.75%	2.55%		

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability. “¥” indicates an adverse disparity that is statistically significant at the 15% level or better (85% confidence). “¥¥” indicates the disparity is significant at a 10% level or better (90% confidence). “¥¥¥” indicates significance at a 5% level or better (95% confidence).

TABLE C-20.  
DETAILED UTILIZATION, AVAILABILITY, AND DISPARITY ANALYSES  
CITY OF HOUSTON MARKETPLACE  
OTHER SERVICES  
NONMINORITY WOMEN FIRMS

NAICS-4	NAICS-4 DESC	NONMINORITY WOMEN			
		Utilization	Availability	Disparity	Significance
1111	Oilseed and Grain Farming	0.00%	0.00%		
1114	Greenhouse, Nursery, and Floriculture Production	0.00%	0.00%		
1119	Other Crop Farming	0.00%	0.00%		
1151	Support Activities for Crop Production	41.70%	4.92%		
1153	Support Activities for Forestry	0.00%	6.90%	0.00	¥¥¥
2213	Water, Sewage and Other Systems	100.00%	0.00%		
2362	Nonresidential Building Construction	0.00%	11.10%	0.00	¥¥¥
2371	Utility System Construction	0.00%	3.97%	0.00	¥¥¥
2382	Building Equipment Contractors	0.00%	11.81%	0.00	¥¥¥
2389	Other Specialty Trade Contractors	0.00%	6.69%	0.00	¥¥¥
3231	Printing and Related Support Activities	0.00%	9.31%	0.00	¥¥¥
3327	Machine Shops; Turned Product; and Screw, Nut, and Bolt Manufacturing	0.00%	5.69%	0.00	¥¥¥



NAICS-4	NAICS-4 DESC	NONMINORITY WOMEN			
		Utilization	Availability	Disparity	Significance
4231	Motor Vehicle and Motor Vehicle Parts and Supplies Merchant Wholesalers	100.00%	5.75%		
4239	Miscellaneous Durable Goods Merchant Wholesalers	0.00%	6.04%	0.00	¥¥¥
4247	Petroleum and Petroleum Products Merchant Wholesalers	100.00%	2.18%		
4251	Wholesale Electronic Markets and Agents and Brokers	0.00%	6.45%	0.00	¥¥¥
4543	Direct Selling Establishments	0.00%	0.00%		
4811	Scheduled Air Transportation	0.00%	0.00%		
4812	Nonscheduled Air Transportation	0.00%	0.00%		
4821	Rail Transportation	0.00%	0.00%		
4841	General Freight Trucking	1.80%	3.57%	50.27	
4842	Specialized Freight Trucking	11.63%	11.63%		
4851	Urban Transit Systems	0.00%	9.95%	0.00	¥¥¥
4852	Interurban and Rural Bus Transportation	0.00%	0.00%		
4853	Taxi and Limousine Service	0.00%	0.00%		
4854	School and Employee Bus Transportation	0.00%	0.00%		
4855	Charter Bus Industry	0.00%	0.00%		
4859	Other Transit and Ground Passenger Transportation	0.00%	15.31%	0.00	¥¥¥
4869	Other Pipeline Transportation	0.00%	5.56%	0.00	¥¥¥
4881	Support Activities for Air Transportation	23.58%	23.58%		
4882	Support Activities for Rail Transportation	0.00%	1.57%	0.00	
4883	Support Activities for Water Transportation	0.00%	0.00%		
4884	Support Activities for Road Transportation	0.00%	3.67%	0.00	¥¥
4885	Freight Transportation Arrangement	0.00%	4.04%	0.00	¥¥¥
4889	Other Support Activities for Transportation	12.30%	21.74%	56.60	¥¥¥
4921	Couriers and Express Delivery Services	3.31%	6.78%	48.81	
4922	Local Messengers and Local Delivery	0.00%	5.26%	0.00	¥¥¥
4931	Warehousing and Storage	0.00%	0.00%		

NAICS-4	NAICS-4 DESC	NONMINORITY WOMEN			
		Utilization	Availability	Disparity	Significance
5111	Newspaper, Periodical, Book, and Directory Publishers	0.00%	0.00%		
5112	Software Publishers	0.31%	0.31%		
5121	Motion Picture and Video Industries	30.18%	0.00%		
5122	Sound Recording Industries	0.00%	5.77%	0.00	¥¥¥
5151	Radio and Television Broadcasting	100.00%	100.00%		
5173	Wired and Wireless Telecommunications Carriers	0.00%	0.00%		
5174	Satellite Telecommunications	0.00%	0.00%		
5179	Other Telecommunications	0.44%	0.44%		
5182	Data Processing, Hosting, and Related Services	0.82%	0.00%		
5191	Other Information Services	8.65%	8.65%		
5223	Activities Related to Credit Intermediation	0.00%	13.33%	0.00	¥¥¥
5239	Other Financial Investment Activities	0.00%	0.00%		
5311	Lessors of Real Estate	0.00%	1.93%	0.00	
5321	Automotive Equipment Rental and Leasing	0.00%	0.00%		
5412	Accounting, Tax Preparation, Bookkeeping, and Payroll Services	40.26%	27.86%		
5413	Architectural, Engineering, and Related Services	0.00%	17.17%	0.00	¥¥¥
5415	Computer Systems Design and Related Services	27.99%	3.09%		
5416	Management, Scientific, and Technical Consulting Services	25.70%	7.91%		
5417	Scientific Research and Development Services	0.00%	4.21%	0.00	¥¥¥
5418	Advertising, Public Relations, and Related Services	0.00%	37.00%	0.00	¥¥¥
5419	Other Professional, Scientific, and Technical Services	0.00%	4.49%	0.00	¥¥¥
5611	Office Administrative Services	0.40%	6.67%	5.98	¥¥¥
5612	Facilities Support Services	0.00%	12.77%	0.00	¥¥¥
5613	Employment Services	7.14%	12.14%	58.81	¥
5614	Business Support Services	2.78%	1.92%		
5615	Travel Arrangement and Reservation Services	0.00%	20.50%	0.00	¥¥¥
5616	Investigation and Security Services	9.76%	17.69%	55.19	¥¥¥

NAICS-4	NAICS-4 DESC	NONMINORITY WOMEN			
		Utilization	Availability	Disparity	Significance
5617	Services to Buildings and Dwellings	31.04%	31.04%		
5619	Other Support Services	0.12%	10.28%	1.20	¥¥¥
5621	Waste Collection	0.11%	0.00%		
5622	Waste Treatment and Disposal	0.00%	4.81%	0.00	¥¥¥
5629	Remediation and Other Waste Management Services	6.99%	13.53%	51.69	¥¥
6114	Business Schools and Computer and Management Training	8.33%	18.60%	44.80	¥¥¥
6115	Technical and Trade Schools	0.00%	62.34%	0.00	¥¥¥
6116	Other Schools and Instruction	0.00%	15.83%	0.00	¥¥¥
6214	Outpatient Care Centers	0.00%	93.58%	0.00	¥¥¥
6215	Software Publishers	0.00%	0.00%		
6241	Individual and Family Services	0.00%	0.18%	0.00	
6242	Community Food and Housing, and Emergency and Other Relief Services	0.00%	2.99%	0.00	¥¥
7111	Performing Arts Companies	0.00%	0.00%		
7112	Spectator Sports	0.00%	0.00%		
7113	Promoters of Performing Arts, Sports, and Similar Events	0.00%	4.94%	0.00	¥¥¥
7115	Independent Artists, Writers, and Performers	0.00%	0.00%		
7121	Museums, Historical Sites, and Similar Institutions	0.00%	0.00%		
7131	Amusement Parks and Arcades	0.00%	10.71%	0.00	¥¥¥
7139	Other Amusement and Recreation Industries	0.00%	2.24%	0.00	¥
7211	Traveler Accommodation	0.00%	0.00%		
7212	RV (Recreational Vehicle) Parks and Recreational Camps	0.00%	0.00%		
7223	Special Food Services	0.00%	7.91%	0.00	¥¥¥
7224	Drinking Places (Alcoholic Beverages)	0.00%	0.00%		
7225	Restaurants and Other Eating Places	0.00%	0.00%		
8111	Automotive Repair and Maintenance	0.00%	3.70%	0.00	¥¥
8112	Electronic and Precision Equipment Repair and Maintenance	2.51%	2.51%		
8113	Commercial and Industrial Machinery and Equipment	21.18%	9.35%		

NAICS-4	NAICS-4 DESC	NONMINORITY WOMEN			
		Utilization	Availability	Disparity	Significance
	(except Automotive and Electronic) Repair and Maintenance				
8114	Personal and Household Goods Repair and Maintenance	0.00%	15.66%	0.00	¥¥¥
8121	Personal Care Services	0.00%	0.00%		
8122	Death Care Services	0.00%	0.00%		
8123	Drycleaning and Laundry Services	0.00%	3.57%	0.00	¥¥
8129	Other Personal Services	0.02%	3.94%	0.54	¥¥¥
8132	Grantmaking and Giving Services	0.00%	0.00%		
8133	Social Advocacy Organizations	0.00%	0.00%		
8134	Civic and Social Organizations	0.00%	0.00%		
8139	Business, Professional, Labor, Political, and Similar Organizations	0.00%	0.09%	0.00	

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability. “¥” indicates an adverse disparity that is statistically significant at the 15% level or better (85% confidence). “¥¥” indicates the disparity is significant at a 10% level or better (90% confidence). “¥¥¥” indicates significance at a 5% level or better (95% confidence).

TABLE C-21.  
DETAILED UTILIZATION, AVAILABILITY, AND DISPARITY ANALYSES  
CITY OF HOUSTON MARKETPLACE  
OTHER SERVICES  
M/WBE FIRMS

NAICS-4	NAICS-4 DESC	M/WBE			
		Utilization	Availability	Disparity	Significance
1111	Oilseed and Grain Farming	0.00%	0.00%		
1114	Greenhouse, Nursery, and Floriculture Production	0.00%	0.00%		
1119	Other Crop Farming	0.00%	0.00%		
1151	Support Activities for Crop Production	41.70%	8.20%		
1153	Support Activities for Forestry	0.00%	10.34%	0.00	¥¥¥
2213	Water, Sewage and Other Systems	100.00%	18.16%		
2362	Nonresidential Building Construction	100.00%	31.44%		
2371	Utility System Construction	100.00%	15.17%		
2382	Building Equipment Contractors	10.19%	34.28%	29.72	¥¥¥

NAICS-4	NAICS-4 DESC	M/WBE			
		Utilization	Availability	Disparity	Significance
2389	Other Specialty Trade Contractors	100.00%	30.68%		
3231	Printing and Related Support Activities	100.00%	71.04%		
3327	Machine Shops; Turned Product; and Screw, Nut, and Bolt Manufacturing	100.00%	8.67%		
4231	Motor Vehicle and Motor Vehicle Parts and Supplies Merchant Wholesalers	100.00%	12.48%		
4239	Miscellaneous Durable Goods Merchant Wholesalers	100.00%	106.15%	94.21	
4247	Petroleum and Petroleum Products Merchant Wholesalers	100.00%	12.77%		
4251	Wholesale Electronic Markets and Agents and Brokers	100.00%	6.45%		
4543	Direct Selling Establishments	100.00%	100.00%		
4811	Scheduled Air Transportation	0.00%	0.00%		
4812	Nonscheduled Air Transportation	0.00%	0.00%		
4821	Rail Transportation	0.00%	0.00%		
4841	General Freight Trucking	14.14%	96.32%	14.68	¥¥¥
4842	Specialized Freight Trucking	45.33%	45.33%		
4851	Urban Transit Systems	56.06%	10.99%		
4852	Interurban and Rural Bus Transportation	0.00%	0.00%		
4853	Taxi and Limousine Service	0.00%	0.00%		
4854	School and Employee Bus Transportation	0.00%	0.00%		
4855	Charter Bus Industry	0.00%	0.00%		
4859	Other Transit and Ground Passenger Transportation	99.37%	50.72%		
4869	Other Pipeline Transportation	0.00%	11.11%	0.00	¥¥¥
4881	Support Activities for Air Transportation	36.02%	36.02%		
4882	Support Activities for Rail Transportation	0.00%	106.21%	0.00	
4883	Support Activities for Water Transportation	0.00%	0.00%		
4884	Support Activities for Road Transportation	37.33%	107.51%	34.72	
4885	Freight Transportation Arrangement	0.42%	81.31%	0.52	¥¥¥

NAICS-4	NAICS-4 DESC	M/WBE			
		Utilization	Availability	Disparity	Significance
4889	Other Support Activities for Transportation	12.30%	102.94%	11.95	
4921	Couriers and Express Delivery Services	100.00%	11.10%		
4922	Local Messengers and Local Delivery	100.00%	10.53%		
4931	Warehousing and Storage	0.00%	0.00%		
5111	Newspaper, Periodical, Book, and Directory Publishers	8.09%	8.09%		
5112	Software Publishers	0.31%	0.31%		
5121	Motion Picture and Video Industries	49.13%	2.88%		
5122	Sound Recording Industries	0.00%	5.77%	0.00	¥¥¥
5151	Radio and Television Broadcasting	100.00%	100.00%		
5173	Wired and Wireless Telecommunications Carriers	0.00%	0.00%		
5174	Satellite Telecommunications	0.00%	0.00%		
5179	Other Telecommunications	24.66%	24.66%		
5182	Data Processing, Hosting, and Related Services	55.43%	27.42%		
5191	Other Information Services	19.09%	19.09%		
5223	Activities Related to Credit Intermediation	0.00%	14.29%	0.00	¥¥¥
5239	Other Financial Investment Activities	0.00%	100.00%	0.00	
5311	Lessors of Real Estate	0.00%	2.69%	0.00	¥¥
5321	Automotive Equipment Rental and Leasing	0.00%	0.00%		
5412	Accounting, Tax Preparation, Bookkeeping, and Payroll Services	100.00%	74.07%		
5413	Architectural, Engineering, and Related Services	16.54%	43.51%	38.01	¥¥¥
5415	Computer Systems Design and Related Services	29.12%	44.62%	65.25	¥¥¥
5416	Management, Scientific, and Technical Consulting Services	66.32%	58.45%		
5417	Scientific Research and Development Services	0.00%	31.79%	0.00	¥¥¥
5418	Advertising, Public Relations, and Related Services	10.71%	99.62%	10.76	¥¥¥
5419	Other Professional, Scientific, and Technical Services	0.00%	72.77%	0.00	¥¥¥
5611	Office Administrative Services	31.27%	34.04%	91.87	

NAICS-4	NAICS-4 DESC	M/WBE			
		Utilization	Availability	Disparity	Significance
5612	Facilities Support Services	24.61%	25.53%	96.40	
5613	Employment Services	57.35%	59.97%	95.63	
5614	Business Support Services	43.45%	3.38%		
5615	Travel Arrangement and Reservation Services	0.00%	21.93%	0.00	¥¥¥
5616	Investigation and Security Services	20.50%	56.92%	36.02	¥¥¥
5617	Services to Buildings and Dwellings	70.83%	70.83%		
5619	Other Support Services	91.26%	79.24%		
5621	Waste Collection	8.33%	53.23%	15.64	¥¥¥
5622	Waste Treatment and Disposal	8.85%	9.29%	95.16	
5629	Remediation and Other Waste Management Services	17.29%	31.04%	55.70	¥¥¥
6114	Business Schools and Computer and Management Training	8.33%	27.91%	29.86	¥¥¥
6115	Technical and Trade Schools	0.00%	90.50%	0.00	¥¥¥
6116	Other Schools and Instruction	57.86%	19.42%		
6214	Outpatient Care Centers	0.00%	95.81%	0.00	¥¥¥
6215	Software Publishers	0.00%	0.00%		
6241	Individual and Family Services	45.67%	0.53%		
6242	Community Food and Housing, and Emergency and Other Relief Services	0.00%	13.43%	0.00	¥¥¥
7111	Performing Arts Companies	0.00%	0.00%		
7112	Spectator Sports	0.00%	0.00%		
7113	Promoters of Performing Arts, Sports, and Similar Events	0.00%	6.79%	0.00	¥¥¥
7115	Independent Artists, Writers, and Performers	0.00%	0.00%		
7121	Museums, Historical Sites, and Similar Institutions	0.00%	0.00%		
7131	Amusement Parks and Arcades	0.00%	14.29%	0.00	¥¥¥
7139	Other Amusement and Recreation Industries	0.00%	3.71%	0.00	¥¥
7211	Traveler Accommodation	0.00%	0.00%		
7212	RV (Recreational Vehicle) Parks and Recreational Camps	0.00%	0.00%		
7223	Special Food Services	0.18%	108.15%	0.16	
7224	Drinking Places (Alcoholic Beverages)	0.00%	0.00%		
7225	Restaurants and Other Eating Places	0.00%	0.00%		

NAICS-4	NAICS-4 DESC	M/WBE			
		Utilization	Availability	Disparity	Significance
8111	Automotive Repair and Maintenance	34.33%	20.08%		
8112	Electronic and Precision Equipment Repair and Maintenance	2.71%	2.71%		
8113	Commercial and Industrial Machinery and Equipment (except Automotive and Electronic) Repair and Maintenance	25.48%	27.51%	92.62	
8114	Personal and Household Goods Repair and Maintenance	0.00%	18.86%	0.00	¥¥¥
8121	Personal Care Services	0.00%	0.00%		
8122	Death Care Services	0.00%	0.00%		
8123	Drycleaning and Laundry Services	0.00%	3.57%	0.00	¥¥
8129	Other Personal Services	0.48%	56.70%	0.85	¥¥¥
8132	Grantmaking and Giving Services	0.00%	0.00%		
8133	Social Advocacy Organizations	73.43%	1.09%		
8134	Civic and Social Organizations	0.00%	0.00%		
8139	Business, Professional, Labor, Political, and Similar Organizations	41.75%	2.63%		

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability. “¥” indicates an adverse disparity that is statistically significant at the 15% level or better (85% confidence). “¥¥” indicates the disparity is significant at a 10% level or better (90% confidence). “¥¥¥” indicates significance at a 5% level or better (95% confidence).

TABLE C-22.  
DETAILED UTILIZATION, AVAILABILITY, AND DISPARITY ANALYSES  
CITY OF HOUSTON MARKETPLACE  
GOODS  
BLACK AMERICAN FIRMS

NAICS-4	NAICS-4 DESC	BLACK AMERICAN			
		Utilization	Availability	Disparity	Significance
2123	Nonmetallic Mineral Mining and Quarrying	0.00%	1.61%	0.00	¥¥
2131	Support Activities for Mining	0.00%	50.08%	0.00	¥¥¥
2213	Water, Sewage and Other Systems	0.00%	14.54%	0.00	¥¥¥
2362	Nonresidential Building Construction	2.03%	10.14%	20.05	¥¥¥
2371	Utility System Construction	0.00%	9.63%	0.00	¥¥¥
2373	Highway, Street, and Bridge Construction	0.00%	16.64%	0.00	¥¥¥



NAICS-4	NAICS-4 DESC	BLACK AMERICAN			
		Utilization	Availability	Disparity	Significance
2381	Foundation, Structure, and Building Exterior Contractors	0.00%	0.16%	0.00	
2382	Building Equipment Contractors	19.14%	7.55%		
2383	Building Finishing Contractors	0.00%	3.90%	0.00	¥¥¥
2389	Other Specialty Trade Contractors	0.00%	9.49%	0.00	¥¥¥
3113	Sugar and Confectionery Product Manufacturing	0.00%	0.00%		
3114	Fruit and Vegetable Preserving and Specialty Food Manufacturing	0.00%	0.00%		
3115	Dairy Product Manufacturing	0.00%	0.00%		
3118	Bakeries and Tortilla Manufacturing	0.00%	0.00%		
3119	Other Food Manufacturing	0.00%	0.76%	0.00	
3121	Beverage Manufacturing	0.00%	0.00%		
3133	Textile and Fabric Finishing and Fabric Coating Mills	0.00%	0.00%		
3141	Textile Furnishings Mills	0.00%	0.00%		
3149	Other Textile Product Mills	4.26%	100.00%	4.26	
3152	Cut and Sew Apparel Manufacturing	0.00%	0.00%		
3159	Apparel Accessories and Other Apparel Manufacturing	0.00%	0.00%		
3162	Footwear Manufacturing	0.00%	0.00%		
3211	Sawmills and Wood Preservation	0.00%	0.00%		
3212	Veneer, Plywood, and Engineered Wood Product Manufacturing	0.00%	0.00%		
3219	Other Wood Product Manufacturing	1.58%	0.00%		
3221	Pulp, Paper, and Paperboard Mills	0.00%	0.00%		
3222	Converted Paper Product Manufacturing	0.00%	0.00%		
3231	Printing and Related Support Activities	0.03%	0.44%	7.61	
3241	Petroleum and Coal Products Manufacturing	10.83%	1.34%		
3251	Basic Chemical Manufacturing	0.00%	0.00%		
3252	Resin, Synthetic Rubber, and Artificial and Synthetic Fibers and Filaments Manufacturing	0.00%	0.00%		

NAICS-4	NAICS-4 DESC	BLACK AMERICAN			
		Utilization	Availability	Disparity	Significance
3253	Pesticide, Fertilizer, and Other Agricultural Chemical Manufacturing	0.00%	0.00%		
3254	Pharmaceutical and Medicine Manufacturing	0.00%	0.00%		
3255	Electronics and Appliance Retailers	0.00%	0.00%		
3256	Soap, Cleaning Compound, and Toilet Preparation Manufacturing	0.00%	0.00%		
3259	Other Chemical Product and Preparation Manufacturing	4.42%	2.13%		
3261	Plastics Product Manufacturing	0.00%	0.63%	0.00	
3262	Rubber Product Manufacturing	0.00%	0.00%		
3271	Clay Product and Refractory Manufacturing	0.00%	0.00%		
3272	Glass and Glass Product Manufacturing	0.00%	0.00%		
3273	Cement and Concrete Product Manufacturing	22.60%	0.00%		
3274	Lime and Gypsum Product Manufacturing	0.00%	0.00%		
3279	Other Nonmetallic Mineral Product Manufacturing	0.00%	0.00%		
3311	Iron and Steel Mills and Ferroalloy Manufacturing	0.00%	0.00%		
3312	Steel Product Manufacturing from Purchased Steel	0.00%	0.00%		
3315	Foundries	0.00%	0.00%		
3322	Cutlery and Handtool Manufacturing	0.00%	0.00%		
3323	Architectural and Structural Metals Manufacturing	21.36%	0.99%		
3324	Boiler, Tank, and Shipping Container Manufacturing	0.00%	1.89%	0.00	¥¥
3325	Hardware Manufacturing	0.00%	0.00%		
3326	Spring and Wire Product Manufacturing	0.00%	0.00%		
3327	Machine Shops; Turned Product; and Screw, Nut, and Bolt Manufacturing	0.00%	0.27%	0.00	
3328	Coating, Engraving, Heat Treating, and Allied Activities	0.00%	0.00%		
3329	Other Fabricated Metal Product Manufacturing	0.74%	0.58%		

NAICS-4	NAICS-4 DESC	BLACK AMERICAN			
		Utilization	Availability	Disparity	Significance
3331	Agriculture, Construction, and Mining Machinery Manufacturing	0.00%	0.00%		
3332	Industrial Machinery Manufacturing	3.36%	3.36%		
3333	Commercial and Service Industry Machinery Manufacturing	0.00%	0.00%		
3334	Ventilation, Heating, Air-Conditioning, and Commercial Refrigeration Equipment Manufacturing	0.00%	0.00%		
3335	Metalworking Machinery Manufacturing	0.00%	0.00%		
3336	Engine, Turbine, and Power Transmission Equipment Manufacturing	0.00%	0.00%		
3339	Other General Purpose Machinery Manufacturing	0.00%	0.00%		
3341	Computer and Peripheral Equipment Manufacturing	0.00%	0.00%		
3342	Communications Equipment Manufacturing	0.00%	2.17%	0.00	¥¥¥
3343	Audio and Video Equipment Manufacturing	0.00%	0.00%		
3344	Semiconductor and Other Electronic Component Manufacturing	0.00%	0.00%		
3345	Navigational, Measuring, Electromedical, and Control Instruments Manufacturing	2.25%	0.00%		
3346	Manufacturing and Reproducing Magnetic and Optical Media	0.00%	0.00%		
3351	Electric Lighting Equipment Manufacturing	0.00%	0.00%		
3352	Household Appliance Manufacturing	0.00%	2.86%	0.00	¥¥¥
3353	Electrical Equipment Manufacturing	0.00%	2.70%	0.00	¥¥¥
3359	Other Electrical Equipment and Component Manufacturing	0.00%	1.19%	0.00	¥
3361	Motor Vehicle Manufacturing	0.00%	0.00%		
3362	Motor Vehicle Body and Trailer Manufacturing	0.00%	0.00%		
3363	Motor Vehicle Parts Manufacturing	0.00%	0.00%		

NAICS-4	NAICS-4 DESC	BLACK AMERICAN			
		Utilization	Availability	Disparity	Significance
3364	Aerospace Product and Parts Manufacturing	0.00%	0.00%		
3366	Ship and Boat Building	0.00%	0.00%		
3369	Other Transportation Equipment Manufacturing	0.00%	0.00%		
3371	Household and Institutional Furniture and Kitchen Cabinet Manufacturing	0.00%	0.22%	0.00	
3372	Office Furniture (including Fixtures) Manufacturing	0.00%	0.00%		
3379	Other Furniture Related Product Manufacturing	0.00%	0.98%	0.00	
3391	Medical Equipment and Supplies Manufacturing	0.00%	1.74%	0.00	¥¥
3399	Other Miscellaneous Manufacturing	0.00%	0.55%	0.00	
4231	Motor Vehicle and Motor Vehicle Parts and Supplies Merchant Wholesalers	0.00%	0.33%	0.00	
4232	Furniture and Home Furnishing Merchant Wholesalers	25.80%	0.74%		
4233	Lumber and Other Construction Materials Merchant Wholesalers	26.95%	4.47%		
4234	Professional and Commercial Equipment and Supplies Merchant Wholesalers	5.56%	1.88%		
4235	Metal and Mineral (except Petroleum) Merchant Wholesalers	27.50%	0.51%		
4236	Household Appliances and Electrical and Electronic Goods Merchant Wholesalers	6.03%	18.73%	32.21	¥¥¥
4237	Hardware, and Plumbing and Heating Equipment and Supplies Merchant Wholesalers	10.42%	11.35%	91.84	
4238	Machinery, Equipment, and Supplies Merchant Wholesalers	0.03%	5.05%	0.53	¥¥¥
4239	Miscellaneous Durable Goods Merchant Wholesalers	0.00%	0.44%	0.00	
4241	Paper and Paper Product Merchant Wholesalers	0.00%	1.27%	0.00	¥
4242	Drugs and Druggists' Sundries Merchant Wholesalers	0.00%	0.00%		
4243	Apparel, Piece Goods, and Notions Merchant Wholesalers	0.00%	0.00%		

NAICS-4	NAICS-4 DESC	BLACK AMERICAN			
		Utilization	Availability	Disparity	Significance
4244	Grocery and Related Product Merchant Wholesalers	0.00%	0.25%	0.00	
4246	Chemical and Allied Products Merchant Wholesalers	0.16%	0.65%	25.06	
4247	Petroleum and Petroleum Products Merchant Wholesalers	0.88%	9.27%	9.48	¥¥¥
4248	Beer, Wine, and Distilled Alcoholic Beverage Merchant Wholesalers	0.00%	0.00%		
4249	Miscellaneous Nondurable Goods Merchant Wholesalers	0.00%	40.05%	0.00	¥¥¥
4251	Wholesale Electronic Markets and Agents and Brokers	76.53%	0.00%		
4411	Automobile Dealers	0.17%	11.42%	1.48	¥¥¥
4412	Other Motor Vehicle Dealers	0.00%	0.00%		
4413	Automotive Parts, Accessories, and Tire Stores	0.00%	0.00%		
4421	Furniture Stores	0.00%	0.00%		
4422	Home Furnishings Stores	0.00%	0.00%		
4431	Electronics and Appliance Stores	0.00%	0.00%		
4441	Building Material and Supplies Dealers	0.13%	0.00%		
4442	Lawn and Garden Equipment and Supplies Stores	1.51%	1.51%		
4451	Grocery Stores	0.00%	99.55%	0.00	¥¥¥
4452	Specialty Food Stores	0.00%	0.00%		
4461	Health and Personal Care Stores	0.00%	0.00%		
4481	Clothing Stores	17.41%	17.41%		
4511	Sporting Goods, Hobby, and Musical Instrument Stores	0.00%	0.00%		
4512	Book Stores and News Dealers	0.00%	0.00%		
4522	Department Stores	0.00%	0.00%		
4523	General Merchandise Stores, including Warehouse Clubs and Supercenters	0.00%	0.00%		
4532	Office Supplies, Stationery, and Gift Stores	0.00%	0.00%		
4539	Other Miscellaneous Store Retailers	0.00%	0.00%		
4541	Electronic Shopping and Mail-Order Houses	0.00%	0.00%		
4543	Direct Selling Establishments	0.24%	0.24%		

NAICS-4	NAICS-4 DESC	BLACK AMERICAN			
		Utilization	Availability	Disparity	Significance
4841	General Freight Trucking	100.00%	40.13%		
4842	Specialized Freight Trucking	0.00%	20.87%	0.00	¥¥¥
4885	Freight Transportation Arrangement	100.00%	50.07%		
4922	Local Messengers and Local Delivery	0.00%	4.21%	0.00	¥¥¥
5239	Other Financial Investment Activities	0.00%	100.00%	0.00	
5324	Commercial and Industrial Machinery and Equipment Rental and Leasing	0.00%	50.03%	0.00	¥¥¥
5411	Legal Services	0.00%	22.55%	0.00	¥¥¥
5413	Architectural, Engineering, and Related Services	23.32%	6.88%		
5415	Computer Systems Design and Related Services	0.00%	18.35%	0.00	¥¥¥
5416	Management, Scientific, and Technical Consulting Services	0.00%	28.55%	0.00	¥¥¥
5417	Scientific Research and Development Services	0.00%	0.91%	0.00	
5419	Other Professional, Scientific, and Technical Services	66.70%	66.77%	99.90	
6116	Other Schools and Instruction	0.00%	1.80%	0.00	¥¥
6215	Medical and Diagnostic Laboratories	0.00%	0.00%		
7223	Special Food Services	0.00%	99.20%	0.00	¥¥¥
7225	Restaurants and Other Eating Places	0.00%	0.00%		

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability. “¥” indicates an adverse disparity that is statistically significant at the 15% level or better (85% confidence). “¥¥” indicates the disparity is significant at a 10% level or better (90% confidence). “¥¥¥” indicates significance at a 5% level or better (95% confidence).

TABLE C-23.  
DETAILED UTILIZATION, AVAILABILITY, AND DISPARITY ANALYSES  
CITY OF HOUSTON MARKETPLACE  
GOODS  
ASIAN AMERICAN FIRMS

NAICS-4	NAICS-4 DESC	ASIAN AMERICAN			
		Utilization	Availability	Disparity	Significance
2123	Nonmetallic Mineral Mining and Quarrying	0.00%	0.00%		
2131	Support Activities for Mining	0.00%	0.41%	0.00	
2213	Water, Sewage and Other Systems	0.00%	0.00%		

NAICS-4	NAICS-4 DESC	ASIAN AMERICAN			
		Utilization	Availability	Disparity	Significance
2362	Nonresidential Building Construction	0.00%	3.16%	0.00	¥¥¥
2371	Utility System Construction	48.62%	0.09%		
2373	Highway, Street, and Bridge Construction	0.00%	7.69%	0.00	¥¥¥
2381	Foundation, Structure, and Building Exterior Contractors	0.00%	1.88%	0.00	¥¥
2382	Building Equipment Contractors	0.00%	0.70%	0.00	
2383	Building Finishing Contractors	0.00%	3.74%	0.00	¥¥¥
2389	Other Specialty Trade Contractors	0.00%	4.58%	0.00	¥¥¥
3113	Sugar and Confectionery Product Manufacturing	0.00%	0.00%		
3114	Fruit and Vegetable Preserving and Specialty Food Manufacturing	0.00%	0.00%		
3115	Dairy Product Manufacturing	0.00%	0.00%		
3118	Bakeries and Tortilla Manufacturing	0.00%	0.00%		
3119	Other Food Manufacturing	0.00%	0.76%	0.00	
3121	Beverage Manufacturing	0.00%	0.00%		
3133	Textile and Fabric Finishing and Fabric Coating Mills	0.00%	0.00%		
3141	Textile Furnishings Mills	0.00%	0.00%		
3149	Other Textile Product Mills	0.00%	0.47%	0.00	
3152	Cut and Sew Apparel Manufacturing	0.00%	0.00%		
3159	Apparel Accessories and Other Apparel Manufacturing	0.00%	0.00%		
3162	Footwear Manufacturing	0.00%	0.00%		
3211	Sawmills and Wood Preservation	0.00%	0.00%		
3212	Veneer, Plywood, and Engineered Wood Product Manufacturing	0.00%	0.00%		
3219	Other Wood Product Manufacturing	0.00%	0.00%		
3221	Pulp, Paper, and Paperboard Mills	0.00%	0.00%		
3222	Converted Paper Product Manufacturing	0.00%	0.00%		
3231	Printing and Related Support Activities	2.76%	20.30%	13.57	¥¥¥

NAICS-4	NAICS-4 DESC	ASIAN AMERICAN			
		Utilization	Availability	Disparity	Significance
3241	Petroleum and Coal Products Manufacturing	0.08%	0.00%		
3251	Basic Chemical Manufacturing	0.00%	0.00%		
3252	Resin, Synthetic Rubber, and Artificial and Synthetic Fibers and Filaments Manufacturing	0.00%	0.00%		
3253	Pesticide, Fertilizer, and Other Agricultural Chemical Manufacturing	0.00%	0.00%		
3254	Pharmaceutical and Medicine Manufacturing	0.00%	0.00%		
3255	Electronics and Appliance Retailers	0.00%	0.00%		
3256	Soap, Cleaning Compound, and Toilet Preparation Manufacturing	0.00%	0.00%		
3259	Other Chemical Product and Preparation Manufacturing	0.00%	0.71%	0.00	
3261	Plastics Product Manufacturing	0.00%	50.95%	0.00	¥¥¥
3262	Rubber Product Manufacturing	0.00%	0.00%		
3271	Clay Product and Refractory Manufacturing	0.00%	0.00%		
3272	Glass and Glass Product Manufacturing	0.00%	0.00%		
3273	Cement and Concrete Product Manufacturing	30.88%	0.00%		
3274	Lime and Gypsum Product Manufacturing	0.00%	0.00%		
3279	Other Nonmetallic Mineral Product Manufacturing	87.80%	0.00%		
3311	Iron and Steel Mills and Ferroalloy Manufacturing	0.00%	0.00%		
3312	Steel Product Manufacturing from Purchased Steel	0.00%	0.00%		
3315	Foundries	0.00%	0.00%		
3322	Cutlery and Handtool Manufacturing	0.00%	0.00%		
3323	Architectural and Structural Metals Manufacturing	0.00%	0.71%	0.00	
3324	Boiler, Tank, and Shipping Container Manufacturing	0.00%	0.00%		
3325	Hardware Manufacturing	0.00%	4.76%	0.00	¥¥¥
3326	Spring and Wire Product Manufacturing	0.00%	0.00%		



NAICS-4	NAICS-4 DESC	ASIAN AMERICAN			
		Utilization	Availability	Disparity	Significance
3327	Machine Shops; Turned Product; and Screw, Nut, and Bolt Manufacturing	0.00%	0.81%	0.00	
3328	Coating, Engraving, Heat Treating, and Allied Activities	0.00%	0.82%	0.00	
3329	Other Fabricated Metal Product Manufacturing	0.00%	1.75%	0.00	¥¥
3331	Agriculture, Construction, and Mining Machinery Manufacturing	0.00%	0.00%		
3332	Industrial Machinery Manufacturing	0.00%	0.00%		
3333	Commercial and Service Industry Machinery Manufacturing	0.00%	0.00%		
3334	Ventilation, Heating, Air-Conditioning, and Commercial Refrigeration Equipment Manufacturing	0.00%	0.00%		
3335	Metalworking Machinery Manufacturing	0.00%	50.69%	0.00	¥¥¥
3336	Engine, Turbine, and Power Transmission Equipment Manufacturing	0.00%	0.00%		
3339	Other General Purpose Machinery Manufacturing	0.00%	3.03%	0.00	¥¥¥
3341	Computer and Peripheral Equipment Manufacturing	0.00%	100.00%	0.00	
3342	Communications Equipment Manufacturing	0.00%	0.00%		
3343	Audio and Video Equipment Manufacturing	0.00%	0.00%		
3344	Semiconductor and Other Electronic Component Manufacturing	0.00%	0.00%		
3345	Navigational, Measuring, Electromedical, and Control Instruments Manufacturing	0.00%	20.48%	0.00	¥¥¥
3346	Manufacturing and Reproducing Magnetic and Optical Media	0.00%	0.00%		
3351	Electric Lighting Equipment Manufacturing	0.00%	0.00%		
3352	Household Appliance Manufacturing	0.00%	0.00%		
3353	Electrical Equipment Manufacturing	0.00%	0.00%		

NAICS-4	NAICS-4 DESC	ASIAN AMERICAN			
		Utilization	Availability	Disparity	Significance
3359	Other Electrical Equipment and Component Manufacturing	0.00%	1.79%	0.00	¥¥
3361	Motor Vehicle Manufacturing	64.03%	64.03%		
3362	Motor Vehicle Body and Trailer Manufacturing	0.00%	0.00%		
3363	Motor Vehicle Parts Manufacturing	0.00%	0.00%		
3364	Aerospace Product and Parts Manufacturing	0.00%	0.00%		
3366	Ship and Boat Building	0.00%	0.00%		
3369	Other Transportation Equipment Manufacturing	0.00%	0.00%		
3371	Household and Institutional Furniture and Kitchen Cabinet Manufacturing	2.51%	0.00%		
3372	Office Furniture (including Fixtures) Manufacturing	0.00%	0.00%		
3379	Other Furniture Related Product Manufacturing	0.00%	0.00%		
3391	Medical Equipment and Supplies Manufacturing	0.00%	3.48%	0.00	¥¥¥
3399	Other Miscellaneous Manufacturing	8.56%	0.29%		
4231	Motor Vehicle and Motor Vehicle Parts and Supplies Merchant Wholesalers	0.00%	0.16%	0.00	
4232	Furniture and Home Furnishing Merchant Wholesalers	0.00%	1.03%	0.00	
4233	Lumber and Other Construction Materials Merchant Wholesalers	14.39%	0.30%		
4234	Professional and Commercial Equipment and Supplies Merchant Wholesalers	9.57%	1.03%		
4235	Metal and Mineral (except Petroleum) Merchant Wholesalers	0.00%	0.89%	0.00	
4236	Household Appliances and Electrical and Electronic Goods Merchant Wholesalers	20.91%	10.61%		
4237	Hardware, and Plumbing and Heating Equipment and Supplies Merchant Wholesalers	0.00%	1.07%	0.00	
4238	Machinery, Equipment, and Supplies Merchant Wholesalers	0.09%	4.98%	1.88	¥¥¥

NAICS-4	NAICS-4 DESC	ASIAN AMERICAN			
		Utilization	Availability	Disparity	Significance
4239	Miscellaneous Durable Goods Merchant Wholesalers	0.00%	0.19%	0.00	
4241	Paper and Paper Product Merchant Wholesalers	0.00%	5.73%	0.00	¥¥¥
4242	Drugs and Druggists' Sundries Merchant Wholesalers	0.00%	0.00%		
4243	Apparel, Piece Goods, and Notions Merchant Wholesalers	0.00%	0.00%		
4244	Grocery and Related Product Merchant Wholesalers	0.00%	0.50%	0.00	
4246	Chemical and Allied Products Merchant Wholesalers	0.00%	11.39%	0.00	¥¥¥
4247	Petroleum and Petroleum Products Merchant Wholesalers	3.87%	0.60%		
4248	Beer, Wine, and Distilled Alcoholic Beverage Merchant Wholesalers	0.00%	0.00%		
4249	Miscellaneous Nondurable Goods Merchant Wholesalers	0.00%	20.17%	0.00	¥¥¥
4251	Wholesale Electronic Markets and Agents and Brokers	0.00%	0.00%		
4411	Automobile Dealers	0.00%	5.65%	0.00	¥¥¥
4412	Other Motor Vehicle Dealers	0.00%	0.00%		
4413	Automotive Parts, Accessories, and Tire Stores	0.00%	0.00%		
4421	Furniture Stores	0.00%	0.00%		
4422	Home Furnishings Stores	0.00%	0.00%		
4431	Electronics and Appliance Stores	0.00%	0.00%		
4441	Building Material and Supplies Dealers	0.00%	0.00%		
4442	Lawn and Garden Equipment and Supplies Stores	0.00%	0.00%		
4451	Grocery Stores	0.00%	0.26%	0.00	
4452	Specialty Food Stores	0.00%	0.00%		
4461	Health and Personal Care Stores	0.00%	0.00%		
4481	Clothing Stores	0.00%	0.00%		
4511	Sporting Goods, Hobby, and Musical Instrument Stores	0.00%	0.00%		
4512	Book Stores and News Dealers	0.00%	0.00%		
4522	Department Stores	0.00%	0.00%		

NAICS-4	NAICS-4 DESC	ASIAN AMERICAN			
		Utilization	Availability	Disparity	Significance
4523	General Merchandise Stores, including Warehouse Clubs and Supercenters	0.00%	0.00%		
4532	Office Supplies, Stationery, and Gift Stores	0.00%	0.00%		
4539	Other Miscellaneous Store Retailers	0.00%	0.00%		
4541	Electronic Shopping and Mail-Order Houses	0.00%	0.00%		
4543	Direct Selling Establishments	0.25%	0.25%		
4841	General Freight Trucking	0.00%	0.04%	0.00	
4842	Specialized Freight Trucking	0.00%	0.00%		
4885	Freight Transportation Arrangement	0.00%	0.12%	0.00	
4922	Local Messengers and Local Delivery	0.00%	0.00%		
5239	Other Financial Investment Activities	0.00%	0.00%		
5324	Commercial and Industrial Machinery and Equipment Rental and Leasing	0.00%	0.07%	0.00	
5411	Legal Services	0.00%	0.16%	0.00	
5413	Architectural, Engineering, and Related Services	9.46%	8.17%		
5415	Computer Systems Design and Related Services	4.31%	10.50%	41.05	¥¥¥
5416	Management, Scientific, and Technical Consulting Services	1.36%	5.63%	24.08	¥¥¥
5417	Scientific Research and Development Services	0.00%	25.72%	0.00	¥¥¥
5419	Other Professional, Scientific, and Technical Services	0.00%	0.20%	0.00	
6116	Other Schools and Instruction	0.00%	0.72%	0.00	
6215	Medical and Diagnostic Laboratories	0.00%	0.00%		
7223	Special Food Services	0.00%	0.08%	0.00	
7225	Restaurants and Other Eating Places	0.00%	0.00%		

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability. “¥” indicates an adverse disparity that is statistically significant at the 15% level or better (85% confidence). “¥¥” indicates the disparity is significant at a 10% level or better (90% confidence). “¥¥¥” indicates significance at a 5% level or better (95% confidence).

TABLE C-24.  
DETAILED UTILIZATION, AVAILABILITY, AND DISPARITY ANALYSES  
CITY OF HOUSTON MARKETPLACE  
GOODS  
HISPANIC AMERICAN FIRMS

NAICS-4	NAICS-4 DESC	HISPANIC AMERICAN			
		Utilization	Availability	Disparity	Significance
2123	Nonmetallic Mineral Mining and Quarrying	0.00%	0.00%		
2131	Support Activities for Mining	6.92%	50.05%	13.82	¥¥¥
2213	Water, Sewage and Other Systems	0.00%	3.61%	0.00	¥¥¥
2362	Nonresidential Building Construction	58.00%	4.62%		
2371	Utility System Construction	51.38%	1.48%		
2373	Highway, Street, and Bridge Construction	0.00%	25.40%	0.00	¥¥¥
2381	Foundation, Structure, and Building Exterior Contractors	86.35%	23.10%		
2382	Building Equipment Contractors	3.18%	13.61%	23.33	¥¥¥
2383	Building Finishing Contractors	12.26%	38.06%	32.20	¥¥¥
2389	Other Specialty Trade Contractors	0.00%	9.90%	0.00	¥¥¥
3113	Sugar and Confectionery Product Manufacturing	0.00%	0.00%		
3114	Fruit and Vegetable Preserving and Specialty Food Manufacturing	0.00%	0.00%		
3115	Dairy Product Manufacturing	0.00%	0.00%		
3118	Bakeries and Tortilla Manufacturing	0.00%	0.00%		
3119	Other Food Manufacturing	0.00%	1.53%	0.00	¥¥
3121	Beverage Manufacturing	0.00%	0.00%		
3133	Textile and Fabric Finishing and Fabric Coating Mills	0.00%	0.00%		
3141	Textile Furnishings Mills	0.00%	0.00%		
3149	Other Textile Product Mills	0.00%	1.24%	0.00	¥
3152	Cut and Sew Apparel Manufacturing	0.00%	0.00%		
3159	Apparel Accessories and Other Apparel Manufacturing	0.00%	0.00%		
3162	Footwear Manufacturing	0.00%	0.00%		
3211	Sawmills and Wood Preservation	0.00%	0.00%		

NAICS-4	NAICS-4 DESC	HISPANIC AMERICAN			
		Utilization	Availability	Disparity	Significance
3212	Veneer, Plywood, and Engineered Wood Product Manufacturing	0.00%	0.00%		
3219	Other Wood Product Manufacturing	2.92%	6.74%	43.28	¥¥¥
3221	Pulp, Paper, and Paperboard Mills	0.00%	0.00%		
3222	Converted Paper Product Manufacturing	0.00%	0.00%		
3231	Printing and Related Support Activities	70.59%	41.00%		
3241	Petroleum and Coal Products Manufacturing	0.76%	0.67%		
3251	Basic Chemical Manufacturing	0.00%	0.00%		
3252	Resin, Synthetic Rubber, and Artificial and Synthetic Fibers and Filaments Manufacturing	0.00%	0.00%		
3253	Pesticide, Fertilizer, and Other Agricultural Chemical Manufacturing	0.00%	0.00%		
3254	Pharmaceutical and Medicine Manufacturing	0.00%	0.00%		
3255	Electronics and Appliance Retailers	0.00%	1.32%	0.00	¥
3256	Soap, Cleaning Compound, and Toilet Preparation Manufacturing	0.00%	0.00%		
3259	Other Chemical Product and Preparation Manufacturing	0.00%	0.71%	0.00	
3261	Plastics Product Manufacturing	0.68%	1.27%	53.68	
3262	Rubber Product Manufacturing	0.00%	0.00%		
3271	Clay Product and Refractory Manufacturing	0.00%	0.00%		
3272	Glass and Glass Product Manufacturing	9.78%	5.26%		
3273	Cement and Concrete Product Manufacturing	2.79%	19.44%	14.36	¥¥¥
3274	Lime and Gypsum Product Manufacturing	0.00%	0.00%		
3279	Other Nonmetallic Mineral Product Manufacturing	12.20%	3.45%		
3311	Iron and Steel Mills and Ferroalloy Manufacturing	0.00%	2.13%	0.00	¥¥¥
3312	Steel Product Manufacturing from Purchased Steel	0.00%	2.38%	0.00	¥¥¥
3315	Foundries	0.00%	0.00%		

NAICS-4	NAICS-4 DESC	HISPANIC AMERICAN			
		Utilization	Availability	Disparity	Significance
3322	Cutlery and Handtool Manufacturing	0.00%	0.00%		
3323	Architectural and Structural Metals Manufacturing	17.88%	14.38%		
3324	Boiler, Tank, and Shipping Container Manufacturing	0.00%	1.89%	0.00	¥¥
3325	Hardware Manufacturing	0.00%	4.76%	0.00	¥¥¥
3326	Spring and Wire Product Manufacturing	0.00%	0.00%		
3327	Machine Shops; Turned Product; and Screw, Nut, and Bolt Manufacturing	8.91%	1.76%		
3328	Coating, Engraving, Heat Treating, and Allied Activities	52.84%	0.00%		
3329	Other Fabricated Metal Product Manufacturing	10.83%	1.46%		
3331	Agriculture, Construction, and Mining Machinery Manufacturing	0.65%	0.00%		
3332	Industrial Machinery Manufacturing	0.00%	0.00%		
3333	Commercial and Service Industry Machinery Manufacturing	0.00%	0.00%		
3334	Ventilation, Heating, Air-Conditioning, and Commercial Refrigeration Equipment Manufacturing	0.00%	0.00%		
3335	Metalworking Machinery Manufacturing	0.00%	1.39%	0.00	¥
3336	Engine, Turbine, and Power Transmission Equipment Manufacturing	0.00%	0.00%		
3339	Other General Purpose Machinery Manufacturing	5.20%	0.00%		
3341	Computer and Peripheral Equipment Manufacturing	0.00%	0.00%		
3342	Communications Equipment Manufacturing	0.21%	0.00%		
3343	Audio and Video Equipment Manufacturing	0.00%	0.00%		
3344	Semiconductor and Other Electronic Component Manufacturing	0.00%	0.00%		
3345	Navigational, Measuring, Electromedical, and Control Instruments Manufacturing	9.14%	20.95%	43.62	¥¥¥

NAICS-4	NAICS-4 DESC	HISPANIC AMERICAN			
		Utilization	Availability	Disparity	Significance
3346	Manufacturing and Reproducing Magnetic and Optical Media	0.00%	0.00%		
3351	Electric Lighting Equipment Manufacturing	0.03%	0.03%		
3352	Household Appliance Manufacturing	0.00%	0.00%		
3353	Electrical Equipment Manufacturing	0.00%	0.00%		
3359	Other Electrical Equipment and Component Manufacturing	0.00%	0.00%		
3361	Motor Vehicle Manufacturing	0.00%	0.00%		
3362	Motor Vehicle Body and Trailer Manufacturing	0.00%	5.00%	0.00	¥¥¥
3363	Motor Vehicle Parts Manufacturing	0.00%	2.82%	0.00	¥¥¥
3364	Aerospace Product and Parts Manufacturing	0.00%	3.33%	0.00	¥¥¥
3366	Ship and Boat Building	0.00%	0.00%		
3369	Other Transportation Equipment Manufacturing	0.00%	0.00%		
3371	Household and Institutional Furniture and Kitchen Cabinet Manufacturing	2.36%	9.89%	23.84	¥¥¥
3372	Office Furniture (including Fixtures) Manufacturing	0.00%	6.25%	0.00	¥¥¥
3379	Other Furniture Related Product Manufacturing	21.19%	1.96%		
3391	Medical Equipment and Supplies Manufacturing	0.00%	0.00%		
3399	Other Miscellaneous Manufacturing	7.30%	1.17%		
4231	Motor Vehicle and Motor Vehicle Parts and Supplies Merchant Wholesalers	0.00%	6.24%	0.00	¥¥¥
4232	Furniture and Home Furnishing Merchant Wholesalers	40.49%	1.97%		
4233	Lumber and Other Construction Materials Merchant Wholesalers	5.95%	11.77%	50.55	¥¥¥
4234	Professional and Commercial Equipment and Supplies Merchant Wholesalers	0.01%	1.77%	0.56	¥¥
4235	Metal and Mineral (except Petroleum) Merchant Wholesalers	1.04%	25.98%	4.01	¥¥¥



NAICS-4	NAICS-4 DESC	HISPANIC AMERICAN			
		Utilization	Availability	Disparity	Significance
4236	Household Appliances and Electrical and Electronic Goods Merchant Wholesalers	23.39%	0.74%		
4237	Hardware, and Plumbing and Heating Equipment and Supplies Merchant Wholesalers	9.56%	1.49%		
4238	Machinery, Equipment, and Supplies Merchant Wholesalers	0.33%	7.16%	4.57	¥¥¥
4239	Miscellaneous Durable Goods Merchant Wholesalers	0.02%	99.44%	0.02	¥¥¥
4241	Paper and Paper Product Merchant Wholesalers	4.58%	1.91%		
4242	Drugs and Druggists' Sundries Merchant Wholesalers	91.98%	91.98%		
4243	Apparel, Piece Goods, and Notions Merchant Wholesalers	0.00%	0.00%		
4244	Grocery and Related Product Merchant Wholesalers	0.00%	1.24%	0.00	¥
4246	Chemical and Allied Products Merchant Wholesalers	0.00%	1.17%	0.00	¥
4247	Petroleum and Petroleum Products Merchant Wholesalers	0.29%	0.73%	39.65	
4248	Beer, Wine, and Distilled Alcoholic Beverage Merchant Wholesalers	0.00%	0.00%		
4249	Miscellaneous Nondurable Goods Merchant Wholesalers	1.50%	0.80%		
4251	Wholesale Electronic Markets and Agents and Brokers	14.78%	0.00%		
4411	Automobile Dealers	1.53%	9.48%	16.11	¥¥¥
4412	Other Motor Vehicle Dealers	0.00%	0.00%		
4413	Automotive Parts, Accessories, and Tire Stores	0.00%	0.00%		
4421	Furniture Stores	0.00%	0.00%		
4422	Home Furnishings Stores	0.00%	0.00%		
4431	Electronics and Appliance Stores	0.00%	0.00%		
4441	Building Material and Supplies Dealers	1.36%	16.28%	8.32	¥¥¥
4442	Lawn and Garden Equipment and Supplies Stores	5.44%	5.44%		
4451	Grocery Stores	0.00%	2.24%	0.00	¥¥¥
4452	Specialty Food Stores	0.00%	0.00%		
4461	Health and Personal Care Stores	0.00%	0.00%		

NAICS-4	NAICS-4 DESC	HISPANIC AMERICAN			
		Utilization	Availability	Disparity	Significance
4481	Clothing Stores	0.00%	0.00%		
4511	Sporting Goods, Hobby, and Musical Instrument Stores	0.00%	0.00%		
4512	Book Stores and News Dealers	0.00%	0.00%		
4522	Department Stores	0.00%	0.00%		
4523	General Merchandise Stores, including Warehouse Clubs and Supercenters	0.00%	0.00%		
4532	Office Supplies, Stationery, and Gift Stores	29.18%	29.18%		
4539	Other Miscellaneous Store Retailers	0.00%	0.00%		
4541	Electronic Shopping and Mail-Order Houses	0.00%	0.00%		
4543	Direct Selling Establishments	0.00%	0.00%		
4841	General Freight Trucking	0.00%	42.57%	0.00	¥¥¥
4842	Specialized Freight Trucking	100.00%	21.74%		
4885	Freight Transportation Arrangement	0.00%	27.02%	0.00	¥¥¥
4922	Local Messengers and Local Delivery	100.00%	1.05%		
5239	Other Financial Investment Activities	0.00%	0.00%		
5324	Commercial and Industrial Machinery and Equipment Rental and Leasing	53.29%	1.37%		
5411	Legal Services	0.00%	12.69%	0.00	¥¥¥
5413	Architectural, Engineering, and Related Services	0.00%	9.19%	0.00	¥¥¥
5415	Computer Systems Design and Related Services	7.16%	3.79%		
5416	Management, Scientific, and Technical Consulting Services	0.00%	12.82%	0.00	¥¥¥
5417	Scientific Research and Development Services	0.00%	0.78%	0.00	
5419	Other Professional, Scientific, and Technical Services	0.00%	1.29%	0.00	¥
6116	Other Schools and Instruction	0.00%	1.08%	0.00	
6215	Medical and Diagnostic Laboratories	0.00%	0.00%		
7223	Special Food Services	0.00%	0.96%	0.00	
7225	Restaurants and Other Eating Places	0.00%	0.00%		

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability. “¥” indicates an adverse disparity that is statistically significant at the 15% level or better (85% confidence). “¥¥” indicates the disparity is significant at a 10% level or better (90% confidence). “¥¥¥” indicates significance at a 5% level or better (95% confidence).

TABLE C-25.  
DETAILED UTILIZATION, AVAILABILITY, AND DISPARITY ANALYSES  
CITY OF HOUSTON MARKETPLACE  
GOODS  
NATIVE AMERICAN FIRMS

NAICS-4	NAICS-4 DESC	NATIVE AMERICAN			
		Utilization	Availability	Disparity	Significance
2123	Nonmetallic Mineral Mining and Quarrying	0.00%	0.00%		
2131	Support Activities for Mining	0.00%	0.00%		
2213	Water, Sewage and Other Systems	0.00%	0.00%		
2362	Nonresidential Building Construction	0.00%	2.42%	0.00	¥¥¥
2371	Utility System Construction	0.00%	0.00%		
2373	Highway, Street, and Bridge Construction	0.00%	0.24%	0.00	
2381	Foundation, Structure, and Building Exterior Contractors	0.00%	0.00%		
2382	Building Equipment Contractors	0.00%	0.60%	0.00	
2383	Building Finishing Contractors	0.00%	0.00%		
2389	Other Specialty Trade Contractors	0.00%	0.03%	0.00	
3113	Sugar and Confectionery Product Manufacturing	0.00%	0.00%		
3114	Fruit and Vegetable Preserving and Specialty Food Manufacturing	0.00%	0.00%		
3115	Dairy Product Manufacturing	0.00%	0.00%		
3118	Bakeries and Tortilla Manufacturing	0.00%	0.00%		
3119	Other Food Manufacturing	0.00%	0.00%		
3121	Beverage Manufacturing	0.00%	0.00%		
3133	Textile and Fabric Finishing and Fabric Coating Mills	0.00%	0.00%		
3141	Textile Furnishings Mills	0.00%	0.00%		
3149	Other Textile Product Mills	0.00%	0.00%		
3152	Cut and Sew Apparel Manufacturing	0.00%	0.00%		
3159	Apparel Accessories and Other Apparel Manufacturing	0.00%	0.00%		

NAICS-4	NAICS-4 DESC	NATIVE AMERICAN			
		Utilization	Availability	Disparity	Significance
3162	Footwear Manufacturing	0.00%	0.00%		
3211	Sawmills and Wood Preservation	0.00%	0.00%		
3212	Veneer, Plywood, and Engineered Wood Product Manufacturing	0.00%	0.00%		
3219	Other Wood Product Manufacturing	0.00%	0.00%		
3221	Pulp, Paper, and Paperboard Mills	0.00%	0.00%		
3222	Converted Paper Product Manufacturing	0.00%	0.00%		
3231	Printing and Related Support Activities	0.00%	0.00%		
3241	Petroleum and Coal Products Manufacturing	0.00%	0.00%		
3251	Basic Chemical Manufacturing	0.00%	0.00%		
3252	Resin, Synthetic Rubber, and Artificial and Synthetic Fibers and Filaments Manufacturing	0.00%	0.00%		
3253	Pesticide, Fertilizer, and Other Agricultural Chemical Manufacturing	0.00%	0.00%		
3254	Pharmaceutical and Medicine Manufacturing	0.00%	0.00%		
3255	Electronics and Appliance Retailers	0.00%	0.00%		
3256	Soap, Cleaning Compound, and Toilet Preparation Manufacturing	0.00%	0.00%		
3259	Other Chemical Product and Preparation Manufacturing	0.00%	0.00%		
3261	Plastics Product Manufacturing	0.00%	0.63%	0.00	
3262	Rubber Product Manufacturing	0.00%	0.00%		
3271	Clay Product and Refractory Manufacturing	0.00%	0.00%		
3272	Glass and Glass Product Manufacturing	0.00%	0.00%		
3273	Cement and Concrete Product Manufacturing	0.00%	0.00%		
3274	Lime and Gypsum Product Manufacturing	0.00%	0.00%		
3279	Other Nonmetallic Mineral Product Manufacturing	0.00%	0.00%		
3311	Iron and Steel Mills and Ferroalloy Manufacturing	0.00%	0.00%		

NAICS-4	NAICS-4 DESC	NATIVE AMERICAN			
		Utilization	Availability	Disparity	Significance
3312	Steel Product Manufacturing from Purchased Steel	0.00%	0.00%		
3315	Foundries	0.00%	0.00%		
3322	Cutlery and Handtool Manufacturing	0.00%	0.00%		
3323	Architectural and Structural Metals Manufacturing	14.77%	0.14%		
3324	Boiler, Tank, and Shipping Container Manufacturing	0.00%	0.00%		
3325	Hardware Manufacturing	0.00%	0.00%		
3326	Spring and Wire Product Manufacturing	0.00%	0.00%		
3327	Machine Shops; Turned Product; and Screw, Nut, and Bolt Manufacturing	0.00%	0.14%	0.00	
3328	Coating, Engraving, Heat Treating, and Allied Activities	0.00%	0.00%		
3329	Other Fabricated Metal Product Manufacturing	0.00%	0.00%		
3331	Agriculture, Construction, and Mining Machinery Manufacturing	0.00%	0.00%		
3332	Industrial Machinery Manufacturing	0.00%	0.00%		
3333	Commercial and Service Industry Machinery Manufacturing	0.00%	0.00%		
3334	Ventilation, Heating, Air-Conditioning, and Commercial Refrigeration Equipment Manufacturing	0.00%	0.00%		
3335	Metalworking Machinery Manufacturing	0.00%	0.00%		
3336	Engine, Turbine, and Power Transmission Equipment Manufacturing	0.00%	0.00%		
3339	Other General Purpose Machinery Manufacturing	0.00%	0.00%		
3341	Computer and Peripheral Equipment Manufacturing	0.00%	0.00%		
3342	Communications Equipment Manufacturing	0.00%	0.00%		
3343	Audio and Video Equipment Manufacturing	0.00%	0.00%		

NAICS-4	NAICS-4 DESC	NATIVE AMERICAN			
		Utilization	Availability	Disparity	Significance
3344	Semiconductor and Other Electronic Component Manufacturing	0.00%	0.00%		
3345	Navigational, Measuring, Electromedical, and Control Instruments Manufacturing	0.00%	0.00%		
3346	Manufacturing and Reproducing Magnetic and Optical Media	0.00%	0.00%		
3351	Electric Lighting Equipment Manufacturing	0.00%	0.00%		
3352	Household Appliance Manufacturing	0.00%	0.00%		
3353	Electrical Equipment Manufacturing	0.00%	0.00%		
3359	Other Electrical Equipment and Component Manufacturing	0.00%	0.00%		
3361	Motor Vehicle Manufacturing	0.00%	0.00%		
3362	Motor Vehicle Body and Trailer Manufacturing	0.00%	0.00%		
3363	Motor Vehicle Parts Manufacturing	0.00%	0.00%		
3364	Aerospace Product and Parts Manufacturing	0.00%	0.00%		
3366	Ship and Boat Building	0.00%	0.00%		
3369	Other Transportation Equipment Manufacturing	0.00%	0.00%		
3371	Household and Institutional Furniture and Kitchen Cabinet Manufacturing	0.00%	0.00%		
3372	Office Furniture (including Fixtures) Manufacturing	0.00%	0.00%		
3379	Other Furniture Related Product Manufacturing	0.00%	0.00%		
3391	Medical Equipment and Supplies Manufacturing	0.00%	0.00%		
3399	Other Miscellaneous Manufacturing	0.00%	0.00%		
4231	Motor Vehicle and Motor Vehicle Parts and Supplies Merchant Wholesalers	0.00%	0.00%		
4232	Furniture and Home Furnishing Merchant Wholesalers	0.00%	0.00%		
4233	Lumber and Other Construction Materials Merchant Wholesalers	4.30%	0.00%		

NAICS-4	NAICS-4 DESC	NATIVE AMERICAN			
		Utilization	Availability	Disparity	Significance
4234	Professional and Commercial Equipment and Supplies Merchant Wholesalers	0.00%	6.84%	0.00	¥¥¥
4235	Metal and Mineral (except Petroleum) Merchant Wholesalers	0.00%	0.00%		
4236	Household Appliances and Electrical and Electronic Goods Merchant Wholesalers	0.00%	0.14%	0.00	
4237	Hardware, and Plumbing and Heating Equipment and Supplies Merchant Wholesalers	5.60%	0.00%		
4238	Machinery, Equipment, and Supplies Merchant Wholesalers	0.00%	1.49%	0.00	¥¥
4239	Miscellaneous Durable Goods Merchant Wholesalers	0.00%	0.03%	0.00	
4241	Paper and Paper Product Merchant Wholesalers	0.00%	0.00%		
4242	Drugs and Druggists' Sundries Merchant Wholesalers	0.00%	0.00%		
4243	Apparel, Piece Goods, and Notions Merchant Wholesalers	0.00%	0.00%		
4244	Grocery and Related Product Merchant Wholesalers	0.00%	0.00%		
4246	Chemical and Allied Products Merchant Wholesalers	0.00%	0.00%		
4247	Petroleum and Petroleum Products Merchant Wholesalers	0.00%	0.00%		
4248	Beer, Wine, and Distilled Alcoholic Beverage Merchant Wholesalers	0.00%	0.00%		
4249	Miscellaneous Nondurable Goods Merchant Wholesalers	0.00%	0.00%		
4251	Wholesale Electronic Markets and Agents and Brokers	0.00%	0.00%		
4411	Automobile Dealers	0.86%	0.00%		
4412	Other Motor Vehicle Dealers	0.00%	0.00%		
4413	Automotive Parts, Accessories, and Tire Stores	0.00%	0.00%		
4421	Furniture Stores	0.00%	0.00%		
4422	Home Furnishings Stores	0.00%	0.00%		
4431	Electronics and Appliance Stores	0.00%	0.00%		
4441	Building Material and Supplies Dealers	0.00%	0.00%		

NAICS-4	NAICS-4 DESC	NATIVE AMERICAN			
		Utilization	Availability	Disparity	Significance
4442	Lawn and Garden Equipment and Supplies Stores	0.00%	0.00%		
4451	Grocery Stores	0.00%	0.00%		
4452	Specialty Food Stores	0.00%	0.00%		
4461	Health and Personal Care Stores	0.00%	0.00%		
4481	Clothing Stores	0.00%	0.00%		
4511	Sporting Goods, Hobby, and Musical Instrument Stores	0.00%	0.00%		
4512	Book Stores and News Dealers	0.00%	0.00%		
4522	Department Stores	0.00%	0.00%		
4523	General Merchandise Stores, including Warehouse Clubs and Supercenters	0.00%	0.00%		
4532	Office Supplies, Stationery, and Gift Stores	0.00%	0.00%		
4539	Other Miscellaneous Store Retailers	0.00%	0.00%		
4541	Electronic Shopping and Mail-Order Houses	0.00%	0.00%		
4543	Direct Selling Establishments	0.00%	0.00%		
4841	General Freight Trucking	0.00%	10.01%	0.00	¥¥¥
4842	Specialized Freight Trucking	0.00%	0.21%	0.00	
4885	Freight Transportation Arrangement	0.00%	0.06%	0.00	
4922	Local Messengers and Local Delivery	0.00%	0.00%		
5239	Other Financial Investment Activities	0.00%	0.00%		
5324	Commercial and Industrial Machinery and Equipment Rental and Leasing	0.00%	50.00%	0.00	¥¥¥
5411	Legal Services	0.00%	0.00%		
5413	Architectural, Engineering, and Related Services	0.00%	2.09%	0.00	¥¥¥
5415	Computer Systems Design and Related Services	0.00%	8.89%	0.00	¥¥¥
5416	Management, Scientific, and Technical Consulting Services	0.00%	3.53%	0.00	¥¥¥
5417	Scientific Research and Development Services	0.00%	0.16%	0.00	
5419	Other Professional, Scientific, and Technical Services	0.00%	0.03%	0.00	
6116	Other Schools and Instruction	0.00%	0.00%		



NAICS-4	NAICS-4 DESC	NATIVE AMERICAN			
		Utilization	Availability	Disparity	Significance
6215	Medical and Diagnostic Laboratories	0.00%	0.00%		
7223	Special Food Services	0.00%	0.00%		
7225	Restaurants and Other Eating Places	0.00%	0.00%		

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability. “¥” indicates an adverse disparity that is statistically significant at the 15% level or better (85% confidence). “¥¥” indicates the disparity is significant at a 10% level or better (90% confidence). “¥¥¥” indicates significance at a 5% level or better (95% confidence).

TABLE C-26.  
DETAILED UTILIZATION, AVAILABILITY, AND DISPARITY ANALYSES  
CITY OF HOUSTON MARKETPLACE  
GOODS  
MBE FIRMS

NAICS-4	NAICS-4 DESC	MBE			
		Utilization	Availability	Disparity	Significance
2123	Nonmetallic Mineral Mining and Quarrying	0.00%	1.61%	0.00	¥¥
2131	Support Activities for Mining	6.92%	100.53%	6.88	
2213	Water, Sewage and Other Systems	0.00%	18.16%	0.00	¥¥¥
2362	Nonresidential Building Construction	60.03%	20.34%		
2371	Utility System Construction	100.00%	11.20%		
2373	Highway, Street, and Bridge Construction	0.00%	49.97%	0.00	¥¥¥
2381	Foundation, Structure, and Building Exterior Contractors	86.35%	25.14%		
2382	Building Equipment Contractors	22.32%	22.46%	99.35	
2383	Building Finishing Contractors	12.26%	45.70%	26.82	¥¥¥
2389	Other Specialty Trade Contractors	0.00%	23.99%	0.00	¥¥¥
3113	Sugar and Confectionery Product Manufacturing	0.00%	0.00%		
3114	Fruit and Vegetable Preserving and Specialty Food Manufacturing	0.00%	0.00%		
3115	Dairy Product Manufacturing	0.00%	0.00%		
3118	Bakeries and Tortilla Manufacturing	0.00%	0.00%		
3119	Other Food Manufacturing	0.00%	3.05%	0.00	¥¥¥
3121	Beverage Manufacturing	0.00%	0.00%		

NAICS-4	NAICS-4 DESC	MBE			
		Utilization	Availability	Disparity	Significance
3133	Textile and Fabric Finishing and Fabric Coating Mills	0.00%	0.00%		
3141	Textile Furnishings Mills	0.00%	0.00%		
3149	Other Textile Product Mills	4.26%	101.71%	4.19	
3152	Cut and Sew Apparel Manufacturing	0.00%	0.00%		
3159	Apparel Accessories and Other Apparel Manufacturing	0.00%	0.00%		
3162	Footwear Manufacturing	0.00%	0.00%		
3211	Sawmills and Wood Preservation	0.00%	0.00%		
3212	Veneer, Plywood, and Engineered Wood Product Manufacturing	0.00%	0.00%		
3219	Other Wood Product Manufacturing	4.50%	6.74%	66.72	
3221	Pulp, Paper, and Paperboard Mills	0.00%	0.00%		
3222	Converted Paper Product Manufacturing	0.00%	0.00%		
3231	Printing and Related Support Activities	73.38%	61.73%		
3241	Petroleum and Coal Products Manufacturing	11.66%	2.01%		
3251	Basic Chemical Manufacturing	0.00%	0.00%		
3252	Resin, Synthetic Rubber, and Artificial and Synthetic Fibers and Filaments Manufacturing	0.00%	0.00%		
3253	Pesticide, Fertilizer, and Other Agricultural Chemical Manufacturing	0.00%	0.00%		
3254	Pharmaceutical and Medicine Manufacturing	0.00%	0.00%		
3255	Electronics and Appliance Retailers	0.00%	1.32%	0.00	¥
3256	Soap, Cleaning Compound, and Toilet Preparation Manufacturing	0.00%	0.00%		
3259	Other Chemical Product and Preparation Manufacturing	4.42%	3.55%		
3261	Plastics Product Manufacturing	0.68%	53.48%	1.27	¥¥¥
3262	Rubber Product Manufacturing	0.00%	0.00%		
3271	Clay Product and Refractory Manufacturing	0.00%	0.00%		
3272	Glass and Glass Product Manufacturing	9.78%	5.26%		

NAICS-4	NAICS-4 DESC	MBE			
		Utilization	Availability	Disparity	Significance
3273	Cement and Concrete Product Manufacturing	56.27%	19.44%		
3274	Lime and Gypsum Product Manufacturing	0.00%	0.00%		
3279	Other Nonmetallic Mineral Product Manufacturing	100.00%	3.45%		
3311	Iron and Steel Mills and Ferroalloy Manufacturing	0.00%	2.13%	0.00	¥¥¥
3312	Steel Product Manufacturing from Purchased Steel	0.00%	2.38%	0.00	¥¥¥
3315	Foundries	0.00%	0.00%		
3322	Cutlery and Handtool Manufacturing	0.00%	0.00%		
3323	Architectural and Structural Metals Manufacturing	54.02%	16.22%		
3324	Boiler, Tank, and Shipping Container Manufacturing	0.00%	3.77%	0.00	¥¥¥
3325	Hardware Manufacturing	0.00%	9.52%	0.00	¥¥¥
3326	Spring and Wire Product Manufacturing	0.00%	0.00%		
3327	Machine Shops; Turned Product; and Screw, Nut, and Bolt Manufacturing	8.91%	2.98%		
3328	Coating, Engraving, Heat Treating, and Allied Activities	52.84%	0.82%		
3329	Other Fabricated Metal Product Manufacturing	11.57%	3.80%		
3331	Agriculture, Construction, and Mining Machinery Manufacturing	0.65%	0.00%		
3332	Industrial Machinery Manufacturing	3.36%	3.36%		
3333	Commercial and Service Industry Machinery Manufacturing	0.00%	0.00%		
3334	Ventilation, Heating, Air-Conditioning, and Commercial Refrigeration Equipment Manufacturing	0.00%	0.00%		
3335	Metalworking Machinery Manufacturing	0.00%	52.08%	0.00	¥¥¥
3336	Engine, Turbine, and Power Transmission Equipment Manufacturing	0.00%	0.00%		
3339	Other General Purpose Machinery Manufacturing	5.20%	3.03%		

NAICS-4	NAICS-4 DESC	MBE			
		Utilization	Availability	Disparity	Significance
3341	Computer and Peripheral Equipment Manufacturing	0.00%	100.00%	0.00	
3342	Communications Equipment Manufacturing	0.21%	2.17%	9.78	¥¥
3343	Audio and Video Equipment Manufacturing	0.00%	0.00%		
3344	Semiconductor and Other Electronic Component Manufacturing	0.00%	0.00%		
3345	Navigational, Measuring, Electromedical, and Control Instruments Manufacturing	11.39%	41.43%	27.50	¥¥¥
3346	Manufacturing and Reproducing Magnetic and Optical Media	0.00%	0.00%		
3351	Electric Lighting Equipment Manufacturing	0.03%	0.03%		
3352	Household Appliance Manufacturing	0.00%	2.86%	0.00	¥¥¥
3353	Electrical Equipment Manufacturing	0.00%	2.70%	0.00	¥¥¥
3359	Other Electrical Equipment and Component Manufacturing	0.00%	2.98%	0.00	¥¥¥
3361	Motor Vehicle Manufacturing	64.03%	64.03%		
3362	Motor Vehicle Body and Trailer Manufacturing	0.00%	5.00%	0.00	¥¥¥
3363	Motor Vehicle Parts Manufacturing	0.00%	2.82%	0.00	¥¥¥
3364	Aerospace Product and Parts Manufacturing	0.00%	3.33%	0.00	¥¥¥
3366	Ship and Boat Building	0.00%	0.00%		
3369	Other Transportation Equipment Manufacturing	0.00%	0.00%		
3371	Household and Institutional Furniture and Kitchen Cabinet Manufacturing	4.87%	10.11%	48.14	¥¥¥
3372	Office Furniture (including Fixtures) Manufacturing	0.00%	6.25%	0.00	¥¥¥
3379	Other Furniture Related Product Manufacturing	21.19%	2.94%		
3391	Medical Equipment and Supplies Manufacturing	0.00%	5.22%	0.00	¥¥¥
3399	Other Miscellaneous Manufacturing	15.86%	2.01%		

NAICS-4	NAICS-4 DESC	MBE			
		Utilization	Availability	Disparity	Significance
4231	Motor Vehicle and Motor Vehicle Parts and Supplies Merchant Wholesalers	0.00%	6.73%	0.00	¥¥¥
4232	Furniture and Home Furnishing Merchant Wholesalers	66.29%	3.74%		
4233	Lumber and Other Construction Materials Merchant Wholesalers	51.59%	16.54%		
4234	Professional and Commercial Equipment and Supplies Merchant Wholesalers	15.14%	11.52%		
4235	Metal and Mineral (except Petroleum) Merchant Wholesalers	28.54%	27.38%		
4236	Household Appliances and Electrical and Electronic Goods Merchant Wholesalers	50.33%	30.21%		
4237	Hardware, and Plumbing and Heating Equipment and Supplies Merchant Wholesalers	25.58%	13.91%		
4238	Machinery, Equipment, and Supplies Merchant Wholesalers	0.45%	18.67%	2.40	¥¥¥
4239	Miscellaneous Durable Goods Merchant Wholesalers	0.02%	100.10%	0.02	
4241	Paper and Paper Product Merchant Wholesalers	4.58%	8.92%	51.34	¥¥¥
4242	Drugs and Druggists' Sundries Merchant Wholesalers	91.98%	91.98%		
4243	Apparel, Piece Goods, and Notions Merchant Wholesalers	0.00%	0.00%		
4244	Grocery and Related Product Merchant Wholesalers	0.00%	1.98%	0.00	¥¥
4246	Chemical and Allied Products Merchant Wholesalers	0.16%	13.20%	1.23	¥¥¥
4247	Petroleum and Petroleum Products Merchant Wholesalers	5.04%	10.60%	47.55	¥¥¥
4248	Beer, Wine, and Distilled Alcoholic Beverage Merchant Wholesalers	0.00%	0.00%		
4249	Miscellaneous Nondurable Goods Merchant Wholesalers	1.50%	61.01%	2.46	¥¥¥
4251	Wholesale Electronic Markets and Agents and Brokers	91.30%	0.00%		
4411	Automobile Dealers	2.56%	26.54%	9.64	¥¥¥
4412	Other Motor Vehicle Dealers	0.00%	0.00%		

NAICS-4	NAICS-4 DESC	MBE			
		Utilization	Availability	Disparity	Significance
4413	Automotive Parts, Accessories, and Tire Stores	0.00%	0.00%		
4421	Furniture Stores	0.00%	0.00%		
4422	Home Furnishings Stores	0.00%	0.00%		
4431	Electronics and Appliance Stores	0.00%	0.00%		
4441	Building Material and Supplies Dealers	1.49%	16.28%	9.14	¥¥¥
4442	Lawn and Garden Equipment and Supplies Stores	6.95%	6.95%		
4451	Grocery Stores	0.00%	102.06%	0.00	
4452	Specialty Food Stores	0.00%	0.00%		
4461	Health and Personal Care Stores	0.00%	0.00%		
4481	Clothing Stores	17.41%	17.41%		
4511	Sporting Goods, Hobby, and Musical Instrument Stores	0.00%	0.00%		
4512	Book Stores and News Dealers	0.00%	0.00%		
4522	Department Stores	0.00%	0.00%		
4523	General Merchandise Stores, including Warehouse Clubs and Supercenters	0.00%	0.00%		
4532	Office Supplies, Stationery, and Gift Stores	29.18%	29.18%		
4539	Other Miscellaneous Store Retailers	0.00%	0.00%		
4541	Electronic Shopping and Mail-Order Houses	0.00%	0.00%		
4543	Direct Selling Establishments	0.50%	0.50%		
4841	General Freight Trucking	100.00%	92.75%		
4842	Specialized Freight Trucking	100.00%	42.82%		
4885	Freight Transportation Arrangement	100.00%	77.27%		
4922	Local Messengers and Local Delivery	100.00%	5.26%		
5239	Other Financial Investment Activities	0.00%	100.00%	0.00	
5324	Commercial and Industrial Machinery and Equipment Rental and Leasing	53.29%	101.47%	52.52	
5411	Legal Services	0.00%	35.41%	0.00	¥¥¥
5413	Architectural, Engineering, and Related Services	32.78%	26.34%		
5415	Computer Systems Design and Related Services	11.47%	41.54%	27.62	¥¥¥

NAICS-4	NAICS-4 DESC	MBE			
		Utilization	Availability	Disparity	Significance
5416	Management, Scientific, and Technical Consulting Services	1.36%	50.54%	2.68	¥¥¥
5417	Scientific Research and Development Services	0.00%	27.58%	0.00	¥¥¥
5419	Other Professional, Scientific, and Technical Services	66.70%	68.29%	97.68	
6116	Other Schools and Instruction	0.00%	3.60%	0.00	¥¥¥
6215	Medical and Diagnostic Laboratories	0.00%	0.00%		
7223	Special Food Services	0.00%	100.24%	0.00	
7225	Restaurants and Other Eating Places	0.00%	0.00%		

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability. “¥” indicates an adverse disparity that is statistically significant at the 15% level or better (85% confidence). “¥¥” indicates the disparity is significant at a 10% level or better (90% confidence). “¥¥¥” indicates significance at a 5% level or better (95% confidence).

TABLE C-27.  
DETAILED UTILIZATION, AVAILABILITY, AND DISPARITY ANALYSES  
CITY OF HOUSTON MARKETPLACE  
GOODS  
NONMINORITY WOMEN FIRMS

NAICS-4	NAICS-4 DESC	NONMINORITY WOMEN			
		Utilization	Availability	Disparity	Significance
2123	Nonmetallic Mineral Mining and Quarrying	2.02%	8.06%	25.03	¥¥¥
2131	Support Activities for Mining	0.00%	1.36%	0.00	¥
2213	Water, Sewage and Other Systems	0.00%	0.00%		
2362	Nonresidential Building Construction	0.00%	11.10%	0.00	¥¥¥
2371	Utility System Construction	0.00%	3.97%	0.00	¥¥¥
2373	Highway, Street, and Bridge Construction	7.69%	5.04%		
2381	Foundation, Structure, and Building Exterior Contractors	4.77%	7.39%	64.59	
2382	Building Equipment Contractors	4.78%	11.81%	40.45	¥¥¥
2383	Building Finishing Contractors	86.76%	7.57%		
2389	Other Specialty Trade Contractors	0.30%	6.69%	4.50	¥¥¥
3113	Sugar and Confectionery Product Manufacturing	0.00%	0.00%		

NAICS-4	NAICS-4 DESC	NONMINORITY WOMEN			
		Utilization	Availability	Disparity	Significance
3114	Fruit and Vegetable Preserving and Specialty Food Manufacturing	0.00%	0.00%		
3115	Dairy Product Manufacturing	0.00%	0.00%		
3118	Bakeries and Tortilla Manufacturing	0.00%	0.00%		
3119	Other Food Manufacturing	0.00%	13.74%	0.00	¥¥¥
3121	Beverage Manufacturing	0.00%	0.00%		
3133	Textile and Fabric Finishing and Fabric Coating Mills	100.00%	100.00%		
3141	Textile Furnishings Mills	0.00%	0.00%		
3149	Other Textile Product Mills	0.00%	8.22%	0.00	¥¥¥
3152	Cut and Sew Apparel Manufacturing	0.00%	0.00%		
3159	Apparel Accessories and Other Apparel Manufacturing	0.00%	0.00%		
3162	Footwear Manufacturing	0.00%	0.00%		
3211	Sawmills and Wood Preservation	0.00%	12.50%	0.00	¥¥¥
3212	Veneer, Plywood, and Engineered Wood Product Manufacturing	0.00%	0.00%		
3219	Other Wood Product Manufacturing	0.00%	0.00%		
3221	Pulp, Paper, and Paperboard Mills	0.00%	0.00%		
3222	Converted Paper Product Manufacturing	0.00%	16.67%	0.00	¥¥¥
3231	Printing and Related Support Activities	0.79%	9.31%	8.49	¥¥¥
3241	Petroleum and Coal Products Manufacturing	59.89%	4.70%		
3251	Basic Chemical Manufacturing	0.00%	0.00%		
3252	Resin, Synthetic Rubber, and Artificial and Synthetic Fibers and Filaments Manufacturing	0.00%	0.00%		
3253	Pesticide, Fertilizer, and Other Agricultural Chemical Manufacturing	0.00%	0.00%		
3254	Pharmaceutical and Medicine Manufacturing	0.00%	0.00%		
3255	Electronics and Appliance Retailers	0.00%	9.21%	0.00	¥¥¥



NAICS-4	NAICS-4 DESC	NONMINORITY WOMEN			
		Utilization	Availability	Disparity	Significance
3256	Soap, Cleaning Compound, and Toilet Preparation Manufacturing	0.00%	0.00%		
3259	Other Chemical Product and Preparation Manufacturing	0.00%	39.01%	0.00	¥¥¥
3261	Plastics Product Manufacturing	2.91%	0.00%		
3262	Rubber Product Manufacturing	0.00%	0.00%		
3271	Clay Product and Refractory Manufacturing	0.00%	29.41%	0.00	¥¥¥
3272	Glass and Glass Product Manufacturing	0.00%	15.79%	0.00	¥¥¥
3273	Cement and Concrete Product Manufacturing	0.00%	2.67%	0.00	¥¥¥
3274	Lime and Gypsum Product Manufacturing	0.00%	0.00%		
3279	Other Nonmetallic Mineral Product Manufacturing	0.00%	5.17%	0.00	¥¥¥
3311	Iron and Steel Mills and Ferroalloy Manufacturing	0.00%	6.38%	0.00	¥¥¥
3312	Steel Product Manufacturing from Purchased Steel	0.00%	2.38%	0.00	¥¥¥
3315	Foundries	0.00%	0.00%		
3322	Cutlery and Handtool Manufacturing	0.00%	0.00%		
3323	Architectural and Structural Metals Manufacturing	7.59%	2.70%		
3324	Boiler, Tank, and Shipping Container Manufacturing	0.00%	0.00%		
3325	Hardware Manufacturing	0.00%	9.52%	0.00	¥¥¥
3326	Spring and Wire Product Manufacturing	0.00%	0.00%		
3327	Machine Shops; Turned Product; and Screw, Nut, and Bolt Manufacturing	0.00%	5.69%	0.00	¥¥¥
3328	Coating, Engraving, Heat Treating, and Allied Activities	0.00%	9.84%	0.00	¥¥¥
3329	Other Fabricated Metal Product Manufacturing	0.00%	6.14%	0.00	¥¥¥
3331	Agriculture, Construction, and Mining Machinery Manufacturing	2.15%	6.90%	31.22	¥¥¥
3332	Industrial Machinery Manufacturing	0.00%	0.00%		
3333	Commercial and Service Industry Machinery Manufacturing	0.00%	0.00%		

NAICS-4	NAICS-4 DESC	NONMINORITY WOMEN			
		Utilization	Availability	Disparity	Significance
3334	Ventilation, Heating, Air-Conditioning, and Commercial Refrigeration Equipment Manufacturing	0.00%	0.00%		
3335	Metalworking Machinery Manufacturing	0.00%	0.00%		
3336	Engine, Turbine, and Power Transmission Equipment Manufacturing	0.00%	0.00%		
3339	Other General Purpose Machinery Manufacturing	71.25%	6.06%		
3341	Computer and Peripheral Equipment Manufacturing	0.00%	0.00%		
3342	Communications Equipment Manufacturing	0.00%	13.04%	0.00	¥¥¥
3343	Audio and Video Equipment Manufacturing	0.00%	4.55%	0.00	¥¥¥
3344	Semiconductor and Other Electronic Component Manufacturing	0.00%	0.00%		
3345	Navigational, Measuring, Electromedical, and Control Instruments Manufacturing	16.51%	0.00%		
3346	Manufacturing and Reproducing Magnetic and Optical Media	0.00%	0.00%		
3351	Electric Lighting Equipment Manufacturing	0.00%	0.00%		
3352	Household Appliance Manufacturing	0.00%	8.57%	0.00	¥¥¥
3353	Electrical Equipment Manufacturing	0.00%	9.46%	0.00	¥¥¥
3359	Other Electrical Equipment and Component Manufacturing	0.00%	2.38%	0.00	¥¥¥
3361	Motor Vehicle Manufacturing	26.15%	26.15%		
3362	Motor Vehicle Body and Trailer Manufacturing	1.04%	10.00%	10.39	¥¥¥
3363	Motor Vehicle Parts Manufacturing	0.00%	4.23%	0.00	¥¥¥
3364	Aerospace Product and Parts Manufacturing	2.70%	10.00%	26.95	¥¥¥
3366	Ship and Boat Building	0.00%	0.00%		
3369	Other Transportation Equipment Manufacturing	0.00%	0.00%		

NAICS-4	NAICS-4 DESC	NONMINORITY WOMEN			
		Utilization	Availability	Disparity	Significance
3371	Household and Institutional Furniture and Kitchen Cabinet Manufacturing	0.00%	8.39%	0.00	¥¥¥
3372	Office Furniture (including Fixtures) Manufacturing	0.00%	0.00%		
3379	Other Furniture Related Product Manufacturing	0.00%	11.76%	0.00	¥¥¥
3391	Medical Equipment and Supplies Manufacturing	0.00%	4.35%	0.00	¥¥¥
3399	Other Miscellaneous Manufacturing	10.98%	6.07%		
4231	Motor Vehicle and Motor Vehicle Parts and Supplies Merchant Wholesalers	0.09%	5.75%	1.62	¥¥¥
4232	Furniture and Home Furnishing Merchant Wholesalers	0.00%	8.21%	0.00	¥¥¥
4233	Lumber and Other Construction Materials Merchant Wholesalers	28.26%	20.00%		
4234	Professional and Commercial Equipment and Supplies Merchant Wholesalers	13.10%	14.81%	88.41	
4235	Metal and Mineral (except Petroleum) Merchant Wholesalers	0.00%	26.49%	0.00	¥¥¥
4236	Household Appliances and Electrical and Electronic Goods Merchant Wholesalers	6.26%	3.82%		
4237	Hardware, and Plumbing and Heating Equipment and Supplies Merchant Wholesalers	23.38%	6.72%		
4238	Machinery, Equipment, and Supplies Merchant Wholesalers	3.10%	9.47%	32.75	¥¥¥
4239	Miscellaneous Durable Goods Merchant Wholesalers	6.59%	6.04%		
4241	Paper and Paper Product Merchant Wholesalers	2.31%	17.20%	13.43	¥¥¥
4242	Drugs and Druggists' Sundries Merchant Wholesalers	0.00%	0.00%		
4243	Apparel, Piece Goods, and Notions Merchant Wholesalers	0.00%	0.00%		
4244	Grocery and Related Product Merchant Wholesalers	0.00%	4.70%	0.00	¥¥¥
4246	Chemical and Allied Products Merchant Wholesalers	2.99%	11.39%	26.28	¥¥¥

NAICS-4	NAICS-4 DESC	NONMINORITY WOMEN			
		Utilization	Availability	Disparity	Significance
4247	Petroleum and Petroleum Products Merchant Wholesalers	14.88%	2.18%		
4248	Beer, Wine, and Distilled Alcoholic Beverage Merchant Wholesalers	0.00%	0.00%		
4249	Miscellaneous Nondurable Goods Merchant Wholesalers	65.43%	1.68%		
4251	Wholesale Electronic Markets and Agents and Brokers	1.94%	6.45%	30.10	¥¥¥
4411	Automobile Dealers	0.67%	9.37%	7.11	¥¥¥
4412	Other Motor Vehicle Dealers	0.00%	0.00%		
4413	Automotive Parts, Accessories, and Tire Stores	0.00%	0.00%		
4421	Furniture Stores	0.00%	0.00%		
4422	Home Furnishings Stores	0.00%	0.00%		
4431	Electronics and Appliance Stores	0.72%	0.72%		
4441	Building Material and Supplies Dealers	39.13%	11.49%		
4442	Lawn and Garden Equipment and Supplies Stores	0.00%	0.00%		
4451	Grocery Stores	0.00%	5.46%	0.00	¥¥¥
4452	Specialty Food Stores	0.00%	0.00%		
4461	Health and Personal Care Stores	0.00%	0.00%		
4481	Clothing Stores	26.82%	26.82%		
4511	Sporting Goods, Hobby, and Musical Instrument Stores	0.00%	0.00%		
4512	Book Stores and News Dealers	0.00%	0.00%		
4522	Department Stores	0.00%	0.00%		
4523	General Merchandise Stores, including Warehouse Clubs and Supercenters	0.00%	0.00%		
4532	Office Supplies, Stationery, and Gift Stores	0.00%	0.00%		
4539	Other Miscellaneous Store Retailers	26.98%	26.98%		
4541	Electronic Shopping and Mail-Order Houses	0.00%	0.00%		
4543	Direct Selling Establishments	0.85%	0.85%		
4841	General Freight Trucking	0.00%	3.57%	0.00	¥¥¥
4842	Specialized Freight Trucking	0.00%	6.22%	0.00	¥¥¥

NAICS-4	NAICS-4 DESC	NONMINORITY WOMEN			
		Utilization	Availability	Disparity	Significance
4885	Freight Transportation Arrangement	0.00%	4.04%	0.00	¥¥¥
4922	Local Messengers and Local Delivery	0.00%	5.26%	0.00	¥¥¥
5239	Other Financial Investment Activities	0.00%	0.00%		
5324	Commercial and Industrial Machinery and Equipment Rental and Leasing	0.00%	3.05%	0.00	¥¥¥
5411	Legal Services	0.00%	12.61%	0.00	¥¥¥
5413	Architectural, Engineering, and Related Services	1.25%	17.17%	7.26	¥¥¥
5415	Computer Systems Design and Related Services	5.16%	3.09%		
5416	Management, Scientific, and Technical Consulting Services	24.11%	7.91%		
5417	Scientific Research and Development Services	0.00%	4.21%	0.00	¥¥¥
5419	Other Professional, Scientific, and Technical Services	0.00%	4.49%	0.00	¥¥¥
6116	Other Schools and Instruction	0.00%	15.83%	0.00	¥¥¥
6215	Medical and Diagnostic Laboratories	0.00%	0.00%		
7223	Special Food Services	0.00%	7.91%	0.00	¥¥¥
7225	Restaurants and Other Eating Places	0.00%	0.00%		

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability. “¥” indicates an adverse disparity that is statistically significant at the 15% level or better (85% confidence). “¥¥” indicates the disparity is significant at a 10% level or better (90% confidence). “¥¥¥” indicates significance at a 5% level or better (95% confidence).

TABLE C-28.  
DETAILED UTILIZATION, AVAILABILITY, AND DISPARITY ANALYSES  
CITY OF HOUSTON MARKETPLACE  
GOODS  
M/WBE FIRMS

NAICS-4	NAICS-4 DESC	M/WBE			
		Utilization	Availability	Disparity	Significance
2123	Nonmetallic Mineral Mining and Quarrying	2.02%	9.68%	20.86	¥¥¥
2131	Support Activities for Mining	6.92%	101.90%	6.79	
2213	Water, Sewage and Other Systems	0.00%	18.16%	0.00	¥¥¥
2362	Nonresidential Building Construction	60.03%	31.44%		

NAICS-4	NAICS-4 DESC	M/WBE			
		Utilization	Availability	Disparity	Significance
2371	Utility System Construction	100.00%	15.17%		
2373	Highway, Street, and Bridge Construction	7.69%	55.01%	13.99	¥¥¥
2381	Foundation, Structure, and Building Exterior Contractors	91.13%	32.53%		
2382	Building Equipment Contractors	27.10%	34.28%	79.06	¥¥¥
2383	Building Finishing Contractors	99.01%	53.27%		
2389	Other Specialty Trade Contractors	0.30%	30.68%	0.98	¥¥¥
3113	Sugar and Confectionery Product Manufacturing	0.00%	0.00%		
3114	Fruit and Vegetable Preserving and Specialty Food Manufacturing	0.00%	0.00%		
3115	Dairy Product Manufacturing	0.00%	0.00%		
3118	Bakeries and Tortilla Manufacturing	0.00%	0.00%		
3119	Other Food Manufacturing	0.00%	16.79%	0.00	¥¥¥
3121	Beverage Manufacturing	0.00%	0.00%		
3133	Textile and Fabric Finishing and Fabric Coating Mills	100.00%	100.00%		
3141	Textile Furnishings Mills	0.00%	0.00%		
3149	Other Textile Product Mills	4.26%	109.92%	3.87	
3152	Cut and Sew Apparel Manufacturing	0.00%	0.00%		
3159	Apparel Accessories and Other Apparel Manufacturing	0.00%	0.00%		
3162	Footwear Manufacturing	0.00%	0.00%		
3211	Sawmills and Wood Preservation	0.00%	12.50%	0.00	¥¥¥
3212	Veneer, Plywood, and Engineered Wood Product Manufacturing	0.00%	0.00%		
3219	Other Wood Product Manufacturing	4.50%	6.74%	66.72	
3221	Pulp, Paper, and Paperboard Mills	0.00%	0.00%		
3222	Converted Paper Product Manufacturing	0.00%	16.67%	0.00	¥¥¥
3231	Printing and Related Support Activities	74.17%	71.04%		
3241	Petroleum and Coal Products Manufacturing	71.56%	6.71%		
3251	Basic Chemical Manufacturing	0.00%	0.00%		

NAICS-4	NAICS-4 DESC	M/WBE			
		Utilization	Availability	Disparity	Significance
3252	Resin, Synthetic Rubber, and Artificial and Synthetic Fibers and Filaments Manufacturing	0.00%	0.00%		
3253	Pesticide, Fertilizer, and Other Agricultural Chemical Manufacturing	0.00%	0.00%		
3254	Pharmaceutical and Medicine Manufacturing	0.00%	0.00%		
3255	Electronics and Appliance Retailers	0.00%	10.53%	0.00	¥¥¥
3256	Soap, Cleaning Compound, and Toilet Preparation Manufacturing	0.00%	0.00%		
3259	Other Chemical Product and Preparation Manufacturing	4.42%	42.55%	10.39	¥¥¥
3261	Plastics Product Manufacturing	3.59%	53.48%	6.71	¥¥¥
3262	Rubber Product Manufacturing	0.00%	0.00%		
3271	Clay Product and Refractory Manufacturing	0.00%	29.41%	0.00	¥¥¥
3272	Glass and Glass Product Manufacturing	9.78%	21.05%	46.44	¥¥¥
3273	Cement and Concrete Product Manufacturing	56.27%	22.11%		
3274	Lime and Gypsum Product Manufacturing	0.00%	0.00%		
3279	Other Nonmetallic Mineral Product Manufacturing	100.00%	8.62%		
3311	Iron and Steel Mills and Ferroalloy Manufacturing	0.00%	8.51%	0.00	¥¥¥
3312	Steel Product Manufacturing from Purchased Steel	0.00%	4.76%	0.00	¥¥¥
3315	Foundries	0.00%	0.00%		
3322	Cutlery and Handtool Manufacturing	0.00%	0.00%		
3323	Architectural and Structural Metals Manufacturing	61.61%	18.92%		
3324	Boiler, Tank, and Shipping Container Manufacturing	0.00%	3.77%	0.00	¥¥¥
3325	Hardware Manufacturing	0.00%	19.05%	0.00	¥¥¥
3326	Spring and Wire Product Manufacturing	0.00%	0.00%		
3327	Machine Shops; Turned Product; and Screw, Nut, and Bolt Manufacturing	8.91%	8.67%		
3328	Coating, Engraving, Heat Treating, and Allied Activities	52.84%	10.66%		

NAICS-4	NAICS-4 DESC	M/WBE			
		Utilization	Availability	Disparity	Significance
3329	Other Fabricated Metal Product Manufacturing	11.57%	9.94%		
3331	Agriculture, Construction, and Mining Machinery Manufacturing	2.80%	6.90%	40.59	¥¥¥
3332	Industrial Machinery Manufacturing	3.36%	3.36%		
3333	Commercial and Service Industry Machinery Manufacturing	0.00%	0.00%		
3334	Ventilation, Heating, Air-Conditioning, and Commercial Refrigeration Equipment Manufacturing	0.00%	0.00%		
3335	Metalworking Machinery Manufacturing	0.00%	52.08%	0.00	¥¥¥
3336	Engine, Turbine, and Power Transmission Equipment Manufacturing	0.00%	0.00%		
3339	Other General Purpose Machinery Manufacturing	76.45%	9.09%		
3341	Computer and Peripheral Equipment Manufacturing	0.00%	100.00%	0.00	
3342	Communications Equipment Manufacturing	0.21%	15.22%	1.40	¥¥¥
3343	Audio and Video Equipment Manufacturing	0.00%	4.55%	0.00	¥¥¥
3344	Semiconductor and Other Electronic Component Manufacturing	0.00%	0.00%		
3345	Navigational, Measuring, Electromedical, and Control Instruments Manufacturing	27.91%	41.43%	67.36	¥¥¥
3346	Manufacturing and Reproducing Magnetic and Optical Media	0.00%	0.00%		
3351	Electric Lighting Equipment Manufacturing	0.03%	0.03%		
3352	Household Appliance Manufacturing	0.00%	11.43%	0.00	¥¥¥
3353	Electrical Equipment Manufacturing	0.00%	12.16%	0.00	¥¥¥
3359	Other Electrical Equipment and Component Manufacturing	0.00%	5.36%	0.00	¥¥¥
3361	Motor Vehicle Manufacturing	90.18%	90.18%		
3362	Motor Vehicle Body and Trailer Manufacturing	1.04%	15.00%	6.92	¥¥¥



NAICS-4	NAICS-4 DESC	M/WBE			
		Utilization	Availability	Disparity	Significance
3363	Motor Vehicle Parts Manufacturing	0.00%	7.04%	0.00	¥¥¥
3364	Aerospace Product and Parts Manufacturing	2.70%	13.33%	20.22	¥¥¥
3366	Ship and Boat Building	0.00%	0.00%		
3369	Other Transportation Equipment Manufacturing	0.00%	0.00%		
3371	Household and Institutional Furniture and Kitchen Cabinet Manufacturing	4.87%	18.49%	26.31	¥¥¥
3372	Office Furniture (including Fixtures) Manufacturing	0.00%	6.25%	0.00	¥¥¥
3379	Other Furniture Related Product Manufacturing	21.19%	14.71%		
3391	Medical Equipment and Supplies Manufacturing	0.00%	9.57%	0.00	¥¥¥
3399	Other Miscellaneous Manufacturing	26.84%	8.08%		
4231	Motor Vehicle and Motor Vehicle Parts and Supplies Merchant Wholesalers	0.09%	12.48%	0.75	¥¥¥
4232	Furniture and Home Furnishing Merchant Wholesalers	66.29%	11.95%		
4233	Lumber and Other Construction Materials Merchant Wholesalers	79.85%	36.54%		
4234	Professional and Commercial Equipment and Supplies Merchant Wholesalers	28.24%	26.33%		
4235	Metal and Mineral (except Petroleum) Merchant Wholesalers	28.54%	53.87%	52.97	¥¥¥
4236	Household Appliances and Electrical and Electronic Goods Merchant Wholesalers	56.59%	34.04%		
4237	Hardware, and Plumbing and Heating Equipment and Supplies Merchant Wholesalers	48.96%	20.63%		
4238	Machinery, Equipment, and Supplies Merchant Wholesalers	3.55%	28.14%	12.61	¥¥¥
4239	Miscellaneous Durable Goods Merchant Wholesalers	6.61%	106.15%	6.23	
4241	Paper and Paper Product Merchant Wholesalers	6.89%	26.11%	26.37	¥¥¥
4242	Drugs and Druggists' Sundries Merchant Wholesalers	91.98%	91.98%		

NAICS-4	NAICS-4 DESC	M/WBE			
		Utilization	Availability	Disparity	Significance
4243	Apparel, Piece Goods, and Notions Merchant Wholesalers	0.00%	0.00%		
4244	Grocery and Related Product Merchant Wholesalers	0.00%	6.68%	0.00	¥¥¥
4246	Chemical and Allied Products Merchant Wholesalers	3.16%	24.59%	12.83	¥¥¥
4247	Petroleum and Petroleum Products Merchant Wholesalers	19.92%	12.77%		
4248	Beer, Wine, and Distilled Alcoholic Beverage Merchant Wholesalers	0.00%	0.00%		
4249	Miscellaneous Nondurable Goods Merchant Wholesalers	66.93%	62.70%		
4251	Wholesale Electronic Markets and Agents and Brokers	93.24%	6.45%		
4411	Automobile Dealers	3.22%	35.91%	8.98	¥¥¥
4412	Other Motor Vehicle Dealers	0.00%	0.00%		
4413	Automotive Parts, Accessories, and Tire Stores	0.00%	0.00%		
4421	Furniture Stores	0.00%	0.00%		
4422	Home Furnishings Stores	0.00%	0.00%		
4431	Electronics and Appliance Stores	0.72%	0.72%		
4441	Building Material and Supplies Dealers	40.61%	27.78%		
4442	Lawn and Garden Equipment and Supplies Stores	6.95%	6.95%		
4451	Grocery Stores	0.00%	107.52%	0.00	
4452	Specialty Food Stores	0.00%	0.00%		
4461	Health and Personal Care Stores	0.00%	0.00%		
4481	Clothing Stores	44.22%	44.22%		
4511	Sporting Goods, Hobby, and Musical Instrument Stores	0.00%	0.00%		
4512	Book Stores and News Dealers	0.00%	0.00%		
4522	Department Stores	0.00%	0.00%		
4523	General Merchandise Stores, including Warehouse Clubs and Supercenters	0.00%	0.00%		
4532	Office Supplies, Stationery, and Gift Stores	29.18%	29.18%		
4539	Other Miscellaneous Store Retailers	26.98%	26.98%		

NAICS-4	NAICS-4 DESC	M/WBE			
		Utilization	Availability	Disparity	Significance
4541	Electronic Shopping and Mail-Order Houses	0.00%	0.00%		
4543	Direct Selling Establishments	1.35%	1.35%		
4841	General Freight Trucking	100.00%	96.32%		
4842	Specialized Freight Trucking	100.00%	49.05%		
4885	Freight Transportation Arrangement	100.00%	81.31%		
4922	Local Messengers and Local Delivery	100.00%	10.53%		
5239	Other Financial Investment Activities	0.00%	100.00%	0.00	
5324	Commercial and Industrial Machinery and Equipment Rental and Leasing	53.29%	104.51%	50.99	
5411	Legal Services	0.00%	48.02%	0.00	¥¥¥
5413	Architectural, Engineering, and Related Services	34.03%	43.51%	78.21	¥¥¥
5415	Computer Systems Design and Related Services	16.63%	44.62%	37.27	¥¥¥
5416	Management, Scientific, and Technical Consulting Services	25.47%	58.45%	43.57	¥¥¥
5417	Scientific Research and Development Services	0.00%	31.79%	0.00	¥¥¥
5419	Other Professional, Scientific, and Technical Services	66.70%	72.77%	91.66	¥¥
6116	Other Schools and Instruction	0.00%	19.42%	0.00	¥¥¥
6215	Medical and Diagnostic Laboratories	0.00%	0.00%		
7223	Special Food Services	0.00%	108.15%	0.00	
7225	Restaurants and Other Eating Places	0.00%	0.00%		

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability. “¥” indicates an adverse disparity that is statistically significant at the 15% level or better (85% confidence). “¥¥” indicates the disparity is significant at a 10% level or better (90% confidence). “¥¥¥” indicates significance at a 5% level or better (95% confidence).

TABLE C-29.  
DETAILED UTILIZATION, AVAILABILITY, AND DISPARITY ANALYSES  
CITY OF HOUSTON ACDBE MARKETPLACE  
FOOD & BEVERAGE

Ethnic/Gender Classification	Utilization	Availability	Disparity Index	Disparity Impact	Statistical Significance	Disparity Conclusion
Black Americans	17.59%	23.82%	73.86	<b>Underutilization</b>		<b>Disparity</b>
Asian Americans	0.99%	9.49%	10.39	<b>Underutilization</b>	¥¥¥	<b>Disparity</b>
Hispanic Americans	3.53%	10.69%	33.05	Underutilization	¥¥¥	Disparity
Native Americans	0.00%	0.74%	0.00	Underutilization		Disparity
Total MBE Firms	22.11%	44.74%	49.42	Underutilization	¥¥¥	Disparity
Nonminority Women	10.16%	12.28%	82.77	Underutilization		Disparity
Total M/W/ACDBE Firms	32.27%	57.02%	56.60	<b>Underutilization</b>	¥¥¥	<b>Disparity</b>
Non-M/W/ACDBE Firms	67.73%	42.98%	157.57	<b>Overutilization</b>	¥¥¥	<b>No Disparity</b>

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability. “¥” indicates an adverse disparity that is statistically significant at the 15% level or better (85% confidence). “¥¥” indicates the disparity is significant at a 10% level or better (90% confidence). “¥¥¥” indicates significance at a 5% level or better (95% confidence).

TABLE C-30.  
DETAILED UTILIZATION, AVAILABILITY, AND DISPARITY ANALYSES  
CITY OF HOUSTON ACDBE MARKETPLACE  
MISCELLANEOUS

Ethnic/Gender Classification	Utilization	Availability	Disparity Index	Disparity Impact	Statistical Significance	Disparity Conclusion
Black Americans	27.10%	18.91%	143.26	<b>Overutilization</b>	¥¥	<b>No Disparity</b>
Asian Americans	12.75%	11.65%	109.41	Overutilization		No Disparity
Hispanic Americans	3.84%	14.20%	27.04	Underutilization	¥¥¥	Disparity
Native Americans	0.00%	0.65%	0.00	Underutilization		Disparity
Total MBE Firms	43.69%	45.42%	96.19	Underutilization		Disparity
Nonminority Women	4.51%	7.60%	59.37	Underutilization		Disparity
Total M/W/ACDBE Firms	48.20%	53.01%	90.91	<b>Underutilization</b>		<b>Disparity</b>

Ethnic/Gender Classification	Utilization	Availability	Disparity Index	Disparity Impact	Statistical Significance	Disparity Conclusion
Non-M/W/ACDBE Firms	51.80%	46.99%	110.25	Overutilization		No Disparity

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability. “¥” indicates an adverse disparity that is statistically significant at the 15% level or better (85% confidence). “¥¥” indicates the disparity is significant at a 10% level or better (90% confidence). “¥¥¥” indicates significance at a 5% level or better (95% confidence).

TABLE C-31.  
DETAILED UTILIZATION, AVAILABILITY, AND DISPARITY ANALYSES  
CITY OF HOUSTON ACDBE MARKETPLACE  
RETAIL

Ethnic/Gender Classification	Utilization	Availability	Disparity Index	Disparity Impact	Statistical Significance	Disparity Conclusion
Black Americans	21.47%	26.64%	80.59	Underutilization		Disparity
Asian Americans	7.01%	12.81%	54.72	Underutilization		Disparity
Hispanic Americans	13.71%	6.73%	203.78	Overutilization		No Disparity
Native Americans	0.00%	0.00%	0.00	Underutilization		Disparity
Total MBE Firms	42.19%	46.19%	91.36	Underutilization		Disparity
Nonminority Women	1.92%	12.95%	14.82	Underutilization	¥	Disparity
Total M/W/ACDBE Firms	44.11%	59.13%	74.60	Underutilization		Disparity
Non-M/W/ACDBE Firms	55.89%	40.87%	136.76	Overutilization		No Disparity

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability. “¥” indicates an adverse disparity that is statistically significant at the 15% level or better (85% confidence). “¥¥” indicates the disparity is significant at a 10% level or better (90% confidence). “¥¥¥” indicates significance at a 5% level or better (95% confidence).

TABLE C-32.  
DETAILED UTILIZATION, AVAILABILITY, AND DISPARITY ANALYSES  
CITY OF HOUSTON DBE MARKETPLACE  
CONSTRUCTION

Ethnic/Gender Classification	Utilization	Availability	Disparity Index	Disparity Impact	Statistical Significance	Disparity Conclusion
Black Americans	15.50%	8.53%	181.73	Overutilization		No Disparity
Asian Americans	0.47%	2.69%	17.51	Underutilization		Disparity
Hispanic Americans	5.32%	26.24%	20.28	Underutilization	¥¥¥	Disparity

Ethnic/Gender Classification	Utilization	Availability	Disparity Index	Disparity Impact	Statistical Significance	Disparity Conclusion
Native Americans	0.00%	1.69%	0.00	Underutilization		Disparity
Total MBE Firms	21.29%	39.14%	54.40	Underutilization		Disparity
Nonminority Women	0.32%	10.25%	3.15	Underutilization		Disparity
Total M/W/DBE Firms	21.61%	49.39%	43.76	Underutilization	¥¥¥	Disparity
Non- M/W/DBE Firms	78.39%	50.61%	154.88	Overutilization	¥¥¥	No Disparity

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability. “¥” indicates an adverse disparity that is statistically significant at the 15% level or better (85% confidence). “¥¥” indicates the disparity is significant at a 10% level or better (90% confidence). “¥¥¥” indicates significance at a 5% level or better (95% confidence).

TABLE C-33.  
DETAILED UTILIZATION, AVAILABILITY, AND DISPARITY ANALYSES  
CITY OF HOUSTON DBE MARKETPLACE  
OTHER SERVICES

Ethnic/Gender Classification	Utilization	Availability	Disparity Index	Disparity Impact	Statistical Significance	Disparity Conclusion
Black Americans	4.17%	20.74%	20.13	Underutilization		Disparity
Asian Americans	0.00%	0.04%	0.00	Underutilization		Disparity
Hispanic Americans	13.95%	24.58%	56.74	Underutilization		Disparity
Native Americans	0.00%	2.23%	0.00	Underutilization		Disparity
Total MBE Firms	18.12%	47.59%	38.08	Underutilization	¥	Disparity
Nonminority Women	0.00%	6.39%	0.00	Underutilization		Disparity
Total M/W/DBE Firms	18.12%	53.98%	33.57	Underutilization	¥¥	Disparity
Non- M/W/DBE Firms	81.88%	46.02%	177.91	Overutilization	¥¥	No Disparity

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability. “¥” indicates an adverse disparity that is statistically significant at the 15% level or better (85% confidence). “¥¥” indicates the disparity is significant at a 10% level or better (90% confidence). “¥¥¥” indicates significance at a 5% level or better (95% confidence).

TABLE C-34.  
DETAILED UTILIZATION, AVAILABILITY, AND DISPARITY ANALYSES  
CITY OF HOUSTON DBE MARKETPLACE  
GOODS

Ethnic/Gender Classification	Utilization	Availability	Disparity Index	Disparity Impact	Statistical Significance	Disparity Conclusion
Black Americans	14.17%	10.95%	129.42	Overutilization		No Disparity
Asian Americans	6.25%	74.30%	8.41	Underutilization	¥¥¥	Disparity
Hispanic Americans	0.00%	1.30%	0.00	Underutilization		Disparity
Native Americans	0.00%	0.00%				
Total MBE Firms	20.43%	86.56%	23.60	Underutilization	¥¥¥	Disparity
Nonminority Women	3.33%	3.93%	84.81	Underutilization		Disparity
Total M/W/DBE Firms	23.76%	90.49%	26.26	Underutilization	¥¥¥	Disparity
Non- M/W/DBE Firms	76.24%	9.51%	801.57	Overutilization	¥¥¥	No Disparity

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability. “¥” indicates an adverse disparity that is statistically significant at the 15% level or better (85% confidence). “¥¥” indicates the disparity is significant at a 10% level or better (90% confidence). “¥¥¥” indicates significance at a 5% level or better (95% confidence).

# Appendix D

## D. Custom Census Survey

---

### CITY OF HOUSTON CUSTOM CENSUS SURVEY

---

ENTER THE D&B D-U-N-S NUMBER

\_\_\_\_\_

Hello. My name is \_\_\_\_\_. I am working on behalf of MGT Consulting Group, the firm performing the Disparity Study for the City of Houston. As part of this study, we obtained information about your company from Dun & Bradstreet. This brief survey is designed to confirm whether the information we have is up-to-date and accurate. The results of this survey will provide estimates of business available in the marketplace to do business with the City.

Is this \_\_\_\_\_ (Company's name)? IF COMPANY NAME VERIFIED, CONTINUE.

Are you the owner or an authorized decision-maker in your company? [IF NO] May I speak with that person? [IF NO, SCHEDULE CALL-BACK]?

*IF TRANSFERRED TO ANOTHER PARTY (CFO, MANAGER, ETC): READ INTRO AGAIN then ask: Can you answer questions concerning this company's business practices? IF YES, CONTINUE.*

Thank you for agreeing to participate in this study. Your input is very important. Responses to this survey will be aggregated for the purposes of this study. Individual information is kept confidential to the extent permitted by law.

1. What is your title?[REQUIRE ANSWER]

- Owner 1
- CEO/President 2
- Manager/Financial Officer 3
- Vice President 4
- Other 5

[A - IF THE ANSWER TO Q1 IS NOT OTHER, THEN SKIP TO QUESTION 3]

2. Specify Other [REQUIRE ANSWER]

\_\_\_\_\_



3. May I have your name just in case we have any further questions?

\_\_\_\_\_

4. Based on the information we have from Dun & Bradstreet I want to confirm that this is a **FOR-PROFIT** company, as opposed to a nonprofit, foundation, or government office.

*(If the respondent says they are a NON-Profit Business, PLEASE VERIFY THEIR RESPONSE.*

Entities such as your local Girls & Boys Clubs, United Way, and Churches are considered non-profits.)

[REQUIRE ANSWER]

Yes .....1  
No .....2  
Don't Know.....3

[A - IF THE ANSWER TO QUESTION 4 IS **NO** OR **DON'T KNOW**, THEN TERMINATE THE CALL

PLEASE GO BACK TO Q3 AND TYPE "**DISQUALIFIED**" AFTER THE FIRST AND LAST NAME.]

### Disqualification Statement

**Thank you for your input; however, based on your answers, it appears that you are not eligible for this survey because we are only seeking input from for-profit companies.**

5. Let me confirm that based on the information we have from Dun & Bradstreet, the company's primary line of business is *(READ NAICS WITH CORRESPONDING DESCRIPTIVE TEXT)*

[REQUIRE ANSWER]

Yes .....1  
No .....2  
Don't Know.....3

[A – IF THE ANSWER TO Q5 IS **YES**, THEN SKIP TO QUESTION 7]

6. Please SPECIFY your company's Primary Type of work. [REQUIRE ANSWER]

\_\_\_\_\_

7. Is your company **at least 51 percent** owned, managed, and controlled by a physically disabled person or persons? [REQUIRE ANSWER]

Yes .....1  
No .....2

8. Is **at least 51 percent** of your company owned, managed, and controlled by a person or people who are a veteran(s) of the military, naval, or air service of the United States??

[REQUIRE ANSWER]

Yes ..... 1  
No ..... 2

9. Is your company **at least 51 percent** owned, managed, and controlled by a woman or women?

[REQUIRE ANSWER]

Yes .....1  
No .....2

10. Is your company **at least 51 percent** owned, managed, and controlled by a person or people of one of the following racial or ethnic group(s)? [REQUIRE ANSWER]

Black/African American .....1  
Asian American .....2  
Caucasian/White (non-Hispanic) .....3  
Hispanic or Latino American .....4  
Native American .....5  
Other (Please specify the race or  
ethnicity of the owner(s)/manager(s) .....6  
Refused to Answer.....7

[S - IF THE ANSWER TO Q10 IS 7, SKIP TO QUESTION 12]

11. Please specify Other: RACE OR ETHNICITY of the owner(s)/manager(s)

\_\_\_\_\_

12. **TERMINATION STATEMENT:** The purpose of this study is to identify the impact of race, ethnicity, and gender on a business’s ability to do business in the City’s public and private marketplaces. Therefore, identifying the race or ethnicity of the owner(s) is critical to the validity of the Study. Do you want to change your answer?

1.  
Yes ..... 1  
No ..... 2

[S - IF THE ANSWER TO Q12 IS 2, SKIP TO QUESTION 13 – CONCLUDE THE SURVEY]

[S - IF THE ANSWER TO QUESTION 12 IS 1, GO BACK TO QUESTION 10]

13. That completes our survey. Again, thank you for your input and your participation in this important survey. If you would like more information on the disparity study, visit [www.houstontxdisparitystudy.com](http://www.houstontxdisparitystudy.com) or contact Vernetta Mitchell at (813) 321-1400 ext. 2131.

# Appendix E

## E. Vendor Questionnaire

---

### CITY OF HOUSTON VENDOR QUESTIONNAIRE

---

**City of Houston Vendor Questionnaire  
Online Introduction  
Phase 1  
Draft Revised 08/29/2023**

The City of Houston has retained MGT Consulting Group to conduct a disparity study. The overall purpose of the Study is to determine whether there is racial and/or gender business discrimination in the markets in which the City does business – both public and private sectors. We understand that this may be a difficult topic to recall. However, your feedback is important to addressing whether discrimination affects contracting for minority and women businesses in the Houston region. *Individual information is kept confidential to the extent permitted by law.*

Your firm has been selected to participate in a vendor questionnaire to ascertain experiences of discrimination, if any, towards businesses.

The questionnaire should be completed by the company's owner, CEO, president, vice president, or other decision-making authority with in-depth knowledge of the company. Your responses to this research questionnaire will be aggregated with all other businesses who respond for overall analysis and used only for the purpose of the disparity study.

If you have any questions or would like more information about the disparity study, visit [www.houstontxdisparitystudy.com](http://www.houstontxdisparitystudy.com) or contact Corlisha Mitchell at [houstontxdisparitystudy@mgtconsulting.com](mailto:houstontxdisparitystudy@mgtconsulting.com).

Click to start the questionnaire and thank you for your participation.

**City of Houston Vendor Questionnaire  
Telephone Introduction  
Phase2  
Draft Revised 08/29/2023**

Hello, my name is \_\_\_\_\_ and I am calling on behalf of the City of Houston (City). The City of Houston has retained MGT Consulting Group to conduct a disparity study. The overall purpose of the Study is to determine whether there is racial and/or gender business discrimination in the markets in which the City does business – both public and private sectors.

S1. Is this (READ COMPANY NAME)?

Yes, Company name verified.....1 (ASK S2)

No, not verified.....2 (TERMINATE INTERVIEW)

S2. May I speak with (READ CONTACT NAME)?

Owner or other decision maker put on line..... (ASK S4)

Owner no longer available with the company..... (ASK S3)

S3. Is there someone else I can talk to who could answer some questions about the business, including its ownership and procurement/contracting activities?

Yes...(ASK S4)

No...(No, schedule callback)

S4. IF OWNER or OTHER DECISION MAKER IS PUT ON THE LINE)

Are you the owner or an authorized decision-maker in your company?

Yes...1 (CONTINUE WITH S8 AFTER READING FOLLOWING STATEMENT)

This call may be monitored for quality assurance)

No, transferred to another party (CFE sectors, Manager, etc)..... (ASK S5)

S5. Are you able to answer questions concerning the business, including its ownership and procurement/contracting activities?

Yes...(CONTINUE S7 AFTER READING FOLLOWING STATEMENT):

This call may be monitored for quality assurance.

No... (ASK S6)

S6. Is there someone else I can talk to who could answer some questions about the business, including its ownership and procurement/contracting activities?

Yes...(ASK S7)

NO...(SCHEDULE A CALL-BACK)

S7. IF NEW PERSON SPEAKING WITH:

The City of Houston has retained MGT Consulting Group to conduct a disparity study. The overall purpose of the Study is to determine whether there is racial and/or gender business discrimination in the markets in which the City does business – both public and private sectors. We understand that this may be a difficult topic to discuss. However, your feedback is important to addressing whether discrimination affects contracting for minority and women businesses in the Houston Marketplace. *Individual information is kept confidential to the extent permitted by law.* If you have any questions or would like more information about this research study, please visit the study website [www.houstontxdisparitystudy.com](http://www.houstontxdisparitystudy.com) or contact Corlisha Mitchell at [houstontxdisparitystudy@mgtconsulting.com](mailto:houstontxdisparitystudy@mgtconsulting.com).

INTRODUCTION

S8. The City of Houston has retained MGT Consulting Group to conduct a disparity study. The overall purpose of the Study is to determine whether there is racial and/or gender business discrimination in the markets in which the City does business – both public and private sectors. We understand that this may be a difficult topic to discuss. However, your feedback is important to addressing whether discrimination affects contracting for minority and women businesses in the Houston Marketplace. *Individual information is kept confidential to the extent permitted by law.* If you have any questions or would like more information about this research study, please visit the study website [www.houstontxdisparitystudy.com](http://www.houstontxdisparitystudy.com) or contact Corlisha Mitchell at [houstontxdisparitystudy@mgtconsulting.com](mailto:houstontxdisparitystudy@mgtconsulting.com).

**MGT\_City of Houston\_Vendor**

1. May I please have your **NAME** just in case we have any further questions? **[REQUIRE ANSWER]**

2. What is your **OFFICIAL TITLE**?

**[REQUIRE ANSWER]**

- Owner ..... 1
- CEO/President ..... 2
- Vice President ..... 3
- Chief Financial Officer ..... 4
- Chief Operation Officer ..... 5
- Other ..... 6 **(GO TO Q3)**

3. Specify **Other**: OFFICIAL COMPANY TITLE

**[REQUIRE ANSWER]**

4. What is your company's **PRIMARY LINE OF BUSINESS**?

- 1. **Construction:** (e.g., highway, general construction, excavating, mechanical, carpentry, site work, electrical, etc.)
- 2. **Architecture and Engineering Services** (e.g., architecture, civil engineering, environmental engineering, etc.)
- 3. **Professional Services:** (ex. architecture, civil engineering, environmental engineering, etc.)
- 4. **General Services:** (e.g., auto repair, accounting, legal services, janitorial, security, consultant, etc.)
- 5. **Goods:** (e.g., office supplies, desks, equipment, art supplies, etc.)
- 6. **Other** (Please explain your company's primary line of business.)

**[REQUIRE ANSWER]**

- Construction ..... 1
- Architecture and Engineering ..... 2
- Professional Services ..... 3
- General Services ..... 4
- Goods ..... 5
- Other (Please specify your company's primary line of business.) ..... 6

5. Please explain your company's **Primary Line of Business**.

**[REQUIRE ANSWER]**

6. Does your business work **PRIMARILY** as a **PRIME CONTRACTOR/DIRECT VENDOR, SUBCONTRACTOR/SUPPLIER, or BOTH**?

[REQUEST ANSWER]

- Prime Contractor/Direct Vendor ..... 1
- Subcontractor/Supplier ..... 2
- Both ..... 3

7. Is **at least 51 percent** of your company owned, managed, and controlled by a physically disabled person or persons?

[REQUIRE ANSWER]

- Yes ..... 1
- No ..... 2

8. Is **at least 51 percent** of your company owned, managed, and controlled by a person or people who are a veteran(s) of the military, naval, or air service of the United States??

[REQUIRE ANSWER]

- Yes ..... 1
- No ..... 2

9. Is **at least 51 percent** of your company owned, managed, and controlled by a **WOMAN** or **WOMEN**?

[REQUIRE ANSWER]

- Yes ..... 1
- No ..... 2

10. Is **at least 51 percent** of your company owned, managed, and controlled by one of the following **RACIAL** or **ETHNIC GROUP(S)**?

[REQUIRE ANSWER]

- Asian American ..... 1
- Black/African American ..... 2
- Caucasian (non-Hispanic) ..... 3
- Hispanic American or Latino ..... 4
- Native American ..... 5
- Other (Please specify the race or ethnicity of the  
owner(s)/manager(s)) ..... 6 (GO TO Q11)
- Refuse to Answer..... 7 (GO TO Q12)

11. Specify Other: **RACE OR ETHNICITY**

[REQUIRE ANSWER]

---

12. **TERMINATION STATEMENT:** The purpose of this study is to identify the impact of race, ethnicity, and gender on a business's ability to do business in the City's public and private marketplaces. Do you want to change your answer?

Yes.....1 (RE-ASK Q10)  
No.....2 (GO TO Q13)

13. That completes our questionnaire. Again, thank you for your input and your participation in this important questionnaire. Since you refused to provide your company's ownership classification, we will end the questionnaire. Thank you.

14. Between **July 1, 2017, through June 30, 2022**, has your company **SUBMITTED BIDS, QUOTES, OR PROPOSALS** (attempted to do work) on **City contracts as a prime or subcontractor**?  
[REQUEST ANSWER]

Yes ..... 1 (GO TO Q17)  
No ..... 2 (ASK Q14)  
Not Interested in Working on City Contracts ..... 3 (GO TO Q14)

15. Why have you **NOT ATTEMPTED** to do business on **City** contracts or projects?

[REQUEST ANSWER]

Unfavorable experience(s) of discriminatory behavior ..... 1 (ASK Q17)  
Other (Please specify other reasons you have not attempted to do  
business on City contracts or projects) ..... 2 (ASK Q16)  
Unsure ..... 3 (ASK Q18)

16. Please specify **OTHER REASONS** your company has not attempted to do business on City contracts.

[REQUEST ANSWER]

RECORD RESPONSE: \_\_\_\_\_



17. Between **July 1, 2017, through June 30, 2022**, has your firm **BEEN AWARDED A CONTRACT** with the **City of Houston** or has your company **WORKED ON** a **City** contract or project as a subcontractor?

[REQUEST ANSWER]

- Yes ..... 1
- No ..... 2
- Unsure ..... 3

18. Have you or your company been treated unfavorably due to your race, ethnicity, or gender because there is a good old boy network of prime contractors and subcontractors that have excluded your company from doing business, or excluded you from events, organizations, or business networks e.g., primes always choosing subcontractors that they have close relationships with and are of the same race, ethnicity, or gender?

[REQUEST ANSWER]

- Yes on a government contract ..... 1
- Yes on non-government contract ..... 2
- Yes on both ..... 3
- No to none of the above ..... 4

19. Have you or your company been treated unfavorably due to your race, ethnicity, or gender in business practices such as price discrimination by suppliers e.g., higher prices for minority or women-owned businesses?

[REQUEST ANSWER]

- Yes on a government contract ..... 1
- Yes on non-government contract ..... 2
- Yes on both ..... 3
- No to none of the above ..... 4

20. Have you or your company experienced discrimination due to your race, ethnicity, or gender with bid shopping e.g., Primes disclosing the low bidder's price to other bidders in an attempt to obtain an even lower bid?

[REQUEST ANSWER]

- Yes on a government contract ..... 1
- Yes on non-government contract ..... 2
- Yes on both ..... 3
- No to none of the above ..... 4

21. Have you or your company experienced discrimination due to your race, ethnicity, or gender while executing your work, e.g., the use of racial slurs, workplace violence, intimidation, harassment, or sabotage?

[REQUEST ANSWER]

- Yes on a government contract ..... 1
- Yes on non-government contract ..... 2
- Yes on both ..... 3
- No to none of the above ..... 4

22. Have you or your company been treated unfavorably due to your race, ethnicity, or gender with double standards in measuring performance, or during inspections of your work e.g., inspectors unfavorably targeting minority and women-owned businesses while not holding non-minority firms to the same standard?

[REQUEST ANSWER]

- Yes on a government contract ..... 1
- Yes on non-government contract ..... 2
- Yes on both ..... 3
- No to none of the above ..... 4

23. Have you or your company been treated unfavorably due to your race, ethnicity, or gender with discriminatory behavior of refusal by agencies, primes, suppliers, and/or customers to deal with minorities or women, etc. e.g., primes or suppliers refusing to work with you based on race, ethnicity, or gender?

[REQUEST ANSWER]

- Yes on a government contract ..... 1
- Yes on non-government contract ..... 2
- Yes on both ..... 3
- No to none of the above ..... 4

24. Have you or your company been treated unfavorably due to your race, ethnicity, or gender with discriminatory denial of the opportunity to bid e.g., not being allowed to bid because of your race, ethnicity, or gender?

[REQUEST ANSWER]

- Yes on a government contract ..... 1
- Yes on non-government contract ..... 2
- Yes on both ..... 3
- No to none of the above ..... 4

25. While working on a **City** project, have you experienced a situation where **CITY PROJECT STAFF WAS UNWILLING TO DEAL WITH MINORITIES OR WOMEN?**

[REQUEST ANSWER]

Yes ..... 1 (ASK Q26)

No ..... 2 (GO TO Q27)

[A – IF ANSWER TO Q14 IS 3]

[A – IF ANSWER TO QUESTION 17 IS 2 OR 3]

26. Please describe the situation. \_\_\_\_\_

27. Does your business have **BONDING** for the type of work you bid on?

[REQUEST ANSWER]

Yes ..... 1 (ASK Q28)

No - Our line of work does not require bonding 2 (GO TO Q30)

28. Have you or your company been treated unfavorably due to your race, ethnicity, or gender with discriminatory denial of acquiring a bond?

Yes ..... 1

No..... 2

2.

29. What is your current **AGGREGATE (MAXIMUM) BONDING CAPACITY?**

[REQUIRE ANSWER]

Below \$100,000? ..... 1

\$100,001 to \$250,000? ..... 2

\$250,001 to \$500,000? ..... 3

\$500,001 to \$1 million? ..... 4

\$1 million to \$1.5 million? ..... 5

\$1.5 million to \$3 million? ..... 6

\$3 million to \$5 million? ..... 7

Over \$5 million? ..... 8

Unsure ..... 9

30. Between **2017 and 2022** has your company applied for a **LOAN** or **BUSINESS CREDIT?**

[REQUIRE ANSWER]

Yes ..... 1 (ASK Q31)

No ..... 2 (GO TO Q36)

Unsure ..... 3 (GO TO Q36)

31. Was your **LOAN** or **CREDIT APPLICATION** completely or partially **DENIED?**

[REQUEST ANSWER]

Yes ..... 1 (GO TO Q32)  
No ..... 2 (GO TO Q36)

32. Do you think your **LOAN** or **CREDIT APPLICATION** was completely or partially DENIED because of your race, ethnicity, or gender?

[REQUEST ANSWER]

Yes ..... 1 (ASK Q33)  
No ..... 2 (GO TO Q36)  
Unsure ..... 3 (GO TO Q36)

33. From the **LOAN** or **CREDIT APPLICATION**, were you only approved for a partial amount of what was requested?

[REQUEST ANSWER]

Yes ..... 1 (ASK Q34)  
No ..... 2 (GO TO Q36)

34. Do you think you were only approved for a partial amount of what was requested because of your race, ethnicity, or gender?

[REQUEST ANSWER]

Yes ..... 1 (ASK Q35)  
No ..... 2 (GO TO Q36)  
Unsure ..... 3 (GO TO Q36)

35. Specify **Other**: REASON WHY YOU THOUGHT YOUR LOAN MIGHT BE DENIED OR PARTIALLY GRANTED **RECORD RESPONSE**: \_\_\_\_\_

36. Do **PRIME CONTRACTORS** or **DIRECT VENDORS** who contract with your company on public sector or government projects with **M/W/DBE CONTRACT GOALS** also solicit your company on projects (private or public) **WITHOUT M/W/DBE CONTRACT GOALS**?

[REQUEST ANSWER]

Yes ..... 1  
No ..... 2

[A – IF THE ANSWER TO Q6 IS 1, GO TO Q37]

37. As a **PRIME CONTRACTOR** or **DIRECT VENDOR**, do you **SOLICIT QUOTES** from **MINORITY-OWNED WOMEN-OWNED, or DISADVANTAGED-OWNED BUSINESS ENTERPRISES** on private (non-governmental) contracts without goals?

[REQUEST ANSWER]

- Yes ..... 1
- No ..... 2
- Not Applicable - Do Not Work in Private Sector ..... 3

[A – IF THE ANSWER TO Q6 IS 2, GO TO Q38]

38. Have you experienced or observed a situation in which a prime contractor or direct vendor **INCLUDE MINORITY-OWNED, WOMEN-OWNED, or DISADVANTAGED-OWNED SUBCONTRACTORS** on a bid or proposal (to satisfy the "good faith effort" requirements) and then **DROPS and/or REPLACES** the company as a subcontractor after winning the award for no legitimate reason?

[REQUEST ANSWER]

- Yes ..... 1 (ASK Q39)
- No ..... 2 (GO TO Q40)

39. Please describe the situation. \_\_\_\_\_

[REQUEST ANSWER]

40. Between **2017 and 2022** what was the average **NUMBER OF EMPLOYEES** on your company's payroll, including full-time and part-time staff?

[REQUEST ANSWER]

- None..... 1
- 1– 20 employees ..... 2
- 21– 50 employees ..... 3
- 51 – 75 employees ..... 4
- 76 – 100 employees ..... 5
- 101 – 300 employees..... 6
- 301 – 500 employees..... 7
- 500+ ..... 8

41. Between **2017 and 2022** what was the average annual revenue of the company?

[REQUEST ANSWER]

- Up to \$50,000 ..... 1
- \$50,001 to \$100,000 ..... 2
- \$100,001 to \$300,00 ..... 3
- \$300,001 to \$500,00 ..... 4
- \$500,001 to \$1 Million ..... 5
- \$1,000,001 to \$3 Million .... 6
- \$3,000,001 to \$5 Million .... 7
- \$5,000,001 to \$10 Million.. 8
- More than \$10 Million ..... 9
- Refuse to answer ..... 10

42. Do you have any additional **FEEDBACK** or **INFORMATION** that you would like to share regarding how race, ethnicity, or gender may have affected your business, while working on **City contracts, working with prime firms/direct vendors, or working with subcontractors/suppliers**? PLEASE BE SPECIFIC. IF YOU DO NOT HAVE ANY FEEDBACK, JUST ENTER 'NONE.'

**RECORD RESPONSE:** \_\_\_\_\_

This concludes the questionnaire. On behalf of the **City of Houston**, thank you for your participation. For more information regarding the Disparity Study please visit [www.houstontxdisparitystudy.com](http://www.houstontxdisparitystudy.com)

# Appendix F

## F. Vendor Questionnaire Results

### Q2-What is your OFFICIAL TITLE?

			Business Ownership					Total	
			African American or Black	Asian American	Hispanic American or Latino	Native American/ American Indian	Non-Minority Women		Non-M/WBE
What is your OFFICIAL TITLE?	Owner	Count	192	42	86	11	56	53	440
		% within Q2	43.64%	9.55%	19.55%	2.50%	12.73%	12.05%	100.00%
		% within Business Ownership	71.91%	63.64%	63.24%	57.89%	56.57%	53.00%	64.05%
	CEO/ President	Count	27	7	18	4	16	8	80
		% within Q2	33.75%	8.75%	22.50%	5.00%	20.00%	10.00%	100.00%
		% within Business Ownership	10.11%	10.61%	13.24%	21.05%	16.16%	8.00%	11.64%
	Vice President	Count	11	1	5	0	6	6	29
		% within Q2	37.93%	3.45%	17.24%	0.00%	20.69%	20.69%	100.00%
		% within Business Ownership	4.12%	1.52%	3.68%	0.00%	6.06%	6.00%	4.22%
	Chief Financial Officer	Count	8	3	7	2	1	8	29
		% within Q2	27.59%	10.34%	24.14%	6.90%	3.45%	27.59%	100.00%
		% within Business Ownership	3.00%	4.55%	5.15%	10.53%	1.01%	8.00%	4.22%
	Chief Operations Officer	Count	10	2	10	1	12	5	40
		% within Q2	25.00%	5.00%	25.00%	2.50%	30.00%	12.50%	100.00%
		% within Business Ownership	3.75%	3.03%	7.35%	5.26%	12.12%	5.00%	5.82%
Other	Count	19	11	10	1	8	20	69	
	% within Q2	27.54%	15.94%	14.49%	1.45%	11.59%	28.99%	100.00%	

			Business Ownership					Total	
			African American or Black	Asian American	Hispanic American or Latino	Native American/ American Indian	Non-Minority Women		Non-M/WBE
		% within Business Ownership	7.12%	16.67%	7.35%	5.26%	8.08%	20.00%	10.04%
Total		Count	267	66	136	19	99	100	687
		% within Q2	38.86%	9.61%	19.80%	2.77%	14.41%	14.56%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

**Q4-What is your company's PRIMARY LINE OF BUSINESS?**

			Business Ownership					Total	
			African American or Black	Asian American	Hispanic American or Latino	Native American/ American Indian	Non-minority Women		Non-M/WBE
What is your company's PRIMARY LINE OF BUSINESS?	Construction	Count	61	13	65	5	32	46	222
		% within Q4	27.48%	5.86%	29.28%	2.25%	14.41%	20.72%	100.00%
		% within Business Ownership	22.85%	19.70%	47.79%	26.32%	32.32%	46.00%	32.31%
	Architecture and Engineering	Count	19	19	23	3	15	10	89
		% within Q4	21.35%	21.35%	25.84%	3.37%	16.85%	11.24%	100.00%
		% within Business Ownership	7.12%	28.79%	16.91%	15.79%	15.15%	10.00%	12.95%
	Professional Services	Count	96	20	23	7	30	24	200
		% within Q4	48.00%	10.00%	11.50%	3.50%	15.00%	12.00%	100.00%
		% within Business Ownership	35.96%	30.30%	16.91%	36.84%	30.30%	24.00%	29.11%
	General Services	Count	42	5	10	0	10	12	79



			Business Ownership					Total	
			African American or Black	Asian American	Hispanic American or Latino	Native American/American Indian	Non-minority Women		Non-M/WBE
		% within Q4	53.16%	6.33%	12.66%	0.00%	12.66%	15.19%	100.00%
		% within Business Ownership	15.73%	7.58%	7.35%	0.00%	10.10%	12.00%	11.50%
	Goods	Count	49	9	15	4	12	8	97
		% within Q4	50.52%	9.28%	15.46%	4.12%	12.37%	8.25%	100.00%
		% within Business Ownership	18.35%	13.64%	11.03%	21.05%	12.12%	8.00%	14.12%
Total	Count	267	66	136	19	99	100	687	
	% within Q4	38.86%	9.61%	19.80%	2.77%	14.41%	14.56%	100.00%	
	% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	

**Q5-Please explain your company's Primary Line of Business.**

African American
Apartment Investors and Rehabilitation Services.
Camera system, Access Control, 24HR Monitoring, Burglar Alarms and Fire Alarms.
Car and Truck Towing Services.
Catering
Certified Public Accountant.
Certified Public Accountants.
Civil and Structural Engineering Services.
Civil Construction Management Services, Strategic Planning, and Infrastructure Implementation.
Civil Engineering, Architectural, Environmental, and Construction Management Services.
Civil Engineering.

African American
Civil Engineers.
Clinical Medical Testing Laboratory.
Coffee Shop.
Commercial and Residential Cleaning Services.
Commercial and Residential Construction.
Commercial and Residential Janitorial Services.
Commercial and Residential Land Clearing Services.
Commercial Cleaning and Janitorial Services.
Commercial Exterior and Interior Cleaning.
Communications Firm (Political, Business, and Public Businesses).
Concrete Construction (Roadways, Driveways, Sidewalks, and Other Concrete Products).
Concrete Contractors (Roads, Bridges, Sidewalks, and Other Concrete Work).
Concrete Contractors.
Concrete, Pavement, Driveway, and Sidewalk Construction.
Construction and Civil Engineering Services.
Construction and Solar Engineering Services.
Construction Documentation and Management.
Construction Engineering Services.
Construction Management, Maintenance, and Residential Services.
Construction Surveillance - Monitor Construction Projects.
Consultant/Broker in the Energy Industry.
Consulting
Consulting and training
Consulting services
Consulting Structural Engineering Services.
Contractor/Subcontractor
Corporate Food Catering Company for Schools and Large Establishments.
Criminal Defense Attorney.
Criminal History, Background Check, and Fingerprinting Services.
Curriculum Research and Design (Education Training Services for Teachers).

African American
Dams, Waterways, Docks, and other Marine Construction Services.
Design, Installation, Maintenance, and Sales for Commercial Shade Structures and Shelters for Schools, Childcare Centers, Churches, Parks, and Bus Stops.
Digital Marketing Services.
Distributor of Office Furniture.
Distributor of Office Supply Products.
Education and Employment
Educational Resources, Teaching Services, and Leadership Development.
Educational services and transportation
Educational Support Services (Training and Teaching).
Educational Tutorials.
Educational Workshops and Mentoring for Academic Success.
Electrical Contractors.
Electrical Engineering Services.
Electrical Engineering.
Engineering Consultant.
Environmental and Engineering Consultants.
Environmental and Sustainability Consultants.
Environmental Consultants.
Environmental Consulting Services.
Event Planner.
Facilities Support Management Services.
Fencing Sales and Installation.
Financial Investment Firm.
Food Catering Services.
Food Service Catering.
Fuel distributor
Fuel Distributor.
General Construction including Accounting and Business Consulting Services.
General Construction.
General Contractor (Build & Remodel Homes).

African American
General Contractor (Commercial and Residential).
General Contractor (Concrete/Asphalt Paving, Underground Utilities (water and sewer), Fire Hydrant Installation and Relocation Services).
General Contractor (Residential only).
General Contractors (Residential Only).
General Contractors for Commercial and Office Buildings only.
General Practice Attorney (All Types of Legal Services).
Geotechnical Services, Construction Materials, Civil, Pavement, and Environmental Engineering Services.
Grant Management, Evaluation, and Business Support
Heating and Air Conditioning Contractors.
Highway Construction and Heavy Equipment Operating services (Fork Lifts, Dump Trucks, etc.).
Home and Building Inspections as well as Architectural Inspection in the Final Construction Phase.
HR & Business Consulting
Human Resource Consulting and Administrative Recruiting.
HVAC and Plumbing Service, Repair, and Installation.
HVAC Repair, Maintenance, and Installation (Residential and Commercial).
I have a post clean, final cleaning, stripping parking lots, and pressure washing company
Income Tax and Notary Services.
Industrial and Marine Contractors (Installation and Repair of Roads, Bridges, and Pump Stations).
Information Technology (IT) Training and Support Services.
Information Technology Consulting.
Information Technology(IT) Consulting Services.
Infrastructure Construction Management.
insurance
Insurance and Retirement Plans.
Insurance: Employee Benefits & Administration Services
Interior and Exterior Painting Services (Residential and Commercial Projects).
Janitorial Services
Janitorial Services (Residential and Commercial).
Janitorial Services.
Junk Removal Services.

African American
Kitchen and Bathroom Remodeling Services.
Land Preparation for Construction of Homes and Buildings.
Landscape and Lawn Provider
Landscaping and Irrigation System Repair and Installation.
Lawn Maintenance and Architecture Services.
Legal
Local and Long Distance Transportation and Logistics.
Lounge
Major Airlines Catering Services.
Management and Communications Consulting.
Marketing and Advertising Agency.
Marketing Consulting Services.
Marketing, Consulting and Promotion.
Masonry Contractor.
Masonry Contractors.
Massage Services.
Mechanical Construction.
Medical and Laboratory equipment and supplies
Medical Therapy.
Mobile Fleet Washing and Detail Service (Commercial Vehicles only).
Mobile Notary Services.
Motorcycle Escort Services.
Municipal Financial Advisor.
Office and Home Furnishings Sales.
Office Supplies and Copy Equipment Sales and Service.
Oil and Gas Contractors.
Online Court-Ordered Classes for County and City Courts.
Online Schooling for K-12 and Advanced Credit Classes.
Penright Services management consultant, offer collection services, and arrange transporting needs
Pest Control Services (Exterminator Services for Commercial Businesses and Homes).

African American
Pest Control/Extermination Services.
Pharmacy.
Photography
Physical Fitness and Training Services.
Pipe and Supplies
Plumbing Contractors.
Private Chef and Catering Services.
Professional Car Wash and Detailing Service.
Professional commercial cleaning company
Professional Golf Services.
Program management, real estate brokerage services
Project Management for Design and Construction of Buildings.
Project Management Processor.
Project Management Services.
Project management, construction management
Property and Casualty Insurance and Employee Benefits.
Property Maintenance and Lawn Care.
Property Management Services (Apartments, Homes, and Other Rental Properties).
Property Management.
Provide 3D animation, visualizations, VR, graphic design
Public Transportation Services.
Radio Station.
Real Estate Agent.
Real Estate and Property Management Services.
Real Estate and Property Management.
Real Estate Brokerage
Real Estate Investors.
Real Estate Services.
Removal of Roadside Debris and Transportation of Oversized Equipment and Parts.
Repair, Maintenance, and Installation of Highway and Railroad Safety Equipment and Barriers.

African American
Residential and Commercial Building (Structure Work and Concrete).
Residential and Commercial Janitorial Services.
Restaurant and Cocktail Lounge.
Retail Clothing Shop.
Retail Drug Stores.
Retirement Investment Firm.
Road and Sidewalk Paving and Construction Company.
Roofing Contractors.
Sales and Manufacturing of Fitness Equipment.
Sanitation Services, Recycling, and Waste Materials Services.
Security Guards and Other Security Items for Businesses.
Security Guards.
Security Services (Security Officers and Security Equipment).
Sell and Market Food Stores.
Single Family Housing Construction Services.
Software and IT Services
Staffing Agency (Janitorial only).
Staffing and Employment Agency.
Storage Trucks and Pods.
Structural Engineering Consulting.
Structural Engineering Contractors.
Structural, Electrical, and Mechanical Engineering Services.
Supplier of Goods for Household Cleaning.
Supplier of Home Furniture, Furnishings, and Other Types of Equipment.
Supplier of HVAC Services.
Supplier of Piping (Valves) and Equipment Accessories for Gas and Oil Lines.
Supplier of Project Management and Technology Training for Businesses.
Supplier of Technology Hardware and Software, Office Equipment, and Office Furniture.
Supplier of Valves and Fittings for Water Lines.
Supplier of Water Transportation for Various Ports Nationwide.

African American
Sweet & Savory Mini Pies
Technology and Business Development Consulting.
Transportation
Transportation Services (Local and Long Distance).
Transportation Services for All Types of Construction Products (Gravel, Sand, etc.).
Tree Cutting Services.
Trucking (Help with Debris Clean up and Hauling of Large Debris such as Poles, Trees, etc.).
Trucking Company (Moving, Hauling, etc.).
Used Motor Oil Recycling.
Vending Machine Company (Sell Food Items such as Chips, Snacks, and Candy).
Video Production and Photography Services.
We provide distinctive architectural building styles and quality building services

Asian American
Certified Public Accounting Services (Audit Companies and Provide Tax Services).
Chemical and Pharmaceutical Production and Consulting.
Civil Engineering and Project Management Services.
Civil Engineering Services.
Commercial and Residential Cabinets (Installation and Sales).
Commercial and Residential Masonry Contractor.
Commercial and Residential Mobile Detailing Company.
Commercial Trucking Company.
Computer and Electronics Recycler.
Construction Management and Supplier of Acrylics, Architectural Metals, Innovative Coverings, Fabrics, Leathers, Reveal Systems, and Glass Solutions.
Construction Management Services.
Consulting, Civil Engineers, and Land Surveyors.
Control Instrumentation and Engineering Consulting.
Cybersecurity Services.
Demolition, Site Clearing, Excavation, Concrete Work and Drainage Installation Services.
Digital Printing Company.



Asian American
Electrical Engineering Services.
Engineering in Refining, Chemicals and Oil and Gas
Environmental Consultants.
Facility Maintenance for a Large Corporation.
Financial Strategist and Business Planner.
General Contractor (Commercial).
General Contractor (Installation of Traffic Control Equipment for Roadways).
Geotechnical Engineering
Geotechnical Engineering and Environmental Testing Services.
Geotechnical Engineering, Construction Materials Testing, and Forensic Engineering Services.
Geotechnical, Environmental, and Structural Engineering Services.
Graphic Design and Print Services (Business Cards, Posters, Banners, etc.).
Highway and Street Paving Contractors.
Hydraulic Equipment Repair Services.
Information Technology Services.
International and Corporate Travel Agency.
Investment Management and Financial Consulting.
IT Consulting Services
Land Surveyors.
Landscaping and Lawn Maintenance Service.
Manufacturer of Trash Can Liners.
Printing Company (Shirts and Signage).
Project Management and Engineering Services.
Project Management and Professional Consulting (Business Management Skills and Strategic Planning).
Project Management Support.
Property Management.
Real Estate Brokers.
Repair of and General Studies on Wind Turbines for Oil and Energy.
Retail Drug Store (Sell All Types of Medical Supplies and Other Merchandise).
Signs and Advertising Company.

Asian American
Solar Energy Contractors.
Supplier of Medical and Dental Supplies.
Supplier of Vegan Meal Prep Kits.
Sustainable construction
Telecommunications Contractor for Law Enforcement and Home Security Systems.
Temporary Staffing Services
Traffic Engineering and Forecasting.
Travel Agency.
Vending Machine Company (All types of products).

Hispanic American or Latino
Audio, video, cameras
Civil Engineering (All types of Construction Projects, Excavating, and Concrete work).
Civil Engineering (Specializing in Transportation Construction).
Civil Engineering Services.
Clinical Laboratory Testing Services.
Commercial and Residential Cleaning Services.
Commercial and Residential Construction and Environmental Management Services.
Commercial and Residential Painting and Pressure Washing.
Commercial and Residential Plumbing.
Commercial and Residential Window Cleaning Services.
Commercial Construction and Hauling of Materials.
Commercial Floor Covering and Installation Services.
Commercial Flooring Services.
Commercial Painting Company.
Commercial Painting Contractor.
Commercial Screen Printing and Embroidery Services.
Commercial Storefronts & Architectural Construction.
Commercial Trailer Rental Services.
Commercial Trucking Company Repairs.

Hispanic American or Latino
Computer Programming Services.
Computer Software Development Engineers.
Concrete and Masonry Contractors.
Concrete and Underground Excavating.
Concrete Construction (Roads, Highways, & Sidewalks).
Concrete Construction.
Concrete Masonry Services.
Concrete Services (Paved Highways, Roads, Sidewalks, and Other Concrete Structures).
Construction Cleanup and Hauling of Dirt, Materials, and Debris to and from Job Sites.
Construction Company (Mostly Single-family Homes).
Construction Contractor of Residential, Commercial, and Industrial Skylights.
Construction Hauling (Gravel, Sand, and Other Products).
Construction Services (Mostly Repairs).
Construction Site Cleaning Services.
Consulting Engineering Services and Business Management.
Debris Removal Services.
Digital Printing and Signage for Interior and Exterior Applications.
Distribution of Industrial Products ( Electronics, Hand Tools, and Couplings).
Distributor of Office Supplies and Furniture.
Drywall
Drywall and Metal Framing Subcontractors.
Dumpster Rental and Service for Construction Sites and Commercial Spaces.
Economic Research Company.
Electrical Contractor.
Electrical Contractors.
Electrical Engineering and Lighting Services.
Electrical Engineers.
Electrical Wiring of Control Panels for the Oil, Gas, and Energy Industry.
Employment Agencies.
Engineering services firm providing plans and specifications for public works projects, including drainage and flood control projects. Firm also provides staff augmentation and project management services.

Hispanic American or Latino
Environmental Compliance and Assessment of Health Hazards.
Environmental Compliance and Remediation Services (Oil and Gas Focused).
Financial Investment Services.
Fire Detection and Burglar Alarm Systems Services.
General Automotive Repair Shop (Diesel Mechanic).
General Contractor (Commercial).
General Contractor (Construction, Demolition, Site Cleanup, Drainage Installation and Inspections).
General Contractor (Mostly Framing).
General Contractor (Remodeling).
General Contractor (Residential Construction and Remodeling).
General Contractor (Residential Homes only).
General Contractor (Residential Only).
General Contractor (Single-family Homes Only).
General Contractor (Single-family Housing Construction Only).
General Contractor and Project Management Services.
General Contractors (Residential).
General Electrical Contractor.
Hazardous Waste Collection and Disposal Services.
Holding Company for Properties.
HVAC and Refrigeration Installation, Repair, and Maintenance.
HVAC Contractors.
HVAC Services (Sales and Service).
Information Technology (IT) Consultant and Resellers of Computer Hardware Servers, Software, and Services.
Information Technology (IT) Services Consultants.
Insurance Agents.
Interior Design Services.
Janitorial Supplies and Services.
Land Surveying Company.
Landscape Architects and Engineering.
Landscape Engineering and Pest Control Services.

Hispanic American or Latino
Landscape Engineers.
Low Voltage Lighting Installer for Large Businesses and Airports as well as Installation of Security Lines and Fiber Optic Cabling for Large Companies.
Marketing; Advertising; Public, Media, Community Relations.
Mechanical, Electrical, and Plumbing Engineering Services.
Metal Recycler.
New Construction Contractor (Exterior and Interior, Commercial or Residential).
Plaster and Drywall Services.
Plumbing Contractors.
Printer of Books, Posters, and Programs for Large Companies and School Districts.
Promotional Products, Wearables, Displays and Graphic Design
Public Relations Firm.
Residential and Commercial Concrete Work (Driveways, Sidewalks, and Foundations).
Single Family Home Construction and Remodeling.
Single Family Housing Construction.
Single-family Home Construction.
Sod and Flower Services.
Special Trade Contactor such as Plumbing, Drywall, and Ceiling Coating.
Special Trade Contractors (Plumbing, Electrical and Other Subcontractors).
Structural and Civil Engineering Services.
Structural Engineering Services.
Subcontractor for Construction Equipment Repair and Welding Services.
Supplier of Building Materials, Hardware, Garden Supplies, and Plants.
Supplier of Doors, Frames, and Hardware to Commercial Contractors.
Supplier of Equipment, Labor, and Parts for the City's Water Works Division.
Surveying
Traffic Engineering.
Transport Services (Hauling Sand, Rocks, Building Supplies, and Debris to and from Construction Sites).
Trucking Company (Site Work, Cleanup, and Hauling of Debris).
Trucking for the Construction Industry.
Underground Construction - Boring and Tunneling.

Hispanic American or Latino
Water Softening and Reverse Osmosis Equipment Repairs and Sales.
Water, Piping and Sewer Installation and Repair.

Native American/American Indian
Commercial and Office Building General Contractor.
Construction Management, Utilities Management, & Civil Engineering Services.
Employment Agency (Healthcare, Administrative, Call Center, IT, and All Types of Professional Employees).
Energy Management Consulting and Construction Services
General Contractor (Commercial and Office Buildings only).
General Contractor (Residential only).
General Contractors (Residential).
Information Technology (IT) Services and Computer Systems Design for Businesses.
KLP Construction Supply is a construction material supply company.
Manager of Contracts and Grants for Non-profit Organizations.
Manufacturer of Air Conditioning Parts.
Manufacturer of Cleaning Products, Soap, Non-electrical Lighting such as Candles, and Office Supplies.
Software Engineer (Computer Software Systems Programming and Design).
Steel Metal Supplier for Commercial Construction.
Testing Laboratories Services.
Video Production Company.
Water Testing Laboratory Services.

Non-Minority Women
Certification Assistance, Capabilities Statements, and Assistance in Responding to Government Contracts.
Certified Public Accountant.
Chemical and Industrial Drilling Services.
Civil Construction Services (Government Only).
Civil Engineering.
Commercial and Industrial Building Sales and Installations.
Commercial and Residential Janitorial Services.

Non-Minority Women
Commercial Truck Sales.
Concrete Contractors.
Construction Consulting.
Construction Management and Estimating Consultants.
Corporate Recruiting (Staffing Agency).
Design Services for Commercial and Residential Construction.
Disaster Restoration.
Distributor of HVAC Systems, Heat Pumps, Chillers, and Condensers.
Distributor of Construction Material Handling, Lifting, and Parts for Warehouses.
Distributor of Professional Equipment such as Drafting Instruments, Laboratory Equipment, and Scientific Tools.
Electrical & Maintenance Contractors for all your electrical and Maintenance needs
Electrical Maintenance commercial Oil & Gas Industrial
Engineering Consulting and Project Management (Pipeline, Oil and Gas Industry).
Environmental Consultant Services.
Environmental Consultants.
Financial-related Consulting, Arbitration Services, and Dispute Resolution Services.
Flagging Service for Traffic Control.
General Contractors (Commercial Only).
General Contractors (Residential only).
General Contractors (Residential Only).
Governmental and Residential General Construction.
Graphic Design, Web Development, Public Relations, and Professional Writing.
Heating and Air Conditioning Contractor.
Highway Construction
Ice Cream Shop.
Information Technology (IT) Services, Audio/Visual Services, Security Architects, Security Development Services, and Electrical and Structural Engineering Services.
Information Technology (IT) Support for Businesses and School Districts.
Insurance Agents.
Interior Design (Commercial and Residential).
Landscape Architect.

Non-Minority Women
Landscape Design.
Landscape Engineering and Sprinkler Services.
Landscape Engineering Services.
Management Consulting Service.
Manufacturer and Distributor of Rebar.
Manufacturer and Supplier of Disposable and Reusable Bags for Commercial and Retail (Grocery Bags, Ice Bags, Bags for Food Packaging, etc.).
Marine Supply Sales and Installations.
Market Research Firm.
Martial Arts School.
Masonry Contractor.
Mechanical Engineering and Consulting Services.
Mechanical Engineering Firm.
Medical Staffing Agency.
Moving Services and Storage Company.
Office Supplies (All Types).
Planning and Design Engineering for Roadways.
Printing Company (Brochures, Pamphlets, Letters, and Other Printing Materials).
Printing Company (Prints Brochures, Business Cards, Programs, and Booklets).
Printing Services (Ads, Specialty and Wide Format Printing).
Process Services for Water Treatment Plants.
Processing and Packaging Equipment Services.
Project Management and Organizational Structuring Consulting.
Public Relations Firm.
Public Relations Services.
Real Estate Developers.
Residential and Commercial Building Designers.
Retail Hardware Stores.
Road Paving Contractors.
Roofing Contractors (Commercial and Industrial New Construction Roofing, Replacement Roofing, and Roofing Restoration).
Sale and Service of Fire Sprinkler Systems.



Non-Minority Women
Security Guard Service.
Silkscreen Printing & Promotional Advertising Services.
Single-family Housing Construction.
Staff Recruitment Services (Administrative, Management, and Financial Careers).
Staffing Executive Placement Employees.
Structural engineering
Structural Engineers.
Supplier of Building Materials (Roofing, Plumbing, Electrical, HVAC, Fire Protection, Glass, Glazing, Metal Fabrication, and LED Lighting).
Supplier of Certified Flaggers for Traffic Controllers at Construction sites.
Supplier of Fabricated Metal Products (Flanges, Valves, and Pipe Fitting Forgings).
Telephone Communication Installers.
Temporary Staffing Agency.
Towing and Storage of Vehicles.
Traffic Signal Controls and Maintenance.
Training and Development Consultant Services.
Trucking Company (Hauling of All Types of Materials such as Sand and Rocks for the Construction Industry.
Wastewater Operation Company.
Water Testing Services.
Window Covering Sales (Rollers Shades and Blinds).

Non-M/WBE
Bee Hive Removal and Prevention.
Carpentry and Woodwork Services.
Civil Engineering Services.
Commercial and Residential Painting Services.
Commercial and Residential Painting.
Commercial and Residential Plumbing Company.
Commercial Construction and Project Management.
Commercial Janitorial Services.
Computer Graphics Services.

Non-M/WBE
Concrete Contractor (Masonry).
Concrete Contractor.
Concrete Contractors.
Concrete Work Services.
Construction
Construction Consulting.
Construction Management Services.
Construction Projects (Concrete Laying, Underground Utility Work, and Excavation).
Consultant and Architectural Engineering Services.
Courier Service.
Criminal Defense Attorneys.
Custom Computer Programming Services.
Customize and Sell Retail Signs, Magazines, Brochures, and Other Digital Print.
Distributor of Industrial Products, Replacement Parts, Bearings, Mechanical and Electrical Power Transmission, Industrial Automation, Hydraulic and Pneumatic Components.
Drywall Contractor (Installation and Repair).
Electrical and Mechanical Engineering.
Electrical Contractor.
Environmental Consultant Engineering Services.
Environmental Consultant Services.
Environmental Consulting Services.
Environmental Testing Services.
Equix Integrity Southeast, Inc. provides sewer mainline and lateral cleaning, Cross-bore Investigation, Manhole Inspections, and Rehab to the Water/Wastewater Industry
Erosion and Environmental Control for the Construction Industry.
Fabricated Metal Products (Sheet Metal Work).
Fidelity and Surety Bonding Services.
Financial Planning Management Services.
General Contractor (Residential).
General Contractor. (Plastering, and Drywall)
General Contractors .

Non-M/WBE
Healthcare Consulting Services (Staffing and Administrative Support).
HVAC Contractors.
Hydraulic service, repair, and manufacturing
Industrial Pipe and Valve Manufacturing Services and Installation of Wastewater Treatment Plants.
Installation and Sales of Fire Alarms and Security Systems.
Installation of Electrical Equipment, Provider of Electrical Supplies, and Wiring of New Construction Buildings and Homes.
Interior Finishing Work such as Countertops.
Investment Company.
Janitorial Services.
Land Erosion Services.
Land Surveying Services.
Land Surveyor.
Landscape Engineering.
Landscape Irrigation and Design Contractor.
Large Scale Construction (Mostly Real Estate Projects - Construction and Civil Engineering).
Marina Equipment Sales and Repairs.
Marine Construction and Offshore Lift Services.
Masonry and Concrete Work Services.
Masonry Contractors.
Operations Management (Border Security, Crisis and Risk Mitigation/Management, and Organizational Leadership Services).
Quality Assurance Consultant.
Real Estate Broker (Commercial and Residential).
Remodeling of Single Family Homes only.
Restaurant.
Retirement Investment Company.
Road and Bridge Construction.
Road Striping and Lettering Services.
Roofing Contractor Services (Commercial and Residential).
Sales and Repair of Automotive Parts.
Software Development.

Non-M/WBE
Soil Inspection and Testing Services.
Staffing Agency.
Staffing Relocation Services.
Structural Engineering Services (Windstorm Inspections, Roof Inspections, and Construction Inspections).
Structural Engineers and Design Services.
Supplier of Industrial Shrink Wrap.
Surveying (Land Surveys, Boundary Marking, Platting, and Mapping).
Trucking Company (Hauling of All Types of Materials).
Trucking Company.
Underground Water Lines Contactor including Fire Hydrants.
Utility and Civil Construction and Engineering as well as Roadway Construction (Asphalt and Concrete).
Waste and Stormwater-focused Services (Installation of Manholes, Drainage Piping, and Sewers).
Waste Collection, Compaction, and Recycling Services and Supplier of Waste Containers.
Wastewater Pumps Installation and Testing and Supplier of Wastewater Rental Equipment.

**Q6-Does your business work PRIMARILY as a PRIME CONTRACTOR/DIRECT VENDOR, SUBCONTRACTOR/SUPPLIER, or BOTH?**

			Business Ownership					Total	
			African American or Black	Asian American	Hispanic American or Latino	Native American/American Indian	Non-Minority Women		Non-M/WBE
Does your business work PRIMARILY as a PRIME CONTRACTOR/DIRECT VENDOR, SUBCONTRACTOR/SUPPLIER, or BOTH?	Prime Contractor/Direct Vendor	Count	178	51	87	15	74	83	488
		% within Q6	36.48%	10.45%	17.83%	3.07%	15.16%	17.01%	100.00%
		% within Business Ownership	66.67%	77.27%	63.97%	78.95%	74.75%	83.00%	71.03%
	Subcontractor/Supplier	Count	30	5	22	3	12	7	79
		% within Q6	37.97%	6.33%	27.85%	3.80%	15.19%	8.86%	100.00%

			Business Ownership					Total	
			African American or Black	Asian American	Hispanic American or Latino	Native American/American Indian	Non-Minority Women		Non-M/WBE
	Both	% within Business Ownership	11.24%	7.58%	16.18%	15.79%	12.12%	7.00%	11.50%
		Count	59	10	27	1	13	10	120
		% within Q6	49.17%	8.33%	22.50%	0.83%	10.83%	8.33%	100.00%
		% within Business Ownership	22.10%	15.15%	19.85%	5.26%	13.13%	10.00%	17.47%
Total	Count		267	66	136	19	99	100	687
	% within Q6		38.86%	9.61%	19.80%	2.77%	14.41%	14.56%	100.00%
	% within Business Ownership		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

**Q7-Is at least 51 percent of your company owned, managed, and controlled by a physically disabled person or persons?**

			Business Ownership					Total	
			African American or Black	Asian American	Hispanic American or Latino	Native American/American Indian	Non-Minority Women		Non-M/WBE
Is at least 51 percent of your company owned, managed, and controlled by	Yes	Count	14	3	2	1	5	2	27
		% within Q7	51.85%	11.11%	7.41%	3.70%	18.52%	7.41%	100.00%
		% within Business Ownership	5.24%	4.55%	1.47%	5.26%	5.05%	2.00%	3.93%
	No	Count	253	63	134	18	94	98	660
		% within Q7	38.33%	9.55%	20.30%	2.73%	14.24%	14.85%	100.00%

			Business Ownership					Total	
			African American or Black	Asian American	Hispanic American or Latino	Native American/American Indian	Non-Minority Women		Non-M/WBE
a physically disabled person or persons?		% within Business Ownership	94.76%	95.45%	98.53%	94.74%	94.95%	98.00%	96.07%
Total		Count	267	66	136	19	99	100	687
		% within Q7	38.86%	9.61%	19.80%	2.77%	14.41%	14.56%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

**Q8-Is at least 51 percent of your company owned, managed, and controlled by a person or people who are a veteran(s) of the military, naval, or air service of the United States?**

			Business Ownership					Total	
			African American or Black	Asian American	Hispanic American or Latino	Native American/American Indian	Non-Minority Women		Non-M/WBE
Is at least 51 percent of your company owned, managed, and controlled by a person or people who are a veteran(s) of the military, naval, or air service of the	Yes	Count	25	1	4	1	5	3	39
		% within Q8	64.10%	2.56%	10.26%	2.56%	12.82%	7.69%	100.00%
		% within Business Ownership	9.51%	1.52%	2.96%	5.56%	5.10%	3.00%	5.74%
	No	Count	238	65	131	17	93	97	641
		% within Q8	37.13%	10.14%	20.44%	2.65%	14.51%	15.13%	100.00%
		% within Business Ownership	90.49%	98.48%	97.04%	94.44%	94.90%	97.00%	94.26%

			Business Ownership					Total	
			African American or Black	Asian American	Hispanic American or Latino	Native American/American Indian	Non-Minority Women		Non-M/WBE
United States?									
Total	Count		263	66	135	18	98	100	680
	% within Q8		38.68%	9.71%	19.85%	2.65%	14.41%	14.71%	100.00%
	% within Business Ownership		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

**Q9-Is at least 51 percent of your company owned, managed, and controlled by a Woman or Women?**

			Business Ownership					Total
			Construction	Architecture and Engineering	Professional Services	General Services	Goods	
Is at least 51 percent of your company owned, managed, and controlled by a Woman or Women?	Yes	Count	83	35	111	43	50	322
		% within Q9	25.78%	10.87%	34.47%	13.35%	15.53%	100.00%
		% within Business Ownership	37.39%	39.33%	55.50%	54.43%	51.55%	46.87%
	No	Count	139	54	89	36	47	365
		% within Q9	38.08%	14.79%	24.38%	9.86%	12.88%	100.00%
		% within Business Ownership	62.61%	60.67%	44.50%	45.57%	48.45%	53.13%
Total	Count	222	89	200	79	97	687	
	% within Q9	32.31%	12.95%	29.11%	11.50%	14.12%	100.00%	
	% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	

**Q10-Is at least 51 percent of your company owned, managed, and controlled by one of the following RACIAL or ETHNIC GROUP(S)?**

		Business Ownership							Total	
		African American or Black	Asian American	Hispanic American or Latino	Native American/American Indian	Total MBE	Non-minority Women	Total M/WBE		Non-M/WBE
Is at least 51 percent of your company owned, managed, and controlled by one of the following RACIAL or ETHNIC GROUP(S)?	Count	267	66	136	19	488	99	587	100	687
	% within Q10	38.86%	9.61%	19.80%	2.77%	71.03%	14.41%	85.44%	14.56%	100.00%

**Q11-Specify Other: RACE OR ETHNICITY**

Specify Other: RACE OR ETHNICITY
asian/white
cocasion
Jewish
More Than One: Native American and African American
50% Hispanic and 50% African American.

**Q14-Between July 1, 2017, through June 30, 2022, has your company SUBMITTED BIDS, QUOTES, OR PROPOSALS (attempted to do work) on City contracts as a prime or subcontractor?**



			Business Ownership					Total	
			African American or Black	Asian American	Hispanic American or Latino	Native American/American Indian	Non-Minority Women		Non-M/WBE
Between July 1, 2017, through June 30, 2022, has your company SUBMITTED BIDS, QUOTES, OR PROPOSALS (attempted to do work) on City contracts as a prime or subcontractor?	Yes	Count	96	35	59	12	43	47	292
		% within Q14	32.88%	11.99%	20.21%	4.11%	14.73%	16.10%	100.00%
		% within Business Ownership	35.96%	53.03%	43.38%	63.16%	43.43%	47.00%	42.50%
	No	Count	162	31	64	7	55	49	368
		% within Q14	44.02%	8.42%	17.39%	1.90%	14.95%	13.32%	100.00%
		% within Business Ownership	60.67%	46.97%	47.06%	36.84%	55.56%	49.00%	53.57%
	Not Interested in Working on City Contracts	Count	9	0	13	0	1	4	27
		% within Q14	33.33%	0.00%	48.15%	0.00%	3.70%	14.81%	100.00%
		% within Business Ownership	3.37%	0.00%	9.56%	0.00%	1.01%	4.00%	3.93%
Total		Count	267	66	136	19	99	100	687
		% within Q14	38.86%	9.61%	19.80%	2.77%	14.41%	14.56%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

**Q15-Why have you NOT ATTEMPTED to do business on City contracts or projects?**

			Business Ownership					Total	
			African American or Black	Asian American	Hispanic American or Latino	Native American/American Indian	Non-Minority Women		Non-M/WBE
Why have you NOT ATTEMPTED	Unfavorable experience(s) of	Count	5	0	3	0	1	0	9
		% within Q15	55.56%	0.00%	33.33%	0.00%	11.11%	0.00%	100.00%

			Business Ownership					Total	
			African American or Black	Asian American	Hispanic American or Latino	Native American/American Indian	Non-Minority Women		Non-M/WBE
to do business on City contracts or projects?	discriminatory behavior	% within Business Ownership	2.92%	0.00%	3.90%	0.00%	1.79%	0.00%	2.28%
	Other (Please specify other reason you have not attempted to do business on City contracts or projects)	Count	66	12	34	3	20	17	152
		% within Q15	43.42%	7.89%	22.37%	1.97%	13.16%	11.18%	100.00%
		% within Business Ownership	38.60%	38.71%	44.16%	42.86%	35.71%	32.08%	38.48%
	Unsure	Count	100	19	40	4	35	36	234
		% within Q15	42.74%	8.12%	17.09%	1.71%	14.96%	15.38%	100.00%
		% within Business Ownership	58.48%	61.29%	51.95%	57.14%	62.50%	67.92%	59.24%
	Total	Count	171	31	77	7	56	53	395
		% within Q15	43.29%	7.85%	19.49%	1.77%	14.18%	13.42%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

**Q16-Please specify OTHER REASONS WHY your company HAS NOT ATTEMPTED to do business on CITY contracts. (PRIME, SUBS AND BOTH FIRMS)**

BUSINESS OWNERSHIP CLASSIFICATION	Other action (Specify another way you became aware of discrimination against your company)
AFRICAN AMERICAN	Completing HUB certification
AFRICAN AMERICAN	Complicated process
AFRICAN AMERICAN	Due to the lack of knowledge, I have not gotten any information from them on what is available or how I need to go about obtaining it from them.
AFRICAN AMERICAN	Due to the nature of our business, we've declined to do so.
AFRICAN AMERICAN	Est. 2023

BUSINESS OWNERSHIP CLASSIFICATION	Other action (Specify another way you became aware of discrimination against your company)
AFRICAN AMERICAN	Have to get registered and certified.
AFRICAN AMERICAN	I am not interested in working with the City.
AFRICAN AMERICAN	I got my minority certification about a year and a half ago. So far, it has not led my company anywhere. During the time frame mentioned in this study, the reason for not pursuing City contracts is that the education was not in place to provide more information and to get assistance that would walk us through the process. Also, I did not see any City contracts available for what we do in our line of business.
AFRICAN AMERICAN	I have attempted to work with the City but not during the time period mentioned.
AFRICAN AMERICAN	I have attempted to work with the City, but nothing ever came of it.
AFRICAN AMERICAN	I have done inspections on foreclosure homes for the City in the past; however, during that time, I had no ties to the City.
AFRICAN AMERICAN	I have had the experience of promoting on my radio station for different things throughout the City. I just have never had an opportunity to apply and had need of a contract with the City.
AFRICAN AMERICAN	I have not had time to look into the opportunity of getting contracts with the City.
AFRICAN AMERICAN	I have not seen jobs in my line of work. When I log in to see what bids are open, they are already awarded.
AFRICAN AMERICAN	I haven't checked into it, but I will this week. I am going to the website to see what I need to do to get on the bidder's list.
AFRICAN AMERICAN	I haven't looked into doing business with the City.
AFRICAN AMERICAN	I haven't thought about working for the City, but I will look into it today.
AFRICAN AMERICAN	I haven't thought about working on City projects, but I will think about it.
AFRICAN AMERICAN	I just got certified with the COH so now I am just starting to submit bids
AFRICAN AMERICAN	I just have not applied for any work with the City.
AFRICAN AMERICAN	I just haven't had any issues.
AFRICAN AMERICAN	I just haven't had the interest or need.
AFRICAN AMERICAN	I just haven't looked into doing business with the City.
AFRICAN AMERICAN	I just haven't. It's not been on my list of things to do.
AFRICAN AMERICAN	I just haven't. There's no real reason or real interest in doing so.
AFRICAN AMERICAN	I just never got a chance to. I'd like to work with them, but I wouldn't know what to bid on. It seems like they are mainly focused on construction.

BUSINESS OWNERSHIP CLASSIFICATION	Other action (Specify another way you became aware of discrimination against your company)
AFRICAN AMERICAN	I just never really had a reason to.
AFRICAN AMERICAN	I just never received any type of bid from the City of Houston for my line of business.
AFRICAN AMERICAN	I only build residential homes. I'm not interested in working with any government projects.
AFRICAN AMERICAN	I sell cooling hats and towels. It would be up to one of the City's primes to purchase from me. I have perused the primes, and they like my products, but you never hear back from them. Recently I attended the City of Houston "Meet the Buyers Program", San Antonio Business Conference, and City Parks and Recreation Department just to name a few. I am optimistic and hoping to get results from them.
AFRICAN AMERICAN	I simply haven't given working with the City any thought.
AFRICAN AMERICAN	I started my company in February of 2022. I did not see any contracts that were in line with what I do during that time frame.
AFRICAN AMERICAN	I was not really sure how the process worked and the steps to take. I will look into it today.
AFRICAN AMERICAN	I was still in the process of trying to get my Certifications
AFRICAN AMERICAN	I'm in the last stages of the application process, so I've not officially completed the application process.
AFRICAN AMERICAN	I've just been having a hard time trying to figure out how to bid, so I've not really been able to navigate the process.
AFRICAN AMERICAN	Just learned about it.
AFRICAN AMERICAN	Most of my work comes from referrals for medical reasons.
AFRICAN AMERICAN	Most of our clients are in the private sector.
AFRICAN AMERICAN	Our firm was not prepared to bid as a subcontractor. We were still developing market relationships with Prime Contractors.
AFRICAN AMERICAN	Penright Services LLC was not certified to met the requirements to bid AS WBE or MBE
AFRICAN AMERICAN	That's just not something I would be interested in.
AFRICAN AMERICAN	The business is fairly new. We started in 2019, and the opportunity is not there, at this time. We are working on getting all of the needed certification to work for the City.
AFRICAN AMERICAN	The contracts do not specify the work we can do —it has to be written in the scope or RFQ
AFRICAN AMERICAN	The process is too complex for a small business, and I don't have the administrative staff to help me get through all the bureaucracy.
AFRICAN AMERICAN	They do not use my services at this time. Also, I haven't had any contracts since the COVID pandemic.

BUSINESS OWNERSHIP CLASSIFICATION	Other action (Specify another way you became aware of discrimination against your company)
AFRICAN AMERICAN	They do not use my type of services. I am a criminal defense attorney.
AFRICAN AMERICAN	They do not use the products I offer.
AFRICAN AMERICAN	They have not had the type of work I offer.
AFRICAN AMERICAN	To work on a City project, I don't have enough workers or supplies.
AFRICAN AMERICAN	We are a small business. It takes a lot of work to get involved with the City. During that time period, I was tending to other contracts.
AFRICAN AMERICAN	We are not large enough to handle the City or State contracts. We would be interested in working as a sub with a prime in the near future.
AFRICAN AMERICAN	We didn't believe we had a shot at getting a contract, based on ethnicity, so we did not want to waste our time.
AFRICAN AMERICAN	We don't bid on contracts. They come to us to eat or drink.
AFRICAN AMERICAN	We only build single-family homes.
AFRICAN AMERICAN	We only work on state contracts.
AFRICAN AMERICAN	We were a new company and did not qualify, due to insufficient experience.
AFRICAN AMERICAN	We're not interested in working on any City contracts.
AFRICAN AMERICAN	We're not interested.
AFRICAN AMERICAN	We've just not made that a focus. We have several other large projects to keep us busy.
AFRICAN AMERICAN	When I tried, I was told that I was "too small." I tried to partner with a larger firm, but that didn't work.
ASIAN AMERICAN	I didn't see anything that was relevant to my job descriptions and training.
ASIAN AMERICAN	I haven't had the time or chance to look into it.
ASIAN AMERICAN	I just got certified not long ago, and I just never really thought about it.
ASIAN AMERICAN	I just have not applied, due to the type of business we operate.
ASIAN AMERICAN	I went to work for the school district because I couldn't win a bid with the City.
ASIAN AMERICAN	I'm just not interested in working for the City or any public institutions.
ASIAN AMERICAN	The City of Houston does not need our line of work. We bid on jobs in the private sector.
ASIAN AMERICAN	Too hard to get past purchasing for the first project. Federal, and private are much easier. All bid attempts have failed.
ASIAN AMERICAN	We are a pharmacy and what we offer is not what the City is looking for.

BUSINESS OWNERSHIP CLASSIFICATION	Other action (Specify another way you became aware of discrimination against your company)
ASIAN AMERICAN	We don't have the scale to directly work with the City. Once we have the scale and the resources, we may look into it.
ASIAN AMERICAN	We just haven't. There's no particular reason.
HISPANIC AMERICAN OR LATINO	I always had work under another subcontractor with the City, so I never bothered to bid on my own.
HISPANIC AMERICAN OR LATINO	I am a residential builder and not a commercial builder.
HISPANIC AMERICAN OR LATINO	I am not interested in working with any governmental agencies.
HISPANIC AMERICAN OR LATINO	I did not know where to go to sign up for work.
HISPANIC AMERICAN OR LATINO	I do not have enough employees to work on City projects.
HISPANIC AMERICAN OR LATINO	I have attempted in the past, but there aren't any good matches for me.
HISPANIC AMERICAN OR LATINO	I have attempted to work with the City, but it was years ago. I do plan on looking into it again once the opportunity presents itself.
HISPANIC AMERICAN OR LATINO	I have had contracts in the past with the City. Lately, I've been so busy with other contracts and haven't had the time to look into new contracts with the City.
HISPANIC AMERICAN OR LATINO	I have looked into it.
HISPANIC AMERICAN OR LATINO	I have not had the opportunity to look into working with the City.
HISPANIC AMERICAN OR LATINO	I just don't work with the City and have never had a reason to do so.
HISPANIC AMERICAN OR LATINO	I just haven't within that time. I may have several years ago, but I don't recall.
HISPANIC AMERICAN OR LATINO	I'm not interested in working with them. I only build residential homes.
HISPANIC AMERICAN OR LATINO	Politics and kickbacks make it impossible to win contracts.
HISPANIC AMERICAN OR LATINO	The economy was too slow.
HISPANIC AMERICAN OR LATINO	There are too many politics involved. I feel like if you don't have the right connections or influence, they don't bother with you. I just stay away from City contracts.
HISPANIC AMERICAN OR LATINO	They did not require my line of business. We are residential only.
HISPANIC AMERICAN OR LATINO	They don't use or need the services I provide.
HISPANIC AMERICAN OR LATINO	Waiting to get certified as an MWBE. Otherwise, chances of getting a project are slim.
HISPANIC AMERICAN OR LATINO	Was just starting the company up during that timeframe.
HISPANIC AMERICAN OR LATINO	We already had a big contract with Centre Point at the time of our consideration.
HISPANIC AMERICAN OR LATINO	We already had another contract during that period of time.
HISPANIC AMERICAN OR LATINO	We are not interested in working on any City projects.

BUSINESS OWNERSHIP CLASSIFICATION	Other action (Specify another way you became aware of discrimination against your company)
HISPANIC AMERICAN OR LATINO	We are not interested in working on City projects.
HISPANIC AMERICAN OR LATINO	We are subcontractors that repair equipment for construction companies and do welding services for contractors.
HISPANIC AMERICAN OR LATINO	We do not bid on City projects because we build homes and remodel homes for Houston residents.
HISPANIC AMERICAN OR LATINO	We just haven't attempted to work with them. I will investigate it.
HISPANIC AMERICAN OR LATINO	We just never knew the process or what to do to get work, but we are really interested in getting jobs.
HISPANIC AMERICAN OR LATINO	We only practice in education law, working with universities and schools. We do nothing outside of that.
HISPANIC AMERICAN OR LATINO	We only work in the private sector. We're not interested in working on any government projects.
HISPANIC AMERICAN OR LATINO	We work as single-family home contractor. We do not have the employees or materials needed to work on government projects.
HISPANIC AMERICAN OR LATINO	We're not equipped or aligned with the services they need.
HISPANIC AMERICAN OR LATINO	We're not interested.
HISPANIC AMERICAN OR LATINO	We've worked with them in the past, just not in that time frame. We only work with direct customers and clients.
NATIVE AMERICAN OR AMERICAN INDIAN	They do not use my type of services. I am a residential builder.
NATIVE AMERICAN OR AMERICAN INDIAN	They don't use our type of services.
NATIVE AMERICAN OR AMERICAN INDIAN	We are not interested.
NON-MINORITY WOMEN	During that time period, I was busy with other municipalities.
NON-MINORITY WOMEN	I haven't attempted to work with them in over ten years. A lot of people I know that did bid and won a contract either never got paid, or they took them through the wringer to finally get paid. So, I stay away.
NON-MINORITY WOMEN	I just haven't had any interest to respond to any requests or make my own submissions.
NON-MINORITY WOMEN	I just haven't researched working with the City.
NON-MINORITY WOMEN	I primarily do business with energy companies and schools.
NON-MINORITY WOMEN	I started to but just never followed through. There is no specific reason why; I just haven't had the time, I guess.
NON-MINORITY WOMEN	I was busy with other contracts during that time period.

BUSINESS OWNERSHIP CLASSIFICATION	Other action (Specify another way you became aware of discrimination against your company)
NON-MINORITY WOMEN	I've always been a sub to other designers but never directly attempted to deal with the City.
NON-MINORITY WOMEN	Most of the City bids have nothing to do with what my company does.
NON-MINORITY WOMEN	The backgrounds and surveillance would only be what we could do, if it were for the City. If they have needs for what falls in line with what we could offer, we would consider it, but there have been few.
NON-MINORITY WOMEN	The work I do is teaching clients how to bid on City contracts and to have the required certifications to bid.
NON-MINORITY WOMEN	There's no business opportunity.
NON-MINORITY WOMEN	They did not contact us, as well. We were unaware of the process during that time frame and how to obtain bid information. We also didn't know the protocols involved.
NON-MINORITY WOMEN	They don't require or use my line of business. I am a martial arts training school.
NON-MINORITY WOMEN	We had plenty of work during that time frame. My experience with the City is that I found the City of Houston's application and renewals process to be quite invasive and cumbersome, and they refused to give certain answers. I could see in the long run, it would be difficult to get the opportunities.
NON-MINORITY WOMEN	We only do residential construction at this time. We may look into it in the future.
NON-MINORITY WOMEN	We were working on other bids at that time.
NON-MINORITY WOMEN	We wish we could, but I don't believe they would need our services.
NON-MINORITY WOMEN	We're just uninterested in working on federal, municipal, or local projects.
NON-MINORITY WOMEN	We've just never been asked to nor had an interest. We just work directly with incoming clientele and customers.
NON-MWBE	I am a small business. I am unable to work on larger jobs.
NON-MWBE	I am not large enough to do their type of work. I am a very small construction company.
NON-MWBE	I don't offer the type of construction work needed for construction with them. I just am not interested in working for them.
NON-MWBE	I don't think they use our services. We are a criminal defense law firm.
NON-MWBE	I just have not looked into working with them.
NON-MWBE	I just haven't look into it.
NON-MWBE	I just haven't thought about it. I will look into it.
NON-MWBE	I've just not had any interest.



BUSINESS OWNERSHIP CLASSIFICATION	Other action (Specify another way you became aware of discrimination against your company)
NON-MWBE	The process was just a bit cumbersome.
NON-MWBE	The type of work we do is for industrial companies, and the City of Houston does not need our services.
NON-MWBE	We are a small business and are unable, at this time, to take on more work.
NON-MWBE	We don't work directly with the City. The closest we get to that is working as a sub for a prime that works with the City.
NON-MWBE	We had not won any bids from the City, so we stopped submitting bids.
NON-MWBE	We just don't do City contracts. That's not our focus.
NON-MWBE	We only deal in offshore business.
NON-MWBE	We work with almost every city except for the City of Houston. They pick and choose who they want to work with, and they are so cut throat. They already know who they want to work with.
NON-MWBE	We've just never had any real interest.

**Q17-Between July 1, 2017, through June 30, 2022, has your firm BEEN AWARDED A CONTRACT with The City of Houston, or has your company WORKED ON a City contract or project as a subcontractor?**

		Business Ownership						Total	
		African American or Black	Asian American	Hispanic American or Latino	Native American/American Indian	Non-Minority Women	Non-M/WBE		
Between July 1, 2017, through June 30, 2022, has your firm BEEN AWARDED A CONTRACT with The City of Houston, or has your company WORKED ON a City contract or	Yes	Count	43	24	31	10	31	32	171
		% within Q17	25.15%	14.04%	18.13%	5.85%	18.13%	18.71%	100.00%
		% within Business Ownership	45.74%	68.57%	54.39%	83.33%	70.45%	69.57%	59.38%
	No	Count	48	11	25	2	13	14	113
		% within Q17	42.48%	9.73%	22.12%	1.77%	11.50%	12.39%	100.00%
		% within Business Ownership	51.06%	31.43%	43.86%	16.67%	29.55%	30.43%	39.24%

			Business Ownership					Total	
			African American or Black	Asian American	Hispanic American or Latino	Native American/ American Indian	Non-Minority Women		Non-M/WBE
project as a subcontractor?	Unsure	Count	3	0	1	0	0	0	4
		% within Q17	75.00%	0.00%	25.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	3.19%	0.00%	1.75%	0.00%	0.00%	0.00%	1.39%
Total		Count	94	35	57	12	44	46	288
		% within Q17	32.64%	12.15%	19.79%	4.17%	15.28%	15.97%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

**Q17-Between July 1, 2017, through June 30, 2022, has your firm BEEN AWARDED A CONTRACT with The City of Houston, or has your company WORKED ON a City contract or project as a subcontractor?**

			Business Ownership					Total	
			African American or Black	Asian American	Hispanic American or Latino	Native American/ American Indian	Non-Minority Women		Non-M/WBE
Between July 1, 2017, through June 30, 2022, has your firm BEEN AWARDED A CONTRACT with The City of Houston, or has your company WORKED ON a City contract or project as a subcontractor?	Yes	Count	43	24	31	10	31	32	171
		% within Q17	25.15%	14.04%	18.13%	5.85%	18.13%	18.71%	100.00%
		% within Business Ownership	45.74%	68.57%	54.39%	83.33%	70.45%	69.57%	59.38%
	No	Count	48	11	25	2	13	14	113
		% within Q17	42.48%	9.73%	22.12%	1.77%	11.50%	12.39%	100.00%
		% within Business Ownership	51.06%	31.43%	43.86%	16.67%	29.55%	30.43%	39.24%
	Unsure	Count	3	0	1	0	0	0	4
		% within Q17	75.00%	0.00%	25.00%	0.00%	0.00%	0.00%	100.00%

			Business Ownership					Total	
			African American or Black	Asian American	Hispanic American or Latino	Native American/American Indian	Non-Minority Women		Non-M/WBE
		% within Business Ownership	3.19%	0.00%	1.75%	0.00%	0.00%	0.00%	1.39%
Total		Count	94	35	57	12	44	46	288
		% within Q17	32.64%	12.15%	19.79%	4.17%	15.28%	15.97%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

**Q18-Have you or your company been treated unfavorably due to your race, ethnicity, or gender because there is a "good old boy network" of prime contractors and subcontractors that have excluded your company from doing business, or excluded you from events, organizations, or business networks e.g., primes always choosing subcontractors that they have close relationships with and are of the same race, ethnicity, or gender?**

			Business Ownership					Total	
			African American or Black	Asian American	Hispanic American or Latino	Native American/American Indian	Non-minority Women		Non-M/WBE
Have you or your company been treated unfavorably due to your race, ethnicity, or gender because there is a "good old boy network" of prime contractors and subcontractors that have excluded your company from doing business, or excluded you from events, organizations, or business networks e.g., primes always choosing subcontractors that they have close relationships	Yes on a government contract	Count	4	1	2	0	0	0	7
		% within Q18	57.14%	14.29%	28.57%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	1.54%	1.54%	1.47%	0.00%	0.00%	0.00%	1.03%
	Yes on a non-government contract	Count	4	0	2	0	1	0	7
		% within Q18	57.14%	0.00%	28.57%	0.00%	14.29%	0.00%	100.00%
		% within Business Ownership	1.54%	0.00%	1.47%	0.00%	1.01%	0.00%	1.03%
	Yes on both	Count	20	5	10	2	4	1	42
		% within Q18	47.62%	11.90%	23.81%	4.76%	9.52%	2.38%	100.00%

			Business Ownership					Total	
			African American or Black	Asian American	Hispanic American or Latino	Native American/American Indian	Non-minority Women		Non-M/WBE
with and are of the same race, ethnicity, or gender?	None of the above	% within Business Ownership	7.69%	7.69%	7.35%	10.53%	4.04%	1.01%	6.19%
		Count	232	59	122	17	94	98	622
		% within Q18	37.30%	9.49%	19.61%	2.73%	15.11%	15.76%	100.00%
		% within Business Ownership	89.23%	90.77%	89.71%	89.47%	94.95%	98.99%	91.74%
Total	Count		260	65	136	19	99	99	678
	% within Q18		38.35%	9.59%	20.06%	2.80%	14.60%	14.60%	100.00%
	% within Business Ownership		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

**Q19-Have you or your company been treated unfavorably due to your race, ethnicity, or gender in business practices such as price discrimination by suppliers e.g., higher prices for minority or women-owned businesses?**

			Business Ownership					Total	
			African American or Black	Asian American	Hispanic American or Latino	Native American/American Indian	Non-minority Women		Non-M/WBE
Have you or your company been treated unfavorably due to your race, ethnicity, or gender in business practices such as price discrimination by suppliers e.g., higher	Yes on a government contract	Count	4	1	0	0	2	0	7
		% within Q19	57.14%	14.29%	0.00%	0.00%	28.57%	0.00%	100.00%
		% within Business Ownership	1.54%	1.54%	0.00%	0.00%	2.02%	0.00%	1.03%
	Yes on a non-government contract	Count	2	0	0	0	0	0	2
		% within Q19	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%

			Business Ownership					Total	
			African American or Black	Asian American	Hispanic American or Latino	Native American/ American Indian	Non-minority Women		Non-M/WBE
prices for minority or women-owned businesses?		% within Business Ownership	0.77%	0.00%	0.00%	0.00%	0.00%	0.00%	0.29%
	Yes on both	Count	9	0	7	0	4	0	20
		% within Q19	45.00%	0.00%	35.00%	0.00%	20.00%	0.00%	100.00%
		% within Business Ownership	3.46%	0.00%	5.15%	0.00%	4.04%	0.00%	2.95%
	None of the above	Count	245	64	129	19	93	99	649
		% within Q19	37.75%	9.86%	19.88%	2.93%	14.33%	15.25%	100.00%
		% within Business Ownership	94.23%	98.46%	94.85%	100.00%	93.94%	100.00%	95.72%
Total	Count	260	65	136	19	99	99	678	
	% within Q19	38.35%	9.59%	20.06%	2.80%	14.60%	14.60%	100.00%	
	% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	

**Q20-Have you or your company experienced discrimination due to your race, ethnicity, or gender with bid shopping e.g., Primes disclosing the low bidder's price to other bidders in an attempt to obtain an even lower bid?**

			Business Ownership					Total	
			African American or Black	Asian American	Hispanic American or Latino	Native American/ American Indian	Non-minority Women		Non-M/WBE
Have you or your company experienced discrimination due to	Yes on a government contract	Count	5	1	1	0	0	0	7
		% within Q20	71.43%	14.29%	14.29%	0.00%	0.00%	0.00%	100.00%

			Business Ownership					Total	
			African American or Black	Asian American	Hispanic American or Latino	Native American/ American Indian	Non-minority Women		Non-M/WBE
your race, ethnicity, or gender with bid shopping e.g., Primes disclosing the low bidder's price to other bidders in an attempt to obtain an even lower bid?		% within Business Ownership	1.92%	1.54%	0.74%	0.00%	0.00%	0.00%	1.03%
	Yes on a non-government contract	Count	1	2	2	0	2	0	7
		% within Q20	14.29%	28.57%	28.57%	0.00%	28.57%	0.00%	100.00%
		% within Business Ownership	0.38%	3.08%	1.47%	0.00%	2.02%	0.00%	1.03%
	Yes on both	Count	8	1	3	2	2	0	16
		% within Q20	50.00%	6.25%	18.75%	12.50%	12.50%	0.00%	100.00%
		% within Business Ownership	3.08%	1.54%	2.21%	10.53%	2.02%	0.00%	2.36%
	None of the above	Count	246	61	130	17	95	99	648
		% within Q20	37.96%	9.41%	20.06%	2.62%	14.66%	15.28%	100.00%
		% within Business Ownership	94.62%	93.85%	95.59%	89.47%	95.96%	100.00%	95.58%
	Total	Count	260	65	136	19	99	99	678
		% within Q20	38.35%	9.59%	20.06%	2.80%	14.60%	14.60%	100.00%
% within Business Ownership		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	

**Q21-Have you or your company experienced discrimination due to your race, ethnicity, or gender while executing your work, e.g., the use of racial slurs, workplace violence, intimidation, harassment, or sabotage?**

			Business Ownership					Total	
			African American or Black	Asian American	Hispanic American or Latino	Native American/ American Indian	Non-minority Women		Non-M/WBE
Have you or your company experienced discrimination due to your race, ethnicity, or gender while executing your work, e.g., the use of racial slurs, workplace violence, intimidation, harassment, or sabotage?	Yes on a government contract	Count	1	0	1	0	0	0	2
		% within Q21	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	0.38%	0.00%	0.74%	0.00%	0.00%	0.00%	0.29%
	Yes on a non-government contract	Count	2	0	2	0	0	0	4
		% within Q21	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	0.77%	0.00%	1.47%	0.00%	0.00%	0.00%	0.59%
	Yes on both	Count	2	0	1	1	2	0	6
		% within Q21	33.33%	0.00%	16.67%	16.67%	33.33%	0.00%	100.00%
		% within Business Ownership	0.77%	0.00%	0.74%	5.26%	2.02%	0.00%	0.88%
	None of the above	Count	255	65	132	18	97	99	666
		% within Q21	38.29%	9.76%	19.82%	2.70%	14.56%	14.86%	100.00%
		% within Business Ownership	98.08%	100.00%	97.06%	94.74%	97.98%	100.00%	98.23%
Total		Count	260	65	136	19	99	99	678
		% within Q21	38.35%	9.59%	20.06%	2.80%	14.60%	14.60%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

**Q22-Have you or your company been treated unfavorably due to your race, ethnicity, or gender with double standards in measuring performance, or during inspections of your work e.g., inspectors unfavorably targeting minority and women-owned businesses while not holding non-minority firms to the same standard?**

			Business Ownership					Total	
			African American or Black	Asian American	Hispanic American or Latino	Native American/ American Indian	Non-minority Women		Non-M/WBE
Have you or your company been treated unfavorably due to your race, ethnicity, or gender with double standards in measuring performance, or during inspections of your work e.g., inspectors unfavorably targeting minority and women-owned businesses while not holding non-minority firms to the same standard?	Yes on a government contract	Count	3	1	3	0	1	0	8
		% within Q22	37.50%	12.50%	37.50%	0.00%	12.50%	0.00%	100.00%
		% within Business Ownership	1.15%	1.54%	2.21%	0.00%	1.01%	0.00%	1.18%
	Yes on a non-government contract	Count	5	0	3	0	0	0	8
		% within Q22	62.50%	0.00%	37.50%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	1.92%	0.00%	2.21%	0.00%	0.00%	0.00%	1.18%
	Yes on both	Count	6	0	3	1	1	0	11
		% within Q22	54.55%	0.00%	27.27%	9.09%	9.09%	0.00%	100.00%
		% within Business Ownership	2.31%	0.00%	2.21%	5.26%	1.01%	0.00%	1.62%
	None of the above	Count	246	64	127	18	97	99	651
		% within Q22	37.79%	9.83%	19.51%	2.76%	14.90%	15.21%	100.00%
		% within Business Ownership	94.62%	98.46%	93.38%	94.74%	97.98%	100.00%	96.02%
Total		Count	260	65	136	19	99	99	678
		% within Q22	38.35%	9.59%	20.06%	2.80%	14.60%	14.60%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%



**Q23-Have you or your company been treated unfavorably due to your race, ethnicity, or gender with discriminatory behavior of refusal by agencies, primes, suppliers, and/or customers to deal with minorities or women, etc. e.g., primes or suppliers refusing to work with you based on race, ethnicity, or gender?**

			Business Ownership					Total	
			African American or Black	Asian American	Hispanic American or Latino	Native American/ American Indian	Non-minority Women		Non-M/WBE
Have you or your company been treated unfavorably due to your race, ethnicity, or gender with discriminatory behavior of refusal by agencies, primes, suppliers, and/or customers to deal with minorities or women, etc. e.g., primes or suppliers refusing to work with you based on race, ethnicity, or gender?	Yes on a government contract	Count	4	1	3	0	1	0	9
		% within Q23	44.44%	11.11%	33.33%	0.00%	11.11%	0.00%	100.00%
		% within Business Ownership	1.54%	1.54%	2.21%	0.00%	1.01%	0.00%	1.33%
	Yes on a non-government contract	Count	3	1	2	0	0	0	6
		% within Q23	50.00%	16.67%	33.33%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	1.15%	1.54%	1.47%	0.00%	0.00%	0.00%	0.88%
	Yes on both	Count	12	1	3	2	2	0	20
		% within Q23	60.00%	5.00%	15.00%	10.00%	10.00%	0.00%	100.00%
		% within Business Ownership	4.62%	1.54%	2.21%	10.53%	2.02%	0.00%	2.95%
	None of the above	Count	241	62	128	17	96	99	643
		% within Q23	37.48%	9.64%	19.91%	2.64%	14.93%	15.40%	100.00%
		% within Business Ownership	92.69%	95.38%	94.12%	89.47%	96.97%	100.00%	94.84%
Total		Count	260	65	136	19	99	99	678
		% within Q23	38.35%	9.59%	20.06%	2.80%	14.60%	14.60%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

**Q24-Have you or your company been treated unfavorably due to your race, ethnicity, or gender with discriminatory denial of the opportunity to bid e.g., not being allowed to bid because of your race, ethnicity, or gender?**

			Business Ownership					Total	
			African American or Black	Asian American	Hispanic American or Latino	Native American/American Indian	Non-minority Women		Non-M/WBE
Have you or your company been treated unfavorably due to your race, ethnicity, or gender with discriminatory denial of the opportunity to bid e.g., not being allowed to bid because of your race, ethnicity, or gender?	Yes on a government contract	Count	1	1	0	0	1	1	4
		% within Q24	25.00%	25.00%	0.00%	0.00%	25.00%	25.00%	100.00%
		% within Business Ownership	0.38%	1.54%	0.00%	0.00%	1.01%	1.01%	0.59%
	Yes on a non-government contract	Count	2	0	0	0	0	0	2
		% within Q24	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	0.77%	0.00%	0.00%	0.00%	0.00%	0.00%	0.29%
	Yes on both	Count	5	1	4	0	2	0	12
		% within Q24	41.67%	8.33%	33.33%	0.00%	16.67%	0.00%	100.00%
		% within Business Ownership	1.92%	1.54%	2.94%	0.00%	2.02%	0.00%	1.77%
	None of the above	Count	252	63	132	19	96	98	660
		% within Q24	38.18%	9.55%	20.00%	2.88%	14.55%	14.85%	100.00%
		% within Business Ownership	96.92%	96.92%	97.06%	100.00%	96.97%	98.99%	97.35%
Total		Count	260	65	136	19	99	99	678
		% within Q24	38.35%	9.59%	20.06%	2.80%	14.60%	14.60%	100.00%

		Business Ownership						Total
		African American or Black	Asian American	Hispanic American or Latino	Native American/American Indian	Non-minority Women	Non-M/WBE	
	% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

**Q25-While working on a City contract, have you experienced a situation where CITY PROJECT STAFF WAS UNWILLING TO DEAL WITH MINORITIES OR WOMEN?**

			Business Ownership						Total
			African American or Black	Asian American	Hispanic American or Latino	Native American/American Indian	Non-minority Women	Non-M/WBE	
While working on a City contract, have you experienced a situation where CITY PROJECT STAFF WAS UNWILLING TO DEAL WITH MINORITIES OR WOMEN?	Yes	Count	2	0	0	0	0	0	2
		% within Q25	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	4.65%	0.00%	0.00%	0.00%	0.00%	0.00%	1.16%
	No	Count	41	24	32	10	31	32	170
		% within Q25	24.12%	14.12%	18.82%	5.88%	18.24%	18.82%	100.00%
		% within Business Ownership	95.35%	100.00%	100.00%	100.00%	100.00%	100.00%	98.84%
Total		Count	43	24	32	10	31	32	172
		% within Q25	25.00%	13.95%	18.60%	5.81%	18.02%	18.60%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

**Q26-Please describe the situation.**

African American
I can't for sure say if it had something to do with me as a minority or woman, but the situation wasn't with the City per se but with one of the contractors. They would have their field supervisors use their p-card to buy materials instead of getting the materials from me, so, in the end, I ended up losing a lot of money on that contract. I complained, and it ended up going to mediation where the guy had to get a lawyer, so I ended up just backing out of the contract.
We were hired to do police proctoring at the academy through one of the primes. We started noticing that the contractor would continue to go to the white female to ask her questions when we were the ones there hired to do the job. She got uncomfortable and called him out for, what she felt, was reverse discrimination. He got upset and turned red. Oddly, after this situation, we never got more work or heard anything else. The last contract we had, we were told it was cancelled due to COVID.

**Q27-Does your business have BONDING for the type of work you bid on?**

		Business Ownership						Total	
		African American or Black	Asian American	Hispanic American or Latino	Native American/American Indian	Non-minority Women	Non-M/WBE		
Does your business have BONDING for the type of work you bid on?	Yes	Count	69	12	48	9	36	34	208
		% within Q27	33.17%	5.77%	23.08%	4.33%	17.31%	16.35%	100.00%
		% within Business Ownership	26.54%	18.46%	35.29%	47.37%	36.36%	34.34%	30.68%
	No - Our line of work does not require bonding	Count	191	53	88	10	63	65	470
		% within Q27	40.64%	11.28%	18.72%	2.13%	13.40%	13.83%	100.00%
		% within Business Ownership	73.46%	81.54%	64.71%	52.63%	63.64%	65.66%	69.32%
Total		Count	260	65	136	19	99	99	678
		% within Q27	38.35%	9.59%	20.06%	2.80%	14.60%	14.60%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

**Q28-Have you or your company been treated unfavorably due to your race, ethnicity, or gender with discriminatory denial of acquiring a bond?**

			Business Ownership					Total	
			African American or Black	Asian American	Hispanic American or Latino	Native American/American Indian	Non-minority Women		Non-M/WBE
Have you or your company been treated unfavorably due to your race, ethnicity, or gender with discriminatory denial of acquiring a bond?	Yes	Count	2	1	2	1	2	1	9
		% within Q28	22.22%	11.11%	22.22%	11.11%	22.22%	11.11%	100.00%
		% within Business Ownership	2.90%	8.33%	4.17%	11.11%	5.56%	2.94%	4.33%
	No	Count	67	11	46	8	34	33	199
		% within Q28	33.67%	5.53%	23.12%	4.02%	17.09%	16.58%	100.00%
		% within Business Ownership	97.10%	91.67%	95.83%	88.89%	94.44%	97.06%	95.67%
Total	Count	69	12	48	9	36	34	208	
	% within Q28	33.17%	5.77%	23.08%	4.33%	17.31%	16.35%	100.00%	
	% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	

**Q29-What is your current AGGREGATE (MAXIMUM) BONDING CAPACITY?**

			Business Ownership					Total	
			African American or Black	Asian American	Hispanic American or Latino	Native American/American Indian	Non-minority Women		Non-M/WBE
What is your current AGGREGATE (MAXIMUM) BONDING CAPACITY?	Below \$100,000?	Count	3	0	1	0	0	0	4
		% within Q29	75.00%	0.00%	25.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	4.35%	0.00%	2.08%	0.00%	0.00%	0.00%	1.92%
	\$100,001 to \$250,000?	Count	5	0	1	0	0	0	6
		% within Q29	83.33%	0.00%	16.67%	0.00%	0.00%	0.00%	100.00%

			Business Ownership					Total
			African American or Black	Asian American	Hispanic American or Latino	Native American/American Indian	Non-minority Women	
	% within Business Ownership	7.25%	0.00%	2.08%	0.00%	0.00%	0.00%	2.88%
\$250,001 to \$500,000?	Count	8	0	3	0	6	1	18
	% within Q29	44.44%	0.00%	16.67%	0.00%	33.33%	5.56%	100.00%
	% within Business Ownership	11.59%	0.00%	6.25%	0.00%	16.67%	2.94%	8.65%
\$500,001 to \$1 million?	Count	27	6	22	4	17	8	84
	% within Q29	32.14%	7.14%	26.19%	4.76%	20.24%	9.52%	100.00%
	% within Business Ownership	39.13%	50.00%	45.83%	44.44%	47.22%	23.53%	40.38%
\$1 million to \$1.5 million?	Count	14	5	13	3	6	10	51
	% within Q29	27.45%	9.80%	25.49%	5.88%	11.76%	19.61%	100.00%
	% within Business Ownership	20.29%	41.67%	27.08%	33.33%	16.67%	29.41%	24.52%
\$1.5 million to \$3 million?	Count	6	1	3	1	2	6	19
	% within Q29	31.58%	5.26%	15.79%	5.26%	10.53%	31.58%	100.00%
	% within Business Ownership	8.70%	8.33%	6.25%	11.11%	5.56%	17.65%	9.13%
\$3 million to \$5 million?	Count	2	0	2	1	1	3	9
	% within Q29	22.22%	0.00%	22.22%	11.11%	11.11%	33.33%	100.00%
	% within Business Ownership	2.90%	0.00%	4.17%	11.11%	2.78%	8.82%	4.33%
Over \$5 million?	Count	3	0	3	0	1	6	13
	% within Q29	23.08%	0.00%	23.08%	0.00%	7.69%	46.15%	100.00%

			Business Ownership					Total	
			African American or Black	Asian American	Hispanic American or Latino	Native American/American Indian	Non-minority Women		Non-M/WBE
	Unsure	% within Business Ownership	4.35%	0.00%	6.25%	0.00%	2.78%	17.65%	6.25%
		Count	1	0	0	0	3	0	4
		% within Q29	25.00%	0.00%	0.00%	0.00%	75.00%	0.00%	100.00%
		% within Business Ownership	1.45%	0.00%	0.00%	0.00%	8.33%	0.00%	1.92%
Total		Count	69	12	48	9	36	34	208
		% within Q29	33.17%	5.77%	23.08%	4.33%	17.31%	16.35%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

**Q30-Between 2017 and 2022 has your company applied for a LOAN or BUSINESS CREDIT?**

			Business Ownership					Total	
			African American or Black	Asian American	Hispanic American or Latino	Native American/American Indian	Non-minority Women		Non-M/WBE
Between 2017 and 2022 has your company applied for a LOAN or BUSINESS CREDIT?	Yes	Count	40	4	17	3	9	6	79
		% within Q30	50.63%	5.06%	21.52%	3.80%	11.39%	7.59%	100.00%
		% within Business Ownership	15.87%	6.25%	12.59%	16.67%	9.28%	6.19%	11.92%
	No	Count	210	59	114	14	88	91	576
		% within Q30	36.46%	10.24%	19.79%	2.43%	15.28%	15.80%	100.00%
		% within Business Ownership	83.33%	92.19%	84.44%	77.78%	90.72%	93.81%	86.88%
	Unsure	Count	2	1	4	1	0	0	8

			Business Ownership					Total	
			African American or Black	Asian American	Hispanic American or Latino	Native American/American Indian	Non-minority Women		Non-M/WBE
		% within Q30	25.00%	12.50%	50.00%	12.50%	0.00%	0.00%	100.00%
		% within Business Ownership	0.79%	1.56%	2.96%	5.56%	0.00%	0.00%	1.21%
Total		Count	252	64	135	18	97	97	663
		% within Q30	38.01%	9.65%	20.36%	2.71%	14.63%	14.63%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

**Q31-Was your LOAN or CREDIT APPLICATION completely or partially DENIED?**

			Business Ownership					Total	
			African American or Black	Asian American	Hispanic American or Latino	Native American/American Indian	Non-minority Women		Non-M/WBE
Was your LOAN or CREDIT APPLICATION completely or partially DENIED?	Yes	Count	23	2	3	2	3	0	33
		% within Q31	69.70%	6.06%	9.09%	6.06%	9.09%	0.00%	100.00%
		% within Business Ownership	47.92%	40.00%	16.67%	50.00%	27.27%	0.00%	35.11%
	No	Count	25	3	15	2	8	8	61
		% within Q31	40.98%	4.92%	24.59%	3.28%	13.11%	13.11%	100.00%
		% within Business Ownership	52.08%	60.00%	83.33%	50.00%	72.73%	100.00%	64.89%
Total		Count	48	5	18	4	11	8	94
		% within Q31	51.06%	5.32%	19.15%	4.26%	11.70%	8.51%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%



**Q32-Do you think your LOAN or CREDIT APPLICATION was completely or partially DENIED because of your race, ethnicity, or gender?**

			Business Ownership					Total	
			African American or Black	Asian American	Hispanic American or Latino	Native American/American Indian	Non-minority Women		Non-M/WBE
Do you think your LOAN or CREDIT APPLICATION was completely or partially DENIED because of your race, ethnicity, or gender?	Yes	Count	11	0	0	2	0	0	13
		% within Q32	84.62%	0.00%	0.00%	15.38%	0.00%	0.00%	100.00%
		% within Business Ownership	47.83%	0.00%	0.00%	100.00%	0.00%	0.00%	39.39%
	No	Count	1	2	2	0	2	0	7
		% within Q32	14.29%	28.57%	28.57%	0.00%	28.57%	0.00%	100.00%
		% within Business Ownership	4.35%	100.00%	66.67%	0.00%	66.67%	0.00%	21.21%
	Unsure	Count	0	0	0	0	0	0	0
		% within Q32	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total		Count	23	2	3	2	3	0	33
		% within Q32	69.70%	6.06%	9.09%	6.06%	9.09%	0.00%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%

**Q33-From the LOAN or CREDIT APPLICATION, were you only approved for a partial amount of what was requested?**

			Business Ownership					Total	
			African American or Black	Asian American	Hispanic American or Latino	Native American/American Indian	Non-minority Women		Non-M/WBE
From the LOAN or	Yes	Count	2	0	1	0	0	0	3
		% within Q33	66.67%	0.00%	33.33%	0.00%	0.00%	0.00%	100.00%

			Business Ownership					Total	
			African American or Black	Asian American	Hispanic American or Latino	Native American/American Indian	Non-minority Women		Non-M/WBE
CREDIT APPLICATION, were you only approved for a partial amount of what was requested?	No	% within Business Ownership	18.18%	0.00%	100.00%	0.00%	0.00%	0.00%	21.43%
		Count	9	0	0	2	0	0	11
		% within Q33	81.82%	0.00%	0.00%	18.18%	0.00%	0.00%	100.00%
		% within Business Ownership	81.82%	0.00%	0.00%	100.00%	0.00%	0.00%	78.57%
Total		Count	11	0	1	2	0	0	14
		% within Q33	78.57%	0.00%	7.14%	14.29%	0.00%	0.00%	100.00%
		% within Business Ownership	100.00%	0.00%	100.00%	100.00%	0.00%	0.00%	100.00%

**Q34-Do you think you were only approved for a partial amount of what was requested because of your race, ethnicity, or gender?**

			Business Ownership					Total	
			African American or Black	Asian American	Hispanic American or Latino	Native American/American Indian	Non-minority Women		Non-M/WBE
Do you think you were only approved for a partial amount of what was requested because of your race, ethnicity, or gender?	Yes	Count	1	0	0	0	0	0	1
		% within Q34	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%
	No	Count	1	0	1	0	0	0	2
		% within Q34	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	50.00%	0.00%	100.00%	0.00%	0.00%	0.00%	66.67%
	Unsure	Count	0	0	0	0	0	0	0

			Business Ownership					Total	
			African American or Black	Asian American	Hispanic American or Latino	Native American/American Indian	Non-minority Women		Non-M/WBE
		% within Q34	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Total		Count	2	0	1	0	0	0	3
		% within Q34	66.67%	0.00%	33.33%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	100.00%

**Q35-Specify Other: REASON WHY YOU THOUGHT YOUR LOAN MIGHT BE DENIED OR PARTIALLY GRANTED**

African American
I applied for 250000, I was granted 100000 75000 line of credit 25K credit card

**Q36-Do PRIME CONTRACTORS or DIRECT VENDORS who contract with your company on public sector or government projects with M/W/DBE CONTRACT GOALS also solicit your company on projects (private or public) WITHOUT M/W/DBE CONTRACT GOALS?**

			Business Ownership					Total	
			African American or Black	Asian American	Hispanic American or Latino	Native American/American Indian	Non-minority Women		Non-M/WBE
Do PRIME CONTRACTORS or DIRECT VENDORS who contract with your company on public sector or	Yes	Count	11	2	7	1	6	3	30
		% within Q36	36.67%	6.67%	23.33%	3.33%	20.00%	10.00%	100.00%
		% within Business Ownership	13.25%	15.38%	14.29%	25.00%	22.22%	16.67%	15.46%
	No	Count	72	11	42	3	21	15	164
		% within Q36	43.90%	6.71%	25.61%	1.83%	12.80%	9.15%	100.00%

			Business Ownership					Total	
			African American or Black	Asian American	Hispanic American or Latino	Native American/American Indian	Non-minority Women		Non-M/WBE
government projects with M/W/DBE CONTRACT GOALS also solicit your company on projects (private or public) WITHOUT M/W/DBE CONTRACT GOALS?		% within Business Ownership	86.75%	84.62%	85.71%	75.00%	77.78%	83.33%	84.54%
Total		Count	83	13	49	4	27	18	194
		% within Q36	42.78%	6.70%	25.26%	2.06%	13.92%	9.28%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

**Q37-As a PRIME CONTRACTOR or DIRECT VENDOR, do you SOLICIT QUOTES from MINORITY-OWNED WOMEN-OWNED, or DISADVANTAGED-OWNED BUSINESS ENTERPRISES on private (non-governmental) contracts without goals?**

			Business Ownership					Total	
			African American or Black	Asian American	Hispanic American or Latino	Native American/American Indian	Non-minority Women		Non-M/WBE
As a PRIME CONTRACTOR or DIRECT VENDOR, do you SOLICIT QUOTES from MINORITY-OWNED WOMEN-	Yes	Count	36	8	14	0	12	8	78
		% within Q37	46.15%	10.26%	17.95%	0.00%	15.38%	10.26%	100.00%
		% within Business Ownership	15.52%	13.11%	12.28%	0.00%	13.64%	8.60%	12.91%
	No	Count	181	51	93	10	72	80	487

			Business Ownership					Total	
			African American or Black	Asian American	Hispanic American or Latino	Native American/American Indian	Non-minority Women		Non-M/WBE
OWNED, or DISADVANTAGED-OWNED BUSINESS ENTERPRISES on private (non-governmental) contracts without goals?		% within Q37	37.17%	10.47%	19.10%	2.05%	14.78%	16.43%	100.00%
		% within Business Ownership	78.02%	83.61%	81.58%	62.50%	81.82%	86.02%	80.63%
	Not Applicable - Do Not Work in Private Sector	Count	15	2	7	6	4	5	39
		% within Q37	38.46%	5.13%	17.95%	15.38%	10.26%	12.82%	100.00%
		% within Business Ownership	6.47%	3.28%	6.14%	37.50%	4.55%	5.38%	6.46%
Total	Count	232	61	114	16	88	93	604	
	% within Q37	38.41%	10.10%	18.87%	2.65%	14.57%	15.40%	100.00%	
	% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	

**Q38-Have you experienced or observed a situation in which a prime contractor or direct vendor INCLUDE MINORITY-OWNED, WOMEN-OWNED, or DISADVANTAGED-OWNED SUBCONTRACTORS on a bid or proposal (to satisfy the "good faith effort" requirements) and then DROPS and/or REPLACES the company as a subcontractor after winning the award for no legitimate reason?**

			Business Ownership					Total	
			African American or Black	Asian American	Hispanic American or Latino	Native American/American Indian	Non-minority Women		Non-M/WBE
Have you experienced or observed a situation in which a prime contractor or direct vendor INCLUDE MINORITY-OWNED, WOMEN-OWNED, or DISADVANTAGED-OWNED SUBCONTRACTORS on a bid or proposal (to satisfy	Yes	Count	10	3	4	2	6	0	25
		% within Q38	40.00%	12.00%	16.00%	8.00%	24.00%	0.00%	100.00%
		% within Business Ownership	3.88%	4.62%	2.94%	10.53%	6.06%	0.00%	3.70%
	No	Count	248	62	132	17	93	99	651
		% within Q38	38.10%	9.52%	20.28%	2.61%	14.29%	15.21%	100.00%

			Business Ownership					Total	
			African American or Black	Asian American	Hispanic American or Latino	Native American/American Indian	Non-minority Women		Non-M/WBE
the "good faith effort" requirements) and then DROPS and/or REPLACES the company as a subcontractor after winning the award for no legitimate reason?		% within Business Ownership	96.12%	95.38%	97.06%	89.47%	93.94%	100.00%	96.30%
Total		Count	258	65	136	19	99	99	676
		% within Q38	38.17%	9.62%	20.12%	2.81%	14.64%	14.64%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

**Q39-Please describe the situation.**

African American or Black
Asked me to just send in a quote because the contract said the company had to offer it to a minority but that doesn't mean they have to give it to me.
Asked to submit pricing. Once bid was awarded the prime used an alternate sub
I was included on a bid. The company won the contract, but then I was given the option that I had to come down on my price or be replaced. They had me there, so I did lower it. I did not make very much off the project, but, because they liked my work, they started throwing more projects my way.
I was on a contract for five years, and then they took me off suddenly for, what I felt, was no reason. They claimed it was because I wasn't making enough money, but that's not true. I went to OBO to tell them, sent them a bunch of information, and they did absolutely nothing. No one has reached back out to me yet, so I am pretty furious about that.
I would like to build affordable houses
Not sure of the situation you are referring to.
Not sure what you are asking me to describe,
Prime contractors have reached out last minute to gwt business info and pricing. Then you cannot reach them after the bid.
The company was trying to get a bid with the University of Houston and listed my certification as a minority to satisfy the requirement. They won the contract, and then there was a delay and stall period. I was not given any knowledge of the process and where things stood until later when I found out they had dropped me.
They used a close friend instead of the subcontractor that was in place.

Asian American
The situation is that the city often times goes with the lowest bidder. The larger companies have market advantage so my firm loses out because of the city not so much with the primes. However, primes use my numbers and go have the larger firms beat my price.
We had a City of Houston Contract that the prime used someone else without telling us.
We were often asked to put in a bid to fulfill the requirements for Minority subcontractors and were later replaced by no minority subcontractors so we quit wasting time bidding on those projects

Hispanic American or Latino
I have experienced multiple situations where I was given the contract and, even started working on some, and was replaced. I was never given a reason as to why I was replaced. However, I feel as though it was because I am a woman-owned, minority-owned, small business.
I was in that situation but prefer not to elaborate.
Included in response by prime and got 1,000.00 job over 2 years.

Native American/American Indian
I brought in a prime contractor on a project I introduced to the client. The client issued an rfp and I forwarded the rfp to the prime contractor. The prime contractor took over the project and dropped my company's involvement. The prime contractor won the bid and did not pay my company.
[ ] is only solicited when there are DBE or MWBE goals and will only spend the exact amount they need to meet the goal regardless of what we are able to quote and provide.

Non-Minority Women
I experienced it. They call you to see if you want to be included in the work. Once accepted and included, you wait and wonder, yet, nothing develops out of it.
I was named in a proposal as a subconsultant. Then, the project changed over to another, who brought in a project team, who then refused to honor the commitment originally in place. Therefore, we were not included.
There were multiple times with private and public sector bids that we were the listed subcontractor, and the prime won the award, but we never got any of the work.
We bid on Electrical that had a generator being installed but did not clarify electrical to supply just wire and we were lower but when we included cost in the estimate would have been the same as the other low contractor so we did not get the bid they awarded it to the other guy or low bid.

**Q40-Between 2017 and 2022 what was the average NUMBER OF EMPLOYEES on your company's payroll, including full-time and part-time staff?**

			Business Ownership					Total	
			African American or Black	Asian American	Hispanic American or Latino	Native American/ American Indian	Non-minority Women		Non-M/WBE
Between 2017 and 2022 what was the average NUMBER OF EMPLOYEES on your company's payroll, including full-time and part-time staff?	None	Count	11	2	1	0	0	1	15
		% within Q40	73.33%	13.33%	6.67%	0.00%	0.00%	6.67%	100.00%
		% within Business Ownership	4.26%	3.08%	0.74%	0.00%	0.00%	1.01%	2.23%
	1– 20 employees	Count	228	50	113	16	77	69	553
		% within Q40	41.23%	9.04%	20.43%	2.89%	13.92%	12.48%	100.00%
		% within Business Ownership	88.37%	76.92%	83.09%	84.21%	79.38%	69.70%	82.05%
	21– 50 employees	Count	13	4	17	2	10	22	68
		% within Q40	19.12%	5.88%	25.00%	2.94%	14.71%	32.35%	100.00%
		% within Business Ownership	5.04%	6.15%	12.50%	10.53%	10.31%	22.22%	10.09%
	51 – 75 employees	Count	2	5	4	1	4	1	17
		% within Q40	11.76%	29.41%	23.53%	5.88%	23.53%	5.88%	100.00%
		% within Business Ownership	0.78%	7.69%	2.94%	5.26%	4.12%	1.01%	2.52%
	76 – 100 employees	Count	2	3	1	0	5	3	14
		% within Q40	14.29%	21.43%	7.14%	0.00%	35.71%	21.43%	100.00%
		% within Business Ownership	0.78%	4.62%	0.74%	0.00%	5.15%	3.03%	2.08%
	101 – 300 employees	Count	2	0	0	0	1	3	6
		% within Q40	33.33%	0.00%	0.00%	0.00%	16.67%	50.00%	100.00%
		% within Business Ownership	0.78%	0.00%	0.00%	0.00%	1.03%	3.03%	0.89%
	301 – 500 employees	Count	0	0	0	0	0	0	0
		% within Q40	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%



			Business Ownership					Total	
			African American or Black	Asian American	Hispanic American or Latino	Native American/American Indian	Non-minority Women		Non-M/WBE
	500+ employees	% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		Count	0	1	0	0	0	0	1
		% within Q40	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	0.00%	1.54%	0.00%	0.00%	0.00%	0.00%	0.15%
Total		Count	258	65	136	19	97	99	674
		% within Q40	38.28%	9.64%	20.18%	2.82%	14.39%	14.69%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

Q41-Between 2017 and 2022 what was the average annual revenue of the company?

			Business Ownership					Total	
			African American or Black	Asian American	Hispanic American or Latino	Native American/American Indian	Non-minority Women		Non-M/WBE
Between 2017 and 2022 what was the average annual revenue of the company?	Up to \$50,000	Count	14	1	4	1	1	0	21
		% within Q41	66.67%	4.76%	19.05%	4.76%	4.76%	0.00%	100.00%
		% within Business Ownership	5.43%	1.54%	2.94%	5.26%	1.03%	0.00%	3.12%
	\$50,001 to \$100,000	Count	37	3	7	1	7	4	59
		% within Q41	62.71%	5.08%	11.86%	1.69%	11.86%	6.78%	100.00%
		% within Business Ownership	14.34%	4.62%	5.15%	5.26%	7.22%	4.04%	8.75%
	\$100,001 to \$300,000	Count	56	9	12	1	18	13	109
		% within Q41	51.38%	8.26%	11.01%	0.92%	16.51%	11.93%	100.00%

			Business Ownership					Total
			African American or Black	Asian American	Hispanic American or Latino	Native American/American Indian	Non-minority Women	
	% within Business Ownership	21.71%	13.85%	8.82%	5.26%	18.56%	13.13%	16.17%
\$300,001 to \$500,000	Count	53	14	24	3	11	19	124
	% within Q41	42.74%	11.29%	19.35%	2.42%	8.87%	15.32%	100.00%
	% within Business Ownership	20.54%	21.54%	17.65%	15.79%	11.34%	19.19%	18.40%
\$500,001 to \$1 million	Count	59	15	34	3	25	26	162
	% within Q41	36.42%	9.26%	20.99%	1.85%	15.43%	16.05%	100.00%
	% within Business Ownership	22.87%	23.08%	25.00%	15.79%	25.77%	26.26%	24.04%
\$1,000,001 to \$3 million	Count	19	12	34	4	21	16	106
	% within Q41	17.92%	11.32%	32.08%	3.77%	19.81%	15.09%	100.00%
	% within Business Ownership	7.36%	18.46%	25.00%	21.05%	21.65%	16.16%	15.73%
\$3,000,001 to \$5 million	Count	5	5	9	1	2	8	30
	% within Q41	16.67%	16.67%	30.00%	3.33%	6.67%	26.67%	100.00%
	% within Business Ownership	1.94%	7.69%	6.62%	5.26%	2.06%	8.08%	4.45%
\$5,000,001 to \$10 million	Count	4	4	4	3	6	6	27
	% within Q41	14.81%	14.81%	14.81%	11.11%	22.22%	22.22%	100.00%
	% within Business Ownership	1.55%	6.15%	2.94%	15.79%	6.19%	6.06%	4.01%
Over \$10 million	Count	5	1	5	2	5	7	25
	% within Q41	20.00%	4.00%	20.00%	8.00%	20.00%	28.00%	100.00%
	% within Business Ownership	1.94%	1.54%	3.68%	10.53%	5.15%	7.07%	3.71%
	Count	6	1	3	0	1	0	11

		Business Ownership						Total	
		African American or Black	Asian American	Hispanic American or Latino	Native American/American Indian	Non-minority Women	Non-M/WBE		
	Refuse to Answer	% within Q41	54.55%	9.09%	27.27%	0.00%	9.09%	0.00%	100.00%
		% within Business Ownership	2.33%	1.54%	2.21%	0.00%	1.03%	0.00%	1.63%
Total		Count	258	65	136	19	97	99	674
		% within Q41	38.28%	9.64%	20.18%	2.82%	14.39%	14.69%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

**Q42-Do you have any additional FEEDBACK or INFORMATION that you would like to share regarding how race, ethnicity, or gender may have affected your business, while working on City contracts, working with prime firms/direct vendors, or working with subcontractors/suppliers? PLEASE BE SPECIFIC. IF YOU DO NOT HAVE ANY FEEDBACK, JUST ENTER 'NONE.'**

African American or Black
A lot of the companies I signed up with just stopped calling. They came up with various reasons, even that my fee was too high, yet they were not calculating all my overhead expense involved.
Example S-87-N32728, lowest bidder, only local or black bidder, Good Old Boy Won.
I am happy to see that there is a review being done on the various topics presented in this survey.
I am just starting.
I am still waiting to hear back. I've submitted my bid but just received a Letter of Intent. Through this whole process, there has been a full lack of communication. They don't hold the primes to the fire for the shady things they do. They hold all these meetings and don't include the subcontractor, when most of the time, you need the sub for input on finances and other things. The "Good Faith Effort" is not with them. It's also too lengthy to get certified, and the scope of work is all blind.
I applied about a year ago and was denied, but I don't remember the reason why. I do remember that the reason was valid, and I did not have issues or run into barriers.
I applied for a business line of credit with Wells Fargo, whom my business has been banking with since its inception. I was denied the loan despite of not having derogatory remarks on my personal Experian Credit Report; however, my credit score is below 700 due to credit mix, etc.
I applied for a contract with section 8, but there were just bigger fish out there, so I'm sure that's why I didn't get the contract.
I attempted to bid on a land contract, but it was unfortunately cancelled. I've not had any issues, and this was just an unfortunate situation.
I do know that having the requirements and being a woman-owned business has given me opportunities that I would have, otherwise, not gotten. It has been valuable.
I have never gotten a City contract, and I've tried many times!

African American or Black
I have tried several times to get work as a subcontractor but can never get the award. I'm never provided with a denial reason, but I know it's got a lot to do with the "Good Ole Boy Network".
I haven't experienced barriers so far, but I would like to recommend that they hold events or workshops (especially for small businesses) that walk them through the bid process, as well as show them what's out there. The process is not very efficient.
I hope it will get better and fairer.
I just want to be clear that it wasn't on the part of the City but one of the primes they had contracted.
I never heard back, not a phone call, letter, or email, so I don't know why I didn't get the work, but I didn't run into any issues.
I submitted a bid a long time ago and just never heard back. I've not had issues and don't believe it was due to anything discriminatory.
I think as a small business owner the bidding process seems so cumbersome. So, therefore, I don't know if I have the time to get all the resources and documentation together that is required.
I think they need to monitor some of these contractors. A lot of them only work with minority and woman-owned businesses just to get the points. Then, when we get the job, they treat us unfairly.
I wish we had some bargaining power when we give them our certification number. I want to know if they use it for the bid or not. If it is not used, I would like to know the reason for that.
I would like to express that not one of those companies going to admit it, and funding contracts is my biggest obstacle. Therefore bidding on jobs are useless if one does not have the money to fund the project, so it doesn't really make sense to try bidding. Most contractors have a 30, 60 or 90 day pay period and this weeds the small companies out unless you are part of a buddy buddy system. I have been providing this service for years, but I just trying to find out how other minority groups or excelling while my company is still struggling it's ridiculous. I already trap in the system, but I'm wondering how other minority groups are not.
I would like to work for the City. I will be looking into registering with them. I can beautify those parks.
I'm just not in a good place with OBO right now.
I've tried to get work, so that I could partner with HISD and Connect Academy, but they never get back to me. They ask you for all this information, and you fill out all this paperwork, and, the next thing you know, it feels like my work has been copied because I see someone else has been awarded with the similar things I presented. These people are a lot younger and are not minority.
In my experience, prime firms do not work and will not work with smaller businesses or MWBE businesses unless incentivized or mandated with a specific goal. This incentive could be preference points for local businesses, or a specific contract goal for MWDBE participation. If there is no goal, there is no reason to engage or share revenue. Every business is trying to maximize revenue for each distinct opportunity.
It has not benefited our firm. I feel the policy has been abused, so it is important to speak up. In light of this study, I hope this kind of information can help us down the road.
It is still very difficult to get business as a minority owner. Until there is a check and balance that the goals are being met, issues will continue. An entity needs to be put in place to have better control and to avoid misuse and fraud.
It seems as though the programs the City presents need to become part of programs such as minority, veterans, etc. It is not really directing the businesses in the right direction. It would be beneficial to have courses available to outline it all and the benefits it provides.
It would help if the City of Houston would allow some of the smaller companies to have a chance to do some of their smaller jobs. For a small business that would help a lot. The large to bigger companies are awarded all jobs no matter how large or small. So the small companies never have a chance to grow. Another issue is when the larger company gets the work they never reach back out to give the small guy any work. They pass it on to other friends that they do business with already. So the small guy in most cases want make it and end up shutting down. There need to a department in place to make sure that it is a fair playing field for everyone.

African American or Black
It's not so much that there is discrimination within the system, but there is definitely an issue with data mining and transparency. Once primes are awarded and posted, if you go to that company website or try to call the company, the call never goes through or the website is obsolete, so it makes you wonder where these awards are really going. We are talking million dollar contracts! Also, the contracts are too large for a small business to fulfill. They know they won't give it to us already.
The "woman owned" business angle is deceptive. I've seen white women placed in positions of authority/control when their white husbands were the actual business operatives.
The bids are out of our bracket. They come up with all these requirements for licensing and insurance, then tell you that you have to be a "Master of Company" and just keeping giving you the runaround, only to give the contract to the same people. They don't tell you that at first, and you start to wonder if it has something to do with your endorsements, being minority-owned, a small business, or woman-owned.
The City is so corrupt. It's a game of "You pay to play". I don't even get involved anymore or even attempt to get work. If you're not "one of them", it's a "no" for you.
The process is lengthy, and, if you don't have your ducks in a row, there's no chance of you finishing the process or getting the job. I did not get a contract, but I don't believe any specific barriers prevented that. I guess it just wasn't meant for me.
This happened to me twice. I was included on a bid, and, after they won, I was pressured to make adjustments after I had firmed up my price. I hope this survey serves its purpose in making it a better experience for business owners, developing more opportunities to those who are trying to get their foot in the door and be recognized for their capabilities.
This is Texas. There's a lot I could say, but I choose to keep my mouth shut. They pick who they want, and, if you're not one of "them", you're wasting your time.
We got a contract for the City of Houston Health, which I felt we were over-inspected on during the course of our work. In addition, we applied for the first round of the Houston Equity Fund and were not granted the funds due to the fact that we had relocated our business approximately 15-20 miles out from the original address in the downtown area. We are still in the City, but, according to their map, we got disqualified. I felt this was unfair and would like to get an answer.
We have all these different certifications, which you would think would help the business grow. This, however, has not been the case and is quite surprising to us. I am hoping in 2024, we will see a change and get those opportunities and blessings.
We have not came across and issue yet
We just submitted our RFP, so we're in the beginning stages and haven't heard back yet.
We see the data and know that race is always an issue when it comes to contracting.
We stopped trying to work with the City because they use the same people, so they already know who they want. We just get work as subcontractors through those people that already have contracts.
We're actually in the process of walking away from the City. It's too frustrating. They discriminate against small businesses in a sense because you can't exceed \$50K in a calendar year or they'll take you out of the contract. How is a small business supposed to group? They want you to stay stuck. Then, you see the same people getting all the work. They also give you a hard time getting paid, so I have to pay the collections guy.
Yes, I think that most prime contractors primarily from the white community look to do business primarily with white female firms who act as pass through firm so that appears that prime contractors are meeting the mwdbe requirements.

Asian American
City of Houston staff beats us down on professional services contracts. We cannot make any money, so we do not chase COH projects.
I appreciate all the support from the City of Houston and will keep trying to get work with them.

Asian American
I can go in front of city hall and blast them. They are so corrupt when it comes to small business owners, and especially minorities. They select the bigger companies, and only if you know them, do you get the work. They don't even touch or review the small business and minority bids. There are 8 clinics in this area, but their excuse is that they have enough people and don't need us.
I have never had issues. I just never really followed through because I have so many other projects I'm working on.
I'm trying to get our minority status with the City of Houston. This is a family-owned business, and there are five owners. I have to write up a resume on each one of them as a requirement of registration. The process is time-consuming, cumbersome, difficult, and lengthy.
I've applied for several RSQs but never got them. I'm not exactly sure why, though.
In general, when I applied for my minority status, everyone was so helpful and good to me. However, it hasn't worked in the business world. It's really all about networking and who you know. It can be discouraging for so many who can give good work. The system fails to deliver. Give us more opportunities and slack your criteria.
There are two types of "good ole boy systems" in the city of Houston. In Houston, its who you know not what you know. There are many contractors that play the game which makes in very difficult for a new smaller company to get the foot in the door regardless of WBE&It; SBE&It; MBE certification (which by the way takes way too long). A lot of back scratching goes on. The two types are the mens only group and the other is the Afican American only group. Many in the second are headed by former city employees so they know how to fast track or go to the "source" to get approval. I've personally witnessed a couple of side bar conversations between member in the private sector speaking directly with a person in a department and getting assurances on bids. There is also the City of Houston its self, the length of time getting payment for a job is overly burdensome for many small and minority companies.
We never get contracts, and they don't tell us why. I wish someone would help us, so that we could get some work.
We've tried so many times to submit bids and never get the contracts. I don't know why they never gave them to us, so we just gave up trying.

Hispanic American or Latino
All government talks about giving contracts to small businesses by rarely use us. It is okay to be included as a sub but few prime contracts or guarantee that the percentage is ignored. All talk: no action.
At first, the process is a lot. They ask you for all this paperwork, but, once you get through all that, it's easy. We've already had three projects with them.
I am glad the City is doing this and interviewing the owners. I hope that they get strict with this.
I have been very fortunate that my customers that I deal with are very sensitive to all the minorities and their treatment and aware that the City stays on top of it all. They are more concerned with quality and pricing than race, and that has been our experience.
I think the Office of Small Business Opportunity needs to include more goals in their bids. It is tough to compete with the larger private companies. The City, the mayor and their administration could do a lot more in this area.
I would like to get more information. I feel the City of Houston shares the information, but not everyone is getting it. Aside from their portal, I suggest putting in place a network for businesses to share information and communicate with one another. They should provide a specific category for the smaller companies, enabling them to get contract information quicker and more jobs aimed toward their capabilities, instead of going up against the larger companies.
I would think the favoritism of picking the contractor whether minority or non-minority is a big issue. Almost all general contractors require bonding to be able to cull subcontractors out allowing them not to utilize small businesses.
I'd like to get work, so I would love for someone to help me.

Hispanic American or Latino
I've given up after 3 years of trying to get work. They never give it to us and never give us a reason. They end up just giving it to their friends and the same companies. I could submit the lowest bid, and they still won't give it to me. They don't say it, but I am sure race plays a role because people that look like me are the ones not getting the work.
Nothing, other than they ask for too much paperwork, don't respond to emails, and I feel like they don't support minority businesses.
Politicians have money in all the pots. Sealed bids or not.
The City always asks if I am certified. I need clarity on what I must do to be certified to bid on City jobs, so that I can win bids. The City is the one that has to certify you to bid on their contracts.
The city should be incentivizing diverse-owned businesses to compete as primes as well as subcontractors. Having a woman, for instance, leading the strategy (not just receiving monetary compensation as a sub) of a project or contract can make a world of difference in terms of completing the scope of work.
There was only one contract that I didn't win. On any others, I was given the project.
We have been happy with the City of Houston and the opportunities given on work.
We just applied and received an email back needing more information, but the contact person is retired. We are still figuring that part out; I just have to get through all my emails. Other than that, there have been no issues so far.
We went through all the work to get our certification and ended up doing all these bids, but nothing has come out of it for us. It is really discouraging. Eliminate the corruption and make the system more fair.
We would really love for someone to help us get contract work.

Native American/American Indian
I'm pleased to say that things have been very fair for us.
My energy management broker company gets passed on because there a competing company owned by a Caucasian woman who is considered a minority because she is a woman. My company is owned by a minority and woman. The companies are able to meet their requirements working with a woman-owned company since it's in the same class as minority.

Non-Minority Women
As a one-person business, the programs have been an asset to the growth of my business. I will be retiring my business in August, once I have fulfilled my contract obligations. I thank the City for the opportunities they've given me.
I applied a few years ago, but the person that was helping me retired, so I just don't have enough help right now to go through all the paperwork. The last thing I remember is that I was supposed to submit something, and, by the time I was ready to, I had missed the deadline.
I have been an advocate at the city council meetings, speaking up for women's rights. As a certified LGBT business owner, I have been discriminated against and excluded. To date, there have been no mandates set aside for this certification. I'd like to see those opportunities develop.
I have been very pleased with my relationship in working with the City of Houston employees and the primes.
I have never had a chance to work on City contracts, so I don't know how to answer this.
I've submitted several bids and just never got the job. They never provide feedback as to why I didn't get it. I just think it was simply because I wasn't a good fit.

Non-Minority Women
In my opinion, there is nothing the City can really do to make sure there is an equal distribution of work opportunities. Unfortunately, it is not equal, and companies suffer from it.
It is very difficult in the business sense because of the zones we are in to comply with the Office of Business Opportunities (OBO).
It takes 8 -12 months for any company to get through the certification process, which is unacceptable for small businesses. The City wants companies to be certified before they can bid on jobs. Our applications get stuck, and we lose the opportunity to bid. If I have a female that owns a construction company, I tell them not to bid because they cannot get certified before the opening bid date and deadline.
It was not within the years mentioned in this survey, but we did place a bid with the City of Houston. I do suggest that, when a company places a bid and has put in their time and money, they get a follow-up on the final outcome. The City needs to be clearer and more considerate of the business. I called several times and, still, was never provided any information.
It's hard for me to prove anything, but I have my suspicions to some of those happenings within this study. Once I got my certification, it's like, well now I am on my own. I, along with others, need to know who our advocate person is. Who can we contact when needing advice or have questions? Each time I have called, there's someone else, and I don't get to speak to them. Having responded to this study, I am glad someone is shaking the trees and gathering up important feedback.
The City of Houston has been a client of mine for over thirty years. They have always been very professional, non-biased, and good to work with.
There were some contracts we were awarded, and some we were not, but we've never experienced any barriers or issues.

Non-M/WBE
Since 2017 to 2022, and going forward, the requirements and the motivations set in place have made it more complex for opportunities. In our case, it has affected our dealings with Harris County, which now, we no longer pursue bids with.
We have a SBE certificate from the City of Houston, and we are only allowed to use it on construction projects. I am not sure why and would like to know why. We should be able to utilize the certification in other settings.
We have had no issues, and, if we do have issues, we have attorneys that will take care of that.
We would always submit as a subcontractor but never got anything, so we just gave up. We were never given a reason as to why we were not selected.
When I submitted the application, I was not at all prepared. I went there, and it was my own fault that I did not follow through.



# Appendix G

## G. In-depth Interview Guide for Businesses

---

### CITY OF HOUSTON IN-DEPTH INTERVIEW PHONE SCREENING

---

Hello. My name is \_\_\_\_\_ and I am calling on behalf of the City of Houston to speak with businesses that do business or have attempted to do business on City contracts or projects.

Is this \_\_\_\_\_ (Company's name)? IF THE COMPANY NAME IS VERIFIED, CONTINUE.

Are you the owner or an authorized decision-maker in your company? [IF NO] May I speak with that person? [IF NO, SCHEDULE CALL-BACK]?

**IF TRANSFERRED TO ANOTHER PARTY (CFO, MANAGER, ETC): READ INTRO AGAIN** then ask Are you able to answer questions concerning the business practices of this company? IF YES, CONTINUE.

The City of Houston has hired MGT Consulting Group to conduct a Disparity Study to assess the effects of race, ethnicity, and gender on businesses' ability to do business in the Houston region, acquire capital or bonding, and win contracts or subcontracts.

Gathering feedback and input from businesses is one of the most important elements of the study - collecting information from firms in the City about any discriminatory experiences they have had working in the private and public markets. The results of the study will provide guidance regarding any potential changes to the City's MWBE program.

The interview will last approximately 45 minutes.

**When can we schedule your interview to receive your input and recommendations on doing business on City projects or contracts?**

**NOTE: Once the interview date is scheduled, send an email reminder along with the pre-interview survey link. The survey questionnaire should be completed prior to the scheduled interview date.**

***Pre-Interview Questions via Qualtrics*** – Firms that agree to participate in an interview will be provided with a link to complete pre-interview questions. The pre-interview will provide clarity and focus on specific questions for the interviewee.

### Survey Introduction

The City of Houston has retained MGT Consulting Group to conduct a Disparity Study. The overall purpose of the Disparity Study is to assess the effects of race, ethnicity, and gender on businesses' ability to do business in the City's marketplace, acquire capital or bonding and win contracts or subcontracts. The purpose of this pre-interview survey is to learn more about your firm and streamline the interview to questions about your specific business experiences doing business in the City's marketplace. Your responses to this research survey and interview responses will be

aggregated for the overall analysis and used only for the Disparity Study. Individual information is kept confidential.

Your firm has been randomly selected to participate in the study to ascertain your experience of doing business or attempting to do business with the City and in the marketplace and to share your experience of whether race and/or gender affect your ability to do business in the marketplace.

The survey and subsequent interview should be completed by the company's Owner, CEO, President, Vice President, or other decision-making authority with in-depth knowledge of the company. Questions in this survey relate to company ownership, contracting, and experience in doing business with the City and in the marketplace.

This is a great opportunity for you to provide feedback regarding your experience doing business with or attempting to do business with the City. The survey can be completed in 5 minutes or less.

1. Please provide Company Name
  - a. \_\_\_\_\_
  
2. What is your title?
  - a. Owner/Principal/Partner/Founder
  - b. CEO/President
  - c. Vice President/ Executive Director/Financial Officer
  - d. Other (What is your official title?)
  - e. \_\_\_\_\_
  
3. Please provide your name just in case we have any further questions.
  - a. \_\_\_\_\_
  
4. Is at least 51 percent of your company owned, managed, and controlled by a woman or women?
  - a. Yes
  - b. No
  
5. Please identify the race or ethnicity of the person or people that own, manage, and control at least 51 percent of your company.
  - a. Asian American
  - b. Black/African American
  - c. Caucasian (non-Hispanic)
  - d. Hispanic American or Latino
  - e. Native American
  - f. Other - (Please specify the race or ethnicity of the owner(s)/manager(s):  
\_\_\_\_\_
  
6. Is at least 51 percent of your company owned, managed, and controlled by a physically disabled person?
  - a. Yes
  - b. No

7. What is the highest level of education completed by the primary owner of your company?
  - a. Some high school
  - b. High school graduate
  - c. Trade or technical education
  - d. Associate Degree (AA, AS, etc.)
  - e. Bachelor's Degree (BA, BS, etc.)
  - f. Graduate or Professional Degree (MA, PhD, JD, etc.)
  - g. Don't know
  
8. What is your company's primary line of business?
  - a. Construction
  - b. Architecture and Engineering Services
  - c. Professional Services
  - d. General Services
  - e. Goods and Supplies
  - f. Other Please explain your company's primary line of business.
  - g. \_\_\_\_\_
  
9. What is the age of the company?
  - a. 0-2 years
  - b. 3-5 years
  - c. 6-10 years
  - d. 11-15 years
  - e. 16-20 years
  - f. 21+ years
  
10. What is the average annual revenue of the company?
  - a. Up to \$50,000
  - b. \$50,001 to \$100,000
  - c. \$100,001 to \$300,00
  - d. \$300,001 to \$500,00
  - e. \$500,001 to \$1 Million
  - f. \$1,000,001 to \$3 Million
  - g. \$3,000,001 to \$5 Million
  - h. \$5,000,001 to \$10 Million
  - i. More than \$10 Million
  
11. Do you bid or propose as:
  - a. A prime
  - b. A subcontractor
  - c. Both
  
12. Between July 1, 2017, through June 30, 2022, has your company been awarded a contract, subcontract, work order, or purchase order on a project or projects for the City?
  - a. Yes

b. No

13. Have you or your company been treated unfavorably due to your race, ethnicity, or gender because there is a “good ole boy” network of prime contractors and subcontractors that have excluded your company from doing business, or excluded you from events, organizations, or business networks?

[REQUIRE ANSWER]

Yes ..... 1  
No ..... 2

14. Did your unfavorable treatment occur on a government contract or non-government contract?

[REQUIRE ANSWER]

On a government contract ..... 1  
Non-government contract ..... 2  
Both ..... 3

15. Have you or your company been treated unfavorably due to your race, ethnicity, or gender in business practices such as price discrimination by suppliers?

[REQUIRE ANSWER]

Yes ..... 1  
No ..... 2

16. Did your unfavorable treatment occur on a government contract or non-government contract?

[REQUIRE ANSWER]

On a government contract ..... 1  
Non-government contract ..... 2  
Both ..... 3

17. Have you or your company experienced discrimination due to your race, ethnicity, or gender with bid shopping?

[REQUIRE ANSWER]

Yes ..... 1  
No ..... 2

18. Did your unfavorable treatment occur on a government contract or non-government contract?

[REQUIRE ANSWER]

On a government contract ..... 1  
Non-government contract ..... 2  
Both ..... 3

19. Have you or your company experienced discrimination due to your race, ethnicity, or gender while executing your work, i.e. use of racial slurs, workplace violence, intimidation, harassment, or sabotage?

[REQUIRE ANSWER]

Yes ..... 1  
No ..... 2

20. Did your unfavorable treatment occur on a government contract or non-government contract?  
[REQUIRE ANSWER]

On a government contract ..... 1  
Non-government contract ..... 2  
Both ..... 3

21. Have you or your company been treated unfavorably due to your race, ethnicity, or gender with double standards in measuring performance, or during inspectors of your work?

[REQUIRE ANSWER]

Yes ..... 1  
No ..... 2

22. Did your unfavorable treatment occur on a government contract or non-government contract?  
[REQUIRE ANSWER]

On a government contract ..... 1  
Non-government contract ..... 2  
Both ..... 3

23. Have you or your company been treated unfavorably due to your race, ethnicity, or gender with discriminatory behavior of refusal by agencies, primes, suppliers, and/or customers to deal with minorities or women, etc.?

[REQUIRE ANSWER]

Yes ..... 1  
No ..... 2

24. Did your unfavorable treatment occur on a government contract or non-government contract?  
[REQUIRE ANSWER]

On a government contract ..... 1  
Non-government contract ..... 2  
Both ..... 3

25. Have you or your company been treated unfavorably due to your race, ethnicity, or gender with discriminatory denial of the opportunity to bid or contract termination?

[REQUIRE ANSWER]

Yes ..... 1

No ..... 2

26. Did your unfavorable treatment occur on a government contract or non-government contract?

[REQUIRE ANSWER]

- On a government contract ..... 1
- Non-government contract ..... 2
- Both ..... 3

Thank you. We look forward to speaking with you during your interview.

---

## DAY OF IN-DEPTH INTERVIEW

---

### Introduction

Thank you for agreeing to participate. Your input is very important to the outcome of the Disparity Study. Your responses to this interview will be aggregated for the overall analysis and used only for this research study. Individual information or identifying characteristics of your company will not be published.

If you have any questions regarding the Disparity Study or this interview, I will be happy to provide you with the contact information of the MGT representative at the end of the interview.

By participating in this interview, you acknowledge that:

The opinions and perceptions you will provide are given freely and represent an accurate reflection of your experience doing business or attempting to do business with the City.

- You have not been coerced or received any compensation for your comments.
- You understand that neither your name nor your firm's name will be published in the report.
- Your participation in this interview has no direct benefit to your firm.

Thank you for your participation!

### In-Depth Interview Questionnaire

2. First, please tell me about your company. Tell me about the type of work you do, etc.
3. Have you experienced discrimination when trying to work or working on City contracts?
  - a. If yes, please tell me about what happened and by whom.
4. Tell me about your experience bidding on City projects or contracts. Have you won?
  - a. If not, why do you think you were not awarded the project?
  - b. Do you feel it was due to race/ethnicity/gender/physical disability?
5. Did you experience discrimination when you were working on a project or contract?
  - a. If so, please tell me what happened.
6. Do you think minority-, women-, or physically disabled-owned firms face challenges not faced by other businesses?
  - a. Why or why not?

7. Have you applied for credit in the last year?
  - a. If yes, why did you apply for a loan?
  - b. If yes, were you approved? Did you receive the full amount requested?
  - c. If you were not approved, why do you think that is?
  - d. Was it due to discrimination based on race/ethnicity/gender/physical disability?
8. Are there informal business networks that exclude you or your firm from doing business in the marketplace?

**FOR PRIMES:**

9. How do you hire firms as subcontractors? How are they selected?
10. Without the presence of subcontracting goals in a contract, do you think minority, women-, or physically disabled-owned firms would be successful in obtaining work in the marketplace?
  - a. Why or why not?

**PRIVATE MARKET (NON-CITY OR NON-GOVERNMENT) EXPERIENCES**

**FOR ALL FIRMS:**

1. Have you experienced discrimination when trying to work or working on non-City or non-government contracts?
  - a. If yes, please tell me about what happened.

**FOR PRIME FIRMS:**

2. Do you use MWBE subcontractors when you bid on private market contracts as you do on your bids for public projects?
  - a. If not, why?

**FOR SUBS:**

3. Do primes who solicit bids from you on their public projects or solicit bids from you for their private contract work?
  - a. If not, why do you think that is?

This concludes the interview. On behalf of the City, thank you for your participation.

If you have any questions or would like more information about the Disparity study, please visit the study website at [www.houstontxdisparitystudy.com](http://www.houstontxdisparitystudy.com) or contact Vernetta Mitchell at (850) 386-3191 ext. 2131 or [vmitchell@mgtconsulting.com](mailto:vmitchell@mgtconsulting.com),



# Appendix H

## H. In-depth Interview Guide for Professional Organizations

---

### CITY OF HOUSTON PROFESSIONAL ORGANIZATIONS INTERVIEW GUIDE

---

#### Introduction

Hello. My name is \_\_\_\_\_ and I am calling on behalf of the City of Houston to engage and solicit feedback from area trade associations and business organizations about the effects of race, ethnicity, and gender on businesses' ability to do business in the Houston region.

The City of Houston has hired MGT Consulting Group to conduct a Disparity Study. Your organization has been identified to participate in the study. During the interview, we will ask you to share information about discriminatory issues or concerns held by your members regarding doing business or attempting to do business with the City or their primes.

I'd like to schedule a date and time to talk with you to conduct this very important interview. The meeting should last about an hour. When can we schedule your interview?

If you have any questions or would like more information about the Disparity study, please visit the study website at [www.houstontxdisparitystudy.com](http://www.houstontxdisparitystudy.com).

## Interview Questionnaire

1. Please describe your organization's mission and strategic objectives.
2. Do you feel your members face discriminatory barriers when doing business or trying to do business with the City or their primes?
  - a. What are your recommendations on how firms can overcome these barriers?
3. In the industry your organization represents, does discrimination affect entry into self-employment?
4. Do you believe that minority, women, and disadvantaged firms face greater challenges to operating and being competitive than non-minority or non-women-owned firms? (*Receiving and maintaining insurance, bonding, and financing, cost of materials, etc.*)
  - a. Please tell me more about that.
5. What do you consider to be discriminatory barriers your members face in their ability to do business in the **private sector**? (*Barriers to doing business, such as licensing, "good old boy" network, financing, etc.*) Is it because of race/ethnicity/gender?
6. Are there members of your organization you recommend we speak with regarding their experiences doing business or attempting to do business in the Houston region?

If you have any questions or would like more information about the Disparity study, please visit the study website at [www.houstontxdisparitystudy.com](http://www.houstontxdisparitystudy.com) or contact Vernetta Mitchell at (850) 386-3191 ext. 2131 or [houstontxdisparitystudy@mgtconsulting.com](mailto:houstontxdisparitystudy@mgtconsulting.com).

# Appendix I

## I. List of Professional Organizations

Organization
American Business Women's Association
American Marketing Association
American Society of Civil Engineers
American Society of Mechanical Engineers
Asian Chamber of Commerce
Association of Commercial Real Estate Professionals
Brazoria Chamber of Commerce
Building Owners and Managers Association
Camara de Empresarios Latinos de Houston
Commercial Real Estate Network
Conroe / Lake Conroe Area Chamber of Commerce
Cy-Fair Houston Chamber of Commerce
East End Chamber of Commerce
East Harris County Empowerment Council
Editorial Freelancers Association
Federation of Houston Professional Women
Financial Planning Association
Fort Bend Chamber of Commerce
Fort Bend ISD Small Business Enterprise Program
German American Chamber of Commerce of the Southern US
Golden Triangle Minority Business Council
Grant Professionals Association
Greater Heights Chamber of Commerce
Greater Houston Black Chamber of Commerce
Greater Houston Business Procurement Forum
Greater Houston Builders Association
Greater Houston Partnership
Houston Area Urban League
Houston Association of Realtors

Houston Bar Association
Houston Community College
Houston Hispanic Chamber of Commerce
Houston Intercontinental Chamber of Commerce
Houston MBDA Business Center
Houston Northwest Chamber of Commerce
Houston Metro
Houston Minority Supplier Development Council
Houston Regional Veterans Chambers
Houston Transportation Professionals Association
Houston West Chamber of Commerce
Indo-American Chamber of Commerce of Greater Houston
Institute of Electrical and Electronics Engineers
International Institute of Business Analysis
Italy-America Chamber of Commerce of Texas
Local Initiatives Support Corporation
Midtown Business Network
Montgomery Area Chamber of Commerce
NAACP Houston
NAACP Beaumont
NAACP Missouri City And Vicinity
National Association of Minority Contractors
National Association of Women Business Owners
North Channel Area Chamber of Commerce
National Association of Women in Construction
Port Arthur Greater Minority Chamber of Commerce
Port Of Houston Office of Business Equity

<b>National Business Development Association</b>
<b>Regional Hispanic Contractor's Association</b>
<b>Rice Alliance for Technology and Entrepreneurship</b>
<b>Structural Engineers Association of Texas</b>
<b>Texas Association of Business</b>
<b>Texas Black Expo</b>

<b>Texas Society of Professional Engineers</b>
<b>Transportation Club of Houston</b>
<b>Tri-County Black Chamber of Commerce</b>
<b>West Houston Association</b>
<b>Women's Business Enterprise Alliance</b>
<b>Women's Contractors Association</b>
<b>Women's Energy Network</b>

# Appendix J

## J. Private Sector Analysis In-Depth Results - (PUMS) Regression Analysis

### Results of Linear Regression- Individual Wages

TABLE J-1.  
LINEAR REGRESSION INDIVIDUAL WAGES  
HOUSTON MARKETPLACE  
OVERALL

Independent Variables	Specifications		
	(1)	(2)	(3)
AFRICAN AMERICAN	-0.344 (0.00)	-0.340 (0.00)	-0.340 (0.00)
HISPANIC AMERICAN	-0.240 (0.00)	-0.239 (0.00)	-0.239 (0.00)
ASIAN AMERICAN	-0.266 (0.00)	-0.262 (0.00)	-0.262 (0.00)
NATIVE AMERICAN	-0.244 (0.00)	-0.242 (0.00)	-0.242 (0.00)
OTHER	-0.328 (0.00)	-0.326 (0.00)	-0.328 (0.00)
WHITE FEMALE	-0.496 (0.00)	-0.484 (0.00)	-0.484 (0.00)
Age	0.180 (0.00)	0.180 (0.00)	-0.020 (0.00)
Age <sup>2</sup>	-0.002 (0.00)	-0.002 (0.00)	-0.002 (0.00)
HOUSTON	0.092 (0.00)	0.175 (0.00)	0.174 (0.00)
HOUSTON*AFRICAN AMERICAN		-0.197 (0.00)	-0.096 (0.00)
HOUSTON* HISPANIC AMERICAN		-0.087 (0.00)	-0.086 (0.00)
HOUSTON*ASIAN AMERICAN		-0.190 (0.00)	-0.189 (0.00)
HOUSTON*NATIVE AMERICAN		-0.328 (0.002)	-0.023 (0.02)
HOUSTON*OTHER		-0.118 (0.203)	
HOUSTON*WHITE FEMALE		-0.011 (0.00)	-0.011 (0.02)

Source: The Public Use Microdata Samples (PUMS) data from 2016-2020 American Community Survey and Calculations using SPSS.

TABLE J-2.  
LINEAR REGRESSION INDIVIDUAL WAGES  
HOUSTON MARKETPLACE  
CONSTRUCTION

Independent Variables	Specifications		
	(1)	(2)	(3)
<b>AFRICAN AMERICAN</b>	-0.286 (0.00)	-0.281 (0.00)	-0.281 (0.00)
<b>HISPANIC AMERICAN</b>	-0.109 (0.00)	-0.106 (0.00)	-0.107 (0.00)
<b>ASIAN AMERICAN</b>	-0.218 (0.00)	-0.214 (0.00)	-0.214 (0.00)
<b>NATIVE AMERICAN</b>	-0.157 (0.00)	-0.156 (0.00)	-0.156 (0.00)
<b>OTHER</b>	-0.206 (0.00)	-0.203 (0.00)	-0.206 (0.00)
<b>WHITE FEMALE</b>	-0.446 (0.00)	-0.445 (0.00)	-0.446 (0.00)
<b>Age</b>	0.129 (0.00)	0.129 (0.00)	0.129 (0.00)
<b>Age<sup>2</sup></b>	-0.001 (0.00)	-0.001 (0.00)	-0.001 (0.00)
<b>HOUSTON</b>	0.161 (0.00)	0.163 (0.00)	0.214 (0.00)
<b>HOUSTON*AFRICAN AMERICAN</b>		-0.211 (0.00)	-0.194 (0.001)
<b>HOUSTON* HISPANIC AMERICAN</b>		-0.098 (0.00)	-0.083 (0.001)
<b>HOUSTON*ASIAN AMERICAN</b>		-0.083 (0.00)	-0.151 (0.048)
<b>HOUSTON*NATIVE AMERICAN</b>		-0.029 (0.938)	
<b>HOUSTON*OTHER</b>		-0.171 (0.603)	
<b>HOUSTON*WHITE FEMALE</b>		-0.087 (0.263)	

Source: The Public Use Microdata Samples (PUMS) data from 2016-2020 American Community Survey and Calculations using SPSS.

TABLE J-3.  
LINEAR REGRESSION INDIVIDUAL WAGES  
HOUSTON MARKETPLACE  
ARCHITECTURE & ENGINEERING

Independent Variables	Specifications		
	(1)	(2)	(3)
<b>AFRICAN AMERICAN</b>	-0.187 (0.00)	-0.181 (0.00)	-0.188 (0.00)
<b>HISPANIC AMERICAN</b>	-0.143 (0.00)	-0.140 (0.00)	-0.143 (0.00)
<b>ASIAN AMERICAN</b>	-0.160 (0.00)	-0.152 (0.00)	-0.153 (0.00)
<b>NATIVE AMERICAN</b>	-0.265 (0.00)	-0.269 (0.00)	-0.265 (0.00)
<b>OTHER</b>	-0.116 (0.144)	-0.127 (0.118)	-0.117 (0.143)
<b>WHITE FEMALE</b>	-0.401 (0.00)	-0.406 (0.00)	-0.405 (0.00)
<b>Age</b>	0.154 (0.00)	0.154 (0.00)	0.154 (0.00)
<b>Age<sup>2</sup></b>	-0.002 (0.00)	-0.002 (0.00)	-0.002 (0.00)
<b>HOUSTON</b>	0.188 (0.00)	0.248 (0.00)	0.202 (0.00)
<b>HOUSTON*AFRICAN AMERICAN</b>		-0.138 (0.311)	
<b>HOUSTON* HISPANIC AMERICAN</b>		-0.065 (0.253)	
<b>HOUSTON*ASIAN AMERICAN</b>		-0.160 (0.008)	-0.115 (0.045)
<b>HOUSTON*NATIVE AMERICAN</b>		0.360 (0.543)	
<b>HOUSTON*OTHER</b>		0.278 (0.511)	
<b>HOUSTON*WHITE FEMALE</b>		-0.108 (0.446)	

Source: The Public Use Microdata Samples (PUMS) data from 2016-2020 American Community Survey and Calculations using SPSS.

TABLE J-4.  
LINEAR REGRESSION INDIVIDUAL WAGES  
HOUSTON MARKETPLACE  
PROFESSIONAL SERVICES

Independent Variables	Specifications		
	(1)	(2)	(3)
<b>AFRICAN AMERICAN</b>	-0.351 (0.00)	-0.348 (0.00)	-0.348 (0.00)
<b>HISPANIC AMERICAN</b>	-0.322 (0.00)	-0.321 (0.00)	-0.321 (0.00)
<b>ASIAN AMERICAN</b>	-0.216 (0.00)	-0.214 (0.00)	-0.214 (0.00)
<b>NATIVE AMERICAN</b>	-0.262 (0.00)	-0.260 (0.00)	-0.261 (0.00)
<b>OTHER</b>	-0.346 (0.00)	-0.343 (0.00)	-0.346 (0.00)
<b>WHITE FEMALE</b>	-0.410 (0.00)	-0.409 (0.00)	-0.409 (0.00)
<b>Age</b>	0.150 (0.00)	0.150 (0.00)	0.150 (0.00)
<b>Age<sup>2</sup></b>	-0.002 (0.00)	-0.002 (0.00)	-0.002 (0.00)
<b>HOUSTON</b>	0.040 (0.00)	0.095 (0.00)	0.096 (0.00)
<b>HOUSTON*AFRICAN AMERICAN</b>		-0.126 (0.00)	-0.125 (0.00)
<b>HOUSTON* HISPANIC AMERICAN</b>		-0.061 (0.001)	-0.061 (0.002)
<b>HOUSTON*ASIAN AMERICAN</b>		-0.115 (0.00)	-0.299 (0.062)
<b>HOUSTON*NATIVE AMERICAN</b>		-0.272 (0.159)	
<b>HOUSTON*OTHER</b>		-0.197 (0.162)	
<b>HOUSTON*WHITE FEMALE</b>		-0.040 (0.028)	-0.040 (0.025)

Source: The Public Use Microdata Samples (PUMS) data from 2016-2020 American Community Survey and Calculations using SPSS.



TABLE J-5.  
LINEAR REGRESSION INDIVIDUAL WAGES  
HOUSTON MARKETPLACE  
GOODS & SERVICES

Independent Variables	Specifications		
	(1)	(2)	(3)
<b>AFRICAN AMERICAN</b>	-0.339 (0.00)	-0.333 (0.00)	-0.333 (0.00)
<b>HISPANIC AMERICAN</b>	-0.221 (0.00)	-0.216 (0.00)	-0.216 (0.00)
<b>ASIAN AMERICAN</b>	-0.343 (0.00)	-0.337 (0.00)	-0.338 (0.00)
<b>NATIVE AMERICAN</b>	-0.253 (0.00)	-0.251 (0.00)	-0.252 (0.00)
<b>OTHER</b>	-0.321 (0.00)	-0.323 (0.00)	-0.320 (0.00)
<b>WHITE FEMALE</b>	-0.514 (0.00)	-0.514 (0.00)	-0.514 (0.00)
<b>Age</b>	0.181 (0.00)	0.181 (0.00)	0.181 (0.00)
<b>Age<sup>2</sup></b>	-0.002 (0.00)	-0.002 (0.00)	-0.002 (0.00)
<b>HOUSTON</b>	0.149 (0.00)	0.237 (0.00)	0.222 (0.00)
<b>HOUSTON*AFRICAN AMERICAN</b>		-0.256 (0.00)	-0.242 (0.00)
<b>HOUSTON* HISPANIC AMERICAN</b>		-0.154 (0.00)	-0.140 (0.00)
<b>HOUSTON*ASIAN AMERICAN</b>		-0.202 (0.00)	-0.059 (0.026)
<b>HOUSTON*NATIVE AMERICAN</b>		-0.178 (0.472)	
<b>HOUSTON*OTHER</b>		0.141 (0.491)	
<b>HOUSTON*WHITE FEMALE</b>		-0.040 (0.288)	

Source: The Public Use Microdata Samples (PUMS) data from 2016-2020 American Community Survey and Calculations using SPSS.

## Results of Linear Regression-Business Owner's Earnings

TABLE J-6.  
LINEAR REGRESSION BUSINESS OWNER'S EARNINGS  
HOUSTON MARKETPLACE  
OVERALL

Independent Variables	Specifications		
	(1)	(2)	(3)
<b>AFRICAN AMERICAN</b>	-0.172 (0.00)	-0.172 (0.00)	-0.172 (0.00)
<b>HISPANIC AMERICAN</b>	-0.183 (0.00)	-0.184 (0.00)	-0.184 (0.00)
<b>ASIAN AMERICAN</b>	-0.205 (0.00)	-0.206 (0.00)	-0.206 (0.00)
<b>NATIVE AMERICAN</b>	-0.170 (0.00)	-0.170 (0.00)	-0.170 (0.00)
<b>OTHER</b>	-0.160 (0.00)	-0.160 (0.00)	-0.160 (0.00)
<b>WHITE FEMALE</b>	-0.172 (0.00)	-0.171 (0.00)	-0.171 (0.00)
<b>Age</b>	0.008 (0.00)	0.126 (0.00)	0.126 (0.00)
<b>Age<sup>2</sup></b>	0.000 (0.00)	-0.001 (0.00)	-0.001 (0.00)
<b>HOUSTON</b>	-0.120 (0.00)	-0.120 (0.00)	-0.120 (0.00)
<b>HOUSTON*AFRICAN AMERICAN</b>		0.069 (0.329)	
<b>HOUSTON* HISPANIC AMERICAN</b>		0.087 (0.247)	
<b>HOUSTON*ASIAN AMERICAN</b>		0.131 (0.848)	
<b>HOUSTON*NATIVE AMERICAN</b>		0.009 (0.964)	
<b>HOUSTON*OTHER</b>		-0.275 (0.918)	
<b>HOUSTON*WHITE FEMALE</b>		0.055 (0.474)	

Source: The Public Use Microdata Samples (PUMS) data from 2016-2020 American Community Survey and Calculations using SPSS.

TABLE J-7.  
LINEAR REGRESSION BUSINESS OWNER'S EARNINGS  
HOUSTON MARKETPLACE  
CONSTRUCTION

Independent Variables	Specifications		
	(1)	(2)	(3)
<b>AFRICAN AMERICAN</b>	-0.173 (0.00)	-0.176 (0.00)	-0.170 (0.00)
<b>HISPANIC AMERICAN</b>	-0.193 (0.00)	-0.199 (0.003)	-0.198 (0.00)
<b>ASIAN AMERICAN</b>	-0.235 (0.00)	-0.237 (0.00)	-0.232 (0.00)
<b>NATIVE AMERICAN</b>	-0.221 (0.00)	-0.220 (0.00)	-0.221 (0.00)
<b>OTHER</b>	-0.215 (0.003)	-0.214 (0.00)	-0.213 (0.00)
<b>WHITE FEMALE</b>	-0.280 (0.00)	-0.281 (0.00)	-0.280 (0.00)
<b>Age</b>	0.019 (0.00)	0.019 (0.00)	0.019 (0.00)
<b>Age<sup>2</sup></b>	0.000 (0.00)	0.000 (0.00)	0.000 (0.00)
<b>HOUSTON</b>	-0.106 (0.001)	-0.241 (0.00)	-0.182 (0.00)
<b>HOUSTON*AFRICAN AMERICAN</b>		0.244 (0.378)	
<b>HOUSTON* HISPANIC AMERICAN</b>		0.215 (0.001)	0.060 (0.005)
<b>HOUSTON*ASIAN AMERICAN</b>		0.183 (0.306)	
<b>HOUSTON*NATIVE AMERICAN</b>		-0.336 (0.700)	
<b>HOUSTON*OTHER</b>		-0.601 (0.426)	
<b>HOUSTON*WHITE FEMALE</b>		0.108 (0.319)	

Source: The Public Use Microdata Samples (PUMS) data from 2016-2020 American Community Survey and Calculations using SPSS.

TABLE J-8.  
LINEAR REGRESSION BUSINESS OWNER'S EARNINGS  
HOUSTON MARKETPLACE  
ARCHITECTURE & ENGINEERING

Independent Variables	Specifications		
	(1)	(2)	(3)
<b>AFRICAN AMERICAN</b>	-0.183 (0.001)	-0.206 (0.00)	-0.206 (0.00)
<b>HISPANIC AMERICAN</b>	-0.125 (0.001)	-0.118 (0.003)	-0.118 (0.003)
<b>ASIAN AMERICAN</b>	-0.225 (0.00)	-0.224 (0.00)	-0.224 (0.00)
<b>NATIVE AMERICAN</b>	-0.004 (0.982)	0.002 (0.991)	0.002 (0.991)
<b>OTHER</b>	0.061 (0.773)	0.053 (0.00)	0.053 (0.00)
<b>WHITE FEMALE</b>	-0.163 (0.00)	-0.164 (0.00)	-0.164 (0.00)
<b>Age</b>	0.014 (0.002)	0.014 (0.002)	0.014 (0.002)
<b>Age<sup>2</sup></b>	0.000 (0.587)	0.000 (0.584)	0.000 (0.584)
<b>HOUSTON</b>	-0.088 (0.156)	-0.099 (0.238)	-0.099 (0.238)
<b>HOUSTON*AFRICAN AMERICAN</b>		-0.360 (0.045)	
<b>HOUSTON* HISPANIC AMERICAN</b>		-0.084 (0.581)	
<b>HOUSTON*ASIAN AMERICAN</b>		-0.019 (0.905)	
<b>HOUSTON*NATIVE AMERICAN</b>		-0.461 (0.771)	
<b>HOUSTON*OTHER</b>		-0.067 (0.823)	
<b>HOUSTON*WHITE FEMALE</b>		0.038 (0.793)	

Source: The Public Use Microdata Samples (PUMS) data from 2016-2020 American Community Survey and Calculations using SPSS.

TABLE J-9.  
LINEAR REGRESSION BUSINESS OWNER'S EARNINGS  
HOUSTON MARKETPLACE  
PROFESSIONAL SERVICES

Independent Variables	Specifications		
	(1)	(2)	(3)
<b>AFRICAN AMERICAN</b>	-0.301 (0.00)	-0.296 (0.00)	-0.297 (0.00)
<b>HISPANIC AMERICAN</b>	-0.291 (0.00)	-0.288 (0.193)	-0.288 (0.00)
<b>ASIAN AMERICAN</b>	-0.305 (0.00)	-0.302 (0.112)	-0.301 (0.14)
<b>NATIVE AMERICAN</b>	-0.293 (0.00)	-0.292 (0.00)	-0.290 (0.00)
<b>OTHER</b>	-0.301 (0.00)	-0.300 (0.00)	-0.300 (0.00)
<b>WHITE FEMALE</b>	-0.310 (0.00)	-0.307 (0.00)	-0.308 (0.00)
<b>Age</b>	0.002 (0.002)	0.002 (0.002)	0.002 (0.002)
<b>Age<sup>2</sup></b>	0.000 (0.00)	0.000 (0.00)	0.000 (0.00)
<b>HOUSTON</b>	-0.039 (0.004)	0.008 (0.782)	-0.032 (0.026)
<b>HOUSTON*AFRICAN AMERICAN</b>		-0.090 (0.043)	-0.052 (0.157)
<b>HOUSTON* HISPANIC AMERICAN</b>		-0.047 (0.228)	
<b>HOUSTON*ASIAN AMERICAN</b>		-0.003 (0.947)	
<b>HOUSTON*NATIVE AMERICAN</b>		0.519 (0.176)	
<b>HOUSTON*OTHER</b>		-0.475 (0.186)	
<b>HOUSTON*WHITE FEMALE</b>		-0.065 (0.188)	

Source: The Public Use Microdata Samples (PUMS) data from 2016-2020 American Community Survey and Calculations using SPSS.

TABLE J-10.  
LINEAR REGRESSION BUSINESS OWNER'S EARNINGS  
HOUSTON MARKETPLACE  
GOODS & SERVICES

Independent Variables	Specifications		
	(1)	(2)	(3)
<b>AFRICAN AMERICAN</b>	-0.137 (0.00)	-0.139 (0.00)	-0.139 (0.00)
<b>HISPANIC AMERICAN</b>	-0.172 (0.00)	-0.175 (0.00)	-0.175 (0.00)
<b>ASIAN AMERICAN</b>	-0.152 (0.00)	-0.157 (0.00)	-0.157 (0.00)
<b>NATIVE AMERICAN</b>	-0.102 (0.00)	-0.102 (0.00)	-0.102 (0.00)
<b>OTHER</b>	-0.125 (0.001)	-0.125 (0.001)	-0.125 (0.001)
<b>WHITE FEMALE</b>	-0.147 (0.00)	-0.148 (0.00)	-0.148 (0.00)
<b>Age</b>	0.007 (0.00)	0.007 (0.00)	0.007 (0.00)
<b>Age<sup>2</sup></b>	0.000 (0.00)	0.000 (0.00)	0.000 (0.00)
<b>HOUSTON</b>	-0.087 (0.00)	-0.186 (0.72)	-0.186 (0.72)
<b>HOUSTON*AFRICAN AMERICAN</b>		0.116 (0.200)	
<b>HOUSTON* HISPANIC AMERICAN</b>		0.154 (0.205)	
<b>HOUSTON*ASIAN AMERICAN</b>		0.210 (0.369)	
<b>HOUSTON*NATIVE AMERICAN</b>		-0.105 (0.790)	
<b>HOUSTON*OTHER</b>		-0.200 (0.573)	
<b>HOUSTON*WHITE FEMALE</b>		0.086 (0.321)	

Source: The Public Use Microdata Samples (PUMS) data from 2016-2020 American Community Survey and Calculations using SPSS.

## Results of Logistics Regression-Formation Rates

TABLE J-11.  
LOGISTIC REGRESSION FORMATION RATES  
HOUSTON MARKETPLACE  
OVERALL

Independent Variables	Specifications		
	(1)	(2)	(3)
<b>AFRICAN AMERICAN</b>	-0.688 (0.00)	-0.700 (0.00)	-0.700 (0.00)
<b>HISPANIC AMERICAN</b>	-0.556 (0.00)	-0.558 (0.00)	-0.558 (0.00)
<b>ASIAN AMERICAN</b>	-0.419 (0.00)	-0.428 (0.00)	-0.428 (0.00)
<b>NATIVE AMERICAN</b>	-0.644 (0.00)	-0.651 (0.00)	-0.651 (0.00)
<b>OTHER</b>	-0.257 (0.00)	-0.255 (0.00)	-0.257 (0.00)
<b>WHITE FEMALE</b>	-0.466 (0.00)	-0.469 (0.00)	-0.469 (0.00)
<b>Age</b>	0.070 (0.00)	0.070 (0.00)	0.140 (0.00)
<b>Age<sup>2</sup></b>	0.000 (0.00)	0.000 (0.00)	-0.001 (0.00)
<b>HOUSTON</b>	-0.103 (0.00)	-0.265 (0.00)	-0.347 (0.00)
<b>HOUSTON*AFRICAN AMERICAN</b>		0.473 (0.00)	0.374 (0.00)
<b>HOUSTON* HISPANIC AMERICAN</b>		0.154 (0.001)	0.155 (0.00)
<b>HOUSTON*ASIAN AMERICAN</b>		0.382 (0.00)	0.382 (0.002)
<b>HOUSTON*NATIVE AMERICAN</b>		0.883 (0.031)	0.284 (0.004)
<b>HOUSTON*OTHER</b>		-0.177 (0.683)	
<b>HOUSTON*WHITE FEMALE</b>		0.203 (0.00)	0.204 (0.00)

Source: The Public Use Microdata Samples (PUMS) data from 2016-2020 American Community Survey and Calculations using SPSS.

TABLE J-12.  
LOGISTIC REGRESSION FORMATION RATES  
HOUSTON MARKETPLACE  
CONSTRUCTION

Independent Variables	Specifications		
	(1)	(2)	(3)
<b>AFRICAN AMERICAN</b>	-0.511 (0.00)	-0.518 (0.00)	-0.511 (0.00)
<b>HISPANIC AMERICAN</b>	-0.525 (0.00)	-0.530 (0.00)	-0.529 (0.00)
<b>ASIAN AMERICAN</b>	-0.457 (0.00)	-0.463 (0.00)	-0.456 (0.00)
<b>NATIVE AMERICAN</b>	-0.615 (0.00)	-0.619 (0.00)	-0.615 (0.00)
<b>OTHER</b>	0.097 (0.458)	0.080 (0.545)	0.097 (0.457)
<b>WHITE FEMALE</b>	-0.674 (0.00)	-0.358 (0.00)	-0.355 (0.00)
<b>Age</b>	0.097 (0.00)	0.097 (0.00)	0.102 (0.00)
<b>Age<sup>2</sup></b>	-0.001 (0.00)	-0.001 (0.00)	-0.001 (0.00)
<b>HOUSTON</b>	-0.305 (0.00)	-0.455 (0.00)	-0.217 (0.00)
<b>HOUSTON*AFRICAN AMERICAN</b>		0.346 (0.243)	
<b>HOUSTON* HISPANIC AMERICAN</b>		0.227 (0.039)	0.129 (0.00)
<b>HOUSTON*ASIAN AMERICAN</b>		0.294 (0.243)	
<b>HOUSTON*NATIVE AMERICAN</b>		0.699 (0.550)	
<b>HOUSTON*OTHER</b>		0.921 (0.276)	
<b>HOUSTON*WHITE FEMALE</b>		0.232 (0.258)	

Source: The Public Use Microdata Samples (PUMS) data from 2016-2020 American Community Survey and Calculations using SPSS.



TABLE J-13.  
LOGISTIC REGRESSION FORMATION RATES  
HOUSTON MARKETPLACE  
ARCHITECTURE & ENGINEERING

Independent Variables	Specifications		
	(1)	(2)	(3)
<b>AFRICAN AMERICAN</b>	-0.362 (0.001)	-0.435 (0.00)	-0.435 (0.00)
<b>HISPANIC AMERICAN</b>	-0.123 (0.075)	-0.114 (0.106)	-0.114 (0.00)
<b>ASIAN AMERICAN</b>	-0.433 (0.00)	-0.453 (0.00)	-0.453 (0.00)
<b>NATIVE AMERICAN</b>	-0.086 (0.800)	-0.082 (0.809)	-0.082 (0.774)
<b>OTHER</b>	0.106 (0.731)	0.151 (0.627)	0.151 (0.74)
<b>WHITE FEMALE</b>	-0.388 (0.00)	-0.391 (0.00)	-0.391 (0.00)
<b>Age</b>	0.105 (0.00)	0.106 (0.00)	0.106 (0.00)
<b>Age<sup>2</sup></b>	0.000 (0.00)	0.000 (0.00)	0.000 (0.00)
<b>HOUSTON</b>	-0.358 (0.001)	-0.524 (0.00)	-0.524 (0.00)
<b>HOUSTON*AFRICAN AMERICAN</b>		1.102 (0.463)	
<b>HOUSTON* HISPANIC AMERICAN</b>		-0.118 (0.726)	
<b>HOUSTON*ASIAN AMERICAN</b>		0.445 (0.219)	
<b>HOUSTON*NATIVE AMERICAN</b>		-17.402 (1.00)	
<b>HOUSTON*OTHER</b>		-19.230 (0.999)	
<b>HOUSTON*WHITE FEMALE</b>		0.109 (0.716)	

Source: The Public Use Microdata Samples (PUMS) data from 2016-2020 American Community Survey and Calculations using SPSS.

TABLE J-14.  
LOGISTIC REGRESSION FORMATION RATES  
HOUSTON MARKETPLACE  
PROFESSIONAL SERVICES

Independent Variables	Specifications		
	(1)	(2)	(3)
<b>AFRICAN AMERICAN</b>	-0.960 (0.00)	-0.970 (0.00)	-0.970 (0.00)
<b>HISPANIC AMERICAN</b>	-0.679 (0.00)	-0.676 (0.00)	-0.676 (0.00)
<b>ASIAN AMERICAN</b>	-0.666 (0.00)	-0.668 (0.00)	-0.668 (0.00)
<b>NATIVE AMERICAN</b>	-0.911 (0.001)	-0.918 (0.001)	-0.918 0.001
<b>OTHER</b>	-0.503 (0.00)	-0.497 (0.00)	-0.497 (0.00)
<b>WHITE FEMALE</b>	-0.851 (0.00)	-0.851 (0.00)	-0.851 (0.00)
<b>Age</b>	0.056 (0.00)	0.056 (0.00)	0.120 (0.00)
<b>Age<sup>2</sup></b>	0.000 (0.00)	0.000 (0.00)	0.000 (0.00)
<b>HOUSTON</b>	-0.039 (0.004)	0.041 (0.401)	-0.170 0.019
<b>HOUSTON*AFRICAN AMERICAN</b>		0.297 (0.205)	
<b>HOUSTON* HISPANIC AMERICAN</b>		-0.085 (0.367)	
<b>HOUSTON*ASIAN AMERICAN</b>		0.098 (0.285)	
<b>HOUSTON*NATIVE AMERICAN</b>		0.835 (0.268)	
<b>HOUSTON*OTHER</b>		-0.446 (0.547)	
<b>HOUSTON*WHITE FEMALE</b>		0.007 (0.920)	

Source: The Public Use Microdata Samples (PUMS) data from 2016-2020 American Community Survey and Calculations using SPSS.

TABLE J-15.  
LOGISTIC REGRESSION FORMATION RATES  
HOUSTON MARKETPLACE  
GOODS & SERVICES

Independent Variables	Specifications		
	(1)	(2)	(3)
<b>AFRICAN AMERICAN</b>	-0.964 (0.00)	-0.976 (0.00)	-0.976 (0.00)
<b>HISPANIC AMERICAN</b>	-0.772 (0.00)	-0.782 (0.00)	-0.782 (0.00)
<b>ASIAN AMERICAN</b>	-0.289 (0.00)	-0.312 (0.00)	-0.312 (0.00)
<b>NATIVE AMERICAN</b>	-0.470 (0.00)	-0.469 (0.00)	-0.472 (0.00)
<b>OTHER</b>	-0.532 (0.00)	-0.527 (0.00)	-0.533 (0.00)
<b>WHITE FEMALE</b>	-0.345 (0.00)	-0.348 (0.00)	-0.782 (0.00)
<b>Age</b>	0.047 (0.00)	0.047 (0.00)	0.142 (0.00)
<b>Age<sup>2</sup></b>	0.000 (0.00)	0.000 (0.00)	-0.001 (0.00)
<b>HOUSTON</b>	-0.411 (0.00)	-0.693 (0.00)	-0.256 (0.00)
<b>HOUSTON*AFRICAN AMERICAN</b>		0.627 (0.002)	0.726 (0.00)
<b>HOUSTON* HISPANIC AMERICAN</b>		0.476 (0.00)	0.469 (0.006)
<b>HOUSTON*ASIAN AMERICAN</b>		0.839 (0.00)	0.830 (0.00)
<b>HOUSTON*NATIVE AMERICAN</b>		-17.242 (0.999)	
<b>HOUSTON*OTHER</b>		-16.935 (0.998)	
<b>HOUSTON*WHITE FEMALE</b>		0.260 (0.027)	0.251 (0.001)

Source: The Public Use Microdata Samples (PUMS) data from 2016-2020 American Community Survey and Calculations using SPSS.