ALIEF INDEPENDENT SCHOOL DISTRICT

BOARD OF TRUSTEES

4250 Cook Road, Houston, Texas 77072
P.O. Box 68, Alief, TX 77411

Alief Independent School District

www.aliefisd.net

REGULAR BOARD MEETING
Tuesday, March 24, 2026
6:30 PM

Notice is hereby given that the Board of Trustees of the Alief Independent School District will hold a Regular Board Meeting on Tuesday, March 24, 2026 at 6:30 PM in the Board Room of the Administration Building, 4250 Cook Rd, Houston, TX 77072.

The subjects to be discussed or considered or upon which any formal action may be taken are as listed below. Items do not have to be taken in the order shown on this meeting notice. Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

One or more board members and/or presenters may participate in this meeting by videoconference. It is the intent of the district to have, and the meeting will have, a quorum of board members physically present at the meeting location. The meeting location will be equipped with video conference equipment.

The public may view the board meeting by watching the live stream of the meeting at the following link: https://video.aliefisd.net/show?video=436b1ee64ce7

Online posting found here: https://meetings.boardbook.org/Public/Organization/770

1. Call to Order
2. Pledge
3. Invocation or Inspirational Remarks
4. Public Comments on Posted Agenda Items
5. Board Recognitions
6. Board and Committee Reports
   Reports and comments from board members regarding meetings and conferences attended, including board committee meetings; schools visited; community and district activities; new initiatives; education programs; and continuing education. The items may be discussed, but no final action will be taken on these items at this meeting.
7. Superintendent Report (Dr. Anthony Mays, Alief ISD Superintendent)
8. Donation Report (Dee Jones, Business and Community Partner Coordinator) 6
9. Other Reports (Information Only. No discussion at the meeting unless requested by a Board member.)
   9.1. Construction Summary Report (Charles Woods, Deputy Superintendent of Business Services) 8

Board Goal #2 Safe and Secure Alief: Alief ISD will maintain a safe and orderly environment.

9.2. Disbursement Report (Charles Woods, Deputy Superintendent of Business Services)

Board Goal #5 Organizational Strength: Alief ISD will continue to improve the financial stability of the district.

9.3. Financial Activity Report (Charles Woods, Deputy Superintendent of Business Services) 41

Board Goal #5 Organizational Strength: Alief ISD will continue to improve the financial stability of the district.

9.4. Active Requests for Proposals for Procurement of Goods and Services (Charles Woods, Deputy Superintendent of Business Services) 47

Board Goal #4 Alief Family: Alief ISD will continue to build strong relationships with all stakeholders.

9.5. Tax Collection Report and Disbursements (Charles Woods, Deputy Superintendent of Business Services) 49

Board Goal #4 Alief Family: Alief ISD will continue to build strong relationships with all stakeholders.

10. Consent Agenda

10.1. Consider Approval of Minutes Held on February 17, 2026 51

10.2. Consider Approval of New Hires (Dr. Elizabeth Veloz-Powell, Deputy Superintendent of Human Resources) 65

Board Goal #3 World Class Employment: Alief ISD will recruit, develop, and retain highly qualified and effective personnel.

10.3. Consider Approval of Resignation Report (Dr. Elizabeth Veloz-Powell, Deputy Superintendent of Human Resources) 72

Board Goal #3 World Class Employment: Alief ISD will recruit, develop, and retain highly qualified and effective personnel.

10.4. Consider Approval of New Administrator (Dr. Elizabeth Veloz-Powell, Deputy Superintendent of Human Resources) 75

Board Goal #3 World Class Employment: Alief ISD will recruit, develop, and retain highly qualified and effective personnel.

10.5. Consider Approval of Alief ISD's participation in the Texas Education Agency (TEA) Strategic Compensation Pilot and submission to earn Enhanced TIA District Status (Dr. Elizabeth Veloz-Powell, Deputy Superintendent of Human Resources) 77

Board Goal #3 World Class Employment: Alief ISD will recruit, develop, and retain highly qualified and effective personnel.

10.6. Consider Approval of Budget Amendments (Charles Woods, Deputy Superintendent of Business Services) 93

Board Goal #5 Organizational Strength: Alief ISD will continue to improve the financial stability of the district.

10.7. Consider Approval of CSP #2611: The Young Women's Leadership School Driveway Improvement. (Charles Woods, Deputy Superintendent of Business).
Board Goal #2 Safe and Secure Alief: Alief ISD will maintain a safe and orderly environment.

10.8. Consider and Approve Second Reading and Additions, Deletions, and Revisions to Board Policy CSA (LOCAL), CQD (LOCAL), DBD (LOCAL), DEC (LOCAL), EHBAF (LOCAL), FFF (LOCA), EEP (LOCAL), EFA (LOCAL), DH (LOCAL), EIA (LOCAL), FA (LOCAL), FEF (LOCAL), FFB (LOCAL), FFG (LOCAL), GKA (LOCAL), DFBB (LOCAL) for the Alief Independent School District (Dr. Jeannine Porter, Chief of Staff) 121
Board Goal #1 Student Achievement: Alief ISD will close the achievement gap to ensure all students reach their academic potential and improve student preparation for college and career. Board Goal #2 Safe and Secure Alief: Alief ISD will maintain a safe and orderly environment.
Board Goal #3 World Class Employment: Alief ISD will recruit, develop, and retain highly qualified and effective personnel.

10.9. Consider Approval of Agreement with BusPatrol to Participate in a Pilot School Bus Stop-Arm Camera Program (Charles Woods, Deputy Superintendent of Business Services) 126
Board Goal #2 Safe and Secure Alief: Alief ISD will maintain a safe and orderly environment.

10.10. Consider Approval of Contract Agreement with SPARK to refresh SPARK Parks at Sneed and Smith Elementary Schools and establish a new SPARK Park at Owens Intermediate (Charles Woods, Deputy Superintendent of Business Services) 127
Board Goal #4 Alief Family: Alief ISD will continue to build strong relationships with all stakeholders.

10.11. Consider Approval of an Interlocal Agreement between Harris County and Alief Independent School District for Reimbursement Related to the Spark Park Improvements at Miller Intermediate School. (Charles Woods, Deputy Superintendent of Business Services) 135
Board Goal #4 Alief Family: Alief ISD will continue to build strong relationships with all stakeholders.

10.12. Consider Approval of CSP#2612 Serving Lines and Kitchen Equipment for SOAR (Charles Woods, Deputy Superintendent of Business Services)
Board Goal #2 Safe and Secure Alief: Alief ISD will maintain a safe and orderly environment.

10.13. Consider approval of Memorandum of Understanding (MOU) with Momentum to strengthen college-readiness outcomes through a summer boot camp for rising 12th grade students (Dr. Charles Garcia, Deputy Superintendent of Curriculum, Instruction, and School Leadership)
Board Goal #1 Student Achievement: Alief ISD will close the achievement gap

to ensure all students reach their academic potential and improve student preparation for college and career.

10.14. Consider approval of Service Agreement for the Dual Language Curriculum and Program Review (Dr. Charles Garcia, Deputy Superintendent of Curriculum, Instruction, and School Leadership)

Board Goal #1 Student Achievement: Alief ISD will close the achievement gap to ensure all students reach their academic potential and improve student preparation for college and career.

11. Non-Consent Agenda

11.1. Report and Presentation by Awarded Consulting Firm, MGT of America Consulting, of the Results of the Disparity Study Completed in December 2025 (Charles Woods, Deputy Superintendent of Business Services) 142

Board Goal #4 Alief Family: Alief ISD will continue to build strong relationships with all stakeholders.

Board Goal #5 Organizational Strength: Alief ISD will continue to improve the financial stability of the District.

11.2. Presentation of Current School Bus Fleet and Financial Impact of Senate Bill 546 - New Seat Belt Law (Charles Woods, Deputy Superintendent of Business Services) 527

Board Goal #2 Safe and Secure Alief: Alief ISD will maintain a safe and orderly environment.

11.3. Consider Approval of Design Development of Ness Natatorium as presented by AUTOARCH (Charles Woods, Deputy Superintendent of Business Services) 540

Board Goal #4 Alief Family: Alief ISD will continue to build strong relationships with all stakeholders.

11.4. Academic Middle-of-Year Progress Monitoring Update (Dr. Charles Garcia, Deputy Superintendent of Curriculum, Instruction, and School Leadership) 565

Board Goal #1 Student Achievement: Alief ISD will close the achievement gap to ensure all students reach their academic potential and improve student preparation for college and career.

11.5. House Bill 3 Board Adopted Goals 2026-2030 (Dr. Charles Garcia, Deputy Superintendent of Curriculum, Instruction, and School Leadership)

Board Goal #1 Student Achievement: Alief ISD will close the achievement gap to ensure all students reach their academic potential and improve student preparation for college and career.

12. Closed Executive Session

12.1. Consult with the District's attorneys on any subjects or matters authorized by law, including any matter listed on this meeting notice/agenda, pending or contemplated litigation, and proposed settlements.

(Tex. Gov’t Code § 551.071)

12.2. Deliberate the duties, responsibilities, evaluation, employment, and dismissal of personnel and officers, including the Board and Superintendent and as it pertains to any item listed on this notice/agenda. (Tex. Gov't Code § 551.074)

12.3. Discussion of Districtwide Intruder Detection Audit Report Findings. TEX. GOV’T CODE § § 551.076, 551.089. (Dr. Elizabeth Veloz-Powell, Deputy Superintendent of Human Resources and Professional Learning)

13. Adjournment

If, during the course of the meeting covered by this Notice, the Board should determine that a closed or executive meeting or session of the Board should be held or is required in relation to any item included in this notice, then such closed or executive meeting or session as authorized by Section 551.001 et seq. of the Texas Government Code (the Open Meetings Act) will be held by the Board at that date, hour and place given in this notice or as soon after the commencement of the meeting covered by this notice as the Board may conveniently meet in such closed or executive meeting or session concerning any and all subjects and for any and all purposes permitted by Sections 551.071-551.089, inclusive, of the Open Meetings Act, including, but not limited to:

Section 551.071 – For the purpose of a private consultation with the Board’s attorney on any or all subjects or matters authorized by law.

Section 551.072 – For the purpose of discussing the purchase, exchange, lease, or value of real property.

Section 551.073 – For the purpose of considering a negotiated contract for a prospective gift donation.

Section 551.074 – for the purpose of considering the appointment, employment, evaluation, reassignment, duties, discipline or dismissal of a public officer or employee or to hear complaints or charges against a public officer or employee.

Section 551.076 – To consider the deployment, or specific occasions for implementation, of security personnel or devices.

Section 551.082 – for the purpose of considering discipline of a public school child or children, or to hear a complaint by an employee against another employee, if the complaint or charge directly results in a need for a hearing.

Section 551.0821: For the purpose of deliberating a matter regarding a public school student if personally identifiable information about the student will necessarily be revealed by the deliberation;

Section 551.083 – for the purpose of considering the standards, guidelines, terms or conditions the Board will follow, or instruct its representatives to follow, in consultation with representatives of employee groups in connection with consultation agreements provided for by Section 13.901 of the Texas Education Code.

Section 551.084 – for the purpose of excluding witness or witnesses from a hearing during examination of another witness.

Section 551.089: For the purpose of deliberating security assessments or deployments relating to information resources technology, network security information as described by Section 2059.055(b), or the deployment, or specific occasions for implementation, of security personnel, critical infrastructure, or security devices.

Should any final action, final decision, or final vote be required in the opinion of the Board with regard to any matter considered in such closed or executive meeting or session, then such final decision, or final vote shall be at either:

a. the open meeting covered by the notice upon the reconvening of this public meeting, or
b. at a subsequent public meeting of the Board upon notice thereof, as the Board shall determine.

ALIEF INDEPENDENT SCHOOL DISTRICT

BOARD DOCUMENT

MEETING DATE: March 24, 2026

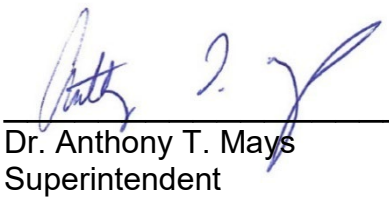
AGENDA ITEM: Consider Approval of Donations

The Public Relations Department has received the following donations and gifts in kind from business partners, community members, and parent-teacher organizations. In accordance with Board policy, donations of $500.00 and over in value require Board approval.

$121,000.00		Donation of Free Assorted Household Items, Small Appliances, Clothing and Toiletries to Alief ISD from Mr. Barrell Richardson-Amazon to be used for any Alief ISD students and staff.
$21,397.00		Donation of Free Assorted Foods to Alief ISD from the Houston Food Bank-Backpack Buddy Program to be used for any Alief ISD students.
$20,110.00		Donation of Assorted Foods to Alief ISD from the Houston Food Bank-School Market to be used for any Alief ISD families and students.
$3,875.00		Donation of Free Pastries and Breads to Alief ISD from Panera Bread Bakery Café to be used for any Alief ISD students and staff.
$3,800.00		Donation of Free Assorted Formal Blazers to Alief ISD from Mr. Porter Renfro to be used for any Alief ISD students. (Boys Club & Prom)
$2,500.00		Donation of Cash to Alief ISD from Houston Westchase Rotary Club to be used for the Young Enterprising Women's Conference expenses. (Cash/Donation Account)
$2,200.00		Donation of Free Assorted Clothing to Alief ISD from Ms. Kimberly Toney to be used for any Alief ISD students.

$2,000.00		Donation of Free H-E-B Gift Cards to Alief ISD from H-E-B Corporate to be used for Alief Family U Conference expenses.
$1,000.00		Donation of Cash to Alief ISD from First Community Credit Union to be used for Alief Family U Conference expenses. (Cash/Budget Account)
$1,000.00		Donation of Free Assorted Furniture to Alief ISD from Ms. Ventra Senegal to be used for any Alief ISD teachers or staff.
$1,000.00		Donation of Free Assorted Baby Clothing, Shoes and Backpacks to Alief ISD from Pilgrim Rest Missionary Baptist Church.
$500.00		Donation of Free Lunches and Gifts to Alief ISD from Alief AFT-Local 6346 to be used for Alief Middle School teachers and staff.
$500.00		Donation of Cash to Alief ISD from Mr. Michael Nguyen to be used for the Young Enterprising Women's Conference expenses. (Donation Account)
$500.00		Donation of Cash to Alief ISD from Kappa Alpha PSI Fraternity to be used for any Alief Middle School staff. (Cash/Budget Account)

RECOMMENDATION: It is recommended that the Board of Trustees accepts the donations totaling $ 181,382.00.



Dr. Anthony T. Mays
Superintendent

ALIEF INDEPENDENT SCHOOL DISTRICT

BOARD DOCUMENT

MEETING DATE: March 24, 2026

AGENDA ITEM: Construction Summary Report

Attached is a Construction Summary Report for all bond sales with current year activity for the 2003, 2015 and 2021 bond referendums.

On the 2021 Referendum report, projects listed as 99% complete are substantially completed, which indicates the project is completed to the point that the District is able to utilize the facility and/or equipment for its intended purpose. However, at substantial completion, vendors will still have ongoing punch list items to complete and contract amounts will not be fully paid to the vendor until all aspects of the project are brought to completion.

Recommendation: Information item – no recommendation required.

Dr. Anthony Mays
Superintendent

Charles Woods
Deputy Superintendent/
Business Services

FISCAL YEAR : 2026 PERIOD : 6

BOND SALE : D0 2021 Capital Projects

PROJ	DESCRIPTION	INITIAL APPROPRIATION	AMENDED BUDGET	PRIOR YEAR NET EXPEND	CURRENT YEAR NET EXPEND	NET ENCUMBRANCES	BALANCE
000	Unassigned	0.00	0.00	0.00	0.00	0.00	0.00
NAT	Natatorium	0.00	3,317,000.00	0.00	0.00	0.00	3,317,000.00
PRS	Pressbox	0.00	6,000,000.00	0.00	2,400.00	5,926,915.53	70,684.47
Total for Bond Sale D0 2021 Capital Projects		0.00	9,317,000.00	0.00	2,400.00	5,926,915.53	3,387,684.47

FISCAL YEAR : 2026 PERIOD : 6

BOND SALE : E2 2017 Capital Projects

PROJ	DESCRIPTION	INITIAL APPROPRIATION	AMENDED BUDGET	PRIOR YEAR NET EXPEND	CURRENT YEAR NET EXPEND	NET ENCUMBRANCES	BALANCE
000	Unassigned	0.00	12,612.02	0.00	0.00	0.00	12,612.02
A13	ADA Restrooms	1,335,000.00	726,305.46	726,305.46	0.00	0.00	0.00
A93	Outley Addition	4,450,000.00	4,183,132.09	4,183,132.09	0.00	-0.00	0.00
ARR	Alief Restroom Refurbish	0.00	2,723.45	2,723.45	0.00	0.00	0.00
BUS	School Buses	1,500,000.00	1,894,618.67	1,894,618.67	0.00	0.00	0.00
C49	Career Center	39,500,000.00	21,737,613.18	21,737,613.18	0.00	0.00	-0.00
CHA	Carpet at Hastings Annex	0.00	40,837.77	40,837.77	0.00	0.00	0.00
CHS	Chancellor Spark Park	0.00	0.00	0.00	0.00	0.00	0.00
COI	Cost of Issuance	0.00	218,084.04	218,084.04	0.00	0.00	0.00
CRU	Crump	0.00	102,094.55	102,094.55	0.00	0.00	-0.00
CTX	Centegix	0.00	1,504,100.00	1,504,100.00	0.00	0.00	0.00
ECL	Elsik Door Locks	0.00	70,582.27	70,582.27	0.00	-0.00	0.00
EFH	Elsik Field House	0.00	128,040.00	17,228.52	98,542.48	0.00	12,269.00
ESF	Softball Field	334,000.00	1,467,907.64	1,467,907.64	0.00	0.00	-0.00
F40	Foundation Repairs	0.00	0.00	0.00	0.00	0.00	0.00
FCR	Carpet Replacement Evaluation	1,015,000.00	360,177.27	354,000.00	0.00	0.00	6,177.27
FEN	Fencing	0.00	310,752.52	310,752.52	0.00	0.00	0.00
FFA	Fire Alarm	144,000.00	25,933.00	17,022.00	0.00	8,911.00	-0.00

FISCAL YEAR : 2026 PERIOD : 6

BOND SALE : E2 2017 Capital Projects

PROJ	DESCRIPTION	INITIAL APPROPRIATION	AMENDED BUDGET	PRIOR YEAR NET EXPEND	CURRENT YEAR NET EXPEND	NET ENCUMBRANCES	BALANCE
FHV	HVAC	4,737,000.00	5,085,504.89	5,085,504.89	0.00	0.00	0.00
FPK	Fullday PreK	0.00	5,424,538.58	5,424,538.58	0.00	-0.00	0.00
FRF	Roof Replacement	5,234,000.00	4,849,141.59	4,849,141.59	0.00	0.00	-0.00
G17	MS Gym Additions	15,580,000.00	15,207,522.30	15,207,522.30	0.00	0.00	-0.00
HDL	Hastings Door Locks	0.00	110,670.11	110,670.11	0.00	0.00	-0.00
HSL	Howell Sugarland Sidewalk	0.00	170,752.50	170,752.50	0.00	0.00	0.00
HVE	HVAC-Elsik	0.00	1,480,326.47	1,480,326.47	0.00	0.00	0.00
HVN	HVAC-NGC	0.00	2,442,687.63	2,442,687.63	0.00	0.00	0.00
HWP	Hastings Water Pipe	0.00	40,607.00	40,607.00	0.00	0.00	0.00
LB1	Libraries group 1	0.00	519,061.87	519,061.87	0.00	0.00	0.00
MQE	Marquee Elementary	0.00	1,097,750.00	1,097,750.00	0.00	0.00	0.00
NAT	Natatorium	0.00	43,089.00	43,089.00	0.00	0.00	0.00
OCT	O'Donnell Cooling Tower	0.00	49,999.00	49,999.00	0.00	0.00	0.00
OER	Olle Ensemble Room	306,000.00	302,000.00	302,000.00	0.00	0.00	0.00
PAA	Paving at Alexander	0.00	6,410.00	6,410.00	0.00	0.00	0.00
PAV	Paving at Transportation	0.00	265,376.85	265,376.85	0.00	0.00	0.00
PDR	Police Dept Radios	0.00	0.00	0.00	0.00	0.00	0.00
PDV	Police Department Vehicle	0.00	418,612.32	418,612.32	0.00	0.00	0.00

FISCAL YEAR : 2026 PERIOD : 6

BOND SALE : E2 2017 Capital Projects

PROJ	DESCRIPTION	INITIAL APPROPRIATION	AMENDED BUDGET	PRIOR YEAR NET EXPEND	CURRENT YEAR NET EXPEND	NET ENCUMBRANCES	BALANCE
PLL	Parking Lot Lighting (LED)	0.00	94,999.06	94,999.06	0.00	0.00	-0.00
PLV	Parking Lot Vehicle	0.00	0.00	0.00	0.00	0.00	0.00
S15	Safety Vestibules	5,900,000.00	7,268,365.40	7,268,365.40	0.00	0.00	-0.00
SDL	School Door Locks	0.00	303,738.77	303,738.77	0.00	0.00	0.00
SSV	Stop School Violence	0.00	162,000.00	162,000.00	0.00	0.00	0.00
UDT	Underwriter's Discount	0.00	482,842.30	482,842.30	0.00	0.00	0.00
W21	Cummings Wall Flashing	0.00	26,000.00	26,000.00	0.00	0.00	0.00
WHF	Warehouse Freezer	0.00	2,221,242.06	2,221,242.06	0.00	0.00	12 -0.00
WRS	Weight rooms	500,000.00	2,712,316.24	2,712,316.24	0.00	-0.00	0.00
Total for Bond Sale E2 2017 Capital Projects		80,535,000.00	83,571,067.87	83,432,556.10	98,542.48	8,911.00	31,058.29

FISCAL YEAR : 2026 PERIOD : 6

BOND SALE : E3 2018 Capital Projects

PROJ	DESCRIPTION	INITIAL APPROPRIATION	AMENDED BUDGET	PRIOR YEAR NET EXPEND	CURRENT YEAR NET EXPEND	NET ENCUMBRANCES	BALANCE
000	Unassigned	442,000.00	8,904.96	0.00	0.00	0.00	8,904.96
ARR	Alief Restroom Refurbish	0.00	11,917.78	11,917.78	0.00	0.00	0.00
BSF	Basebll and Softball Fields	0.00	1,225,766.00	752,294.24	463,552.19	9,323.37	596.20
BUS	School Buses	1,500,000.00	1,499,976.00	1,499,976.00	0.00	0.00	0.00
COI	Cost of Issuance	0.00	126,827.63	126,827.63	0.00	0.00	0.00
CSB	Crump Score Board	0.00	852,723.47	843,473.47	9,250.00	0.00	0.00
F40	Foundation Repairs	0.00	476,450.00	326,450.00	44,540.00	98,010.00	7,450.00
FCR	Carpet Replacement Evaluation	874,000.00	890,964.44	890,964.44	0.00	0.00	13 0.00
FEN	Fencing	0.00	0.00	0.00	0.00	0.00	0.00
FEV	Elevators	614,000.00	447,908.57	447,908.57	0.00	0.00	0.00
FFA	Fire Alarm	215,000.00	169,618.20	169,618.20	0.00	0.00	0.00
FHV	HVAC	5,807,000.00	5,366,831.15	5,366,831.15	0.00	0.00	0.00
G19	Chan/Mahanay Gym Floors	80,000.00	52,643.00	52,643.00	0.00	0.00	0.00
LB1	Libraries group 1	0.00	210,468.15	210,468.15	0.00	0.00	-0.00
LB2	Libraries group 2	0.00	276,071.57	276,071.57	0.00	0.00	0.00
MPC	Multi-Purpose Center	5,790,000.00	5,761,401.68	5,761,401.68	0.00	0.00	0.00
PLL	Parking Lot Lighting (LED)	0.00	17,626.03	17,626.03	0.00	0.00	0.00
RAM	Roof - AMS	220,000.00	194,760.00	194,760.00	0.00	0.00	0.00

FISCAL YEAR : 2026 PERIOD : 6

BOND SALE : E3 2018 Capital Projects

PROJ	DESCRIPTION	INITIAL APPROPRIATION	AMENDED BUDGET	PRIOR YEAR NET EXPEND	CURRENT YEAR NET EXPEND	NET ENCUMBRANCES	BALANCE
RKL	Roof - Killough	2,151,000.00	1,629,099.00	1,629,099.00	0.00	0.00	0.00
RSM	Roof - Smith	971,000.00	773,760.00	773,760.00	0.00	0.00	0.00
RTY	Roof - Taylor	4,221,000.00	3,781,425.00	3,781,425.00	0.00	0.00	0.00
S15	Safety Vestibules	4,630,000.00	4,546,811.08	4,546,811.08	0.00	0.00	-0.00
SPK	DW Fire Sprinkler Repairs	0.00	4,200.00	4,200.00	0.00	0.00	0.00
TEM	Temp Bldg replacements	610,000.00	645,380.70	645,380.70	0.00	-0.00	0.00
UDT	Underwriter's Discount	0.00	84,411.72	84,411.72	0.00	0.00	0.00
Total for Bond Sale E3 2018 Capital Projects		28,125,000.00	29,055,946.13	28,414,319.41	517,342.19	107,333.37	16,951.16

FISCAL YEAR : 2026 PERIOD : 6

BOND SALE : E4 2019 Capital Projects

PROJ	DESCRIPTION	INITIAL APPROPRIATION	AMENDED BUDGET	PRIOR YEAR NET EXPEND	CURRENT YEAR NET EXPEND	NET ENCUMBRANCES	BALANCE
000	Unassigned	0.00	106,889.95	0.00	0.00	0.00	106,889.95
ARR	Alief Restroom Refurbish	0.00	86,010.98	86,010.98	0.00	0.00	0.00
BMC	Building Management Control	0.00	100,000.00	100,000.00	0.00	-0.00	0.00
BSF	Basebll and Softball Fields	0.00	141,500.00	0.00	0.00	141,329.00	171.00
BUS	School Buses	1,500,000.00	1,493,454.00	1,493,454.00	0.00	0.00	0.00
CAM	Cameras	0.00	0.00	0.00	0.00	0.00	0.00
CAN	Entry Canopies	4,200,000.00	4,699,112.25	4,699,112.25	0.00	0.00	-0.00
COI	Cost of Issuance	0.00	190,883.85	190,883.85	0.00	0.00	15 0.00
CPS	Partitions,Curtains,Etc	2,800,000.00	2,189,395.85	2,189,395.85	0.00	0.00	-0.00
CSS	Crump Seating	602,000.00	730,106.64	730,106.64	0.00	-0.00	0.00
EJS	Exterior Joint Sealant	0.00	140,000.00	0.00	134,986.36	0.00	5,013.64
FCR	Carpet Replacement Evaluation	1,028,000.00	627,189.71	600,999.71	0.00	26,190.00	0.00
FEV	Elevators	1,276,000.00	698,977.62	698,977.62	0.00	0.00	-0.00
FFA	Fire Alarm	0.00	743,000.00	22,500.00	0.00	720,500.00	0.00
FHV	HVAC	988,000.00	253,322.35	253,322.35	0.00	0.00	0.00
G21	Gym Floor-Owens	32,000.00	20,648.00	20,648.00	0.00	0.00	0.00
GYM	Gym	0.00	32,334.00	32,334.00	0.00	0.00	0.00
HVE	HVAC-Elsik	12,000,000.00	12,768,397.34	12,768,397.34	0.00	0.00	0.00

FISCAL YEAR : 2026 PERIOD : 6

BOND SALE : E4 2019 Capital Projects

PROJ	DESCRIPTION	INITIAL APPROPRIATION	AMENDED BUDGET	PRIOR YEAR NET EXPEND	CURRENT YEAR NET EXPEND	NET ENCUMBRANCES	BALANCE
HVN	HVAC-NGC	0.00	0.00	0.00	0.00	0.00	0.00
HVO	HVAC- Olle	942,000.00	909,522.00	909,522.00	0.00	0.00	0.00
LB2	Libraries group 2	0.00	702,043.43	702,043.43	0.00	0.00	0.00
LB3	Libraries group 3	0.00	441,084.84	441,084.84	0.00	0.00	0.00
LB4	Libraries group 4	0.00	694,792.12	694,792.12	0.00	0.00	0.00
MPC	Multi-Purpose Center	18,050,000.00	14,664,058.89	14,664,058.89	0.00	0.00	0.00
PRS	Pressbox	0.00	2,928,896.87	416,350.38	1,581,406.70	931,139.79	0.00
REC	Reception Areas	843,000.00	59,010.00	59,010.00	0.00	0.00	16 0.00
RML	Roof - Miller	1,266,000.00	1,180,210.00	1,180,210.00	0.00	0.00	0.00
RRP	Restrooms	11,075,000.00	7,227,339.12	7,227,339.12	0.00	0.00	-0.00
TEC	Technology	0.00	470,000.00	214,058.20	70,440.61	11,438.22	174,062.97
TFH	Taylor Field House	0.00	133,789.00	0.00	133,789.00	0.00	0.00
TRR	Track Repl-Elsik & Taylor	0.00	3,146,988.91	3,140,514.09	5,175.00	1,298.32	1.50
UDT	Underwriter's Discount	0.00	238,351.90	238,351.90	0.00	0.00	0.00
V33	Vinyl Wall Replac-various	0.00	0.00	0.00	0.00	0.00	0.00
VWC	Vinyl Wall Covering-Various	0.00	1,435,000.00	0.00	0.00	36,742.84	1,398,257.16
WHB	Warehouse Boiler Replacement	0.00	0.00	0.00	0.00	0.00	0.00
YLB	Library - Youens	963,000.00	840,550.11	840,550.11	0.00	-0.00	0.00

FISCAL YEAR : 2026 PERIOD : 6

BOND SALE : E4 2019 Capital Projects

PROJ DESCRIPTION	INITIAL APPROPRIATION	AMENDED BUDGET	PRIOR YEAR NET EXPEND	CURRENT YEAR NET EXPEND	NET ENCUMBRANCES	BALANCE
Total for Bond Sale E4 2019 Capital Projects	57,565,000.00	60,092,859.73	54,614,027.67	1,925,797.67	1,868,638.17	1,684,396.22

FISCAL YEAR : 2026 PERIOD : 6

BOND SALE : E5 2020 Capital Projects

PROJ	DESCRIPTION	INITIAL APPROPRIATION	AMENDED BUDGET	PRIOR YEAR NET EXPEND	CURRENT YEAR NET EXPEND	NET ENCUMBRANCES	BALANCE
000	Unassigned	6,060,000.00	120,926.92	0.00	0.00	0.00	120,926.92
ARB	Arbitrage Liability	0.00	305,336.68	0.00	0.00	0.00	305,336.68
ARR	Alief Restroom Refurbish	0.00	273,370.65	210,949.86	41,840.79	0.00	20,580.00
BUS	School Buses	1,500,000.00	2,959,505.00	2,959,505.00	0.00	0.00	0.00
COI	Cost of Issuance	0.00	165,232.02	165,232.02	0.00	0.00	0.00
DLK	Door locksets	0.00	66,069.90	66,069.90	0.00	0.00	0.00
EMS	Energy Management Services	100,000.00	0.00	0.00	0.00	0.00	0.00
FCR	Carpet Replacement Evaluation	1,804,000.00	1,802,516.08	1,802,516.08	0.00	-0.00	0.00
FFA	Fire Alarm	106,000.00	28,251.79	28,251.79	0.00	0.00	-0.00
FHV	HVAC	3,017,000.00	3,032,968.34	3,032,968.34	0.00	0.00	-0.00
FPK	Fullday PreK	32,100,000.00	32,250,513.00	32,250,513.00	0.00	0.00	-0.00
G22	Gym Floor Klentzman	40,000.00	23,625.00	23,625.00	0.00	0.00	0.00
HVE	HVAC-Elsik	11,879,000.00	8,603,511.67	8,603,511.67	0.00	-0.00	0.00
HWB	HASTINGS WATER BOILER	0.00	61,039.00	61,039.00	0.00	0.00	0.00
IEB	Infrastructure-Electric Bus	0.00	223,238.90	223,238.90	0.00	0.00	-0.00
NAT	Natatorium	0.00	5,878,535.57	0.00	82,150.00	486,250.00	5,310,135.57
PRS	Pressbox	0.00	1,950,000.00	0.00	0.00	1,950,000.00	0.00
RKE	Roof Replacement Kerr	357,000.00	348,805.00	348,805.00	0.00	0.00	0.00

FISCAL YEAR : 2026 PERIOD : 6

BOND SALE : E5 2020 Capital Projects

PROJ	DESCRIPTION	INITIAL APPROPRIATION	AMENDED BUDGET	PRIOR YEAR NET EXPEND	CURRENT YEAR NET EXPEND	NET ENCUMBRANCES	BALANCE
UDT	Underwriter's Discount	0.00	130,008.50	130,008.50	0.00	0.00	0.00
WIN	Window Replacement	667,000.00	667,000.00	20,737.70	0.00	646,262.30	0.00
Total for Bond Sale E5 2020 Capital Projects		57,630,000.00	58,890,454.02	49,926,971.76	123,990.79	3,082,512.30	5,756,979.17

FISCAL YEAR : 2026 PERIOD : 6

BOND SALE : E6 2021 Capital Projects

PROJ	DESCRIPTION	INITIAL APPROPRIATION	AMENDED BUDGET	PRIOR YEAR NET EXPEND	CURRENT YEAR NET EXPEND	NET ENCUMBRANCES	BALANCE
000	Unassigned	9,317,000.00	3,545,245.30	0.00	0.00	0.00	3,545,245.30
AGS	All Girls School	0.00	588,266.51	0.00	126,237.20	459,897.01	2,132.30
ARB	Arbitrage Liability	0.00	2,253,826.52	0.00	0.00	0.00	2,253,826.52
ARR	Alief Restroom Refurbish	0.00	135,577.14	0.00	35,568.15	100,008.99	0.00
BMC	Building Management Control	100,000.00	80,048.37	80,048.37	0.00	0.00	-0.00
BUS	School Buses	1,500,000.00	2,767,520.00	267,520.00	0.00	2,500,000.00	-0.00
C41	Carpet Replacement	437,000.00	400,432.80	400,432.80	0.00	0.00	0.00
CAM	Cameras	0.00	2,025,000.00	171,174.28	22,595.50	7,095.00	1,824,135.22
CMF	Crump Mercury Floor Removal	0.00	222,987.27	210,877.76	2,102.30	7.21	10,000.00
COI	Cost of Issuance	0.00	208,505.14	208,505.14	0.00	0.00	0.00
EMQ	Elisk Marquee Repair	0.00	33,863.00	33,863.00	0.00	0.00	0.00
F31	Distr wide foundation repair	0.00	326,870.00	5,400.00	0.00	321,470.00	0.00
FEN	Fencing	0.00	163,168.00	163,168.00	0.00	0.00	0.00
FPK	Fullday PreK	47,600,000.00	26,301,228.35	26,301,228.35	0.00	0.00	-0.00
FTK	Fuel Tank	0.00	92,291.48	92,291.48	0.00	0.00	0.00
GFL	Gym Floor Replacement	82,000.00	35,000.00	35,000.00	0.00	0.00	0.00
H44	District wide HVAC	0.00	0.00	0.00	0.00	0.00	0.00
HGB	Hastings G Building	0.00	5,192.00	5,192.00	0.00	0.00	0.00

FISCAL YEAR : 2026 PERIOD : 6

BOND SALE : E6 2021 Capital Projects

PROJ	DESCRIPTION	INITIAL APPROPRIATION	AMENDED BUDGET	PRIOR YEAR NET EXPEND	CURRENT YEAR NET EXPEND	NET ENCUMBRANCES	BALANCE
HVD	HVAC District Wide	1,137,000.00	503,789.00	503,789.00	0.00	0.00	0.00
HVL	HVAC Liestman	229,000.00	0.00	0.00	0.00	0.00	0.00
HVT	HVAC Taylor	200,000.00	86,975.00	86,975.00	0.00	0.00	0.00
HVY	HVAC Youens	2,374,000.00	2,178,381.94	2,178,381.94	0.00	0.00	0.00
IEB	Infrastructure-Electric Bus	0.00	2,026,761.10	0.00	0.00	0.00	2,026,761.10
KMQ	Kerr Marquee	0.00	39,400.00	39,400.00	0.00	0.00	0.00
LB1	Libraries group 1	0.00	2,688,891.15	2,688,891.15	0.00	0.00	0.00
LB2	Libraries group 2	0.00	4,305,181.50	4,305,181.50	0.00	0.00	21 -0.00
LB3	Libraries group 3	0.00	1,991,609.75	1,991,609.75	0.00	0.00	0.00
LB4	Libraries group 4	0.00	3,466,648.75	3,466,648.75	0.00	-0.00	0.00
MOW	Mowers	0.00	67,383.00	67,383.00	0.00	0.00	0.00
PDV	Police Department Vehicle	0.00	40,914.25	40,914.25	0.00	0.00	0.00
RRF	Roof Replacement Partial	719,000.00	717,200.00	717,200.00	0.00	0.00	0.00
T91	Technolgy Infrastructure	0.00	1,500,000.00	0.00	0.00	1,346,031.60	153,968.40
TCS	Track Crump Stadium	0.00	0.00	0.00	0.00	0.00	0.00
TEM	Temp Bldg replacements	0.00	0.00	0.00	0.00	0.00	0.00
TMQ	Taylor Marquee	0.00	42,900.00	42,900.00	0.00	0.00	0.00
TSO	Traffic Study Obligations	957,000.00	357,729.12	357,729.12	0.00	0.00	0.00

FISCAL YEAR : 2026 PERIOD : 6

BOND SALE : E6 2021 Capital Projects

PROJ	DESCRIPTION	INITIAL APPROPRIATION	AMENDED BUDGET	PRIOR YEAR NET EXPEND	CURRENT YEAR NET EXPEND	NET ENCUMBRANCES	BALANCE
TUR	Turf crump	0.00	1,601,960.45	1,601,960.45	0.00	0.00	-0.00
UDT	Underwriter's Discount	0.00	234,188.16	234,188.16	0.00	0.00	0.00
Total for Bond Sale E6 2021 Capital Projects		64,652,000.00	61,034,935.05	46,297,853.25	186,503.15	4,734,509.81	9,816,068.84

FISCAL YEAR : 2026 PERIOD : 6

BOND SALE : F1 2022 Capital Projects

PROJ	DESCRIPTION	INITIAL APPROPRIATION	AMENDED BUDGET	PRIOR YEAR NET EXPEND	CURRENT YEAR NET EXPEND	NET ENCUMBRANCES	BALANCE
000	Unassigned	1,060,000.00	1,051,768.43	0.00	0.00	0.00	1,051,768.43
A33	Classroom Additions (8)	8,380,000.00	6,501,568.34	6,501,568.34	0.00	0.00	0.00
ARB	Arbitrage Liability	0.00	634,976.92	0.00	0.00	0.00	634,976.92
ARR	Alief Restroom Refurbish	0.00	720,000.00	0.00	0.00	47,216.35	672,783.65
ASC	Agriculture Science Center	0.00	6,204,249.00	102,500.00	2,073,884.81	3,177,582.19	850,282.00
B07	AMS Boiler	80,000.00	40,008.00	40,008.00	0.00	0.00	0.00
B08	Boiler-Holub & Killough	0.00	122,319.00	122,319.00	0.00	0.00	0.00
B09	Boiler - MIS & Holub	0.00	228,682.00	228,682.00	0.00	0.00	23 0.00
BMM	Mgmt Control Migration	390,000.00	969,508.45	869,508.45	82,453.28	11,432.48	6,114.24
BPR	Boone Paving Repl	0.00	41,600.00	41,600.00	0.00	0.00	0.00
BUS	School Buses	1,700,000.00	2,033,790.00	1,848,490.00	0.00	185,300.00	0.00
BWS	Bus Wash	0.00	0.00	0.00	0.00	0.00	0.00
C20	Carpet Replacement-multiple	5,255,000.00	3,509,885.41	3,442,043.62	67,841.79	0.00	-0.00
C86	Paving-	320,000.00	320,000.00	243,687.50	50,197.03	26,115.47	0.00
CAM	Cameras	0.00	2,120,000.00	3,065.00	0.00	0.00	2,116,935.00
CCW	Cafe/Cross Corr Walls	0.00	1,496,500.00	1,496,500.00	0.00	0.00	0.00
CMH	Chiller-Mahanay & Hastings	0.00	0.00	0.00	0.00	0.00	0.00
COI	Cost of Issuance	0.00	235,000.00	235,000.00	0.00	0.00	0.00

FISCAL YEAR : 2026 PERIOD : 6

BOND SALE : F1 2022 Capital Projects

PROJ	DESCRIPTION	INITIAL APPROPRIATION	AMENDED BUDGET	PRIOR YEAR NET EXPEND	CURRENT YEAR NET EXPEND	NET ENCUMBRANCES	BALANCE
EJS	Exterior Joint Sealant	0.00	177,200.00	177,200.00	0.00	0.00	0.00
F36	Fencing additions/replacement	0.00	330,000.00	0.00	1,940.00	28,725.00	299,335.00
F40	Foundation Repairs	450,000.00	868,174.70	642,414.70	99,430.00	47,610.00	78,720.00
FFA	Fire Alarm	0.00	163,076.47	163,076.47	0.00	-0.00	0.00
G23	Petr/Best Generator	295,000.00	85,086.42	85,086.42	0.00	-0.00	0.00
GFB	Bush Gym Floor	40,000.00	20,132.00	20,132.00	0.00	0.00	0.00
GPR	Gym Partition Replacement	0.00	550,000.00	0.00	0.00	0.00	550,000.00
GTH	Grease Trap-Heflin	0.00	6,892.00	6,892.00	0.00	0.00	0.00
HVC	Crossroads HVAC	640,000.00	244,800.00	244,800.00	0.00	0.00	0.00
HVK	Kennedy HVAC	6,660,000.00	0.00	0.00	0.00	0.00	0.00
HWH	Hastings Water Heater	0.00	97,222.38	97,222.38	0.00	0.00	0.00
HWL	Hastings Water Line	0.00	163,663.00	163,663.00	0.00	0.00	0.00
HWV	Heflin Water Valve	0.00	24,088.40	24,088.40	0.00	-0.00	0.00
J01	Chiller-Various	0.00	2,316,041.00	1,106,258.72	126,614.00	1,074,311.00	8,857.28
KQS	Kerr Quiet Space	0.00	44,478.18	44,478.18	0.00	-0.00	0.00
LAN	LAN Project Management	0.00	388,482.63	168,573.56	75,425.82	144,483.25	0.00
LFA	Liestman Fire Alarm	40,000.00	16,094.82	16,094.82	0.00	0.00	0.00
LRT	Taylor FH Laundry	80,000.00	47,677.48	47,677.48	0.00	0.00	0.00

FISCAL YEAR : 2026 PERIOD : 6

BOND SALE : F1 2022 Capital Projects

PROJ	DESCRIPTION	INITIAL APPROPRIATION	AMENDED BUDGET	PRIOR YEAR NET EXPEND	CURRENT YEAR NET EXPEND	NET ENCUMBRANCES	BALANCE
PLH	Holmquist Playground Re	0.00	31,156.00	31,156.00	0.00	0.00	0.00
PLL	Parking Lot Lighting (LED)	0.00	59,537.55	59,537.55	0.00	0.00	-0.00
PSW	Print Shop Water Pipe Repl	0.00	24,950.00	24,950.00	0.00	0.00	0.00
R21	Roof Replacement-Various	0.00	0.00	0.00	0.00	0.00	0.00
R45	Roof Replacement-various	1,265,000.00	0.00	0.00	0.00	0.00	0.00
RRC	Roof Repl-8 Classroom Addition	0.00	830,000.00	193,084.80	409,941.20	26,974.00	200,000.00
RRS	Roof Replacement-Various	0.00	0.00	0.00	0.00	0.00	0.00
S17	Kalwall Repl Albright/Elsik	80,000.00	0.00	0.00	0.00	0.00	0.00
SBG	Smith Basketball Goal	0.00	21,151.00	21,151.00	0.00	0.00	0.00
SCB	MS/HS Scoreboards	0.00	95,037.00	95,037.00	0.00	0.00	0.00
SMK	Smoke Detectors	0.00	163,971.31	163,971.31	0.00	0.00	0.00
SPR	Heflin Sound Panel Repl	0.00	15,021.00	15,021.00	0.00	0.00	0.00
STG	Smart Tag	300,000.00	140,429.00	140,429.00	0.00	0.00	0.00
STH	Hastings Storefront	75,000.00	27,836.27	27,836.27	0.00	0.00	0.00
T19	Track Resurface-Various	3,090,000.00	563,141.00	563,141.00	0.00	0.00	0.00
TBR	Taylor Boiler Replacement	0.00	93,994.00	93,994.00	0.00	0.00	0.00
UDT	Underwriter's Discount	0.00	139,009.60	139,009.60	0.00	0.00	0.00
W05	Sneed Retile Wall	25,000.00	22,316.58	22,316.58	0.00	0.00	0.00

FISCAL YEAR : 2026 PERIOD : 6

BOND SALE : F1 2022 Capital Projects

PROJ	DESCRIPTION	INITIAL APPROPRIATION	AMENDED BUDGET	PRIOR YEAR NET EXPEND	CURRENT YEAR NET EXPEND	NET ENCUMBRANCES	BALANCE
W20	O'Donnell Wall Flashing	250,000.00	35,000.00	35,000.00	0.00	0.00	0.00
W22	Wall Flashing Districtwide	0.00	50,000.00	12,709.00	9,985.00	0.00	27,306.00
WDR	Windows and Door Replacement	525,000.00	0.00	0.00	0.00	0.00	0.00
WPV	Warehouse Pneumatic Valve	0.00	165,101.91	165,101.91	0.00	0.00	-0.00
Total for Bond Sale F1 2022 Capital Projects		31,000,000.00	34,250,617.25	19,986,076.06	2,997,712.93	4,769,749.74	6,497,078.52

FISCAL YEAR : 2026 PERIOD : 6

BOND SALE : F2 2023 Capital Projects

PROJ	DESCRIPTION	INITIAL APPROPRIATION	AMENDED BUDGET	PRIOR YEAR NET EXPEND	CURRENT YEAR NET EXPEND	NET ENCUMBRANCES	BALANCE
000	Unassigned	0.00	14,180,125.50	0.00	0.00	0.00	14,180,125.50
AEQ	Art Equipment	600,000.00	600,000.00	491,895.00	8,506.00	74,185.00	25,414.00
AFR	Annex Freezer Replacement	330,000.00	330,000.00	215,580.00	0.00	0.00	114,420.00
ARB	Arbitrage Liability	0.00	2,649,403.76	0.00	0.00	0.00	2,649,403.76
ASC	Agriculture Science Center	7,500,000.00	7,501,300.00	365,494.95	174,128.39	6,941,876.66	19,800.00
ATC	Athletic Tennis Courts	2,310,000.00	1,309,058.29	1,309,058.29	0.00	0.00	0.00
AWL	Administration Water Line	130,000.00	149,564.10	149,564.10	0.00	0.00	0.00
BRT	Boone RTU Replacement	3,980,000.00	3,650,238.00	3,650,238.00	0.00	0.00	0.00
BSC	Bus Security Cameras	675,000.00	550,816.46	550,816.46	0.00	0.00	0.00
BUS	School Buses	2,400,000.00	2,569,300.00	2,400,000.00	800.00	168,500.00	0.00
C24	Hastings Carpet	2,090,000.00	1,220,577.60	1,220,577.60	0.00	0.00	0.00
C25	Taylor Carpet	2,110,000.00	685,476.50	685,476.50	0.00	0.00	0.00
C38	Rees Carpet	430,000.00	317,939.05	317,939.05	0.00	0.00	-0.00
C41	Carpet Replacement	0.00	1,500,000.00	0.00	0.00	1,205,409.59	294,590.41
CAN	Entry Canopies	5,200,000.00	4,998,646.05	4,997,158.31	0.00	1,487.74	0.00
CCW	Cafe/Cross Corr Walls	4,180,000.00	3,270,927.58	3,235,200.59	35,726.99	0.00	0.00
CEQ	CTE Equipment	300,000.00	300,000.00	298,937.76	1,062.24	-0.00	0.00
COI	Cost of Issuance	0.00	315,000.00	315,000.00	0.00	0.00	0.00

FISCAL YEAR : 2026 PERIOD : 6

BOND SALE : F2 2023 Capital Projects

PROJ	DESCRIPTION	INITIAL APPROPRIATION	AMENDED BUDGET	PRIOR YEAR NET EXPEND	CURRENT YEAR NET EXPEND	NET ENCUMBRANCES	BALANCE
DFE	Dance Floor & Equipment	850,000.00	850,000.00	138,099.85	179,252.60	57,231.66	475,415.89
ETT	Elsik & Taylor Turf	0.00	31,098.75	31,098.75	0.00	0.00	0.00
EVI	Entry Video Intercom	1,200,000.00	363,873.00	263,873.00	0.00	0.00	100,000.00
H80	Reuse for 2024 Bond Sale	0.00	0.00	0.00	0.00	0.00	0.00
HVK	Kennedy HVAC	6,660,000.00	4,292,044.14	4,292,044.14	0.00	0.00	0.00
HVN	HVAC-NGC	0.00	2,452,541.69	2,452,541.69	0.00	0.00	0.00
LAN	LAN Project Management	0.00	518,426.00	164,650.01	88,373.57	265,402.42	0.00
LB1	Libraries group 1	4,874,700.00	3,356,610.11	3,356,610.11	0.00	0.00	28 -0.00
LB2	Libraries group 2	4,875,900.00	5,085,364.62	5,085,364.62	0.00	0.00	0.00
LB3	Libraries group 3	4,874,700.00	5,319,649.79	5,319,649.79	0.00	-0.00	0.00
LB4	Libraries group 4	4,874,700.00	2,169,476.43	2,169,476.43	0.00	0.00	0.00
LFR	Library Bookcases/Furniture	800,000.00	800,000.00	0.00	0.00	589,394.75	210,605.25
MAH	Heflin Masonry Repairs	3,835,000.00	0.00	0.00	0.00	0.00	0.00
MUS	Music Instruments	2,500,000.00	2,500,000.00	1,906,184.55	258,125.00	329,215.00	6,475.45
PDV	Police Department Vehicle	500,000.00	500,000.00	364,946.07	0.00	0.00	135,053.93
PRR	Sound Proof Practice Rooms	150,000.00	150,000.00	0.00	0.00	0.00	150,000.00
PTU	Petrosky RTU Replacement	660,000.00	563,026.38	563,026.38	0.00	0.00	0.00
R21	Roof Replacement-Various	0.00	0.00	0.00	0.00	0.00	0.00

FISCAL YEAR : 2026 PERIOD : 6

BOND SALE : F2 2023 Capital Projects

PROJ	DESCRIPTION	INITIAL APPROPRIATION	AMENDED BUDGET	PRIOR YEAR NET EXPEND	CURRENT YEAR NET EXPEND	NET ENCUMBRANCES	BALANCE
RHB	Roof - Holub	5,240,000.00	1,366,008.29	840,000.00	184,506.22	341,502.07	0.00
ROL	Roof-Olle	2,140,000.00	0.00	0.00	0.00	0.00	0.00
RR1	Roof Replacement-Various	0.00	5,918,759.00	0.00	0.00	5,918,759.00	0.00
RR4	Roof Replacement-Various	0.00	38,500.00	0.00	30,000.00	8,500.00	0.00
RRC	Roof Repl-8 Classroom Addition	850,000.00	2,210,000.00	1,130,240.60	845,617.50	0.00	234,141.90
S14	Kalwall Skylight at Elsik	0.00	1,166,586.00	0.00	0.00	1,166,586.00	0.00
S17	Kalwall Repl Albright/Elsik	810,000.00	0.00	0.00	0.00	0.00	0.00
T21	Tile Boone	180,000.00	24,930.98	24,930.98	0.00	0.00	29 0.00
TRR	Track Repl-Elsik & Taylor	0.00	53,754.04	53,754.04	0.00	0.00	0.00
UDT	Underwriter's Discount	0.00	158,797.40	158,797.40	0.00	0.00	0.00
VWC	Vinyl Wall Covering-Various	1,200,000.00	1,200,000.00	0.00	0.00	0.00	1,200,000.00
WDR	Windows and Door Replacement	575,000.00	0.00	0.00	0.00	0.00	0.00
Total for Bond Sale F2 2023 Capital Projects		79,885,000.00	87,187,819.51	48,518,225.02	1,806,098.51	17,068,049.89	19,795,446.09

FISCAL YEAR : 2026 PERIOD : 6

BOND SALE : F3 2024 Capital Projects

PROJ	DESCRIPTION	INITIAL APPROPRIATION	AMENDED BUDGET	PRIOR YEAR NET EXPEND	CURRENT YEAR NET EXPEND	NET ENCUMBRANCES	BALANCE
000	Unassigned	0.00	732,071.11	0.00	0.00	0.00	732,071.11
AHM	Air Handler-Maintenance	950,000.00	0.00	0.00	0.00	0.00	0.00
ARB	Arbitrage Liability	0.00	353,156.43	0.00	0.00	0.00	353,156.43
ARR	Alief Restroom Refurbish	680,000.00	680,000.00	20,580.00	0.00	0.00	659,420.00
B10	Bush/Hastings Boiler Repl	275,000.00	69,300.00	69,300.00	0.00	0.00	0.00
BMM	Mgmt Control Migration	410,000.00	410,000.00	404,296.81	5,703.19	0.00	-0.00
BUS	School Buses	2,300,000.00	2,299,999.92	2,299,999.92	0.00	0.00	-0.00
C64	Carpet-	1,630,000.00	1,091,165.25	1,091,165.25	0.00	-0.00	0.00
C86	Paving-	0.00	1,900,000.00	1,900,000.00	0.00	0.00	0.00
CEQ	CTE Equipment	350,000.00	350,000.00	272,617.57	36,811.97	36,649.19	3,921.27
COI	Cost of Issuance	0.00	162,653.67	162,653.67	0.00	0.00	0.00
DHS	Dugouts-Hastings Softball Fld	115,000.00	105,364.92	105,364.92	0.00	0.00	0.00
ETT	Elsik & Taylor Turf	4,770,000.00	4,182,039.00	4,182,039.00	0.00	0.00	0.00
G24	Gym Floors 2024	350,000.00	257,594.00	257,594.00	0.00	0.00	0.00
HRA	ALC Air Handler Replacement	410,000.00	2,281,471.00	237,302.42	1,316,813.39	711,635.63	15,719.56
J01	Chiller-Various	2,865,000.00	2,916,942.67	2,838,967.57	36,815.59	41,159.51	0.00
L13	Locker Conversion-Hast/Taylor	680,000.00	680,000.00	0.00	0.00	0.00	680,000.00
LAN	LAN Project Management	0.00	471,164.00	160,916.72	76,558.07	233,689.21	0.00

FISCAL YEAR : 2026 PERIOD : 6

BOND SALE : F3 2024 Capital Projects

PROJ	DESCRIPTION	INITIAL APPROPRIATION	AMENDED BUDGET	PRIOR YEAR NET EXPEND	CURRENT YEAR NET EXPEND	NET ENCUMBRANCES	BALANCE
LB1	Libraries group 1	0.00	0.00	0.00	0.00	0.00	0.00
LB2	Libraries group 2	0.00	0.00	0.00	0.00	0.00	0.00
LB3	Libraries group 3	0.00	0.00	0.00	0.00	0.00	0.00
LB4	Libraries group 4	0.00	0.00	0.00	0.00	0.00	0.00
LFR	Library Bookcases/Furniture	800,000.00	800,000.00	5,900.00	15,835.00	0.00	778,265.00
MUS	Music Instruments	2,050,000.00	2,050,000.00	1,350,096.34	206,580.39	425,931.00	67,392.27
N68	Maintenance LVT Flooring	30,000.00	30,000.00	0.00	0.00	0.00	30,000.00
OFS	Outdoor Field Scoreboards	280,000.00	203,288.00	203,288.00	0.00	0.00	0.00
OTC	Olle Tennis Courts	170,000.00	40,507.85	40,507.85	0.00	0.00	0.00
PGE	Playground Equipment	300,000.00	300,000.00	235,053.00	0.00	24,234.00	40,713.00
PSF	Print Shop Foundation	105,000.00	105,000.00	0.00	0.00	0.00	105,000.00
R21	Roof Replacement-Various	4,300,000.00	0.00	0.00	0.00	0.00	0.00
RCS	Renovate Carpentry Shop	40,000.00	40,000.00	0.00	0.00	0.00	40,000.00
RR2	Roof Replacement-Various	0.00	5,704,482.55	0.00	0.00	5,704,482.55	0.00
RTL	RTU Replacement-Liestman	680,000.00	0.00	0.00	0.00	0.00	0.00
RTR	Restrooms-Transportation	70,000.00	0.00	0.00	0.00	0.00	0.00
TCF	Transportation Cameras/Fencing	1,900,000.00	1,900,000.00	0.00	0.00	0.00	1,900,000.00
TFU	Transp Facilities Upgrade	3,650,000.00	1,820,000.00	2,500.00	94,514.40	344,913.39	1,378,072.21

FISCAL YEAR : 2026 PERIOD : 6

BOND SALE : F3 2024 Capital Projects

PROJ	DESCRIPTION	INITIAL APPROPRIATION	AMENDED BUDGET	PRIOR YEAR NET EXPEND	CURRENT YEAR NET EXPEND	NET ENCUMBRANCES	BALANCE
TRR	Track Repl-Elsik & Taylor	0.00	32,125.55	32,125.55	0.00	0.00	0.00
UDT	Underwriter's Discount	0.00	94,870.33	94,870.33	0.00	0.00	0.00
WFD	Warehouse Frame & Doors	20,000.00	3,270.00	3,270.00	0.00	0.00	0.00
Total for Bond Sale F3 2024 Capital Projects		30,180,000.00	32,066,466.25	15,970,408.92	1,789,632.00	7,522,694.48	6,783,730.85

FISCAL YEAR : 2026 PERIOD : 6

BOND SALE : F4 2025 Capital Projects

PROJ	DESCRIPTION	INITIAL APPROPRIATION	AMENDED BUDGET	PRIOR YEAR NET EXPEND	CURRENT YEAR NET EXPEND	NET ENCUMBRANCES	BALANCE
000	Unassigned	0.00	3,113,297.87	0.00	0.00	0.00	3,113,297.87
B11	Horn Boiler replacement	70,000.00	57,192.00	57,192.00	0.00	0.00	0.00
BMM	Mgmt Control Migration	420,000.00	420,000.00	250,890.40	67,703.19	40,426.02	60,980.39
BUS	School Buses	2,400,000.00	2,400,000.00	0.00	1,914,000.00	486,000.00	0.00
C65	Carpet-Albri/Bude/Holub/Horn	2,983,000.00	1,904,785.96	1,884,695.03	0.00	20,090.93	0.00
C86	Paving-	2,405,000.00	2,405,000.00	142,451.57	122,405.08	2,048,445.01	91,698.34
COI	Cost of Issuance	0.00	212,843.07	212,843.07	0.00	0.00	0.00
CRC	Computer Replacement Cycle	4,100,000.00	4,100,000.00	0.00	1,713,910.10	404,860.00	1,981,229.90
G25	Generator-AMS	280,000.00	280,000.00	0.00	0.00	0.00	280,000.00
GFM	Gym Floor-Miller	50,000.00	27,030.00	27,030.00	0.00	0.00	0.00
GPR	Gym Partition Replacement	110,000.00	110,000.00	0.00	0.00	0.00	110,000.00
IWB	Interactive White Boards	6,000,000.00	6,000,000.00	44,513.43	2,377,139.41	1,926,632.47	1,651,714.69
J01	Chiller-Various	4,925,500.00	4,925,500.00	1,520,581.74	764,302.60	2,226,052.16	414,563.50
KAL	Kalwall-EHS/Albright/Alexander	950,000.00	0.00	0.00	0.00	0.00	0.00
LAC	Landis-HVAC	8,090,000.00	8,090,000.00	0.00	0.00	1,663,500.00	6,426,500.00
LAN	LAN Project Management	0.00	242,973.00	30,371.64	40,495.52	172,105.84	-0.00
MMA	Masonry -Mahanay	1,360,000.00	1,360,000.00	0.00	0.00	552,650.00	807,350.00
MRP	Metal Roof-Petrosky	140,000.00	140,000.00	0.00	0.00	0.00	140,000.00

FISCAL YEAR : 2026 PERIOD : 6

BOND SALE : F4 2025 Capital Projects

PROJ	DESCRIPTION	INITIAL APPROPRIATION	AMENDED BUDGET	PRIOR YEAR NET EXPEND	CURRENT YEAR NET EXPEND	NET ENCUMBRANCES	BALANCE
R21	Roof Replacement-Various	5,655,000.00	0.00	0.00	0.00	0.00	0.00
RR3	Roof Replacement-Various	0.00	4,529,157.00	0.00	0.00	4,529,157.00	0.00
RRC	Roof Repl-8 Classroom Addition	180,000.00	1,130,000.00	0.00	776,688.90	242,780.50	110,530.60
RT5	Rooftop Units - 5 campuses	5,286,500.00	5,286,500.00	3,363,129.97	310,141.10	26,818.30	1,586,410.63
TSD	Teacher/Student Devices	3,500,000.00	3,500,000.00	3,268,930.00	231,060.53	0.00	9.47
TSL	Theater Stage Lighting	1,330,000.00	1,330,000.00	0.00	0.00	0.00	1,330,000.00
UDT	Underwriter's Discount	0.00	183,547.83	183,547.83	0.00	0.00	0.00
WDR	Windows and Door Replacement	935,000.00	935,000.00	91,450.00	20,236.10	497,051.60	326,262.30
Total for Bond Sale F4 2025 Capital Projects		51,170,000.00	52,682,826.73	11,077,626.68	8,338,082.53	14,836,569.83	18,430,547.69

FISCAL YEAR : 2026 PERIOD : 6

BOND SALE : X1 Fund 699 - Non-bond Capital Pr

PROJ	DESCRIPTION	INITIAL APPROPRIATION	AMENDED BUDGET	PRIOR YEAR NET EXPEND	CURRENT YEAR NET EXPEND	NET ENCUMBRANCES	BALANCE
000	Unassigned	0.00	28,328.48	0.00	0.00	0.00	28,328.48
A94	Outley Carpet	0.00	38,589.00	38,589.00	0.00	0.00	0.00
AEG	Ath Equip Gator	0.00	10,488.72	10,488.72	0.00	0.00	-0.00
AT1	Athletics-Softball Dugouts	0.00	2,382.82	2,382.82	0.00	0.00	0.00
AT2	Ahtletics-Elsik BB Lockers	0.00	2,000.00	2,000.00	0.00	0.00	0.00
AT3	Athletics-Elsik Scoreboard	0.00	7,325.00	7,325.00	0.00	0.00	0.00
AT4	Athletics-Hast BB Lockers	0.00	4,935.00	4,935.00	0.00	0.00	0.00
AT5	Athletics-Taylor Video	0.00	17,160.00	17,160.00	0.00	0.00	0.00
AT6	Athletics-HS Tennis Court	0.00	48,750.00	48,750.00	0.00	0.00	0.00
AT7	Athletics-Taylor Gym Curtain	0.00	8,000.00	8,000.00	0.00	0.00	0.00
BFS	Baseball Fence Signs	0.00	5,177.32	5,177.32	0.00	0.00	0.00
BUS	School Buses	0.00	0.00	0.00	0.00	0.00	0.00
C09	Chambers Carpet	0.00	81,702.57	81,702.57	0.00	0.00	0.00
C10	AlC Carpet	0.00	100,000.00	100,000.00	0.00	0.00	0.00
C11	Hastings G-Bldg Carpet	0.00	14,042.84	14,042.84	0.00	0.00	0.00
C86	Paving-	0.00	0.00	0.00	0.00	0.00	0.00
CR1	Renov. Alexander Front Office	0.00	0.00	0.00	0.00	0.00	0.00
CR2	Replace Cummings Clinic Floor	0.00	455.58	455.58	0.00	0.00	0.00

FISCAL YEAR : 2026 PERIOD : 6

BOND SALE : X1 Fund 699 - Non-bond Capital Pr

PROJ	DESCRIPTION	INITIAL APPROPRIATION	AMENDED BUDGET	PRIOR YEAR NET EXPEND	CURRENT YEAR NET EXPEND	NET ENCUMBRANCES	BALANCE
CR3	Replace Kennedy Lighting	0.00	12,275.00	12,275.00	0.00	0.00	0.00
CR4	Youens Walkway	0.00	8,149.00	8,149.00	0.00	0.00	0.00
CR5	Youens Doors	0.00	8,752.00	8,752.00	0.00	0.00	0.00
DOG	K9	0.00	10,000.00	10,000.00	0.00	0.00	0.00
E18	Killough Main Entry Plaza	0.00	9,624.00	9,624.00	0.00	0.00	0.00
EQP	Wet Dry Vac	0.00	7,327.00	7,327.00	0.00	0.00	0.00
F31	Distr wide foundation repair	0.00	0.00	0.00	0.00	0.00	0.00
GRE	Grounds Equipment	0.00	75,791.40	75,791.40	0.00	-0.00	0.00
H97	HVAC - Pre K Problem	0.00	1,220.00	1,220.00	0.00	0.00	0.00
HGB	Hastings G Building	0.00	0.00	0.00	0.00	0.00	0.00
I12	Holub/Killough Gym Curtains	0.00	15,990.00	15,990.00	0.00	0.00	0.00
I13	Olle Gym Curtains	0.00	12,330.00	12,330.00	0.00	0.00	0.00
KMQ	Kerr Marquee	0.00	0.00	0.00	0.00	0.00	0.00
KTC	Kerr Tennis Courts	0.00	3,411.04	3,411.04	0.00	0.00	0.00
M31	Smith Casework	0.00	146,330.80	146,330.80	0.00	0.00	-0.00
M32	Districtwide Door/Hardware	0.00	29,596.24	29,596.24	0.00	0.00	0.00
M33	Albright Gym Curtains	0.00	6,500.00	6,500.00	0.00	0.00	0.00
M34	Holub Gym Door Replacement	0.00	2,224.80	2,224.80	0.00	0.00	0.00

FISCAL YEAR : 2026 PERIOD : 6

BOND SALE : X1 Fund 699 - Non-bond Capital Pr

PROJ	DESCRIPTION	INITIAL APPROPRIATION	AMENDED BUDGET	PRIOR YEAR NET EXPEND	CURRENT YEAR NET EXPEND	NET ENCUMBRANCES	BALANCE
M35	Districtwide Toilet Partitions	0.00	27,877.21	27,877.21	0.00	0.00	0.00
M36	Hastings Woodshop Door	0.00	5,400.00	5,400.00	0.00	0.00	0.00
M37	Best Fire Alarm	0.00	82,710.84	82,710.84	0.00	0.00	0.00
M38	Elsik Annex Fire Alarm	0.00	76,335.00	76,335.00	0.00	0.00	0.00
M40	O'Donnell Fire Alarm	0.00	151,900.87	151,900.87	0.00	0.00	0.00
M41	Sneed Fire Alarm	0.00	82,375.83	82,375.83	0.00	0.00	0.00
M42	Districtwide Loaner DVR's	0.00	51,762.68	51,762.68	0.00	0.00	0.00
M43	Chambers PA/Intercom	0.00	16,229.00	16,229.00	0.00	0.00	37 0.00
M44	Chancellor PA/Intercom	0.00	15,996.90	15,996.90	0.00	0.00	0.00
M45	Hearns Pa / Intercom	0.00	16,436.40	16,436.40	0.00	0.00	0.00
M46	Kerr PA/Intercom	0.00	1,633.61	1,633.61	0.00	0.00	0.00
M47	O'Donnell PA/Intercom	0.00	1,633.61	1,633.61	0.00	0.00	0.00
M48	Alarms-Clasroom Additions	0.00	4,859.01	4,859.01	0.00	0.00	0.00
M49	Bush Security Alarm	0.00	14,764.90	14,764.90	0.00	0.00	0.00
M50	NGC Security Alarm	0.00	32,226.16	32,226.16	0.00	0.00	-0.00
M51	Chancellor Video Delivery Syst	0.00	5,000.00	5,000.00	0.00	0.00	0.00
M52	Kerr Video Delivery System	0.00	5,075.16	5,075.16	0.00	0.00	0.00
M53	O'Donnell Video Delivery Syst	0.00	8,851.65	8,851.65	0.00	0.00	0.00

FISCAL YEAR : 2026 PERIOD : 6

BOND SALE : X1 Fund 699 - Non-bond Capital Pr

PROJ	DESCRIPTION	INITIAL APPROPRIATION	AMENDED BUDGET	PRIOR YEAR NET EXPEND	CURRENT YEAR NET EXPEND	NET ENCUMBRANCES	BALANCE
M54	Hastings Fan Coil Rep/Sci	0.00	9,623.06	9,623.06	0.00	0.00	-0.00
M55	Maint. Restroom Exhaust Fan	0.00	1,141.93	1,141.93	0.00	0.00	0.00
M56	Elsik Domestic Water Line Repl	0.00	111,906.03	111,906.03	0.00	0.00	0.00
M57	Elsik Floor Sink Installation	0.00	0.00	0.00	0.00	0.00	0.00
MDV	Maintenance Dept Vehicles	0.00	130,189.50	130,189.50	0.00	0.00	0.00
MOW	Mowers	0.00	0.00	0.00	0.00	0.00	0.00
MUS	Music Instruments	0.00	244,348.75	244,348.75	0.00	0.00	-0.00
MVN	Mailroom Van	0.00	46,731.00	46,731.00	0.00	0.00	0.00
P59	Natatorium Pool & Equip Upgrad	0.00	14,911.00	14,911.00	0.00	0.00	0.00
PDV	Police Department Vehicle	0.00	0.00	0.00	0.00	0.00	0.00
PWR	Powerwash	0.00	16,500.00	16,500.00	0.00	0.00	0.00
R10	AMS Roof	0.00	556,687.00	556,687.00	0.00	0.00	0.00
R11	Cummings Roof	0.00	673,400.00	673,400.00	0.00	0.00	0.00
R12	Elsik Fieldhouse Roof	0.00	88,142.00	88,142.00	0.00	0.00	0.00
R13	Hastings Fieldhouse Roof	0.00	97,637.00	97,637.00	0.00	0.00	0.00
R14	Natatorium Roof	0.00	156,239.00	156,239.00	0.00	0.00	0.00
R91	Restroom ADA work	0.00	11,454.36	11,454.36	0.00	0.00	0.00
R92	Roof Replacement Radio Room	0.00	10,575.00	10,575.00	0.00	0.00	0.00

FISCAL YEAR : 2026 PERIOD : 6

BOND SALE : X1 Fund 699 - Non-bond Capital Pr

PROJ	DESCRIPTION	INITIAL APPROPRIATION	AMENDED BUDGET	PRIOR YEAR NET EXPEND	CURRENT YEAR NET EXPEND	NET ENCUMBRANCES	BALANCE
SAS	Safety and Security	0.00	26,825.00	26,825.00	0.00	0.00	0.00
TAH	Tahoe	0.00	53,667.50	53,667.50	0.00	0.00	0.00
TMQ	Taylor Marquee	0.00	0.00	0.00	0.00	0.00	0.00
TPL	Tech Plan	0.00	952,264.50	952,264.50	0.00	0.00	0.00
TTC	Taylor Tennis Courts	0.00	6,879.00	6,879.00	0.00	0.00	0.00
TVH	Transportation Vehicles	0.00	307,374.20	272,839.90	34,534.30	0.00	-0.00
V30	DW Video Delivery Systems	0.00	9,303.19	9,303.19	0.00	0.00	0.00
VEH	Maintenance Vehicles	0.00	158,225.03	158,225.03	0.00	0.00	0.00
VFD	Districtwide Loaner DVR's	0.00	64,967.20	64,967.20	0.00	0.00	0.00
WEQ	Warehouse Equipment	0.00	46,471.08	46,471.08	0.00	0.00	0.00
WHV	Warehouse Vehicles	0.00	68,160.80	68,160.80	0.00	0.00	0.00
WMS	Wireless Microphone System-Cru	0.00	3,473.38	3,473.38	0.00	0.00	0.00
Total for Bond Sale X1 Fund 699 - Non-bond		0.00	5,187,023.95	5,124,161.17	34,534.30	0.00	28,328.48

FISCAL YEAR : 2026 PERIOD : 6

BOND SALE : Y1 24/25 GOF Transfer

PROJ	DESCRIPTION	INITIAL APPROPRIATION	AMENDED BUDGET	PRIOR YEAR NET EXPEND	CURRENT YEAR NET EXPEND	NET ENCUMBRANCES	BALANCE
000	Unassigned	0.00	31,446.80	0.00	0.00	0.00	31,446.80
105	Smith Elem Reconstruction & Ad	0.00	19,949.16	0.00	19,949.16	0.00	0.00
115	Hearne Elementary	0.00	20,000.00	0.00	0.00	19,942.52	57.48
J01	Chiller-Various	0.00	62,150.00	55,284.00	6,690.00	0.00	176.00
M79	Maintenance-Mowers	0.00	52,023.32	0.00	52,023.32	0.00	0.00
PDE	Police Department Equipment	0.00	70,000.00	0.00	0.00	0.00	70,000.00
PDV	Police Department Vehicle	1,000,000.00	775,826.68	0.00	0.00	0.00	775,826.68
Total for Bond Sale Y1 24/25 GOF Transfer		1,000,000.00	1,031,395.96	55,284.00	78,662.48	19,942.52	877,506.96

ALIEF INDEPENDENT SCHOOL DISTRICT

BOARD DOCUMENT

MEETING DATE: March 24, 2026

AGENDA ITEM: Financial Activity Report

Attached is information detailing the revenues and expenditures for the 2025-26 fiscal year for general fund, special revenue funds, debt service fund, and capital projects funds.

Recommendation: Information item – no recommendation required.

Dr. Anthony Mays
Superintendent

Charles Woods
Deputy Superintendent/
Business Services

Alief I.S.D.
Report Of Financial Activity

FOR RESP AREA: * Not Applicable
YEAR : 2025-26
PERIOD(s): September - February

	Original Budget	Transfers/ Adjustments	Adjusted Budget	Outstanding Encumbrances	To Date Actual	Remaining Balance
10 General Fund						
RV Revenues						
57 Local Revenues	149,964,874.00	292,721.19	150,257,595.19	0.00	114,292,253.04	35,965,342.15
58 State Revenues	331,710,126.00	6,600,000.00	338,310,126.00	0.00	151,144,872.55	187,165,253.45
59 Federal Revenues	7,760,000.00	0.00	7,760,000.00	0.00	1,505,448.47	6,254,551.53
RV Revenues	489,435,000.00	6,892,721.19	496,327,721.19	0.00	266,942,574.06	229,385,147.13
XP Expenditures						
11 Instruction	288,827,599.14	6,622,468.71	295,450,067.85	4,062,123.69	137,104,613.62	154,283,330.54
12 Library	6,234,108.04	-68.45	6,234,039.59	48,398.74	2,859,120.80	3,326,520.05
13 Staff Development	5,953,499.13	383,928.26	6,337,427.39	44,089.72	2,784,758.24	3,508,579.43
21 Inst Leadership	8,332,459.15	138,717.03	8,471,176.18	76,086.73	3,832,630.52	4,562,458.93
23 School Leadership	28,281,843.77	139,731.50	28,421,575.27	128,650.78	13,998,751.92	14,294,172.57
31 Counseling	29,695,601.20	230,189.79	29,925,790.99	1,685,271.96	14,195,115.86	14,045,403.17
32 Social Work	551,223.08	36,560.00	587,783.08	0.00	299,804.62	287,978.46
33 Health Services	7,542,765.05	3,727.85	7,546,492.90	2,405.85	3,480,367.76	4,063,719.29
34 Transportation	21,275,260.81	89,788.61	21,365,049.42	1,504,743.13	9,982,507.23	9,877,799.06
35 Food Services	58,250.00	82,332.75	140,582.75	2,831.10	94,520.33	43,231.32
36 Co-curr/extra-curr	7,577,322.07	260,658.58	7,837,980.65	310,525.86	3,567,669.28	3,959,785.51
41 General Administration	11,530,192.02	511,948.07	12,042,140.09	451,776.13	6,043,052.25	5,547,311.71
51 Maintenance	49,493,508.94	404,516.86	49,898,025.80	1,698,095.93	19,898,530.60	28,301,399.27
52 Security & Monitoring	9,651,669.34	249,056.42	9,900,725.76	40,497.97	4,346,663.89	5,513,563.90
53 Data Processing Services	4,584,386.12	668,946.81	5,253,332.93	211,513.73	2,765,980.33	2,275,838.87
61 Community Services	781,395.21	138,948.88	920,344.09	83,095.80	449,689.49	387,558.80
71 Debt Service	2,353,521.00	-723,741.15	1,629,779.85	776,325.94	422,927.49	430,526.42
81 Facilities Acq & Const	485,395.63	59,867.50	545,263.13	59,867.00	253,508.76	231,887.37
93 Shared Svc Arrangement	400,000.00	19,900.00	419,900.00	209,950.00	209,950.00	0.00
95 Payment To JJAEP	375,000.00	0.00	375,000.00	277,800.00	97,200.00	0.00
99 Other Intergovernmental Charge	1,625,000.00	0.00	1,625,000.00	0.00	741,217.00	883,783.00
XP Expenditures	485,609,999.70	9,317,478.02	494,927,477.72	11,674,050.06	227,428,579.99	255,824,847.67
10 General Fund	3,825,000.30	-2,424,756.83	1,400,243.47	-11,674,050.06	39,513,994.07	-26,439,700.54

Alief I.S.D.
Report Of Financial Activity

FOR RESP AREA: * Not Applicable
YEAR : 2025-26
PERIOD(s): September - February

	Original Budget	Transfers/ Adjustments	Adjusted Budget	Outstanding Encumbrances	To Date Actual	Remaining Balance
20 Special Revenue						
RV Revenues						
57 Local Revenues	2,275,000.00	1,505,952.17	3,780,952.17	0.00	1,441,065.44	2,339,886.73
58 State Revenues	160,000.00	15,078,859.18	15,238,859.18	0.00	609,966.16	14,628,893.02
59 Federal Revenues	29,885,000.00	94,697,683.52	124,582,683.52	0.00	35,644,874.42	88,937,809.10
RV Revenues	32,320,000.00	111,282,494.87	143,602,494.87	0.00	37,695,906.02	105,906,588.85
XP Expenditures						
11 Instruction	0.00	82,195,303.95	82,195,303.95	1,812,427.92	17,603,255.76	62,779,620.27
12 Library	0.00	625,001.46	625,001.46	228,090.09	227,643.01	169,268.36
13 Staff Development	0.00	7,903,475.78	7,903,475.78	440,641.32	2,621,788.45	4,841,046.01
21 Inst Leadership	0.00	2,025,396.04	2,025,396.04	70,732.60	767,397.78	1,187,265.66
23 School Leadership	0.00	666,142.77	666,142.77	38,532.97	95,871.07	531,738.73
31 Counseling	0.00	1,545,451.31	1,545,451.31	9,243.49	397,878.37	1,138,329.45
32 Social Work	0.00	821,986.44	821,986.44	0.00	207,321.56	614,664.88
33 Health Services	0.00	70,924.16	70,924.16	0.00	70,924.16	0.00
34 Transportation	0.00	67,674.51	67,674.51	0.00	27,873.29	39,801.22
35 Food Services	32,919,998.90	0.00	32,919,998.90	7,721,578.65	15,795,254.94	9,403,165.31
36 Co-curr/extra-curr	0.00	2,732,133.51	2,732,133.51	186,889.65	1,128,581.91	1,416,661.95
41 General Administration	0.00	223,038.73	223,038.73	107,619.93	69,071.02	46,347.78
51 Maintenance	0.00	92,804.64	92,804.64	0.00	0.00	92,804.64
52 Security & Monitoring	0.00	4,899,681.42	4,899,681.42	0.00	0.00	4,899,681.42
61 Community Services	0.00	3,441,553.92	3,441,553.92	78,495.35	1,210,014.66	2,153,043.91
71 Debt Service	0.00	571,638.87	571,638.87	0.00	136,360.00	435,278.87
81 Facilities Acq & Const	800,000.00	3,351,211.52	4,151,211.52	99,500.00	7,897.00	4,043,814.52
XP Expenditures	33,719,998.90	111,233,419.03	144,953,417.93	10,793,751.97	40,367,132.98	93,792,532.98
20 Special Revenue	-1,399,998.90	49,075.84	-1,350,923.06	-10,793,751.97	-2,671,226.96	12,114,055.87

FOR RESP AREA: * Not Applicable
YEAR : 2025-26
PERIOD(s): September - February

	Original Budget	Transfers/ Adjustments	Adjusted Budget	Outstanding Encumbrances	To Date Actual	Remaining Balance
50 Debt Service						
RV Revenues						
57 Local Revenues	36,626,426.00	0.00	36,626,426.00	0.00	28,184,010.22	8,442,415.78
58 State Revenues	7,562,829.00	0.00	7,562,829.00	0.00	7,357,071.00	205,758.00
59 Federal Revenues	808,113.00	0.00	808,113.00	0.00	404,028.35	404,084.65
RV Revenues	44,997,368.00	0.00	44,997,368.00	0.00	35,945,109.57	9,052,258.43
XP Expenditures						
71 Debt Service	46,386,096.00	0.00	46,386,096.00	0.00	36,944,384.40	9,441,711.60
XP Expenditures	46,386,096.00	0.00	46,386,096.00	0.00	36,944,384.40	9,441,711.60
50 Debt Service	-1,388,728.00	0.00	-1,388,728.00	0.00	-999,274.83	-389,453.17

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FOR RESP AREA: * Not Applicable
YEAR : 2025-26
PERIOD(s): September - February

	Original Budget	Transfers/ Adjustments	Adjusted Budget	Outstanding Encumbrances	To Date Actual	Remaining Balance
60 Capital Projects						
RV Revenues						
57 Local Revenues	0.00	0.00	0.00	0.00	2,178,068.76	-2,178,068.76
RV Revenues	0.00	0.00	0.00	0.00	2,178,068.76	-2,178,068.76
XP Expenditures						
81 Facilities Acq & Const	148,644,251.03	2,381,577.85	151,025,828.88	59,945,826.63	17,974,225.53	73,105,776.71
XP Expenditures	148,644,251.03	2,381,577.85	151,025,828.88	59,945,826.63	17,974,225.53	73,105,776.71
60 Capital Projects	-148,644,251.03	-2,381,577.85	-151,025,828.88	-59,945,826.63	-15,796,156.77	-75,283,845.47

Alief I.S.D.
Report Of Financial Activity

FOR RESP AREA: * Not Applicable
YEAR : 2025-26
PERIOD(s): September - February

	Original Budget	Transfers/ Adjustments	Adjusted Budget	Outstanding Encumbrances	To Date Actual	Remaining Balance
****** GRAND TOTALS ******	-147,607,977.63	-4,757,258.84	-152,365,236.47	-82,413,628.66	20,047,335.51	-89,998,943.31

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ALIEF INDEPENDENT SCHOOL DISTRICT

BOARD DOCUMENT

MEETING DATE: March 24, 2026

AGENDA ITEM: Active solicitations for procurement of goods and services

Attached is a list of active solicitations for procurement of goods and services.

Recommendation: Information Item – no recommendation required.

Dr. Anthony T. Mays
Superintendent

Mr. Charles Woods
Deputy Superintendent/Business Services

Alief Independent School District

Login

Current Bid Opportunities

Return To Login | Supplier Registration

Bid Number	Bid Title	Bid Type	Bid Issue Date	Bid Close Date/Time
2614 Addendum 1	Demographic Study Services	Request for Proposal	2/20/2026	3/16/2026 11:00:00 AM (CT)
2609	Annual Financial Audit	Request for Qualifications	3/6/2026	3/17/2026 02:00:00 PM (CT)
2613 Addendum 4	Alief Selected Bathroom Renovations Project	Competitive Sealed Proposal	2/13/2026	3/17/2026 02:00:00 PM (CT)
2615	Serving Lines at Hicks Elementary School	Request for Proposal	3/6/2026	3/20/2026 02:00:00 PM (CT)
2211 Addendum 2	Tools and Hardware	Request for Proposal-Multiple Award	12/10/2021	1/31/2027 02:00:00 PM (CT)
2347	HVAC-Miscellaneous Repair Parts and Supplies	Request for Proposal-Multiple Award	6/23/2023	8/31/2027 12:00:00 AM (CT)
2342 Addendum 1	Restaurant/Catering Services	Request for Proposal-Multiple Award	6/16/2023	8/31/2027 02:00:00 PM (CT)
2343	Curricular & Extracurricular Student Enrichment Services	Request for Proposal-Multiple Award	6/16/2023	8/31/2027 02:00:00 PM (CT)
2443	Plumbing Equipment and Supplies	Request for Proposal-Multiple Award	12/20/2024	2/28/2028 02:00:00 PM (CT)
2312	Instructional, Classroom & Campus Materials, Equipment & Supplies	Request for Proposal-Multiple Award	1/20/2023	3/31/2028 02:00:00 PM (CT)
2314 Addendum 1	Trophies, Awards, Signs, Banners, Custom, Imprinted & Promotional Items	Request for Proposal-Multiple Award	1/20/2023	3/31/2028 02:00:00 PM (CT)
2313	Software Products, Applications, Digital Content & Related Services	Request for Proposal-Multiple Award	1/20/2023	4/30/2028 02:00:00 PM (CT)
2320	Lumber and Building Supplies	Request for Proposal-Multiple Award	1/20/2023	4/30/2028 02:00:00 PM (CT)
2321	Electrical Supplies	Request for Proposal-Multiple Award	1/20/2023	4/30/2028 02:00:00 PM (CT)
2336.3	Professional Development Services	Request for Proposal-Multiple Award	5/12/2023	7/31/2028 02:00:00 PM (CT)
2337.3	Athletic/ P.E. Equipment and Uniforms	Request for Proposal-Multiple Award	5/12/2023	7/31/2028 02:00:00 PM (CT)
2410	General Merchandise and Supermarket Stores	Request for Proposal-Multiple Award	3/29/2024	6/30/2029 02:00:00 PM (CT)
2418	Vocational Lab Equipment, Supplies & Housewares	Request for Proposal-Multiple Award	4/19/2024	6/30/2029 02:00:00 PM (CT)
2440	Speech Pathologist, Diagnostician, Special Education Teacher, Licensed Specialist in School Psychologist (LSSP) Services Annual Contract	Request for Proposal-Multiple Award	10/11/2024	10/31/2029 02:00:00 PM (CT)
2514 Addendum 2	Contracted Services & Related Products	Request for Proposal-Multiple Award	4/16/2025	5/31/2030 02:00:00 PM (CT)

1

20 items in 1 pages

ALIEF INDEPENDENT SCHOOL DISTRICT

BOARD DOCUMENT

MEETING DATE: March 24, 2026

AGENDA ITEM: Tax Collection Reports

Attached is correspondence regarding tax collections and refunds for the month of January, 2026 along with year-to-date collection and disbursement summaries.

Recommendation: Information item – no recommendation required.

Dr. Anthony Mays
Superintendent

Charles Woods
Deputy Superintendent/Business Services

ALIEF INDEPENDENT SCHOOL DISTRICT
2025 TAX YEAR (SEPTEMBER 1, 2025 TO AUGUST 31, 2026)
COLLECTION REPORT AS OF JANUARY 31, 2026

Balance AUGUST 31, 2025			**$ 1,184,944.99**
Collections			
Current Collections	$ 138,812,766.85		
Prior Years Collections	1,833,512.21		
Penalty & Interest	420,972.14		
Additional Penalty	388,201.83		
Duplicate Overpayment	250,055.74		
Overage/Shortage	(48.19)		
Tax Certificates	180.00		
Substantial Error Penalty	-		
Late Rendition Penalty **(LR)**	76,569.15		
Funds Held	-		
Funds Held Uncertified			
Taxpayer Refunds	327.46		
2024 Escrow	-		
2025 Escrow	107.50		
Excess Proceeds			
Returned Check Fee/Stop Payment Charge	575.00		
Prior Year Insufficient Checks/Erroneous Pymt			
Outstanding Checks Voided	100,532.92		
Fed. Funds Addicks Barker Dam	4,113.10		
CED Prior Years Collections			
CED Penalty & Interest			
Bank Interest	60,353.01		
Unclaimed Property			
SIT Collections	225.89		
Total Collections			**$ 141,948,444.61**
Funds Transferred			
Funds Held Transferred			
Uncertified Funds Held Transferred			
2025 Escrow Applied		(38,595.77)	
Total Funds Transferred			**$ (38,595.77)**
Disbursements			
Local Maintenance		$ (108,666,392.67)	
Interest & Sinking		(27,678,690.68)	
Checks Issued for Overpayments **(OP**)		(436,788.60)	
Checks Issued for Refunds on Paid Items **(CS & REF)**		(5,188,968.22)	
Reissue Voided Checks **(RI)**		(100,532.92)	
Checks Issued for CS Interest		(2,641.84)	
Reissue Escheated Check		(13,388.11)	
Checks Issued for Excessive Overpayments **(EP)**		(13,273.14)	
HCAD Rendition Penalty **(RN)**		(3,064.60)	
Checks issued for Taxpayer Refund **(TP)**		(1,087.33)	
Reverse Duplicate Deposit 2025		(432.00)	
Deposit Bank Bag Fee/Check Printing Paper			
Stop Payment Charge			
Total Disbursements			**(142,105,260.11)**
Account Balance January 31, 2026			**$ 989,533.72**

ALIEF INDEPENDENT SCHOOL DISTRICT

BOARD OF TRUSTEES

Regular Board Meeting Date: Tuesday, February 17, 2026

Agenda Item #1
Call to Order: Trustee Madam President Dr. Darlene Breaux called to order the meeting at 6:31 p.m. on Tuesday, February 17, 2026, for the purposes stated in the notice for tonight's meeting.

Roll called by: Dr. Anthony Mays, Alief ISD Superintendent of Schools, to establish a quorum.

Present:

1. Trustee President Dr. Darlene Breaux
2. Trustee Vice President Janet Spurlock
3. Trustee Secretary Rick Moreno
4. Trustee Ann Williams ..... Entered at 6:58 p.m.
5. Trustee Dr. Gregg Patrick
6. Trustee Isaac Perez

Absent:

1. Trustee Assistant Secretary Dr. Lily Truong

By Zoom:

NIA

Agenda Item #2 Pledge

1. Alief ISD Taylor High JROTC

Agenda Item #3
Invocation or Inspirational Remarks

1. Trustee Isaac Perez

Thank you from Dr. Mays for the Opening Ceremonies Presentations

- ✓ Alief ISD Taylor High School JROTC
- ✓ Alief Elsik High School Jazz Band

Agenda Item #4
Public Comment on Posted Agenda Items

1. Ronald Kotts, President of Alief Texas State Teachers Association
   - ✓ Agenda Item 11.6 & General Topic

Agenda Item # 5
Board Recognitions

1. Delores "Dee" Jones, Business & Community Partnership Coordinator

Presents:

- ► G.A.L.S. & GOWNS Fundraiser Committee
- ► Westside Lexus
- ► Graze N Geaux Charcuterie Bar
- ► DJ Finess
- ► Dr. Alan Steinberg
- ► Alief ISD Trustee Janet Spurlock

2. Li Wen Su, PR Specialist/ Education Foundation Specialist Liaison

Presents:

- ► Alief ISD Education Foundation Winners

Agenda Item #6
Board and Committee Reports
Reports and comments from board members regarding meetings and conferences attended, including board committee meetings; schools visited; community and district activities; new initiatives; education programs; and continuing education. The items may be discussed, but no final action will be taken on these items at this meeting.

1. Trustee Ann Williams
    - ✓ Board Team Building - TEAM of 8
    - ✓ Gulf Coast Meeting - Pearland ISD
    - ✓ Board Retreat
    - ✓ G.A.L.S. & Gowns Fundraiser
    - ✓ Houston Area Alliance of Black School Educators (HAASBE) Teacher of the Year Awards and Recognition
    - ✓ Texas Lunar New Year

2. Trustee Dr. Gregg Patrick
    - ✓ Texas Lunar Festival with Mr. Lee
    - ✓ Black History Luncheon
    - ✓ Board Retreat
    - ✓ Spoke about Dr. Truong's Vietnamese Lunar New Year

3. Master Trustee Rick Moreno
    - ✓ Alief Education Foundation Board Meeting
    - ✓ Pickleball Tournament
    - ✓ The Young Women Leadership Committee

4. Trustee Isaac Perez
    - ✓ Texas Lunar New Year
    - ✓ Dr. Alan Steinberg
    - ✓ Part of an initial meeting with Tiffany Thomas' staff

5. Trustee Janet Spurlock
    - ✓ G.A.L.S. & Gowns Fundraiser
    - ✓ Texas Lunar Year Festival
    - ✓ Crump Stadium Press box

6. Trustee President Dr. Darlene Breaux
    - ✓ Texas Lunar New Year Festival
    - ✓ Advisory Board Member
    - ✓ Grassroots Region IV - Pearland ISD
    - ✓ Board Retreat
    - ✓ G.A.L.S. & Gowns Fundraiser

Agenda Item # 7
Superintendent Report Dr. Anthony Mays

1. January 2026 Employee Recognition - Brian Downer
2. Black History Month Recognition
3. National Career & Technical Education (CTE)
4. National School Counseling Week & Crest Award Winners
5. February 2026 Superintendent MVPS
6. What's UP Next for the Community

Agenda Item #8
Donation Report

Delores (Dee) Jones, Business and Community Partner Coordinator

- **Motion by Trustee Dr. Gregg Patrick and a second by Trustee Ann Williams**
  6, For, Trustee Dr. Breaux, Trustee Spurlock, Trustee Moreno, Trustee Williams, Trustee Dr. Patrick & Trustee Perez
- **0, Against**
- **0, Abstention**
- **1, Absence Trustee Dr. Truong**
- **The item passes.**

Agenda Item #9
Other Reports (Information Only. No discussion at the meeting unless requested by a Board Member).

9.1. Construction Summary Report (Charles Woods, Deputy Superintendent of Business Services)
Board Goal #2 Safe and Secure Alief: Alief ISD will maintain a safe and orderly environment.

9.2. Disbursement Report (Charles Woods, Deputy Superintendent of Business Services)
Board Goal #5 Organizational Strength: Alief ISD will continue to improve the financial stability of the district.

9.3. Financial Activity Report (Charles Woods, Deputy Superintendent of Business Services)
Board Goal #5 Organizational Strength: Alief ISD will continue to improve the financial stability of the district.

9.4. Active Requests for Proposals for Procurement of Goods and Services (Charles Woods, Deputy Superintendent of Business Services)
Board Goal #2 Safe & Secure Alief: Alief ISO will maintain a safe and orderly environment.

9.5. Tax Collection Report and Disbursements (Charles Woods, Deputy Superintendent of Business Services)
Board Goal #4 Alief Family: Alief ISO will continue to build strong relationships with all stakeholders.

9.6. Quarterly Investment Report (Charles Woods, Deputy Superintendent of Business Services)
Board Goal #5 Organizational Strength: Alief ISO will continue to improve the financial stability of the District.

- **Report Only**
- **No items held for discussion.**

Agenda Item #10
Consent Agenda

Roll called by: Dr. Darlene Breaux, Alief ISD Board President, for any consent agenda items he or she would like to hold for discussion.

Present:
1. Trustee President Dr. Darlene Breaux..... None
2. Trustee Vice President Janet Spurlock..... None
3. Trustee Secretary Rick Moreno 10.13
4. Trustee Assistant Secretary Dr. Lily Truong..... Absent
5. Trustee Ann Williams .....None
6. Trustee Dr. Gregg Patrick .....None
7. Trustee Isaac Perez..... 10.9
8. Superintendent Dr. Anthony Mays..... None

Absent:
1. Trustee Assistant Secretary Dr. Lily Truong

By Zoom:
NIA

10.1. Consider Approval of Minutes Held on February 3, 2026

10.2. Consider Approval of New Hires (Dr. Elizabeth Veloz-Powell, Deputy Superintendent of Human Resources)
Board Goal #3 World Class Employment: Alief ISD will recruit, develop, and retain highly qualified and effective personnel.

10.3. Consider Approval of Resignation Report (Dr. Elizabeth Veloz-Powell, Deputy Superintendent of Human Resources)
Board Goal #3 World Class Employment: Alief ISD will recruit, develop, and retain highly qualified and effective personnel.

10.4. Consider Approval of New Administrator (Dr. Elizabeth Veloz-Powell, Deputy Superintendent of Human Resources)
Board Goal #3 World Class Employment: Alief ISD will recruit, develop, and retain highly qualified and effective personnel.

10.5. Consider Approval of Memorandum of Understanding Between Alief ISD and 240 Certification (Elizabeth Veloz-Powell, Deputy Superintendent of Human Resources and Professional Learning)
Board Goal #3 World Class Employment: Alief ISD will recruit, develop, and retain highly qualified and effective personnel.

10.6. Consider Approval of Memorandum of Understanding Between Alief ISD and Houston City College (HCC) for the Teacher Apprenticeship Program (TAP) (Elizabeth Veloz-Powell, Deputy Superintendent of Human Resources and Professional Learning)
Board Goal #3 World Class Employment: Alief ISD will recruit, develop, and retain highly qualified and effective personnel.

10.7. Consider Approval of an Agreement between Alief Independent School District and Harris County Department of Education (HCDE) for Providing After-School or Summer Educational Programs at Cummings Elementary, Liestman Elementary, Mahanay Elementary, Martin Elementary, Outley Elementary, and Miller Intermediate schools (Dr. Elizabeth Veloz-Powell, Deputy Superintendent of Human Resources and Professional Learning)
Board Goal #3 World Class Employment: Alief ISD will recruit, develop, and retain highly qualified and effective personnel.

10.8. Consider Approval of the Memorandum of Understanding (MOU) to Partner with Daybreak Medical to Provide Counseling Intervention Services to Support Student Mental and Emotional Health at No Cost to the District (Dr. Charles Garcia, Deputy Superintendent of Curriculum, Instruction, and School Leadership)
Board Goal #1 Student Achievement: Alief ISD will close the achievement gap to ensure all students reach their academic potential and improve student preparation for college and career.

10.9. Consider Approval of Library Materials for Acquisition (Dr. Charles Garcia, Deputy Superintendent of Curriculum, Instruction, and School Leadership)
Board Goal #1 Student Achievement: Alief ISD will close the achievement gap to ensure all students reach their academic potential and improve student preparation for college and career.

10.10. Consider Approval oflnstructional Materials Adoption for Mathematics K-12 (Dr. Charles Garcia, Deputy Superintendent of Curriculum, Instruction, and School Leadership)
Board Goal #1 Student Achievement: Alief ISD will close the achievement gap to ensure all students reach their academic potential and improve student preparation for college and career.

10.11. Consider Approval of Budget Amendments (Charles Woods, Deputy Superintendent of Business Services)
Board Goal #5 Organizational Strength: Alief ISD will continue to improve the financial stability of the district.

10.12. Annual Report of Cooperative Purchasing Contract Fees (Charles Woods, Deputy Superintendent of Business Services)
Board Goal #4 Alief Family: Alief ISD will continue to build strong relationships with all stakeholders.

10.13. Consider Approval of Resolution Declaring a Public Purpose and Authorizing Payment for Employees for Lost Hours and Days and Mitigation Efforts Preparing for and Repairing Facilities during Winter Storm Event of January 2026. (Charles Woods, Deputy Superintendent of Business)
Board Goal #3 World Class Employment: Alief ISD will recruit, develop, and retain highly qualified and effective personnel.

10.14. Consider Approval of CSP#2605 Paint and Supplies (Charles Woods, Deputy Superintendent of Business Services)
Board Goal #2 Safe and Secure Alief: Alief ISD will maintain a safe and orderly environment.

10.15. Consider Approval of RFP#2607 Kitchen Equipment (Charles Woods, Deputy Superintendent of Business Services)
Board Goal #2 Safe and Secure Alief: Alief ISD will maintain a safe and orderly environment.

10.16. Consider Approval of Resolution Expressing Intent to Finance Expenditures to Be Incurred. (Charles Woods, Deputy Superintendent of Business Services)
Board Goal #4 Alief Family: Alief ISD will continue to build strong relationships with all stakeholders.

10.17. Consider and Approve First Reading and Additions, Deletions, and Revisions to Board Policy CSA (LOCAL), CQD (LOCAL), DBD (LOCAL), DEC (LOCAL), EHBAF (LOCAL), FFF (LOCA), EEP (LOCAL), EFA (LOCAL), DH (LOCAL), EIA (LOCAL), FA (LOCAL), FEF (LOCAL), FFB (LOCAL), FFG (LOCAL), GKA (LOCAL), DFBB (LOCAL) for the Alief Independent School District (Dr. Jeannine Porter, Chief of Staff)
Board Goal #1 Student Achievement: Alief ISD will close the achievement gap to ensure all students reach their academic potential and improve student preparation for college and career.
Board Goal #2 Safe and Secure Alief: Alief ISD will maintain a safe and orderly environment.
Board Goal #3 World Class Employment: Alief ISD will recruit, develop, and retain highly qualified and effective personnel.

10.18. Consider and Approve Second Reading and Additions, Deletions, and Revisions to Board Policy DGBA (LOCAL), FNG (LOCAL), GF (LOCAL), CV (LOCAL), CH (LOCAL), CLE (LOCAL), CQB (LOCAL), FFAC (LOCAL), FO (LOCAL), CJ (LOCAL), CJA (LOCAL), BE (LOCAL) AND BED (LOCAL) for the Alief Independent School District (Dr. Jeannine Porter, Chief of Staff)
Board Goal #2 Safe and Secure Alief: Alief ISD will maintain a safe and orderly environment.
Board Goal #5 Organizational Strength: Alief ISD will continue to improve the financial stability of the District.

All items with the Exception (s) of
- 10.9 by Trustee Isaac Perez
- 10.13 by Trustee Secretary Rick Moreno

- **Motion by Trustee Moreno and a second by Trustee Spurlock**
- **6, For, Trustee Dr. Breaux, Trustee Spurlock, Trustee Moreno, Trustee Williams, Trustee Dr. Patrick & Trustee Perez**
- **0, Against**
- **0, Abstention**
- **1, Absent, Dr. Truong**
- **The item passes.**

Item(s) held from the Consent Agenda for Discussion:
- 10.9 by Trustee Isaac Perez

- **Motion by Trustee Williams and a second by Trustee Perez**
- **6, For, Trustee Dr. Breaux, Trustee Spurlock, Trustee Moreno, Trustee Williams, Trustee Dr. Patrick & Trustee Perez**
- **0, Against**
- **0, Abstention**
- **1, Absent, Dr. Truong**
- **The item passes.**

Item(s) held from the Consent Agenda for Discussion:

- 10.13 by Trustee Secretary Rick Moreno

- **Motion by Trustee Moreno and a second by Trustee Spurlock**
- **6, For, Trustee Dr. Breaux, Trustee Spurlock, Trustee Moreno, Trustee Williams, Trustee Dr. Patrick & Trustee Perez**
- **0, Against**
- **0, Abstention**
- **1, Absent, Dr. Truong**
- **The item passes.**

New Administrator Recognition(s) by Dr. Anthony Mays, Superintendent of Schools

- Adam Tabor, Director of Procurement
- Danny Cornelius Jr., Assistant Chief of Police

Agenda Item #11
Non-Consent Agenda

11.1. Annual Investment Review and Consider Approval of Ordinance stating the Board's Review of the Investment Policy and Strategies and Consider Approval of Training Sources and List of Qualified Brokers (Charles Woods, Deputy Superintendent of Business Services)
Board Goal #4 Alief Family: Alief ISD will continue to build strong relationships with all stakeholders.

- **Motion to approve the Ordinance stating that the Board has reviewed the investment policy and strategies.**

- **Motion by Trustee Spurlock and a second by Trustee Moreno**
- **5, For, Trustee Dr. Breaux, Trustee Spurlock, Trustee Moreno, Trustee Williams, & Trustee Perez**
- **0, Against**
- **1, Abstention, Dr. Patrick**
- **1, Absent, Dr. Truong**
- **The item passes.**

- ❖ Motion to approve the independent sources of training and list of qualified brokers as presented by the Administration tonight.

- ❖ **Motion by Trustee Williams and a second by Trustee Spurlock**
- ❖ **5, For, Trustee Dr. Breaux, Trustee Spurlock, Trustee Moreno, Trustee Williams, & Trustee Perez**
- ❖ **0, Against**
- ❖ **1, Abstention, Dr. Patrick**
- ❖ **1, Absent, Dr. Truong**
- ❖ **The item passes.**

11.2. Budget Update (Charles Woods, Deputy Superintendent of Business Services)
Board Goal #5 Organizational Strength: Alief ISO will continue to improve the financial stability of the district.

- ❖ **Report Only**

11.3. Presentation of the 2024-25 Annual Performance Report (APR) and Public Hearing (Charles Garcia, Deputy Superintendent of Curriculum, Instruction, and School Leadership)
Board Goal #1 Student Achievement: Alief ISD will close the achievement gap to ensure all students reach their academic potential and improve student preparation for college and career.

- ❖ **Report Only**
- ❖ **Public Hearing opened at 9:12 p.m. on Tuesday, February 17, 2026**
- ❖ **Public Hearing closed at 9:13 p.m. on Tuesday, February 17, 2026**

11.4. Consider Approval of the 2025-26 Targeted Improvement Plans (TIPs) and Public Hearing (Charles Garcia, Deputy Superintendent of Curriculum, Instruction, and School Leadership)
Board Goal #1 Student Achievement: Alief ISD will close the achievement gap to ensure all students reach their academic potential and improve student preparation for college and career.

- ❖ **Report Only**
- ❖ **Public Hearing opened at 9:46 p.m. on Tuesday, February 17, 2026**
- ❖ **Public Hearing closed at 9:47 p.m. on Tuesday, February 17, 2026**

- ❖ **Motion by Trustee Williams and a second by Trustee Moreno**
- ❖ **6, For, Trustee Dr. Breaux, Trustee Spurlock, Trustee Moreno, Trustee Williams, Trustee Dr. Patrick & Trustee Perez**
- ❖ **0, Against**
- ❖ **0, Abstention**
- ❖ **1, Absent, Dr. Truong**
- ❖ **The item passes.**

11.5. Consider Approval of the 2025-26 Local Improvement Plans (LIPs) (Charles Garcia, Deputy Superintendent of Curriculum, Instruction, and School Leadership)
Board Goal #1 Student Achievement: Alief ISD will close the achievement gap to ensure all students reach their academic potential and improve student preparation for college and career.

- **Motion by Trustee Williams and a second by Trustee Moreno**
- **6, For, Trustee Dr. Breaux, Trustee Spurlock, Trustee Moreno, Trustee Williams, Trustee Dr. Patrick & Trustee Perez**
- **0, Against**
- **0, Abstention**
- **1, Absent, Dr. Truong**
- **The item passes.**

11.6. Consider Approval of a Resolution Regarding Senate Bill 11 (Texas Education Code §25.0823) (Dr. Charles Garcia, Deputy Superintendent of Curriculum, Instruction, and School Leadership)
Board Goal #1 Student Achievement: Alief ISD will close the achievement gap to ensure all students reach their academic potential and improve student preparation for college and career.

- **Motion to approve the Resolution on Senate Bill 11, which confirms the Board has considered SB 11 (Section 25.0823 of the Texas Education Code); declines adoption of a policy requiring every campus of Alief ISD to provide a period of prayer and reading of the Bible or other religious texts; reaffirms the District's commitment to First Amendment protections; and affirms the District's continued compliance with the daily required moment of silence.**

- **Motion by Trustee Moreno and a second by Trustee Spurlock**
- **4, For, Trustee Dr. Breaux, Trustee Spurlock, Trustee Moreno, & Trustee Williams**
- **2, Against, Trustee Patrick & Trustee Perez**
- **0, Abstention**
- **1, Absent, Dr. Truong**
- **The item passes.**

Agenda Item # 12
Closed Executive Session

12.1. Consult with the District's attorneys on any subjects or matters authorized by law, including any matter listed on this meeting notice/agenda, pending or contemplated litigation, and proposed settlements. (Tex. Gov't Code§ 551.071)

12.2. Deliberate the duties, responsibilities, evaluation, employment, and dismissal of personnel and officers, including the Board and Superintendent and as it pertains to any item listed on this notice/agenda. (Tex. Gov't Code§ 551.074)

12.3. Consider Level III Grievance by an Albright Middle School Teacher (Dr. Elizabeth Veloz-Powell, Deputy Superintendent of Human Resources and Professional Learning)
Board Goal #3 World Class Employment: Alief ISD will recruit, develop, and retain highly qualified and effective personnel.

12.4. Consider Level III Grievance filed by an Elsik High School Teacher (Dr. Elizabeth Veloz-Powell, Deputy Superintendent of Human Resources and Professional Learning)
Board Goal #3 World Class Employment: Alief ISD will recruit, develop, and retain highly qualified and effective personnel.

- **The Alief ISD Board has adjourned to closed session at 10:21 p.m., on February 17, 2026**
- **The Alief ISD Board has reconvened in open session at 11:09 p.m., on February 17, 2026**

Roll called by: Dr. Anthony Mays, Alief ISD Superintendent of Schools, to establish a quorum.

Present:

1. Trustee President Dr. Darlene Breaux
2. Trustee Vice President Rick Moreno
3. Trustee Secretary Janet Spurlock
4. Trustee Ann Williams
5. Trustee Dr. Gregg Patrick
6. Trustee Isaac Perez

Absent:

1. Trustee Assistant Secretary Dr. Lily Truong

By Zoom:

NIA

***Item #13**

13. Consider Action on Matters Discussed in Closed Session, including the Level III Grievances (Dr. Elizabeth Veloz-Powell, Deputy Superintendent of Human Resources and Professional Learning)
Board Goal #3 World Class Employment: Alief ISD will recruit, develop, and retain highly qualified and effective personnel.

► * 12.3. Consider Level III Grievance by an Albright Middle School Teacher (Dr. Elizabeth Veloz-Powell, Deputy Superintendent of Human Resources and Professional Learning)
Board Goal #3 World Class Employment: Alief ISD will recruit, develop, and retain highly qualified and effective personnel.

*We considered the Level II record and written argument submitted by the parties on a teacher grievance from Albright Middle School in closed session.

► * 12.4. Consider Level III Grievance filed by an Elsik High School Teacher (Dr. Elizabeth Veloz-Powell, Deputy Superintendent of Human Resources and Professional Learning)
Board Goal #3 World Class Employment: Alief ISD will recruit, develop, and retain highly qualified and effective personnel.

* The grievance involving the teacher from Elsik High School has been remanded back to Level II.

- **Motion by Trustee Williams**
Yes, I move that the Board of Trustees upholds the level two decision without additional need for an oral hearing based on the Board's review and consideration of the record and the arguments presented.

- **Motion by Trustee Williams and a second by Trustee Spurlock**
- **6, For, Trustee Dr. Breaux, Trustee Spurlock, Trustee Moreno, Trustee Williams, Trustee Dr. Patrick & Trustee Perez**
- **0, Against**
- **0, Abstention**
- **1, Absent, Dr. Truong**
- **The item passes.**

Item #14
Adjournment

- **Madam President Dr. Darlene Breaux adjourned the meeting by unanimous consent at 11:16 p.m. on Tuesday, February 17, 2026.**

Dr. Darlene Breaux, President

Rick Moreno, Secretary

DATE APPROVED: **Tuesday, February 17, 2026**
DATE SIGNED: 3/24/2026

ALIEF INDEPENDENT SCHOOL DISTRICT

BOARD DOCUMENT

MEETING DATE: March 24, 2026

AGENDA ITEM: Consider Approval of New Hires (Dr. Elizabeth Veloz-Powell, Deputy Superintendent of Human Resources and Professional Learning)

Board Goal #3 World Class Employment: Alief ISD will recruit, develop, and retain highly qualified and effective personnel.

This action item is to inform the board of all new hires within our district. There are several reasons why we submit new hires for the board's approval such as oversight and accountability for alignment with district goals, legal and procedural compliance, and financial stewardship.

Recommendation: Considering the reasons, we respectfully request the board's approval of the new hire report.

Dr. Anthony T. Mays
Superintendent

Dr. Elizabeth Veloz-Powell
Deputy Superintendent
Human Resources and Professional Learning

Alief New Hire Board Report

Meeting Date: March 24, 2026

Agenda Item: Personnel January 30, 2026 - March 02, 2026

The following personnel fulfill requirements for employment by local policy and state standards and are recommended for election for the 2025-2026 school year:

Position:	OWENS INTERMEDIATE	Intermediate	Special Education
Applicant:	ANDERSON, ALEXUS		
Experience:			

Position:	SMITH ELEMENTARY	Elementary	English/Language Arts & Reading
Applicant:	BLAYLOCK, JASMINE		
Experience:	No previous experience		

Position:	HOLMQUIST ELEMENTARY	Second Grade	Elementary
Applicant:	BROWN, MORGAN		
Experience:			

Position:	OWENS INTERMEDIATE	Sixth Grade	English/Language Arts
Applicant:	CAMACHO MONTOYA, DAPHNE		
Experience:			

Position:	HASTINGS NINTH GRADE CENTER	High School	Math/Science
Applicant:	CASTRO, ESMERALDA		
Experience:	Alief experience		

Position:	COLLINS ELEMENTARY	Elementary	Elementary
Applicant:	CHAVEZ, LESLIE		
Experience:			

Alief New Hire Board Report

Meeting Date: March 24, 2026

Agenda Item: Personnel January 30, 2026 - March 02, 2026

The following personnel fulfill requirements for employment by local policy and state standards and are recommended for election for the 2025-2026 school year:

Position:	HORN ELEMENTARY	Third Grade	English/Language Arts & Reading
Applicant:	COMPEAN, LAURA		
Experience:	No experience		

Position:	BOONE ELEMENTARY	Second Grade	Bilingual
Applicant:	CORREA, PAULA		
Experience:	Alief experience		

Position:	BUSH ELEMENTARY	Fourth Grade	Bilingual
Applicant:	CRUZ, TONYA		
Experience:			

Position:	OLLE MIDDLE SCHOOL	Middle School	Special Education
Applicant:	DAVIS, TAVACEIA		
Experience:	No experience		

Position:	HORN ELEMENTARY	Second Grade	English/Language Arts & Reading
Applicant:	EZEIKE, JIREH		
Experience:	No experience		

Position:	YOUENS ELEMENTARY	Second Grade	Bilingual
Applicant:	FLORES, AMBER		
Experience:			

Alief New Hire Board Report

Meeting Date: March 24, 2026

Agenda Item: Personnel January 30, 2026 - March 02, 2026

The following personnel fulfill requirements for employment by local policy and state standards and are recommended for election for the 2025-2026 school year:

Position:	HASTINGS HIGH SCHOOL	High School	Life Skills
Applicant:	FRANK, JASMINE		
Experience:	No experience		

Position:	ALEXANDER ELEMENTARY	Fourth Grade	Elementary
Applicant:	GAYTAN, ANGEL		
Experience:			

Position:	KLENTZMAN INTERMEDIATE	Fifth Grade	Social Studies
Applicant:	JARAMILLO, ISAIAH		
Experience:	No experience		

Position:	SMITH ELEMENTARY	Kindergarten	English/Language Arts & Reading
Applicant:	LAIRD, JASMINE		
Experience:	No experience		

Position:	ELSIK HIGH SCHOOL	High School	High School
Applicant:	MOORE, BRANDI		
Experience:			

Position:	SNEED ELEMENTARY	Kindergarten	English/Language Arts & Reading
Applicant:	MURAT, ANGELA		
Experience:	Previous experience		

Alief New Hire Board Report

Meeting Date: March 24, 2026

Agenda Item: Personnel January 30, 2026 - March 02, 2026

The following personnel fulfill requirements for employment by local policy and state standards and are recommended for election for the 2025-2026 school year:

Position:	ELSIK HIGH SCHOOL	High School	Foreign Language
Applicant:	OLMEDO, JACQUELYNNE		
Experience:			

Position:	HASTINGS NINTH GRADE CENTER	High School	CTE Teacher
Applicant:	OSAZUWA, EVIA		
Experience:	No experience		

Position:	OLLE MIDDLE SCHOOL	Middle School	Math/Science
Applicant:	RODRIGUEZ, GABRIELA		
Experience:	Alief experience		

Position:	KLENTZMAN INTERMEDIATE	Fifth Grade	Social Studies
Applicant:	SAAD BERMUDEZ, CARMEN		
Experience:	Alief experience		

Position:	HASTINGS HIGH SCHOOL	High School	Journalism
Applicant:	SMITH, AMIRA		
Experience:	No experience		

Position:	PURCHASING		Administrator
Applicant:	TABOR, ADAM		
Experience:			

Alief New Hire Board Report

Meeting Date: March 24, 2026

Agenda Item: Personnel January 30, 2026 - March 02, 2026

The following personnel fulfill requirements for employment by local policy and state standards and are recommended for election for the 2025-2026 school year:

Position:	BUDEWIG INTERMEDIATE	Intermediate	Mathematics
Applicant:	THOMAS, ZHANE		
Experience:			

Position:	HASTINGS HIGH SCHOOL	High School	English/Language Arts & Reading
Applicant:	TUCKER-GASERY, RAVEN		
Experience:	No experience		

Position:	LIESTMAN ELEMENTARY	Elementary	Interventionist
Applicant:	VILLEGAS, ESMERALDA		
Experience:	Previous Alief experience		

Position:	MILLER INTERMEDIATE	Fifth Grade	Science/Social Studies
Applicant:	WADDY, MICHELE		
Experience:			

Position:	KLENTZMAN INTERMEDIATE	Intermediate	Music
Applicant:	WALLACE, KANI		
Experience:	No experience		

Position:	COLLINS ELEMENTARY	First Grade	Elementary
Applicant:	ZARAGOZA, GUADALUPE		
Experience:			

Alief New Hire Board Report

Meeting Date: March 24, 2026

Agenda Item: Personnel January 30, 2026 - March 02, 2026

The following personnel fulfill requirements for employment by local policy and state standards and are recommended for election for the 2025-2026 school year:

Recommendations: It is recommended that the above election be approved.

Anthony Mays, Ed. D.
Superintendent

Elizabeth Veloz-Powell, Ed. D.
Deputy Superintendent of
Human Resources & Professional Learning

ALIEF INDEPENDENT SCHOOL DISTRICT

BOARD DOCUMENT

MEETING DATE: March 24, 2026

AGENDA ITEM: Consider Approval of Resignation Report (Dr. Elizabeth Veloz-Powell, Deputy Superintendent of Human Resources and Professional Learning)

Board Goal #3 World Class Employment: Alief ISD will recruit, develop, and retain highly qualified and effective personnel.

This action item is to inform the board of all resignations within our district. This report serves several important functions such as transparency, budgetary planning, strategic decision-making, and legal compliance.

Recommendation: Considering the reasons, we respectfully request the board's approval of the resignation report.

Dr. Anthony T. Mays
Superintendent

Dr. Elizabeth Veloz-Powell
Deputy Superintendent
Human Resources and Professional Learning

Alief Independent School District

Board Document

Meeting Date: March 24, 2026

Resignations: PERSONNEL January 30, 2026 - March 02, 2026

Letters of resignation have been recieved and accepted in the Human Resources Department from the following personnel:

AMALU, IFEOMA ALBRIGHT MIDDLE SCHOOL Social Studies	Retirement	Jun 01, 2026
BROXSON, BLAINE ALIEF LEARNING CENTER Physical Education	Retirement	Aug 15, 2026
CHAMBERS, MARCELLA HASTINGS HIGH SCHOOL CTE Teacher	Personal Reason	Mar 06, 2026
DAVISON-LUSHBOUGH, BRITTANY BOONE ELEMENTARY Special Education	Personal Reason	Feb 09, 2026
EVANS, CECI OUTLEY ELEMENTARY Health	Retirement	Jun 01, 2026
HAYNES, JADA BUDEWIG INTERMEDIATE Art	Personal Reason	Feb 13, 2026
JENKINS, DAMONICA ELSIK HIGH SCHOOL Theatre Arts	Personal Reason	Mar 03, 2026
LOYOLA RIVERO, LUZ YOUENS ELEMENTARY Reading	Retirement	Jun 01, 2026
NAJM, AMANDA HEFLIN ELEMENTARY Reading	Personal Reason	Jan 30, 2026
PHAN, REBECCA TAYLOR HIGH SCHOOL CTE Teacher	Personal Reason	Mar 06, 2026

Alief Independent School District

Board Document

Meeting Date: March 24, 2026

Resignations: PERSONNEL January 30, 2026 - March 02, 2026

Letters of resignation have been recieved and accepted in the Human Resources Department from the following personnel:

STARLING, MARY HORN ELEMENTARY Principal	Retirement	Jun 19, 2026
SUTHERLAND, BARBARA O'DONNELL MIDDLE SCHOOL Science	Retirement	Jun 01, 2026
VOLKOVA, EVGUENIA KERR HIGH SCHOOL Science/Social Studies	Personal Reason	Feb 26, 2026
WITTRY, DAWN HASTINGS HIGH SCHOOL Science	Personal Reason	Feb 20, 2026

Information Item - no recommendation required.

Anthony Mays, Ed. D.
Superintendent

Elizabeth Veloz-Powell, Ed. D.
Deputy Superintendent of
Human Resources & Professional Learning

ALIEF INDEPENDENT SCHOOL DISTRICT

BOARD DOCUMENT

MEETING DATE: March 24, 2026

AGENDA ITEM: Consider Approval of New Administrators (Dr. Elizabeth Veloz-Powell, Deputy Superintendent of Human Resources and Professional Learning)

Board Goal #3 World Class Employment: Alief ISD will recruit, develop, and retain highly qualified and effective personnel.

The procedures for hiring contracted staff involve the Superintendent making recommendations to the Board regarding the selection of contractual personnel. However, the Board retains final authority over the employment of contractual personnel. This process is outlined in DCA, DCB, DCC, and DCE policies as appropriate. Attached is the recommendation of new administrators.

Recommendation: We recommend the board's approval of the new administrators for the 25-26 school year.

Dr. Anthony T. Mays
Superintendent

Elizabeth Veloz-Powell
Deputy Superintendent
Human Resources and Professional Learning

ALIEF INDEPENDENT SCHOOL DISTRICT

BOARD DOCUMENT

MEETING DATE: March 24, 2026

AGENDA ITEM: Consider Approval of New Administrators

The following candidates fulfill the requirements for employment by local policy and Texas Education Agency standards and is recommended for election:

POSITION: **Manager of Strategic Support – Curriculum & Instruction Department**

APPLICANT: Melisa Perez

EDUCATION: B.A. – English – University of Texas Pan America – Edinburg, TX

EXPERIENCE: Melisa Perez Araujo brings 22 years of committed service to Alief ISD, where she has contributed in multiple instructional and leadership roles, including classroom teacher, ESL Specialist, RLA Specialist, STAAR Coordinator, District School Improvement Specialist, and District Reading Academies Manager.

Throughout her career, Mrs. Perez Araujo has focused on strengthening instructional practices, building teacher capacity, and advancing measurable student achievement. Her experience at both the campus and district levels reflects a deep commitment to system alignment, educator support, and ensuring that all students have access to high-quality instruction that fosters academic success.

RECOMMENDATION: We recommend the candidates listed above be approved to serve as administrators for the 2025-2026 school year.

Anthony Mays, Ed. D.
Superintendent

Elizabeth Veloz-Powell, Ed. D.
Deputy Superintendent
Human Resources & Professional Learning

ALIEF INDEPENDENT SCHOOL DISTRICT

BOARD DOCUMENT

MEETING DATE: March 24, 2026

AGENDA ITEM: Consider Approval of Alief ISD's participation in the Texas Education Agency (TEA) Strategic Compensation Pilot and submission to earn Enhanced TIA District Status (Dr. Elizabeth Veloz-Powell, Deputy Superintendent of Human Resources and Professional Learning)

Board Goal #3 World Class Employment: Alief ISD will recruit, develop, and retain highly qualified and effective personnel.

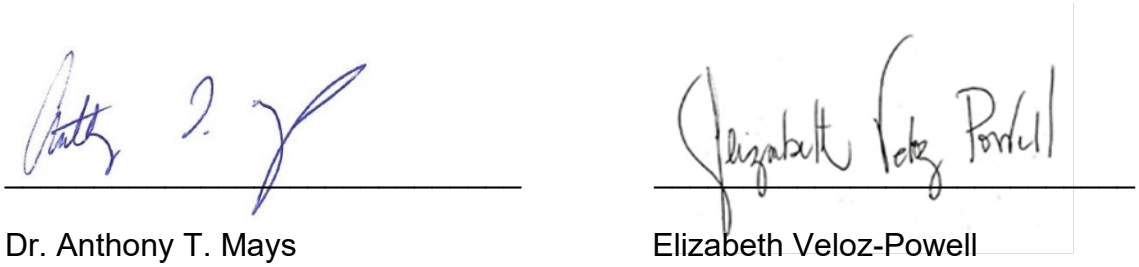
This plan supports the development of a multi-year strategic compensation system aligned to educator effectiveness, student need, and HB2-related funding structures. Participation provides the district with technical assistance, access to additional TIA revenue, and a framework for transitioning to an effectiveness-based compensation model for teachers and administrators.

Application Requirements:

• Participate in TEA's three-year Strategic Compensation Pilot, including monthly technical assistance
sessions and system development requirements.
• Transition away from the traditional step pay scale for teachers and administrators to a performance-based compensation model tied to educator effectiveness.
• Define eligible roles, effectiveness rubrics, compensation categories, and salary models for teachers,
principals, and assistant principals.
• Develop an effectiveness-based compensation system for teachers, principals, and assistant principals,
including evaluation rubrics and strategic pay structures.
• Establish a unified compensation framework that blends Teacher Incentive Allotment (TIA) and Teacher
Retention Allotment (TRA) funds, with the ability to access an additional 10% allotment as an Enhanced
TIA District.
• Provide annual progress updates to TEA and ensure alignment with pilot timelines and implementation
milestones.

Recommendation: Consider Approval for Alief ISD to participate in the TEA Strategic Compensation Pilot and pursue Enhanced TIA District designation. Approval will allow

the district to design, pilot, and implement a comprehensive strategic compensation system aligned with educator effectiveness, student needs, and long-term financial sustainability.



Dr. Anthony T. Mays
Superintendent

Elizabeth Veloz-Powell
Deputy Superintendent
Human Resources and Professional Learning

Texas Education Agency is accepting applications for the 2026-27 Strategic Compensation Cohort, a grant-funded opportunity that provides districts with intensive, multi-year support to design and implement a compensation system that (1) rewards teachers and administrators based on effectiveness and (2) meets the requirements to earn an Enhanced TIA district designation.

Applications are due by Wednesday, April 1, 2026 at 11:59 p.m. CST. Please contact the TIA Inbox at tia@tea.texas.gov for more information.

Please select your region and district name.

ESC Region (Served) Region 04

District ALIEF ISD (101903)

Are you applying on behalf of an 1882 partnership?

- ○ Yes
- ◉ No

My district (1) has reviewed the 2026-27 Strategic Compensation Cohort Participation Agreement and (2) understands that completion of this application to join the 2026-27 Strategic Compensation Cohort does not guarantee selection.

- (●) Agree
- ( ) Disagree

← →

Superintendent Contact Information:

Full Name	Anthony Mays
Email Address	Anthony.Mays@aliefisd.net

Respondent Contact Information *(if someone other than the Superintendent is completing the application)*

Full Name	Stefan San Miguel
Job Title	TIA Project Manager
Email Address	stefan.sanmiguel@aliefisd.net

Strategic compensation and earning the Enhanced TIA designation involves the following commitments. Please indicate your district's agreement to work towards achieving the expectations listed below:

	Agree	Disagree
Develop a refined principal and assistant principal evaluation system	◉	○
Obtain substantially all (95% or greater) teacher eligibility for TIA within 3 years.	◉	○
Develop and adopt a TIA-compliant teacher evaluation system for substantially all teachers	◉	○
Replace the step & ladder pay scale for teachers, principals, and assistant principals with a salary schedule based on performance	◉	○
Blend TIA and other funding sources to ensure financial sustainability of the district's strategic compensation system	◉	○
Adopt an approach to teacher assignment based on student need including prioritizing K-2, specific master scheduling to match students with teachers based on efficacy, and where appropriate, high priority campus adoption.	◉	○

How will strategic compensation align with and support the goals of your district's strategic plan? In your response, clearly name the district goals and explain how strategic compensation will help drive progress toward each goal.

Strategic compensation directly supports Alief ISD's strategic plan, which is built around five pillars:

- Student Achievement
- Safe and Secure Alief
- World-Class Employment
- Organizational Strength
- Alief Family

Our current focus - aligned with the Alief Focus Goal (North Star) - is to improve student performance on the STAAR assessment at the Meets and Above levels. To reach this goal, we must strengthen key systems such as first-line instruction, aligned lesson planning, observation and feedback, and data-driven instruction. These systems depend on strong campus leadership with the right skills, knowledge, and mindset to move the work forward.

Strategic compensation helps us recruit and retain high-performing staff who can lead and implement these systems effectively. It also supports intentional efforts to grow our leadership pipeline, reward strong performance, and attract top talent to Alief ISD.

Additionally, this work aligns with the World-Class Employment pillar through the following strategies:

- Building incentive systems with campus and department leaders to recognize and retain staff who drive student success.
- Enhancing these systems to ensure high performers are rewarded and placed where they can have the greatest impact.
- Strengthening recruitment efforts to grow a strong and diverse talent pool across the district.

By investing in strategic compensation, we are investing in the people who make student success possible.

If your organization does not have a listed position, please select the most appropriate equivalent role.

	Not Yet Engaged	Informed/ Aware	Supportive in Principle	Actively Supporting	Actively Championing
Board of Trustees	○	○	○	◉	○
Superintendent	○	○	○	◉	○
District Leadership Team (e.g., chiefs, deputy superintendents, general counsel)	○	○	○	◉	○
Chief Financial Officer	○	○	○	◉	○
Chief Human Resources Officer	○	○	○	◉	○
Chief Academic Officer	○	○	○	◉	○

When undertaking this work, districts may encounter some of the risks listed below. Please rate your district's ability and willingness to pre-plan to address these items.

No Ability or Readiness	Unsure	Full Readiness
1	2	3

Reduced morale and/or job satisfaction

3

Negative feedback from stakeholders, communities, and/or teacher organizations

3

Potential loss of staff who are designated as low performing or don't understand the goal

2

Resistance to change

2

Describe an initiative your district has undertaken in the past two years that has impacted student achievement. Include the following:

- Key roles or teams involved in leading and executing the work
- Measurable outcomes achieved
- Structures put in place to ensure the initiative's long-term success

(Initiatives related to the Teacher Incentive Allotment should not be considered for this response.)

In the last two years, Alief ISD has launched and expanded its Associate Teacher Initiative to address teacher shortages and grow our own pipeline of certified educators. This initiative strategically hires individuals enrolled in alternative certification programs or university education programs as Associate Teachers and supports them through a comprehensive, one-year certification pathway. Each Associate Teacher receives direct support from a dedicated Field Liaison focused on certification milestones, as well as instructional coaching to strengthen classroom management, lesson delivery, and data-driven instruction from a Associate Teacher Support Staff.

To date, over 400 Associate Teachers have participated in the program, with 237 successfully transitioning into fully certified teaching roles. The initiative includes monthly progress checks, targeted test preparation for PPR, STR, and content exams, and specialized support for bilingual candidates. This initiative not only addresses immediate staffing needs but also builds a sustainable, diverse teacher pipeline from within our own community.

Please use the following scale to indicate your district's capacity regarding the following items:

	Firmly in Place	Needs Some Support	Needs Significant Support
Systems to capture and store data such as DMAC, Eduphoria, T-TESS Data Management System, etc.	◉	○	○
Personnel responsible for compiling student growth and performance data	○	◉	○
Personnel responsible for compiling appraisal data	◉	○	○
Personnel responsible for compiling correlation data between growth, performance and appraisals	◉	○	○
An effective human resource system for tracking employees	○	◉	○

Which best describes the type of contracts being used for principals and assistant principals?

- ◉ 1-Year Contract
- ○ 2-Year Contract
- ○ Other (please describe)

Please provide the contact information for the individual your district is submitting to serve as the Strategic Compensation Lead if selected. Submission of this individual confirms that they have reviewed the 2026-27 Strategic Compensation Cohort Participation Agreement and are aware of the role's responsibilities, requirements, and performance expectations.

Name	Stefan San Miguel
Title	TIA Project Manager
Email Address	Stefan.sanmiguel@aliefisd.net

There will be a ***mandatory*** **District Strategic Compensation Leads Meeting** for the person you identified as the Strategic Compensation Lead (above) this fall. It is scheduled for Wednesday, September 9, 2026 from 10:00 a.m. to 11:00 p.m. CST.

Will your district's Strategic Compensation Lead be able to attend this mandatory meeting?

- (●) Yes, the person identified as the Strategic Compensation Lead is available to attend.
- ( ) No, they are not available to attend.

There will also be a **2026-27 Strategic Compensation District Kick-Off Meeting** for the new strategic compensation cohort this fall. It is scheduled for Wednesday, September 16, 2026, 10:00-11:00 a.m. CST. This meeting is ***mandatory*** for the Superintendent and/or one senior cabinet member as well as for the district's Strategic Compensation Lead.

Please indicate the availability of these staff members on this date/time. *(Note: The two team members listed above must attend, but others are also welcome to join.)*

	Availability	
	Will attend	Can not attend
Superintendent	◉	○
Senior Cabinet Member	◉	○
Strategic Compensation Lead	◉	○

To complete your application, please print and complete the 2026 Strategic Compensation Cohort Attestation. Once complete, please upload the signed document below.

Drop files or click here to upload

2026-27 Strategic Compensation Cohort Participation Agreement

District Name: Alief ISD **CDN:** 101903

This document outlines the expectations for roles and responsibilities, program requirements, and performance measures for school systems joining the grant-funded 2026-27 Strategic Compensation Cohort to ensure all participants understand their commitments and the standards required to foster a productive and collaborative environment.

School systems must comply with all expectations defined in the Program Requirements, Roles & Responsibilities, and Program Measures contained in this agreement and commit to a three-year process to work towards the five goals for Enhanced TIA and Strategic Compensation in order to participate in the cohort. The goals are as follows:

- **Administrator Effectiveness** – Develop and adopt a refined principal and assistant principal strategic compensation system consistent with the Teacher Incentive Allotment (TIA) approach.
- **Teacher Eligibility** – Develop and adopt a TIA-compliant teacher strategic compensation system for substantially all teacher types.
- **Compensation Structure** – Replace the step-and-ladder pay scale for principals and teachers to a salary schedule based on performance.
- **Funding Allocation** – Blend TIA and other funding sources to ensure financial sustainability. The Teacher Retention Allotment (TRA) may also be considered when applying for an Enhanced TIA designation.
- **Strategic Staffing** – Adopt an approach to teacher assignment based on student need.

Program Requirements

TEA has established the following program requirements throughout the three-year commit to work towards the five goals for Enhanced TIA and Strategic Compensation:

- Develop a strategic compensation system for principals, assistant principals, and/or teachers
- Develop a three-year Strategic Compensation Plan with due dates and individual responsibilities utilizing a program management platform
- Update the school board on the progress and direction of the strategic compensation work at pre-determined times
- Execute and return a data sharing agreement with identified partners (TEA, ESC, and/or Technical Assistance Providers) within 30 days of request
- Attend all meetings requested by TEA, the Center for Strategic Compensation, and Technical Assistance Providers
- Attend collaboration spaces, step backs and debriefs with TEA, the Center for Strategic Compensation, and other SC districts
- Develop and complete plans/documents requested by TEA, the ESC, and Technical Assistance Providers within the timeline requested including but not limited to:
    - TIA Expansion Plan to obtain substantially all teachers for TIA eligibility, if applicable
    - Updated TIA Spending Plan aligned to a high-quality strategic compensation system
    - Strategic Compensation Project Management plan to ensure success beyond Year 3
    - Stakeholder Engagement Plan, and Strategic Staffing Plan
- Respond to program evaluation surveys/requests within the timeline requested.

- Meet the following key benchmark dates and activities:

Activity (Timeline subject to change based on need)	Estimated Timeline
Strategic Compensation Program Management platform selection, Design Team Membership Roster, Participation and Data Sharing Agreements Due	September 2026
Complete TIA Data Submission process as applicable	October annually
Collaborate with TEA-designated Technical Assistance Provider to develop financial budget model for district	December 2026 – May 2027
Attend in person Strategic Compensation Convening at Region 10	December 2026
Develop and submit Stakeholder Engagement Plan including plans for sharing scorecards with principals, assistant principals, and teachers as applicable	January 2027 – April 2027
Present Strategic Compensation updates to school board	February – August 2027
TIA Expansion/Modification and Renewal Applications Due	April 15 annually
Ensure all staff have submitted the TIA Annual Evaluation Survey *if Fully Approved*	April – May annually
Attend TIA Conference in San Antonio, TX	June annually
Complete TIA Annual Program Submission *if Fully Approved*	August 31 annually

Roles and Responsibilities

School systems are responsible for developing and maintaining systems that align compensation plans with strategic goals, ensuring compliance with state guidelines, and fostering a culture of performance and growth.

Superintendent

- Establish vision for strategic compensation system
- Identify a key leader with influence to serve as the Strategic Compensation Lead
- Identify a Strategic Compensation Design Team to support and move the work forward. In addition to the superintendent and the strategic compensation lead, roles should include the leads of the following departments: Finance, Curriculum & Instruction, Human Resources, Data & Accountability, and Teacher Incentive Allotment.
- Actively participate and attend **Monthly Design Team Meetings** throughout the three-year development process based on a selected cadence between school system and technical assistance provider via Zoom
- Provide an additional forum to discuss and address questions posed during monthly design team meetings, e.g., Cabinet Team meetings
- Attend **Strategic Compensation Convening** (required) tentatively scheduled for early December to engage with other district strategic compensation leaders and offer district testimonials

Strategic Compensation Lead

- Serve as the primary liaison with the technical assistance partner and central point of coordination at the school system to ensure the strategic compensation system is developed and implemented with fidelity
- Communicate the purpose and goals of the program to all stakeholders
- Facilitate engagement at all levels including principals, assistant principals, teachers, and community members
- Coordinate the collaboration of all district departments supporting Enhanced TIA and the strategic compensation system
- Maintain working knowledge of Teacher Incentive Allotment program and stay informed of updates
- Maintain strong knowledge of state accountability systems and legislative updates

- Actively participate in **Monthly Design Team Meetings and bi-weekly check-ins** throughout the three-year development process based on a selected cadence between the school system and technical assistance partner via Zoom (required)
- Participate in **Monthly District Strategic Compensation Lead Meetings**, a community of practice for pre-planning with the Center for Strategic Compensation, technical assistance provider, and Strategic Compensation Leads from other participating districts (required)
- Maintain open lines of communication with the Superintendent, CFO, human resource personnel, and any other staff supporting the progress of the strategic compensation system
- Identify data systems currently in place and needed to implement effectiveness criteria
- Work with appropriate staff member(s) to develop and implement calibration practices
- Attend Strategic Compensation Convening (required) to engage with other district strategic compensation leaders and offer district testimonials

Strategic Compensation Design Team

- Drive the vision for strategic compensation by supporting campus leaders, modeling data-informed decision-making, and ensuring alignment with district improvement plans
- Actively participate in **Monthly Design Team Meetings** throughout the three-year development process based on selected cadence between the school system and the technical assistance partner via Zoom (required)
- Devote time to reviewing, discussing, adjusting, and working on the strategic compensation plan outside of standing monthly Design Team meetings
- Identify capacity, resources, and individual responsibilities of design team members
- Utilize a program management platform to develop the Strategic Compensation Plan and provide updates
- Understand the expectations of regular engagements after the conclusion of the three-year development process for the sustainability and continuous improvement of the strategic compensation system
- Attend informational convenings (e.g., Strategic Compensation Convening, TIA Conference) to engage with other district strategic compensation leaders and offer district testimonials
- Determine the scope and timeline of the strategic compensation system based on district goals
- Establish effectiveness criteria for principals, assistant principals, and teachers through stakeholder engagement during system development to foster buy-in from teachers, campus leaders, district leaders, and community
- Ensure campus administrators and teachers understand the key components and criteria of the local strategic compensation system
- Develop and provide informational resources to stakeholders about the district's strategic compensation system for transparent communication and guidance

Chief Financial Officer (CFO)

- Provide salary and stipend information, serve as an expert on financial rules/regulations
- Maintain a district Financial Integrity Rating System of Texas (FIRST) score of A – Superior Achievement.
- Actively participate in the district Strategic Compensation Design Team meetings
- Support the alignment of funding to an approach for teacher and administrator assignment based on student need
- Maintain a direct line of communication with Superintendent and Strategic Compensation Lead
- Attend **Strategic Compensation Convening** (required) tentatively scheduled for early December to engage with other district strategic compensation leaders and offer district testimonials

Curriculum & Instruction

- Monitor student performance, identify assessments and growth measures for instructional areas of need
- Maintain a direct line of communication with the Strategic Compensation Lead
- Actively participate in the district Strategic Compensation Design Team meetings

Human Resource Officer

- Monitor teacher and principal appraisals and maintain an effective system for tracking employees
- Review appraisal trends in various ways and correlation to student growth and achievement
- Maintain direct line of communication with Superintendent and Strategic Compensation Lead
- Actively participate in the district Strategic Compensation Design Team meetings

Data & Accountability

- Provide student performance/growth and assessment information
- Maintain strong knowledge of state accountability systems
- Maintain direct line of communication with the Strategic Compensation Lead
- Actively participate in the district Strategic Compensation Design Team meetings

Teacher Incentive Allotment Lead

- Maintain strong knowledge of the Teacher Incentive Allotment (TIA) and stay informed of program updates
- Actively participate in the district Strategic Compensation Design Team meetings during the design phase of the teacher compensation system
- Ensure teacher components for strategic compensation system are aligned with the TIA local designation system and TIA Spending Plan
- Maintain direct line of communication with the Strategic Compensation Lead

Performance Measures

The participants agree to collect data and report on the following mandatory performance measures throughout the three-year Strategic Compensation Cohort:

- Submission of a viable expansion/modification application for the Teacher Incentive Allotment
- Increase percentage of teachers eligible for TIA until substantially all teachers are included
- Three-year Strategic Compensation Plan that includes a calendar and person(s) responsible for implementation utilizing a program management platform
- Attendance at identified District Strategic Compensation Lead meetings, District design sessions, TIA trainings, and office hours
- Participation of staff (central office, administrative, and teaching) in the development and implementation of the strategic compensation plan
- Development and implementation of principal, assistant principal, and teacher effectiveness components for strategic compensation systems where applicable
- Documents developed to support the implementation of a high-quality Strategic Compensation Plan including but not limited to district Strategic Compensation Handbook, effectiveness scorecards, salary schedules considered as well as final adopted schedule
- Survey of **all** district staff that indicate satisfaction with the district's strategic compensation plan through the TIA Annual Evaluation survey from Texas Tech University (TTU)
- Semi-annual and program evaluations
- Percentage of staff eligible for TIA and strategic compensation, teacher and administrator retention

Dr. Anthony Mays		
Print Superintendent Name	**Superintendent Signature**	**Date**
Stefan San Miguel		
Print Strategic Compensation Lead Name	**Strategic Compensation Lead Signature**	**Date**

Strategic Compensation Cohort Attestation 2026

School System Name: Alief ISD CDN #: 101903

By submitting the online application to participate in the 2026-27 Strategic Compensation Cohort, I understand that we are committing to engage in a 3-year process for developing and implementing the tenets described below:

School System Commitments	Initials
Campus Administrators (Principals & Assistant Principals) • Developing a refined campus administrator evaluation system aligned to the school system's TIA approach • Replace the traditional step and ladder pay scale for campus administrators with a salary schedule based on performance which does not include across-the-board salary increases except for periodic changes to adjust for significant inflation	
Teachers • Adopting a TIA-compliant teacher evaluation system for substantially all teachers • Replace the traditional step and ladder pay scale for teachers with a salary schedule based on performance which does not include across-the-board salary increases except for periodic changes to adjust for significant inflation • Implementing a targeted distribution model for compensation • Utilizing district and TIA funds to implement the school system's strategic compensation system for teachers • Adopt an approach to teacher assignment based on student need including prioritizing K-2, specific master scheduling to match students with teachers based on efficacy, and where appropriate, high priority campus adoption.	
School System • Apply to become an Enhanced TIA district prior to the conclusion of the 3-year program	
TEA/Center for Strategic Compensation/Technical Assistance Provider Commitments	
Upon acceptance into the cohort, the TEA Team commits to providing all assistance necessary to support districts in developing a system that is Enhanced TIA compliant.	

I hereby certify that the information contained in this submission is, to the best of my knowledge, correct and that it is our intent to complete all activities outlined in the 3-year implementation timeline.
Note: If you are submitting for or as an 1882 partner, you hereby certify that your district partner has certified the above attestations.

Dr. Anthony Mays

Print Superintendent Name | Superintendent Signature | Date

Dr. Darlene Breaux

Print Board President's Name | Board President's Signature | Date

ALIEF INDEPENDENT SCHOOL DISTRICT

BOARD DOCUMENT

MEETING DATE: March 24, 2026

AGENDA ITEM: Consider Approval of Budget Amendments for 2025-26 Budget Year

The routine budget amendments for the month of December are presented in the attached document for consideration by the Board of Trustees of the Alief Independent School District. The proposed amendments are composed of simple fund transfers or changes in revenue/expenditure with a summary explanation.

The current month General Fund net decrease of $78,511 is for budget increases and decreases as noted below:

	Budget Increase/(Decrease)	
	Expenditure	Revenue
TYWLS marketing	$ 7,774	
Increased administrator travel	4,993	
Superintendent projects	16,800	
CTE monogram program start up	10,000	
Tax refund	14,000	
Keycards and key fobs	24,944	
	$ 78,511	

The current month Capital Projects Funds net decrease is due to allocating $910,954 of budget increases related to interest earnings.

Recommendation: It is recommended that the Board of Trustees of the Alief Independent School District consider approval of the proposed budget amendments.

Dr. Anthony Mays
Superintendent

Charles Woods
Deputy Superintendent/Business Services

Alief Independent School District

Recap of Amendments

For the Month Ended February 28, 2026

100-General Funds

Estimated Revenue:		
Balance at beginning of period	496,303,088	
Proposed Amendments	24,633	
Balance at end of period		496,327,721
Expenditure Appropriations:		
Balance at beginning of period	494,824,334	
Proposed Amendments	103,144	
Balance at end of period		494,927,478
Current Period Increase (Decrease) to Fund Balance		(78,511)
Year-to-Date Increase (Decrease) to Fund Balance		$ 1,400,243

206-Texas Support for Homeless Education Program

Estimated Revenue:		
Balance at beginning of period	193,370	
Proposed Amendments	-	
Balance at end of period		193,370
Expenditure Appropriations:		
Balance at beginning of period	193,370	
Proposed Amendments	-	
Balance at end of period		193,370
Current Period Increase (Decrease) to Fund Balance		-
Year-to-Date Increase (Decrease) to Fund Balance		$ -

211-ESEA Title I, Program Improvements

Estimated Revenue:		
Balance at beginning of period	69,614,597	
Proposed Amendments		
Balance at end of period		69,614,597
Expenditure Appropriations:		
Balance at beginning of period	69,614,597	
Proposed Amendments		
Balance at end of period		69,614,597
Current Period Increase (Decrease) to Fund Balance		-
Year-to-Date Increase (Decrease) to Fund Balance		$ -

Alief Independent School District

Recap of Amendments

For the Month Ended February 28, 2026

224-IDEA B - Formula

Estimated Revenue:		
Balance at beginning of period	6,798,020	
Proposed Amendments	(40,426)	
Balance at end of period		6,757,594
Expenditure Appropriations:		
Balance at beginning of period	6,798,020	
Proposed Amendments	(40,426)	
Balance at end of period		6,757,594
Current Period Increase (Decrease) to Fund Balance		-
Year-to-Date Increase (Decrease) to Fund Balance		$ -

225-IDEA B - Preschool

Estimated Revenue:		
Balance at beginning of period	158,064	
Proposed Amendments	42,024	
Balance at end of period		200,088
Expenditure Appropriations:		
Balance at beginning of period	158,064	
Proposed Amendments	42,024	
Balance at end of period		200,088
Current Period Increase (Decrease) to Fund Balance		-
Year-to-Date Increase (Decrease) to Fund Balance		$ -

240-National School Breakfast and Lunch Program

Estimated Revenue:		
Balance at beginning of period	32,320,000	
Proposed Amendments	-	
Balance at end of period		32,320,000
Expenditure Appropriations:		
Balance at beginning of period	33,719,999	
Proposed Amendments	-	
Balance at end of period		33,719,999
Current Period Increase (Decrease) to Fund Balance		-
Year-to-Date Increase (Decrease) to Fund Balance		$ (1,399,999)

244-Vocational Education-Basic Grant

Estimated Revenue:		
Balance at beginning of period	649,500	
Proposed Amendments	-	
Balance at end of period		649,500
Expenditure Appropriations:		
Balance at beginning of period	649,500	
Proposed Amendments	-	
Balance at end of period		649,500
Current Period Increase (Decrease) to Fund Balance		-
Year-to-Date Increase (Decrease) to Fund Balance		$ -

255-Teacher and Principal Training and Recruiting

Estimated Revenue:		
Balance at beginning of period	7,013,970	
Proposed Amendments		
Balance at end of period		7,013,970
Expenditure Appropriations:		
Balance at beginning of period	7,013,970	
Proposed Amendments		
Balance at end of period		7,013,970
Current Period Increase (Decrease) to Fund Balance		-
Year-to-Date Increase (Decrease) to Fund Balance		$ -

263-LEP/Immigrant

Estimated Revenue:		
Balance at beginning of period	2,942,254	
Proposed Amendments	-	
Balance at end of period		2,942,254
Expenditure Appropriations:		
Balance at beginning of period	2,942,254	
Proposed Amendments	-	
Balance at end of period		2,942,254
Current Period Increase (Decrease) to Fund Balance		-
Year-to-Date Increase (Decrease) to Fund Balance		$ -

Alief Independent School District

Recap of Amendments

For the Month Ended February 28, 2026

265-21st Century

Estimated Revenue:		
Balance at beginning of period	1,760,472	
Proposed Amendments	90,000	
Balance at end of period		1,850,472
Expenditure Appropriations:		
Balance at beginning of period	1,760,472	
Proposed Amendments	90,000	
Balance at end of period		1,850,472
Current Period Increase (Decrease) to Fund Balance		-
Year-to-Date Increase (Decrease) to Fund Balance		$ -

272-MAC

Estimated Revenue:		
Balance at beginning of period	120,000	
Proposed Amendments	-	
Balance at end of period		120,000
Expenditure Appropriations:		
Balance at beginning of period	70,924	
Proposed Amendments	-	
Balance at end of period		70,924
Current Period Increase (Decrease) to Fund Balance		-
Year-to-Date Increase (Decrease) to Fund Balance		$ 49,076

288-School Violence Prevention Program

Estimated Revenue:		
Balance at beginning of period	22,219	
Proposed Amendments	-	
Balance at end of period		22,219
Expenditure Appropriations:		
Balance at beginning of period	22,219	
Proposed Amendments	-	
Balance at end of period		22,219
Current Period Increase (Decrease) to Fund Balance		-
Year-to-Date Increase (Decrease) to Fund Balance		$ -

289-Misc. Federal Grants

Estimated Revenue:		
Balance at beginning of period	5,333,620	
Proposed Amendments	-	
Balance at end of period		5,333,620
Expenditure Appropriations:		
Balance at beginning of period	5,333,620	
Proposed Amendments	-	
Balance at end of period		5,333,620
Current Period Increase (Decrease) to Fund Balance		-
Year-to-Date Increase (Decrease) to Fund Balance		$ -

410-Instructional Materials Allotment

Estimated Revenue:		
Balance at beginning of period	6,512,496	
Proposed Amendments	-	
Balance at end of period		6,512,496
Expenditure Appropriations:		
Balance at beginning of period	6,512,496	
Proposed Amendments	-	
Balance at end of period		6,512,496
Current Period Increase (Decrease) to Fund Balance		-
Year-to-Date Increase (Decrease) to Fund Balance		$ -

429-Misc. State Grants

Estimated Revenue:		
Balance at beginning of period	8,566,364	
Proposed Amendments		
Balance at end of period		8,566,364
Expenditure Appropriations:		
Balance at beginning of period	8,566,364	
Proposed Amendments		
Balance at end of period		8,566,364
Current Period Increase (Decrease) to Fund Balance		-
Year-to-Date Increase (Decrease) to Fund Balance		$ -

Alief Independent School District

Recap of Amendments

For the Month Ended February 28, 2026

482-Misc Local Grants

Estimated Revenue:		
Balance at beginning of period	1,380,180	
Proposed Amendments	(14,228)	
Balance at end of period		1,365,952
Expenditure Appropriations:		
Balance at beginning of period	1,380,180	
Proposed Amendments	(14,228)	
Balance at end of period		1,365,952
Current Period Increase (Decrease) to Fund Balance		-
Year-to-Date Increase (Decrease) to Fund Balance		$ -

486-CASE Partnership

Estimated Revenue:		
Balance at beginning of period	140,000	
Proposed Amendments	-	
Balance at end of period		140,000
Expenditure Appropriations:		
Balance at beginning of period	140,000	
Proposed Amendments	-	
Balance at end of period		140,000
Current Period Increase (Decrease) to Fund Balance		-
Year-to-Date Increase (Decrease) to Fund Balance		$ -

599-Debt Service Fund

Estimated Revenue:		
Balance at beginning of period	44,997,368	
Proposed Amendments	-	
Balance at end of period		44,997,368
Expenditure Appropriations:		
Balance at beginning of period	46,386,096	
Proposed Amendments	-	
Balance at end of period		46,386,096
Current Period Increase (Decrease) to Fund Balance		-
Year-to-Date Increase (Decrease) to Fund Balance		$ (1,388,728)

Alief Independent School District

Recap of Amendments

For the Month Ended February 28, 2026

644-Capital Projects 2017

Estimated Revenue:		
Balance at beginning of period	-	
Proposed Amendments	-	
Balance at end of period		-
Expenditure Appropriations:		
Balance at beginning of period	138,274	
Proposed Amendments	238	
Balance at end of period		138,512
Current Period Increase (Decrease) to Fund Balance		(238)
Year-to-Date Increase (Decrease) to Fund Balance		$ (138,512)

645-Capital Projects 2018

Estimated Revenue:		
Balance at beginning of period	-	
Proposed Amendments	-	
Balance at end of period		-
Expenditure Appropriations:		
Balance at beginning of period	640,454	
Proposed Amendments	1,173	
Balance at end of period		641,627
Current Period Increase (Decrease) to Fund Balance		(1,173)
Year-to-Date Increase (Decrease) to Fund Balance		$ (641,627)

646-Capital Projects 2019

Estimated Revenue:		
Balance at beginning of period	-	
Proposed Amendments	-	
Balance at end of period		-
Expenditure Appropriations:		
Balance at beginning of period	5,445,300	
Proposed Amendments	33,532	
Balance at end of period		5,478,832
Current Period Increase (Decrease) to Fund Balance		(33,532)
Year-to-Date Increase (Decrease) to Fund Balance		$ (5,478,832)

Alief Independent School District

Recap of Amendments

For the Month Ended February 28, 2026

647-Capital Projects 2020

Estimated Revenue:		
Balance at beginning of period	-	
Proposed Amendments	-	
Balance at end of period		-
Expenditure Appropriations:		
Balance at beginning of period	8,905,455	
Proposed Amendments	58,027	
Balance at end of period		8,963,482
Current Period Increase (Decrease) to Fund Balance		(58,027)
Year-to-Date Increase (Decrease) to Fund Balance		$ (8,963,482)

648-Capital Projects 2021

Estimated Revenue:		
Balance at beginning of period	-	
Proposed Amendments	-	
Balance at end of period		-
Expenditure Appropriations:		
Balance at beginning of period	23,895,383	
Proposed Amendments	158,699	
Balance at end of period		24,054,082
Current Period Increase (Decrease) to Fund Balance		(158,699)
Year-to-Date Increase (Decrease) to Fund Balance		$ (24,054,082)

649-Capital Projects 2022

Estimated Revenue:		
Balance at beginning of period	-	
Proposed Amendments	-	
Balance at end of period		-
Expenditure Appropriations:		
Balance at beginning of period	14,177,885	
Proposed Amendments	86,656	
Balance at end of period		14,264,541
Current Period Increase (Decrease) to Fund Balance		(86,656)
Year-to-Date Increase (Decrease) to Fund Balance		$ (14,264,541)

Alief Independent School District

Recap of Amendments

For the Month Ended February 28, 2026

650-Capital Projects 2023

Estimated Revenue:		
Balance at beginning of period	-	
Proposed Amendments	-	
Balance at end of period		-
Expenditure Appropriations:		
Balance at beginning of period	38,426,850	
Proposed Amendments	242,744	
Balance at end of period		38,669,594
Current Period Increase (Decrease) to Fund Balance		(242,744)
Year-to-Date Increase (Decrease) to Fund Balance		$ (38,669,594)

651-Capital Projects 2024

Estimated Revenue:		
Balance at beginning of period	-	
Proposed Amendments	-	
Balance at end of period		-
Expenditure Appropriations:		
Balance at beginning of period	15,996,310	
Proposed Amendments	99,747	
Balance at end of period		16,096,057
Current Period Increase (Decrease) to Fund Balance		(99,747)
Year-to-Date Increase (Decrease) to Fund Balance		$ (16,096,057)

652-Capital Projects 2025

Estimated Revenue:		
Balance at beginning of period	-	
Proposed Amendments	-	
Balance at end of period		-
Expenditure Appropriations:		
Balance at beginning of period	41,381,503	
Proposed Amendments	223,697	
Balance at end of period		41,605,200
Current Period Increase (Decrease) to Fund Balance		(223,697)
Year-to-Date Increase (Decrease) to Fund Balance		$ (41,605,200)

Alief Independent School District

Recap of Amendments

For the Month Ended February 28, 2026

699-Capital Projects-GOF

Estimated Revenue:		
Balance at beginning of period	-	
Proposed Amendments	-	
Balance at end of period		-
Expenditure Appropriations:		
Balance at beginning of period	1,107,460	
Proposed Amendments	6,441	
Balance at end of period		1,113,901
Current Period Increase (Decrease) to Fund Balance		(6,441)
Year-to-Date Increase (Decrease) to Fund Balance		$ (1,113,901)

Alief I.S.D.
Budget Amendments

Run for Fiscal Year/Dates: 2026 2/1/2026 - 2/28/2026

Date	Account Code	Description	Amount	Amendment #
02/06/26	265-36-6329-50-043-6-24-HCD	Establish 21st Century - HCDE	500.00	022660001BA
02/06/26	265-36-6412-50-043-6-24-HCD	Establish 21st Century - HCDE	1,750.00	022660001BA
02/06/26	265-36-6399-50-041-6-24-HCD	Establish 21st Century - HCDE	1,000.00	022660001BA
02/06/26	265-36-6411-50-041-6-24-HCD	Establish 21st Century - HCDE	250.00	022660001BA
02/06/26	265-36-6121-50-043-6-24-HCD	Establish 21st Century - HCDE	14,000.00	022660001BA
02/06/26	265-36-6499-50-043-6-24-HCD	Establish 21st Century - HCDE	500.00	022660001BA
02/06/26	265-36-6121-50-041-6-24-HCD	Establish 21st Century - HCDE	14,000.00	022660001BA
02/06/26	265-36-6118-50-041-6-24-HCD	Establish 21st Century - HCDE	26,500.00	022660001BA
02/06/26	265-00-5929-00-000-6-00-HCD	Establish 21st Century - HCDE	-90,000.00	022660001BA
02/06/26	265-36-6118-50-043-6-24-HCD	Establish 21st Century - HCDE	26,500.00	022660001BA
02/06/26	265-36-6411-50-043-6-24-HCD	Establish 21st Century - HCDE	250.00	022660001BA
02/06/26	265-36-6412-50-041-6-24-HCD	Establish 21st Century - HCDE	1,750.00	022660001BA
02/06/26	265-36-6499-50-041-6-24-HCD	Establish 21st Century - HCDE	500.00	022660001BA
02/06/26	265-36-6329-50-041-6-24-HCD	Establish 21st Century - HCDE	500.00	022660001BA
02/06/26	265-36-6395-50-041-6-24-HCD	Establish 21st Century - HCDE	500.00	022660001BA
02/06/26	265-36-6395-50-043-6-24-HCD	Establish 21st Century - HCDE	500.00	022660001BA
02/06/26	265-36-6399-50-043-6-24-HCD	Establish 21st Century - HCDE	1,000.00	022660001BA
02/13/26	224-00-5929-00-000-6-00-000	25-26 Idea B Formula allocatio	40,426.29	022660002BA
02/13/26	225-00-5929-00-000-6-00-000	25-26 Idea B PreSchool allocat	-42,024.00	022660002BA
02/13/26	225-11-6126-00-199-6-23-000	25-26 Idea B PreSchool allocat	42,024.00	022660002BA
02/13/26	224-11-6119-00-199-6-23-000	25-26 Idea B Formula allocatio	-40,426.29	022660002BA
02/16/26	482-61-6119-66-850-4-99-HE2	Allocations accrual adjustment	-8,551.66	022660003BA
02/16/26	482-61-6119-66-850-4-99-HE1	Allocations accrual adjustment	-5,676.04	022660003BA
02/16/26	482-00-5744-00-850-4-00-HE1	Allocations accrual adjustment	5,676.04	022660003BA
02/16/26	482-00-5744-00-850-4-00-HE2	Allocation accrual adjustment	8,551.66	022660003BA
02/04/26	199-34-6244-00-713-9-99-000	Maint vehicle repair	5,553.57	022680001BA
02/04/26	199-51-6244-00-772-9-99-000	Maint vehicle repair	-5,553.57	022680001BA
02/04/26	199-11-6249-01-007-9-11-000	MOD 25-26-109 HNGC Rm 913	-250.00	022680002BA
02/04/26	199-51-6319-00-772-9-99-060	MOD 25-26-109 HNGC Rm 913	250.00	022680002BA
02/04/26	199-51-6399-00-723-9-99-000	new phone/ext license at EHS	338.00	022680003BA
02/04/26	199-11-6399-01-002-9-11-TCH	new phone/ext license at EHS	-338.00	022680003BA

Alief I.S.D.
Budget Amendments

Run for Fiscal Year/Dates: 2026 2/1/2026 - 2/28/2026

Date	Account Code	Description	Amount	Amendment #
02/04/26	199-23-6121-00-014-9-99-000	OT-after hours events/marketin	1,000.00	022680004BA
02/05/26	199-36-6399-24-859-9-22-000	start-up invntry for monogram	10,000.00	022680005BA
02/05/26	199-51-6639-00-772-9-99-DNT	CR017594 C&D Scrap Metal	1,155.20	022680006BA
02/05/26	199-00-5749-00-772-9-00-000	Dep 1/30: C&D Scrap Metal	-1,155.20	022680006BA
02/05/26	199-51-6121-00-774-9-99-000	CR017592 Cust Nova Church	1,170.00	022680006BA
02/05/26	199-51-6639-00-772-9-99-DNT	CR017593 C&D Scrap Metal	1,838.54	022680006BA
02/05/26	199-52-6121-00-717-9-99-000	CR017592 Police Nova Church	1,365.00	022680006BA
02/05/26	199-00-5743-00-000-9-00-000	Dep 1/30: Bldg Rent Nova	-2,535.00	022680006BA
02/05/26	199-00-5749-00-772-9-00-000	Dep 1/30: C&D Scrap Metal	-1,838.54	022680006BA
02/09/26	199-61-6499-00-792-9-99-DNT	YWLS student uniforms	-10,000.00	022680007BA
02/09/26	199-11-6399-00-014-9-11-DNT	YWLS student uniforms	10,000.00	022680007BA
02/10/26	199-41-6499-00-701-9-99-CUL	to cover projected needs	6,000.00	022680008BA
02/10/26	199-41-6399-00-701-9-99-000	to cover projected needs	8,300.00	022680008BA
02/10/26	199-41-6411-00-701-9-99-EXA	to cover projected needs	1,000.00	022680008BA
02/10/26	199-41-6399-00-701-9-99-000	to cover projected needs	1,500.00	022680008BA
02/10/26	199-51-6399-00-723-9-99-000	two data ports at AMS	300.00	022680009BA
02/10/26	199-11-6399-01-041-9-11-000	two data ports at AMS	-300.00	022680009BA
02/11/26	199-41-6497-45-703-9-99-000	Refund to Taxpayer from 2023	14,000.00	022680010BA
02/12/26	199-11-6399-01-108-9-11-000	RV MOD 25-26-064-CANCELLED	4,210.00	022680012BA
02/12/26	199-51-6319-00-772-9-99-063	RV MOD 25-26-064-CANCELLED	-4,210.00	022680012BA
02/12/26	199-21-6411-00-847-9-99-000	Crear travel for conferences	3,700.00	022680013BA
02/16/26	199-41-6499-00-792-9-99-000	TYWLS bus wrap advertisement	6,773.91	022680015BA
02/18/26	199-36-6399-50-860-9-99-DNT	CR017614 Donation L.Truong	100.00	022680016BA
02/18/26	199-00-5743-00-000-9-00-000	Dep 2/6:Bldg Houston Waves	-825.00	022680016BA
02/18/26	199-00-5744-00-860-9-00-000	Dep 2/6:Donation Lily Truong	-100.00	022680016BA

Alief I.S.D.
Budget Amendments

Run for Fiscal Year/Dates: 2026 2/1/2026 - 2/28/2026

Date	Account Code	Description	Amount	Amendment #
02/18/26	199-41-6399-WN-778-9-99-DNT	CR017605 1st Fin Wellness	6,666.67	022680016BA
02/18/26	199-00-5744-WN-000-9-00-000	Dep 2/6:1st Financial Donation	-6,666.67	022680016BA
02/18/26	199-51-6499-00-772-9-99-DNT	CR017615 TEVAC vending machine	89.63	022680016BA
02/18/26	199-36-6499-00-857-9-99-RUN	CR017616 Driven Race Walk	260.00	022680016BA
02/18/26	199-00-5744-00-857-9-00-RUN	Dep 2/6:Driven Race Walk	-260.00	022680016BA
02/18/26	199-00-5744-00-772-9-00-000	Dep 2/6:Donation TEVAC vending	-89.63	022680016BA
02/18/26	199-51-6121-00-774-9-99-000	CR017617 Cust Houston Waves	825.00	022680016BA
02/18/26	199-36-6499-00-857-9-99-RUN	CR017629 Driven Race Walk	245.00	022680017BA
02/18/26	199-51-6121-00-774-9-99-000	CR017627 Womens Fund	240.00	022680017BA
02/18/26	199-00-5743-00-000-9-00-000	Dep 2/13:Bldg First Triumph	-170.00	022680017BA
02/18/26	199-51-6121-00-774-9-99-000	CR017626 First Triumph	170.00	022680017BA
02/18/26	199-00-5744-00-041-9-00-000	Dep 2/13:041 Dntn-Dicks Sport	-10,000.00	022680017BA
02/18/26	199-00-5744-00-857-9-00-RUN	Dep 2/13:Driven Race Walk	-245.00	022680017BA
02/18/26	199-00-5749-00-772-9-00-000	Dep 2/13:Merchants Metal	-507.75	022680017BA
02/18/26	199-36-6399-79-041-9-91-DNT	CR017625 Don-Dicks-Athletics	10,000.00	022680017BA
02/18/26	199-00-5743-00-000-9-00-000	Dep 2/13:Bldg Womens Fund	-240.00	022680017BA
02/18/26	199-51-6639-00-772-9-99-DNT	CR017628 Merchants Scrap Mtl	507.75	022680017BA
02/19/26	647-81-6398-00-776-9-E5-000	est interest bdgt Dec25-Jan 26	58,027.32	022680020BA
02/19/26	649-81-6398-PA-776-9-F1-000	est interest bdgt Dec25-Jan 26	86,656.18	022680020BA
02/19/26	650-81-6398-PB-776-9-F2-000	est interest bdgt Dec25-Jan 26	7,019.44	022680020BA
02/19/26	651-81-6398-PB-776-9-F3-000	est interest bdgt Dec25-Jan 26	17,070.69	022680020BA
02/19/26	699-81-6398-00-776-9-Y1-000	est interest bdgt Dec25-Jan 26	6,441.04	022680020BA
02/19/26	648-81-6398-00-776-9-E6-000	est interest bdgt Dec25-Jan 26	158,699.05	022680020BA
02/19/26	645-81-6398-00-776-9-E3-000	est interest bdgt Dec25-Jan 26	1,172.46	022680020BA
02/19/26	644-81-6398-00-776-9-E2-000	est interest bdgt Dec25-Jan 26	238.06	022680020BA
02/19/26	651-81-6398-PA-776-9-F3-000	est interest bdgt Dec25-Jan 26	82,676.33	022680020BA
02/19/26	650-81-6398-PA-776-9-F2-000	est interest bdgt Dec25-Jan 26	235,724.95	022680020BA
02/19/26	652-81-6398-PA-776-9-F4-000	est interest bdgt Dec25-Jan 26	190,477.80	022680020BA
02/19/26	646-81-6398-00-776-9-E4-000	est interest bdgt Dec25-Jan 26	33,532.01	022680020BA
02/19/26	652-81-6398-PD-776-9-F4-000	est interest bdgt Dec25-Jan 26	33,218.97	022680020BA
02/26/26	199-21-6411-00-863-9-99-000	BA for addnl travel budgt	1,293.09	022680023BA
02/27/26	199-52-6399-00-717-9-99-000	Keycards and Key Fobs	24,944.00	022680025BA

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Alief I.S.D.
Budget Amendments

Run for Fiscal Year/Dates: 2026 2/1/2026 - 2/28/2026

Date	Account Code	Description	Amount	Amendment #
02/27/26	199-51-6319-00-772-9-99-060	MOD 25-26-095 EHS	400.00	022680027BA
02/27/26	199-11-6399-01-002-9-11-000	MOD 25-26-095 EHS	-400.00	022680027BA
02/02/26	211-21-6399-00-865-6-24-SII	funds for tv instr.dept	-380.00	BT039859
02/02/26	211-13-6395-00-865-6-24-SII	funds for tv instr.dept	380.00	BT039859
02/02/26	211-11-6299-00-118-6-30-000	Contracted Services	6,000.00	BT039862
02/02/26	211-13-6299-00-118-6-30-000	Contracted Services	-6,000.00	BT039862
02/02/26	211-13-6411-00-108-6-30-000	For Break Through Coach Confer	-801.00	BT039864
02/02/26	211-23-6411-00-108-6-30-000	For Break Through Coach Confer	801.00	BT039864
02/02/26	199-13-6499-08-852-9-99-ELM	PD Supplies Reimbursement	45.31	BT039865
02/02/26	199-11-6399-08-852-9-11-ELM	PD Supplies Reimbursement	-45.31	BT039865
02/02/26	211-11-6299-00-104-6-30-000	Negative Balance	-436.15	BT039867
02/02/26	211-12-6328-00-104-6-30-000	Negative Balance	436.15	BT039867
02/02/26	211-23-6329-00-103-6-30-000	TECH SUPPLIES	-250.00	BT039868
02/02/26	211-11-6394-00-103-6-30-000	TECH SUPPLIES	1,000.00	BT039868
02/02/26	211-11-6394-00-103-6-30-000	TECH SUPPLIES	1,000.00	BT039868
02/02/26	211-13-6329-00-103-6-30-000	TECH SUPPLIES	-1,000.00	BT039868
02/02/26	211-31-6399-64-103-6-30-000	TECH SUPPLIES	-500.00	BT039868
02/02/26	211-12-6328-00-103-6-30-000	TECH SUPPLIES	-1,000.00	BT039868
02/02/26	211-11-6394-00-103-6-30-000	TECH SUPPLIES	500.00	BT039868
02/02/26	211-11-6394-00-103-6-30-000	TECH SUPPLIES	250.00	BT039868
02/02/26	211-11-6494-55-122-6-30-000	Tutorial Transporttion	2,000.00	BT039872
02/02/26	211-61-6499-66-122-6-30-SNK	Parent activities and BOY	2,000.00	BT039872
02/02/26	211-31-6299-64-122-6-30-000	Austin Trip	-425.00	BT039872
02/02/26	211-31-6299-64-122-6-30-000	Tutorial Transporttion	-2,000.00	BT039872
02/02/26	211-13-6411-00-122-6-30-000	staff travel	2,000.00	BT039872
02/02/26	211-31-6299-64-122-6-30-000	Parent activities and BOY	-2,000.00	BT039872
02/02/26	211-11-6499-55-122-6-30-SNK	Saturday Tutorials	575.00	BT039872
02/02/26	211-11-6412-00-122-6-30-000	Austin Trip	425.00	BT039872

Alief I.S.D.
Budget Amendments

Run for Fiscal Year/Dates: 2026 2/1/2026 - 2/28/2026

Date	Account Code	Description	Amount	Amendment #
02/02/26	211-31-6299-64-122-6-30-000	Saturday Tutorials	-575.00	BT039872
02/02/26	211-31-6299-64-122-6-30-000	staff travel	-2,000.00	BT039872
02/02/26	211-13-6299-00-118-6-30-000	Balance account	-6,707.63	BT039874
02/02/26	211-11-6399-00-118-6-30-000	Balance account	6,707.63	BT039874
02/02/26	199-11-6339-EC-012-9-11-000	AECHS - Harvard - CR103962	-210.00	BT039875
02/02/26	199-36-6411-39-012-9-99-000	AECHS - Harvard - CR103962	210.00	BT039875
02/02/26	211-11-6394-00-008-6-30-000	Student Chromebooks	1,000.00	BT039876
02/02/26	211-31-6411-00-008-6-30-000	Student Chromebooks	-1,000.00	BT039876
02/02/26	211-11-6394-07-832-6-24-000	For Conference	-118.00	BT039878
02/02/26	211-13-6411-07-832-6-24-000	For Conference	118.00	BT039878
02/02/26	211-11-6399-07-832-6-24-000	For Conference	-11,842.00	BT039880
02/02/26	211-13-6411-07-832-6-24-000	For Conference	11,842.00	BT039880
02/02/26	211-36-6494-07-832-6-24-000	For Busses for NHD	2,500.00	BT039884
02/02/26	211-13-6329-07-832-6-24-000	For Busses for NHD	-2,500.00	BT039884
02/02/26	211-13-6411-09-838-6-24-000	For Conferences	40,568.00	BT039887
02/02/26	211-11-6399-09-838-6-24-000	For Conferences	-40,568.00	BT039887
02/02/26	211-13-6411-09-838-6-24-000	For Conferences	2,500.00	BT039887
02/02/26	211-11-6396-09-838-6-24-000	For Conferences	-2,500.00	BT039887
02/02/26	211-11-6118-55-113-6-30-000	Counselor to TUT payroll FED	5,000.00	BT039888
02/02/26	211-31-6399-64-113-6-30-000	Counselor to TUT payroll FED	-5,000.00	BT039888
02/02/26	211-13-6411-09-838-6-24-000	For Region 4 Books	-2,120.00	BT039890
02/02/26	211-11-6329-09-838-6-24-000	For Region 4 Books	2,120.00	BT039890
02/02/26	289-11-6399-59-828-6-24-000	For Classroom Kits -SAMsLabs	2,410.00	BT039891
02/02/26	289-36-6118-09-828-6-24-000	For Classroom Kits -SAMsLabs	-2,410.00	BT039891
02/02/26	211-11-6397-00-113-6-30-000	Warehouse to Club payroll	-2,016.41	BT039893

Alief I.S.D.
Budget Amendments

Run for Fiscal Year/Dates: 2026 2/1/2026 - 2/28/2026

Date	Account Code	Description	Amount	Amendment #
02/02/26	211-36-6118-00-113-6-30-000	Warehouse to Club payroll	2,016.41	BT039893
02/02/26	211-11-6399-07-832-6-24-000	For PD	350.00	BT039894
02/02/26	211-13-6411-07-832-6-24-000	For PD	-350.00	BT039894
02/02/26	211-23-6411-00-042-6-30-000	PD and travel	4,900.00	BT039896
02/02/26	211-11-6395-00-042-6-30-000	PD and travel	-4,900.00	BT039896
02/02/26	211-11-6395-00-042-6-30-000	PD and travel	-4,900.00	BT039896
02/02/26	211-13-6411-00-042-6-30-000	PD and travel	4,900.00	BT039896
02/02/26	289-11-6399-00-853-6-24-ABL	For PD Classes	-11,700.00	BT039897
02/02/26	289-13-6299-00-853-6-24-ABL	For PD Classes	11,700.00	BT039897
02/03/26	211-11-6498-00-008-6-30-000	Honor Roll awards PR182049	800.00	BT039906
02/03/26	211-31-6399-64-008-6-30-000	Honor Roll awards PR182049	-800.00	BT039906
02/03/26	199-11-6399-01-140-9-11-000	Increase budget purchases	232.72	BT039908
02/03/26	199-33-6399-01-140-9-99-000	Increase budget purchases	-232.72	BT039908
02/03/26	211-23-6411-00-001-6-30-000	TABSE Conference Page and Owns	5,000.00	BT039909
02/03/26	211-13-6411-00-001-6-30-000	TABSE Conference Page and Owns	-5,000.00	BT039909
02/04/26	211-13-6239-00-007-6-30-000	For staff PD	1,577.84	BT039913
02/04/26	211-11-6395-00-007-6-30-000	For staff PD	-7,784.46	BT039913
02/04/26	211-11-6399-00-007-6-30-000	For staff PD	-1,577.84	BT039913
02/04/26	211-13-6299-00-007-6-30-000	For staff PD	7,784.46	BT039913
02/04/26	211-13-6411-00-006-6-30-000	FF Budget Transfer	6,542.69	BT039916
02/04/26	211-11-6394-00-006-6-30-000	FF Budget Transfer	-6,542.69	BT039916
02/05/26	211-13-6411-00-006-6-30-000	FF Budget Transfers	4,441.82	BT039916
02/05/26	211-11-6396-00-006-6-30-000	FF Budget Transfers	-4,441.82	BT039916
02/04/26	199-12-6328-02-118-9-99-000	Balance account	-500.00	BT039921
02/04/26	199-13-6411-01-118-9-99-000	Balance account	500.00	BT039921
02/04/26	199-11-6397-01-118-9-11-000	Balance account	-1,000.00	BT039922

Alief I.S.D.
Budget Amendments

Run for Fiscal Year/Dates: 2026 2/1/2026 - 2/28/2026

Date	Account Code	Description	Amount	Amendment #
02/04/26	199-13-6411-01-118-9-99-000	Balance account	1,000.00	BT039922
02/04/26	199-11-6397-01-118-9-11-000	Balance account	-1,000.00	BT039923
02/04/26	199-13-6499-01-118-9-99-000	Balance account	1,000.00	BT039923
02/05/26	199-36-6411-33-002-9-22-000	FLORAL SUPPLIES	-500.00	BT039933
02/05/26	199-11-6399-33-002-9-22-000	FLORAL SUPPLIES	500.00	BT039933
02/05/26	211-11-6394-00-045-6-30-000	BT for adjusted price increase	3,200.00	BT039936
02/05/26	211-13-6411-00-045-6-30-000	BT for adjusted price increase	-3,200.00	BT039936
02/06/26	199-36-6412-16-003-9-99-000	To 6399 to cover music instrum	-1,200.00	BT039946
02/06/26	199-11-6399-16-003-9-11-000	To 6399 to cover music instrum	1,200.00	BT039946
02/06/26	199-23-6399-01-116-9-99-000	Teachers Lounge microwaves	270.00	BT039948
02/06/26	199-11-6399-01-116-9-11-000	Technology storage	-1,450.00	BT039948
02/06/26	199-11-6399-01-116-9-11-000	Teachers Lounge microwaves	-270.00	BT039948
02/06/26	199-23-6399-01-116-9-99-000	Technology storage	1,450.00	BT039948
02/09/26	199-13-6411-01-141-9-99-000	Employee Travel	1,000.00	BT039954
02/09/26	199-11-6399-01-141-9-11-000	Employee Travel	-1,000.00	BT039954
02/10/26	199-21-6399-06-856-9-99-SEC	Transfer for Computer Supplies	-20.00	BT039959
02/10/26	199-13-6394-06-856-9-99-SEC	Transfer for Computer Supplies	20.00	BT039959
02/10/26	199-11-6397-01-006-9-11-000	Warehouse Supples for Theatre	300.00	BT039966
02/10/26	199-36-6399-38-006-9-99-000	Warehouse Supples for Theatre	-300.00	BT039966
02/10/26	199-36-6497-00-042-9-99-STE	Robotics equipment	-2,220.00	BT039968
02/10/26	199-11-6395-00-042-9-11-STE	Robotics equipment	2,220.00	BT039968
02/10/26	199-23-6411-00-041-9-99-000	Transportation expenses	-200.00	BT039969
02/10/26	199-11-6494-01-041-9-11-000	Transportation expenses	250.00	BT039969
02/10/26	199-23-6399-00-041-9-99-000	Transportation expenses	-250.00	BT039969
02/10/26	199-11-6494-01-041-9-11-000	Transportation expenses	200.00	BT039969

Alief I.S.D.
Budget Amendments

Run for Fiscal Year/Dates: 2026 2/1/2026 - 2/28/2026

Date	Account Code	Description	Amount	Amendment #
02/10/26	211-11-6299-00-104-6-30-000	Negative Balance	-480.00	BT039970
02/10/26	211-13-6411-00-104-6-30-000	Negative Balance	480.00	BT039970
02/10/26	199-23-6495-01-143-9-99-000	money to cover order	-1,000.00	BT039973
02/10/26	199-13-6499-01-143-9-99-000	money to cover order	118.00	BT039973
02/10/26	199-13-6499-01-143-9-99-000	money to cover order	1,000.00	BT039973
02/10/26	199-11-6399-15-143-9-11-000	money to cover order	-300.00	BT039973
02/10/26	199-23-6499-01-143-9-99-000	money to cover order	-118.00	BT039973
02/10/26	199-13-6499-01-143-9-99-000	money to cover order	300.00	BT039973
02/10/26	199-21-6329-09-828-9-99-ELM	For STEM Fair	-331.78	BT039974
02/10/26	199-13-6499-09-828-9-99-ELM	For STEM Fair	331.78	BT039974
02/10/26	199-13-6495-09-828-9-99-ELM	For member dues	49.34	BT039975
02/10/26	199-21-6329-09-828-9-99-ELM	For member dues	-49.34	BT039975
02/10/26	199-11-6245-25-842-9-11-000	DL Tech Repairs	2,000.00	BT039976
02/10/26	199-21-6395-25-842-9-99-000	DL Tech Repairs	-2,000.00	BT039976
02/11/26	199-13-6411-01-141-9-99-000	Travel Expense Sanchez- TCA	130.00	BT039979
02/11/26	199-11-6399-01-141-9-11-000	Travel Expense Sanchez- TCA	-130.00	BT039979
02/11/26	199-11-6399-01-002-9-11-000	Inst. add'l cameras stairwell	-3,184.00	BT039984
02/11/26	199-51-6399-00-002-9-99-CAP	Inst. add'l cameras stairwell	3,184.00	BT039984
02/11/26	199-11-6394-01-102-9-11-000	Printer ink and toner	721.53	BT039985
02/11/26	199-12-6329-02-102-9-99-000	Printer ink and toner	-721.53	BT039985
02/12/26	199-11-6396-TV-711-9-11-000	Increase in Lightspeed	2,610.00	BT039987
02/12/26	199-53-6396-TL-711-9-99-000	Increase in Lightspeed	-2,610.00	BT039987
02/12/26	199-11-6294-01-842-9-11-000	DL Tech Supplies	-52.00	BT039991
02/12/26	199-21-6397-25-842-9-99-000	DL Tech Supplies	52.00	BT039991
02/12/26	199-11-6249-01-111-9-11-000	to cover warranty on PR182058	500.00	BT039993
02/12/26	199-11-6249-01-111-9-11-000	to cover warranty on PR182058	500.00	BT039993

Alief I.S.D.
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Run for Fiscal Year/Dates: 2026 2/1/2026 - 2/28/2026

Date	Account Code	Description	Amount	Amendment #
02/12/26	199-23-6495-01-111-9-99-000	to cover warranty on PR182058	-500.00	BT039993
02/12/26	199-23-6411-01-111-9-99-000	to cover warranty on PR182058	-500.00	BT039993
02/12/26	199-36-6269-00-123-9-99-DNT	STEM and Show Booth Rentals	1,945.00	BT039994
02/12/26	199-11-6399-09-123-9-11-DNT	STEM and Show Booth Rentals	-1,945.00	BT039994
02/12/26	199-13-6399-73-199-9-23-ALL	PURCHASE CPI TRAINING MATER.	10,000.00	BT039999
02/12/26	199-11-6395-00-199-9-23-CAM	PURCHASE CPI TRAINING MATER.	-10,000.00	BT039999
02/13/26	199-11-6249-01-109-9-11-000	food/coffee for mtgs	-1,000.00	BT040002
02/13/26	199-13-6499-01-109-9-99-000	food/coffee for mtgs	1,000.00	BT040002
02/13/26	199-31-6411-01-120-9-99-000	Counselor Travel for PSCC 2026	1,099.54	BT040006
02/13/26	199-11-6397-01-120-9-11-000	Counselor Travel for PSCC 2026	-1,099.54	BT040006
02/13/26	199-11-6397-01-112-9-11-000	Buying books for the library	-1,336.42	BT040008
02/13/26	199-12-6328-02-112-9-99-000	Buying books for the library	1,336.42	BT040008
02/15/26	199-23-6121-00-002-9-99-000	2026-SUMMER RECEPTIONIST	4,346.25	BT040014
02/15/26	199-11-6399-01-002-9-11-000	SUMMER STIPEND_ASST.PRINCIPAL	-7,400.00	BT040014
02/15/26	199-23-6118-00-002-9-99-000	SUMMER STIPEND_ASST.PRINCIPAL	7,400.00	BT040014
02/15/26	199-11-6399-01-002-9-11-000	2026-SUMMER RECEPTIONIST	-4,346.25	BT040014
02/17/26	199-36-6497-16-002-9-99-000	Band TSU Registration fees	1,300.00	BT040019
02/17/26	199-11-6399-16-002-9-11-000	Band TSU Registration fees	-1,300.00	BT040019
02/17/26	199-11-6396-01-104-9-11-000	Breakfast for AIA Testing plus	-5,000.00	BT040025
02/17/26	199-13-6499-01-104-9-99-000	Breakfast for AIA Testing plus	5,000.00	BT040025
02/19/26	199-23-6495-01-007-9-99-000	Funds for Admin Dues/neg bal	93.61	BT040028
02/19/26	199-31-6399-01-007-9-99-000	Funds for Admin incentives/neg	-244.58	BT040028
02/19/26	199-31-6399-01-007-9-99-000	Funds for Admin Dues/neg bal	-93.61	BT040028
02/19/26	199-23-6499-01-007-9-99-000	Funds for Admin incentives/neg	244.58	BT040028
02/17/26	199-11-6494-39-002-9-11-000	SPEECH FT bus overage	96.25	BT040031
02/17/26	199-36-6411-39-002-9-99-000	SPEECH FT bus overage	-96.25	BT040031

Alief I.S.D.
Budget Amendments

Run for Fiscal Year/Dates: 2026 2/1/2026 - 2/28/2026

Date	Account Code	Description	Amount	Amendment #
02/17/26	199-36-6494-33-002-9-22-000	HACKETT FT bus overage	90.75	BT040031
02/17/26	199-11-6494-15-002-9-11-000	Choir FT trans. overage	305.25	BT040031
02/17/26	199-36-6299-37-002-9-99-000	AJB FT trans. overage	-27.50	BT040031
02/17/26	199-51-6399-00-002-9-99-CAP	welding shop wall outlets	1,375.00	BT040031
02/17/26	199-11-6399-01-002-9-11-000	welding shop wall outlets	-1,375.00	BT040031
02/17/26	199-36-6299-15-002-9-99-000	Choir FT trans. overage	-305.25	BT040031
02/17/26	199-11-6494-37-002-9-11-000	AJB FT trans. overage	27.50	BT040031
02/17/26	199-11-6399-33-002-9-22-000	HACKETT FT bus overage	-90.75	BT040031
02/17/26	199-11-6396-01-114-9-11-000	To pay for HAABSE dinner	-500.00	BT040032
02/17/26	199-23-6499-01-114-9-99-000	To pay for HAABSE dinner	500.00	BT040032
02/17/26	199-11-6399-01-142-9-11-000	Nutrition SF Billing 01-010	-443.76	BT040033
02/17/26	199-61-6499-66-142-9-99-000	Nutrition SF Billing 01-010	443.76	BT040033
02/18/26	199-11-6294-34-922-9-26-NHS	Negative balance-Transportatio	-286.00	BT040034
02/18/26	199-36-6494-00-922-9-26-000	Negative balance-Transportatio	286.00	BT040034
02/18/26	199-13-6499-01-110-9-99-000	Nutrition SF Billing 12-013	695.00	BT040036
02/18/26	199-11-6397-00-110-9-11-000	Nutrition SF Billing 12-013	-695.00	BT040036
02/18/26	199-11-6399-01-003-9-11-000	Trans to cover UIL State Meet	-1,400.00	BT040040
02/18/26	199-36-6411-01-003-9-99-000	Trans to cover UIL State Meet	900.00	BT040040
02/18/26	199-36-6412-01-003-9-99-000	Trans to cover UIL State Meet	1,400.00	BT040040
02/18/26	199-11-6399-01-003-9-11-000	Trans to cover UIL State Meet	-900.00	BT040040
02/18/26	199-11-6494-AV-003-9-11-000	11/22 AVID Bobcat Day FT	-962.50	BT040042
02/18/26	199-36-6494-AV-003-9-99-000	11/22 AVID Bobcat Day FT	962.50	BT040042
02/18/26	199-13-6411-01-115-9-99-000	To Reimburse Counselor travel	-903.28	BT040043
02/18/26	199-31-6411-01-115-9-99-000	To Reimburse Counselor travel	903.28	BT040043
02/18/26	199-12-6396-02-102-9-99-000	Instruct mat for campus	-1,000.00	BT040045
02/18/26	199-31-6499-01-102-9-99-000	Instruct mat for campus	-285.82	BT040045
02/18/26	199-31-6329-01-102-9-99-000	Instruct mat for campus	-500.00	BT040045
02/18/26	199-11-6397-01-102-9-11-000	Instruct mat for campus	285.82	BT040045

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Run for Fiscal Year/Dates: 2026 2/1/2026 - 2/28/2026

Date	Account Code	Description	Amount	Amendment #
02/18/26	199-31-6399-01-102-9-99-000	Instruct mat for campus	-75.55	BT040045
02/18/26	199-11-6397-01-102-9-11-000	Instruct mat for campus	1,000.00	BT040045
02/18/26	199-11-6397-01-102-9-11-000	Instruct mat for campus	75.55	BT040045
02/18/26	199-11-6397-01-102-9-11-000	Instruct mat for campus	500.00	BT040045
02/18/26	199-11-6396-06-848-9-24-ELM	Transfer for PD	-8,400.00	BT040046
02/18/26	199-13-6299-06-848-9-24-ELM	Transfer for PD	8,400.00	BT040046
02/18/26	199-36-6494-15-003-9-99-000	TMEA Reg 23 fees/Nov-Dec FT tr	65.25	BT040048
02/18/26	199-13-6411-15-003-9-99-000	TMEA Reg 23 fees/Nov-Dec FT tr	-65.25	BT040048
02/18/26	199-13-6411-17-003-9-99-000	Sept-Dec FT transportation	-180.25	BT040049
02/18/26	199-36-6494-17-003-9-99-000	Sept-Dec FT transportation	180.25	BT040049
02/18/26	199-36-6494-CH-003-9-91-VAR	Sept-Dec FT transportation	290.50	BT040049
02/18/26	199-11-6399-01-003-9-11-000	Sept-Dec FT transportation	-290.50	BT040049
02/18/26	199-13-6499-01-008-9-99-000	Field trips/HAABSE/TASSP	-1,000.00	BT040050
02/18/26	199-23-6499-01-008-9-99-000	Field trips/HAABSE/TASSP	1,000.00	BT040050
02/18/26	199-36-6329-36-001-9-99-UIL	Choir BR051036	-100.00	BT040052
02/18/26	199-11-6399-15-001-9-11-000	Choir BR051036	100.00	BT040052
02/18/26	199-11-6399-15-001-9-11-000	Choir PR182517	400.00	BT040054
02/18/26	199-36-6329-36-001-9-99-UIL	Choir PR182517	-400.00	BT040054
02/19/26	211-13-6411-00-120-6-30-000	For Spring Clubs Payroll	-800.00	BT040058
02/19/26	211-36-6118-00-120-6-30-000	For Spring Clubs Payroll	800.00	BT040058
02/19/26	199-11-6397-75-140-9-23-000	Adjustment for transportation	-123.75	BT040061
02/19/26	199-36-6494-01-140-9-99-000	Adjustment for transportation	123.75	BT040061
02/19/26	199-11-6397-75-140-9-23-000	Adjustment for food purchase	-10.80	BT040061
02/19/26	199-23-6499-01-140-9-99-000	Adjustment for food purchase	10.80	BT040061
02/19/26	211-23-6411-00-102-6-30-000	Instructional Materials	-92.98	BT040062
02/19/26	211-11-6394-00-102-6-30-000	Instructional Materials	92.98	BT040062

Run for Fiscal Year/Dates: 2026 2/1/2026 - 2/28/2026

Date	Account Code	Description	Amount	Amendment #
02/19/26	199-11-6397-TS-140-9-11-000	Pay staff for lesson planning	-84.00	BT040064
02/19/26	199-13-6118-01-140-9-99-000	Pay staff for lesson planning	500.00	BT040064
02/19/26	199-13-6118-01-140-9-99-000	Pay staff for lesson planning	500.00	BT040064
02/19/26	199-13-6118-01-140-9-99-000	Pay staff for lesson planning	500.00	BT040064
02/19/26	199-11-6394-TS-140-9-11-000	Pay staff for lesson planning	-1,023.00	BT040064
02/19/26	199-11-6397-TS-140-9-11-000	Pay staff for lesson planning	-44.00	BT040064
02/19/26	199-11-6399-07-140-9-11-000	Pay staff for lesson planning	-250.00	BT040064
02/19/26	199-11-6397-07-140-9-11-000	Pay staff for lesson planning	-250.00	BT040064
02/19/26	199-11-6399-16-140-9-11-000	Pay staff for lesson planning	-500.00	BT040064
02/19/26	199-13-6141-01-140-9-99-000	Pay staff for lesson planning	84.00	BT040064
02/19/26	199-13-6118-01-140-9-99-000	Pay staff for lesson planning	250.00	BT040064
02/19/26	199-13-6118-01-140-9-99-000	Pay staff for lesson planning	250.00	BT040064
02/19/26	199-11-6397-75-140-9-23-000	Pay staff for lesson planning	-500.00	BT040064
02/19/26	199-13-6118-01-140-9-99-000	Pay staff for lesson planning	1,023.00	BT040064
02/19/26	199-13-6146-01-140-9-99-000	Pay staff for lesson planning	44.00	BT040064
02/19/26	199-11-6399-06-140-9-11-000	Pay staff for lesson planning	-500.00	BT040064
				115
02/19/26	199-12-6397-02-140-9-99-000	Purchase for Nurse office	-135.00	BT040066
02/19/26	199-33-6399-01-140-9-99-000	Purchase for Nurse office	135.00	BT040066
02/19/26	199-13-6499-01-123-9-99-000	funds for Misc Expenses	1,000.00	BT040068
02/19/26	199-11-6396-01-123-9-11-000	funds for Misc Expenses	-1,000.00	BT040068
02/19/26	199-11-6394-01-041-9-11-000	Adapters for classrooms	150.00	BT040069
02/19/26	199-11-6394-01-041-9-11-000	Adapters for classrooms	150.00	BT040069
02/20/26	199-11-6399-01-041-9-11-000	Adapters for classrooms	50.00	BT040069
02/19/26	199-13-6411-17-041-9-99-000	Adapters for classrooms	-150.00	BT040069
02/19/26	199-23-6396-00-041-9-99-000	Adapters for classrooms	-150.00	BT040069
02/19/26	199-11-6394-01-041-9-11-000	Adapters for classrooms	200.00	BT040069
02/19/26	199-13-6411-16-041-9-11-000	Adapters for classrooms	-200.00	BT040069
02/20/26	199-33-6397-01-041-9-99-000	Adapters for classrooms	-50.00	BT040069
02/20/26	199-11-6396-01-002-9-11-DNT	STAFF MEETING MEALS JULY 2026	-135.95	BT040074
02/20/26	199-13-6499-01-002-9-99-DNT	STAFF MEETING MEALS JULY 2026	135.95	BT040074
02/20/26	244-21-6411-24-859-6-22-000	Winter CTAT Conference	100.00	BT040076

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Date	Account Code	Description	Amount	Amendment #
02/20/26	244-23-6411-24-859-6-22-000	Winter CTAT Conference	-100.00	BT040076
02/20/26	199-13-6411-30-008-9-22-000	Hotel Travel	520.00	BT040081
02/20/26	199-11-6399-30-008-9-22-000	Hotel Travel	-520.00	BT040081
02/20/26	199-36-6494-00-141-9-99-000	Transportation - Field Trip	300.00	BT040083
02/20/26	199-11-6399-01-141-9-11-000	Transportation - Field Trip	-300.00	BT040083
02/20/26	199-11-6399-01-141-9-11-DNT	Staff food / misc	-100.00	BT040083
02/20/26	199-13-6499-01-141-9-99-DNT	Staff food / misc	100.00	BT040083
02/20/26	199-23-6499-00-141-9-99-000	Positive Promotion shipping	12.96	BT040083
02/20/26	199-11-6399-01-141-9-11-000	Transportation	-300.00	BT040083
02/20/26	199-11-6399-01-141-9-11-000	Positive Promotion shipping	-12.96	BT040083
02/20/26	199-36-6494-01-141-9-99-000	Transportation	300.00	BT040083
02/23/26	199-13-6499-01-113-9-99-000	Gen to 6499 snacks for Field	500.00	BT040087
02/23/26	199-11-6399-01-113-9-11-000	Gen to 6499 snacks for Field	-500.00	BT040087
02/23/26	199-11-6397-00-107-9-11-000	Staff/Black History Lunch	-1,190.00	BT040090
02/23/26	199-13-6499-00-107-9-99-000	Staff/Black History Lunch	1,190.00	BT040090
02/23/26	199-11-6299-17-002-9-11-000	Cover Student Travel	-750.00	BT040092
02/23/26	199-36-6412-39-002-9-99-000	Cover Student Travel	750.00	BT040092
02/23/26	199-11-6397-01-120-9-11-000	Librarian TLA Conference Reg.	-667.00	BT040094
02/23/26	199-13-6411-01-120-9-11-000	Librarian TLA Conference Reg.	667.00	BT040094
02/23/26	199-41-6411-00-730-9-99-000	Building Mod for wall HDMI	-50.00	BT040095
02/23/26	199-51-6399-00-730-9-99-CAP	Building Mod for wall HDMI	50.00	BT040095
02/23/26	199-11-6399-01-142-9-11-000	Student Membership Dues	-100.00	BT040097
02/23/26	199-36-6495-01-142-9-99-000	Student Membership Dues	100.00	BT040097
02/23/26	199-23-6411-01-124-9-99-000	HAABSE Ceremony tickets	8.64	BT040098
02/23/26	199-11-6397-01-124-9-11-000	HAABSE Ceremony tickets	-8.64	BT040098
02/23/26	199-13-6495-00-107-9-99-000	TLA Librarian Dues	187.00	BT040101

Run for Fiscal Year/Dates: 2026 2/1/2026 - 2/28/2026

Date	Account Code	Description	Amount	Amendment #
02/23/26	199-11-6397-00-107-9-11-000	TLA Librarian Dues	-187.00	BT040101
02/23/26	199-13-6499-01-102-9-99-000	Instructional Materials	576.49	BT040102
02/23/26	199-13-6499-01-102-9-99-000	Instructional Materials	78.47	BT040102
02/23/26	199-12-6329-02-102-9-99-000	Instructional Materials	-78.47	BT040102
02/23/26	199-12-6396-02-102-9-99-000	Instructional Materials	-576.49	BT040102
02/23/26	199-36-6497-16-045-9-99-000	BT for Band Repair	-75.00	BT040103
02/23/26	199-11-6299-16-045-9-11-000	BT for Band Repair	75.00	BT040103
02/23/26	199-21-6399-09-828-9-99-ELM	For NSTA Conference	-300.00	BT040105
02/23/26	199-13-6411-09-828-9-99-ELM	For NSTA Conference	118.00	BT040105
02/23/26	199-13-6411-09-828-9-99-ELM	For NSTA Conference	300.00	BT040105
02/23/26	199-36-6499-09-828-9-99-ELM	For NSTA Conference	-142.00	BT040105
02/23/26	199-21-6329-09-828-9-99-ELM	For NSTA Conference	-118.00	BT040105
02/23/26	199-13-6411-09-828-9-99-ELM	For NSTA Conference	376.00	BT040105
02/23/26	199-36-6494-09-828-9-99-STE	For NSTA Conference	-376.00	BT040105
02/23/26	199-13-6411-09-828-9-99-ELM	For NSTA Conference	142.00	BT040105
02/23/26	199-23-6499-01-111-9-99-000	T-shirts for staff 26-27	1,000.00	BT040106
02/23/26	199-11-6397-01-111-9-11-000	T-shirts for staff 26-27	-1,000.00	BT040106
02/23/26	199-11-6494-36-044-9-11-000	Transf. to clear neg. local 64	500.00	BT040109
02/23/26	199-11-6494-36-044-9-11-000	Transf. to clear neg. local 64	1,000.00	BT040109
02/23/26	199-31-6411-01-044-9-99-000	Transf. to clear neg. local 64	-1,000.00	BT040109
02/23/26	199-13-6411-02-044-9-99-000	Transf. to clear neg. local 64	-500.00	BT040109
02/23/26	482-13-6299-00-042-5-99-CTG	Marketing shirts for stem	-2,000.00	BT040118
02/23/26	482-11-6399-00-042-5-11-CTG	Marketing shirts for stem	2,000.00	BT040118
02/24/26	199-12-6399-02-102-9-99-000	Instructional Materials	-182.28	BT040121
02/24/26	199-12-6328-02-102-9-99-000	Instructional Materials	-123.02	BT040121
02/24/26	199-11-6499-01-102-9-11-000	Instructional Materials	423.51	BT040121
02/24/26	199-12-6396-02-102-9-99-000	Instructional Materials	-423.51	BT040121
02/24/26	199-11-6499-01-102-9-11-000	Instructional Materials	182.28	BT040121
02/24/26	199-11-6494-01-102-9-11-000	Instructional Materials	123.02	BT040121

Alief I.S.D.
Budget Amendments

Run for Fiscal Year/Dates: 2026 2/1/2026 - 2/28/2026

Date	Account Code	Description	Amount	Amendment #
02/24/26	211-11-6299-00-044-6-30-000	Transf. to fund Title 6239	-10,500.00	BT040123
02/24/26	211-13-6239-00-044-6-30-000	Transf. to fund Title 6239	10,500.00	BT040123
02/24/26	199-11-6399-01-041-9-11-000	Adapters for classrooms	140.00	BT040124
02/24/26	199-23-6411-00-041-9-99-000	Adapters for classrooms	-140.00	BT040124
02/24/26	211-11-6329-00-115-6-30-000	Purchase Classroom Library Set	1,000.00	BT040125
02/24/26	211-11-6329-00-115-6-30-000	Purchase Classroom Library Set	1,000.00	BT040125
02/24/26	211-31-6399-64-115-6-30-000	Purchase Classroom Library Set	-4,500.00	BT040125
02/24/26	211-11-6329-00-115-6-30-000	Purchase Classroom Library Set	2,000.00	BT040125
02/24/26	211-23-6411-00-115-6-30-000	Purchase Classroom Library Set	-1,000.00	BT040125
02/24/26	211-13-6299-00-115-6-30-000	Purchase Classroom Library Set	-2,000.00	BT040125
02/24/26	211-31-6299-64-115-6-30-000	Purchase Classroom Library Set	-1,000.00	BT040125
02/24/26	211-11-6329-00-115-6-30-000	Purchase Classroom Library Set	4,500.00	BT040125
02/25/26	199-11-6499-09-838-9-11-DNT	Move money for Conference	-87.00	BT040129
02/25/26	199-13-6411-ST-838-9-99-DNT	Move money for Conference	5,246.00	BT040129
02/25/26	199-13-6411-ST-838-9-99-DNT	Move money for Conference	87.00	BT040129
02/25/26	199-13-6411-ST-838-9-99-DNT	Move money for Conference	249.00	BT040129
02/25/26	199-36-6412-RO-838-9-99-DNT	Move money for Conference	-249.00	BT040129
02/25/26	199-11-6494-09-838-9-11-DNT	Move money for Conference	-186.00	BT040129
02/25/26	199-13-6411-ST-838-9-99-DNT	Move money for Conference	186.00	BT040129
02/25/26	199-13-6411-ST-838-9-99-DNT	Move money for Conference	152.00	BT040129
02/25/26	199-11-6412-09-838-9-11-DNT	Move money for Conference	-5,246.00	BT040129
02/25/26	199-36-6411-RO-838-9-99-DNT	Move money for Conference	-152.00	BT040129
02/25/26	199-13-6411-11-853-9-99-000	For Wellness Conference	4,350.00	BT040132
02/25/26	199-11-6396-11-853-9-11-000	For Wellness Conference	-4,350.00	BT040132
02/25/26	199-11-6396-09-001-9-11-000	Travel expense for Dr. Price	-171.40	BT040133
02/25/26	199-23-6411-01-001-9-99-000	Travel expense for Dr. Price	975.00	BT040133
02/25/26	199-23-6497-01-001-9-99-000	Notaries expense for secretary	844.86	BT040133
02/25/26	199-11-6397-10-001-9-11-000	Travel expense for Dr. Price	-975.00	BT040133
02/25/26	199-23-6411-01-001-9-99-000	Travel expense for Dr. Price	171.40	BT040133
02/25/26	199-11-6399-08-001-9-11-000	Notaries expense for secretary	-844.86	BT040133

Run for Fiscal Year/Dates: 2026 2/1/2026 - 2/28/2026

Date	Account Code	Description	Amount	Amendment #
02/25/26	199-11-6499-01-111-9-11-000	Staff meetings meals	627.11	BT040134
02/25/26	199-31-6411-01-111-9-99-000	Staff meetings meals	-250.00	BT040134
02/25/26	199-11-6499-01-111-9-11-000	Staff meetings meals	250.00	BT040134
02/25/26	199-11-6499-01-111-9-11-000	Staff meetings meals	250.00	BT040134
02/25/26	199-51-6399-00-111-9-99-CAP	Staff meetings meals	-338.00	BT040134
02/25/26	199-11-6499-01-111-9-11-000	Staff meetings meals	338.00	BT040134
02/25/26	199-61-6269-66-111-9-99-000	Staff meetings meals	-627.11	BT040134
02/25/26	199-31-6399-01-111-9-99-000	Staff meetings meals	-250.00	BT040134
02/25/26	199-23-6399-00-141-9-99-DNT	Campus Furniture	3,000.00	BT040135
02/25/26	199-11-6399-01-141-9-11-DNT	Campus Furniture	-3,000.00	BT040135
02/25/26	199-36-6299-37-002-9-99-000	FT BUS COVERAGE - AJB	-200.00	BT040136
02/25/26	199-11-6494-37-002-9-11-000	FT BUS COVERAGE - AJB	200.00	BT040136
02/25/26	289-13-6411-14-826-6-24-000	Transfer for Travel	950.00	BT040139
02/25/26	289-11-6299-14-826-6-24-000	Transfer for Travel	-950.00	BT040139
02/26/26	199-41-6426-00-778-9-99-000	Pay invoice	19,592.00	BT040145
02/26/26	199-51-6299-00-778-9-99-000	Pay invoice	-19,592.00	BT040145
02/26/26	199-11-6397-20-001-9-22-000	TASBS Conf 26 for Dr. Price T	-161.51	BT040146
02/26/26	199-23-6411-01-001-9-99-000	TASBS Conf 26 for Dr. Price T	300.00	BT040146
02/26/26	199-11-6395-20-001-9-22-000	TASBS Conf 26 for Dr. Price T	-300.00	BT040146
02/26/26	199-23-6411-01-001-9-99-000	TASBS Conf 26 for Dr. Price T	161.51	BT040146
02/27/26	199-11-6397-01-103-9-11-000	Supplies for students	500.00	BT040148
02/27/26	199-23-6399-01-103-9-99-000	Supplies for students	-99.23	BT040148
02/27/26	199-12-6268-02-103-9-99-000	Supplies for students	-1,000.00	BT040148
02/27/26	199-31-6399-01-103-9-99-000	Supplies for students	-500.00	BT040148
02/27/26	199-11-6397-01-103-9-11-000	Supplies for students	1,000.00	BT040148
02/27/26	199-11-6397-01-103-9-11-000	Supplies for students	99.23	BT040148
02/27/26	199-13-6411-08-003-9-99-000	Transfer for Purchase	-59.00	BT040150
02/27/26	199-11-6397-08-003-9-11-000	Transfer for Purchase	59.00	BT040150

Alief I.S.D.
Budget Amendments

Run for Fiscal Year/Dates: 2026 2/1/2026 - 2/28/2026

Date	Account Code	Description	Amount	Amendment #
02/27/26	199-13-6411-08-003-9-99-000	Transfer for Purchase	-141.00	BT040150
02/27/26	199-11-6399-01-003-9-11-000	Transfer for Purchase	141.00	BT040150

Fund	Debits	Credits	Net (debits-credits)
199	253,744.08	175,233.08	78,511.00
211	151,608.98	151,608.98	0.00
224	40,426.29	40,426.29	0.00
225	42,024.00	42,024.00	0.00
244	100.00	100.00	0.00
265	90,000.00	90,000.00	0.00
289	15,060.00	15,060.00	0.00
482	16,227.70	16,227.70	0.00
644	238.06	0.00	238.06
645	1,172.46	0.00	1,172.46
646	33,532.01	0.00	33,532.01
647	58,027.32	0.00	58,027.32
648	158,699.05	0.00	158,699.05
649	86,656.18	0.00	86,656.18
650	242,744.39	0.00	242,744.39
651	99,747.02	0.00	99,747.02
652	223,696.77	0.00	223,696.77
699	6,441.04	0.00	6,441.04

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ALIEF INDEPENDENT SCHOOL DISTRICT

BOARD DOCUMENT

MEETING DATE: March 24, 2026

AGENDA ITEM: Consider and Approve Second Reading and Additions, Deletions, and Revisions to Board Policy CSA (LOCAL), CQD (LOCAL), DBD (LOCAL), DEC (LOCAL), EHBAF (LOCAL), FFF (LOCA), EEP (LOCAL), EFA (LOCAL), DH (LOCAL), EIA (LOCAL), FA (LOCAL), FEF (LOCAL), FFB (LOCAL), FFG (LOCAL), GKA (LOCAL), DFBB (LOCAL) for the Alief Independent School District

Board Goal #1 Student Achievement: Alief ISD will close the achievement gap to ensure all students reach their academic potential and improve student preparation for college and career.

Board Goal #2 Safe & Secure Alief: Alief ISD will maintain a safe and orderly environment.

Board Goal #3 World Class Employment: Alief ISD will recruit, develop, and retain highly qualified and effective personnel.

Recommendation: It is our recommendation that the Alief ISD Board of Trustees consider and approve the Second Reading and Additions, Deletions, and Revisions to Board Policies CSA (LOCAL), CQD (LOCAL), DBD (LOCAL), DEC (LOCAL), EHBAF (LOCAL), FFF (LOCA), EEP (LOCAL), EFA (LOCAL), DH (LOCAL), EIA (LOCAL), FA (LOCAL), FEF (LOCAL), FFB (LOCAL), FFG (LOCAL), GKA (LOCAL), DFBB (LOCAL)

Dr. Anthony Mays
Superintendent

Dr. Jeannine Porter
Chief of Staff

Building Access Control

Audits of building access control shall include weekly inspections of instructional facilities during school hours to certify all exterior doors are, by default, set to closed, latched, and locked status and cannot be opened from the outside without a key.

The Superintendent shall ensure that the findings of the weekly inspections are:

1. Reported to the District safety and security committee; and
2. Reported to the campus principal or lead administrator of the instructional facility to ensure awareness of any deficiencies identified.

The campus principal or lead administrator shall assign appropriate staff to take action to reduce the likelihood of similar deficiencies in the future.

The results of the weekly reports shall be kept for review as part of the required safety and security audit.

The District's building access control procedures shall not be interpreted as discouraging parents or guardians who have been properly verified as authorized visitors from visiting their student's campus. [See GKC]

Designation and Use of Private Spaces

The Board shall ensure that the Superintendent, or appropriate staff as determined by the Superintendent, designates private spaces in accordance with law.

The Superintendent shall develop administrative regulations to ensure compliance with law and policy regarding the use of private spaces in District facilities.

Training

The Board delegates to the Superintendent the authority to:

1. Determine the artificial intelligence (AI) training program to be used in the District;
2. Verify and report compliance with training requirements in accordance with guidance from the Department of Information Resources; and
3. Remove access to the District's computer systems and databases for noncompliance with training requirements as appropriate.

The District shall complete periodic audits to ensure compliance with the AI training requirements.

Use in District

Employees and students shall be permitted to explore AI and implement its use in and out of the classroom in accordance with policy and administrative regulations. The use of AI shall only be as a support tool to enhance student outcomes and shall never take the place of teacher and student decision-making. Any use of AI must comply with law, policy, and administrative regulations relating to student and employee privacy and data security.

A student shall only use AI tools with teacher permission and shall be expected to produce original work and properly credit sources, including AI tools used in creating the work. Students who use AI tools to deceptively harm, bully, or harass others shall be disciplined in accordance with the Student Code of Conduct and policy. [See EIA(LOCAL), FFH, FFI, and the FO series]

Note: For conflicts of interest and gifts and gratuities related to federal grants and awards, see CB and CBB.

Disclosure — General Standard

An employee shall disclose to his or her immediate supervisor a personal financial interest, a business interest, or any other obligation or relationship that in any way creates a potential conflict of interest with the proper discharge of assigned duties and responsibilities or with the best interest of the District.

Specific Disclosures

Substantial Interest

The Superintendent shall file an affidavit with the Board President disclosing a substantial interest, as defined by Local Government Code 171.002, in any business or real property that the Superintendent or any of his or her relatives in the first degree may have.

Any other employee who is in a position to affect a financial decision involving any business entity or real property in which the employee has a substantial interest, as defined by Local Government Code 171.002, shall file an affidavit with the Superintendent; however, the employee shall not be required to file an affidavit for the substantial interest of a relative.

Interest in Property

The Superintendent shall be required to file an affidavit disclosing interest in property in accordance with Government Code 553.002.

Annual Financial Management Report

The Superintendent, as the executive officer of the District, shall provide to the District in a timely manner information necessary for the District's annual financial management report.

[See BBFA]

Gifts

An employee shall not accept or solicit any gift, favor, service, or other benefit that could reasonably be construed to influence the employee's discharge of assigned duties and responsibilities. [See CAA, CB, and CBB]

Endorsements

An employee shall not recommend, endorse, or require students to purchase any product, material, or service in which the employee has a financial interest or that is sold by a company that employs or retains the District employee during nonschool hours. No employee shall require students to purchase a specific brand of school supplies if other brands are equal and suitable for the intended instructional purpose.

Sales

An employee shall not use his or her position with the District to attempt to sell products or services.

Nonschool Employment

An employee shall disclose in writing to his or her immediate supervisor any outside employment that in any way creates a potential conflict of interest with the proper discharge of assigned duties and responsibilities or with the best interest of the District.

Private Tutoring

An employee shall disclose in writing to his or her immediate supervisor any private tutoring of District students for pay.

Personal Services Performed by an Administrator

An administrator, as defined in law, shall not receive any financial benefit for the performance of personal services except as permitted by and in accordance with law.

An administrator, other than a Superintendent or an assistant superintendent, who wishes to seek Board approval to perform personal services permitted by law shall submit that request to the Superintendent in accordance with administrative regulations.

ALIEF INDEPENDENT SCHOOL DISTRICT

BOARD DOCUMENT

MEETING DATE: March 24, 2026

AGENDA ITEM: Consider Approval of Agreement with BusPatrol America, LLC for Participation in a School Bus Stop-Arm Camera Pilot Program.

Administration recommends approval of an agreement with BusPatrol America, LLC to participate in a school bus stop-arm safety pilot program. The pilot will install safety camera technology on up to ten district buses to support data collection on illegal passing incidents and provide the District with the ability to view real-time bus video surveillance. The program will allow the District to evaluate the effectiveness of the technology and review data related to student loading and unloading safety.

BusPatrol will provide installation, maintenance, reporting, and removal of the equipment at no cost to the District. Neighboring Texas districts participating in the pilot include Fort Bend ISD, United ISD, Manor ISD, Southside ISD, and Eanes ISD.

RECOMMENDATION: Consider Approval of Agreement with BusPatrol America, LLC for Participation in a School Bus Stop-Arm Camera Pilot Program.

Dr. Anthony T. Mays
Superintendent

Charles Woods
Deputy Superintendent for Business

AGREEMENT

This Agreement is made and entered into by and between **ALIEF INDEPENDENT SCHOOL DISTRICT**, an independent school district of the State of Texas ("District"), and **SPARK**, a Texas non-profit corporation ("SPARK"), for the purpose of instituting a SPARK Program. The District and SPARK are herein collectively referred to as the "Parties" and individually as a "Party."

WITNESSETH:

WHEREAS, the District is authorized to provide and operate park and recreational facilities; and

WHEREAS, SPARK is a corporate entity for the purpose of creating neighborhood parks on public school grounds; and

WHEREAS, SPARK desires to increase the availability of park facilities within the boundaries of Harris County; and

WHEREAS, SPARK is willing to improve and the District is willing to operate portions of the school playgrounds of **Smith Elementary, Sneed Elementary, and Owens Intermediate** as a public park and recreational facility;

NOW, THEREFORE, in consideration of the mutual covenants, benefits and premises contained herein, the District and SPARK (hereinafter collectively referred to as the "Parties") agree as follows:

I.
DEFINITIONS

A. "SPARK Representative" shall mean the person designated by SPARK to act as its representative in connection with this Agreement.

B. "District Representative" shall mean the person designated by the District as its representative in connection with this Agreement.

C. "Park Hours" shall be those hours designated by the District for each SPARK School in which the applicable portion of such SPARK School Grounds are to be open and available for park use purposes by the public but shall not include those hours when schools are in session or used for school purposes.

D. "SPARK Program" shall mean the cooperative program of the District, SPARK, parent-teacher groups and the community, whereby: (1) interested persons may raise cash donations for a particular SPARK School; and (2) during the term of this agreement the District will contribute $5,000 for each selected SPARK School; and (3) SPARK will allocate private sector funds for each such SPARK School, as funding allows. The schools will be given a goal of raising at least $5,000 through school fundraisers with students involved.

E. "SPARK School" shall mean a school which: (1) is owned and/or operated by the District; (2) has met the eligibility requirements of the SPARK Program; and (3) has been selected by SPARK and the District for participation in the SPARK Program.

F. "SPARK School Grounds" shall mean the designated park area of a SPARK School.

II.

DISTRICT RESPONSIBILITIES

A. The District agrees to review and approve or disapprove, through the District Representative, plans developed and submitted by SPARK School personnel, parents, and members of the neighboring community, all as designated by the SPARK School principal, for improvements to such SPARK School Grounds for park and recreational uses, and the District agrees to forward one copy of all such approved plans to the SPARK Representative. The District will not approve any plan unless it is sound as to architectural and engineering aspects and expenses for professional services necessary to assure such soundness of architecture and engineering are eligible for reimbursement by SPARK. All approved plans shall conform to the state requirements for Elimination of Architectural Barriers set forth in Chapter 469 of the Texas Government Code.

B. For a SPARK School, the Parties agree that any improvements to the SPARK School Grounds specified in the plans approved pursuant to Paragraph A of this Section II will be made to the extent of funding available for the particular SPARK School, in the discretion of the respective Parties.

C. The District agrees to keep SPARK School Grounds open to the general public as public parks for park and recreational purposes during all Park Hours and to have a posted sign on the public entrance to the park displaying the hours of operation of the SPARK Park. It is agreed that during non-Park Hours or at times when school activities are occurring at a SPARK School that reasonably require the exclusive use of the SPARK School Grounds, the general public may be excluded from the SPARK School Grounds. The regular hours of operation of SPARK School Grounds at SPARK Schools may be altered by the District Representative. The District further agrees to maintain the SPARK School Grounds, including mowing, edging, trimming, litter removal, and fall surfacing upkeep to the same extent as performed on similar Non-SPARK School Grounds. SPARK shall be responsible for notifying principals of the SPARK Schools of these requirements a minimum of one time per school year.

D. All improvements made on District property to develop SPARK School Grounds as public parks shall be and remain the property of the District. The District shall be solely responsible for their operation and maintenance.

E. SPARK shall not have any responsibility for the operation or maintenance of SPARK School Grounds nor shall have any control over or ownership interest in the improvements made by the District pursuant to this Agreement.

F. The District agrees to reimburse SPARK $5,000 for construction of each SPARK Park. SPARK will invoice the school for funds raised by the school and community and will invoice the District if Harris County contributes funds.

III.

FUNDING AND SPARK RESPONSIBILITIES

A. For and in consideration of the services to be performed by the District pursuant to Article II hereof in connection with SPARK Schools, it is expressly understood and agreed that SPARK has allocated a sum of $690,000 ($230,000 each) for the purposes of this Agreement and shall at no time be obligated to pay an amount in excess of $690,000 for these purposes. The funds will be allocated to **Smith Elementary, Sneed Elementary, and Owens Intermediate** for which improvement plans are approved by the District pursuant to this agreement.

B. SPARK agrees to make improvements to **Smith Elementary, Sneed Elementary, and Owens Intermediate** (pursuant to a separate agreement between SPARK and its contractor(s)), for those improvements as specified in the plans approved pursuant to Paragraph A of Section II. SPARK shall be responsible for payment of the cost of such improvements to its contractor(s) for the construction of such improvements in an amount not to exceed the amount stated in Section III Paragraph A. Such improvements shall be completed within six (6) months from the time SPARK enters into a contract with its contractor(s) for the construction thereof.

C. For and in consideration of the services to be performed by the District pursuant to Article II hereof in connection with SPARK Schools, SPARK agrees to pay the amounts due to its contractor(s) in connection with the making of improvements to **Smith Elementary, Sneed Elementary, and Owens Intermediate** SPARK Park pursuant to this Agreement up to the maximum amount of the funds allocated by SPARK for the SPARK Program or the amount actually collected by SPARK for that purpose, whichever is less.

D. SPARK hereby assigns to the District any and all warranties and claims it may have or that may accrue against SPARK's contractor(s) arising out of the SPARK'S agreement with the Contractor(s) and /or Contractor's performance of any work related to the construction or installation of the Project. SPARK shall ensure that the Contractor must satisfy the District's reasonable insurance requirements related to construction within District

property.

IV.

TERM

A. The obligations of the District to operate and maintain the SPARK School Grounds as public parks and recreational facilities, all as set out in Article II of this Agreement, shall continue for a period of ten (10) years from the date of initial operation of any SPARK School Ground as a public park pursuant to this Agreement. However, after six (6) months from the date of initial operation of any SPARK School Ground as a public park pursuant to this Agreement, the District may terminate this Agreement as to any or all SPARK Schools upon one hundred and eighty (180) days' written notice to SPARK, which notice may only be given after the Alief Independent School District Board of Trustees determines by resolution: (1) that the grounds are no longer needed for school purposes and are to be sold or leased for good and valuable consideration; or (2) that the grounds are needed for exclusive school district use; or (3) that the use of the grounds for park purposes results in an unsafe situation for students and teachers of the SPARK School or increases the threat of vandalism to school property. This Agreement may be extended through a written amendment upon mutual agreement by SPARK and the District. The District may request an extension in writing, at least thirty (30) days prior to the expiration of the initial term or any renewal thereof.

B. The obligation of the District to operate and maintain SPARK School Grounds as public parks and recreational facilities shall in no way be construed as a dedication of these SPARK School Grounds as public parks.

C. The District and SPARK acknowledge and agree that any services they provide to SPARK after the termination date of this Agreement, unless an extension of time has been granted, will be deemed to be gratuitously provided, and SPARK shall have no obligation to pay for such services unless SPARK agrees to do so in its sole discretion.

V.

MISCELLANEOUS PROVISIONS

Address and Notice. Unless otherwise provided in this Agreement, any notice, communication, request, reply or advice (hereinafter severally and collectively, for convenience, called "notice") provided or permitted to be given, made or accepted by any Party to the other must be in writing and may be given or be served by depositing the same in the United States mail, postpaid and registered or certified, and addressed to the Party to be notified, with return receipt requested, or by delivering the same to any responsible officer of such party, or by prepaid telegram, when appropriate, addressed to the Party to be notified. Notice deposited in the United States mail in the manner hereinabove described shall be conclusively deemed to be effective, unless otherwise stated in this Agreement, from and after the expiration of three (3) days after it is so deposited, and notice given in any other manner shall be effective only if and when received by the Party to be notified. For the purpose of notice, the addresses of the Parties are as specified below:

Alief ISD	SPARK
Dr. Anthony Mays, Superintendent	Elizabeth Howley, Executive Director
4250 Cook Road	P.O. Box 1562
Houston, TX 77072	Houston, TX 77251

Each Party shall have the right, from time to time and at any time, to change its respective address and each Party shall have the right to specify as its address any other address, provided that at least fifteen (15) days' written notice is given of such new address to the other Parties.

Remedies Cumulative. The rights and remedies contained in this Agreement shall not be exclusive but shall be cumulative of all other rights and remedies, now or hereafter existing, whether by statute, at law, or in equity; provided, however, that none of the Parties shall terminate this Agreement except in accordance with the provisions hereof.

Non-Waiver. The failure of any Party hereto to insist, in any one or more instances,

upon performance of any of the terms, covenants or conditions of this Agreement, shall not be construed as a waiver or relinquishment of the future performance of any such term, covenant or condition by the other Parties hereto; the obligation of such Party with respect to such future performance shall continue in full force and effect.

Entire Agreement. This Agreement comprises the entire understanding between the Parties. This Agreement may not be altered or amended except in writing executed on behalf of all the Parties.

Captions. The captions at the beginning of each Section of this Agreement are guides and labels to assist in location and reading such Sections and, therefore, will be given no effect in construing this Agreement and shall not be restrictive of or be used to interpret the subject matter of any section or part of this Agreement.

Applicable Law. This Agreement is made subject to and shall be construed in accordance with the Constitution and all applicable regulations of the United States and the Constitution and statutes of the State of Texas. All obligations hereunder shall be performable in Harris County, Texas. Any suit filed hereunder shall be filed in Harris County, Texas.

Independent Contractor. The District and SPARK agree that in performing any service to be rendered hereunder, the District, SPARK and/or any entity acting on their behalf is acting as an independent contractor and is not an agent or employee of the other Party.

Assignment. This Agreement shall bind and benefit the respective Parties and their legal successors and shall not be assignable in whole or in part.

Parties in Interest. This Agreement shall bind and benefit the Parties thereto and shall not bestow any rights or benefits upon third Parties.

IN TESTIMONY OF WHICH this instrument has been executed on behalf of the District and SPARK in double originals, which shall be considered of equal force and effect, as of the 23rd day of February, A.D., 2026.

Signed Elizabeth Howley Date 2/23/26

Elizabeth Howley, Executive Director, SPARK

Signed _____ Date _____

Dr. Anthony Mays, Superintendent of Schools, Alief ISD

ALIEF INDEPENDENT SCHOOL DISTRICT

BOARD DOCUMENT

MEETING DATE: March 24, 2026

AGENDA ITEM: Consider Approval of an Interlocal Agreement between Harris County and Alief Independent School District for Reimbursement Related to the Spark Park Improvements at Miller Intermediate School.

Administration requests approval of an Interlocal Agreement between the District and Harris County Precinct 4 regarding improvements completed at the Miller Intermediate SPARK Park. The agreement provides reimbursement in the amount of $10,000 from Harris County for a portion of the project costs associated with enhancements to the school grounds that community access and outdoor recreational use. The funds being provided for this agreement are part of a recent Housing and Urban Development Community Project Funding grant awarded to Harris County Precinct 4.

RECOMMENDATION: Consider approval of the agreement attached between Alief ISD and Harris County Precinct 4 to accept reimbursement for improvements completed at the Miller Intermediate SPARK Park.

Dr. Anthony T. Mays
Superintendent

Charles Woods
Deputy Superintendent for Business

AGREEMENT

THE STATE OF TEXAS §
§
COUNTY OF HARRIS §

This Interlocal Agreement (the "Agreement") is made and entered into by and between Harris County, a body corporate and politic under the laws of the State of Texas, (the "County"), and Alief Independent School District, a political subdivision of the State of Texas (the "District") pursuant to the Interlocal Cooperation Act, Tex. Gov't Code Ann. §§ 791.001 – 791.030. The County and the District are referred to herein collectively as "Parties" and individually as a "Party".

The County desires to provide public park facilities for its residents;

District is willing to open portions of its school playgrounds for public park and recreational purposes;

District, with the prior approval of the principal and PTA of Miller Intermediate School, has nominated a portion of the school's grounds to be used for a public park and recreational purposes;

District has notified County of this nomination;

Parties agree that a public purpose will be served by completion of the project;

Parties agree that all funds used to pay for the project will be taken from current fiscal funds; and

County is willing to provide funds to improve the school's grounds for public park and recreational purposes;

In consideration of the mutual covenants, agreements, and benefits to both parties, it is agreed as follows:

I.

Within ninety (90) days after execution of this Agreement, District will furnish to County, for County's approval, detailed plans and specifications for improvements to be made to the school grounds of Miller Intermediate School (the "Improvements"), and the estimated cost thereof. After receipt of the plans, specifications, and cost estimate from the District, County has fifteen (15) days to approve or reject the same. Failure of County to approve the plans, specifications, and cost estimate shall be considered a rejection. The determination to approve the plans, specifications, and cost estimate is to be made by the County Commissioner for Precinct 4, whose decision shall be final.

II.

Within thirty (30) days after County's approval of the plans, specifications, and cost estimate, County will pay to District the estimated cost of the Improvements, in accordance with the plans and specifications approved by County, subject to the limitation of liability set out below.

III.

Within one (1) year after receipt of the funds from County, District will construct, or cause to be constructed, the Improvements in accordance with the plans and specifications approved by District and County, and the applicable law. Within sixty (60) days following the completion of the construction of the Improvements, District will submit to County written evidence of actual construction costs for the Improvements, along with reimbursement of any portion of the aforesaid sum, including interest earnings, if any, thereon, not expended by District for the Improvements. Subject to any termination provisions in this agreement, after the completion of the Improvements, District will continue such use for a period of twenty (20) years from the date of this Agreement, hereinafter referred to as the "Term of this Agreement." If the construction of the Improvements is not completed within one (1) year after receipt of the funds from County, District will refund to County the funds paid by County to District, including interest earnings, if any, thereon.

IV.

During the Term of this Agreement, District will maintain the grounds and the Improvements, including, but not limited to, year-round mowing, edging, trimming, and picking up of litter, to the same extent as District maintains other school grounds.

V.

During the construction of the Improvements and the term of this Agreement, County may place a sign on the school grounds indicating that County has expended funds for the construction of the Improvements, and that the school grounds are available to the general public during the times provided for in this Agreement.

VI.

During the term of this Agreement, District has the exclusive control and supervision of the school grounds during school hours, or at such other times that the District may have activities going on, and may exclude the general public from the premises to the extent necessary for the use of the same by District for school activities. On all other days commencing with sun-up and ending at sundown, District will make the school grounds available to the general public for general park and recreational use. No person shall ever be denied the use of the facilities on the school grounds because of race, creed, national origin, religion, color, or sex.

VII.

Contractor understands and agrees, said understanding and Agreement also being of the absolute essence of this Agreement, that the total maximum compensation that Contractor may

become entitled to for the Services performed under this Agreement, and the total maximum sum that the County shall become liable to pay to Contractor under this Agreement, shall not under any conditions, circumstances, or interpretations thereof exceed the sum of Ten Thousand and 00/100 Dollars ($10,000.00). Notwithstanding anything to the contrary, or that may be construed to the contrary, the County's liability under the terms and provisions of this Agreement is limited to this sum.

VIII.

Either party may terminate the term of this Agreement, with or without cause, by giving at least thirty (30) days advance written notice to that effect to the other party.

IX.

If, during the term of this Agreement, District determines that any equipment or improvement, paid for in whole or in part with County funds, is hazardous or unsafe for use by the school children and the public, District will notify County of such fact, designating the equipment or improvement, paid for in whole or in part with County funds, which District deems hazardous or unsafe, and County will have the right to remove such equipment or improvement. If County does not remove such designated equipment or improvement within thirty (30) days after such notification, District may remove such equipment or improvement without liability to County for such removal, and this Agreement will continue in full force and effect to the extent of any equipment or improvement, paid for in whole or in part with County Funds, which District does not remove.

X.

Upon termination or expiration of this Agreement, District has the option to purchase from County the equipment and improvement, paid for in whole or in part with County funds, at the then market value of the equipment and improvement. In the event County and District are unable to agree upon the market value of the equipment and improvement, or if District does not desire to purchase the equipment and improvement, County may remove or abandon the equipment and improvement, in whole or in part. County may have access to the premises for a period of ninety (90) days after the termination of the Term of this Agreement for the purpose of removing the equipment and improvement not purchased by District.

XI.

Any notice required or permitted to be given to County by District hereunder may be given by certified mail, return receipt requested, addressed to:

Harris County
Attention: County Judge
Harris County Administration Building
1001 Preston, 9th floor
Houston, Texas 77002

With a photocopy thereof addressed to:

Harris County Commissioner Precinct 4
Attention: Alice Lee
1001 Preston, Suite 950,
Houston, Texas 77002

Any notice required or permitted to be given to the District by County hereunder may be given by certified mail, return receipt requested, addressed to:

Alief Independent School District
Attention: Glenn Jarrett
Director Maintenance/Operations & Facilities
Ph: 281-498-8110 x 29568
12135 High Star
Houston, TX 77072

Notices shall be considered given and completed upon deposit in the United States mail as aforesaid. Either party may change its address pursuant to this article upon written notice to the other party.

APPROVED AS TO FORM:

JONATHAN FOMBONNE
County Attorney

By:_____
Philip Berzins
Assistant County Attorney
CAO File No: 26GEN0368

HARRIS COUNTY

By: _____
LINA HIDALGO
County Judge

ALIEF INDEPENDENT SCHOOL DISTRICT

By: _____
Dr. Darlene Breaux
AISD Board President

By:_____
Rick Moreno
AISD Board Secretary

By:_____
Dr. Anthony Mays
AISD Superintendent

APPROVED AS TO FUNDING/BUSINESS TERMS:

By:_____
Dr. Emily Littlefield
AISD Chief Financial Officer

APPROVED AS TO FORM:

By: _____

AISD Counsel

THE STATE OF TEXAS §
§
COUNTY OF HARRIS §

ORDER OF COMMISSIONERS COURT
Authorizing Agreement

The Commissioners Court of Harris County, Texas, met in regular session at its regular term at the Harris County Administration Building in the City of Houston, Texas, on _____, with all members present except_____.

A quorum was present. Among other business, the following was transacted:

ORDER AUTHORIZING EXECUTION OF THE INTERLOCAL AGREEMENT BETWEEN HARRIS COUNTY AND ALIEF INDEPENDENT SCHOOL DISTRICT FOR SPARK PARK AT MILLER INTERMEDIATE SCHOOL

Commissioner _____ introduced an order and moved that Commissioners Court adopt the order. Commissioner_____ seconded the motion for adoption of the order. The motion, carrying with it the adoption of the order, prevailed by the following vote:

	Yes	No	Abstain
Lina Hidalgo	☐	☐	☐
Comm. Ellis	☐	☐	☐
Comm. Garcia	☐	☐	☐
Comm. Ramsey	☐	☐	☐
Comm. Briones	☐	☐	☐

The County Judge thereupon announced that the motion had duly and lawfully carried and that the order had been duly and lawfully adopted. The order adopted follows:

IT IS ORDERED that the County Judge of Harris County or her Designee is hereby authorized to execute for and on behalf of Harris County the Interlocal Agreement between Harris County and Alief Independent School District for SPARK Park at Miller Intermediate School. Said Agreement is being incorporated herein by reference and made a part hereof for all intents and purposes as though fully set forth herein word for word.

ALIEF INDEPENDENT SCHOOL DISTRICT

BOARD DOCUMENT

MEETING DATE: March 24, 2026

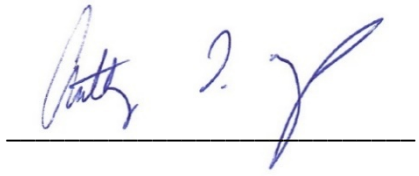
AGENDA ITEM: **Report and Presentation by Awarded Consulting Firm, MGT US, of the Results of the Disparity Study Completed in December 2025. (Charles Woods, Deputy Superintendent of Business Services)**

MGT of America Consulting LLC was the consultant firm awarded the contract to conduct a disparity study for Alief, Spring and Aldine ISD. The purchase order was issued on 6/6/2024 in the amount of $182,975.06.

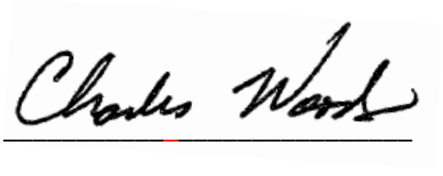
The last 19 months have been utilized to collect 5 years of purchasing transactions and data, conduct interviews of Alief ISD staff, interviews of Alief ISD vendors and comb through our 5 years of purchasing transactions to categorize and identify statistics.

The resulting report has been presented to the Board Equity Committee and now MGT will present an overview of Alief ISD results

RECOMMENDATION: Report only. Actions to be taken at a later date related to suggested actions from the report.



Dr. Anthony T. Mays
Superintendent



Charles Woods
Deputy Superintendent for Business

Alief Independent School District



2025 Disparity Study Results

Agenda







- Disparity Study Objectives
- Landscape Brief
- Disparity Study Results
- Q&A

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Disparity Study Objectives

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Disparity Study Objectives

- Determine if a disparity exists in awarding contracts to Minority- and Women-owned businesses that are ready, willing, and able to perform Construction, Engineering/Architectural Services, Professional Services, Non-Professional Services, or provide Goods on District contracts within the District’s Relevant Geographic Market Area (RGMA).

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- If such disparity exists, determine if past discrimination against Minority- and Women-owned businesses in the District's procurement categories persists due to the District's direct actions or by entities within the District’s marketplace.

Landscape Brief

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Landscape Brief

Nuziard v. Minority Business Development Agency (N.D. Tex. 2023)

- **Issue:** Nonminority business owners sued the MBDA, arguing they were excluded from MBDA programs due to unconstitutional race-based eligibility criteria.
- **Outcome:** Court struck down MBDA's race/ethnicity-based eligibility criteria.
- **Impact:** Permanent injunction—MBDA programs must now be race-neutral.

Ultima Services Corp. v. U.S. Department of Agriculture (E.D. Tenn. 2023)

- **Issue:** Challenged SBA's 8(a) program use of "rebuttable presumption" for race-based social disadvantage.
- **Outcome:** Court ruled presumption based on race alone is unconstitutional.
- **Impact:** SBA now requires detailed individual narratives for 8(a) eligibility.

Mid-America Milling Co. v. U.S. Department of Transportation (E.D. Ky. 2024)

- **Issue:** Challenged DOT's DBE program for using race/gender presumptions without sufficient evidence of past discrimination.
- **Outcome:** Court ruled DBE program not narrowly tailored, lacked justification & end point.
- **Impact:** Federal DBE structure under scrutiny; future use of race-conscious contracting may not be allowed.

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Disparity Study Framework

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Disparity Study Framework

Market Analysis

Identifies expected earnings and business formation rates of minority and women-owned firms compared to nonminority male firms "but for" discrimination

Quantitative Analysis: District's Spend

The goods and services the District purchased and from whom (Product Market and RGMA)

The estimation of firms within the Product Market and RGMA.

The comparison of what was spent to the firms in the Product Market and RGMA.

Qualitative Analysis

An understanding of businesses experiences doing business **in the marketplace, not necessarily with Alief ISD**.

This analysis may also help to understand data observed in the quantitative and market analyses.

Disparity Study Results with Actionable Remedies Tailored to Address Market Conditions

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Results

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Relevant Geographic Market Area (RGMA)

14-County RGMA consists of:

- Harris County, TX
- Austin County, TX
- Brazoria County, TX
- Chambers County, TX
- Fort Bend County, TX
- Galveston County, TX
- Liberty County, TX
- Montgomery County, TX
- San Jacinto County, TX
- Waller County, TX
- Matagorda County, TX
- Walker County, TX
- Washington County, TX
- Wharton County, TX



Market Analysis Results – Business Earnings

- What are the conditions and experiences of business owners in the 14-County RGMA?
- Overall, in the 14-County RGMA, M/WBE firms would be expected to earn 32 percent **less than** a non-minority male firm.

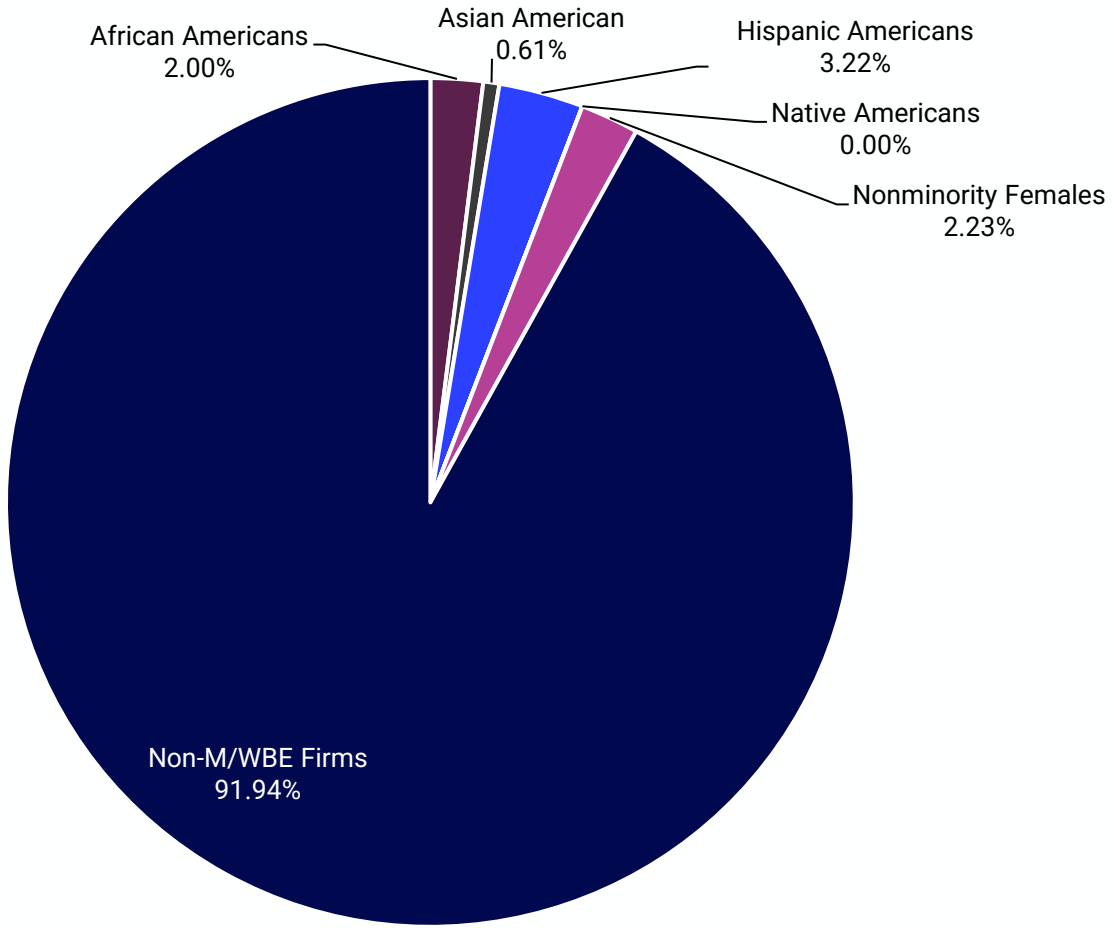
BUSINESS EARNINGS	TOTAL
African American	-43%
Asian American	-30%
Hispanic American	-16%
Native American	-35%
Minority Firms	-31%
Nonminority Women	-37%
Minority- and Nonminority-Women Firms	**-32%**

Source: PUMS data from 2019-2023 American Community Survey (Alief ISD marketplace) and MGT Impact Solutions, LLC, calculations using SPSS Statistics software.

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District's Total Spend: Utilization

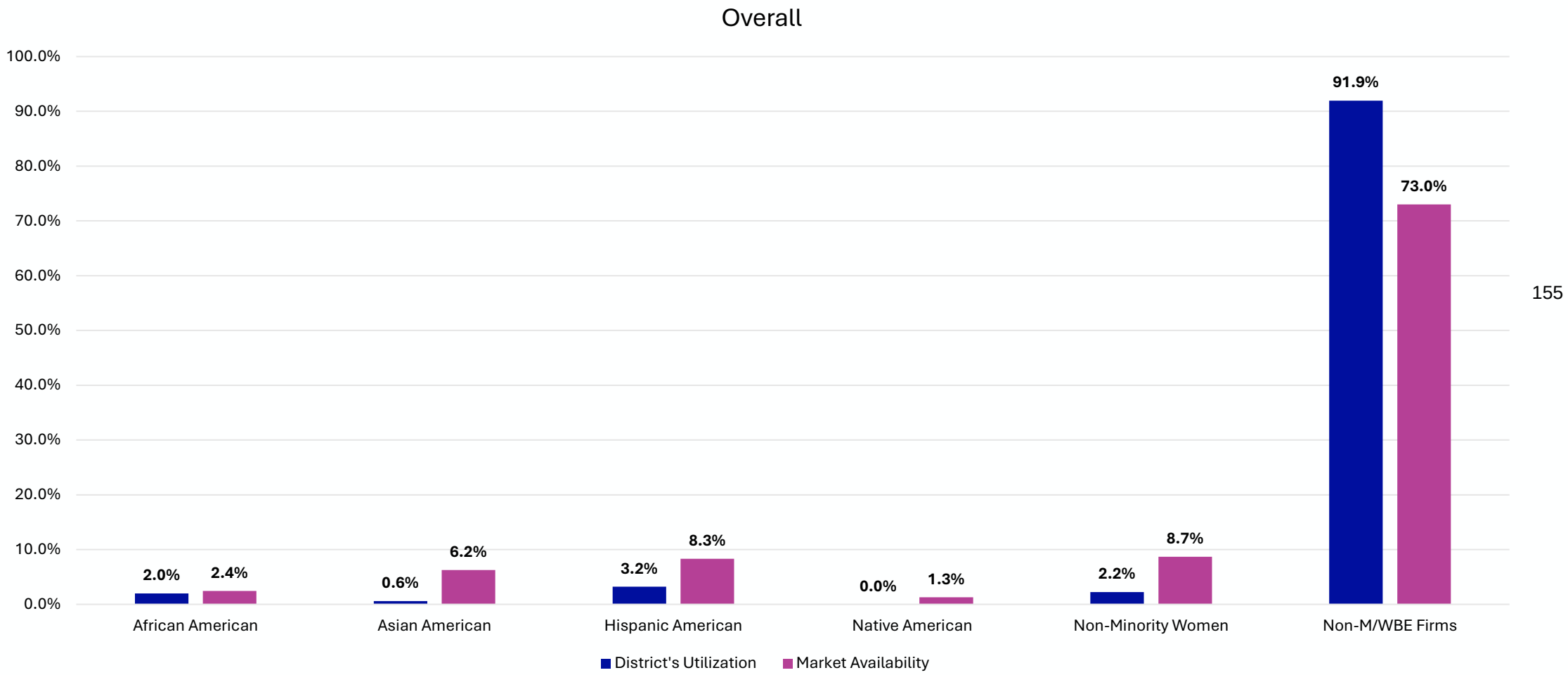
- The District's total analyzed spend was **$455.10 million.**
- The District's utilization of Non-M/WBE Firms totaled 92 percent vs **8 percent** that was spent with **M/WBE** firms.
- Non-M/WBE Firms are businesses identified as majority-owned nonminority males, publicly traded, or firms whose ownership could not be verified.



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Note: The data analyzed were within the study period from July 1, 2018 through June 30, 2023.

Utilization/Availability Results - Overall

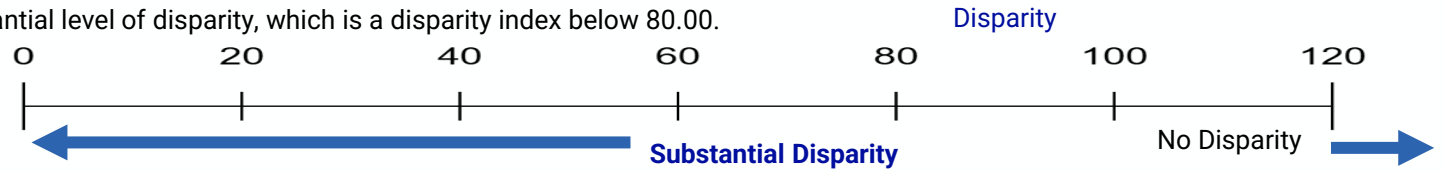


Alief ISD Disparity Results - Overall

Business Ownership Classification	Utilization	Availability	Disparity Index	Disparity Conclusion
African American	2.00%	2.43%	82.29	**Disparity**
Asian American	0.61%	6.25%	**9.78**	**Substantial Disparity**
Hispanic American	3.22%	8.33%	**38.71**	**Substantial Disparity**
Native American	0.00%	1.30%	**0.23**	**Substantial Disparity**
MBE Firms	5.83%	18.30%	**31.88**	**Substantial Disparity**
Nonminority Women	2.23%	8.68%	**25.66**	**Substantial Disparity**
M/WBE Firms	8.06%	26.99%	**29.88**	**Substantial Disparity**
Non-M/WBE Firms	91.94%	73.01%		No Disparity

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



Qualitative Results

- **Responses did not indicate intentional discrimination by the District.**

- The qualitative feedback indicated that some firms reported encountering **barriers in accessing contracting opportunities within the marketplace and not necessarily with Alief ISD**.

    - These accounts described issues such as **inconsistent treatment in procurement processes, exclusion from influential informal networks, and challenges securing capital, insurance, and bonding.**

- Summaries of anecdotal comments pointed to **lack of knowledge of procurement opportunities** and **financial barriers to obtaining capital and bonding.**



Summary of Study Findings

- **Market Analysis:** Minority and nonminority women wages, as well as earnings of self-employed M/WBE firms, were significantly less than those of nonminority males in 2019-2023.
- **Quantitative**
  - **Availability Estimates:** Firm availability was highest for Nonminority Women firms at 8.68% and Hispanic American firms at 8.33%.
  - **M/WBE Utilization:** Non-M/WBE Firms are utilized more than M/WBE firms. The District's utilization with M/WBE firms was 8.06%, with Hispanic American firms being the highest at 3.22%.
  - **Disparity Analysis:** Substantial disparities were found for minority and nonminority women firms across all procurement categories.
- **Qualitative:** M/WBEs reported experiencing barriers based on race, ethnicity, or gender in the broader marketplace, rather than from the District. Additional barriers M/WBEs noted were industry informal networks, lack of communication regarding opportunities, and financial barriers.

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Recommendations

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Study Best Practices

The recommended actions are narrowly tailored, legally defensible, and grounded in accepted disparity study methodology. Together, they are designed to directly address documented disparities while aligning with constitutional and regulatory requirements.

- **A. Implement Race- and Gender-Neutral Initiatives:** Prioritize the creation of policies and initiatives that educate, inform, and encourage business inclusion and opportunity program as a foundational step in its broader inclusion initiative to support small and local businesses, including minority- and women-owned businesses. 160
- **B. Expand and Enhance Data Collection:** Incorporate and regulate a process to collect all subcontractor data, currently not being tracked, including M/WBE, non-minority, SBE, etc. for comprehensive analysis as part of the contract with vendors.
- **C. Business Outreach and Engagement:** To address technical and professional development of SBEs and M/WBEs, the District should work with professional organizations to facilitate business growth workshops and to improve public understanding of the procurement process.

Study Best Practices

- **D. Build Professional Partnerships with Organizations:** The District should establish a formal and structured business relationship with regional public agencies and organizations that promote diverse businesses to enhance outreach and technical assistance efforts.
- **E. Ongoing Evaluation, Governance, and Training:** Institutionalize ongoing inclusive-procurement governance by strengthening race- and gender-neutral practices (process, data, outreach, training/technical assistance), reviewing results annually through an internal committee with an annual Board report, and considering legally compliant targeted remedies only if disparities persist after sustained neutral efforts.[161]

Why a Small Business Enterprise Program?

- SBE Programs are viewed by courts as a proactive, narrowly tailored approach to address previous imbalances in contracting opportunities.
- Implementing an SBE Program creates a race- and gender-neutral remedy, which aligns with existing case law.
- An SBE Program benefits all small firms, including MWBEs.
- Creates opportunities for local and small business to adequately compete for District contracts.

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Q&A

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Thank you



Alief Independent School District
2025 Disparity Study

Houston, Texas

MGT.us
316.214.3163

Alief Independent School District

2025 Disparity Study

DECEMBER 2025

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Preface

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.

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 business engagement meetings.

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

Thompson Consulting & Analytics (MBE) is an economic consulting firm that provides clients with a unique mix of core competencies that add value, regional economic research, predictive analytics and disparity research that benefit both public and private sector clients. Thompson Consulting & Analytics conducted economic impact analysis and private sector analysis.

Create A Heart Marketing (MBE) creates fully automated, highly targeted digital marketing campaigns. Their highly curated content and campaigns help service-based organizations in every industry increase their market reach, awareness, audience engagement and stakeholder support. Create A Heart designed, built, and maintained the disparity study website

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Notice

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Glossary of Terms

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

Anecdotal	A personal account of experiences of businesses doing business with or attempting to do business with Alief ISD 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 Alief ISD 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 Alief ISD's projects.
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 Alief ISD 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 M/WBE 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 Alief ISD and were paid by Alief ISD 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-M/WBE	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 Alief ISD.
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 Alief ISD 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 insignificant.
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 Alief ISD.
Utilization	Examines the expenditures and awards made to primes and subcontractors in Alief ISD'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

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E. Executive Summary

E.1 Introduction

Alief Independent School District (the District or ISD) commissioned MGT Impact Solutions to conduct a Disparity Study to evaluate potential barriers to equitable contracting opportunities for Minority- and Women-owned Business Enterprises (M/WBEs). Covering fiscal years 2019 through 2023, the Study assessed whether disparities exist in the District procurement practices and broader market conditions, and whether race- or gender-conscious remedies may be warranted.

The Study examined procurement data across five key business categories— Construction Services, Engineering/Architectural Services, Professional Services, Non-Professional Services, and Goods— and incorporated both quantitative analysis and qualitative stakeholder input. It also explored legal precedent, market dynamics, and anecdotal evidence to determine the presence and causes of disparities.

Key objectives included identifying utilization gaps, assessing the effectiveness of race- and gender-neutral measures, and determining whether systemic discrimination—either direct or passive—affects M/WBE participation. The findings will inform future policy decisions and guide the development of inclusive contracting strategies across the District.

Executive Summary Sections

E.1 Introduction
E.2 Legal Review
E.3 Review of Policies, Procedures, and Programs
E.4 Market Area and Availability Analyses
E.5 Product Market, Utilization, and Disparity Analysis
E.6 Private Sector and Nongoal Analyses
E.7 Qualitative Data Collection and Research
E.8 Key Selected Practices

E.2 Legal Reviews

MGT provides an overview of the legal standards governing race- and gender-conscious contracting programs in the United States, with a focus on public-sector procurement. Such remedial programs are subject to rigorous constitutional scrutiny under applicable federal law and Fifth Circuit precedent, requiring a demonstrated compelling governmental interest supported by strong evidence of discrimination and the adoption of remedies that are narrowly tailored to address those findings. In Texas, these federal requirements operate alongside state procurement laws and regulations, including the Texas Historically Underutilized Business (HUB) Program authorized under Texas Government Code Chapter 2161 and related administrative rules, which govern participation, eligibility, and implementation for HUB and M/WBE-related efforts in state and local contracting. During the Disparity Study period, the statewide HUB Program remained active and operative; however, Texas has announced changes to HUB definitions and administrative requirements, reinforcing that, while this review is informed by federal guidance, public entities are also accountable for compliance with evolving state-law standards when designing and implementing any remedial contracting programs.

Key Supreme Court decisions, such as *Richmond v. J.A. Croson Co.* and *Adarand v. Peña*, have established strict scrutiny as the standard for evaluating race-based programs, while gender-based programs are subject to intermediate scrutiny. Both require robust statistical and anecdotal evidence to justify remedial measures.

Recent federal court decisions have increased scrutiny of diversity and inclusion initiatives, particularly for entities receiving federal funding. Public agencies must ensure compliance with anti-discrimination laws and regularly update disparity studies to maintain a strong evidentiary foundation. Programs should prioritize race-neutral alternatives, set goals based on accurate measures of business availability, and incorporate flexibility and duration limits to minimize burdens on third parties.

Overall, the legal environment demands careful design, implementation, and documentation of supplier diversity programs to ensure constitutional defensibility and continued eligibility for federal assistance.

E.3 Review of Policies, Procedures, and Programs

Procurement policies and practices play a critical role in shaping access to public contracting opportunities. The purchasing framework reviewed reflects a commitment to equity, transparency, and efficiency in the acquisition of goods and services for Alief ISD, which is a large, diverse school district in Texas.

Alief ISD's procurement system is structured to balance centralized oversight with delegated authority for smaller purchases, ensuring that all transactions comply with federal, state, and local regulations. Competitive bidding is required for purchases above established thresholds, with clear procedures for source selection, contract approval, and vendor registration. Alief ISD utilizes a variety of procurement methods—including formal bids, competitive proposals, cooperative purchasing agreements, and informal quotes—to maximize value and encourage broad vendor participation.

Special provisions exist for Professional Services, Construction projects, emergency procurements, and sole source purchases, each governed by specific legal requirements. Alief ISD actively promotes the inclusion of minority-, women-, and small business enterprises in its procurement processes, leveraging outreach, public postings, and partnerships with local and national cooperative purchasing organizations.

Vendors seeking to do business must register through an online portal and comply with documentation and ethical standards. The district's policies emphasize fair competition, responsible stewardship of public funds, and ongoing efforts to expand opportunities for historically underutilized businesses. Frequent use of cooperative agreements and targeted outreach are integral to supporting small business development and supplier diversity.

Overall, the procurement environment is designed to foster transparency, accountability, and inclusive economic participation, while maintaining compliance with all applicable laws and regulations.

E.4 Market Area and Availability Analyses

A comprehensive analysis was conducted to define the geographic market area and estimate the availability of vendors for public procurement activities. The study focused on five key procurement categories: Construction Services, Engineering/Architectural Services, Professional Services, Non-Professional Services, and Goods.

The relevant market area was established as the 14-county Houston–Pasadena, TX Combined Statistical Area, which accounted for nearly 62 percent of total procurement spending. Within this region, the majority of spending for Construction Services (88 percent), Engineering/Architectural

Services (63 percent), Professional Services (62 percent), and Goods (53 percent) occurred, while Non-Professional Services represented a lower proportion (27 percent).

Figure E-1.
Alief ISD Relevant Market Area Map



Vendor availability was estimated using a custom census approach, surveying firms within the defined market area and categorizing them by race, ethnicity, and gender of ownership. Minority- and women-owned businesses (M/WBEs) represented approximately 27 percent of all available vendors, with Hispanic American firms comprising the largest minority group at 8.3 percent and nonminority women-owned firms at 8.7 percent. Availability rates varied by procurement category, with M/WBEs making up between 23 percent and 29 percent of available vendors, depending on the sector.

Table E-1.
Estimation of Available Firms

Race-Ethnicity-Gender	Construction Services	Engineering/ Architectural Services	Professional Services	Non-Professional Services	Goods	All Procurement Categories
AFRICAN AMERICAN	2.72%	1.14%	1.11%	4.39%	1.59%	2.43%
ASIAN AMERICAN	1.10%	5.20%	9.24%	7.29%	10.25%	6.25%
HISPANIC AMERICAN	16.05%	2.71%	6.55%	2.91%	4.27%	8.33%
NATIVE AMERICAN	0.55%	2.13%	0.91%	1.00%	2.19%	1.30%
MBE	**20.42%**	**11.18%**	**17.81%**	**15.59%**	**18.29%**	**18.30%**
NON-MINORITY WOMEN	8.31%	15.14%	11.48%	8.07%	8.18%	8.68%
M/WBE	**28.73%**	**26.32%**	**29.29%**	**23.65%**	**26.46%**	**26.99%**
Non-M/WBE	71.27%	73.68%	70.71%	76.35%	73.54%	73.01%

Source: Custom Census Analysis.

The analysis highlights the importance of accurately defining market boundaries and vendor availability to support equitable procurement practices and inform future policy decisions. Reliable data collection and robust methodologies are essential for identifying disparities and promoting inclusive contracting opportunities.

E.5 Product Market, Utilization, and Disparity Analysis

MGT conducted an in-depth analysis to evaluate the distribution of Alief ISD spending to assess the participation of minority- and women-owned businesses (M/WBEs) in contracting activities. The review covered five major procurement categories: Construction Services, Engineering/Architectural Services, Professional Services, Non-Professional Services, and Goods.

Procurement transactions were classified using industry-standard NAICS codes, revealing a diverse range of spending across more than 200 industry groups. Utilization analysis showed that M/WBEs received 8.06 percent of total contract dollars, while non-M/WBE firms accounted for 91.94 percent. The share of spending directed to M/WBEs varied by category, with higher rates in Construction Services (14.23 percent), Engineering/Architectural Services (14.56 percent), and Professional Services (14.60 percent), but notably lower rates in Non-Professional Services (3.43 percent) and Goods (2.31 percent).

Table E-2.
Utilization Analysis by Business Ownership Classification

Race-Ethnicity-Gender	Construction Services	Engineering/ Architectural Services	Professional Services	Non-Professional Services	Goods	All Procurement Categories
AFRICAN AMERICAN	5.00%	3.02%	0.00%	0.65%	0.03%	2.00%
ASIAN AMERICAN	0.21%	2.93%	5.26%	0.05%	0.10%	0.61%
HISPANIC AMERICAN	5.82%	4.08%	7.71%	1.33%	0.59%	3.22%
NATIVE AMERICAN	0.00%	0.00%	0.00%	0.00%	0.01%	0.00%
MBE	**11.03%**	**10.03%**	**12.97%**	**2.03%**	**0.73%**	**5.83%**
NON-MINORITY WOMEN	3.20%	4.53%	1.63%	1.40%	1.58%	2.23%
M/WBE	**14.23%**	**14.56%**	**14.60%**	**3.43%**	**2.31%**	**8.06%**
NON-M/WBE	85.77%	85.44%	85.40%	96.57%	97.69%	91.94%

Source: MGT developed a Master Utilization Database based on Alief ISD's financial system between July 1, 2018, through June 30, 2023.

Disparity indices were calculated to compare the proportion of contract dollars awarded to M/WBEs against their availability in the market. The results indicated substantial and statistically significant underutilization of M/WBEs in most procurement categories. For example, Asian American, Hispanic American, Native American, and nonminority women-owned firms were consistently underutilized, with disparity indices well below the threshold of 80, which signals substantial disparity. In contrast, Non-M/WBE firms were generally overutilized.

Although statistical significance alone does not confirm the presence of systemic barriers, it does suggest that the observed disparities are unlikely to occur by chance. When large gaps are both consistent across groups and statistically significant, this pattern points toward structural or systemic influences that may restrict equitable participation. Therefore, these findings offer quantitative evidence of market disparities and underscore the importance of further investigation into potential systemic obstacles, as well as the need for targeted policy measures to ensure fair and inclusive contracting opportunities.

Table E-3.
M/WBE Disparity Analysis Summary

Business Ownership Classification	Construction Services	Engineering/ Architectural Services	Professional Services	Non-Professional Services	Goods	All Procurement Categories
African Americans	No Disparity	No Disparity	**Disparity**	**Disparity**	**Disparity**	Disparity
Asian Americans	**Disparity**	**Disparity**	**Disparity**	**Disparity**	**Disparity**	**Disparity**
Hispanic Americans	**Disparity**	No Disparity	No Disparity	**Disparity**	**Disparity**	**Disparity**
Native Americans	**Disparity**	**Disparity**	**Disparity**	**Disparity**	**Disparity**	**Disparity**
Total MBE Firms	**Disparity**	Disparity	**Disparity**	**Disparity**	**Disparity**	**Disparity**
Nonminority Women	**Disparity**	**Disparity**	**Disparity**	**Disparity**	**Disparity**	**Disparity**
Total M/WBE Firms	**Disparity**	**Disparity**	**Disparity**	**Disparity**	**Disparity**	**Disparity**
Non-M/WBE Firms	No Disparity	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.
Underlined indicates statistical significance.

E.6 Private Sector and Nongoal Analyses

A comprehensive analysis of marketplace sector business activity reveals persistent and significant disparities affecting minority- and women-owned firms in the Alief ISD-area marketplace. Drawing on recent U.S. Census data, including the Annual Business Survey and the American Community Survey, the study examines business ownership, firm earnings, and self-employment rates across key industries relevant to public procurement.

Key findings include:

- **Underrepresentation and Underutilization:** Minority- and women-owned businesses make up a substantial share of all firms in the region yet consistently receive a disproportionately small share of total sales, employment, and payroll across nearly all industry sectors. Disparity indices for these groups frequently fall well below the threshold, indicating substantial underutilization.
- **Earnings and Wage Gaps:** After controlling for education, industry, geography, and other relevant factors, minority and female business owners and workers earn significantly less than their nonminority male counterparts. These wage and earnings gaps are evident across all major procurement categories, including construction, professional services, and goods.
- **Barriers to Business Formation:** Minority and female entrepreneurs are significantly less likely to be self-employed or to form businesses compared to nonminority males, even when accounting for differences in age, education, and other demographic factors.

Observed business formation rates for these groups are consistently lower than expected in an equitable market.

- **Structural Discrimination:** The persistence of these disparities, even after adjusting for a wide range of economic and demographic variables, points to systemic barriers and discriminatory dynamics in the marketplace. These barriers limit access to capital, networks, and opportunities for growth, and contribute to lower rates of business sustainability and wealth creation among historically marginalized groups.
- **Economic and Policy Implications:** The exclusion of minority- and women-owned firms from full participation in the private sector undermines economic growth, reduces competition, and perpetuates intergenerational inequities. Addressing these disparities is essential for fostering a more inclusive, innovative, and resilient local economy.

E.7 Qualitative Data Collection and Research

This section presents a high-level overview of the qualitative research conducted to understand the experiences and challenges faced by Minority- and Women-Owned Business Enterprises (M/WBEs) in the Alief ISD market area. In understanding whether Alief ISD should not be a passive participant it is important to understand what is occurring in the marketplace in with Alief is a part of. The qualitative results speak to marketplace barriers for both public and private disparate treatment. The study utilized a combination of surveys, interviews, focus groups, and outreach to professional organizations to gather insights from nearly 384 firms, with a strong emphasis on ensuring representation from M/WBE and non-M/WBE businesses across various industries.

Key findings reveal that M/WBEs encounter substantial barriers in accessing contracting opportunities. These obstacles include pervasive discrimination, double standards in procurement practices, and exclusion from influential informal industry networks. Financial challenges such as limited access to capital, insurance, and bonding further hinder the competitiveness and growth of these businesses. The research also highlights that informal relationships and networks within the marketplace often restrict fair competition, making it difficult for businesses without established connections to succeed.

Efforts to minimize nonresponse bias and ensure robust participation included multiple outreach methods and oversampling of M/WBE firms. Despite these efforts, some participants expressed apprehension about sharing their experiences due to concerns about potential retaliation, which impacted overall engagement rates.

The perspectives gathered through this qualitative research provide critical context for understanding the systemic barriers faced by M/WBEs. These insights are essential for informing policy decisions and developing targeted strategies to promote equity and inclusion in contracting opportunities. The findings underscore the importance of intentional actions to dismantle discriminatory practices and foster a more inclusive economic environment for all businesses in the market area.

E.8 Key Selected Practices

This section provides a concise overview of the key selected practices derived from the analysis of contracting and procurement within the Alief Independent School District (ISD). The study focused on identifying disparities in the utilization of Minority- and Women-Owned Business Enterprises (M/WBEs) compared to their availability in the marketplace, with the goal of informing future policy and program development.

Key Selected Practices:

- **Implement Race- and Gender-Neutral Initiatives:** Alief ISD is encouraged to implement foundational policies that support small and local businesses, including simplified procurement processes, targeted outreach, technical assistance, and resources to help businesses scale and compete.
- **Expand and Enhance Data Collection:** Address limited subcontract and fragmented award/payment data by building or enhancing a centralized electronic platform. Require primes on larger contracts to report all subcontractors and payments through standardized forms tied to unique contract identifiers in the e-procurement system.
- **Business Outreach and Engagement:** Strengthen local firms' understanding of government procurement and support their technical and professional development to advance both business and community economic growth. Ensure District personnel are proficient in procurement methodologies and align outreach with current and upcoming contracting opportunities.
- **Build Professional Partnerships:** Develop a formal, strategic partnership framework with regional public agencies and organizations that promote diverse and small businesses.
- **Ongoing Evaluation, Governance, and Training:** Periodic assessment of the economic impact of small business inclusion is recommended to ensure that programs remain effective and responsive to ongoing challenges.

These practices collectively provide a roadmap for Alief ISD to advance equity in contracting, dismantle systemic barriers, and create a more inclusive marketplace where all businesses have the opportunity to thrive.

Chapter 1 Introduction

1.1 Introduction

The Aldine, Alief, and Spring Independent School Districts, Houston, TX, (Districts or ISDs) retained MGT to conduct a Disparity Study (Study) to assess whether any discriminatory barriers or discrimination exists in its contracting procedures or within the geographic and product relevant markets (Marketplace).

Chapter Sections

1.1. Introduction
1.2. Background
1.3. Overview of Study Approach
1.4. Report Organization

1.2 Collaborative Approach and Tailored Recommendations

By working collaboratively, the Districts have leveraged their shared characteristics and geographic proximity to achieve economies of scale in conducting this Study. This joint approach enables a comprehensive and efficient analysis of contracting and procurement practices across the participating Districts.

At the same time, each District is provided with individual recommendations. These recommendations include guidance on implementing race- and gender-conscious remedies, as appropriate and justified by the study's findings. Such tailored strategies ensure that policy responses address the specific needs of each District.

Ultimately, the results and recommendations generated through this process will form the foundation for policy remedies targeted at eliminating barriers to inclusion for all segments of the business community. The policy options identified will be both legally defensible and informed by effective, established practices.

The Study also investigates other factors that may create challenges for minority- and/or women-owned enterprises (M/WBEs), potentially hindering their ability to effectively compete for Districts' contracts and procurement opportunities.

The Districts may use the information from the Study to refine their contracting policies and programs to better encourage the participation of those businesses in their contracts and procurements, and to understand whether the use of race- and gender-based measures might be appropriate in the future.

The Study period includes procurement activity from July 1, 2018, through June 30, 2023, representing fiscal years (FY) 2019 through FY 2023, and presents a rigorous, data-driven examination of the extent to which M/WBEs participate in the Districts contracting and procurement activities.

MGT examined the statistical data using the following business categories:

- Construction Services
- Engineering/Architectural Services
- Professional Services

- Non-Professional Services
- Goods

1.3 Background

Situated in the heart of Harris County, Texas, the Aldine, Alief, and Spring Independent School Districts (ISDs) collectively serve as foundational educational institutions within the Greater Houston area. Each district plays a distinct role in shaping the academic experiences of thousands of students, while reflecting the region's evolving demographic landscape and community diversity.

- **Aldine ISD**, covering over 111 square miles in north Houston, has transitioned from a historically rural district into a densely populated urban one. Currently serving more than 60,000 students, Aldine ISD is characterized by a predominantly minority population, with many students identifying as Hispanic or African American. The district has a significant presence of English Language Learners and offers a range of bilingual and dual-language programs to meet linguistic and cultural needs.
- **Alief ISD**, located in southwest Houston, is known for its remarkable cultural and linguistic diversity. Educating nearly 40,000 students, Alief ISD hosts families from a wide variety of backgrounds, including immigrant and refugee communities. The student population represents over 95 languages, and the district actively supports inclusive academic environments that reflect its global composition.
- **Spring ISD**, situated in north Harris County, serves approximately 34,000 students across several campuses. The district has experienced notable demographic shifts in recent decades, particularly a growing population of Hispanic and African American students. Spring ISD emphasizes community engagement and equity-focused strategies to support student achievement and development.

This Study centers on identifying and evaluating disparities within procurement activities across Aldine, Alief, and Spring ISDs. By comparing the Districts' contract awards and purchasing patterns against the broader market availability of vendors—particularly those that are minority- and women-owned—the analysis seeks to uncover systemic gaps in access and opportunity. The study integrates both quantitative data on procurement transactions and vendor utilization, as well as qualitative input from stakeholders, including local businesses, district procurement officials, and community representatives. Through this comprehensive approach, the study aims to illuminate structural inequities within the public contracting landscape and provide recommendations for fostering a more inclusive and representative vendor ecosystem.

1.4 Overview of Study Approach

The Districts' Study includes procurement activity from July 1, 2018 through June 30, 2023. The objectives of this Study were:

- Determine the utilization by the Districts of M/WBEs in contract and procurement activities.
- Determine if a disparity exists between the utilization of M/WBEs that are qualified and available to perform Construction Services, Engineering/Architectural Services, Professional Services, Non-Professional Services, and Goods and in the Districts' Relevant Geographic Market Area (RGMA).

- If disparity as described above does exist, determine whether the effects of any past discrimination against M/WBEs in the Districts' procurement of Construction Services, Engineering/Architectural Services, Professional Services, Non-Professional Services, and Goods exist or continue to exist within the Districts' RGMA, as a result of direct action by the ISDs, or as a result of the Districts' role as a passive participant in discriminatory behavior practiced by entities that do business with them.
- If disparity does exist between the utilization of M/WBEs in the Districts' 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 Districts' goals for its remedial M/WBE 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 Districts? (Chapter 8)
2. How does case law inform the research methodology for Districts' 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. Do the Districts 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 M/WBE 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 Services, Engineering/Architectural Services, Professional Services, Non-Professional Services, and Goods procurement categories to identify with particularity whether a statistical disparity exists. A statistical disparity demonstrates whether the Districts are passive participants in private sector discrimination and/or lingering effects of past discrimination exist that give rise to a compelling governmental interest for remedial measures.

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 Districts' policies, procedures, and programs.
- Conduct public engagement meetings.

- Determine the Districts' geographic and product markets.
- Analyze disparities in the private sector.
- Conduct utilization analysis.
- Determine the availability of qualified firms.
- Analyze prime and subcontractor utilization and availability for disparity.
- Conduct a survey of business owners.
- Collect and analyze anecdotal information.
- Prepare and present draft and final reports for the Study.

1.5 Report Organization

In addition to this introductory chapter, the Alief ISD's Disparity Study report consists of:

CHAPTER 2	**LEGAL REVIEW** **Chapter 2** 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.
CHAPTER 3	**REVIEW OF POLICIES, PROCEDURES, AND PROGRAMS** **Chapter 3** provides MGT's analysis of the District' race- and gender-neutral, and race- and gender-conscious policies, procedures, and programs.
CHAPTER 4	**MARKET AREA AND AVAILABILITY ANALYSES** Chapter 4 presents the methodology used to determine the District relevant geographic market area and the analysis of availability estimates within the relevant geographic market area.
CHAPTER 5	**PRODUCT MARKET, UTILIZATION, AND DISPARITY ANALYSES** **Chapter 5** presents the product market and analyses of vendor utilization by the District for the procurement of Construction Services, Engineering/Architectural Services, Professional Services, Non-Professional Services, and Goods, and the disparity between the availability and utilization of M/WBEs by the District.
CHAPTER 6	**PRIVATE SECTOR (MARKETPLACE) ANALYSIS** **Chapter 6** provides an analysis of the disparities present in the private sector and their effect on M/WBEs. This private sector analysis demonstrates why remedial measures are necessary to ensure the District does not become a passive participant in private sector discrimination.
CHAPTER 7	**QUALITATIVE DATA COLLECTION AND RESEARCH**

	Chapter 7 contains an analysis of qualitative data collected from the survey of business owners, one-on-one interviews, and focus groups
CHAPTER 8	**FINDINGS, COMMENDATIONS, AND RECOMMENDATIONS** **Chapter 8** summarizes the findings, commendations, and recommendations based upon the analyses presented in this Study.
APPENDICES	The **appendices** contain additional analyses, supporting documentation, and data.

Chapter 2 Legal Review

2.1 Introduction

Chapter Sections

2.1 Introduction
2.2 Scrutiny Standards for Race- and Gender-Specific Programs
2.3 Strict Scrutiny Analysis
2.4 Recent Decisions
2.5 Conclusions

This chapter provides the legal background for the Disparity Study and the context for the statistical analysis and anecdotal evidence that follow. The material that follows does not constitute legal advice to the Districts regarding minority- and women-owned business enterprise (M/WBE) initiatives, Historically Underutilized Business (HUB) efforts, or any other matter; rather, it summarizes the federal constitutional framework (including Fifth Circuit precedent governing race- and sex-conscious contracting programs) alongside the Texas procurement and contracting requirements that materially affect program design and implementation. In Texas, the statewide HUB Program is administered under Texas Government Code Chapter 2161 and related Comptroller rules (including 34 Texas Administrative Code, Chapter 20), which establish, and periodically revise, eligibility standards and program administration for HUB participation in state procurement. During the Disparity Study period, the statewide HUB Program remained in effect and is treated in this report as an active component of the relevant legal and policy landscape; however, Texas has also publicly announced recent changes affecting the HUB framework (including changes to how HUB eligibility is defined and administered), underscoring that, although this review is informed by federal guidance, Districts remain accountable for state-law compliance in implementation. Consistent with MGT practice, this chapter is drafted for the Fifth Circuit and Texas legal environment on this subject matter and was reviewed for relevant authority and developments current as of publication.

The Supreme Court decisions in *Richmond v. J. A. Croson Co. (Croson)*,[1] and *Adarand v. Peña (Adarand III)*[2] 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 *Kossman 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

[1] *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.
[2] *Adarand Constructors v. Pena,* 515 U.S. 200 (1995).

under intermediate scrutiny[3]. 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 Districts. 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.

Recent shifts in the federal legal and regulatory environment underscore potential risks for public entities that receive federal funding, particularly in the wake of the Supreme Court's decision in *Students for Fair Admissions, Inc. v. President & Fellows of Harvard College* (2023). That ruling, while arising in the higher education context, has influenced broader interpretations of federal anti-discrimination statutes such as Title VI of the Civil Rights Act of 1964. Federal guidance and enforcement actions increasingly emphasize that recipients of federal funds must ensure compliance with all applicable non-discrimination requirements and avoid implementing programs—whether under the banner of diversity, equity, and inclusion (DEI) or otherwise—that could be construed as engaging in race- or gender-based classifications. For public sector agencies like the Districts, these evolving interpretations may require heightened vigilance in the design, implementation, and documentation of any supplier diversity programs to ensure they remain both constitutionally defensible and compliant with federal funding conditions. While these developments do not alter existing constitutional standards under *Croson* and *Adarand,* they may increase scrutiny of recipient certifications and the potential risk to continued eligibility for federal assistance.

2.2 Scrutiny Standards for Race- and Gender-Specific Programs

2.2.1 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."[4]

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

[3] *Kossman 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).
[4] *Croson,* 488 U.S. at 480.

Richmond Plan, and the Supreme Court affirmed this decision.[5] 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 to conclude that the underutilization of minorities is a product of past discrimination.[6]

2.2.2 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."[7]

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 Company v. King County* 941 F.2d 910 (9th Cir. 1991), *cert. denied,* 502 U.S. 1033 (1992),[8] 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."[9]

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.[10] 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."[11] 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

[5] *Id.* at 511.
[6] *Id.* at 488.
[7] *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).
[8] 961 F.2d 910 (9th Cir. 1991), *cert. denied,* 502 U.S. 1033 (1992).
[9] *Coral Construction v. King County,* 941 F.2d at 932.
[10] *See, e.g., Concrete Works II,* 321 F.3d 950 (10th Cir. 2003); *Coral Construction Co. v. King County,* 941 F.2d 910 (9th 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 (11th Cir. 1997).
[11] *AGC v. California*, 713 F.3d 1187, 1195 (9th 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 (6th Cir. 1987); *Associated General Contractors of California v. City and County of San Francisco,* 813 F .2d 922, 940 (9th Cir. 1987).

discrimination cases, and a gender-conscious program may be upheld as long as it is substantially related to an important governmental objective.[12]

2.3 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.

2.3.1 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.[13] Second, "the governmental actor enacting the set-aside program must have somehow perpetuated the discrimination to be remedied by the program,"[14] either actively or at least passively, with "the infusion of tax dollars into a discriminatory industry."[15]

2.3.1.1 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.[16] 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.[17] To meet this more precise requirement, courts, including in the Fifth circuit, have accepted the use of a disparity index[18].[19]

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.[20] Following *Croson's* guidance on availability, lower courts have considered how legislative bodies may determine the

[12] *Engineering Contractors,* 122 F.3d at 908 (11th Cir. 1997).
[13] *Croson*, 488 U.S. at 492, 509-10.
[14] *Coral Const. Co. v. King County*, 941 F.2d 910, 916 (9th Cir. 1991).
[15] *Id.* at 922.
[16] *Croson*, 488 U.S. at 501-02.
[17] *Id.* at 503-04.
[18] The disparity index is the ratio of the percentage of utilization and the percentage of availability for a particular demographic group times 100.
[19] *W H Scott Constr. Co. v. City of Jackson*, 199 F.3d 206, 218 (5th Cir. 1999) and *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).
[20] *Id.* at 498.

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."[21]

In particular, MBEs are deemed to be "available" if they are ready, willing, and able[22] to perform. In determining the 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.[23]

For similar reasons, the Southern District of Texas in *Kossman*, 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 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"[24].

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.[25] 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."[26] 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.[27]

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

[21] *W H Scott Constr. Co. v. City of Jackson*, 199 F.3d 206, 218 (5th Cir. 1999).
[22] *Richmond v. J. A. Croson Co.*, 488 U.S. 469, 509 (1989).
[23] *N. Contracting, Inc. v. Illinois,* 473 F.3d 715, 723 (7th Cir. 2007).
[24] *Kossman Contracting v. City of Houston*, No. H-14-1203, 2016 U.S. Dist. LEXIS 37708, at *60 (S.D. Tex. Feb. 16, 2016).
[25] *Croson*, 488 U.S. at 729-730.
[26] *Western States Paving*, 407 F.3d at 995.
[27] *Coral Construction*, 941 F.2d at 925.

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"[28].

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)[29]. 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."[30] 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."[31] 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.[32] Accordingly, data from the Denver MSA was "adequately particularized for strict scrutiny purposes."[33]

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."[34]

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."[35]

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."[36] Along these lines, the Fourth

[28] *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)
[29] *Concrete Works of Colorado, Inc. v. City and County of Denver*, 36 F.3d 1513, 1520 (10th Cir. 1994).
[30] Id.
[31] Id.
[32] Id.
[33] Id.
[34] H.B. Rowe Co., Inc. v. Tippett, 615 F.3d 233, 247 (4th Cir. 2010).
[35] Concrete Works IV, 321 F.3d 950, 981, 983 (10th Cir. 2003).
[36] H.B. Rowe., Inc. v. Tippett, 615 F.3d at 243-244.

Circuit noted that the average subcontract awarded to nonminority male subcontractors was more than double the size of subcontracts won by MBE subcontractors.[37]

The Southern District of Texas considered what evidence would suffice to show discrimination in the relevant market in *Kossman Contracting v. City of Houston.*[38] 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."[39] 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."[40]

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.[41] In *Rowe,* the court noted that the NCDOT study focused on disparity ratios lower than 80 percent and conducted t-tests of statistical significance.[42]

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 participation—are not considered significant.[43] 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.[44] 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."[45]

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."[46] 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.

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[37] Id. at 245.
[38] 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).
[39] Id. at 218.
[40] Id. at 218 n.11.
[41] Contractors Ass'n v. City of Philadelphia, 91 F.3d 586, 603 (3d Cir. 1996).
[42] H.B. Rowe., Inc. v. Tippett, 615 F.3d at 245.
[43] Eng'g Contrs. Ass'n of S. Florida, Inc., 122 F.3d at 914.
[44] Id. at 914, citing 29 C.F.R. § 1607.4D (concerning the disparate impact guidelines and threshold used in employment cases).
[45] 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).
[46] 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 (11th Cir. 1994) (quoting Waisome v. Port Authority, 948 F.2d 1370, 1376 (2nd Cir. 1991)).

Further, the interpretations of the studies must not assume discrimination has caused the disparities, but must account for alternative explanations of the statistical patterns.[47] 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.[48] In *Engineering Contractors* there was a separate analysis of prime contracting and subcontracting.[49]

2.3.1.2 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.[50] 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."[51]

2.3.1.3 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 serve to finance the evil of *private* prejudice."[52] *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."[53] 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."[54]

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.[55] 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[56].

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[47] Eng'g Contrs. Ass'n of S. Florida, Inc., 122 F 3d at 922.
[48] Contrs. Ass'n of E. Pennsylvania, Inc., 91 F.3d at 599 (3rd Cir.); W.H. Schott Constr. Co., 199 F. 3d at 218 (5th Cir.)
[49] Eng'g Contrs. Ass'n of S. Florida, Inc., 122 F.3d 895, 920.
[50] 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).
[51] 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 (9th Cir. 2005) and Sherbrooke Turf, Inc. v. Minn. DOT, 345 F.3d 964 (8th Cir. 2003)).
[52] Coral Cons Co., 941 F.2d at 922 (citing Croson, 488 U.S. at 492) (emphasis added).
[53] 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).
[54] Croson, 488 U.S. at 492.
[55] Concrete Works IV, 321 F.3d at 969.
[56] Adarand Constructors, Inc. v. Slater, 228 F.3d 1147 (10th Cir. 2000).

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.[57] 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.[58]

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.[59] The Seventh Circuit held that this evidence was largely irrelevant.[60] 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.[61] 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.[62]

2.3.1.4 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."[63]

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."[64]

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

[57] Engineering Contrs. Ass'n v. Metropolitan Dade County, 122 F.3d at 921-22.
[58] *Id.* at 922.
[59] *Builders Ass'n of Greater Chicago v. County of Cook*, 123 F. Supp. 2d 1087 (N.D. Ill. 2000).
[60] *Builders Ass'n of Greater Chicago v. County of Cook*, 256 F.3d 642, 645 (7th Cir. 2001).
[61] *Id.*
[62] *Id.*
[63] *Croson*, 488 U.S. at 509; *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).
[64] *H.B. Rowe,* 615 F.3d at 251.

witness' perspective and including the witness' perceptions."[65] 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*.[66] 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*.[67] 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."[68]

The court also ruled that the City was under no burden to identify every instance of discriminatory practices or policies.[69] 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."[70] 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 either refute the incidents described by Denver's witnesses or to relate their own perceptions on discrimination in the Denver construction industry."[71]

2.3.2 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.[72] The Fifth Circuit relies on the factors enunciated in *United States v. Paradise*[73]. 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

[65] *Id.* at 249 (quoting *Concrete Works*, 321 F.3d at 989).
[66] *AGCC II*, 950 F.2d 1401, 1414-15 (9th Cir. 1991).
[67] *Id.* at1415-1416.
68 Id. at 1416. This evidence came from 10 public hearings and "numerous written submissions from the public." Id. at 1414.
69 Id. at 1416 n.11.
70 Id. at 1416.
71 Concrete Works IV, 321 F.3d 950, 989 (10th Cir. 2003).
72 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).
73 Dean v. City of Shreveport, 438 F.3d 448 citing United States v. Paradise, 480 U.S. 149.

relevant labor market;" and (4) "the impact of the relief on the rights of third parties.[74]

The Ninth Circuit in *Western States Paving Co. v. Washington State DOT*[75] 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."[76] 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.[77] 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."[78] 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."[79] The court also cited *Builders Ass'n of Greater Chicago v. County of Cook*, 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.[80]

74 United States v. Paradise, 480 U.S. 149 at 171.
75 W. States Paving Co. v. Wash. State DOT, 407 F.3d 983 (9th Cir. 2005)
76 488 U.S. at 478, 109 S.Ct. 706 (second alteration in original).
77 *Id.* at 714, 109 S.Ct. 706.
78 *Id.*
79 *Id.*
80 *AGC v. Caltrans*, No. 11-16228, at 4.

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.

2.3.2.1 Race-Neutral Alternatives

Concerning race-neutral alternatives, Justice O'Connor in *Croson* 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"[81] (emphasis in the original). The Court further noted that disparities persisted despite NCDOT employing these race-neutral initiatives.

2.3.2.2 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).[82]

2.3.2.3 Relationship of Goals to Availability

Narrow tailoring under the *Croson* standard requires that remedial goals be in line with measured availability. Setting percentages arbitrarily have played a vital part in finding programs unconstitutional, as evident with what the city of Richmond did in *Croson*. Setting goal percentages need to be based on statistical studies.[83]

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.[84]

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

[81] *H.B. Rowe,* 615 F.3d at 252.
[82] See, e.g., *Sherbrooke and Gross Seed*, 345 F.3d 964 (2003).
[83] *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.
[84] *H.B. Rowe*, 615 F.3d at 253.

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."[85]

2.3.2.4 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.[86]

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."[87] The court recognized that the TEA-21 DBE regulations explicitly prohibit the use of quotas.[88] 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.[89] 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.[90] TEA-21 therefore provides for a flexible system of contracting goals that contrasts sharply with the rigid quotas invalidated in *Croson*.[91]

2.3.2.5 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.[92] 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.[93]

2.3.2.6 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

[85] *Eng'g. Contr. of S. Florida, Inc.* 122 F.3d at 927.
[86] *Kossman Contracting v. City of Hous.,* No. H-14-1203, 2016 U.S. Dist. LEXIS 37708, at *68 (S.D. Tex. Feb. 16, 2016).
[87] 539 U.S. 306.
[88] 49 C.F.R. § 26.43(a).
[89] *Id.* § 26.53(a).
[90] *Id.* § 26.47(a).
[91] *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").
[92] 49 C.F.R. § 26.53.
[93] *H.B. Rowe*, 615 F.3d at 254.

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."[94]

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. 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"[95] lumping all minority groups together may provide a preference for groups where no discrimination was found.

2.3.3 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.[96]

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 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

[94] *Croson,* 488 U.S. at 506.
[95] N.C. Gen. Stat. § 136-28.4(c)(2).
[96] *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").

action program must be "limited to those groups that have actually suffered discrimination."[97] 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."[98]

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); 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."[99] 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…"[100] That is, states are not

[97] *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 (9th Cir. 2013).
[98] *Id.* at 993 (citing *United States v. Paradise,* 480 U.S. 149 (1987).
[99] *Id.* at 994 (citing *Adarand VII,* 228 F.3d at 1179).
[100] *AGC v. Caltrans*, No. 11-16228, at 23; *Western States Paving*, 407 F.3d at 995, 997-98.

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."[101] The court recognized that the TEA-21 DBE regulations explicitly prohibit the use of quotas.[102] 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.[103] 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.[104] TEA-21, therefore, provides for a flexible system of contracting goals that contrasts sharply with the rigid quotas invalidated in *Croson*.[105]

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."[106]

2.4 Recent Decisions

Recent court decisions and administrative actions have the potential to affect M/W/DBE programs across the country. As these rulings reinterpret constitutional and statutory standards related to race-conscious contracting and equal protection, state and local governments that administer federally funded programs may face new compliance challenges. In particular, agencies and contractors must navigate evolving requirements concerning program justification, data collection, and race-neutral alternatives.

At the same time, these developments could introduce new limitations on federally funded programs, such as tighter restrictions on the use of race- or gender-based criteria, increased evidentiary burdens to demonstrate past discrimination, and greater scrutiny from oversight bodies. These constraints may reduce the flexibility of agencies to design inclusive procurement programs, potentially affecting participation rates and access to federal contracting opportunities among minority- and women-owned firms.

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[101] 539 U.S. 306.
[102] 49 C.F.R. § 26.43(a).
[103] *Id.* § 26.53(a).
[104] *Id.* § 26.47(a).
[105] *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").
[106] *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)).

This section summarizes the key legal and policy decisions shaping these dynamics and explores their implications for M/W/DBE programs moving forward.

2.4.1 Vitolo v. Guzman, 540 F. Supp. 3d 765 (E.D. Tenn. 2021)

*Vitolo v. Guzman i*nvolves a challenge to the U.S. Small Business Administration's (SBA) implementation of the Restaurant Revitalization Fund (RRF) under the American Rescue Plan Act (ARPA). The case primarily focused on the SBA's prioritization of certain applicants for emergency grants based on gender, veteran status, and social or economic disadvantage. The plaintiffs were a group of restaurant owners, including Vitolo, who argued that this prioritization violated their rights because they were not given the same opportunity to apply for grants during this initial priority period. The plaintiffs brought the case to court, challenging the SBA's prioritization as unconstitutional and discriminatory under the Equal Protection Clause of the Constitution.

The court concluded that the SBA's prioritization scheme violated the Equal Protection Clause. The court found that the government's use of race- and gender-conscious criteria in the distribution of pandemic relief funds did not meet the strict scrutiny standard of review, which is required for policies that distinguish between groups based on race. The court held that the SBA's action was not sufficiently justified by a compelling governmental interest, which is necessary to uphold such distinctions under constitutional scrutiny. Essentially, the court found that the prioritization process, as implemented, was not narrowly tailored to address discrimination or ensure equitable relief distribution.

2.4.2 Students for Fair Admissions, Inc. v. President and Fellows of Harvard College, 600 U.S. 181 (2023)

The case was brought by Students for Fair Admissions (SFFA), an organization that challenged Harvard's admissions practices, asserting that the university's race-conscious policy discriminated against Asian American applicants. SFFA alleged that Harvard's use of race as a factor in its holistic process resulted in Asian American applicants receiving comparatively lower ratings on subjective measures, such as personal qualities, than applicants from other racial backgrounds. Harvard defended its policy as necessary to achieve diversity and argued that its approach was consistent with prior Supreme Court precedent, including *Grutter v. Bollinger* (2003), which permitted consideration of race as one factor among many in admissions.

The Supreme Court concluded that, although diversity in higher education can be a compelling interest, Harvard's use of race was not narrowly tailored to achieve that interest. The Court reasoned that race-neutral alternatives—such as weighting socioeconomic background, expanding outreach, or strengthening pipelines for underrepresented groups—were available to advance diversity goals without using race. Applying strict scrutiny, the Court determined that Harvard's policy failed the narrow-tailoring requirement and that the admissions practices produced discriminatory effects on Asian American applicants, particularly in the evaluation of subjective criteria. The Court underscored that admissions processes must operate fairly and may not disadvantage any racial or ethnic group.

The opinion also clarified the distinct scopes of constitutional and statutory prohibitions. As the Court stated: "The Equal Protection Clause operates on States. It does not purport to regulate the conduct of private parties. By contrast, Title VI applies to recipients of federal funds—Under Title

VI, it is always unlawful to discriminate among persons even in part because of race, color, or national origin."[107]

In light of this framework, it is prudent for any school district that receives federal funds to account for Executive Order 14173 § 3(b)(iv). As described, a recipient of federal funds must certify compliance, in all respects, with applicable federal anti-discrimination laws; such certification is material to the government's payment decisions for purposes of 31 U.S.C. § 3729(b)(4). It is likewise prudent for a recipient to ensure that it does not operate programs—including DEI initiatives—in a manner that would contravene any applicable federal anti-discrimination laws.

Based on SFFA's reasoning and the compliance representations contemplated by Executive Order 14173, there exists a potential risk to a district's federal funding if any program is found non-compliant with Title VI or other applicable federal requirements.

2.4.3 Nuziard et al v. Minority Business Development Agency et al, No. 4:2023cv00278 - Document 27 (N.D. Tex. 2023)

In *Nuziard v. Minority Business Development Agency*, three individual white business owners filed this lawsuit in the U.S. District Court for the Northern District of Texas, Fort Worth Division under the Equal Protection clause of the U.S. Constitution and the Administrative Procedure Act (5 U.S.C. § 706). They claimed that President Joseph R. Biden, Jr., Secretary of Commerce Gina M. Raimondo, and the Minority Business Development Agency (MBDA) had unlawfully discriminated against them by creating and implementing race and ethnicity requirements for the MBDA Business Center Program and other MBDA services, which excluded them as white business owners.

Plaintiffs argued that the MBDA's strict racial and ethnic qualifications violated the Constitution and the APA. With regard to the Constitution, Plaintiffs contended that pursuant to Students for Fair Admissions v. Harvard, the MBDA's racial presumption violated the Equal Protection guarantees of the Fifth Amendment's Due Process Clause. The court granted summary judgment on constitutional grounds, finding that the MBDA's racial presumption failed a strict scrutiny analysis and thus violated the Fifth Amendment's equal protection guarantee and ordered a permanent injunction.

2.4.4 Ultima Servs. Corp. v. U.S. Dep't of Agric., 683 F. Supp. 3d 745 (E.D. Tenn. 2023)

In *Ultima Services Corp. v. U.S. Department of Agriculture*, the U.S. District Court for the Eastern District of Tennessee issued an injunction against the U.S. Small Business Administration (SBA), preventing it from using a "rebuttable presumption" that individuals from certain racial groups are socially disadvantaged when determining eligibility for its 8(a) Business Development Program. Ultima Services had a longstanding relationship with the U.S. Department of Agriculture (USDA), providing administrative and technical services since 2004. However, in 2018, the USDA chose not to extend its four indefinite-delivery, indefinite-quantity contracts with Ultima. Instead, the USDA set these contracts aside for participation in the 8(a) Business Development Program, which is specifically designed for socially and economically disadvantaged businesses. Some of

[107] Students for Fair Admissions, Inc. v. President & Fellows of Harv. Coll., 600 U.S. 181, 308, 143 S. Ct. 2141, 2220 (2023).

these contracts were even awarded on a sole-source basis to businesses that participated in the 8(a) program. Since Ultima Services Corp. was not a participant in the 8(a) program, it was ineligible to compete for these contracts once they were redesignated for 8(a) program participants. This exclusion had significant financial consequences for Ultima, as it could no longer compete for contracts it had previously performed.

Ultima Services sued the Small Business Administration (SBA) and the USDA in 2020 under the Fifth Amendment's Equal Protection Clause. The lawsuit argued that the use of racial classifications by the USDA and SBA in setting aside contracts for 8(a) program participants violated the constitutional principle of equal protection. The Equal Protection Clause requires that any use of racial classifications by the government be subject to strict scrutiny.

As part of its ruling, the court issued an injunction, preventing the SBA from determining eligibility for the 8(a) program based on a rebuttable presumption that individuals from certain racial groups (e.g., African Americans, Hispanics, Native Americans) are automatically considered socially disadvantaged. The court's decision was grounded in its conclusion that the rebuttable presumption was unconstitutional, as it did not meet the strict scrutiny standard. The government could not justify a blanket racial classification for social disadvantage without demonstrating that such a policy was narrowly tailored and served a compelling governmental interest. The decision relied in large part on the U.S. Supreme Court's June 2023 landmark decision, *Students for Fair Admissions (SFFA)*.

2.4.5 Mid-America Milling Company v. U.S. Department of Transportation, No. 3:2023cv00072 - Document 44 (E.D. Ky. 2024)

In *Mid-America Milling Company v. U.S. Department of Transportation,* Mid-America Milling, a company that is not owned by a socially disadvantaged individual under the DOT's presumption, contested that the use of race- and gender-based presumptions in the DBE program was discriminatory. The company argued that this policy violated the Equal Protection Clause of the Fifth Amendment, which prohibits discrimination by the federal government based on race or gender. Specifically, Mid-America contended that the presumption unfairly favored certain groups over others, disregarding the individual circumstances of business owners.

The *Mid-America* court followed reasoning from *Ultima Services Corp*., in which the court determined that the Small Business Administration's (SBA) use of a race-based rebuttable presumption in its 8(a) Business Development Program was not justified because the SBA did not present sufficient, specific evidence of past discrimination that directly harmed the groups covered by the presumption. Similarly, in Mid-America, the court acknowledged that there is general evidence of discrimination against minority-owned businesses in the past. However, it concluded that the USDOT did not present specific evidence of past discrimination against the particular racial and ethnic groups that benefit from the rebuttable presumption under its DBE program. The court found this lack of precise evidence significant because it suggested that the race-based presumption was not supported by adequate facts that could demonstrate a compelling governmental interest in the context of the program.

The court cited *Students for Fair Admissions*, in which the U.S. Supreme Court reaffirmed that race-based classifications must be narrowly tailored to address the specific discrimination they seek to remedy. This means that the government must prove that the use of race is essential to achieving its objective and that no other means would suffice. In *Mid-America*, the court found that the USDOT's DBE program was not narrowly tailored because it grants race-based

preferences to only certain minority groups while excluding others. The court raised concerns that the federal government has acknowledged discrimination against minority-owned businesses generally, but the program's presumption favors only a subset of those minority groups without providing clear justification for this selective approach.

The court further emphasized that the DBE program lacked a logical endpoint. Citing *Grutter v. Bollinger*, a Supreme Court case on affirmative action in higher education, the court pointed out that any race-conscious program must be tied to a foreseeable conclusion or end date. Since the DBE program did not appear to have a clear plan for concluding or assessing the continuing need for race-based preferences, it failed to meet this requirement for narrow tailoring.

As of late 2025, *Mid-America Milling Company v. U.S. Department of Transportation* remains active in post-judgment proceedings. The federal district court's decision, issued in mid-2024, granted declaratory relief in favor of Mid-America Milling, finding aspects of the DBE program unconstitutional as applied, but stayed enforcement of its ruling pending appeal. The U.S. Department of Transportation has appealed the decision to the U.S. Court of Appeals for the Eighth Circuit, which is currently reviewing the constitutional validity of the DBE program's race- and gender-based presumptions. The outcome of the appeal will likely shape the federal government's continued implementation of the DBE program and may influence similar challenges nationwide. In the interim, the USDOT has advised state and local recipients of federal transportation funds to continue operating DBE programs in compliance with existing regulations, while also monitoring the litigation's developments closely.

2.5 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.*[108] The case addressed an equal-protection challenge to the City of Houston's 2013 Small/Minority Business Enterprise Program for Construction Contracts. This 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,

[108] *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)

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 any 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 the 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.

Additionally, 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.

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.

Chapter 3 Review of Policies, Procedures and Programs

3.1 Introduction

The policies and practices surrounding procurement have a profound effect on businesses aspiring to provide goods and services to governmental bodies. A review of this procurement and contracting policy is a key component for conducting a legally sound disparity study. **Chapter 3** delves into the Alief Independent School District's (the District) procurement and contracting regulations, procedures, and initiatives, which are designed to ensure the participation of all interested parties in the District's procurement and contracting activities.

Chapter Sections

3.1 Introduction
3.2 Methodology
3.3 Purchasing Responsibilities and Policies
3.4 Source Selection
3.5 Doing Business with the District
3.6 Procurement and Program Policy Summary

This chapter summarizes the current procurement framework used by the District's Purchasing Department, the source selection methods the District applies at different dollar thresholds, business inclusion touchpoints that affect minority- and/or women-owned firms, and the practical steps vendors must take to do business with the District. Where applicable, the chapter also situates the District's practice within Texas Education Code (TEC) and Texas Education Agency (TEA) guidance.

3.2 Methodology

A multi-faceted approach was used to conduct the procurement and policy review, which included reviewing source documents and regulations related to procurement and contracting. MGT used its methodology that has been refined over 250 disparity studies, which includes developing an understanding of the District's organizational structure and procurement roles and responsibilities of the Purchasing Department. The policy review was conducted with the complete cooperation of the District 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 and contract-related documents. Procurement policies and practices were also reviewed and discussed with staff to better understand how such policies are operationalized throughout the District and their perceived impact on businesses currently doing or seeking to do business with the District. However, the full effect of these policies and procedures can only be made in conjunction with the statistical and anecdotal evidence in **Chapters 4**, **5**, and **7** of this report. The review of policies and procedures included the following steps:

- Finalizing the scope and parameters of the policy review.
- Collecting, reviewing, and summarizing the District's contracting and procurement policies.

- Reviewing applicable federal, State of Texas, and District regulations and laws pertaining to procurement.
- Facilitating discussions with staff regarding procurement, small business, and supplier diversity policies, and responsibilities in the District's procurement process.
- Navigating the District's website to help inform areas of inquiry and to identify information and resources available to businesses seeking opportunities with the District.
- Analyzing data and information gathered throughout the policy review to develop key findings and recommendations.

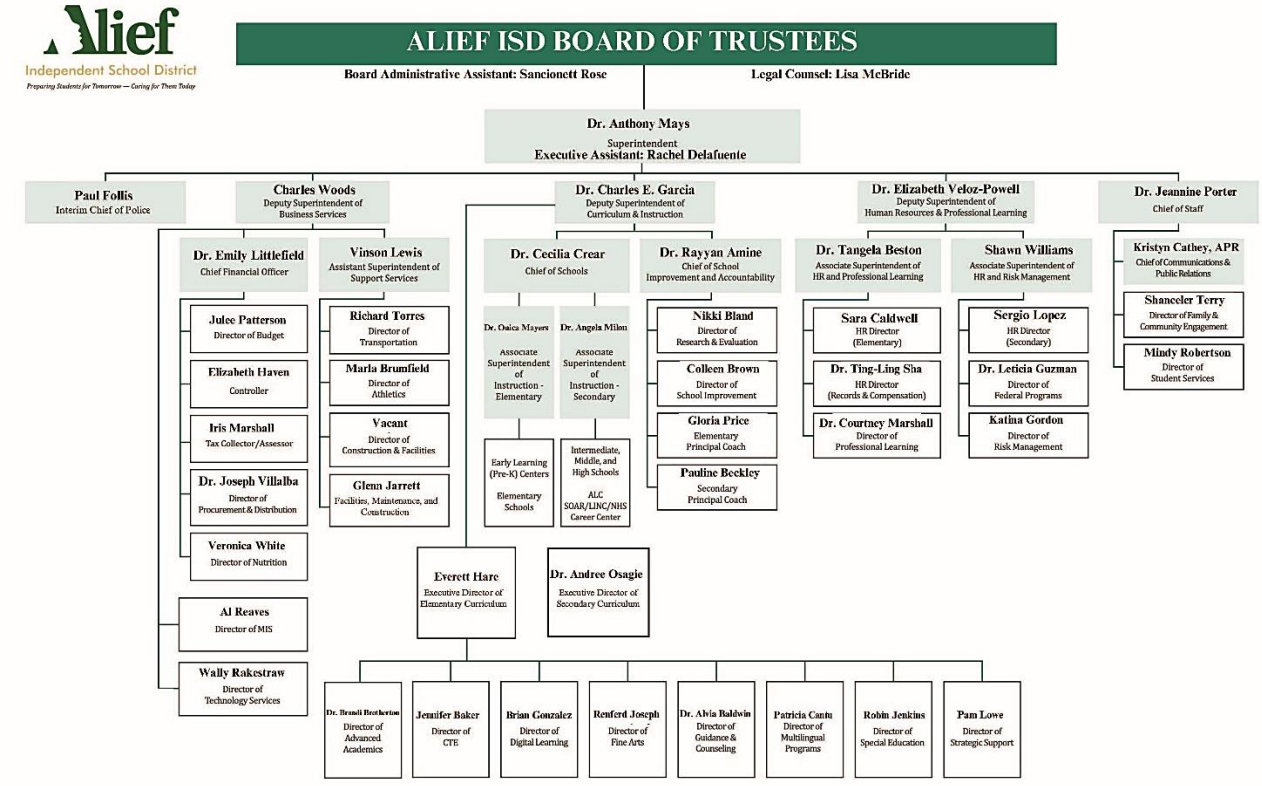
3.3 Purchasing Responsibilities and Policies

The District's Purchasing Department is situated within Business Services and is "committed to promoting equity and inclusion in its operations. The purchasing team aims to ensure that public funds are expended responsibly, vendors are treated fairly and respectfully, and all interactions are conducted professionally".[109] The District requires collaboration and coordination between various departments (shown in

[109] Alief Independent School District. "Purchasing." Alief Independent School District. Accessed November 6, 2025. https://www.aliefisd.net/o/aisd/page/purchasing

Exhibit 3-1) and schools to operate efficiently and effectively. Within this context, the schools and departments frequently engage in procurement at varying levels based on projected costs and the category of the requested good or service. The District's procurement environment is a hybrid procurement structure, where small-dollar purchases and informal quotes are delegated to individual departments, while larger, formal procurements are managed centrally by the Purchasing Department. For certain categories, the District also relies on cooperative contracts when those contracts represent the best value.

Exhibit 3-1. Alief Independent School District
Organizational Chart



Source: Alief Independent School District Purchasing Department, 2025.

3.3.1 Purchasing Responsibilities

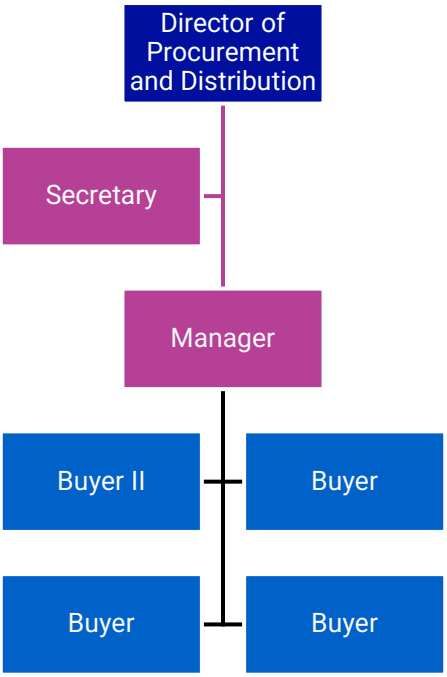
The Purchasing Department is responsible for overseeing all procurements of the District. This includes development and revision of the policies and procedures related to the purchasing function, training staff in how to use and implement the policies and procedures, and monitoring for employee compliance with policies and procedures. It also includes reporting any potential or realized conflicts of interest to TEA and implementing the appropriate sanctions or disciplinary actions for employees who fail to comply with the policies and procedures.

For all procurements, schools and departments must use approved vendors that have board-awarded competitive bid contracts. Schools and departments may also use vendors approved via inter-local or cooperative contracts. The Purchasing Department retains the right to source the product from alternate board-awarded vendors or cooperative contracts.

Pursuant to CH-Purchasing and Acquisition, the Board of Trustees delegates to the Superintendent of Schools the authority to make budgeted purchases for goods or services on behalf of the District. Except for agreements or contracts pertaining to teacher employment, transactions involving the purchase, sale, or lease of real property, or other matters for which execution authority is exclusively reserved to the Board of Trustees, the Superintendent of Schools, and the Chief Financial Officer are authorized to execute contracts necessary for the daily operation of the District. This authorization applies only to contracts for goods and services that will be delivered, used, and rendered in full within the current fiscal year. Furthermore, any delegation of this authority must be made in writing and is limited to written contracts only.

Principals and Directors with budget authority have the authority to initiate purchases. With oversight and approval, they may delegate responsibilities to bookkeepers and secretaries. For purchases with federal funds, the Grants Department Directors review and approve funds for which he or she is responsible. Staff within the Purchasing Department, such as the Director of Procurement and Distribution, Manager, Buyer II, Buyers, and Secretary, play a key role in working with using departments to purchase goods and services. The procurement process impacts nearly all District schools and departments, from basic supplies to large-scale strategic purchases that shape District functions and services. The Director of Procurement and Distribution and staff develop contract administration procedures, research vendors, review, award, and execute contracts, and recommend revisions to the District Purchasing Manual to streamline the procurement process. **Exhibit 3-2** displays the organizational chart of the Purchasing Department.

Exhibit 3-2. Alief Independent School District
Purchasing Department Organizational Chart



Source: Alief Independent School District Purchasing Department, 2025.

3.3.2 Procurement Policies

The District's procurement policies are grounded in both state law and local board policy, ensuring that all purchasing activities are conducted with transparency, fairness, and efficiency. As a recipient of federal funds, the District must also abide by the Code of Federal Regulations (2 CFR § 200.320). The primary legal framework is Texas Education Code §44.031, which requires school districts to use competitive procurement methods for goods and services with an aggregate value of $50,000 or more within a 12-month period. Board Policy CH (Legal) restates these requirements and outlines the approved procurement methods, including competitive sealed bids, competitive sealed proposals (RFP), catalog purchases, interlocal and cooperative contracts, and reverse auctions. Exceptions are provided for emergencies, sole source procurements, and professional services, as allowed by law. Purchases below the $50,000

threshold may be made using informal quotes or District procedures but must still ensure fair competition and best value.[110]

Board Policy CH (Local) supplements state law by emphasizing the District's commitment to ethical conduct, transparency, and efficiency in all purchasing activities. The policy requires that all procurement be conducted in a legal, ethical, and professional manner, supporting public confidence in district operations. Vendors and District officials must comply with Texas Local Government Code Chapter 176, which mandates the submission of a Conflict of Interest Questionnaire (CIQ) by all vendors as part of the procurement process. The District also maintains a Supplier Code of Ethics and posts all Board policies, including CH (Legal) and CH (Local), online for public review, ensuring transparency and accountability.[110]

3.4 Source Selection

Source selection is an essential purchasing activity conducted to obtain necessary goods and services for District schools and departments. MGT's discussions with District staff examined primary source selection methods, related policies and practices, and their effects on businesses. MGT also reviewed resources available for businesses interested in working with the District. Formal bidding is a fundamental aspect of public sector procurement and is the District's standard method for acquiring goods and services valued at $50,000 or more. The requirement for formal procurements applies to all purchases unless an exemption or exception is pre-approved according to Texas Code or Board Policy. As a recipient of federal funds, the District uses the more restrictive State and Local requirements for sealed bids, competitive proposals, and noncompetitive (sole source) proposals by requiring the use of awarded approved vendors. On the next page, **Table 3-1** provides a summary of purchasing levels and requirements for the District for purchases using state, local, and federal funds. It includes details on funding source, purchase amount thresholds, additional forms or analyses required, and solicitation and approval requirements.

[110] Texas Association of School Boards. *Policy Online*. "Alief ISD." Accessed November 6, 2025.

Table 3-1. Purchasing Methods

Funding Source	Purchase Amount	Purchasing Method	Additional Forms or Analysis	Board Approval
Local Funds	Up to $9,999.99	Informal: 1 Quote	Not Required	Not Required
	10,000-$49,999	Informal: 3 Quotes	Quote Evaluation Form	Not Required
	≥$50,000	CSP/RFP/RFQ or 3 Quotes from Existing Alief or Co-op Vendor (unless exempt purchase)	Quote Evaluation Form	Required
Federal Grant Funds	Micro-Purchase (≤ $10,000)	Informal: 1 Quote	Documented as Reasonable, Necessary, and Allowable	Not Required
	Small Purchase ($10,001 - $49,999)	Informal: 3 Quotes from Multiple Vendors	Quote Evaluation Form	Purchasing Director Approval
	Sealed Bids (≥$50,000)	CSP: Formal Solicitation	Quote Evaluation Form, Debarment Review	Required
	Competitive Proposals (≥$50,000)	RFP: Formal Solicitation with Evaluation Criteria	Quote Evaluation Form, Debarment Review	Required
	≥$250,000	CSP/RFP/RFQ Written Justification and Approval	Independent Estimate Form, Debarment Review, Price/Cost Analysis Form	Required

Source: Adapted from Alief Independent School District Purchasing Manual, Rev. 8/14/2023.

3.4.1 Formal Solicitation: Competitive Sealed Bidding

Competitive sealed bidding is the District's preferred method for procurement when requirements are clear, and price is the main factor. A competitive sealed proposal (CSP) is a formal competitive solicitation method that is used in the procurement of clearly defined goods or services. Purchases of supplies or services valued at $50,000.00 or more must use a formal bid process. The CSP is awarded to the lowest responsive, responsible bidder. Contracts or purchases cannot be subdivided to bypass these requirements.[111]

3.4.2 Formal Solicitation: Competitive Negotiation

The District must follow a structured process to ensure fairness and transparency when selecting a vendor through competitively sealed proposals.[112] The District begins by preparing a request for proposals (RFP) that provides vendors with all necessary information to respond and clearly

[111] Education Code 44.031(a)
[112] Education Code 44.031(a)(2)

states the selection criteria that will be used to evaluate submissions. Upon receiving proposals, the District publicly opens them and reads aloud the names of the offerors and any required prices. Within 45 days of opening, the District evaluates and ranks each proposal based on the published criteria. The offeror that provides the best value, determined not just by price but by all factors listed in the selection criteria, is selected for contract negotiations. The District first attempts to negotiate with the top-ranked offeror, including discussions about possible modifications to scope or timing and any related price changes. If a satisfactory agreement cannot be reached, negotiations are formally ended in writing, and the District proceeds to negotiate with the next-ranked offeror, continuing this process until a contract is finalized or all proposals are rejected.[113]

3.4.3 Professional Services

Education Code 44.031(f) specifies that the competitive procurement requirements outlined in that section do not apply to contracts for professional services, such as those provided by architects, attorneys, certified public accountants, engineers, or fiscal agents. Instead, a school district may, if it chooses contract for professional services, including those rendered by financial or technology consultants, using the process described in the Professional Services Procurement Act.[114] Under this Act, a district is prohibited from selecting a provider of professional services or awarding a contract based on competitive bids. Rather, the selection and award must be made on the basis of demonstrated competence and qualifications to perform the required services, as well as for a fair and reasonable price. The definition of "professional services" includes work within the scope of practice for professions such as accounting, architecture, engineering, medicine, and others as defined by state law, and also covers services provided by licensed or registered professionals in these fields, as well as certain interior design services.[115]

3.4.4 Construction

Construction procurement is governed by both local regulations (CV-Facilities Construction) and specific state construction provisions (§2269 et seq.), with the latter taking precedence in case of conflict. Texas Government Code Chapter 2269 establishes the legal framework for public facility construction procurement methods in Texas, including those used by school districts such as Alief. The statute authorizes several alternative delivery methods beyond traditional competitive bidding, such as construction manager-at-risk, design-build, job order contracting, and competitive sealed proposals. Each method is designed to provide flexibility, efficiency, and transparency in the procurement and execution of construction projects. The law outlines specific requirements for advertising, evaluation, and awarding contracts, ensuring that public entities select contractors based on best value, qualifications, and compliance with building codes and safety standards. Chapter 2269 also sets forth procedures for contract negotiation, board approval for large projects, and documentation of procurement activities.

A competitive sealed proposal (CSP) is preferred, but competitive negotiation may be used for design-build or construction management contracts. Request for Quotations may also be used. Vendors must undergo a written prequalification process based on objective criteria such as financial ability, experience, legal compliance, and past performance. Prior construction

[113] Education Code 44.0352
[114] Government Code 2254.003
[115] Government Code 2254.002 and 2254.003

management or design-build experience or previous experience with the District is not a prerequisite for award of a contract; however, the District may consider the experience of each contractor on comparable projects.

Job Order Contracting is a multi-year fixed unit-price contract that allows for the issuance of task orders to carry out alterations, renovations, building repairs, and parking improvements for District facility projects.[116] This method applies only to facilities that are buildings governed by accepted building codes or structures and land associated with such buildings, but it does not apply to civil engineering projects like highways, bridges, utilities, or water and wastewater facilities, nor to buildings incidental to those types of projects. When advertising for proposals, the District must establish a maximum aggregate contract price, and any individual job, task, or purchase order exceeding $500,000 must be approved by the Board. This approach streamlines the procurement process for recurring facility work while maintaining oversight and compliance with state law. The base term for a job order contract may not exceed two years, followed by three one-year renewals.[117]

3.4.5 Informal Solicitation

For purchases up to $49,999.99, the District requires at least three quotes from an approved vendor. These transactions are considered informal and allow departments to quickly obtain goods and services while still ensuring that vendors meet District standards. Purchases using federal funds under $50,000 follow stricter federal procurement rules than local procedures. For micro-purchases up to $10,000,[118] the District must verify and document that the price is reasonable, necessary, and allowed under federal regulations, but does not need competitive quotes. Small purchases between $10,001 and $49,999 require quotes from multiple vendors and a documented cost or price analysis to ensure fair competition and compliance with federal standards. Federal guidelines require detailed documentation, justification of costs, and adherence to federal cost rules, even if formal bidding and board approval aren't needed.[119]

3.4.6 Emergency Procurements

In the event of an emergency, the Board allows the Superintendent or designated person to contract for the replacement, construction, or repair of school equipment or facilities when such emergency actions are necessary to protect the health and safety of District students and staff.[120] During an emergency purchase, designated personnel are provided with higher purchasing limits to mitigate disruptions to the learning environment.

3.4.7 Sole Source Purchase

The District may purchase an item without following the competitive procurement requirements of Education Code 44.031(a) if the item is available from only one source. This sole source exception applies in specific situations, such as when competition is precluded due to a patent, copyright, secret process, or monopoly; when purchasing a film, manuscript, or book; when acquiring a utility service like electricity, gas, or water; or when obtaining a captive replacement

[116] Gov't Code 2269.403
[117] Gov't Code 2269.401-409
[118] 2 C.F.R. 200.1
[119] 2 C.F.R Part 200, Subpart E
[120] Education Code Chapter 44, Subchapter B

part or component for equipment. However, these exceptions do not apply to mainframe data-processing equipment and peripheral attachments if the single-item purchase price exceeds $15,000.[121]

3.4.8 Cooperative Purchases

The District augments its procurement contracts with the addition of contracts available through membership with several Group Purchasing Organizations (GPOs) and Cooperative Purchasing Programs.[122] Purchasing rules allow the District to purchase goods and services directly from cooperatives without a formal solicitation process. Vendors are encouraged to explore cooperative opportunities with member organizations, as these partnerships offer exposure to a broad range of purchasing entities, including the District, actively seeking to procure goods and services. **Table 3-2** is a list of the cooperative purchasing programs that the District participates in.

Table 3-2. Group Purchasing Organizations and Cooperative Purchasing Programs

Cooperative Purchasing Program	Affiliated Organization or Region
1GPA (1Government Procurement Alliance)	National Cooperative
Allied States Cooperative	Region 19 ESC
BuyBoard	Texas Association of School Boards (TASB)
Central Texas Purchasing Alliance	Regional Cooperative
Choice Partners Cooperative Program	Harris County Department of Education (HCDE)
Educational and Institutional Cooperative (E&I)	National Cooperative
EPIC 6	Region 6 ESC
Equalis Group Purchasing Program	Region 10 ESC
General Services Administration (GSA) Schedule 70 & 84	Federal Government
Houston-Galveston Area Council (HGAC) Buy Cooperative Program	HGAC
National Cooperative Purchasing Alliance (NCPA)	National Cooperative
Omnia Partners	National Cooperative
Purchasing Association of Cooperative Entities (PACE)	Regions 13 & 20 ESC
Southeast Texas (SETX) Purchasing Coop	Region 5 ESC
Sourcewell	National Cooperative
Texas Educational Technology "Group" Purchasing Consortium (TETCP)	Region 11 ESC
Texas 20	Region 20 ESC
Texas Cooperative Purchasing Network (TCPN)	Region 4 ESC
Texas Comptroller of Public Accounts (CPA)	State of Texas
Texas Department of Information Resources	State of Texas
The Interlocal Purchasing System (TIPS)	Region 8 ESC
Texas Political Subdivisions (TPS JSIF)	Texas Political Subdivisions

Source: Alief Independent School District Purchasing Manual, Rev. 8/14/2023.

[121] Education Code 44.031(j)-(k)
[122] CH (Legal); Local Gov't Code 271.102

3.5 Doing Business with the District

To do business with the District, vendors must first register through the District's eBid (IonWave) portal. Registration requires providing detailed company information, a completed IRS W-9 form, and, depending on the solicitation, proof of insurance or other compliance documents. This registration is necessary to receive bid notifications and participate in competitive solicitations, but it does not guarantee business with the District. Vendors must actively respond to open CSPs/RFPs to be considered for contract awards. Vendors who are awarded contracts through competitive processes or recognized purchasing cooperatives are added to the District's Vendor List.[123]

Although the District does not administer a small, minority- or women-owned business program, Board Policy CH (Local) encourages broad vendor participation. The District's Purchasing Department actively promotes the inclusion of Historically Underutilized Businesses (HUBs) in its procurement processes, in alignment with 2 CFR §200.321. The District publicly posts all solicitations on its bidding website, publishes notices in the local general interest newspaper, and provides free online access for vendors to organize and submit proposals, pricing, and business information. Vendors also receive push notifications for bid opportunities they've requested. In federally funded procurements, and wherever practicable, the District takes affirmative steps to engage minority-owned, women-owned, and labor surplus area firms. These steps include placing qualified businesses on solicitation lists, ensuring they are solicited when viable, dividing requirements into smaller tasks to increase participation, setting delivery schedules that support inclusion, and leveraging support from agencies such as the City of Houston Office of Business Opportunity, Greater Houston Business Procurement Forum, Small Business Administration, and Minority Business Development Agency. The District also requires prime contractors to adopt similar inclusive practices for subcontracting. Vendors may submit third-party certification as a HUB, small business, or diverse supplier to the Purchasing Department for reporting purposes.

3.6 Procurement Overview Summary

MGT conducted a policy review focused on procurement policies, procedures, and practices that support the participation of minority- and women-owned businesses. Discussions were held with District staff involved in contracting, procurement, and vendor relations to identify potential obstacles in procurement and contracting processes impacting small and diverse businesses. It was also essential to understand the structure and environment in which these activities occur to evaluate the operational impact of procurement regulations on District agencies/departments and vendors conducting or seeking to conduct business with the District. MGT observed that Alief Independent School District has comprehensive policies that govern its solicitation and contracting processes in alignment with federal, state, and local regulations. These regulations provide guidance to both departmental end users and suppliers seeking procurement opportunities. According to District staff, existing cooperative agreements are utilized frequently; incorporating small and local firms into these arrangements is considered integral to promoting small business development.

[123] eBid System Registration, Alief Independent School District. https://aliefisd.ionwave.net/Login.aspx

Chapter 4 Market Area and Availability Analyses

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 Estimates
4.5 Market Area Conclusions

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

4.2 Data Collection and Management

MGT began the data-collecting process by understanding if Alief ISD 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 the contract amount adjusted. At the onset of the study, MGT submitted a detailed data query to Alief ISD. 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 used payment information to assess the prime records for inclusion in the Study. It was determined that Alief ISD does not keep subcontractor records.

MGT staff compiled and reconciled electronic data provided by Alief ISD to develop a master set of prime and subcontractor contract and purchase order data into a Master Procurement Database to support the needs of the Study. MGT utilized Alief ISD's financial records (BusinessPlus- Power School) as the source of prime data that was combined with the subcontractor data collected via a survey of the primes. Based on a common contract ID across both data sets, MGT merged the subcontractor data with the prime data. MGT reviewed and organized this information into a Master Procurement Database that included contracts with payments made during the study period. To capture subcontracting activity, MGT conducted a survey of prime contractors to verify contract details and gather information on subcontractors, including demographic and payment data. Alief ISD assisted in reaching out to firms that did not initially respond to MGT's requests for subcontractor information. The final database included 247,316 payment records, including information for 381 associated subcontracts. Collectively, these contracts had a total spend value of $455.10 million.

The data collected regarding subcontractor participation in Alief ISD contracts was limited. Despite persistent outreach efforts, including weekly emails to the business community, detailed

instructions emphasizing the importance of this data, and follow-up calls to prime vendors—response rates were lower than anticipated. Additional support was provided to address questions and assist vendors in completing the data submission process. However, only 58.31% of the prime contracts spend targeted for subcontract data collection were successfully collected for analysis. This limitation highlights the challenges of acquiring comprehensive subcontracting data, which is crucial for accurately assessing disparities and justifying race-based programs. The insufficient subcontract data collection underscores the need for enhanced strategies to improve future data collection efforts, ensuring a more robust and reliable foundation for policy recommendations.

4.2.1 Procurement Categories and Exclusions

MGT analyzed the procurement categories competitively bid by Alief ISD, encompassing five sectors: Construction, Architecture & Engineering, Professional Services, Other Services, Goods. 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.
- Engineering/Architectural Services: Services related explicitly to preparing plans and specifications for construction projects.
- Professional Services: Services that contemplate labor and skill that are predominantly mental or intellectual rather than physical or manual, and include services of members of disciplines requiring special knowledge or attainment and a high order of learning, skill, and intelligence.
- 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.

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.[124]

[124] 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 Alief ISD's regular spending patterns.

4.2.2 Classification of Firms

Firms included in the utilization analysis have been assigned to business owner classifications according to the definitions provided below.[125]

- **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:

  - **African 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.
  - **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.
- **Non-M/WBE Firms**. Firms that are identified as nonminority male-owned, majority-owned, or for which business ownership classification could not be determined were classified as Non-M/WBE firms.

4.3 Market Area Analysis

As prescribed by *Croson* and subsequent cases, a disparity study requires the 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."[126] In *Coral*

[125] Business ownership classification was based on the race, ethnicity, and gender classification of the owner during the study period.
[126] *Western States Paving*, 407 F.3d at 995.

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.[127]

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, Alief ISD 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 Alief ISD 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 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 14 counties within the Houston-Pasadena, TX Combined Statistical Area (CSA).

Alief ISD Relevant Market Area (Houston-Pasadena, TX CSA)	
AUSTIN COUNTY, TX	MATAGORDA COUNTY, TX
BRAZORIA COUNTY, TX	MONTGOMERY COUNTY, TX
CHAMBERS COUNTY, TX	SAN JACINTO COUNTY, TX
FORT BEND COUNTY, TX	WALKER COUNTY, TX
GALVESTON COUNTY, TX	WALLER COUNTY, TX
HARRIS COUNTY, TX	WASHINGTON COUNTY, TX
LIBERTY COUNTY, TX	WHARTON COUNTY, TX

[127] *Coral Construction*, 941 F.2d at 925.

Figure 4-1.
Alief ISD Relevant Market Area Map



The dollars paid to each vendor were summarized by county according to the location of each firm and by the services they provided to Alief ISD: Construction, Architecture & Engineering, Professional Services, Other Services, and Goods. 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 Alief ISD 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** of this report.

**Figure 4-2. Summary of Dollars,
Total Contracts (Paid) by Procurement Category,
Overall Market Area**

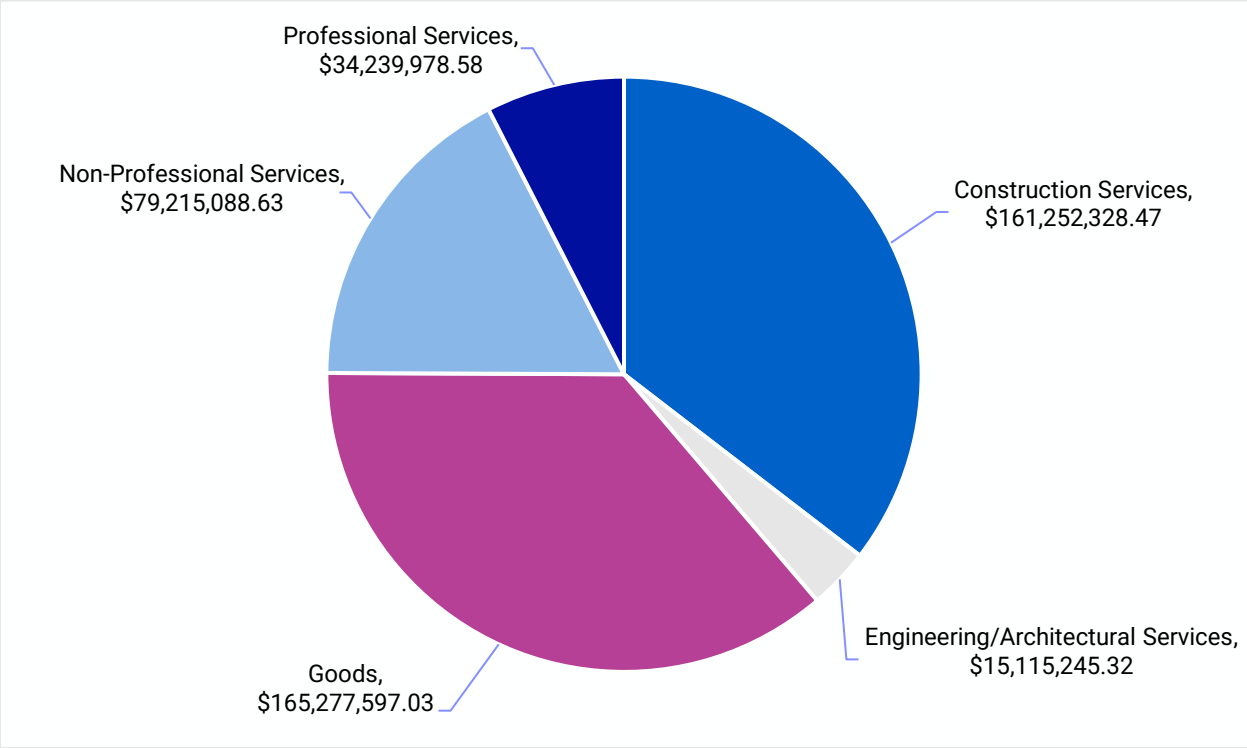


Table 4-1 represents firms located within the geographic boundaries of Alief ISD referred to as the relevant market area. The analysis identified that firms located within the Houston-Pasadena, TX CSA accounted for 61.84 percent of spend across all procurement categories. When analyzed by procurement categories, firms located within the relevant market area accounted for:

- 88.15 percent of the dollars spent in Construction Services;
- 63.49 percent of the dollars spent in Engineering/Architectural Services;
- 61.63 percent of the dollars spent in Professional Services;
- 26.68 percent of the dollars spent in Non-Professional Services; and
- 52.91 percent of the dollars spent in Goods.

**Table 4-1. Market Area Analysis,
Distribution of Dollars by Business Category,
Alief ISD Market Area**

Construction Services	Amount	Percent
Inside RGMA	$142,140,290.20	88.15%
Outside RGMA	$19,112,038.27	11.85%
Construction Services Total	**$161,252,328.47**	**100.00%**
Engineering/Architectural Services	**Amount**	**Percent**
Inside RGMA	$9,596,252.48	63.49%
Outside RGMA	$5,518,992.84	36.51%
Engineering/Architectural Services Total	**$15,115,245.32**	**100.00%**
Professional Services	**Amount**	**Percent**
Inside RGMA	$21,102,266.50	61.63%
Outside RGMA	$13,137,712.08	38.37%
Professional Services Total	**$34,239,978.58**	**100.00%**
Non-Professional Services	**Amount**	**Percent**
Inside RGMA	$21,134,917.78	26.68%
Outside RGMA	$58,080,170.85	73.32%
Non-Professional Services Total	**$79,215,088.63**	**100.00%**
Goods	**Amount**	**Percent**
Inside RGMA	$87,447,783.61	52.91%
Outside RGMA	$77,829,813.42	47.09%
Goods Total	**$165,277,597.03**	**100.00%**
All Business Categories	**Amount**	**Percent**
Inside RGMA	$281,421,510.57	61.84%
Outside RGMA	$173,678,727.46	38.16%
All Business Categories, Total	**$455,100,238.03**	**100.00%**

Source: Master Procurement Database. Study Period: July 1, 2018 through June 30, 2023.

4.4 Availability Estimates

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 Alief ISD 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 five procurement categories identified for the Study, each of which had to cover the defined 14-county geographic boundaries of the relevant market area.

- First, an intensive examination of Alief ISD'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. Alief ISD 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 determine and/or validate the race, ethnicity, and gender of ownership.
- 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.**

Error! Reference source not found. presents availability estimates spanning across all p rocurement categories, in aggregate. The estimates conclude that M/WBE availability is 26.99 percent 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 Alief ISD procures and the firms that provide said goods and services. It is noted that the highest availability rate within minority groups is found in Hispanic American firms that make up 8.33 percent of the total firms available, and nonminority women firms represent 8.68 percent of the total availability.

Table 4-2.
Estimation of Available Firms, All Procurement Categories

Business Ownership Classification	All Procurement Categories
	Percent (%)
African American	2.43%
Asian American	6.25%
Hispanic American	8.33%
Native American	1.30%
Total MBE Firms	**18.30%**
Non-Minority Women	8.68%
Total MWBE Firms	**26.99%**
Non-M/WBE Firms	73.01%
Total	**100.00%**

Source: Custom Census Analysis.

Tables 4-3 through **4-7** provide the availability estimates for each procurement category analyzed. M/WBE availability estimates vary by category. As shown in the tables, African Americans make up 4.39 percent of the availability in Non-Professional Services; Asian American firms make up 10.25 percent of available Goods firms, Hispanic Americans make up 16.05 percent availability in Construction, and Native American firms represent 2.19 percent of Goods available firms.

Table 4-3.
Estimation of Available Firms, Construction Services

BUSINESS OWNERSHIP CLASSIFICATION	Construction Services
	Percent (%)
African American	2.72%
Asian American	1.10%
Hispanic American	16.05%
Native American	0.55%
Total MBE Firms	**20.42%**
Non-Minority Women	8.31%
Total MWBE Firms	**28.73%**
Non-M/WBE Firms	71.27%
Total	**100.00%**

Source: Custom Census Analysis.

Table 4-4.
Estimation of Available Firms, Engineering/Architectural Services

BUSINESS OWNERSHIP CLASSIFICATION	Engineering/Architectural Services
	Percent (%)
African American	1.14%
Asian American	5.20%
Hispanic American	2.71%
Native American	2.13%
Total MBE Firms	**11.18%**
Non-Minority Women	15.14%
Total MWBE Firms	**26.32%**
Non-M/WBE Firms	73.68%
Total	**100.00%**

Source: Custom Census Analysis.

Table 4-5.
Estimation of Available Firms, Professional Services

BUSINESS OWNERSHIP CLASSIFICATION	Professional Services
	Percent (%)
African American	1.11%
Asian American	9.24%
Hispanic American	6.55%
Native American	0.91%
Total MBE Firms	**17.81%**
Non-Minority Women	11.48%
Total MWBE Firms	**29.29%**
Non-M/WBE Firms	70.71%
Total	**100.00%**

Source: Custom Census Analysis.

Table 4-6.
Estimation of Available Firms, Non-Professional Services

BUSINESS OWNERSHIP CLASSIFICATION	Non-Professional Services
	Percent (%)
African American	4.39%
Asian American	7.29%
Hispanic American	2.91%
Native American	1.00%
Total MBE Firms	**15.59%**
Non-Minority Women	8.07%
Total MWBE Firms	**23.65%**
Non-M/WBE Firms	76.35%
Total	**100.00%**

Source: Custom Census Analysis.

Table 4-7.
Estimation of Available Firms, Goods

BUSINESS OWNERSHIP CLASSIFICATION	Goods
	Percent (%)
African American	1.59%
Asian American	10.25%
Hispanic American	4.27%
Native American	2.19%
Total MBE Firms	**18.29%**
Non-Minority Women	8.18%
Total MWBE Firms	**26.46%**
Non-M/WBE Firms	73.54%
Total	**100.00%**

Source: Custom Census Analysis.

4.5 Market Area Conclusions

Based on the market area analysis of Alief ISD's procurement activity, it was determined that the 14 counties in the Houston-Pasadena, TX CSA, should be used as the market area. This 14-County Market Area represents a majority of Alief ISD's procurement activity, with 61.84 percent of the payments to vendors within this market area. Individually, most of the procurement categories represent a majority of Alief ISD's procurement activity within the relevant geographic market area. Construction Services have the highest percent of spend within the relevant market area, with 88.15 percent of payments; followed by Engineering/Architectural Services with 63.49 percent of the spend within the relevant geographic market area, Professional Services at 61.63 percent, and Goods at 52.91 percent. Non-Professional Services had the lowest percent of spend within the relevant market area with 26.68 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 Alief ISD.

Chapter 5 Product Market, Utilization, and Disparity Analysis

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 Services, Engineering/Architectural Services, Professional Services, Non-Professional Services, and Goods.

Chapter Sections

5.1 Introduction
5.2 Analysis and Identification of Product Market
5.3 Utilization Analysis
5.4 Disparity Analyses and Significance Testing
5.5 Conclusion

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 5-5** show the payments and their associated weights for Construction Services, Engineering/Architectural Services, Professional Services, Non-Professional Services, and Goods. **Appendix A, Detailed Product Market Analysis,** shows the NAICS code industries (6-digit level) for the four procurement categories.

Overall, Alief ISD's procurements occur in 201 NAICS industry groups. In Construction Services, Alief ISD's procurements occur in 34 NAICS industry groups. In Engineering/Architectural Services, Alief ISD's procurements occur in 9 NAICS industry groups. In Professional Services, Alief ISD's procurements occur in 12 NAICS industry groups. Within Non-Professional Services, Alief ISD's procurements occur in 81 NAICS industry groups. In Goods, Alief ISD's procurements occur in 98 NAICS industry groups.

Table 5-1 shows that for Construction Services, the top five NAICS codes make up 65.53 percent or $105,671,243.63 of the total utilization and are distributed among the industry groups 2382, 2362, 2361, and 2383.

Table 5-1. Summary of Dollars, Top 5 NAICS Codes, Construction Services

NAICS CODE	NAICS DESCRIPTION	AMOUNT	NAICS WEIGHT
238220	PLUMBING, HEATING, AND AIR-CONDITIONING CONTRACTORS	$37,622,395.57	23.33%
236220	COMMERCIAL AND INSTITUTIONAL BUILDING CONSTRUCTION	$28,117,609.48	17.44%
236118	RESIDENTIAL REMODELERS	$15,674,345.52	9.72%
238210	ELECTRICAL CONTRACTORS AND OTHER WIRING INSTALLATION CONTRACTORS	$12,648,742.20	7.84%
238350	FINISH CARPENTRY CONTRACTORS	$11,608,150.86	7.20%

Source: Master Procurement Database. Study Period: July 1, 2018 through June 30, 2023.

Table 5-2 shows that for Engineering/Architectural Services, the top five NAICS codes make up 98.51 percent or $14,890,108.17 of the total utilization and are among the industry groups 5413 and 2382.

Table 5-2. Summary of Dollars, Top 5 NAICS Codes, Engineering/Architectural Services

NAICS CODE	NAICS DESCRIPTION	AMOUNT	NAICS WEIGHT
541330	ENGINEERING SERVICES	$10,749,369.72	71.12%
541310	ARCHITECTURAL SERVICES	$3,354,135.92	22.19%
238220	PLUMBING, HEATING, AND AIR-CONDITIONING CONTRACTORS	$422,005.45	2.79%
541370	SURVEYING AND MAPPING (EXCEPT GEOPHYSICAL) SERVICES	$213,307.08	1.41%
541320	LANDSCAPE ARCHITECTURAL SERVICES	$151,290.00	1.00%

Source: Master Procurement Database. Study Period: July 1, 2018 through June 30, 2023.

Table 5-3 shows that for Professional Services, the top five NAICS codes make up 89.79 percent or $30,743,182.32 of the total utilization and are distributed among the industry groups 5415, 5411, and 6213.

Table 5-3. Summary of Dollars, Top 5 NAICS Codes, Professional Services

NAICS CODE	NAICS DESCRIPTION	AMOUNT	NAICS WEIGHT
541519	OTHER COMPUTER RELATED SERVICES	$14,406,948.86	42.08%
541512	COMPUTER SYSTEMS DESIGN SERVICES	$8,180,530.18	23.89%
541511	CUSTOM COMPUTER PROGRAMMING SERVICES	$4,009,680.92	11.71%
541110	OFFICES OF LAWYERS	$2,089,936.36	6.10%
621340	OFFICES OF PHYSICAL, OCCUPATIONAL AND SPEECH THERAPISTS, AND AUDIOLOGISTS	$2,056,086.00	6.00%

Source: Master Procurement Database. Study Period: July 1, 2018 through June 30, 2023.

Table 5-4 shows that for Non-Professional Services, the top five NAICS codes make up 56.86 percent or $45,039,220.69 of the total utilization and are distributed among the industry groups 5131, 5132, 6117, 5619, and 5613.

**Table 5-4. Summary of Dollars,
Top 5 NAICS Codes,
Non-Professional Services**

NAICS CODE	NAICS DESCRIPTION	AMOUNT	NAICS WEIGHT
513130	BOOK PUBLISHERS	$15,145,201.07	19.12%
513210	SOFTWARE PUBLISHERS	$9,958,386.40	12.57%
611710	EDUCATIONAL SUPPORT SERVICES	$7,417,931.54	9.36%
561920	CONVENTION AND TRADE SHOW ORGANIZERS	$7,009,262.20	8.85%
561311	EMPLOYMENT PLACEMENT AGENCIES	$5,508,439.48	6.95%

Source: Master Procurement Database. Study Period: July 1, 2018 through June 30, 2023.

Table 5-5 shows that for Goods, the top five NAICS codes make up 55.64 percent or $91,961,693.67 of the total utilization and are distributed among the industry groups 4234, 4451, 4244, 4231, and 4241.

**Table 5-5. Summary of Dollars,
Top 5 NAICS Codes,
Goods**

NAICS CODE	NAICS DESCRIPTION	AMOUNT	NAICS WEIGHT
423430	COMPUTER AND COMPUTER PERIPHERAL EQUIPMENT AND SOFTWARE MERCHANT WHOLESALERS	$40,607,314.31	24.57%
445110	SUPERMARKETS AND OTHER GROCERY RETAILERS (EXCEPT CONVENIENCE RETAILERS)	$32,443,144.25	19.63%
424430	DAIRY PRODUCT (EXCEPT DRIED OR CANNED) MERCHANT WHOLESALERS	$9,077,179.39	5.49%
423110	AUTOMOBILE AND OTHER MOTOR VEHICLE MERCHANT WHOLESALERS	$4,974,277.80	3.01%
424120	STATIONERY AND OFFICE SUPPLIES MERCHANT WHOLESALERS	$4,859,777.92	2.94%

Source: Master Procurement Database. Study Period: July 1, 2018 through June 30, 2023.

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 Alief ISD'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 all primes (excluding all subcontracting payments) and (2) dollars paid to subcontractors. Analysis of these data is broken down by the procurement categories of Construction Services, Engineering/Architectural Services, Professional Services, Non-Professional Services, and Goods, and encompasses payments between July 1, 2018, through June 30, 2023.

5.3.1 Overall Utilization

Error! Reference source not found. shows the M/WBE utilization amounted to 8.06 percent of total s pending. Corresponding detailed analyses showing the utilization of firms by business ownership classification are presented in **Appendix C, Utilization, Availability, and Disparity by NAICS Codes**.

Table 5-6.
Utilization Analysis by Business Ownership Classification,
All Procurement Categories

BUSINESS OWNERSHIP CLASSIFICATION	ALL PROCUREMENT CATEGORIES	
	Dollars ($)	Percent (%)
African American	$9,084,078.58	2.00%
Asian American	$2,782,689.71	0.61%
Hispanic American	$14,669,776.88	3.22%
Native American	$13,519.88	0.00%
Total MBE Firms	**$26,550,065.05**	**5.83%**
Non-Minority Women	$10,139,850.09	2.23%
Total MWBE Firms	**$36,689,915.14**	**8.06%**
Non-M/WBE Firms	$418,410,322.89	91.94%
Total	**$455,100,238.03**	**100.00%**

Source: MGT developed a Master Utilization Database based on Alief ISD's financial system between July 1, 2018, through June 30, 2023.

In a few business ownership classifications, M/WBE firms have higher utilization rates than are represented in availability. For example, two businesses accounted for more than 71 percent of Alief ISD's total spend with African American firms. Two businesses accounted for over 77 percent of Alief ISD's total spend with Asian American firms. Four businesses accounted for over 59 percent of Alief ISD's total spend with Hispanic American firms. One business accounted for 100 percent of Alief ISD's total spend with Native American firms, and seven businesses accounted for almost 51 percent of Alief ISD'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 Alief ISD marketplace. These success stories can serve as valuable examples for other M/WBEs, showcasing strategies, resilience, and adaptability that have enabled them to secure substantial contracts and revenue. While the higher utilization rates reflect progress, they may also indicate potential barriers to entry for other M/WBEs within these categories. If such barriers exist in Alief ISD's marketplace, the private sector and qualitative evidence contained in **Chapters 6** and **7** of this report will provide additional context.

5.3.2 Utilization by Procurement Category

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

Beginning with an examination of Construction Services, **Table 5-7** shows the utilization of M/WBE firms was 14.23 percent, while Non-M/WBE firms represent 85.77 percent of total dollars spent.

Table 5-7.
Utilization Analysis by Business Ownership Classification, Construction Services

BUSINESS OWNERSHIP CLASSIFICATION	CONSTRUCTION SERVICES	
	Dollars ($)	Percent (%)
African American	$8,059,077.44	5.00%
Asian American	$334,140.95	0.21%
Hispanic American	$9,387,205.29	5.82%
Native American	$0.00	0.00%
Total MBE Firms	**$17,780,423.68**	**11.03%**
Non-Minority Women	$5,167,292.51	3.20%
Total MWBE Firms	**$22,947,716.19**	**14.23%**
Non-M/WBE Firms	$138,304,612.28	85.77%
Total	**$161,252,328.47**	**100.00%**

Source: MGT developed a Master Utilization Database based on Alief ISD's financial system between July 1, 2018, through June 30, 2023.

In Engineering/Architectural Services, **Table 5-8** shows that the utilization of M/WBE firms was 14.56 percent, while Non-M/WBE firms represent 85.44 percent of total dollars spent.

Table 5-8.
Utilization Analysis by Business Ownership Classification, Engineering/Architectural Services

BUSINESS OWNERSHIP CLASSIFICATION	ENGINEERING/ARCHITECTURAL SERVICES	
	Dollars ($)	Percent (%)
African American	$456,134.04	3.02%
Asian American	$442,969.00	2.93%
Hispanic American	$617,329.75	4.08%
Native American	$0.00	0.00%
Total MBE Firms	**$1,516,432.79**	**10.03%**
Non-Minority Women	$684,989.75	4.53%
Total MWBE Firms	**$2,201,422.54**	**14.56%**
Non-M/WBE Firms	$12,913,822.78	85.44%
Total	**$15,115,245.32**	**100.00%**

Source: MGT developed a Master Utilization Database based on Alief ISD's financial system between July 1, 2018, through June 30, 2023.

In Professional Services, **Table 5-9** shows that the utilization of M/WBE firms was 14.60 percent, while Non-M/WBE firms represent 85.40 percent of total dollars spent.

Table 5-9.
Utilization Analysis by Business Ownership Classification, Professional Services

BUSINESS OWNERSHIP CLASSIFICATION	PROFESSIONAL SERVICES	
	Dollars ($)	Percent (%)
African American	$0.00	0.00%
Asian American	$1,800,739.55	5.26%
Hispanic American	$2,639,244.44	7.71%
Native American	$0.00	0.00%
Total MBE Firms	**$4,439,983.99**	**12.97%**
Non-Minority Women	$559,750.66	1.63%
Total MWBE Firms	**$4,999,734.65**	**14.60%**
Non-M/WBE Firms	$29,240,243.93	85.40%
Total	**$34,239,978.58**	**100.00%**

Source: MGT developed a Master Utilization Database based on Alief ISD's financial system between July 1, 2018, through June 30, 2023.

In Non-Professional Services, **Table 5-10** shows that the utilization of M/WBE firms was 3.43 percent, while Non-M/WBE firms represent 96.57 percent of total dollars spent.

Table 5-10.
Utilization Analysis by Business Ownership Classification, Non-Professional Services

BUSINESS OWNERSHIP CLASSIFICATION	NON-PROFESSIONAL SERVICES	
	Dollars ($)	Percent (%)
African American	$511,915.41	0.65%
Asian American	$36,775.00	0.05%
Hispanic American	$1,055,624.33	1.33%
Native American	$0.00	0.00%
Total MBE Firms	**$1,604,314.74**	**2.03%**
Non-Minority Women	$1,112,191.32	1.40%
Total MWBE Firms	**$2,716,506.06**	**3.43%**
Non-M/WBE Firms	$76,498,582.57	96.57%
Total	**$79,215,088.63**	**100.00%**

Source: MGT developed a Master Utilization Database based on Alief ISD's financial system between July 1, 2018, through June 30, 2023.

In Goods, **Table 5-11** shows the utilization of M/WBE firms was 2.31 percent, while Non-M/WBE firms represent 97.69 percent of total dollars spent.

Table 5-11.
Utilization Analysis by Business Ownership Classification, Goods

BUSINESS OWNERSHIP CLASSIFICATION	GOODS	
	Dollars ($)	Percent (%)
African American	$56,951.69	0.03%
Asian American	$168,065.21	0.10%
Hispanic American	$970,373.07	0.59%
Native American	$13,519.88	0.01%
Total MBE Firms	**$1,208,909.85**	**0.73%**
Non-Minority Women	$2,615,625.85	1.58%
Total MWBE Firms	**$3,824,535.70**	**2.31%**
Non-M/WBE Firms	$161,453,061.33	97.69%
Total	**$165,277,597.03**	**100.00%**

Source: MGT developed a Master Utilization Database based on Alief ISD's financial system between July 1, 2018, through June 30, 2023.

5.3.3 Utilization Conclusions

The utilization analysis shows that M/WBE firms are utilized at lower rates than their non-M/WBE counterparts. Overall, 8.06 percent of Alief ISD spent went to M/WBE firms, while 91.94 percent went to non-M/WBE firms. While M/WBE utilization is lower than that of non-M/WBE firms, the proportion of firms willing and able to provide services to Alief ISD is a critical qualifying context

in any determination of disparity. Availability presented in **Chapter 4** and resulting disparity ratios, which follow, provide more definitive conclusions in this respect.

5.4 Disparity Analyses and Significance Testing

Building on our understanding of Alief ISD's vendor utilization (Section 5.3) and the availability estimates presented in the previous chapter (Section 4.4), we can use this information to identify potential disparities in Alief ISD's procurement. A brief summary of the approach is provided in Section 5.4.1 followed by the results of these disparity calculations and associated statistical significance testing in Section 5.4.2.

5.4.1 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.

$$\text{Disparity Index} = \frac{Um_p}{Am_p} \times 100$$

Um_p = Percentage utilization of minority- and women-owned firms for a specific procurement category.

Am_p = Percentage availability of minority- and women-owned firms for the same procurement category.

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). Alternatively, 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." 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). Therefore, following a similar pattern, firms are considered substantially underutilized (substantial disparity) if the disparity indices are 80 or less.

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 that 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.

Regarding the use of statistical significance in the disparity study context, the National Cooperative Highway Research Program Report 644[128] notes that:

Statistical Significance Testing

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

t: the test (t) statistic.

u: observed utilization rate of minorities- and women-owned firms' dollars compared to total dollars.

a: the ratio of minority- and/or women-owned firms to all firms.

c_i: Dollar amount of the i-th contract.

$\sum c_i$: Total dollar amount of all contracts.

$\sum c_i^2$: Sum of the squares of the individual contract dollar amounts.

- ". . . 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 (4th 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 the 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

[128] 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.

typically deemed to be justifiable by courts, making these results critical outcomes of the subsequent analyses.

5.4.2 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 5-12** reveals:

- African American firms were underutilized with a disparity index of 82.29.
- Asian American firms were underutilized with a substantial and statistically significant disparity index of 9.78.
- Hispanic American firms were underutilized with a substantial and statistically significant disparity index of 38.71.
- Native American firms were underutilized with a substantial and statistically significant disparity index of 0.23.
- MBE firms were underutilized with a substantial and statistically significant disparity index of 31.88.
- Nonminority women firms were underutilized with a substantial and statistically significant disparity index of 25.66.
- Minority- and/or Women-Owned firms were underutilized with a substantial and statistically significant disparity index of 29.88.
- Non-M/WBE firms were overutilized.

Table 5-12.
Disparity Indices and Significance Testing,
All Procurement Categories

Ethnic/Gender Classification	Utilization	Availability	Disparity Index	Disparity Impact	Statistical Significance
African American-Owned Firms	2.00%	2.43%	82.29	Underutilization	
Asian American-Owned Firms	0.61%	6.25%	**9.78**	**Underutilization**	**¥¥¥**
Hispanic American-Owned Firms	3.22%	8.33%	**38.71**	**Underutilization**	**¥¥¥**
Native American-Owned Firms	0.00%	1.30%	**0.23**	**Underutilization**	**¥¥¥**
Total Minority-Owned Firms	5.83%	18.30%	**31.88**	**Underutilization**	**¥¥¥**
Nonminority Women-Owned Firms	2.23%	8.68%	**25.66**	**Underutilization**	**¥¥¥**
Total Minority- and/or Women-Owned Firms	8.06%	26.99%	**29.88**	**Underutilization**	**¥¥¥**
Non-M/WBE Firms	91.94%	73.01%		Overutilization	¥¥¥

Note 1: "¥" indicates that the disparity is statistically significant at the 15 percent level or better (85 percent confidence). "¥¥" indicates that the disparity is significant at a 10 percent level or better (90 percent confidence). "¥¥¥" indicates significance at a five percent level or better (95 percent confidence).
Note 2: Figures presented in this table are rounded. Rounding was performed subsequent to all mathematical calculations.
Bold indicates a substantial level of disparity, which is a disparity index below 80.00.

The calculations of disparity indices and significance testing for the **Construction Services** procurement category are depicted in **Table 5-13**. Relevant findings include:

- African American firms were overutilized.
- Asian American firms were underutilized with a substantial and statistically significant disparity index of 18.79.
- Hispanic American firms were underutilized with a substantial and statistically significant disparity index of 36.27.
- Native American firms were underutilized with a substantial and statistically significant disparity index of 0.00.
- MBE firms were underutilized with a substantial and statistically significant disparity index of 53.99.
- Nonminority women firms were underutilized with a substantial and statistically significant disparity index of 38.58.
- Minority- and/or Women-Owned firms were underutilized with a substantial and statistically significant disparity index of 49.54.
- Non-M/WBE firms were overutilized.

Table 5-13.
Disparity Indices and Significance Testing,
Construction Services

Ethnic/Gender Classification	Utilization	Availability	Disparity Index	Disparity Impact	Statistical Significance
African American-Owned Firms	5.00%	2.72%		Overutilization	¥¥¥
Asian American-Owned Firms	0.21%	1.10%	**18.79**	**Underutilization**	**¥¥¥**
Hispanic American-Owned Firms	5.82%	16.05%	**36.27**	**Underutilization**	**¥¥¥**
Native American-Owned Firms	0.00%	0.55%	**0.00**	**Underutilization**	**¥¥**
Total Minority-Owned Firms	11.03%	20.42%	**53.99**	**Underutilization**	**¥¥¥**
Nonminority Women-Owned Firms	3.20%	8.31%	**38.58**	**Underutilization**	**¥¥¥**
Total Minority- and/or Women-Owned Firms	14.23%	28.73%	**49.54**	**Underutilization**	**¥¥¥**
Non-M/WBE Firms	85.77%	71.27%		Overutilization	¥¥¥

Note 1: "¥" indicates that the disparity is statistically significant at the 15 percent level or better (85 percent confidence). "¥¥" indicates that the disparity is significant at a 10 percent level or better (90 percent confidence). "¥¥¥" indicates significance at a five percent level or better (95 percent confidence).
Note 2: Figures presented in this table are rounded. Rounding was performed subsequent to all mathematical calculations.
Bold indicates a substantial level of disparity, which is a disparity index below 80.00.

The calculations of disparity indices and significance testing for the **Engineering/Architectural Services** procurement category are depicted in **Table 5-14**. Relevant findings include:

- African American firms were overutilized.
- Asian American firms were underutilized with a substantial disparity index of 56.34.
- Hispanic American firms were overutilized.
- Native American firms were underutilized with a substantial disparity index of 0.00.
- MBE firms were underutilized with a disparity index of 89.73.
- Nonminority women firms were underutilized with a substantial disparity index of 29.93.
- Minority- and/or Women-Owned firms were underutilized with a substantial disparity index of 55.33.
- Non-M/WBE firms were overutilized.

Table 5-14.
Disparity Indices and Significance Testing,
Engineering/Architectural Services

Ethnic/Gender Classification	Utilization	Availability	Disparity Index	Disparity Impact	Statistical Significance
African American-Owned Firms	3.02%	1.14%		Overutilization	
Asian American-Owned Firms	2.93%	5.20%	**56.34**	**Underutilization**	
Hispanic American-Owned Firms	4.08%	2.71%		Overutilization	
Native American-Owned Firms	0.00%	2.13%	**0.00**	**Underutilization**	
Total Minority-Owned Firms	10.03%	11.18%	89.73	Underutilization	
Nonminority Women-Owned Firms	4.53%	15.14%	**29.93**	**Underutilization**	
Total Minority- and/or Women-Owned Firms	14.56%	26.32%	**55.33**	**Underutilization**	
Non-M/WBE Firms	85.44%	73.68%		Overutilization	

Note 1: "¥" indicates that the disparity is statistically significant at the 15 percent level or better (85 percent confidence). "¥¥" indicates that the disparity is significant at a 10 percent level or better (90 percent confidence). "¥¥¥" indicates significance at a five percent level or better (95 percent confidence).
Note 2: Figures presented in this table are rounded. Rounding was performed subsequent to all mathematical calculations.
Bold indicates a substantial level of disparity, which is a disparity index below 80.00.

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

- African American firms were underutilized with a substantial disparity index of 0.00.
- Asian American firms were underutilized with a substantial and statistically significant disparity index of 56.92.
- Hispanic American firms were overutilized.
- Native American firms were underutilized with a substantial disparity index of 0.00.
- MBE firms were underutilized with a substantial disparity index of 72.81.
- Nonminority women firms were underutilized with a substantial and statistically significant disparity index of 14.24.
- Minority- and/or Women-Owned firms were underutilized with a substantial and statistically significant disparity index of 49.85.
- Non-M/WBE firms were overutilized.

Table 5-15.
Disparity Indices and Significance Testing,
Professional Services

Ethnic/Gender Classification	Utilization	Availability	Disparity Index	Disparity Impact	Statistical Significance
African American-Owned Firms	0.00%	1.11%	**0.00**	**Underutilization**	
Asian American-Owned Firms	5.26%	9.24%	**56.92**	**Underutilization**	**¥**
Hispanic American-Owned Firms	7.71%	6.55%		Overutilization	
Native American-Owned Firms	0.00%	0.91%	**0.00**	**Underutilization**	
Total Minority-Owned Firms	12.97%	17.81%	**72.81**	**Underutilization**	
Nonminority Women-Owned Firms	1.63%	11.48%	**14.24**	**Underutilization**	**¥¥¥**
Total Minority- and/or Women-Owned Firms	14.60%	29.29%	**49.85**	**Underutilization**	**¥¥¥**
Non-M/WBE Firms	85.40%	70.71%		Overutilization	¥¥¥

Note 1: "¥" indicates that the disparity is statistically significant at the 15 percent level or better (85 percent confidence). "¥¥" indicates that the disparity is significant at a 10 percent level or better (90 percent confidence). "¥¥¥" indicates significance at a five percent level or better (95 percent confidence).
Note 2: Figures presented in this table are rounded. Rounding was performed subsequent to all mathematical calculations.
Bold indicates a substantial level of disparity, which is a disparity index below 80.00.

The calculations of disparity indices and significance testing for the **Non-Professional Services** procurement category are depicted in **Table 5-16**. Relevant findings include:

- African American firms were underutilized with a substantial and statistically significant disparity index of 14.73.
- Asian American firms were underutilized with a substantial and statistically significant disparity index of 0.64.
- Hispanic American firms were underutilized with a substantial and statistically significant disparity index of 45.82.
- Native American firms were underutilized with a substantial and statistically significant disparity index of 0.00.
- MBE firms were underutilized with a substantial and statistically significant disparity index of 12.99.
- Nonminority women firms were underutilized with a substantial and statistically significant disparity index of 17.40.
- Minority- and/or Women-Owned firms were underutilized with a substantial and statistically significant disparity index of 14.50.
- Non-M/WBE firms were overutilized.

Table 5-16.
Disparity Indices and Significance Testing,
Non-Professional Services

Ethnic/Gender Classification	Utilization	Availability	Disparity Index	Disparity Impact	Statistical Significance
African American-Owned Firms	0.65%	4.39%	**14.73**	**Underutilization**	**¥¥¥**
Asian American-Owned Firms	0.05%	7.29%	**0.64**	**Underutilization**	**¥¥¥**
Hispanic American-Owned Firms	1.33%	2.91%	**45.82**	**Underutilization**	**¥¥¥**
Native American-Owned Firms	0.00%	1.00%	**0.00**	**Underutilization**	**¥¥¥**
Total Minority-Owned Firms	2.03%	15.59%	**12.99**	**Underutilization**	**¥¥¥**
Nonminority Women-Owned Firms	1.40%	8.07%	**17.40**	**Underutilization**	**¥¥¥**
Total Minority- and/or Women-Owned Firms	3.43%	23.65%	**14.50**	**Underutilization**	**¥¥¥**
Non-M/WBE Firms	96.57%	76.35%		Overutilization	¥¥¥

Note 1: "¥" indicates that the disparity is statistically significant at the 15 percent level or better (85 percent confidence). "¥¥" indicates that the disparity is significant at a 10 percent level or better (90 percent confidence). "¥¥¥" indicates significance at a five percent level or better (95 percent confidence).
Note 2: Figures presented in this table are rounded. Rounding was performed subsequent to all mathematical calculations.
Bold indicates a substantial level of disparity, which is a disparity index below 80.00.

The calculations of disparity indices and significance testing for the **Goods** procurement category are depicted in **Table 5-17**. Relevant findings include:

- African American firms were underutilized with a substantial and statistically significant disparity index of 2.17.
- Asian American firms were underutilized with a substantial and statistically significant disparity index of 0.99.
- Hispanic American firms were underutilized with a substantial and statistically significant disparity index of 13.76.
- Native American firms were underutilized with a substantial and statistically significant disparity index of 0.37.
- MBE firms were underutilized with a substantial and statistically significant disparity index of 4.00.
- Nonminority women firms were underutilized with a substantial and statistically significant disparity index of 19.36.
- Minority- and/or Women-Owned firms were underutilized with a substantial and statistically significant disparity index of 8.74.
- Non-M/WBE firms were overutilized.

Table 5-17.
Disparity Indices and Significance Testing,
Goods

Ethnic/Gender Classification	Utilization	Availability	Disparity Index	Disparity Impact	Statistical Significance
African American-Owned Firms	0.03%	1.59%	**2.17**	**Underutilization**	**¥¥¥**
Asian American-Owned Firms	0.10%	10.25%	**0.99**	**Underutilization**	**¥¥¥**
Hispanic American-Owned Firms	0.59%	4.27%	**13.76**	**Underutilization**	**¥¥¥**
Native American-Owned Firms	0.01%	2.19%	**0.37**	**Underutilization**	**¥¥¥**
Total Minority-Owned Firms	0.73%	18.29%	**4.00**	**Underutilization**	**¥¥¥**
Nonminority Women-Owned Firms	1.58%	8.18%	**19.36**	**Underutilization**	**¥¥¥**
Total Minority- and/or Women-Owned Firms	2.31%	26.46%	**8.74**	**Underutilization**	**¥¥¥**
Non-M/WBE Firms	97.69%	73.54%		Overutilization	¥¥¥

Note 1: "¥" indicates that the disparity is statistically significant at the 15 percent level or better (85 percent confidence). "¥¥" indicates that the disparity is significant at a 10 percent level or better (90 percent confidence). "¥¥¥" indicates significance at a five percent level or better (95 percent confidence).
Note 2: Figures presented in this table are rounded. Rounding was performed subsequent to all mathematical calculations.
Bold indicates a substantial level of disparity, which is a disparity index below 80.00.

5.5 Conclusion

The calculations of availability and disparity within this chapter and the preceding depiction of utilization serve as part of the evidentiary foundation for any future race- and gender-based 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 marketplace analyses, these results provide the evidence necessary to infer that discrimination in the marketplace has occurred. As summarized in the table below (**Table 5-18**), 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, it's important to understand that they are part of the M/WBE 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 5-18.
M/WBE Disparity Analysis Summary Alief ISD Spend

Business Ownership Classification	Construction Services	Engineering / Architectural Services	Professional Services	Non-Professional Services	Goods	All Procurement Categories
African Americans	No Disparity	No Disparity	**Disparity**	**Disparity**	**Disparity**	Disparity
Asian Americans	**Disparity**	**Disparity**	**Disparity**	**Disparity**	**Disparity**	**Disparity**
Hispanic Americans	**Disparity**	No Disparity	No Disparity	**Disparity**	**Disparity**	**Disparity**
Native Americans	**Disparity**	**Disparity**	**Disparity**	**Disparity**	**Disparity**	**Disparity**
Total MBE Firms	**Disparity**	Disparity	**Disparity**	**Disparity**	**Disparity**	**Disparity**
Nonminority Women	**Disparity**	**Disparity**	**Disparity**	**Disparity**	**Disparity**	**Disparity**
Total M/WBE Firms	**Disparity**	**Disparity**	**Disparity**	**Disparity**	**Disparity**	**Disparity**
Non-M/WBE Firms	No Disparity	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.
Underlined indicates statistical significance.

Chapter 6 Private Sector (Marketplace) Analysis

6.1 Introduction

The private sector serves as a determinant of economic opportunity and equitable market access, particularly for minority- and woman-owned firms. Discrimination in business ownership, firm earnings, and self-employment rates not only reflect broader patterns of exclusion but also perpetuates long-standing discrimination within the private sector. This chapter investigates whether these disparities persist within the private sector in the Aldine, Alief, and Spring Independent School Districts (Districts) marketplace, drawing on U.S. Census data to assess their scope, magnitude, and implications for any remedial action.

Chapter Sections

6.1 Introduction
6.2 Private Sector Disparities in Annual Business Survey (ABS) Census Data
6.3 Analysis of Race, Ethnicity, Gender Effects on Self Employment and Earnings
6.4 Conclusion

It is important to note that the firms analyzed in this private sector assessment are not limited to firms that have previously contracted with, or are currently available to, the Districts. Rather, the analysis examines the broader private-sector economy within the relevant geographic market. As such, the findings are intended to measure underlying conditions of economic opportunity and access to markets for minority- and woman-owned firms, independent of District-specific procurement practices. This approach is consistent with disparity study methodology, which relies on private-sector conditions as a benchmark for identifying structural barriers, discriminatory patterns, and unequal access to business formation and growth that may affect the availability and capacity of firms over time.

Using the 2022 U.S. Census Annual Business Survey (ABS) and the 2019–2023 American Community Survey (ACS) Public Use Microdata Sample (PUMS), this analysis explores the extent to which race, ethnicity, and gender continue to shape outcomes for business owners and aspiring entrepreneurs. These datasets are instrumental in identifying discriminatory patterns that limit firm success, particularly for historically marginalized groups. Discrimination in earnings, business formation rates, and self-employment—after controlling for variables such as education, industry, geography, and experience—signal differential treatment and unequal access to opportunity[129].

This chapter focuses on the overarching question:

- Does evidence of discrimination in the private sector provide a basis for determining whether and to what extent the Districts could use race- and/or gender-conscious remedial measures?

Two sources of data can help to answer the research question regarding disparities in the private sector:

[129] See Bates, T., & Robb, A. (2013). Financing Patterns of Black and White-Owned Firms. Journal of Financial Services Research, 33(1), 1–20.

- 2022 Census ABS data, which is used to respond to the inquiry:
    - Do marketplace disparities exist in the private sector for firms owned by minorities or females regarding revenue within industry categories similar to the Districts procurement categories?
- 2019-2023 Census ACS PUMS Data, which is used to determine whether, even after controlling for many other relevant economic and demographic factors, there are disparities between minority- and/or female-owned firms on the one hand, and nonminority male-owned firms on the other hand. The questions this data allows us to answer are:
    1. Does racial, ethnic, and gender status impact individual wages even after controlling for many other relevant economic and demographic factors among firms?
    2. Does racial, ethnic, and gender status impact business owner earnings even after controlling for many other relevant economic and demographic factors among firms?
    3. Are racial, ethnic, and gender minority groups less likely to be self-employed than nonminority males even after controlling for many other relevant economic and demographic factors? If so, does race, ethnicity, or gender have a role in the disparity?
    4. If minority- and/or female-owned firms and nonminority male-owned firms[130] shared similar traits and marketplace "conditions" (i.e., similar "rewards" in terms of capital, wages, earnings, etc.), what would be the effect on self-employment rates by race, ethnicity, and gender?

The ACS-based regression models further simulate counterfactual outcomes: if market conditions were equitable and reward structures were uniform, what would self-employment rates look like across racial, ethnic, and gender lines? Disparities that persist under these controls reflect more than chance or individual characteristics—they are consistent with discrimination[131].

This chapter thus offers a comprehensive, data-driven evaluation of whether minority- and women-owned firms in the Districts Marketplace continue to encounter discrimination in critical economic domains. Analytic tools include disparity indices (measuring proportional representation), earnings regressions, and decomposition techniques that isolate the effects of race and gender. The presence of statistically significant disparities—after adjusting for firm and owner characteristics—strengthens the inference that these outcomes are not solely due to neutral market forces but are indicative of entrenched discriminatory dynamics.[132]

[130] In this chapter MGT utilizes the same terminology for describing race, ethnicity, and/or gender as thus the Census. For example, the Census utilizes the term Female rather than Woman as is used in the rest of the report.
[131] See Guryan, J., & Charles, K. K. (2013). Taste-Based or Statistical Discrimination: The Economics of Discrimination Returns to Its Roots. The Economic Journal, 123(572), F417–F432 and Hellerstein, J. K., Neumark, D., & McInerney, M. (2008). Workplace Segregation in the United States: Race, Ethnicity, and Skill. The Review of Economics and Statistics, 90(3), 459–477.
[132] See Bates, T., Jackson, W. E., & Johnson, J. H. (2007). Advancing Research on Minority Entrepreneurship. The Annals of the American Academy of Political and Social Science, 613(1), 10–17 and Mason, C. M. (2017). Discrimination in Entrepreneurial Finance: Evidence from the Field. In Entrepreneurship, Innovation and Economic Development (pp. 149–172).

Together, these findings inform the empirical basis for any remedial interventions that the Districts may consider implementing.

6.2 Private Sector Disparities in Annual Business Survey ("ABS") Census Data

ABS data helps 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 Districts contracting domain. ABS provides data on economic and demographic characteristics 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),[133] firm employment size, and business ownership classification.

The 2022 Annual Business Survey (ABS) dataset, which incorporates both employer and nonemployer firm data from the 2021 Nonemployer Statistics by Demographics (NES-D) dataset, provides a comprehensive basis for conducting a full disparity analysis of key business metrics, including number of employees, annual payroll, and sales and receipts. Specifically, the data presented in **Tables 1-1** through **1-14** include employer firm data from Columns (3) through (6), drawn from the 2022 ABS dataset (AB2200CSA01). In contrast, Columns (1) and (2) encompass sales and receipts data from employer and nonemployer firms aggregated, with the latter data sourced from the 2021 NES-D database (AB2100NESD01). Employer firms are defined as businesses with paid employees, while nonemployer firms are those without paid employees but are still subject to federal income tax obligations.

For the purposes of this analysis, the geographic scope of the study contains the following counties: Harris County, TX; Austin County, TX; Brazoria County, TX; Chambers County, TX; Fort Bend County, TX; Galveston County, TX; Liberty County, TX; Montgomery County, TX; San Jacinto County, TX; Waller County, TX; Matagorda County, TX; Walker County, TX; Washington County, TX; and Wharton County, TX. MGT utilized this data to calculate private sector disparity indices, examining whether minority- and/or female-owned firms across various categories received a proportionate share of sales, employment, and payroll, relative to the availability of such firms within the Marketplace.

Disparity indices were calculated for employer and total firms (both employer and nonemployer firms), with a threshold of 80 used to identify substantial underutilization. A disparity index below this threshold indicates substantial underutilization of minority- and/or female-owned firms. This threshold is consistent with the methodology employed by MGT in analyzing disparity indices in the public sector, ensuring a consistent approach to understanding disparities across sectors.

MGT analyzed the combined total of five industries below to understand overall trends and conducted a more detailed analysis of the following NAICS codes[134] from the census because they align most closely with the state's procurement categories:

- NAICS Code 23, Construction

[133] Sales includes total shipments, receipts, revenue, or business done by the firm.
[134] The two-digit NAICS code level was utilized as those codes are the most prevalent levels across all the 2022 ABS data. The chosen NAICS codes are most similar to the following state procurement categories: Construction, Architecture-Engineering, Professional services, Other Services; and Goods and Services.

- NAICS Code 54, Professional, Scientific, and Technical Services
- NAICS Code 81, Services (Except Public Administration)
- NAICS Code 56, Administrative and Support Services
- NAICS Code 42, Wholesale Trade

6.2.1 Results of Analysis

Tables 6-1 through **6-14** present measures of private sector disparities, based on 2022 U.S. Census ABS data, for the population of available firms in the Districts Marketplace compared to the national (U.S.) marketplace. The data are disaggregated by race, ethnicity, and gender across the following sectors: Construction, Wholesale Trade, Professional, Scientific, and Technical Services, Administrative and Support Services, and Services (excluding Public Administration).

Based on analysis of the 2022 U.S. Census ABS data, a significant overall gap remains between the market share of minority- and/or female-owned firms and their representation in the Districts Marketplace business population, where data are available.

6.2.1.1 All Industries, United States and Districts Marketplace

Tables 6-1 and **6-2** present the availability, sales, employment, and payroll disparity results for All Industries[135]**. Table 6-1** presents U.S. data, while **Table 6-2** is for the Districts Marketplace. Panel A details the number of firms and total receipts for all firms and employer firms. It also provides information on the number of employees and the annual payroll of employer firms. For instance:

- The 33.3 million firms in the U.S. (**Table 6-1**) represent $19.3 trillion in sales and receipts.
- Looking at employer firms in the U.S., there are 5.6 million employer firms with $17.9 trillion in sales and receipts and 67.1 million employees.
- In the Districts Marketplace (**Table 6-2**), there are 869,045 total firms with $534.0 billion in sales and receipts.
- Of this, in the Districts Marketplace there are 112,045 employer firms with $497.4 billion in sales and receipts and 1.5 million employees.

Panel B converts the figures from Panel A into percentage distributions within each column across all industries. For example, in the U.S. (**Table 6-1**):

- Column (1) in Panel B shows that African American-owned firms represented 13 percent of all firms.
- Similarly, 15.6 percent of all firms were Hispanic-owned, 9.3 percent were Asian-owned, and 1.2 percent were American Indian or Alaska Native-owned.

In the Districts Marketplace (**Table 6-2**):

- African American-owned firms were 21.7 percent of all firms in the Districts Marketplace.
- Additionally, 32.3 percent of firms were Hispanic-owned, 13.8 percent were Asian-owned, and 1.1 percent were American Indian or Alaska Native-owned[136].

[135] "All Industries" indicates the summed total of all NAICS codes reported in the Districts Marketplace.
[136] Throughout the report, the term Native Americans refers to Native American or Alaska Native as outlined by Census.

Panel C provides insight into the overall firms and sales disparity, employer firms and sales disparity, employer firms and employee disparity, and employer firms and payroll disparity. In the U.S. (**Table 6-1**):

- The sales disparity indices fell below the 80 percent threshold in all seven instances (merged Columns (1) and (2) in Panel C).
- In Column (4), African Americans (34.36) had the lowest employer firm and sales disparity index.
- In Column (5), American Indian or Alaska Native (59.07) had the lowest employer firm and number of employees disparity indices.
- In Column (6), American Indian or Alaska Native had the lowest employer firm and payroll disparity index (49.26).

In the Districts Marketplace (**Table 6-2**):

- The sales disparity indices fell below the 80 percent threshold in all seven instances (merged Columns (1) and (2) in Panel C).
- In Column (4), Native Hawaiians or Pacific Islander (13.29) had the lowest employer firm and sales disparity index.
- In Column (5), Native Hawaiians or Pacific Islander (28.34) also had the lowest employer firm and number of employees disparity indices, while African Americans had the highest at 88.73.
- In Column (6), Native Hawaiians or Pacific Islander had the lowest employer firm and payroll disparity index (21.61).

Table 6-1.
Private Sector Census Disparities
All Industries
U.S. Census 2022 Annual Business Survey ("ABS")
United States

	TOTAL FIRMS (#)	SALES AND RECEIPTS ($000)	EMPLOYER FIRMS (#)	SALES AND RECEIPTS ($000)	EMPLOYEES (#)	PAYROLL ($000)
	(1)	(2)	(3)	(4)	(5)	(6)
Panel A. Levels						
All Firms	33,279,393	19,271,413,411	5,649,393	17,902,372,038	67,052,823	3,525,716,239
Nonminority Male	12,120,005	13,434,263,206	2,801,005	12,783,467,860	41,501,096	2,389,733,576
Minority	12,156,462	2,543,310,108	1,326,462	2,123,688,310	10,769,549	454,859,749
African American	4,327,585	321,664,796	194,585	211,847,969	1,626,522	61,202,925
American Indian or Alaska Native	401,519	91,019,403	47,519	78,502,914	333,153	14,608,707
Asian	3,109,680	1,323,906,608	650,680	1,192,953,911	5,368,251	238,833,554
Hispanic	5,204,202	847,378,486	465,202	653,467,996	3,550,203	143,246,171
Native Hawaiian or Pacific Islander	99,552	17,137,774	9,552	13,765,544	68,795	3,213,957
Women	13,309,282	2,503,389,849	1,309,282	2,138,235,179	11,380,866	508,548,940
Panel B. Column Percentages						
All Firms	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Nonminority Male	36.4%	69.7%	49.6%	71.4%	61.9%	67.8%
Minority	36.5%	13.2%	23.5%	11.9%	16.1%	12.9%
African American	13.0%	1.7%	3.4%	1.2%	2.4%	1.7%
American Indian or Alaska Native	1.2%	0.5%	0.8%	0.4%	0.5%	0.4%
Asian	9.3%	6.9%	11.5%	6.7%	8.0%	6.8%
Hispanic	15.6%	4.4%	8.2%	3.7%	5.3%	4.1%
Native Hawaiian or Pacific Islander	0.3%	0.1%	0.2%	0.1%	0.1%	0.1%
Women	40.0%	13.0%	23.2%	11.9%	17.0%	14.4%
Panel C. Disparity Ratios	(2) vs. (1)			(4) vs. (3)	(5) vs. (3)	(6) vs. (3)
All Firms	100.00			100.00	100.00	100.00
Nonminority Male	191.41			144.02	124.83	136.71
Minority	36.13			50.52	68.40	54.95
African American	12.84			34.36	70.43	50.40
American Indian or Alaska Native	39.15			52.13	59.07	49.26
Asian	73.52			57.86	69.51	58.81
Hispanic	28.12			44.33	64.30	49.34
Native Hawaiian or Pacific Islander	29.73			45.48	60.68	53.91
Women	32.48			51.54	73.24	62.24

Source: MGT Consulting Group, LLC conducted private sector marketplace disparity analyses based on data from the U.S. Census Bureau, 2022 Annual Business Survey ("ABS"), and 2021 Nonemployer Statistics by Demographics (NES-D). The data exclude publicly owned, foreign-owned, and not-for-profit firms. All firm data pertain to classifiable firms (i.e., firms for which the U.S. Census Bureau has demographic information). "Minority" firms include those owned by individuals of both sexes. "Female-owned firms" include those owned by individuals of all races and ethnicities.

Table 6-2.
Private Sector Census Disparities
All Industries
U.S. Census 2022 Annual Business Survey ("ABS")
Districts Marketplace

	TOTAL FIRMS (#)	SALES AND RECEIPTS ($000)	EMPLOYER FIRMS (#)	SALES AND RECEIPTS ($000)	EMPLOYEES (#)	PAYROLL ($000)
	(1)	(2)	(3)	(4)	(5)	(6)
Panel A. Levels						
All Firms	869,045	534,001,150	112,045	497,392,261	1,477,273	79,729,637
Nonminority Male	178,998	336,003,388	41,998	325,482,190	769,572	49,657,157
Minority	556,777	106,553,772	45,777	85,201,950	415,731	15,825,962
African American	188,199	11,923,575	6,199	6,984,268	72,520	2,016,733
American Indian or Alaska Native	9,462	2,107,779	762	1,717,805	7,891	363,573
Asian	119,796	53,121,192	24,296	47,711,783	204,933	7,122,060
Hispanic	280,968	41,925,446	14,968	29,623,196	136,690	6,425,237
Native Hawaiian or Pacific Islander	1,610	136,467	110	64,876	411	16,919
Women	371,217	68,349,917	27,217	58,337,633	287,917	12,659,302
Panel B. Column Percentages						
All Firms	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Nonminority Male	20.6%	62.9%	37.5%	65.4%	52.1%	62.3%
Minority	64.1%	20.0%	40.9%	17.1%	28.1%	19.8%
African American	21.7%	2.2%	5.5%	1.4%	4.9%	2.5%
American Indian or Alaska Native	1.1%	0.4%	0.7%	0.3%	0.5%	0.5%
Asian	13.8%	9.9%	21.7%	9.6%	13.9%	8.9%
Hispanic	32.3%	7.9%	13.4%	6.0%	9.3%	8.1%
Native Hawaiian or Pacific Islander	0.2%	0.0%	0.1%	0.0%	0.0%	0.0%
Women	42.7%	12.8%	24.3%	11.7%	19.5%	15.9%
Panel C. Disparity Ratios	(2) vs. (1)			(4) vs. (3)	(5) vs. (3)	(6) vs. (3)
All Firms	100.00			100.00	100.00	100.00
Nonminority Male	305.49			174.58	138.98	166.16
Minority	31.14			41.93	68.88	48.58
African American	10.31			25.38	88.73	45.72
American Indian or Alaska Native	36.25			50.78	78.54	67.05
Asian	72.16			44.24	63.97	41.19
Hispanic	24.28			44.58	69.26	60.33
Native Hawaiian or Pacific Islander	13.79			13.29	28.34	21.61
Women	29.96			48.28	80.23	65.36

Source and Notes: See **Table 1-1**.

Tables 6-3 and **6-4** present the availability, sales, employment, and payroll disparity results for the Sum of Industries[137] for the U.S. and the Districts Marketplace. Panel A details the number of

[137] "Sum of Industries" is the Construction, Wholesale Trade, Professional, Scientific, and Technical Services, Administrative and Support Services, and Services (Except Public Administration) sectors.

firms and total receipts for all firms and employer firms. It also provides information on the number of employees and annual payroll of employer firms. For instance, in the U.S. (**Table 6-3**):

- The 14.9 million firms represent $9.0 trillion in sales and receipts.
- There are 2.6 million employer firms with $8.4 trillion in sales and receipts and 26.1 million employees.

In the Districts Marketplace (**Table 6-4**):

- There are 421,706 total firms with $306.9 billion in sales and receipts.
- Of this, there are 51,606 employer firms with $290.0 billion in sales and receipts and 657,906 employees.

Panel B converts the figures from Panel A into percentage distributions within each column across all industries. For example, in the U.S. (**Table 6-3**):

- Column (1) in Panel B shows that 11.7 percent of all firms were African American-owned.
- In addition, 17.7 percent were Hispanic-owned, 8.3 percent were Asian-owned, and 1.3 percent were American Indian or Alaska Native -owned.

In the Districts Marketplace (**Table 6-4**):

- Column (1) in Panel B shows that African American-owned firms made up 18.2 percent of all firms.
- Additionally, 37.4 percent of firms were Hispanic-owned, 13.5 percent were Asian-owned, and 1.2 percent were American Indian or Alaska Native-owned.

Panel C provides insight into the overall firms and sales disparity, employer firms and sales disparity, employer firms and employee disparity, and employer firms and payroll disparity. In the U.S. (**Table 6-3**):

- The sales disparity indices, merged Columns (1) and (2), fell below the 80 percent threshold in all seven instances.
- In Column 4, American Indian or Alaska Native (33.51) had the lowest employer firm and sales disparity index.
- In Column (5), Native Hawaiian or Pacific Islander (57.52) had the lowest employer firm and number of employees disparity index.
- In Column (6), Hispanics had the lowest employer firm and payroll disparity index (50.08).

In the Districts Marketplace (**Table 6-4**):

- For the Sum of Firms, the sales disparity indices, merged Columns (1) and (2), fell below the 80 percent threshold in all seven instances.
- In Column 4, Native Hawaiian or Pacific Islanders (5.45) had the lowest employer firm and sales disparity index.
- In Column (5), Native Hawaiian or Pacific Islanders (22.49) had the lowest employer firm and number of employees disparity index while American Indian or Alaska Native had the highest at (93.55).
- In Column (6), Native Hawaiian or Pacific Islanders (10.69) had the lowest employer firm and payroll disparity index.

Table 6-3.
Private Sector Census Disparities
Sum of Industries
U.S. Census 2022 Annual Business Survey ("ABS")
United States

	TOTAL FIRMS (#)	SALES AND RECEIPTS ($000)	EMPLOYER FIRMS (#)	SALES AND RECEIPTS ($000)	EMPLOYEES (#)	PAYROLL ($000)
	(1)	(2)	(3)	(4)	(5)	(6)
Panel A. Levels						
All Firms	14,919,284	8,996,440,115	2,598,284	8,424,525,656	26,055,069	1,583,668,600
Nonminority Male	5,889,667	6,399,699,559	1,428,667	6,112,206,113	16,693,532	1,074,360,606
Minority	5,418,019	1,102,837,594	525,019	923,497,170	3,747,276	201,968,690
African American	1,747,751	122,685,666	71,751	83,223,592	569,555	25,849,038
American Indian or Alaska Native	189,906	31,922,731	23,706	25,758,359	151,506	7,604,995
Asian	1,234,086	522,340,332	209,586	475,869,302	1,563,931	98,091,346
Hispanic	2,637,554	422,188,290	234,554	322,547,716	1,495,717	71,589,212
Native Hawaiian or Pacific Islander	42,290	6,806,564	4,590	5,327,052	26,475	1,478,879
Women	5,656,053	1,158,076,667	532,053	1,008,916,593	4,404,637	235,335,071
Panel B. Column Percentages						
All Firms	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Nonminority Male	39.5%	71.1%	55.0%	72.6%	64.1%	67.8%
Minority	36.3%	12.3%	20.2%	11.0%	14.4%	12.8%
African American	11.7%	1.4%	2.8%	1.0%	2.2%	1.6%
American Indian or Alaska Native	1.3%	0.4%	0.9%	0.3%	0.6%	0.5%
Asian	8.3%	5.8%	8.1%	5.6%	6.0%	6.2%
Hispanic	17.7%	4.7%	9.0%	3.8%	5.7%	4.5%
Native Hawaiian or Pacific Islander	0.3%	0.1%	0.2%	0.1%	0.1%	0.1%
Women	37.9%	12.9%	20.5%	12.0%	16.9%	14.9%
Panel C. Disparity Ratios	(2) vs. (1)			(4) vs. (3)	(5) vs. (3)	(6) vs. (3)
All Firms	100.00			100.00	100.00	100.00
Nonminority Male	180.20			131.95	116.52	123.38
Minority	33.76			54.25	71.18	63.11
African American	11.64			35.77	79.16	59.11
American Indian or Alaska Native	27.88			33.51	63.73	52.63
Asian	70.19			70.03	74.41	76.79
Hispanic	26.54			42.41	63.59	50.08
Native Hawaiian or Pacific Islander	26.69			35.79	57.52	52.86
Women	33.95			58.48	82.56	72.57

Source and Notes: See **Table 3-1**.

Table 6-4.
Private Sector Census Disparities
Sum of Industries
U.S. Census 2022 Annual Business Survey ("ABS")
Districts Marketplace

	TOTAL FIRMS (#)	SALES AND RECEIPTS ($000)	EMPLOYER FIRMS (#)	SALES AND RECEIPTS ($000)	EMPLOYEES (#)	PAYROLL ($000)
	(1)	(2)	(3)	(4)	(5)	(6)
Panel A. Levels						
All Firms	421,706	306,894,001	51,606	289,997,054	657,906	40,117,505
Nonminority Male	143,403	240,808,050	33,303	234,156,498	512,012	32,668,146
Minority	276,297	51,483,626	17,397	41,351,116	139,758	7,065,471
African American	76,687	4,132,636	2,287	2,360,840	16,297	711,080
American Indian or Alaska Native	5,008	786,374	218	572,020	2,600	124,841
Asian	56,814	23,106,933	7,514	20,879,612	55,496	2,445,906
Hispanic	157,787	24,347,176	7,387	17,698,695	64,949	3,717,461
Native Hawaiian or Pacific Islander	745	44,688	45	13,790	129	3,740
Women	172,879	35,041,562	11,779	30,359,580	131,684	6,915,101
Panel B. Column Percentages						
All Firms	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Nonminority Male	34.0%	78.5%	64.5%	80.7%	77.8%	81.4%
Minority	65.5%	16.8%	33.7%	14.3%	21.2%	17.6%
African American	18.2%	1.3%	4.4%	0.8%	2.5%	1.8%
American Indian or Alaska Native	1.2%	0.3%	0.4%	0.2%	0.4%	0.3%
Asian	13.5%	7.5%	14.6%	7.2%	8.4%	6.1%
Hispanic	37.4%	7.9%	14.3%	6.1%	9.9%	9.3%
Native Hawaiian or Pacific Islander	0.2%	0.0%	0.1%	0.0%	0.0%	0.0%
Women	41.0%	11.4%	22.8%	10.5%	20.0%	17.2%
Panel C. Disparity Ratios	(2) vs. (1)			(4) vs. (3)	(5) vs. (3)	(6) vs. (3)
All Firms	100.00			100.00	100.00	100.00
Nonminority Male	230.75			125.12	120.60	126.18
Minority	25.60			42.30	63.01	52.24
African American	7.41			18.37	55.90	40.00
American Indian or Alaska Native	21.58			46.69	93.55	73.67
Asian	55.89			49.45	57.93	41.87
Hispanic	21.20			42.64	68.97	64.74
Native Hawaiian or Pacific Islander	8.24			5.45	22.49	10.69
Women	27.85			45.87	87.69	75.52

Source and Notes: See **Table 1-1**.

6.2.1.2 NAICS Code 23: Construction, Districts Marketplace

Tables 6-5 and **6-6** present Construction sector availability, sales, and disparity results (NAICS Code 23) for the U.S. and the Districts Marketplace. Panel A details the number of firms and total receipts for all firms and employer firms. It also provides information on the number of employees and annual payroll of employer firms. For instance, in the U.S. (**Table 6-5**):

- 3.5 million firms represent $2.4 trillion in sales and receipts.
- There are 754,548 employer firms with $2.2 trillion in sales and receipts and 6.3 million employees.

In the Districts Marketplace (**Table 6-6**):

- There are 103,871 total firms with $60.7 billion in sales and receipts.
- Of this, there are 10,871 employer firms with $54.6 billion in sales and receipts and 141,282 employees.

Panel B converts the figures from Panel A into percentage distributions within each column for the Construction sector. For example, in the U.S. (**Table 6-5**), Columns (1) and (2) in Panel B of **Table 6-5** show that, nationally, nonminority male-owned firms comprised 57.1 percent of all firms and accounted for 75.7 percent of all sales. This is compared to the Districts Marketplace (**Table 6-6**), which shows that nonminority male-owned firms comprised 27.2 percent of all firms and accounted for 78.6 percent of all sales.

Panel C provides insight into the overall firms and sales disparity, employer firms and sales disparity, employer firms and employee disparity, and employer firms and payroll disparity. For all U.S. construction firms (**Table 6-5**):

- The sales disparity indices, in merged Columns (1) and (2), fell below the 80 percent threshold in six of seven instances, with African Americans producing the lowest index at 16.29.
- In Column (4), African Americans (46.38) had the lowest employer firm and sales disparity index.
- In Column (5), Native Hawaiian or Pacific Islander (59.02) had the lowest employer firm and number of employees disparity index while Women were overutilized with an index of 115.96.
- In Column (6), the payroll and employer firm index was below 80 percent in six of seven instances, with female-owned firms (116.53) being overutilized.

In the Districts Marketplace (**Table 6-6**):

- The sales disparity indices, in merged Columns (1) and (2), fell below the 80 percent threshold in all seven instances, with Native Hawaiian or Pacific Islanders producing the lowest index at 11.15.
- In Column (4), Asians (22.09) had the lowest employer firm and sales disparity index.
- In Column (5), Asians (26.67) had the lowest employer firm and number of employees disparity index while Women had an index of 91.37.
- In Column (6), the payroll and employer firm index was below 80 percent in six of seven instances, with women-owned firms having an index of 94.35.

Table 6-5.
Private Sector Census Disparities
NAICS Code 23, Construction
U.S. Census 2022 Annual Business Survey ("ABS")
United States

	TOTAL FIRMS (#)	SALES AND RECEIPTS ($000)	EMPLOYER FIRMS (#)	SALES AND RECEIPTS ($000)	EMPLOYEES (#)	PAYROLL ($000)
	(1)	(2)	(3)	(4)	(5)	(6)
Panel A. Levels						
All Firms	3,487,548	2,380,047,414	754,548	2,191,385,640	6,270,105	421,427,372
Nonminority Male	1,992,755	1,800,529,319	500,755	1,683,401,377	4,513,237	312,385,595
Minority	1,180,373	239,944,356	122,373	180,579,285	664,966	38,268,266
African American	235,178	26,150,233	13,178	17,749,428	67,530	4,005,107
American Indian or Alaska Native	55,430	16,368,136	9,930	13,814,139	53,083	3,052,721
Asian	128,180	37,153,539	17,180	31,548,390	98,080	6,334,472
Hispanic	857,732	168,786,961	87,732	121,300,416	467,319	25,777,248
Native Hawaiian or Pacific Islander	9,634	2,589,903	1,534	2,103,647	7,523	466,321
Women	386,527	211,980,887	67,527	196,554,042	650,683	43,948,439
Panel B. Column Percentages						
All Firms	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Nonminority Male	57.1%	75.7%	66.4%	76.8%	72.0%	74.1%
Minority	33.8%	10.1%	16.2%	8.2%	10.6%	9.1%
African American	6.7%	1.1%	1.7%	0.8%	1.1%	1.0%
American Indian or Alaska Native	1.6%	0.7%	1.3%	0.6%	0.8%	0.7%
Asian	3.7%	1.6%	2.3%	1.4%	1.6%	1.5%
Hispanic	24.6%	7.1%	11.6%	5.5%	7.5%	6.1%
Native Hawaiian or Pacific Islander	0.3%	0.1%	0.2%	0.1%	0.1%	0.1%
Women	11.1%	8.9%	8.9%	9.0%	10.4%	10.4%
Panel C. Disparity Ratios	(2) vs. (1)			(4) vs. (3)	(5) vs. (3)	(6) vs. (3)
All Firms	100.00			100.00	100.00	100.00
Nonminority Male	132.40			115.75	108.46	111.69
Minority	29.79			50.81	65.39	55.99
African American	16.29			46.38	61.67	54.42
American Indian or Alaska Native	43.27			47.90	64.33	55.04
Asian	42.47			63.23	68.70	66.02
Hispanic	28.84			47.61	64.10	52.61
Native Hawaiian or Pacific Islander	39.39			47.22	59.02	54.43
Women	80.36			100.22	115.96	116.53

Source and Notes: See **Table 3-1**.

Table 6-6.
Private Sector Census Disparities
NAICS Code 23, Construction
U.S. Census 2022 Annual Business Survey ("ABS")
Districts Marketplace

	TOTAL FIRMS (#)	SALES AND RECEIPTS ($000)	EMPLOYER FIRMS (#)	SALES AND RECEIPTS ($000)	EMPLOYEES (#)	PAYROLL ($000)
	(1)	(2)	(3)	(4)	(5)	(6)
Panel A. Levels						
All Firms	103,871	60,719,797	10,871	54,623,692	141,282	9,486,325
Nonminority Male	28,234	47,742,950	7,234	45,961,700	112,832	7,928,140
Minority	75,385	12,374,428	3,385	8,096,336	27,419	1,493,945
African American	10,334	843,623	334	473,062	1,349	83,177
American Indian or Alaska Native	1,826	300,682	126	195,726	804	43,808
Asian	5,278	833,226	478	530,576	1,657	78,871
Hispanic	63,040	10,793,052	2,540	6,986,739	24,287	1,315,094
Native Hawaiian or Pacific Islander	200	13,031				
Women	16,296	4,744,358	1,296	3,968,982	15,389	1,067,004
Panel B. Column Percentages						
All Firms	100.00%	100.00%	100.0%	100.0%	100.0%	100.0%
Nonminority Male	27.18%	78.63%	66.5%	84.1%	79.9%	83.6%
Minority	72.58%	20.38%	31.1%	14.8%	19.4%	15.7%
African American	9.95%	1.39%	3.1%	0.9%	1.0%	0.9%
American Indian or Alaska Native	1.76%	0.50%	1.2%	0.4%	0.6%	0.5%
Asian	5.08%	1.37%	4.4%	1.0%	1.2%	0.8%
Hispanic	60.69%	17.78%	23.4%	12.8%	17.2%	13.9%
Native Hawaiian or Pacific Islander	0.19%	0.02%	0.0%	0.0%	0.0%	0.0%
Women	15.69%	7.81%	11.9%	7.3%	10.9%	11.2%
Panel C. Disparity Ratios	(2) vs. (1)			(4) vs. (3)	(5) vs. (3)	(6) vs. (3)
All Firms	100.00			100.00	100.00	100.00
Nonminority Male	289.27			126.45	120.02	125.59
Minority	28.08			47.60	62.33	50.58
African American	13.97			28.19	31.08	28.54
American Indian or Alaska Native	28.17			30.91	49.10	39.84
Asian	27.01			22.09	26.67	18.91
Hispanic	29.29			54.74	73.57	59.33
Native Hawaiian or Pacific Islander	11.15					
Women	49.80			60.95	91.37	94.35

Source and Notes: See **Table 3-1**.

6.2.1.3 NAICS Code 54: Professional, Scientific, and Technical Services, Districts Marketplace

Tables 6-7 and **Table 6-8** present the availability, sales, and disparity results for the Professional, Scientific, and Technical Services sector (NAICS Code 54) for the U.S. and the Districts Marketplace. Panel A details the number of firms and total receipts for all firms and employer firms. It also provides information on the number of employees and annual payroll of employer firms. For instance, in the U.S. (**Table 6-7**):

- 4.6 million firms represent $1.5 trillion in sales and receipts
- There are 827,090 employer firms with $1.3 trillion in sales and receipts and 6.3 million employees.

In the Districts Marketplace (**Table 6-8**):

- There are 109,816 total firms with $37.4 billion in sales and receipts.
- Of this, there are 19,316 employer firms with $32.5 billion in sales and receipts and 150,847 employees.

Panel B converts the figures from Panel A into percentage distributions within each column for the Professional, Scientific, and Technical Services sector. For example, Columns (1) and (2) in Panel B of **Table 6-7** show that, nationally, nonminority male-owned firms comprised 43.1 percent of all firms and accounted for 63.5 percent of all sales. For the Districts Marketplace, Columns (1) and (2) in Panel B of **Table 6-8** show that nonminority male-owned firms comprised 54.5 percent of all firms and accounted for 76.9 percent of all sales.

Panel C provides insight into the overall firms and sales disparity, employer firms and sales disparity, employer firms and employee disparity, and employer firms and payroll disparity. For all U.S. firms (**Table 6-7**):

- The sales disparity indices in merged Columns (1) and (2) fell below the 80 percent threshold in six out of the seven instances.
- African Americans (30.68) had the lowest index in this category while Asians (109.24) had the highest index.
- In Column (4), Hispanics (54.93) had the lowest employer firm and sales disparity index while Asians (109.54) had the highest and were overutilized.
- In Column (5), Native Hawaiian or Pacific Islander (64.48) had the lowest employer firm and number of employees disparity index.
- In Column (6), the payroll and employer firms index was below 80 percent in five out of the seven instances.
- Asians (111.87) had the highest index in this category and were overutilized.

For all firms in the Districts Marketplace (**Table 6-8**):

- The sales disparity indices, in merged Columns (1) and (2), fell below the 80 percent threshold in all the seven instances.
- In Column (4), Native Hawaiian or Pacific Islanders (17.71) had the lowest employer firm and sales disparity index.

- In Column (5), Native Hawaiian or Pacific Islanders (37.32) had the lowest employer firm and number of employees disparity index, while Women (84.11) had the highest.
- In Column (6), the payroll and employer firms index was below 80 percent in all seven instances.

Table 6-7.
Private Sector Census Disparities
NAICS Code 54, Professional, Scientific, and Technical Services
U.S. Census 2022 Annual Business Survey ("ABS")
United States

	TOTAL FIRMS (#)	SALES AND RECEIPTS ($000)	EMPLOYER FIRMS (#)	SALES AND RECEIPTS ($000)	EMPLOYEES (#)	PAYROLL ($000)
	(1)	(2)	(3)	(4)	(5)	(6)
Panel A. Levels						
All Firms	4,581,090	1,533,575,558	827,090	1,344,032,123	6,327,259	501,957,556
Nonminority Male	1,974,510	973,693,115	436,510	874,962,052	3,883,500	327,697,469
Minority	1,194,576	255,251,947	156,576	213,829,634	1,033,992	80,018,181
African American	357,383	36,708,450	26,383	26,729,208	154,553	10,020,756
American Indian or Alaska Native	44,445	6,961,517	5,945	5,551,062	34,280	2,122,521
Asian	419,630	153,449,684	76,630	136,407,829	587,567	52,024,668
Hispanic	429,787	59,923,103	50,787	45,332,880	262,757	16,073,366
Native Hawaiian or Pacific Islander	11,172	1,771,241	1,172	1,382,845	5,781	462,534
Women	1,863,268	286,668,743	219,268	226,333,421	1,262,616	84,908,072
Panel B. Column Percentages						
All Firms	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Nonminority Male	43.1%	63.5%	52.8%	65.1%	61.4%	65.3%
Minority	26.1%	16.6%	18.9%	15.9%	16.3%	15.9%
African American	7.8%	2.4%	3.2%	2.0%	2.4%	2.0%
American Indian or Alaska Native	1.0%	0.5%	0.7%	0.4%	0.5%	0.4%
Asian	9.2%	10.0%	9.3%	10.1%	9.3%	10.4%
Hispanic	9.4%	3.9%	6.1%	3.4%	4.2%	3.2%
Native Hawaiian or Pacific Islander	0.2%	0.1%	0.1%	0.1%	0.1%	0.1%
Women	40.7%	18.7%	26.5%	16.8%	20.0%	16.9%
Panel C. Disparity Ratios	(2) vs. (1)			(4) vs. (3)	(5) vs. (3)	(6) vs. (3)
All Firms	100.00			100.00	100.00	100.00
Nonminority Male	147.31			123.35	116.30	123.70
Minority	63.83			84.04	86.32	84.21
African American	30.68			62.35	76.58	62.58
American Indian or Alaska Native	46.79			57.46	75.37	58.83
Asian	109.24			109.54	100.23	111.87
Hispanic	41.65			54.93	67.63	52.15
Native Hawaiian or Pacific Islander	47.36			72.61	64.48	65.03
Women	45.96			63.52	75.27	63.81

Source and Notes: See **Table 3-1.**

Table 6-8.
Private Sector Census Disparities
NAICS Code 54, Professional, Scientific, and Technical Services
U.S. Census 2022 Annual Business Survey ("ABS")
Districts Marketplace

	TOTAL FIRMS (#)	SALES AND RECEIPTS ($000)	EMPLOYER FIRMS (#)	SALES AND RECEIPTS ($000)	EMPLOYEES (#)	PAYROLL ($000)
	(1)	(2)	(3)	(4)	(5)	(6)
Panel A. Levels						
All Firms	109,816	37,420,325	19,316	32,528,035	150,847	12,309,188
Nonminority Male	59,807	28,782,951	12,807	25,683,186	118,193	10,117,781
Minority	49,165	7,890,883	6,165	6,137,977	30,188	2,026,261
African American	16,160	1,210,102	1,160	738,965	4,493	243,356
American Indian or Alaska Native	850	40,751				
Asian	15,036	3,655,925	3,036	3,041,441	13,591	943,248
Hispanic	19,368	2,813,817	1,868	2,115,703	11,118	744,561
Native Hawaiian or Pacific Islander	185	17,537	35	10,437	102	3,218
Women	44,253	7,817,727	5,253	6,369,370	34,503	2,186,339
Panel B. Column Percentages						
All Firms	100.00%	100.00%	100.0%	100.0%	100.0%	100.0%
Nonminority Male	54.46%	76.92%	66.3%	79.0%	78.4%	82.2%
Minority	44.77%	21.09%	31.9%	18.9%	20.0%	16.5%
African American	14.72%	3.23%	6.0%	2.3%	3.0%	2.0%
American Indian or Alaska Native	0.77%	0.11%	0.0%	0.0%	0.0%	0.0%
Asian	13.69%	9.77%	15.7%	9.4%	9.0%	7.7%
Hispanic	17.64%	7.52%	9.7%	6.5%	7.4%	6.0%
Native Hawaiian or Pacific Islander	0.17%	0.05%	0.2%	0.0%	0.1%	0.0%
Women	40.30%	20.89%	27.2%	19.6%	22.9%	17.8%
Panel C. Disparity Ratios	(2) vs. (1)			(4) vs. (3)	(5) vs. (3)	(6) vs. (3)
All Firms	100.00			100.00	100.00	100.00
Nonminority Male	141.23			119.09	118.17	123.97
Minority	47.10			59.12	62.70	51.58
African American	21.98			37.83	49.60	32.92
American Indian or Alaska Native	14.07					
Asian	71.35			59.49	57.32	48.75
Hispanic	42.64			67.26	76.21	62.55
Native Hawaiian or Pacific Islander	27.82			17.71	37.32	14.43
Women	51.84			72.00	84.11	65.31

Source and Notes: See **Table 3-1**.

6.2.1.4 NAICS Code 81: Services (Except Public Administration), Districts Marketplace

Tables 6-9 and **6-10** present the availability, sales, and disparity results for the Services (except Public Administration) sector (NAICS Code 81) in the U.S. and the Districts Marketplace. Panel A details the number of firms and total receipts for all firms and employer firms. It also provides information on the number of employees and annual payroll of employer firms. For instance, in the U.S. (**Table 6-9**):

- 3.3 million firms represent $387.4 billion in sales and receipts.
- There are 407,782 employer firms with $294.1 billion in sales and receipts and 2.4 million employees.

In the Districts Marketplace (**Table 6-10**):

- There are 98,606 total firms with $12.0 billion in sales and receipts.
- Of this, there are 7,606 employer firms with $9.1 billion in sales and receipts and 65,673 employees.

Panel B converts the figures from Panel A into percentage distributions within each column for the administrative services sector. For example, Columns (1) and (2) in Panel B of **Table 6-9** show that, nationally, nonminority male-owned firms comprised 24.2 percent of all firms and accounted for 51.1 percent of all sales. For the Districts Marketplace, Columns (1) and (2) in Panel B of **Table 6-10** show that nonminority male-owned firms comprised 22.6 percent of all firms and accounted for 64.8 percent of all sales.

Panel C provides insight into the overall firms and sales disparity, employer firms and sales disparity, employer firms and employee disparity, and employer firms and payroll disparity. For all U.S. firms (**Table 6-9**):

- The sales disparity indices, merged Columns (1) and (2), fell below the 80 percent threshold in all seven instances.
- African Americans (22.60) had the lowest index in this category.
- In Column (4), Asians (53.83) had the lowest employer firm and sales disparity index.
- In Column (5), African Americans (60.54) had the lowest employer firm and number of employees disparity index.
- In Column (6), the payroll and employer firm index was below 80 percent in all seven instances.

For all firms in the Districts Marketplace (**Table 6-10**):

- The sales disparity indices, merged Columns (1) and (2), fell below the 80 percent threshold in all seven instances.
- In Column (4), Native Hawaiian or Pacific Islanders (28.15) had the lowest employer firm and sales disparity index.
- In Column (5), Native Hawaiian or Pacific Islanders (31.27) had the lowest employer firm and number of employees disparity index.
- In Column (6), the payroll and employer firm index was below 80 percent in all seven instances (American Indian or Alaska Native and Native Hawaiian or Pacific Islander could not be calculated due to a lack of data).

Table 6-9.
Private Sector Census Disparities
NAICS Code 81, Services (Except Public Administration)
U.S. Census 2022 Annual Business Survey ("ABS"),
United States

	TOTAL FIRMS (#)	SALES AND RECEIPTS ($000)	EMPLOYER FIRMS (#)	SALES AND RECEIPTS ($000)	EMPLOYEES (#)	PAYROLL ($000)
	(1)	(2)	(3)	(4)	(5)	(6)
Panel A. Levels						
All Firms	3,300,782	387,417,684	407,782	294,053,159	2,384,767	86,966,093
Nonminority Male	798,014	197,791,582	163,014	169,589,577	1,152,904	48,022,155
Minority	1,553,766	90,371,646	116,766	49,318,357	495,429	14,184,945
African American	652,131	17,295,317	13,131	5,238,590	46,487	1,418,243
American Indian or Alaska Native	41,167	2,944,763	3,167	1,915,179	14,368	535,297
Asian	463,914	42,040,408	67,914	26,360,834	305,469	7,836,404
Hispanic	506,053	31,928,916	35,053	16,702,231	134,901	4,621,407
Native Hawaiian or Pacific Islander	9,851	696,971	851	419,279	3,437	127,348
Women	1,775,687	95,101,103	126,687	53,246,062	600,318	17,994,785
Panel B. Column Percentages						
All Firms	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Nonminority Male	24.2%	51.1%	40.0%	57.7%	48.3%	55.2%
Minority	47.1%	23.3%	28.6%	16.8%	20.8%	16.3%
African American	19.8%	4.5%	3.2%	1.8%	1.9%	1.6%
American Indian or Alaska Native	1.2%	0.8%	0.8%	0.7%	0.6%	0.6%
Asian	14.1%	10.9%	16.7%	9.0%	12.8%	9.0%
Hispanic	15.3%	8.2%	8.6%	5.7%	5.7%	5.3%
Native Hawaiian or Pacific Islander	0.3%	0.2%	0.2%	0.1%	0.1%	0.1%
Women	53.8%	24.5%	31.1%	18.1%	25.2%	20.7%
Panel C. Disparity Ratios	(2) vs. (1)			(4) vs. (3)	(5) vs. (3)	(6) vs. (3)
All Firms	100.00			100.00	100.00	100.00
Nonminority Male	211.17			144.27	120.93	138.13
Minority	49.55			58.57	72.55	56.96
African American	22.60			55.32	60.54	50.64
American Indian or Alaska Native	60.95			83.86	77.58	79.25
Asian	77.21			53.83	76.91	54.10
Hispanic	53.76			66.08	65.81	61.82
Native Hawaiian or Pacific Islander	60.28			68.32	69.06	70.17
Women	45.63			58.29	81.03	66.60

Source and Notes: See **Table 3-1**.

Table 6-10.
Private Sector Census Disparities
NAICS Code 81, Services (Except Public Administration)
U.S. Census 2022 Annual Business Survey ("ABS"),
Districts Marketplace

	TOTAL FIRMS (#)	SALES AND RECEIPTS ($000)	EMPLOYER FIRMS (#)	SALES AND RECEIPTS ($000)	EMPLOYEES (#)	PAYROLL ($000)
	(1)	(2)	(3)	(4)	(5)	(6)
Panel A. Levels						
All Firms	98,606	11,989,987	7,606	9,059,699	65,673	2,723,736
Nonminority Male	22,303	7,765,238	4,303	7,044,917	45,454	2,091,699
Minority	75,645	4,077,103	3,145	1,885,045	19,385	599,844
African American	28,303	684,570	303	149,843	1,505	36,674
American Indian or Alaska Native	850	30,933				
Asian	26,726	1,835,041	1,726	870,241	11,860	308,749
Hispanic	25,062	1,619,192	1,062	777,647	5,161	216,751
Native Hawaiian or Pacific Islander	160	8,162	10	3,353	27	522
Women	56,247	2,395,613	2,247	990,798	10,160	336,904
Panel B. Column Percentages						
All Firms	100.00%	100.00%	100.0%	100.0%	100.0%	100.0%
Nonminority Male	22.62%	64.76%	56.6%	77.8%	69.2%	76.8%
Minority	76.71%	34.00%	41.3%	20.8%	29.5%	22.0%
African American	28.70%	5.71%	4.0%	1.7%	2.3%	1.3%
American Indian or Alaska Native	0.86%	0.26%	0.0%	0.0%	0.0%	0.0%
Asian	27.10%	15.30%	22.7%	9.6%	18.1%	11.3%
Hispanic	25.42%	13.50%	14.0%	8.6%	7.9%	8.0%
Native Hawaiian or Pacific Islander	0.16%	0.07%	0.1%	0.0%	0.0%	0.0%
Women	57.04%	19.98%	29.5%	10.9%	15.5%	12.4%
Panel C. Disparity Ratios	(2) vs. (1)			(4) vs. (3)	(5) vs. (3)	(6) vs. (3)
All Firms	100.00			100.00	100.00	100.00
Nonminority Male	286.34			137.45	122.34	135.74
Minority	44.33			50.32	71.39	53.26
African American	19.89			41.52	57.53	33.80
American Indian or Alaska Native	29.93					
Asian	56.47			42.33	79.58	49.95
Hispanic	53.13			61.48	56.28	56.99
Native Hawaiian or Pacific Islander	41.95			28.15	31.27	14.58
Women	35.03			37.02	52.37	41.87

Source and Notes: See **Table 3-1**.

6.2.1.5 NAICS Code 56: Administrative and Support, Districts Marketplace

Tables 6-11 and **6-12** show the availability, sales, and disparity results for the Administrative Services sector (NAICS Code 56) for the U.S. and the Districts Marketplace. Panel A details the number of firms and total receipts for all firms and employer firms. It also provides information on the number of employees and annual payroll of employer firms. For instance, in the U.S. (**Table 6-11**):

- 2.9 million firms represent $983.8 billion in sales and receipts.
- There are 358,065 employer firms with $918.8 billion in sales and receipts and 7.6 million employees.

In the Districts Marketplace (**Table 6-12**):

- There are 93,372 total firms with $23.1 billion in sales and receipts.
- Of this, there are 6,372 employer firms with $21.1 billion in sales and receipts and 206,162 employees.

Panel B converts the figures in Panel A into percentage distributions within each column for the administrative services sector. For example, Columns (1) and (2) in Panel B of **Table 6-11** show that, nationally, minority firms comprised 44.8 percent of all firms and accounted for 13.6 percent of all sales. For the Districts Marketplace, Columns (1) and (2) in Panel B of **Table 6-12** show that minority-owned firms comprised 73.5 percent of all firms and accounted for 23.0 percent of all sales.

Panel C provides insight into the overall firms and sales disparity, employer firms and sales disparity, employer firms and employee disparity, and employer firms and payroll disparity. For all U.S. firms (**Table 6-11**):

- The sales disparity indices, merged Columns (1) and (2), fell below the 80 percent threshold in six out of seven instances with African Americans (16.70) producing the lowest index.
- In Column (4), American Indian or Alaska Native (37.42) had the lowest employer firm and sales disparity index while Asians (106.65) had the highest and were overutilized in this category.
- In Column (5), American Indian or Alaska Native (50.24) had the lowest employer firm and number of employees disparity index while Asians (105.44) recorded the highest and were overutilized in this category.
- In Column (6), American Indian or Alaska Native (44.43) had the lowest payroll and employer firm index while Asians (123.41) were the highest and overutilized.

For all firms in the Districts Marketplace (**Table 6-12**):

- The sales disparity indices, merged Columns (1) and (2), fell below the 80 percent threshold in all seven instances with Native Hawaiian or Pacific Islanders having the lowest index at 12.05.
- In Column (4), African Americans (44.06) had the lowest employer firm and sales disparity index while Women (87.97) had the highest.
- In Column (5), Hispanics (53.92) had the lowest employer firm and number of employees disparity index while Women (114.37) were overutilized and had the highest.

- In Column (6), Asians (39.96) had the lowest payroll and employer firm index while Women (114.98) were overutilized and had the highest.

Table 6-11.
Private Sector Census Disparities
NAICS Code 56, Administrative and Support Services
U.S. Census 2022 Annual Business Survey ("ABS")
United States

	TOTAL FIRMS (#)	SALES AND RECEIPTS ($000)	EMPLOYER FIRMS (#)	SALES AND RECEIPTS ($000)	EMPLOYEES (#)	PAYROLL ($000)
	(1)	(2)	(3)	(4)	(5)	(6)
Panel A. Levels						
All Firms	2,942,065	983,768,604	358,065	918,837,244	7,606,501	327,337,440
Nonminority Male	821,385	667,716,509	183,385	644,228,532	4,694,081	206,791,079
Minority	1,319,454	133,304,523	75,454	105,960,981	1,156,006	45,648,113
African American	471,087	26,299,080	16,087	18,568,949	280,497	9,155,601
American Indian or Alaska Native	44,664	5,381,840	4,664	4,477,979	49,775	1,894,456
Asian	151,293	42,618,810	14,293	39,117,257	320,139	16,125,767
Hispanic	775,339	63,017,354	44,339	45,123,751	517,539	18,878,601
Native Hawaiian or Pacific Islander	10,416	1,184,351	816	937,171	8,933	376,186
Women	1,468,053	156,608,693	79,053	131,801,502	1,450,465	57,698,277
Panel B. Column Percentages						
All Firms	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Nonminority Male	27.9%	67.9%	51.2%	70.1%	61.7%	63.2%
Minority	44.8%	13.6%	21.1%	11.5%	15.2%	13.9%
African American	16.0%	2.7%	4.5%	2.0%	3.7%	2.8%
American Indian or Alaska Native	1.5%	0.5%	1.3%	0.5%	0.7%	0.6%
Asian	5.1%	4.3%	4.0%	4.3%	4.2%	4.9%
Hispanic	26.4%	6.4%	12.4%	4.9%	6.8%	5.8%
Native Hawaiian or Pacific Islander	0.4%	0.1%	0.2%	0.1%	0.1%	0.1%
Women	49.9%	15.9%	22.1%	14.3%	19.1%	17.6%
Panel C. Disparity Ratios	(2) vs. (1)			(4) vs. (3)	(5) vs. (3)	(6) vs. (3)
All Firms	100.00			100.00	100.00	100.00
Nonminority Male	243.11			136.90	120.49	123.35
Minority	30.21			54.73	72.12	66.18
African American	16.70			44.98	82.08	62.26
American Indian or Alaska Native	36.04			37.42	50.24	44.43
Asian	84.24			106.65	105.44	123.41
Hispanic	24.31			39.66	54.95	46.57
Native Hawaiian or Pacific Islander	34.00			44.76	51.53	50.43
Women	31.90			64.97	86.37	79.84

Source and Notes: See **Table 3-1**.

Table 6-12.
Private Sector Census Disparities
NAICS Code 56, Administrative and Support Services
U.S. Census 2022 Annual Business Survey ("ABS")
Districts Marketplace

	TOTAL FIRMS (#)	SALES AND RECEIPTS ($000)	EMPLOYER FIRMS (#)	SALES AND RECEIPTS ($000)	EMPLOYEES (#)	PAYROLL ($000)
	(1)	(2)	(3)	(4)	(5)	(6)
Panel A. Levels						
All Firms	93,372	23,085,850	6,372	21,051,596	206,162	8,692,993
Nonminority Male	24,672	17,033,901	4,172	16,434,725	164,797	6,784,697
Minority	68,637	5,308,029	2,137	3,881,048	40,215	1,840,184
African American	20,425	947,905	425	618,681	8,721	333,604
American Indian or Alaska Native	1,358	133,845	58	106,998	1,577	67,583
Asian	6,705	1,088,989	605	944,705	11,508	329,835
Hispanic	47,078	3,293,498	1,078	2,232,044	18,806	1,131,934
Native Hawaiian or Pacific Islander	200	5,958				
Women	51,642	5,645,424	1,642	4,772,036	60,762	2,575,669
Panel B. Column Percentages						
All Firms	100.00%	100.00%	100.0%	100.0%	100.0%	100.0%
Nonminority Male	26.42%	73.79%	65.5%	78.1%	79.9%	78.0%
Minority	73.51%	22.99%	33.5%	18.4%	19.5%	21.2%
African American	21.87%	4.11%	6.7%	2.9%	4.2%	3.8%
American Indian or Alaska Native	1.45%	0.58%	0.9%	0.5%	0.8%	0.8%
Asian	7.18%	4.72%	9.5%	4.5%	5.6%	3.8%
Hispanic	50.42%	14.27%	16.9%	10.6%	9.1%	13.0%
Native Hawaiian or Pacific Islander	0.21%	0.03%	0.0%	0.0%	0.0%	0.0%
Women	55.31%	24.45%	25.8%	22.7%	29.5%	29.6%
Panel C. Disparity Ratios	(2) vs. (1)			(4) vs. (3)	(5) vs. (3)	(6) vs. (3)
All Firms	100.00			100.00	100.00	100.00
Nonminority Male	279.24			119.24	122.09	119.20
Minority	31.28			54.97	58.16	63.12
African American	18.77			44.06	63.42	57.54
American Indian or Alaska Native	39.86			55.84	84.04	85.41
Asian	65.69			47.26	58.79	39.96
Hispanic	28.30			62.67	53.92	76.97
Native Hawaiian or Pacific Islander	12.05					
Women	44.21			87.97	114.37	114.98

Source and Notes: See **Table 3-1**.

6.2.1.6 NAICS Code 42: Wholesale Trade, Districts Marketplace

Tables 6-13 and **6-14** present Wholesale Trade sector availability, sales, and disparity results (NAICS Code 42) for the U.S. and the Districts Marketplace. Panel A details the number of firms and total receipts for all firms and employer firms. It also provides information on the number of employees and annual payroll of employer firms. For instance, in the U.S. (**Table 6-13**):

- 607,799 firms represent $3.7 trillion in sales and receipts.
- There are 250,799 employer firms with $3.68 trillion in sales and receipts and 3.5 million employees.

In the Districts Marketplace (**Table 6-14**):

- There are 16,041 total firms with $173.7 billion in sales and receipts.
- Of this, there are 7,441 employer firms with $172.7 billion in sales and receipts and 93,942 employees.

Panel B converts the figures from Panel A into percentage distributions within each column for the Wholesale Trade sector. For example, Columns (1) and (2) in Panel B of **Table 6-13** show that, nationally, nonminority male-owned firms comprised 49.9 percent of all firms and accounted for 74.4 percent of all sales. For the Districts Marketplace, Columns (1) and (2) in Panel B of **Table 6-14** show that nonminority male-owned firms comprised 52.3 percent of all firms and accounted for 80.3 percent of all sales.

Panel C provides insight into the overall firms and sales disparity, employer firms and sales disparity, employer firms and employee disparity, and employer firms and payroll disparity. For all U.S. firms (**Table 6-13**):

- The sales disparity indices, in merged Columns (1) and (2), fell below the 80 percent threshold in all seven instances.
- American Indian or Alaska Native (1.04) had the lowest index in the all-firms sales disparity category.
- In Column (4), Native Hawaiian or Pacific Islander (15.22) had the lowest employer firm and sales disparity index.
- In Column (5), Native Hawaiian or Pacific Islander also had the lowest employer firm and employee disparity index (26.71).
- In Column (6), the payroll disparity index was below 80 percent in seven of eight instances, with Native Hawaiian or Pacific Islander having the lowest index (21.84).

For all firms in the Districts Marketplace (**Table 6-14**):

- The sales disparity indices, in merged Columns (1) and (2), fell below the 80 percent threshold in all seven instances (Native Hawaiian or Pacific Islander could not be calculated due to small sample sizes within the ABS data).
- African Americans (2.81) had the lowest all-firms sales disparity index.
- In Column (4), African Americans (25.20) had the lowest employer firm and sales disparity index (Native Hawaiian or Pacific Islander could not be calculated due to small sample sizes within the ABS data).

- In Column (5), African Americans had the lowest employer firm and number of employees disparity index (27.91).
- In Column (6), the payroll to employer firm index was below 80 percent in all seven instances, with African Americans (23.66) being the lowest.

Table 6-13.
Private Sector Census Disparities
NAICS Code 42, Wholesale Trade
U.S. Census 2022 Annual Business Survey ("ABS")
United States

	TOTAL FIRMS (#)	SALES AND RECEIPTS ($000)	EMPLOYER FIRMS (#)	SALES AND RECEIPTS ($000)	EMPLOYEES (#)	PAYROLL ($000)
	(1)	(2)	(3)	(4)	(5)	(6)
Panel A. Levels						
All Firms	607,799	3,711,630,855	250,799	3,676,217,490	3,466,437	245,980,139
Nonminority Male	303,003	2,759,969,034	145,003	2,740,024,575	2,449,810	179,464,308
Minority	169,850	383,965,122	53,850	373,808,913	396,883	23,849,185
African American	31,972	16,232,586	2,972	14,937,417	20,488	1,249,331
American Indian or Alaska Native	4,200	266,475				
Asian	71,069	247,077,891	33,569	242,434,992	252,676	15,770,035
Hispanic	68,643	98,531,956	16,643	94,088,438	113,201	6,238,590
Native Hawaiian or Pacific Islander	1,217	564,098	217	484,110	801	46,490
Women	162,518	407,717,241	39,518	400,981,566	440,555	30,785,498
Panel B. Column Percentages						
All Firms	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Nonminority Male	49.9%	74.4%	57.8%	74.5%	70.7%	73.0%
Minority	27.9%	10.3%	21.5%	10.2%	11.4%	9.7%
African American	5.3%	0.4%	1.2%	0.4%	0.6%	0.5%
American Indian or Alaska Native	0.7%	0.0%	0.0%	0.0%	0.0%	0.0%
Asian	11.7%	6.7%	13.4%	6.6%	7.3%	6.4%
Hispanic	11.3%	2.7%	6.6%	2.6%	3.3%	2.5%
Native Hawaiian or Pacific Islander	0.2%	0.0%	0.1%	0.0%	0.0%	0.0%
Women	26.7%	11.0%	15.8%	10.9%	12.7%	12.5%
Panel C. Disparity Ratios	(2) vs. (1)			(4) vs. (3)	(5) vs. (3)	(6) vs. (3)
All Firms	100.00			100.00	100.00	100.00
Nonminority Male	149.16			128.91	122.24	126.19
Minority	37.02			47.36	53.32	45.16
African American	8.31			34.29	49.88	42.86
American Indian or Alaska Native	1.04					
Asian	56.93			49.27	54.46	47.90
Hispanic	23.51			38.57	49.21	38.22
Native Hawaiian or Pacific Islander	7.59			15.22	26.71	21.84
Women	41.08			69.22	80.66	79.43

Source and Notes: See **Table 3-1**.

Table 6-14.
Private Sector Census Disparities
NAICS Code 42, Wholesale Trade
U.S. Census 2022 Annual Business Survey ("ABS")
Districts Marketplace

	TOTAL FIRMS (#)	SALES AND RECEIPTS ($000)	EMPLOYER FIRMS (#)	SALES AND RECEIPTS ($000)	EMPLOYEES (#)	PAYROLL ($000)
	(1)	(2)	(3)	(4)	(5)	(6)
Panel A. Levels						
All Firms	16,041	173,678,042	7,441	172,734,032	93,942	6,905,263
Nonminority Male	8,387	139,483,010	4,787	139,031,970	70,736	5,745,829
Minority	7,465	21,833,183	2,565	21,350,710	22,551	1,105,237
African American	1,465	446,436	65	380,289	229	14,269
American Indian or Alaska Native	124	280,163	34	269,296	219	13,450
Asian	3,069	15,693,752	1,669	15,492,649	16,880	785,203
Hispanic	3,239	5,827,617	839	5,586,562	5,577	309,121
Native Hawaiian or Pacific Islander	0	0	0	0	0	0
Women	4,441	14,438,440	1,341	14,258,394	10,870	749,185
Panel B. Column Percentages						
All Firms	100.00%	100.00%	100.0%	100.0%	100.0%	100.0%
Nonminority Male	52.28%	80.31%	64.3%	80.5%	75.3%	83.2%
Minority	46.54%	12.57%	34.5%	12.4%	24.0%	16.0%
African American	9.13%	0.26%	0.9%	0.2%	0.2%	0.2%
American Indian or Alaska Native	0.77%	0.16%	0.5%	0.2%	0.2%	0.2%
Asian	19.13%	9.04%	22.4%	9.0%	18.0%	11.4%
Hispanic	20.19%	3.36%	11.3%	3.2%	5.9%	4.5%
Native Hawaiian or Pacific Islander	0.00%	0.00%	0.0%	0.0%	0.0%	0.0%
Women	27.69%	8.31%	18.0%	8.3%	11.6%	10.8%
Panel C. Disparity Ratios	(2) vs. (1)			(4) vs. (3)	(5) vs. (3)	(6) vs. (3)
All Firms	100.00			100.00	100.00	100.00
Nonminority Male	153.60			125.11	117.04	129.34
Minority	27.01			35.86	69.64	46.43
African American	2.81			25.20	27.91	23.66
American Indian or Alaska Native	20.87			34.12	51.02	42.63
Asian	47.23			39.99	80.11	50.70
Hispanic	16.62			28.68	52.65	39.70
Native Hawaiian or Pacific Islander						
Women	30.03			45.80	64.21	60.20

Source and Notes: See **Table 3-1**.

6.2.2 ABS Conclusion

The analysis of the Annual Business Survey data reveals a consistent underrepresentation of minority- and/or female-owned firms in the Districts Marketplace, particularly when compared to their availability across various industries. This underutilization points to systemic disparities that continue to disadvantage minority- and/or female-owned firms, despite their substantial presence in the business landscape. These disparities are prevalent across multiple industries, underscoring the need for sustained government intervention to address these inequities.

Moreover, the data show that in the majority of procurement categories, disparities fall below the 80 index, signifying substantial underutilization. These measurable gaps in participation reflect the persistent barriers that minority- and/or female-owned firms face in accessing opportunities, whether through limited access to contracts, resources, or networks. The persistence of these inequities underscores the need for targeted policies and strategies that not only raise awareness but also deliver meaningful, actionable opportunities for minority- and/or female-owned firms to compete on an equal footing.

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

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

- Does racial, ethnic, and gender status impact individual wages after controlling for differences among firms?
- Does racial, ethnic, and gender status impact business owner earnings after controlling for differences among firms?
- Are racial, ethnic, and gender minority groups less likely than nonminority males to be self-employed after controlling for differences? If so, does race, ethnicity, or gender have a role in the disparity?

What would be the effect on rates of self-employment by race, ethnicity, and gender if minority and female-owned business enterprises and nonminority male-owned firms shared similar traits and marketplace "conditions" (i.e., similar "rewards" in terms of capital, wages, earnings, etc.)?, 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 categories of private sector business activity available in the PUMS data (Construction, Architecture & Engineering ("A&E"), Professional Services, Other Services, and Goods & Supplies. MGT utilized the relevant geographic and product markets as outlined in **Chapters 4** and **5, respectively**, to guide the parameters of the analysis. For this analysis, all categories combined, or all industries, refer to the aggregate of the Districts product market as defined in **Chapter 5**.

MGT used Public Use Microdata Sample (PUMS) data derived from the 2019-2023 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 records for a subsample of the full ACS. The data used for the regression analyses are the multi-year estimates combining 2019 through 2023 ACS PUMS records. The combined file contains over six million person-level records. The 2019-2023 ACS PUMS Data provides a full range of population and housing information collected in the annual ACS and the decennial census.

6.3.1 Links to Business Formation and Maintenance

Economic research consistently finds group differences by race, ethnicity, and gender in business formation rates.[138] Based on economic research and the ACS PUMS data, MGT has found, for instance, that most minorities and females have a lower median age than nonminority males in the private business sector (ACS PUMS, 2019-2023). In general, the likelihood of being self-employed or being a business owner increases with age (ACS PUMS, 2019-2023). As such, minorities and females tend not to be self-employed at the same rate as their nonminority males counterparts.

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 its analyses, MGT can determine whether discrimination specific to minorities and women are demonstrably present and warrant consideration of public sector remedies. Questions about marketplace discriminatory dynamics affecting self-employment—or, more specifically, the odds of forming one's own business and then excelling (i.e., generating earnings growth)—are at the heart of disparity analysis research.

6.3.2 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 broad categories of variables employed in the regression techniques: (1) dependent variables and (2) independent variables.

Dependent variables are the factors that are measured or observed in response to changes in the independent variables, which are factors that remain constant within the regression, such as age, race, gender, and disability status.

[138] See Journal of Econometrics, Vol. 61, Issue 1, devoted entirely to the econometrics of labor market discrimination and segregation.

The first dependent variable is individual wages, a continuous variable with many possible values. A simple linear regression is used to analyze this variable. By taking the log of the dependent variable, the effect of race, ethnicity, and gender can be understood as percent changes. Thus, the dependent variable is the natural log of wages.

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. By taking the log of the dependent variable, the effect of race, ethnicity, and gender can be understood as percent changes. Thus, the dependent variable is the natural log of earnings. The natural log of a number is a way to express how many of one number multiply together to make another number. This transformation allows for understanding a result in terms of percentage change.

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.[139]

For each analysis, several specifications were conducted. The first specification looked at the impact of race, ethnicity, and gender on individuals at the national level. The second and third specifications examined whether race, ethnicity, and gender significantly impacted individuals in the Districts Marketplace more than at the national level. The results presented in this chapter are specific to the Districts Marketplace as described in **Chapter 4**, which includes all of the NAICS codes in the Districts' product market and the 14 counties in the Districts market area.

6.3.3 The Influences of Race, Ethnicity, and Gender on Individual Wages

To explore whether there are any measurable impacts of race, ethnicity, or gender on wages, MGT compared all private sector wage and salary workers between the ages of 16 and 64 for national minority and female wages to those of nonminority males in the Districts Marketplace when the effect of other demographic and economic characteristics was controlled. Holding all other personal characteristics constant, if minority and female wage earners cannot achieve comparable wages due to discrimination as compared to their nonminority counterparts, then they are less likely to be able to save the necessary capital to start their own businesses. MGT examined the wages of individuals of similar education levels, ages, and other individual factors, to permit comparisons more purely by race, ethnicity, and gender.

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

- Race, Ethnicity, and Gender: African American, Asian, Hispanic, Native American, two or more races, Nonminority female, nonminority male.
- Availability of Capital: Homeownership, home value, mortgage rate, unearned income, residual income.
- Marital Status.
- Ability to Speak English.

[139]Logistic regression, or logit, models generate expected probabilities that are almost identical to those calculated by a probit procedure. 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).

- Disability Status: 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 Districts Marketplace ("AMP") as described in the previous section of this chapter.

Business operating within the 78 Districts Industry Sub-sectors (three-digit NAICS) as described in **Chapter 5**.

MGT used 2019-2023 wages from employment for the dependent variable, as reported in the five percent PUMS Data.

This analysis examined how numerous factors affect wages in the Districts Marketplace. The linear regression results show the percentage change in wage earnings associated with each variable listed in the left-hand column. For example, in **Table 6-15**, Specification 3, the adjustment factor for African Americans across all industries in the U.S. is -0.348. This means that, on average, African Americans earn 34.8 percent less than nonminority male, after accounting for all other factors.

When we consider the additional effect of being African American specifically in the Districts Marketplace, the wage gap increases by 0.161 (or 16.1 percentage points). This results in an overall wage gap of 50.8 percent for African Americans in the Districts Marketplace compared to nonminority males, controlling for other variables.

If Specification 2 shows no statistically significant effect for minority- or female-owned firms in the Districts Marketplace, then Specification 3 implies that wages in these firms are, on average, similar to the national average. For example, in **Table 6-16** (Construction), there is no statistically significant difference in wages between Asians in the Districts Marketplace and Asians nationwide. Therefore, the wage gap remains at 24.4 percent less than nonminority males—both in the Districts Marketplace and across the U.S.—after controlling for all other variables.

Table 6-15 through **Table 6-21**- show that minorities and nonminority females earn substantially and significantly less from their labor than do their similarly situated nonminority males counterparts–in the nation as a whole and in the Districts Marketplace in particular. Such disparities are consistent with the presence of discrimination in the marketplace and decrease the future availability of minority- and/or female-owned firms by reducing opportunities for minorities and nonminority female. These disparities reflect more than just "societal discrimination" because they indicate a link between discrimination in the marketplace and reduced opportunities for minorities and nonminority females. Holding all other things constant, these reduced opportunities lead to lower minority- and/or female-owned firms availability levels than would be expected if the market area were race- and gender--neutral. The findings provide further evidence that disparities exist in the private sector of the Districts 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 discrimination's impact on wages, demonstrating that racial, ethnic, and gender minority groups earn lower wages than their nonminority male counterparts, all variables considered. Wage disparities, rooted in discrimination, create long-term effects on wealth accumulation and entrepreneurial opportunity. Earnings inequality is not solely a function of productivity but is shaped by intergroup stratification that restricts wealth-building for marginalized populations.

Lower wages directly reduce the capacity for savings and investment, which are critical for self-financing early-stage business development. Moreover, female and minority workers often face discrimination in the form of occupational segregation and wage penalties that persist even with similar education and experience levels. This cumulative discrimination in labor income results in a constrained ability to transition from wage earners to entrepreneurs. The lack of equitable earnings also correlates with reduced creditworthiness and access to formal financing, exacerbating disparities in business formation and growth. Therefore, understanding wage discrimination is essential in evaluating the discriminatory barriers that inhibit minority and female entrepreneurship and in formulating equitable policy interventions.

To summarize the results for all industries from Specification 3 which incorporates any differences particular to minority- and/or female-owned firms in the Districts Marketplace (**Table 6-15**):

- For African Americans in the Districts Marketplace, wage earnings are 50.8 percent lower than their nonminority males counterparts controlling for all other variables.
- For Hispanics in the Districts Marketplace, wage earnings are 30.0 percent lower than their nonminority males counterparts controlling for all other variables.
- For Asians in the Districts Marketplace, wage earnings are 41.6 percent lower than their nonminority males counterparts controlling for all other variables.
- For Native Americans in the Districts Marketplace, wage earnings are 33.2 percent lower than their nonminority males counterparts controlling for all other variables.
- For persons reporting two or more races in the Districts Marketplace, wage earnings are 31.5 percent lower than their nonminority males counterparts controlling for all other variables.
- For nonminority females in the Districts Marketplace, wage earnings are 45.7 percent lower than their nonminority males counterparts controlling for all other variables.

To summarize the results for Construction from Specification 3 which incorporates any differences particular to minority- and/or female-owned firms in the Districts Marketplace (**Table 6-16**):

- For African Americans in the Districts Marketplace, wage earnings are 27.9 percent lower than their nonminority males counterparts controlling for all other variables.
- For Hispanics in the Districts Marketplace, wage earnings are 16.4 percent lower than their nonminority males counterparts controlling for all other variables.
- For Asians in the Districts Marketplace, wage earnings are 24.4 percent lower than their nonminority males counterparts controlling for all other variables.
- For Native Americans in the Districts Marketplace, wage earnings are 11.5 percent lower than their nonminority males counterparts controlling for all other variables.
- For persons reporting two or more races in the Districts Marketplace, wage earnings are 19.3 percent lower than their nonminority males counterparts controlling for all other variables.
- For nonminority females in the Districts Marketplace, wage earnings are 40.4 percent lower than their nonminority males counterparts controlling for all other variables.

To summarize the results for A&E from Specification 3 which incorporates any differences particular to minority- and/or female-owned firms in the Districts Marketplace (**Table 6-17**):

- For African Americans in the Districts Marketplace, wage earnings are 39.4 percent lower than their nonminority males counterparts controlling for all other variables.
- For Hispanics in the Districts Marketplace, wage earnings are 13.4 percent lower than their nonminority males counterparts controlling for all other variables.
- For Asians in the Districts Marketplace, wage earnings are 23.5 percent lower than their nonminority males counterparts controlling for all other variables.
- For Native Americans in the Districts Marketplace, wage earnings are 18.0 percent lower than their nonminority males counterparts controlling for all other variables.
- For persons reporting two or more races in the Districts Marketplace, wage earnings are 17.6 percent lower than their nonminority males counterparts controlling for all other variables.
- For nonminority females in the Districts Marketplace, wage earnings are 38.6 percent lower than their nonminority males counterparts controlling for all other variables.

To summarize the results for Professional Services from Specification 3 which incorporates any differences particular to minority- and/or female-owned firms in the Districts Marketplace (**Table 6-19**):

- For African Americans in the Districts Marketplace, wage earnings are 46.6 percent lower than their nonminority males counterparts controlling for all other variables.
- For Hispanics in the Districts Marketplace, wage earnings are 31.9 percent lower than their nonminority males counterparts controlling for all other variables.
- For Asians in the Districts Marketplace, wage earnings are 28.5 percent lower than their nonminority males counterparts controlling for all other variables.
- For Native Americans in the Districts Marketplace, wage earnings are 44.1 percent lower than their nonminority males counterparts controlling for all other variables.
- For persons reporting two or more races in the Districts Marketplace, wage earnings are 33.2 percent lower than their nonminority males counterparts controlling for all other variables.
- For nonminority females in the Districts Marketplace, wage earnings are 44.0 percent lower than their nonminority males counterparts controlling for all other variables.

To summarize the results for Other Services from Specification 3 which incorporates any differences particular to minority- and/or female-owned firms in the Districts Marketplace (**Table 6-20**):

- For African Americans in the Districts Marketplace, wage earnings are 44.2 percent lower than their nonminority males counterparts controlling for all other variables.
- For Hispanics in the Districts Marketplace, wage earnings are 28.5 percent lower than their nonminority males counterparts controlling for all other variables.
- For Asians in the Districts Marketplace, wage earnings are 42.3 percent lower than their nonminority males counterparts controlling for all other variables.

- For Native Americans in the Districts Marketplace, wage earnings are 25.1 percent lower than their nonminority males counterparts controlling for all other variables.
- For persons reporting two or more races in the Districts Marketplace, wage earnings are 27.0 percent lower than their nonminority males counterparts controlling for all other variables.
- For nonminority female in the Districts Marketplace, wage earnings are 39.6 percent lower than their nonminority males counterparts controlling for all other variables.

To summarize the results for Goods & Supplies from Specification 3 which incorporates any differences particular to minority- and/or female-owned firms in the Districts Marketplace (**Table 6-21**):

- For African Americans in the Districts Marketplace, wage earnings are 53.0 percent lower than their nonminority males counterparts controlling for all other variables.
- For Hispanics in the Districts Marketplace, wage earnings are 37.3 percent lower than their nonminority males counterparts controlling for all other variables.
- For Asians in the Districts Marketplace, wage earnings are 50.9 percent lower than their nonminority males counterparts controlling for all other variables.
- For Native Americans in the Districts Marketplace, wage earnings are 25.3 percent lower than their nonminority males counterparts controlling for all other variables.
- For persons reporting two or more races in the Districts Marketplace, wage earnings are 34.5 percent lower than their nonminority males counterparts controlling for all other variables.
- For nonminority female in the Districts Marketplace, wage earnings are 53.6 percent lower than their nonminority males counterparts controlling for all other variables.

Table 6-15.
Wages Differences of Minority Groups Relative to Nonminority Males
After Controlling for Demographic and Economic Characteristics
All Industries

Independent Variables	Specification		
	1	2	3
African American	-0.351 (-147.77)	-0.348 (-144.35)	-0.348 (-144.35)
Hispanic	-0.266 (-93.06)	-0.265 (-90.81)	-0.265 (-90.81)
Asian	-0.254 (-93.60)	-0.250 (-91.14)	-0.250 (-91.14)
Native American	-0.253 (-39.44)	-0.251 (-38.90)	-0.251 (-38.90)
Two or more races	-0.240 (-80.59)	-0.238 (-78.83)	-0.238 (-78.83)
Nonminority Female	-0.386 (-376.54)	-0.385 (-373.39)	-0.385 (-373.39)
Age	0.156 (677.36)	0.156 (677.37)	0.156 (677.37)
Age2	-0.002 (-629.70)	-0.002 (-629.70)	-0.002 (-629.70)
AMP	0.063 (13.92)	0.125 (16.82)	0.125 (16.82)
AMP*African American		-0.161 (-10.87)	-0.161 (-10.87)
AMP*Hispanic		-0.064 (-4.50)	-0.064 (-4.50)
AMP*Asian		-0.166 (-11.37)	-0.166 (-11.37)
AMP*Native American		-0.081 (-1.66)	-0.081 (-1.66)
AMP*Two or more races		-0.077	-0.077

Independent Variables	Specification		
	1	2	3
		(-4.74)	(-4.74)
AMP*Nonminority Female		-0.072	-0.072
		(-6.92)	(-6.92)
Education (16 categories)	Yes	Yes	Yes
Geography (47 categories)	Yes	Yes	Yes
Industry (80 categories)	Yes	Yes	Yes
Number of observations (“N”)	6,461,633	6,461,633	6,461,633
Adjusted R2	0.366	0.366	0.366

Source: PUMS data from 2019-2023 American Community Survey (ACS) (Districts Marketplace) and MGT Consulting Group, LLC., calculations using SPSS Statistics software.
Notes: (1) Universe is all private sector wage and salary workers between the ages of 16 and 64; observations with imputed values to the dependent variable and all independent variables are excluded; (2) Reported number is the percentage difference in annual wages between a given group and nonminority males; (3) Number in parentheses is the absolute value of the associated t-statistic. Using a two-tailed test, t-statistics greater than 1.64 (1.96) (2.58) are statistically significant at a 90 (95) (99) percent confidence level; (4) Geography is defined based on place of residence; (5) The AMP includes Harris County, TX; Austin County, TX; Brazoria County, TX; Chambers County, TX; Fort Bend County, TX; Galveston County, TX; Liberty County, TX; Montgomery County, TX; San Jacinto County, TX; Waller County, TX; Matagorda County, TX; Walker County, TX; Washington County, TX; and Wharton County, TX; (6)Blank cells indicate that the variable was not tested in specification 1; (7) “n/a” in Specification 3 means that the category was not included in the regression because it was not statistically significant in Specification 2, as described above in section 3.3.2; (8) The “Yes” values next to the “Education,” “Geography,” and “Industry” rows indicate that control variables were included in the regression specification for these factors.

Table 6-16
Wages Differences of Minority Groups Relative to Nonminority Males After Controlling for Demographic and Economic Characteristics Construction Services

Independent Variables	Specification		
	1	2	3
African American	-0.278 (-25.50)	-0.277 (-24.97)	-0.279 (-25.35)
Hispanic	-0.111 (-11.92)	-0.107 (-11.26)	-0.108 (-11.29)
Asian	-0.245 (-16.23)	-0.244 (-15.96)	-0.244 (-16.22)
Native American	-0.115 (-6.02)	-0.112 (-5.82)	-0.115 (-6.02)
Two or more races	-0.118 (-13.27)	-0.114 (-12.54)	-0.115 (-12.58)
Nonminority Female	-0.404 (-64.11)	-0.403 (-63.44)	-0.404 (-64.11)
Age	0.108 (126.56)	0.108 (126.56)	0.108 (126.57)
Age2	-0.001 (-118.53)	-0.001 (-118.53)	-0.001 (-118.53)
AMP	0.091 (6.31)	0.116 (5.76)	0.105 (5.90)
AMP*African American		-0.070 (-1.09)	
AMP*Hispanic		-0.067 (-1.76)	-0.056 (-1.66)
AMP*Asian		-0.025 (-0.29)	
AMP*Native American		-0.141 (-1.00)	
AMP*two or more races		-0.090	-0.078

Independent Variables	Specification		
	1	2	3
		(-2.33)	(-2.10)
AMP*Nonminority Female		-0.029	
		(-0.63)	
Education (16 categories)	Yes	Yes	Yes
Geography (47 categories)	Yes	Yes	Yes
Industry (80 categories)	Yes	Yes	Yes
N	442,407	442,407	442,407
Adjusted R2	0.217	0.217	0.217

Source: PUMS data from 2019-2023 American Community Survey (ACS) (Districts Marketplace) and MGT Consulting Group, LLC., calculations using SPSS Statistics software.
Notes: See **Table 3-15**.

Table 6-17.
Wages Differences of Minority Groups Relative to Nonminority Males
After Controlling for Demographic and Economic Characteristics
Engineering/Architectural Services

Independent Variables	Specification		
	1	2	3
African American	-0.205 (-8.91)	-0.191 (-8.09)	-0.191 (-8.09)
Hispanic	-0.132 (-5.90)	-0.136 (-5.89)	-0.134 (-5.98)
Asian	-0.124 (-6.73)	-0.119 (-6.34)	-0.119 (-6.35)
Native American	-0.181 (-2.99)	-0.174 (-2.84)	-0.180 (-2.97)
Two or more races	-0.174 (-6.11)	-0.170 (-5.79)	-0.176 (-6.20)
Nonminority Female	-0.251 (-35.62)	-0.247 (-34.79)	-0.247 (-34.84)
Age	0.128 (66.40)	0.128 (66.41)	0.128 (66.41)
Age2	-0.001 (-63.67)	-0.001 (-63.67)	-0.001 (-63.67)
AMP	0.072 (2.67)	0.143 (4.08)	0.139 (4.25)
AMP*African American		-0.208 (-2.91)	-0.203 (-2.89)
AMP*Hispanic		0.032 (0.33)	
AMP*Asian		-0.120 (-1.73)	-0.115 (-1.70)
AMP*Native American		-0.287 (-0.63)	
AMP*two or more races		-0.096	

Independent Variables	Specification		
	1	2	3
		(-0.83)	
AMP*Nonminority Female		-0.143 (-2.38)	-0.139 (-2.37)
Education (16 categories)	Yes	Yes	Yes
Geography (47 categories)	Yes	Yes	Yes
Industry (80 categories)	Yes	Yes	Yes
N	70,387	70,387	70,387
Adjusted R2	0.260	0.260	0.260

Source: PUMS data from 2019-2023 American Community Survey (ACS) (Districts Marketplace) and MGT Consulting Group, LLC., calculations using SPSS Statistics software.
Notes: See **Table 3-15**.

Table 6-18.
Wages Differences of Minority Groups Relative to Nonminority Males After Controlling for Demographic and Economic Characteristics:
Professional Services

Independent Variables	Specification		
	1	2	3
African American	-0.369 (-94.03)	-0.366 (-92.17)	-0.367 (92.28)
Hispanic	-0.318 (-63.73)	-0.317 (-62.50)	-0.319 (-63.80)
Asian	-0.215 (-48.55)	-0.212 (-47.53)	-0.213 (-47.63)
Native American	-0.283 (-24.50)	-0.280 (-24.11)	-0.280 (-24.14)
Two or more races	-0.331 (-59.27)	-0.330 (-58.28)	-0.332 (-59.32)
Nonminority Female	-0.416 (-190.86)	-0.416 (-189.40)	-0.416 (-189.86)
Age	0.128 (300.08)	0.128 (300.08)	0.128 (300.08)
Age2	-0.001 (-288.04)	-0.001 (-288.04)	-0.001 (-288.04)
AMP	0.046 (6.08)	0.096 (6.11)	0.076 (6.38)
AMP*African American		-0.119 (-4.75)	-0.099 (-4.30)
AMP*Hispanic		-0.044 (-1.62)	
AMP*Asian		-0.092 (-3.61)	-0.072 (-3.08)
AMP*Native American		-0.181 (-1.86)	-0.161 (-1.67)
AMP*two or more races		-0.052	

Independent Variables	Specification		
	1	2	3
		(-1.61)	
AMP*Nonminority Female		-0.043 (-2.36)	-0.024 (-2.02)
Education (16 categories)	Yes	Yes	Yes
Geography (47 categories)	Yes	Yes	Yes
Industry (80 categories)	Yes	Yes	Yes
N	1,980,068	1,980,068	1,980,068
Adjusted R2	0.296	0.296	0.296

Source: PUMS data from 2019-2023 American Community Survey (ACS) (Districts Marketplace) and MGT Consulting Group, LLC., calculations using SPSS Statistics software.
Notes: See **Table 3-15**.

Table 6-19.
Wages Differences of Minority Groups Relative to Nonminority Males After Controlling for Demographic and Economic Characteristics: Non-Professional Services

Independent Variables	Specification		
	1	2	3
African American	-0.323 (-84.39)	-0.321 (-82.70)	-0.321 (-82.74)
Hispanic	-0.257 (-53.76)	-0.257 (-52.69)	-0.258 (-53.96)
Asian	-0.255 (-57.67)	-0.251 (-56.21)	-0.251 (-56.25)
Native American	-0.251 (-23.93)	-0.251 (-23.76)	-0.251 (-23.96)
Two or more races	-0.225 (-46.16)	-0.224 (-45.33)	-0.225 (-45.36)
Nonminority Female	-0.343 (-248.12)	-0.342 (-246.14)	-0.342 (-246.40)
Age	0.170 (451.59)	0.170 (451.59)	0.170 (451.59)
Age2	-0.002 (-415.17)	-0.002 (-415.17)	-0.002 (-415.17)
AMP	0.027 (3.39)	0.079 (6.21)	0.074 (6.82)
AMP*African American		-0.129 (-5.14)	-0.121 (-4.95)
AMP*Hispanic		-0.037 (-1.50)	
AMP*Asian		-0.178 (-7.20)	-0.172 (-7.23)
AMP*Native American		0.019 (0.25)	
AMP*two or more races		-0.052	-0.046

Independent Variables	Specification		
	1	2	3
		(-1.88)	(-1.71)
AMP*Nonminority Female		-0.060 (-3.17)	-0.054 (-3.06)
Education (16 categories)	Yes	Yes	Yes
Geography (47 categories)	Yes	Yes	Yes
Industry (80 categories)	Yes	Yes	Yes
N	2,625,183	2,625,183	2,625,183
Adjusted R2	0.402	0.402	0.402

Source: PUMS data from 2019-2023 American Community Survey (ACS) (Districts Marketplace) and MGT Consulting Group, LLC., calculations using SPSS Statistics software.
Notes: See **Table 3-15**.

Table 6-20.
Wages Differences of Minority Groups Relative to Nonminority Males After Controlling for Demographic and Economic Characteristics: Goods & Supplies

Independent Variables	Specification		
	1	2	3
African American	-0.350 (-63.03)	-0.346 (-61.31)	-0.346 (-61.32)
Hispanic	-0.245 (-39.49)	-0.240 (-37.89)	-0.240 (-37.89)
Asian	-0.335 (-53.06)	-0.330 (-51.52)	-0.330 (-51.53)
Native American	-0.253 (-17.99)	-0.251 (-17.72)	-0.253 (-17.98)
Two or more races	-0.221 (-35.46)	-0.218 (-34.34)	-0.218 (-34.34)
Nonminority Female	-0.491 (-176.90)	-0.490 (-175.31)	-0.490 (-175.33)
Age	0.156 (329.06)	0.156 (329.05)	0.156 (329.05)
Age^2	-0.002 (-302.14)	-0.002 (-302.12)	-0.002 (-302.12)
AMP	0.121 (12.53)	0.180 (12.44)	0.179 (12.41)
AMP*African American		-0.186 (-5.58)	-0.184 (-5.54)
AMP*Hispanic		-0.135 (-4.51)	-0.133 (-4.47)
AMP*Asian		-0.181 (-5.82)	-0.180 (-5.78)
AMP*Native American		-0.101 (-0.91)	
AMP*two or more races		-0.129	-0.127

Independent Variables	Specification		
	1	2	3
		(-3.83)	(-3.79)
AMP*Nonminority Female		-0.048 (-2.10)	-0.046 (-2.07)
Education (16 categories)	Yes	Yes	Yes
Geography (47 categories)	Yes	Yes	Yes
Industry (80 categories)	Yes	Yes	Yes
N	1,343,588	1,343,588	1,343,588
Adjusted R^2	0.365	0.365	0.365

Source: PUMS data from 2019-2023 American Community Survey (ACS) (Districts Marketplace) and MGT Consulting Group, LLC., calculations using SPSS Statistics software.
Notes: See **Table 3-15**.

6.3.4 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 female business owner earnings to those of nonminority males in the Districts Marketplace when the effect of other demographic and economic characteristics was controlled or neutralized. Holding all other personal characteristics constant, if minority and female business owners cannot achieve comparable earnings from their businesses as similarly situated nonminority males because of discrimination, then failure rates for minority- and/or female-owned firms will naturally be higher and minority- and/or female-owned firms formation rates will be lower. MGT examined the earnings of business owners of similar education levels, ages, and other individual traits to permit comparisons more purely than by race, ethnicity, and gender.

MGT utilized the same model specifications as outlined for wages in this linear regression model. MGT used 2019–2023 business owner earnings as the dependent variable, based on the five percent ACS PUMS Data.

This analysis examined the statistical effects of the controlled variables on earnings for business owners in the Districts Marketplace. As the linear regression analysis shows, each number in **Table 6-21** through **Table 6-27** represents a percent change in earnings associated with introducing the variable (business ownership classification) in the left-hand column.

For example, in **Table 6-21**, Specification 3 shows that a Hispanic in the U.S. earns 28.3 percent less in business income than a nonminority male, after controlling for all other variables. When adjusting for the effect of being in the Districts Marketplace, this earnings gap shrinks by 12.1 percentage points. Therefore, a Hispanic business owner in Districts Marketplace earns 16.2 percent less than a nonminority male, all else being equal.

It is important to note that if Specification 2 finds no statistically significant effect for minority- and/or female-owned firms in the Districts Marketplace, then Specification 3 implies their average business earnings are equivalent to the national average for those groups.

For instance, in **Table 6-23** (A&E), there is no statistically significant difference in earnings for African American business owners in Districts Marketplace compared to African Americans nationwide. As a result, African American business owners in Districts Marketplace earn 50.0 percent less than nonminority male counterparts—mirroring the national trend—after controlling for other variables.

As with individual wages, business owner earnings overall in the Districts Marketplace provide consistent evidence that discrimination exists in the private sector, indicating marketplace discrimination against minority- and/or female-owned firms when all other variables are controlled.

To summarize the results for all industries from Specification 3, which incorporates any differences particular to minority- and/or female-owned firms in the Districts Marketplace (**Table 6-22**):

- For African Americans in the Districts Marketplace, business earnings are 42.7 percent lower than their nonminority males counterparts controlling for all other variables.
- For Hispanics in the Districts Marketplace, business earnings are 16.2 percent lower than their nonminority males counterparts controlling for all other variables.
- For Asians in the Districts Marketplace, business earnings are 29.8 percent lower than their nonminority males counterparts controlling for all other variables.
- For Native Americans in the Districts Marketplace, business earnings are 34.9 percent lower than their nonminority males counterparts controlling for all other variables.
- For persons reporting two or more races in the Districts Marketplace, business earnings are 22.0 percent lower than their nonminority males counterparts controlling for all other variables.
- For nonminority female in the Districts Marketplace, business earnings are 37.1 percent lower than their nonminority males counterparts controlling for all other variables.

To summarize the results for Construction from Specification 3 which incorporates any differences particular to minority- and/or female-owned firms in the Districts Marketplace (**Table 6-23**):

- For African Americans in the Districts Marketplace, business earnings are 60.2 percent lower than their nonminority males counterparts controlling for all other variables.
- For Hispanics in the Districts Marketplace, business earnings are 16.0 percent lower than their nonminority males counterparts controlling for all other variables.
- For Asians in the Districts Marketplace, business earnings are 46.0 percent lower than their nonminority males counterparts controlling for all other variables.
- For Native Americans in the Districts Marketplace, business earnings are 20.3 percent lower than their nonminority males counterparts controlling for all other variables.
- For persons reporting two or more races in the Districts Marketplace, business earnings are 16.8 percent lower than their nonminority males counterparts controlling for all other variables.

- For nonminority female in the Districts Marketplace, business earnings are 45.8 percent lower than their nonminority males counterparts controlling for all other variables.

To summarize the results for A&E from Specification 3, which incorporates any differences particular to minority- and/or female-owned firms in the Districts Marketplace (**Table 6-24**):

- For African Americans in the Districts Marketplace, business earnings are 50.0 percent lower than their nonminority males counterparts controlling for all other variables.
- For Hispanics in the Districts Marketplace, business earnings are 32.2 percent lower than their nonminority males counterparts controlling for all other variables.
- For Asians in the Districts Marketplace, business earnings are 39.0 percent lower than their nonminority males counterparts controlling for all other variables.
- For Native Americans in the Districts Marketplace, business earnings are 3.7 percent lower than their nonminority males counterparts controlling for all other variables.
- For persons reporting two or more races in the Districts Marketplace, business earnings are 21.1 percent lower than their nonminority males counterparts controlling for all other variables.
- For nonminority female in the Districts Marketplace, business earnings are 55.6 percent lower than their nonminority males counterparts controlling for all other variables.

To summarize the results for Professional Services from Specification 3 which incorporates any differences particular to minority- and/or female-owned firms in the Districts Marketplace (**Table 6-26**):

- For African Americans in the Districts Marketplace, business earnings are 32.9 percent lower than their nonminority males counterparts controlling for all other variables.
- For Hispanics in the Districts Marketplace, business earnings are 40.5 percent lower than their nonminority males counterparts controlling for all other variables.
- For Asians in the Districts Marketplace, business earnings are 35.9 percent lower than their nonminority males counterparts controlling for all other variables.
- For Native Americans in the Districts Marketplace, business earnings are 36.3 percent lower than their nonminority males counterparts controlling for all other variables.
- For persons reporting two or more races in the Districts Marketplace, business earnings are 31.3 percent lower than their nonminority males counterparts controlling for all other variables.
- For nonminority female in the Districts Marketplace, business earnings are 55.9 percent lower than their nonminority males counterparts controlling for all other variables.

To summarize the results for Other Services from Specification 3, which incorporates any differences particular to minority- and/or female-owned firms in the Districts Marketplace (**Table 6-27**):

- For African Americans in the Districts Marketplace, business earnings are 22.9 percent lower than their nonminority males counterparts controlling for all other variables.
- For Hispanics in the Districts Marketplace, business earnings are 18.6 percent lower than their nonminority males counterparts controlling for all other variables.

- For Asians in the Districts Marketplace, business earnings are 16.5 percent lower than their nonminority males counterparts controlling for all other variables.
- For Native Americans in the Districts Marketplace, business earnings are 35.3 percent lower than their nonminority males counterparts controlling for all other variables.
- For persons reporting two or more races in the Districts Marketplace, business earnings are 15.3 percent lower than their nonminority males counterparts controlling for all other variables.
- For nonminority female in the Districts Marketplace, business earnings are 34.5 percent lower than their nonminority males counterparts controlling for all other variables.

To summarize the results for Goods & Supplies from Specification 3, which incorporates any differences particular to minority- and/or female-owned firms in the Districts Marketplace (**Table 6-28**):

- For African Americans in the Districts Marketplace, business earnings are 68.7 percent lower than their nonminority males counterparts controlling for all other variables.
- For Hispanics in the Districts Marketplace, business earnings are 27.4 percent lower than their nonminority males counterparts controlling for all other variables.
- For Asians in the Districts Marketplace, business earnings are 16.0 percent lower than their nonminority males counterparts controlling for all other variables.
- For Native Americans in the Districts Marketplace, business earnings are 38.4 percent lower than their nonminority males counterparts controlling for all other variables.
- For persons reporting two or more races in the Districts Marketplace, business earnings are 48.7 percent lower than their nonminority males counterparts controlling for all other variables.
- For nonminority female in the Districts Marketplace, business earnings are 68.9 percent lower than their nonminority males counterparts controlling for all other variables.

Table 6-21.
Business Earnings Differences of Minority Groups Relative to Nonminority Males After Controlling for Demographic and Economic Characteristics: All Industries

Independent Variables	Specification		
	1	2	3
African American	-0.427 (-31.02)	-0.427 (-30.35)	-0.427 (-31.01)
Hispanic	-0.277 (-18.96)	-0.283 (-18.96)	-0.283 (-18.95)
Asian	-0.298 (-21.95)	-0.300 (-21.81)	-0.298 (-21.94)
Native American	-0.349 (-10.28)	-0.350 (-10.19)	-0.349 (-10.28)
Two or more races	-0.220 (-13.84)	-0.217 (-13.44)	-0.220 (-13.82)
Nonminority Female	-0.371 (-92.36)	-0.371 (-91.85)	-0.371 (-92.37)
Age	0.094 (81.29)	0.094 (81.27)	0.094 (81.28)
Age2	-0.001 (-74.87)	-0.001 (-74.86)	-0.001 (-74.88)
AMP	0.028 (1.32)	-0.002 (-0.05)	0.016 (0.71)
AMP*African American		0.007 (0.08)	
AMP*Hispanic		0.136 (1.99)	0.121 (1.88)
AMP*Asian		0.060 (0.87)	
AMP*Native American		0.024 (0.09)	
AMP*two or more races		-0.061	

Independent Variables	Specification		
	1	2	3
		(-0.76)	
AMP*Nonminority Female		0.032 (0.67)	
Education (1 6 categories)	Yes	Yes	Yes
Geography (47 categories)	Yes	Yes	Yes
Industry (80 categories)	Yes	Yes	Yes
N	417,614	417,614	417,614
Adjusted R2	0.106	0.106	0.106

Source: PUMS Data from 2019-2023 American Community Survey (ACS) (Districts Marketplace) and MGT Consulting Group, LLC., calculations using SPSS Statistics software.
Notes: (1) Universe is all persons in the private sector with positive business earnings between the ages of 16 and 64; observations with imputed values for the dependent variable and all independent variables are excluded; (2) Reported number is the percentage difference in annual business earnings between a given group and nonminority males; (3) Number in parentheses is the absolute value of the associated t-statistic. Using a two-tailed test, t-statistics greater than 1.64 (1.96) (2.58) are statistically significant at a 90 (95) (99) percent confidence level; (4) Geography is defined based on place of residence; (5) The AMP includes Harris County, TX; Austin County, TX; Brazoria County, TX; Chambers County, TX; Fort Bend County, TX; Galveston County, TX; Liberty County, TX; Montgomery County, TX; San Jacinto County, TX; Waller County, TX; Matagorda County, TX; Walker County, TX; Washington County, TX; and Wharton County, TX; (6)Blank cells indicate that the variable was not tested in specification 1; (7) "n/a" in Specification 3 means that the category was not included in the regression because it was not statistically significant in Specification 2, as described above in section 3.3.2; (8) The "Yes" values next to the "Education," "Geography" and "Industry" rows indicate that control variables were included in the regression specification for these factors.

Table 6-22.
Business Earnings Differences of Minority Groups Relative to Nonminority Males After Controlling for Demographic and Economic Characteristics: Construction Services

Independent Variables	Specification		
	1	2	3
African American	-0.346 (-8.58)	-0.333 (-8.36)	-0.334 (-8.15)
Hispanic	-0.160 (-1.86)	-0.160 (-1.81)	-0.160 (-1.86)
Asian	-0.460 (-8.97)	-0.447 (-8.61)	-0.460 (-8.98)
Native American	-0.201 (-2.91)	-0.198 (-2.82)	-0.203 (-2.94)
Two or more races	-0.169 (-2.14)	-0.158 (-1.78)	-0.168 (-2.13)
Nonminority Female	-0.458 (-20.39)	-0.460 (-20.26)	-0.458 (-20.38)
Age	0.071 (22.62)	0.071 (22.62)	0.071 (22.62)
Age^2	-0.001 (-22.66)	-0.001 (-22.66)	-0.001 (-22.67)
AMP	0.052 (1.03)	0.083 (1.25)	0.040 (0.79)
AMP*African American		-0.208 (-2.07)	-0.268 (-1.94)
AMP*Hispanic		-0.023 (-0.18)	
AMP*Asian		-0.476 (-1.61)	

Independent Variables	Specification		
	1	2	3
AMP*Native American		-0.180 (-0.44)	
AMP*two or more races		-0.194	
		(-1.45)	
AMP*Nonminority Female		0.093	
		(0.49)	
Education (106 categories)	Yes	Yes	Yes
Geography (47 categories)	Yes	Yes	Yes
Industry (80 categories)	Yes	Yes	Yes
N	51,744	51,744	51,744
Adjusted R^2	0.072	0.072	0.072

Source: PUMS Data from 2019-2023 American Community Survey (ACS) (Districts Marketplace) and MGT Consulting Group, LLC., calculations using SPSS Statistics software.
Notes: See **Table 3-22**.

Table 6-23.
Business Earnings Differences of Minority Groups Relative to Nonminority Males After Controlling for Demographic and Economic Characteristics: Engineering/Architectural Services

Independent Variables	Specification		
	1	2	3
African American	-0.500 (-2.91)	-0.442 (-2.47)	-0.500 (-2.91)
Hispanic	-0.322 (-2.38)	-0.316 (-2.28)	-0.322 (-2.38)
Asian	-0.390 (-3.28)	-0.381 (-3.15)	-0.390 (-3.28)
Native American	-0.037 (-0.09)	-0.030 (-0.07)	-0.037 (-0.09)
Two or more races	-0.211 (-1.11)	-0.179 (-0.39)	-0.211 (-1.11)
Nonminority Female	-0.556 (-8.92)	-0.551 (-8.75)	-0.556 (-8.92)
Age	0.125 (10.40)	0.125 (10.39)	0.125 (10.40)
Age2	-0.001 (-9.88)	-0.001 (-9.88)	-0.001 (-9.88)
AMP	-0.261 (-1.62)	-0.102 (-0.50)	-0.261 (-1.62)
AMP*African American		-0.812 (-1.26)	
AMP*Hispanic		-0.153 (-0.24)	
AMP*Asian		-0.200 (-0.41)	
AMP*Native American		0.015 (0.33)	
AMP*two or more races		-1.624	

Independent Variables	Specification		
	1	2	3
		(-0.38)	
AMP*Nonminority Female		-0.206 (-0.49)	
Education (1 6 categories)	Yes	Yes	Yes
Geography (47 categories)	Yes	Yes	Yes
Industry (80 categories)	Yes	Yes	Yes
N	5,669	5,669	5,669
Adjusted R2	0.083	0.083	0.083

Source: PUMS data from 2019-2023 American Community Survey (ACS) (Districts Marketplace) and MGT Consulting Group, LLC., calculations using SPSS Statistics software.
Notes: See **Table 3-22**.

Table 6-24.
Business Earnings Differences of Minority Groups Relative to Nonminority Males After Controlling for Demographic and Economic Characteristics: Professional Services

Independent Variables	Specification		
	1	2	3
African American	-0.607 (-22.93)	-0.618 (-22.93)	-0.618 (-22.93)
Hispanic	-0.406 (-13.20)	-0.406 (-12.96)	-0.405 (-13.19)
Asian	-0.359 (-14.06)	-0.366 (-14.17)	-0.359 (-14.05)
Native American	-0.363 (-4.03)	-0.351 (-3.86)	-0.363 (-4.03)
Two or more races	-0.313 (-7.76)	-0.323 (-7.92)	-0.313 (-7.75)
Nonminority Female	-0.559 (-48.31)	-0.559 (-47.90)	-0.559 (-48.31)
Age	0.085 (33.06)	0.085 (33.09)	0.085 (33.07)
Age2	-0.001 (-29.10)	-0.001 (-29.13)	-0.001 (-29.11)
AMP	0.038 (0.98)	-0.003 (-0.05)	0.015 (0.34)
AMP*African American		0.305 (2.16)	0.289 (2.13)
AMP*Hispanic		0.019 (0.11)	
AMP*Asian		0.220 (1.74)	
AMP*Native American		-0.534 (-0.86)	
AMP*two or more races		0.414	

Independent Variables	Specification		
	1	2	3
		(1.54)	
AMP*Nonminority Female		-0.050	
		(-0.57)	
Education (16 categories)	Yes	Yes	Yes
Geography (47 categories)	Yes	Yes	Yes
Industry (80 categories)	Yes	Yes	Yes
N	120,108	120,108	120,108
Adjusted R2	0.134	0.134	0.134

Source: PUMS Data from 2019-2023 American Community Survey (ACS) (Districts Marketplace) and MGT Consulting Group, LLC., calculations using SPSS Statistics software.
Notes: See **Table 3-22**.

Table 6-25.
Business Earnings Differences of Minority Groups Relative to Nonminority Males After Controlling for Demographic and Economic Characteristics: Non-Professional Services

Independent Variables	Specification		
	1	2	3
African American	-0.229 (-12.05)	-0.224 (-11.62)	-0.229 (-12.05)
Hispanic	-0.186 (-8.78)	-0.190 (-8.82)	-0.186 (-8.78)
Asian	-0.165 (-8.49)	-0.160 (-8.13)	-0.165 (-8.49)
Native American	-0.353 (-7.21)	-0.355 (-7.18)	-0.353 (-7.21)
Two or more races	-0.153 (-6.95)	-0.144 (-6.45)	-0.153 (-6.95)
Nonminority Female	-0.345 (-48.61)	-0.345 (-48.36)	-0.345 (-48.61)
Age	0.115 (67.16)	0.115 (67.17)	0.115 (67.16)
Age2	-0.001 (-63.34)	-0.001 (-63.34)	-0.001 (-63.34)
AMP	0.062 (1.82)	0.084 (1.58)	0.062 (1.82)
AMP*African American		-0.177 (-1.53)	
AMP*Hispanic		0.087 (0.83)	
AMP*Asian		-0.172 (-1.65)	
AMP*Native American		0.099 (0.30)	
AMP*two or more races		-0.251	

Independent Variables	Specification		
	1	2	3
		(-2.15)	
AMP*Nonminority Female		0.056 (0.73)	
Education (16 categories)	Yes	Yes	Yes
Geography (47 categories)	Yes	Yes	Yes
Industry (80 categories)	Yes	Yes	Yes
N	166,540	166,540	166,540
Adjusted R2	0.082	0.082	0.082

Source: PUMS Data from 2019-2023 American Community Survey (ACS) (Districts Marketplace) and MGT Consulting Group, LLC., calculations using SPSS Statistics software.
Notes: See **Table 3-22**.

Table 6-26.
Business Earnings Differences of Minority Groups Relative to Nonminority Males After Controlling for Demographic and Economic Characteristics: Goods & Supplies

Independent Variables	Specification		
	1	2	3
African American	-0.688 (-15.46)	-0.697 (-15.39)	-0.687 (-15.43)
Hispanic	-0.481 (-11.28)	-0.498 (-11.39)	-0.496 (-11.36)
Asian	-0.384 (-10.31)	-0.401 (-10.63)	-0.399 (-10.59)
Native American	-0.383 (-4.81)	-0.388 (-4.87)	-0.384 (-4.82)
Two or more races	-0.487 (-10.27)	-0.491 (-10.22)	-0.487 (-10.26)
Nonminority Female	-0.688 (-52.23)	-0.691 (-52.02)	-0.689 (-52.24)
Age	0.079 (29.96)	0.079 (29.96)	0.079 (29.96)
Age2	-0.001 (-26.26)	-0.001 (-26.27)	-0.001 (-26.26)
AMP	-0.080 (-1.45)	-0.228 (-2.90)	-0.154 (-2.55)
AMP*African American		0.327 (1.35)	
AMP*Hispanic		0.295 (2.11)	0.222 (1.78)
AMP*Asian		0.213 (2.99)	0.240 (2.68)
AMP*Native American		1.370 (0.81)	
AMP*two or more races		0.167	

Independent Variables	Specification		
	1	2	3
		(0.61)	
AMP*Nonminority Female		0.142 (1.12)	
Education (1 6 categories)	Yes	Yes	Yes
Geography (47 categories)	Yes	Yes	Yes
Industry (80 categories)	Yes	Yes	Yes
N	73,553	73,553	73,553
Adjusted R^2	0.099	0.099	0.099

Source: PUMS Data from 2019-2023 American Community Survey (ACS) (Districts Marketplace) and MGT Consulting Group, LLC., calculations using SPSS Statistics software.
Notes: See **Table 3-22**.

6.3.5 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 nonminority females will also negatively affect the number of businesses formed by these groups. MGT used the 2019-2023 U.S. Census American Community Survey – five 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 Districts Marketplace.
- Self-employed in Construction, A&E, Professional Services, Other Services, and Goods & Supplies.
- 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 hypothesized as predictors of employment status:

- ***Race and Gender:*** African American, Asian, Hispanic, Native American, nonminority female, nonminority male.
- ***Availability of Capital:*** Homeownership, home value, mortgage rate, unearned income, residual income.
- Marital Status.
- Ability to Speak English
- ***Disability Status:*** 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 a Household.
- Number of Children Under the Age of 18 Living in a Household.

Table 6-27 and **Table 6-28** summarize census data on the business ownership formation rates in the United States and in the Districts Marketplace by race, ethnicity, and gender. Additionally, it compares the differences in business formation rates of minority- and/or female-owned firms to nonminority male-owned firms. For example, in **Table 6-27**, African Americans in the Districts Marketplace have a formation rate of 7.39 percent compared to 12.82 percent for their nonminority male counterparts. Thus, the formation rate for African Americans in the Districts Marketplace s is 42.37 percent lower than non-M/WBEs (as calculated by (7.39 – 12.82)12.82).

Table 6-27 and **Table 6-28** show that in all industries and by procurement categories, minority- and/or nonminority female tend to have much lower business formation rates than their nonminority male counterparts. Some of the group differences shown in **Tables 6-27** and **6-28**

may be linked to variations in individual productivity characteristics and personal preferences among minorities, females, and nonminority males. For instance, it is well established that both earnings and the likelihood of self-employment tend to increase with labor market experience, often proxied by age. Given that many minority groups in the United States have a lower median age compared to the nonminority population, it becomes important to examine whether the observed disparities in business ownership can be attributed to age differences alone—or whether other factors, such as education levels, geographic location, or industry preferences, also play a significant role.

Table 6-27.
Self-Employment Formation Rates:
All Industries

TOTALS			
	US	DISTRICTS	DIFFERENCE FROM NON-M/WBE (DISTRICTS)
AFRICAN AMERICAN	6.52%	7.39%	-42.37%
ASIAN	10.64%	12.47%	-2.67%
HISPANIC	10.68%	11.56%	-9.76%
NATIVE AMERICAN	8.96%	9.73%	-24.07%
MBE	8.90%	10.09%	-21.26%
NONMINORITY FEMALE	9.18%	9.60%	-25.13%
M/WBE	9.04%	9.93%	-22.52%
NON-M/WBE	13.50%	12.82%	

Source: PUMS Data from 2019-2023 American Community Survey (ACS) (Districts Marketplace) and MGT Consulting Group LLC., calculations using SPSS Statistics software.

Table 6-28.
Self-Employment Formation Rates
by Procurement Categories

CONSTRUCTION SERVICES			
	US	DISTRICTS	DIFFERENCE FROM NON-M/WBE (DISTRICTS)
AFRICAN AMERICAN	16.43%	13.44%	-36.80%
ASIAN	23.15%	23.80%	11.90%
HISPANIC	20.78%	20.13%	-5.34%
NATIVE AMERICAN	18.59%	20.22%	-4.92%
MBE	19.32%	17.64%	-17.06%
NONMINORITY FEMALE	17.50%	16.17%	-23.95%
M/WBE	18.93%	17.47%	-17.86%
NON-M/WBE	24.99%	21.27%	
ENGINEERING/ARCHITECTURAL SERVICES			
	US	DISTRICTS	DIFFERENCE FROM NON-M/WBE (DISTRICTS)
AFRICAN AMERICAN	7.07%	6.10%	-44.46%
ASIAN	8.48%	7.57%	-31.15%
HISPANIC	10.57%	5.50%	-49.98%
NATIVE AMERICAN	11.53%	0.00%	-100.00%
MBE	8.82%	6.84%	-37.73%
NONMINORITY FEMALE	9.82%	5.92%	-46.13%
M/WBE	9.32%	6.56%	-40.35%
NON-M/WBE	14.79%	10.99%	
PROFESSIONAL SERVICES			
	US	DISTRICTS	DIFFERENCE FROM NON-M/WBE (DISTRICTS)
AFRICAN AMERICAN	4.46%	6.97%	-61.10%
ASIAN	8.57%	10.85%	-39.47%
HISPANIC	7.26%	7.87%	-56.10%
NATIVE AMERICAN	4.82%	6.38%	-64.43%
MBE	6.06%	7.80%	-56.50%
NONMINORITY FEMALE	6.50%	7.53%	-57.99%
M/WBE	6.34%	7.68%	-57.15%
NON-M/WBE	15.41%	17.92%	
NON-PROFESSIONAL SERVICES			
	US	DISTRICTS	DIFFERENCE FROM NON-M/WBE (DISTRICTS)
AFRICAN AMERICAN	8.27%	8.86%	-18.73%
ASIAN	11.46%	13.37%	22.68%
HISPANIC	12.44%	13.28%	21.85%
NATIVE AMERICAN	9.86%	9.98%	-8.44%
MBE	10.55%	11.52%	5.74%
NONMINORITY FEMALE	12.56%	12.52%	14.89%
M/WBE	11.46%	11.81%	8.34%
NON-M/WBE	10.71%	10.90%	

GOODS & SUPPLIES			
	US	DISTRICTS	DIFFERENCE FROM NON-M/WBE (DISTRICTS)
AFRICAN AMERICAN	3.70%	3.66%	-52.11%
ASIAN	10.88%	12.51%	63.81%
HISPANIC	5.71%	5.28%	-30.84%
NATIVE AMERICAN	6.83%	5.52%	-27.75%
MBE	5.42%	6.16%	-19.35%
NONMINORITY FEMALE	7.96%	7.94%	3.95%
M/WBE	6.64%	6.72%	-11.99%
NON-M/WBE	10.73%	7.64%	

Source: PUMS Data from 2019-2023 American Community Survey (ACS) (Districts Marketplace) and MGT Consulting Group LLC., calculations using SPSS Statistics software.

To test the impact that race, ethnicity, and gender have on self-employment rates, the logistics regression analysis examined the statistical effects of these variables on being self-employed in the Districts Marketplace. The results in **Table 6-29** through **Table 6-34** 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, in **Table 6-29**, for all industries, African Americans in the Districts Marketplace have a business formation rate that is 39.6 percent lower (the -0.562 formation rate difference for African Americans nationwide plus the 0.166 formation rate positive difference from the AMP interaction term) than expected in a market area without race, ethnicity, and gender discrimination. If there is no statistically significant AMP interaction, then the individual business formation rate found in the third specification is utilized. The results in the following tables present rates for the groups after controlling for variables such as age and education.

To summarize all the results in the Districts Marketplace for All Industries (**Table 6-29**):

- For African Americans in the Districts Marketplace, business formation rates are 39.6 percent lower than what would be expected in a market area without race, ethnicity, and gender discrimination.
- For Hispanics in the Districts Marketplace, business formation rates are 23.4 percent lower than what would be expected in a market area without race, ethnicity, and gender discrimination.
- For Asians in the Districts Marketplace, business formation rates are 29.6 percent lower than what would be expected in a market area without race, ethnicity, and gender discrimination.
- For Native Americans in the Districts Marketplace, business formation rates are 24.1 percent lower than what would be expected in a market area without race, ethnicity, and gender discrimination.
- For persons reporting two or more races in the Districts Marketplace, business formation rates are 32.1 percent lower than what would be expected in a market area without race, ethnicity, and gender discrimination.
- For nonminority females in the Districts Marketplace, business formation rates are 24.7 percent lower than what would be expected in a market area without race, ethnicity, and gender discrimination.

To summarize all the results in the Districts Marketplace for Construction (**Table 6-30**):

- For African Americans in the Districts Marketplace, business formation rates are 42.0 percent lower than what would be expected in a market area without race, ethnicity, and gender discrimination.
- For Hispanics in the Districts Marketplace, business formation rates are 16.2 percent lower than what would be expected in a market area without race, ethnicity, and gender discrimination.
- For Asians in the Districts Marketplace 27.3 percent lower than what would be expected in a race- and gender-neutral market area.
- For Native Americans in the Districts Marketplace, business formation rates are 7.9 percent higher than what would be expected in a market area without race, ethnicity, and gender discrimination.
- For persons reporting two or more races in the Districts Marketplace, business formation rates are 9.4 percent lower than what would be expected in a market area without race, ethnicity, and gender discrimination.
- For nonminority females in the Districts Marketplace, business formation rates are 57.4 percent lower than what would be expected in a market area without race, ethnicity, and gender discrimination.

To summarize all the results in the Districts Marketplace for A&E (**Table 6-31**):

- For African Americans in the Districts Marketplace, business formation rates are 55.9 percent lower than what would be expected in a market area without race, ethnicity, and gender discrimination.
- For Hispanics in the Districts Marketplace, business formation rates are 16.8 percent lower than what would be expected in a market area without race, ethnicity, and gender discrimination.
- For Asians in the Districts Marketplace, business formation rates are 66.3 percent lower than what would be expected in a market area without race, ethnicity, and gender discrimination.
- For Native Americans in the Districts Marketplace, business formation rates are 31.2 percent lower than what would be expected in a market area without race, ethnicity, and gender discrimination.
- For persons reporting two or more races in the Districts Marketplace, business formation rates are 23.7 percent lower than what would be expected in a market area without race, ethnicity, and gender discrimination.
- For nonminority females in the Districts Marketplace, business formation rates are 39.0 percent lower than what would be expected in a market area without race, ethnicity, and gender discrimination.

To summarize all the results in the Districts Marketplace for Professional Services (**Table 6-32**):

- For African Americans in the Districts Marketplace, business formation rates are 73.3 percent lower than what would be expected in a market area without race, ethnicity, and gender discrimination.
- For Hispanics in the Districts Marketplace, business formation rates are 59.7 percent lower than what would be expected in a market area without race, ethnicity, and gender discrimination.
- For Asians in the Districts Marketplace, business formation rates are 50.7 percent lower than what would be expected in a market area without race, ethnicity, and gender discrimination.
- For Native Americans in the Districts Marketplace, business formation rates are 13.0 percent lower than what would be expected in a market area without race, ethnicity, and gender discrimination.
- For persons reporting two or more races in the Districts Marketplace, business formation rates are 70.5 percent lower than what would be expected in a market area without race, ethnicity, and gender discrimination.
- For nonminority female in the Districts Marketplace, business formation rates are 73.9 percent lower than what would be expected in a market area without race, ethnicity, and gender discrimination.

To summarize all the results in the Districts Marketplace for Other Services (**Table 6-33**):

- For African Americans in the Districts Marketplace, business formation rates are 16.4 percent lower than what would be expected in a market area without race, ethnicity, and gender discrimination.
- For Hispanics in the Districts Marketplace, business formation rates are 22.3 percent lower than what would be expected in a market area without race, ethnicity, and gender discrimination.
- For Asians in the Districts Marketplace, business formation rates are 10.6 percent lower than what would be expected in a market area without race, ethnicity, and gender discrimination.
- For Native Americans in the Districts Marketplace, business formation rates are 21.7 percent lower than what would be expected in a market area without race, ethnicity, and gender discrimination.
- For persons reporting two or more races in the Districts Marketplace, business formation rates are 10.2 percent lower than what would be expected in a market area without race, ethnicity, and gender discrimination.
- For nonminority female in the Districts Marketplace, business formation rates are 22.6 percent lower than what would be expected in a market area without race, ethnicity, and gender discrimination.

To summarize all the results in the Districts Marketplace for Goods & Supplies (**Table 6-34**):

- For African Americans in the Districts Marketplace, business formation rates are 49.7 percent lower than what would be expected in a market area without race, ethnicity, and gender discrimination.

- For Hispanics in the Districts Marketplace, business formation rates are 18.3 percent lower than what would be expected in a market area without race, ethnicity, and gender discrimination.
- For Asians in the Districts Marketplace, business formation rates are 5.6 percent higher than what would be expected in a market area without race, ethnicity, and gender discrimination.
- For Native Americans in the Districts Marketplace, business formation rates are 31.6 percent lower than what would be expected in a market area without race, ethnicity, and gender discrimination.
- For persons reporting two or more races in the Districts Marketplace, business formation rates are 23.9 percent lower than what would be expected in a market area without race, ethnicity, and gender discrimination.
- For nonminority female in the Districts Marketplace, business formation rates are 11.4 percent lower than what would be expected in a market area without race, ethnicity, and gender discrimination.

Table 6-29.
Self-Employment formation Controlling for Demographic and Economic Characteristics: All Industries

Independent Variables	Specifications		
	1	2	3
African American	-0.556	-0.562	-0.562
	(0.00)	(0.00)	(0.00)
Hispanic	-0.302	-0.307	-0.307
	(0.00)	(0.00)	(0.00)
Asian	-0.355	-0.361	-0.361
	(0.00)	(0.00)	(0.00)
Native American	-0.423	-0.430	-0.430
	(0.00)	(0.00)	(0.00)
Two or more races	-0.382	-0.386	-0.386
	(0.00)	(0.00)	(0.00)
Nonminority Female	-0.388	-0.390	-0.390
	(0.00)	(0.00)	(0.00)
Age	0.040	0.040	0.040
	(0.00)	(0.00)	(0.00)
Age^2	0.000	0.000	0.000
	(0.00)	(0.00)	(0.00)
AMP	-0.079	-0.198	-0.198
	(0.00)	(0.00)	(0.00)
AMP*African American		0.166	0.166
		(0.00)	(0.00)
AMP* Hispanic		0.074	0.074
		(0.004)	(0.004)
AMP*Asian		0.066	0.066
		(0.00)	(0.00)
AMP*Native American		0.189	0.189
		(0.004)	(0.004)
AMP*Two or more races		0.065	0.065

Independent Variables	Specifications		
	1	2	3
		(0.00)	(0.00)
AMP*Nonminority Female		0.143	0.143
		(0.00)	(0.00)
Education (1 6 categories)	Yes	Yes	Yes
Geography (47 categories)	Yes	Yes	Yes
Industry (80 categories)	Yes	Yes	Yes
N	4,579,799	4,579,799	4,579,799
Pseudo R^2	0.101	0.101	0.101

Source: PUMS Data from 2019-2023 American Community Survey (ACS) (Districts Marketplace) and MGT Consulting Group, LLC., calculations using SPSS Statistics software.
Notes: (1) Universe is all private sector labor force participants between the ages of 16 and 64; observations with imputed values to the dependent variable and all independent variables are excluded; (2) Reported number is the percentage difference in self-employment rates between a given group and nonminority males; (3) Number in parentheses is the absolute value of the associated p-value. p-value of 0.05 and less represent statistical significance at a 95 percent confidence interval, p-value of 0.10 and less represent statistical significance at a 90 percent confidence interval, and p-value of 0.15 and less represent statistical significance at a 85 percent confidence interval; (4) Geography is defined based on place of residence; (5) The AMP includes Harris County, TX; Austin County, TX; Brazoria County, TX; Chambers County, TX; Fort Bend County, TX; Galveston County, TX; Liberty County, TX; Montgomery County, TX; San Jacinto County, TX; Waller County, TX; Matagorda County, TX; Walker County, TX; Washington County, TX; and Wharton County, TX; (6) Blank cells indicate that the variable was not tested in specification 1; (7) "n/a" in Specification 3 means that the category was not included in the regression because it was not statistically significant in Specification 2, as described above in section 3.3.2; (8) The "Yes" values next to the "Education," "Geography" and "Industry" rows indicate that control variables were included in the regression specification for these factors; (9) The pseudo R-squared is used for logistic regressions and other regressions where the standard R-squared is not applicable.

Table 6-30.
Self-Employment Formation Controlling for Demographic and Economic Characteristics: Construction Services

Independent Variables	Specifications		
	1	2	3
African American	-0.423	-0.420	-0.420
	(0.00)	(0.00)	(0.00)
Hispanic	-0.236	-0.245	-0.245
	(0.00)	(0.00)	(0.00)
Asian	-0.274	-0.271	-0.273
	(0.00)	(0.00)	(0.00)
Native American	-0.375	-0.385	-0.385
	(0.00)	(0.00)	(0.00)
Two or more races	-0.302	-0.312	-0.311
	(0.00)	(0.00)	(0.00)
Nonminority Female	-0.574	-0.576	-0.574
	(0.00)	(0.00)	(0.00)
Age	0.054	0.054	0.054
	(0.00)	(0.00)	(0.00)
Age^2	0.000	0.000	0.000
	(0.00)	(0.00)	(0.00)
AMP	-0.218	-0.304	-0.290
	(0.00)	(0.00)	(0.00)
AMP*African American		-0.071	
		(0.663)	
AMP* Hispanic		0.096	0.083
		(0.026)	(0.034)
AMP*Asian		-0.083	
		(0.672)	
AMP*Native American		0.477	0.464
		(0.112)	(0.121)
AMP*Two or more races		0.231	0.217

Independent Variables	Specifications		
	1	2	3
		(0.011)	(0.015)
AMP*Nonminority Female		0.126	
		(0.256)	
Education (16 categories)	Yes	Yes	Yes
Geography (47 categories)	Yes	Yes	Yes
Industry (80 categories)	Yes	Yes	Yes
N	314,521	314,521	314,521
Pseudo R^2	0.097	0.097	0.097

Source: PUMS Data from 2019-2023 American Community Survey (ACS) (Districts Marketplace) and MGT Consulting Group, LLC., calculations using SPSS Statistics software.
Notes: See **Table 3-31**.

Table 6-31.
Self-Employment Formation Controlling for Demographic and Economic Characteristics: Engineering/Architectural Services

Independent Variables	Specifications		
	1	2	3
African American	-0.559	-0.575	-0.559
	(0.00)	(0.00)	(0.00)
Hispanic	-0.168	-0.176	-0.168
	(0.029)	(0.025)	(0.029)
Asian	-0.663	-0.671	-0.663
	(0.00)	(0.00)	(0.00)
Native American	-0.312	-0.285	-0.312
	(0.160)	(0.201)	(0.160)
Two or more races	-0.237	-0.258	-0.237
	(0.026)	(0.019)	(0.026)
Nonminority Female	-0.390	-0.393	-0.390
	(0.00)	(0.00)	(0.00)
Age	0.071	0.071	0.071
	(0.00)	(0.00)	(0.00)
Age^2	0.000	0.000	0.000
	(0.041)	(0.041)	(0.041)
AMP	-0.341	-0.452	-0.341
	(0.00)	(0.00)	(0.00)
AMP*African American		0.331	
		(0.393)	
AMP* Hispanic		0.208	
		(0.557)	
AMP*Asian		0.214	
		(0.428)	
AMP*Native American		-19.175	
		(0.999)	
AMP*Two or more races		0.415	

Independent Variables	Specifications		
	1	2	3
		(0.342)	
AMP*Nonminority Female		0.136	
		(0.629)	
Education (1 6 categories)	Yes	Yes	Yes
Geography (47 categories)	Yes	Yes	Yes
Industry (80 categories)	Yes	Yes	Yes
N	55,942	55,942	55,942
Pseudo R^2	0.162	0.162	0.162

Source: PUMS Data from 2019-2023 American Community Survey (ACS) (Districts Marketplace) and MGT Consulting Group, LLC., calculations using SPSS Statistics software.
Notes: See **Table 3-31**.

Table 6-32.
Self-Employment Formation Controlling for Demographic and Economic Characteristics: Professional Services

Independent Variables	Specifications		
	1	2	3
African American	-0.930	-0.937	-0.937
	(0.00)	(0.00)	(0.00)
Hispanic	-0.598	-0.598	-0.597
	(0.00)	(0.00)	(0.00)
Asian	-0.679	-0.683	-0.684
	(0.00)	(0.00)	(0.00)
Native American	-0.865	-0.879	-0.880
	(0.00)	(0.00)	(0.00)
Two or more races	-0.705	-0.701	-0.705
	(0.00)	(0.00)	(0.00)
Nonminority Female	-0.739	-0.738	-0.739
	(0.00)	(0.00)	(0.00)
Age	0.038	0.038	0.038
	(0.00)	(0.00)	(0.00)
Age^2	0.000	0.000	0.000
	(0.00)	(0.00)	(0.00)
AMP	0.083	0.083	0.051
	(0.00)	(0.032)	(0.051)
AMP*African American		0.174	0.204
		(0.028)	(0.006)
AMP* Hispanic		0.004	
		(0.967)	
AMP*Asian		0.146	0.177
		(0.039)	(0.006)
AMP*Native American		0.619	0.750
		(0.018)	(0.013)
AMP*Two or more races		-0.148	

Independent Variables	Specifications		
	1	2	3
		(0.240)	
AMP*Nonminority Female		-0.056	
		(0271)	
Education (1 6 categories)	Yes	Yes	Yes
Geography (47 categories)	Yes	Yes	Yes
Industry (80 categories)	Yes	Yes	Yes
N	1,524,446	1,524,446	1,524,446
Pseudo R^2	0.157	0.157	0.157

Source: PUMS data from 2019-2023 American Community Survey (ACS) (Districts Marketplace) and MGT Consulting Group, LLC., calculations using SPSS Statistics software.
Notes: See **Table 3-31**.

Table 6-33.
Self-Employment Formation Controlling for Demographic and Economic Characteristics: Non-Professional Services

Independent Variables	Specifications		
	1	2	3
African American	-0.229	-0.234	-0.234
	(0.00)	(0.00)	(0.00)
Hispanic	-0.224	-0.225	-0.223
	(0.055)	(0.050)	(0.062)
Asian	-0.132	-0.136	-0.136
	(0.00)	(0.00)	(0.00)
Native America	-0.218	-0.223	-0.217
	(0.00)	(0.00)	(0.00)
Two or more races	-0.102	-0.104	-0.102
	(0.00)	(0.00)	(0.00)
Nonminority Female	-0.226	-0.225	-0.226
	(0.00)	(0.00)	(0.00)
Age	0.058	0.058	0.058
	(0.00)	(0.00)	(0.00)
Age^2	0.000	0.000	0.000
	(0.00)	(0.00)	(0.00)
AMP	-0.044	-0.113	-0.078
	(0.026)	(0.001)	(0.00)
AMP*African American		0.071	0.069
		(0.002)	(0.006)
AMP* Hispanic		0.060	
		(0.336)	
AMP*Asian		0.034	0.029
		(0.007)	(0.002)
AMP*Native American		0.261	
		(0.180)	
AMP*Two or more races		0.070	

Independent Variables	Specifications		
	1	2	3
		(0.319)	
AMP*Nonminority Female		0.047	
		(0.305)	
Education (16 categories)	Yes	Yes	Yes
Geography (47 categories)	Yes	Yes	Yes
Industry (80 categories)	Yes	Yes	Yes
N	1,742,278	1,742,278	1,742,278
Pseudo R^2	0.063	0.063	0.063

Source: PUMS Data from 2019-2023 American Community Survey (ACS) (Districts Marketplace) and MGT Consulting Group, LLC., calculations using SPSS Statistics software.
Notes: See **Table 3-31**.

Table 6-34.
Self-Employment Formation Controlling for Demographic and Economic Characteristics: Goods & Supplies

Independent Variables	Specifications		
	1	2	3
African American	-0.844	-0.855	-0.855
	(0.00)	(0.00)	(0.00)
Hispanic	-0.499	-0.513	-0.513
	(0.00)	(0.00)	(0.00)
Asian	-0.207	-0.220	-0.220
	(0.00)	(0.00)	(0.00)
Native American	-0.316	-0.318	-0.316
	(0.00)	(0.00)	(0.00)
Two or more races	-0.661	-0.672	-0.672
	(0.00)	(0.00)	(0.00)
Nonminority Female	-0.342	-0.346	-0.346
	(0.00)	(0.00)	(0.00)
Age	0.019	0.019	0.019
	(0.00)	(0.00)	(0.00)
Age^2	0.000	0.000	0.000
	(0.00)	(0.00)	(0.00)
AMP	-0.291	-0.506	-0.505
	(0.00)	(0.00)	(0.00)
AMP*African American		0.359	0.357
		(0.00)	(0.00)
AMP*Hispanic		0.331	0.330
		(0.00)	(0.00)
AMP*Asian		0.277	0.276
		(0.00)	(0.00)
AMP*Native American		0.135	
		(0.722)	
AMP*Two or more races		0.435	0.433

Independent Variables	Specifications		
	1	2	3
		(0.00)	(0.001)
AMP*Nonminority Female		0.234	0.232
		(0.00)	(0.00)
Education (16 categories)	Yes	Yes	Yes
Geography (47 categories)	Yes	Yes	Yes
Industry (80 categories)	Yes	Yes	Yes
N	942,612	942,612	942,612
Pseudo R^2	0.123	0.123	0.123

Source: PUMS Data from 2019-2023 American Community Survey (ACS) (Districts Marketplace) and MGT Consulting Group, LLC, calculations using SPSS Statistics software.
Notes: See **Table 3-31**.

These findings demonstrate that minorities and nonminority females, in general, when compared to nonminority males, are statistically significantly less likely to own businesses than expected based on their observable demographic characteristics, including age, education, geographic location, industry, and trends over time. Additionally, as with wages and business earnings, these groups are at a significant disadvantage compared 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 marketplace.

6.3.6 Disparities in Rates of Self-Employment

The regression analyses of self-employment rates and 2019-2023 ACS self-employment earnings in **Tables 6-29** through **6-34** revealed general disparities, consistent with business market discrimination, between minority and nonminority self-employed individuals whose businesses are located in the Districts Marketplace. **Table 6-38** presents the results of observed formation rates vs. expected formation rates when the logistic regression results from **Tables 6-31** through **6-37** are applied to observed formation rates. Column (A) presents the observed rates as seen in **Table 6-30**. Column (B) is calculated using the regression results by adjusting the observed rates accordingly. For example, for Asians in Professional Services in the Districts Marketplace, the percentage difference compared to a nonminority males in Professional Services, controlling for all other variables, is 50.7 percent (-0.684 is the self-employment formation plus the 0.177 formation rate in the Districts Marketplace for Professional Services in **Table 6-32**), indicating that the expected self-employment rate for Asians should be 50.7 percent higher than the observed value of 10.85 percent in **Table 6-35** Column (A). Applying the 50.7 percent model-estimated adjustment to the observed value yields an expected formation rate of 16.35 percent in Column (B). Column (C) then reports the ratio of the observed to the expected rate, reflecting the extent of the disparity.

To summarize, the results from **Table 6-35**, which shows the disparity between the observed self-employment rates vs. the expected self-employment rate:

- For All Industries, the largest disparities are observed among African Americans, 71.64 percent. This is followed by Asians at 77.19 percent, nonminority females at 80.18 percent, Native Americans at 80.57 percent, and Hispanics at 81.05 percent.
- For Construction, the largest disparities are observed among nonminority females, 63.54 percent. This is followed by African Americans at 70.42 percent, Asians at 78.53 percent, and Hispanics at 86.03.
- For A&E, the largest disparities are observed among Asians, 60.15 percent. This is followed by African Americans at 64.15 percent, nonminority females at 71.94 percent, and Hispanics at 85.64 percent.
- For Professional Services, the largest disparities are observed among nonminority females, 57.50 percent. This is followed by African American at 57.70 percent, Hispanics at 62.60 percent, Asians at 66.36 percent, and Native Americans at 88.50 percent.
- For Other Services, the largest disparities are observed among nonminority females, 81.57 percent. This is followed by Hispanics at 81.76 percent, Native Americans at 82.14 percent, African Americans at 85.89 percent, and Asians at 90.41 percent.
- For Goods & Supplies, the largest disparities are observed among African Americans, 66.78 percent. This is followed by Native Americans at 75.99 percent, Hispanics at 84.53 percent, and nonminority females at 89.78 percent.

Table 6-35.
Observed and Expected Self-Employment Rates
Districts Marketplace

TOTALS			
	FORMATION RATES	EXPECTED RATES	DISPARITY RATIO
AFRICAN AMERICAN	7.39%	10.31%	71.64
ASIAN	12.47%	16.16%	77.19
HISPANIC	11.56%	14.27%	81.05
NATIVE AMERICAN	9.73%	12.08%	80.57
MBE	10.09%	13.09%	77.07
NONMINORITY FEMALE	9.60%	11.97%	80.18
M/WBE	9.93%	12.80%	77.57
CONSTRUCTION			
	FORMATION RATES	EXPECTED RATES	DISPARITY RATIO
AFRICAN AMERICAN	13.44%	19.09%	70.42
ASIAN	23.80%	30.30%	78.53
HISPANIC	20.13%	23.40%	86.03
NATIVE AMERICAN	20.22%	18.63%	
MBE	17.64%	20.71%	85.17
NONMINORITY FEMALE	16.17%	25.45%	63.54
M/WBE	17.47%	21.67%	80.60
ENGINEERING/ARCHITECTURAL SERVICES			
	FORMATION RATES	EXPECTED RATES	DISPARITY RATIO
AFRICAN AMERICAN	6.10%	9.52%	64.15
ASIAN	7.57%	12.58%	60.15
HISPANIC	5.50%	6.42%	85.65
NATIVE AMERICAN	0.00%	0.00%	
MBE	6.84%	9.50%	72.07
NONMINORITY FEMALE	5.92%	8.23%	71.94
M/WBE	6.56%	9.10%	72.05
PROFESSIONAL SERVICES			
	FORMATION RATES	EXPECTED RATES	DISPARITY RATIO
AFRICAN AMERICAN	6.97%	12.08%	57.70
ASIAN	10.85%	16.35%	66.36
HISPANIC	7.87%	12.57%	62.60
NATIVE AMERICAN	6.38%	7.20%	88.50
MBE	7.80%	11.96%	65.17
NONMINORITY FEMALE	7.53%	13.10%	57.50
M/WBE	7.68%	12.05%	63.75

NON-PROFESSIONAL SERVICES			
	FORMATION RATES	EXPECTED RATES	DISPARITY RATIO
AFRICAN AMERICAN	8.86%	10.31%	85.89
ASIAN	13.37%	14.79%	90.41
HISPANIC	13.28%	16.24%	81.76
NATIVE AMERICAN	9.98%	12.15%	82.14
MBE	11.52%	13.40%	86.01
NONMINORITY FEMALE	12.52%	15.35%	81.57
M/WBE	11.81%	13.85%	85.24
GOODS & SERVICES			
	FORMATION RATES	EXPECTED RATES	DISPARITY RATIO
AFRICAN AMERICAN	3.66%	5.48%	66.78
ASIAN	12.51%	11.82%	
HISPANIC	5.28%	6.25%	84.53
NATIVE AMERICAN	5.52%	7.26%	75.99
MBE	6.16%	7.62%	80.91
NONMINORITY FEMALE	7.94%	8.84%	89.78
M/WBE	6.72%	8.17%	82.27

Source: PUMS Data from 2019-2023 American Community Survey (ACS) (Districts Marketplace) and MGT Consulting Group, LLC., calculations using SPSS Statistics software.

The findings provide evidence that for minority- and/or female-owned firms, discrimination in the marketplace exists, thereby limiting the ability to achieve the same level of self-employment rates as their nonminority male counterparts.

6.4 Conclusions

Analysis of the U.S. Census 2022 ABS Data, as well as the PUMS 2019-2023 Data, demonstrates that, in response to the overarching research question underlying this analysis, marketplace discrimination exists for minority- and/or female-owned firms operating in the private sector within the Districts Marketplace.

To the more specific research questions:

- Do marketplace disparities exist in the private sector for firms owned by minorities or females regarding revenue within industry categories similar to the Districts procurement categories?
- Does racial, ethnic, and gender status impact individual wages after controlling for differences among firms?
- Does racial, ethnic, and gender status impact business owner earnings after controlling for differences among firms?
- Are racial, ethnic, and gender minority groups less likely than nonminority males to be self-employed after controlling for differences? If so, does race, ethnicity, or gender have a role in the disparity?
- If minority and female-owned businesses and nonminority male-owned firms shared similar traits and marketplace "conditions" (i.e., similar "rewards" in terms of capital, wages, earnings, etc.), what would be the effect on rates of self-employment by race, ethnicity, and gender?

Findings from the U.S. Census 2022 ABS data indicate:

- Substantial disparities exist for most minority- and/or female-owned firms across industry sectors resembling the procurement categories identified for this study.

Findings from the 2019-2023 PUMS Data indicate that:

- Minority and nonminority female's wages were significantly less in 2019-2023 than those of nonminority male, holding all other variables constant.
- Minorities and nonminority females were significantly less likely than nonminority males to be self-employed.
- Most minority- and/or female-owned firms earned significantly less in 2019-2023 than self-employed nonminority males, holding all other variables constant.
- Analysis of observed versus expected 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 rates of self-employment for minority- and/or female-owned firms.

These findings provide substantial, statistically significant evidence that minority- and/or female-owned firms face persistent disparities in the private sector of the Districts Marketplace. Through rigorous analysis of the U.S. Census 2022 ABS and the 2019-2023 PUMS data, the private sector analysis has demonstrated that even when controlling for relevant economic and demographic factors, minority- and/or female-owned firms experience lower rates of business formation, revenue generation, and sustainability. These disparities are not merely coincidental; rather, they

indicate structural impediments rooted in discriminatory marketplace dynamics that disproportionately impact minority and female entrepreneurs.

The implications of these findings extend beyond the statistical evidence. The economic exclusion of minority- and/or female-owned firms undermines broader economic growth, restricts competition, and limits opportunities for wealth creation within historically marginalized communities. The disparities in business ownership and earnings also have long-term consequences for intergenerational mobility, economic equity, and the overall competitiveness of Districts Marketplace's economy. The underutilization of minority- and/or female-owned firms translates into lost innovation, decreased job creation, and weakened economic resilience—factors that are crucial to sustaining a thriving and inclusive marketplace.

These findings underscore the compelling governmental interest for the Districts to implement an M/WBE program as a necessary intervention to address persistent discrimination. The Districts M/WBE program would serve as a vital corrective mechanism to counterbalance the discrimination that minority- and/or female-owned firms continue to face in private sector contracting. Without such targeted interventions, these disparities would likely persist, perpetuating historical economic inequalities and diminishing the full economic potential of the Districts Marketplace.

Chapter 7 Qualitative Data Collection and Research

7.1 Introduction

Chapter Sections

7.1 Introduction
7.2 Methodology and Outreach Efforts
7.3 Anecdotal Comments
7.4 Conclusion

This chapter examines anecdotal evidence of conditions and obstacles faced by M/WBE firms in the Study market area in their experiences working with Aldine ISD, Alief, and Spring ISD's prime contractors, and the private sector. The collection and analysis of anecdotal data was focused on firms located within the relevant geographic market area and helps to explain and provide context for the quantitative data analyses. In conjunction with the quantitative data, MGT was also able to draw inferences from the anecdotal data as to the prevalence of obstacles perceived as limiting the participation of M/WBE and other firms in Alief ISD's procurement transactions.

This section provides a high-level overview of the qualitative research conducted to understand the experiences and challenges faced by Minority- and Women-Owned Business Enterprises (M/WBEs) in the Alief ISD market area. To fulfill the obligation that public entities using taxpayer funds must not be passive participants in marketplace discrimination, it is essential to examine the conditions within the market in which Alief ISD operates. The qualitative findings highlight barriers in the marketplace stemming from both public and private disparate treatment.

Qualitative or anecdotal comments in this chapter detail the perceptions and opinions of individuals, and the evidentiary weight of these opinions depends on the degree to which they are corroborated by statements of others and the quantitative data that have 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 operate.

The collective anecdotal activities gathered input from nearly 384 firms regarding their opinions and perceptions of their experiences working with Alief ISD or Alief ISD's projects as subcontractors.

7.2 Methodology and Outreach Efforts

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*[140]. 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

[140] 488 U.S. 469, 109 S.Ct. 706 (1989) (Croson)

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 M/WBE participation in contract opportunities. Further discussion regarding the basis and motivation for collection and analysis of anecdotal data is contained in **Chapter 2, Legal Review**.

MGT used a combination of surveys, online comments, focus groups, and one-on-one interviews with businesses to collect qualitative information that is analyzed to identify issues and concerns that were common to businesses in the market area.

7.2.1 Communication, Outreach, and Engagement

Businesses in the Relevant Market Area were contacted using various communication methods, such as phone calls, email blasts, and flyers distributed by the Districts and MGT. Additionally, a study website was created. To identify firms in the Relevant Market Area, MGT developed a Master Vendor Database of firms that incorporated firm information from multiple sources, such as Alief's vendor and outreach lists and vendor and certification lists collected from other public agencies, to establish a base for 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 Alief ISD to create a Communication, Outreach, and Engagement Plan that included various outreach methods geared to inform and encourage the commercial real estate community's engagement in the anecdotal data collection activities. Outreach methods included:

- MGT and Alief ISD identified area trade associations and business organizations, referred to as professional organizations for purposes of this report, whose insights would be valuable to understanding the dynamics and perceptions of the vendor community. The professional organizations were notified via e-mail blasts and phone calls of anecdotal data collection activities and asked to encourage their members to participate.
- MGT and Alief transmitted numerous email blasts to the business community to increase awareness and engagement.
- MGT and its partners also followed up with firms via phone calls to encourage participation in qualitative activities.
- MGT produced and emailed flyers to firms in the Relevant Market Area that contained quick response (QR) codes linked to the business survey and in-depth interview scheduling.
- All qualitative activities were published on the disparity study website.

7.2.2 Sampling Methodology

MGT's sampling methodology for in-depth interviews, focus groups, and business surveys was to randomly select firms from the Study's master vendor database. Each sample included M/WBE and non-M/WBE 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 15,332 unique potential qualitative respondents

Additionally, M/WBE firms were oversampled to facilitate statistical comparisons with non-M/WBEs. 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 M/WBEs make up a smaller population, oversampling is crucial to acquire accurate and comparable responses.

Table 7-1 illustrates the overall participation of M/WBE and non-M/WBE firms in all qualitative collection activities. African American (34 percent of participants), Hispanic American (18 percent of participants), and Asian American (7 percent of participants), respectively, represented the largest group of participants.

Table 7-1.
Alief ISD
Qualitative Business Demographics
Proportion of Respondents by Firm Classification & Business Type

Business Ownership Classification	Construction Services	Architecture & Engineering	Professional Services	Non-Professional Services	Goods & Supplies	Total
African American	28%	13%	46%	49%	23%	34%
	(33)	(4)	(53)	(22)	(17)	(129)
Asian American	3%	27%	7%	2%	7%	7%
	(3)	(8)	(8)	(1)	(5)	(25)
Hispanic American or Latino	23%	37%	11%	18%	12%	18%
	(27)	(11)	(13)	(8)	(9)	(68)
Native American / American Indian	1%	3%	0%	0%	0%	1%
	(1)	(1)	(0)	(0)	(0)	(2)
Total MBE	53%	80%	64%	69%	42%	58%
	(64)	(24)	(74)	(31)	(31)	(224)
Non-Minority Women	19%	13%	25%	7%	19%	19%
	(23)	(4)	(29)	(3)	(14)	(73)
Total M/WBE	**73%**	**93%**	**89%**	**76%**	**62%**	**77%**
	(87)	**(28)**	**(103)**	**(34)**	**(45)**	**(297)**
Non-M/WBE	28%	7%	11%	24%	83%	23%
	(33)	(2)	(13)	(11)	(28)	(87)

Source: Qualitative participants from in-depth interviews, focus groups, and business surveys.

Note: Numbers shown in parentheses represent the number of respondents.

7.2.3 Telephone Survey

7.2.3.1 Methodology

The business survey asked respondents to provide information on firm ownership, demographics, and structure; work bid upon or performed as prime contractors with Alief ISD; work bid upon or performed as subcontractors to Alief ISD's prime contractors; whether the respondent firm bid or performed work in the private sector; and any perceived barriers to doing business with Alief ISD or its primes that the respondents believed they had experienced during the study period. The survey was administered via telephone 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 firm category. Insufficient sample size can pose problems for 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 they 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 data from the survey responses were analyzed to determine the types of firms represented in the findings included within this chapter.

7.2.3.2 Demographics

This survey collected 371 responses from firm owners and representatives in Alief ISD's relevant market area. M/WBE firms accounted for 77 percent or 286 of the total respondents. **Table 7-2** illustrates the survey respondents' demographics by industry.

Table 7-2.
Alief ISD
Survey of Vendors Demographics:
Proportion of Respondents by Industry

Business Ownership Classification	Construction	Architecture & Engineering	Professional Services	Non-Professional Services	Goods & Supplies	Total
African American	28%	14%	44%	48%	22%	33%
Asian American	3%	28%	6%	2%	7%	6%
Hispanic American or Latino	22%	34%	12%	18%	12%	18%
Native American / American Indian	1%	3%	0%	0%	0%	1%
Total MBE	53%	79%	62%	68%	41%	57%
Non-Minority Women	19%	14%	12%	7%	20%	20%
Total M/WBE	**73%**	**93%**	**88%**	**75%**	**61%**	**77%**

Source: Business Surveys, MGT and SkyBase 7, 2025.

7.2.3.3 Nonresponse Bias Impact on Business Survey

Nonresponse bias occurs when specific individuals or groups in a survey population fail to respond to survey questions, leading to an unrepresentative sample. This lack of participation can skew the survey results, diminish their reliability, and make them less demonstrative. Specifically, those who opt not to participate may differ significantly from those who do, creating potential distortions in the survey outcomes. Nonresponse bias is a common issue in survey research, which can affect the validity and generalizability of the findings. Below, MGT describes the factors that may contribute to nonresponse bias and assesses the impact of nonresponse bias by analyzing the responses from both the online and telephone surveys. These surveys were conducted at different times throughout the study and through different methods. The varying times and methods allowed MGT to assess the differences in the responses for both methods and whether nonresponse bias may have impacted the results. Ultimately, as described below, MGT found that overall, minority- and/or women-owned firms were more likely to report that

discrimination had impacted their ability to conduct their business versus nonminority men. This indicated that nonresponse bias did not significantly impact the outcome of the survey results.

Time and accessibility are also influential factors; individuals with demanding schedules, such as those balancing work and family obligations, may be less likely to participate. This, in turn, introduces bias by overrepresenting those who are more accessible during specific survey periods.

Furthermore, individuals with strong feelings about a given topic may be more likely to respond than those who are indifferent. For example, those with strong political beliefs may be more inclined to respond to a political survey, while others may abstain from participating.[141] Considering these challenges, MGT took proactive steps to minimize nonresponse bias, enhance the quality of survey data, and ensure the broadest possible reach. These steps included:

1. Making multiple contact attempts through multiple channels—reminder emails, phone calls, or text messages—and for telephone surveys, reaching out to participants at various times of the day or on different days of the week.
2. Employing a mixed-mode survey approach with an online and telephone survey.
3. Simplifying the survey design to ensure that the survey was easy to access, complete, and understand. This involved reducing the length of the survey, using clear and simple language, and offering the survey across various platforms to accommodate different preferences.

MGT also analyzed nonresponse patterns to identify which groups were underrepresented throughout MGT's outreach efforts. This allowed MGT to adjust their outreach strategies to better target those who may not have initially responded. To assess whether nonresponse bias was a significant issue, MGT compared responses from online and telephone surveys. Four key questions were randomly selected for analysis, including topics such as informal networks, lending discrimination, double standards in measuring performance, and refusals by entities to work with minority- and women-owned firms.

In addition, minority- and/or women-owned firms consistently indicated higher levels of discrimination compared to their nonminority men-owned firm counterparts. This demonstrates the benefit of using multiple survey modes to allow respondents a range of options for participation while minimizing nonresponse bias.

By understanding the factors that contribute to nonresponse bias and implementing strategies to mitigate its effects, researchers can enhance the accuracy and generalizability of their findings. In the case of MGT's Business Survey, the use of multiple contact attempts, mixed-mode surveys, and analysis of nonresponse patterns all helped ensure a more robust sample and yielded more reliable results. These efforts highlight the importance of being proactive in addressing nonresponse bias to ensure that survey data more accurately reflects the perspectives of the entire target population.

[141] Lavrakas, Paul J., ed. *Encyclopedia of Survey Research Methods*. Thousand Oaks, CA: Sage Publications, 2008.

7.2.4 In-Depth Interviews with Businesses

7.2.4.1 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 Alief ISD (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 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 meeting 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 Alief ISD, its prime contractors in the marketplace, or working with subcontractors.

7.2.4.2 Efforts

The in-depth interviews were conducted with randomly selected firms representing construction, architecture, and engineering, professional services, non-professional services, and goods and extracted from the Master Vendor Database, and located in Alief's relevant market area.[142] MGT cross-referenced the list of firms for the interviews to ensure they were not previously selected for other anecdotal activities. Interviews were held virtually, and firms were contacted three times via phone and email.

During the interview process, several firms chose to discontinue their interviews due to discomfort, apprehension, and the current political climate. These participants expressed a fear of potential retaliation that could negatively impact their business operations or future contracting opportunities. This apprehension significantly impacted overall participation rates in the engagement process.

7.2.5 Focus Groups

7.2.5.1 Methodology

Focus groups were conducted with randomly selected firms extracted from the master vendor database and located in Alief ISD'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. The focus groups were small group conversations with businesses in the relevant geographic market area to gather information about the firms' experiences attempting to do and conducting business with Alief ISD (both directly as a prime and/or as a subcontractor).

[142] See **Chapter 4**, **Market Area and Utilization Analyses**.

7.2.5.2 Efforts

MGT scheduled ten focus groups and invited firms to participate. 1072 firms from the sample were invited via email. Registered participants received the meeting link upon registration and received reminder emails the day before and an hour before the focus group. The following focus groups were held virtually via Microsoft Teams:

- Professional Services - M/WBE Firms: July 21, 2025, 11:00am
- Construction Subcontractors - M/WBE Firms: July 21, 2025, 5:30pm
- Architecture & Engineering - M/WBE Firms: July 22, 2025, 1:00pm
- Construction Subcontractors - All Firms: July 22, 2025, 3:00pm
- Construction Primes - M/WBE Firms: July 29, 2025, 9:00am
- Architecture & Engineering - All Firms: July 29, 2025, 1:00pm
- Professional Services - All Firms: August 1, 2025, 10:00am
- Goods & Supplies - All Firms: August 1, 2025, 2:00pm
- Goods & Supplies - All Firms: August 5, 2025, 8:00am
- Other Services - All Firms: August 5, 2025, 1:00pm

7.2.6 Professional Organization Outreach

7.2.6.1 Methodology

Outreach to professional organizations (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. Professional organizations were asked to provide feedback on barriers in the marketplace from the perspective of the objectives of the organization. In addition, professional organizations were asked to disseminate the notice of the business engagement meeting and encourage their members to participate in the qualitative and anecdotal data collection activities. Professional organizations were also asked to provide MGT with a copy of membership or vendor lists, which were used to help build the master vendor database.

7.2.6.2 Efforts

MGT invited professional organizations to participate in interviews. The professional organizations that participated in the interviews provide capacity building, advocacy, and technical and/or business development to their members, many of whom are M/WBE firms.

Extensive outreach was conducted to encourage professional organizations to participate in a one-on-one interview. Similar to the outreach for the focus groups. A minimum of three contacts per organization were made, and due diligence was maintained. Nearly all of the professional organizations declined to participate in the IDIs.

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 broad base of

participants reflecting a comprehensive array of viewpoints and experiences regarding work with Alief ISD or in its marketplace.

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 is derived from:

- I = In-depth Interview
- P = Professional Organization
- S = Survey
- F- Focus Group

7.3.1 Discrimination and Disparate Treatment

This section examines the type of discriminatory/disparate treatment encountered by M/WBEs working with Alief ISD, Alief ISD s primes, or in Alief ISD's marketplace. A trend for firms that participated in interviews, surveys, or focus groups 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 the survey of vendors' responses:

- *A Hispanic American woman-owned [S339] Construction business stated, "Due to race, the clients sometimes do not trust the quality of our work and question us.*
- *A Hispanic American woman-owned [S339] Construction business stated, "We have experienced situations with some suppliers where, when we are looking for a certain product, they claim it is not available, but then another person calls in about the same item, and the supply is there. I feel it is due to being a female."*
- *An African American woman-owned [S229] Professional Services business stated, "Being a woman in my industry, I am often made to feel inferior and less capable at times."*
- *A Hispanic American woman-owned [S353] Professional Services business stated, "I have noticed that, when a business is of a certain race, they generally will offer the contract to those that are of the same race. It can make it difficult to be awarded a contract based on that."*
- *An African American woman-owned [S236] Non-Professional Services business stated, "As a minority-owned business, often when I bid on a contract, I may be the lowest and most qualified bidder. Later, I will find out that a company that is not as qualified will have gotten the contract. It is not fair. There is so much discrimination from all the schools in this area."*
- *An African American woman-owned [F2] Professional Services business stated, "Our role was to provide the staff [for a contract] … I found out that when I bring any African American, people that look like me or speaks like me, they are rejected."*
- *A diverse business-focused [P3] Professional Organization stated, "Many have experienced the typical presumptions by non-diversity business which is that small/diversity businesses*

do not operate their companies or execute their projects using the same standard business practices as all businesses regardless of their size. Those presumptions are reflected in the frequent request to start work without signed contracts, contract termination for convenience clauses, extended / delayed invoice payments, etc."

7.3.2 Double Standards

M/WBEs are often held to stricter or inconsistent requirements compared to non-M/WBE firms. This may include being asked to provide additional documentation, facing greater scrutiny of errors, or being required to demonstrate qualifications at a higher level than other businesses. Below is an analysis of its impact on M/WBEs and a sampling of comments on this barrier:

- *An African American woman-owned [S229] Professional Services business stated, "I feel I have to be more thorough than others in all my work because of my gender."*
- *An African American -owned [S62] Construction business stated, "Clients scrutinize me differently than other contractors because I am a minority-owned business."*
- *A Nonminority woman-owned [S126] Construction business stated, "Being a women-owned business, we are held to a different standard. There have been others that have not had to meet these standards. We just accept it and go on."*
- *A Hispanic American-owned [S77] Construction business stated, "Compared to others, we have to work harder and provide things that are not in the bid in order to satisfy the client. We have double standards to meet compared to other companies.*

7.3.3 Industry Informal Network

Informal networks play a significant role in shaping the success, challenges, and opportunities available to minority- and women-owned business enterprises (M/WBEs). These networks can provide crucial support but also come with limitations. Below is an analysis of its impact on M/WBEs and a sampling of comments on this barrier:

- *An African American-owned [S11] Non-Professional Services business stated, "We found it difficult to even get the opportunity because the work was given to a business already in their inner circle."*
- *An Asian American-owned [S148] Professional Services business stated, "I have experienced coming across the 'Good Ole Boy' network. The applications are made so complicated for a minority small business that it is basically not worth the time and money spent to pursue. They draw from contractors that are already established within their network. This may not be all due to race, ethnicity, or gender, but definitely, there is nepotism."*
- *An African American woman-owned [S76] Professional Services business stated, "I wish the School Districts would be fairer in hiring contractors. It is always the same individuals that keep on getting the contracts, whether they are qualified or not".*
- *A Hispanic American-owned [S77] Construction business stated, "Certain businesses are getting preference over minority-owned businesses, especially if they are in a network group. They look out for their own."*

- *An African American woman-owned [S229] Professional Services business stated, "As to the 'Good Ole Boy' network, I think the decision has already been made prior to bidding, and we are just checking the boxes."*

7.3.4 Financial Barriers

As the results in **Chapter 6 Market Area and Utilization Analysis** show, 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 firms. M/WBEs often face significant financial barriers that hinder their growth and sustainability. These challenges include limited access to capital, fewer opportunities for securing loans, insurance, and bonding issues, and systemic discrimination within banking and investment sectors. Specific issues and challenges noted in this area include:

- *A Hispanic American-owned [I4] Good & Supplies business stated, "The insurance and bonding [requirements] most times does not allow us to bid."*
- *A diverse business focused [P3] Professional Organization stated, "Insurance, bonding, financing, and cost of materials, all have cost impacts on their [businesses] ability to be competitive in the marketplace. Frequently, less experienced businesses pay higher costs for bonding and project financing. Material costs can vary based on buying history with material suppliers."*
- *An economic focused [P1] Professional Organization stated, "These types of businesses, due to their sizes, frequently find that securing insurance, bonding, financing, etc., can be difficult depending on the size of the project. Also, the cost of these items, such as increased bonding and financing costs, etc. can create challenges in their ability to be competitive due to the additional increase in their project estimates."*

7.3.5 Barriers to Doing Business

Firms that participated in the qualitative data collection, which 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 its 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*[143], 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.

Barriers to doing business can vary widely, including market entry barriers, such as exclusions from opportunities or professional events, access to capital, and systemic discrimination and biases, which can create an unwelcoming environment, making it difficult for these businesses to thrive.

The top three barriers for all qualitative participants were:

- Feeling discriminated against in the overall marketplace

[143] Builders Association of Greater Chicago v. City of Chicago, 298 F.Supp. 2d 725, 737 (N.D. Ill. 2003).

- Informal industry networks hinder businesses from securing contracts
- Double standards faced by minority and woman-owned businesses

7.4 Conclusion

Through a comprehensive engagement process involving a diverse range of businesses and industries, anecdotal insights were gathered using multiple outreach methods. Minority- and Women-owned Business Enterprises (M/WBEs) consistently shared experiences highlighting substantial obstacles in accessing contracting opportunities with Alief ISD and/or in the marketplace. Many M/WBE participants expressed concern and frustration regarding the influence of informal networks and relationships, which they perceived as limiting their ability to compete fairly in the marketplace. These informal systems created barriers to entry and growth for businesses without established connections.

In addition to these relational challenges, M/WBEs identified several other challenges, including the application of double standards in procurement practices and financial barriers such as limited access to capital, bonding, and insurance. These barriers were seen as disproportionately affecting M/WBEs and small businesses, further contributing to their difficulties in securing contracts.

While some instances of perceived discrimination were noted, the majority were attributed to the broader marketplace rather than direct actions by Alief ISD. Nonetheless, a significant number of M/WBE respondents linked their struggles in operating their businesses or pursuing contracts within Alief ISD or the wider marketplace to their status as M/WBEs and/or small businesses.

The perspectives collected through this engagement process offer a vital foundation for shaping policies and procedures aimed at improving equity in contracting. These insights underscore the need for intentional strategies to dismantle systemic barriers and foster inclusive economic opportunities for M/WBEs and other local businesses.

Chapter 8 Findings and Selected Practices

8.1 Introduction

Alief ISD engaged MGT to conduct its 2025 Disparity Study to determine if there are any disparities between the utilization of 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, Architecture & Engineering, Professional Services, Non-Professional Services, and Goods.

Chapter Sections

8.1 Introduction
8.2 Findings
8.3 Selected Practices
8.4 Conclusion

Within the context of studying Alief ISD'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 Alief ISD about the legal basis for potential remedies, if necessary. MGT's methodology included a review of the disparity studies legal framework, analyses of utilization, availability, and statistical disparity, qualitative research, private sector analyses, and findings, commendations, and recommendations.

Strict scrutiny requires Alief ISD'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 Alief ISD 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, 2018 (FY19) through June 30, 2023 (FY 23); 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 Alief ISD to adopt remedial measures for M/WBEs?
- How does case law inform the research methodology for Alief ISD'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 a disparity?
- Does Alief ISD 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, Alief ISD should further establish initiatives and processes to remedy past discrimination against such firms.

8.2.1 Finding A: Relevant and Product Market Areas

Expenditure data was utilized to determine the Relevant Geographic Market Area for the study. This included both payments to prime contractors and subcontractors. Based on the market area analysis results for each business category, the recommended relevant market area is the 14 counties within the Houston-Pasadena, TX CSA ("Market Area"), as seen in **Figure 8-1** below.

Figure 8-1.
Alief ISD Relevant Market Area Map



The spending in the Relevant Geographic Market Area is represented in **Table 8-1.** The product market represents the spending by the North American Industry Classification System (NAICS). Overall, Alief ISD's procurements occur in 201 NAICS industry groups. In Construction Services, Alief ISD's procurements occur in 34 NAICS industry groups. In Engineering/Architectural Services, Alief ISD's procurements occur in 9 NAICS industry groups. In Professional Services, Alief ISD's procurements occur in 12 NAICS industry groups. Within Non-Professional Services, Alief ISD's procurements occur in 81 NAICS industry groups. In Goods, Alief ISD's procurements

occur in 98 NAICS industry groups. Product market details are shown in **Appendix A- Detailed Product Market Analysis**.

Table 8-1. Relevant Geographic Market Area Analysis, Distribution of Dollars by Business Category, Alief ISD Market Area

Construction Services	Amount	Percent
Inside RGMA	$142,140,290.20	88.15%
Outside RGMA	$19,112,038.27	11.85%
Construction Services Total	**$161,252,328.47**	**100.00%**
Engineering/Architectural Services	**Amount**	**Percent**
Inside RGMA	$9,596,252.48	63.49%
Outside RGMA	$5,518,992.84	36.51%
Engineering/Architectural Services Total	**$15,115,245.32**	**100.00%**
Professional Services	**Amount**	**Percent**
Inside RGMA	$21,102,266.50	61.63%
Outside RGMA	$13,137,712.08	38.37%
Professional Services Total	**$34,239,978.58**	**100.00%**
Non-Professional Services	**Amount**	**Percent**
Inside RGMA	$21,134,917.78	26.68%
Outside RGMA	$58,080,170.85	73.32%
Non-Professional Services Total	**$79,215,088.63**	**100.00%**
Goods	**Amount**	**Percent**
Inside RGMA	$87,447,783.61	52.91%
Outside RGMA	$77,829,813.42	47.09%
Goods Total	**$165,277,597.03**	**100.00%**
ALL BUSINESS CATEGORIES	**Amount**	**Percent**
Inside RGMA	$281,421,510.57	61.84%
Outside RGMA	$173,678,727.46	38.16%
ALL BUSINESS CATEGORIES, TOTAL	**$455,100,238.03**	**100.00%**

Source: **Chapter 4, Market Area and Availability Analyses**.

8.2.2 Finding B: Availability Estimates

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, Market Area and Availability Analyses**. Detailed availability

results by business category and 4-digit NAICS code are provided in **Appendix C**. The availability estimates aggregated by all procurement categories are illustrated in **Table 8-2**.

Table 8-2.
Estimation of Available Firms, All Procurement Categories

Business Ownership Classification	All Procurement Categories
	Percent (%)
African American	2.43%
Asian American	6.25%
Hispanic American	8.33%
Native American	1.30%
Total MBE Firms	**18.30%**
Non-Minority Women	8.68%
Total MWBE Firms	**26.99%**
Non-M/WBE Firms	73.01%
Total	**100.00%**

Source: Chapter 4, Market Area and Availability Analyses.

8.2.3 Finding C: M/WBE Utilization

In **Table 8-3,** the utilization analysis shows that Non-M/WBE Firms are utilized at higher rates than their M/WBE counterparts. Alief ISD utilization with M/WBE firms was 8.06 percent while Non-M/WBE Firms totaled 91.94 percent. MBE utilization represented 5.83 percent of the total dollars analyzed. The highest utilization rates among individual M/WBE classifications were found in Hispanic American-owned firms, accounting for 3.22 percent of dollars paid.

Table 8-3.
Utilization Analysis by Business Ownership Classification,
All Procurement Categories

BUSINESS OWNERSHIP CLASSIFICATION	ALL PROCUREMENT CATEGORIES	
	Dollars ($)	Percent (%)
African American	$9,084,078.58	2.00%
Asian American	$2,782,689.71	0.61%
Hispanic American	$14,669,776.88	3.22%
Native American	$13,519.88	0.00%
Total MBE Firms	**$26,550,065.05**	**5.83%**
Non-Minority Women	$10,139,850.09	2.23%
Total MWBE Firms	**$36,689,915.14**	**8.06%**
Non-M/WBE Firms	$418,410,322.89	91.94%
Total	**$455,100,238.03**	**100.00%**

Source: Chapter 5, Product Market, Utilization and Disparity Analysis.

8.2.4 Finding D: Disparity

This section includes the results of the disparity ratios calculated in **Chapter 5, Product Market, Utilization and Disparity**. MGT's disparity index methodology yields an easily calculable value, understandable in its interpretation, and universally comparable. 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 substantial disparities between utilization and availability have been observed for total M/WBE firms on all procurement categories included within the scope of the study, in terms of the order of magnitude (Disparity Indices less than or equal to 80) and statistical significance. Only Engineering/ Architectural Services did not show a statistical significance, but M/WBE were still substantially underutilized. 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.
M/WBE Disparity Analysis Summary Alief ISD Spend

Business Ownership Classification	Construction Services	Engineering/ Architectural Services	Professional Services	Non-Professional Services	Goods	All Procurement Categories
African Americans	No Disparity	No Disparity	**Disparity**	**Disparity**	**Disparity**	Disparity
Asian Americans	**Disparity**	**Disparity**	**Disparity**	**Disparity**	**Disparity**	**Disparity**
Hispanic Americans	**Disparity**	No Disparity	No Disparity	**Disparity**	**Disparity**	**Disparity**
Native Americans	**Disparity**	**Disparity**	**Disparity**	**Disparity**	**Disparity**	**Disparity**
Total MBE Firms	**Disparity**	Disparity	**Disparity**	**Disparity**	**Disparity**	**Disparity**
Nonminority Women	**Disparity**	**Disparity**	**Disparity**	**Disparity**	**Disparity**	**Disparity**
Total M/WBE Firms	**Disparity**	**Disparity**	**Disparity**	**Disparity**	**Disparity**	**Disparity**
Non-M/WBE Firms	No Disparity	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.
Underlined indicates statistical significance.

8.2.5 Finding E: Private Sector Disparities in Census ABS Data

The analysis of the Annual Business Survey (ABS) data provides empirical evidence of structural disparities in the distribution of market opportunities among minority- and/or female-owned firms within the District's private marketplace. While these firms represent a substantial share of total business ownership, their market utilization, measured through sales, receipts, employment, and payroll, remains markedly below parity with their availability. From an economic standpoint, such patterns signal inefficiencies in market functioning, where available entrepreneurial capacity and productive potential are not being fully mobilized due to structural frictions in access to capital, information, and contract opportunities. When minority- and female-owned firms face systemic barriers to participation, the economy loses potential contributions to employment, innovation, and wealth creation. Moreover, constrained access to business opportunities limits the diffusion

of entrepreneurial activity across demographic groups, thereby reducing overall market resilience and inclusivity, key drivers of sustained economic development

8.2.6 Finding F: Disparities In Individual Wages, Business Earnings, Self-Employment Rates

Analysis of the 2019-2023 Public Use Microdata Sample (PUMS) data reveals several important disparities. Minority and nonminority females earned significantly lower wages compared to nonminority males during this period, even after accounting for other influencing variables. Additionally, both minorities and nonminority females were notably less likely to be self-employed than their nonminority male counterparts. Most firms owned by minorities and/or females also reported substantially lower earnings from 2019 to 2023 when compared to self-employed nonminority males, with all other factors held constant. Furthermore, a comparison between observed and expected self-employment rates indicates that marketplace discrimination has influenced these outcomes. The findings suggest that race, ethnicity, and gender continue to play a significant role in the reduced rates of self-employment among minority- and female-owned firms, even when other variables are taken into consideration.

8.2.7 Finding G: Qualitative and Anecdotal Results

The following insights emerged from a comprehensive engagement process with a diverse range of businesses and industries, highlighting persistent challenges faced by M/WBEs in accessing equitable contracting opportunities in the Alief ISD marketplace:

- Barriers to Contracting Opportunities for M/WBEs: M/WBEs consistently reported significant obstacles in securing contracts with Alief ISD and in the broader marketplace.
- Impact of Informal Networks: Informal relationships and networks were perceived as limiting fair competition, creating barriers for businesses without established connections.
- Procurement and Financial Challenges: Participants cited double standards in procurement practices and financial constraints—including limited access to capital, bonding, and insurance—as disproportionately affecting M/WBEs and small businesses.
- Perceptions of Discrimination: While some experiences of discrimination were noted, most were attributed to broader marketplace dynamics rather than direct actions by Alief ISD. However, many M/WBEs linked their challenges to their business status.
- Need for Systemic Change: These findings underscore the importance of intentional policy reforms to dismantle systemic barriers and promote inclusive economic opportunities for M/WBEs and other local businesses.

8.3 Selected Practices

The selected practices outlined in this chapter are intended to support and encourage the participation of small, minority-owned, and woman-owned, in Alief ISD's contracting and procurement. These suggestions are informed by multiple study findings as well as established practices observed across other public agencies 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. Because procurement environments differ substantially, no single practice can be credited as the sole driver of program success; rather, effectiveness often depends on the broader policy framework, available resources, and agency-specific operational needs.

The study found evidence of disparities in contracting outcomes and in the broader marketplace, suggesting that some firms are participating in public contracting at levels that do not fully reflect their availability. At the same time, the subcontract data collection effort yielded a lower-than-anticipated response from prime contractors. Although the data obtained provided meaningful insight into subcontracting behavior, its volume and consistency were not sufficient to support the development of extensive, targeted remedial programs at this stage.

Given that this is Alief ISD's first disparity study-and consistent with relevant case law and best practices in the public sector procurement-it is recommended that the District begin by strengthening race- and gender-neutral measures that enhance access and transparency for all small businesses. Such measures may include expanding outreach to local vendors, improving the consistency of procurement and payment data, and establishing systems to track participation across a variety of procurement categories.

Implementing these steps will help reinforce the District's procurement infrastructure, promote open competition, and provide a clearer basis for evaluating the effectiveness of neutral measures over time. This approach will also allow the District to determine, during future study cycles, whether additional tools or more targeted program elements may be appropriate and warranted based on evidence.

8.3.1 Implement Race- and Gender-Neutral Initiatives

With the data and research conducted for this study, MGT encourages that Alief ISD prioritizes the creation of policies and initiatives that education, inform, and encourage business inclusion and opportunity programs as a foundational step in its broader inclusion initiative to support small and local businesses, including minority- and women-owned businesses.

Given Alief ISD's current reliance on cooperative contracts, decentralized informal purchasing practices, and limited subcontracting visibility, neutral initiatives can immediately improve access and participation. The District may:

- Establish a small-business discretionary threshold for informal procurements that directs opportunities to local firms—especially valuable in Alief ISD, where many purchases occur under informal purchasing limits.
- Simplify bid documentation and instructions, addressing concerns raised by small and M/WBE firms during qualitative outreach about confusing or burdensome requirements.

- Provide pre-solicitation informational sessions, enabling vendors unfamiliar with school district procurement to understand evaluation criteria, contract requirements, and compliance obligations.
- Periodically review cooperative contracts to understand whether small and local firms are able to participate through those vehicles.

As part of its cooperative purchasing strategy, Alief should prioritize membership in cooperatives that demonstrate robust participation by small and local vendors or that have explicit programs to recruit, mentor, and include such firms. The District can request vendor-level data from its cooperatives to understand which firms are actually receiving work. When issuing its own solicitations that may later be made available through or aligned with cooperative contracts, Alief should communicate that it is seeking small and local participation, where permissible, and design scopes to allow smaller firms to serve as primes or meaningful subcontractors. In addition, the District can work with its cooperative partners to provide targeted outreach and training for small and local businesses on how to become approved vendors, navigate cooperative pricing structures, and market themselves to other members, ensuring that cooperative purchasing becomes a tool for expanding opportunity rather than narrowing it.

8.3.2 Expand and Enhance Data Collection

Strengthening internal data systems is another central remedy recommended based on study findings. Limited subcontract data and fragmented information on awards and payments constrain the District's ability to monitor outcomes and design targeted programs. In response, Alief should build or enhance a centralized electronic platform that integrates vendor registration, contract awards, and payment history, and that captures key firm demographics such as small business status. Primes on larger contracts should be required to report all subcontractors and associated payment data through standardized forms tied to unique contract identifiers in the e-procurement system. These improvements will allow the District to generate dashboards that show participation by demographic category, evaluate whether neutral remedies are working, and provide a stronger evidentiary foundation for any future program adjustments.

8.3.3 Business Outreach and Engagement

Enhancing local businesses' understanding of government procurement and supporting them through this process will foster economic growth for both the businesses and the community. To address the technical and professional development of SBEs and M/WBEs, the District should work with professional organizations to facilitate business growth workshops and to improve public understanding of the procurement process. Personnel will be proficient at procurement and contracting methodologies, deliveries, and awards, while also ensuring that outreach is applicable to current or future contracting opportunities. Alief ISD is situated in one of the most diverse regions in the country, and the qualitative findings regarding limited knowledge of District opportunities, the District can:

- Host regular vendor orientation sessions tailored for local small businesses, with modules on cooperative purchasing, contract compliance, and proposal preparation.
- Create a "Coming Soon" opportunities bulletin, giving vendors early notice of future solicitations to support capacity planning.

- Increase targeted communication to M/WBEs and local small firms, leveraging Alief ISD's extensive vendor database, social media channels, and partnerships with Houston-area business organizations.
- Offer debriefs to unsuccessful bidders, helping firms improve competitiveness and strengthening relationships with the District.

These activities respond directly to survey and interview feedback indicating barriers in awareness, access, and readiness.

8.4 Build Professional Partnerships with Organizations

Alief ISD should establish a formal and structured business relationship with regional public agencies and organizations that promote diverse businesses to enhance outreach and technical assistance efforts. Before formalizing these relationships, the District should develop a comprehensive strategic plan. This plan should aim to support and augment the development and growth of small and minority-owned firms.

The strategic plan should clearly outline the goals and objectives for creating these strategic partnerships and include specific actions to foster collaboration between various departments. Additionally, the plan should identify key performance indicators (KPIs) to measure the success of these partnerships and ensure continuous improvement.

To expand its reach and better support vendor development, Alief ISD should build structured collaborations with regional organizations, such as:

- Houston Minority Supplier Development Council
- Women's Business Enterprise Alliance
- Chambers of commerce (Asian, Hispanic, African American)
- Local technical assistance centers, SBA partners, and business incubators

These groups can amplify outreach, provide training that Alief ISD cannot staff internally, and strengthen the pipeline of firms prepared to participate in District procurements.

8.4.1 Ongoing Evaluation, Governance, and Training

Finally, the District should institutionalize ongoing evaluation and governance around inclusive procurement. The study recommends that Alief strengthen race- and gender-neutral measures, expand outreach, and improve data systems as a first step, then periodically assess the economic impact of small business inclusion and the persistence of disparities. To do this, Alief can establish an internal committee to review program results annually, oversee implementation of the small business and data initiatives, and present an annual report to the Board. If, after a sustained period of robust race- and gender-neutral efforts, evidence of disparate treatment remains, the District should consider more targeted remedies consistent with case law. In the meantime, neutral remedies such as better process design, stronger data collection, focused outreach, partnership-based technical assistance, and ongoing staff training on fair procurement practices offer an evidence-based path for Alief ISD to reduce structural barriers and promote a more inclusive contracting environment for all businesses.

8.5 Conclusion

The 2025 Alief ISD Disparity Study provides a comprehensive, data-driven evaluation of the District's contracting environment and the broader marketplace in which local businesses operate. Across quantitative analyses, qualitative input, and the review of legal standards and marketplace conditions, the Study's results consistently demonstrate that M/WBEs face measurable and significant barriers, both within public-sector procurement and the private marketplace, that affect their ability to compete equitably for contracting opportunities.

The utilization, availability, and disparity analyses revealed substantial underutilization of M/WBEs in nearly every procurement category. In many cases, disparity indices fell well below the 80-percent threshold widely recognized as an indicator of substantial disparity, and statistical testing confirmed that these differences were not the result of chance. Marketplace analyses based on U.S. Census ABS and ACS data further substantiated the presence of structural disparities, including lower wages, reduced business earnings, and significantly lower rates of business formation for minority- and women-owned firms, even after controlling for education, experience, industry, and other relevant factors. These findings collectively support the conclusion that systemic barriers and discriminatory dynamics persist within the regional marketplace and have a direct bearing on Alief ISD's contracting outcomes.

Qualitative findings reinforced this conclusion. Businesses, especially M/WBEs, reported experiencing informal networks that restricted access, differential treatment, and financial constraints such as limited access to capital, bonding, and insurance. While some concerns related directly to public-sector procurement, many reflected broader marketplace dynamics that disadvantage diverse firms and limit their long-term competitiveness. Such perspectives, when examined alongside quantitative disparities, strengthen the evidentiary foundation required to understand the nature and extent of discrimination in the marketplace.

At the same time, the Study identified important limitations in current data collection practices, particularly related to subcontracting activity, highlighting the need for improved systems to support ongoing analysis, program monitoring, and transparency. Because comprehensive tracking of both prime and subcontract awards is essential to evaluating progress and tailoring future interventions, strengthening Alief ISD's procurement data infrastructure is a critical first step.

Given that this is Alief ISD's first disparity study, and consistent with relevant federal case law, the Study recommends that the District initially focus on race- and gender-neutral measures designed to expand access, enhance transparency, and improve participation among small and local businesses. These foundational actions, such as enhanced outreach, clearer communication of opportunities, more robust data collection, and targeted business development support, will help strengthen the District's procurement environment while building the evidentiary basis required for any future consideration of narrowly tailored, race- or gender-conscious remedies.

In summary, the Study establishes a clear factual predicate demonstrating the presence of disparities affecting M/WBEs in Alief ISD's contracting and in the surrounding marketplace. It also outlines practical, legally sound steps the District can adopt to foster a more inclusive procurement system. By improving data quality, expanding outreach, enhancing technical assistance, and evaluating the economic impact of small business participation over time, Alief ISD can lay the groundwork for a more equitable contracting environment, one that provides all qualified firms with a fair opportunity to compete and contribute to the District's mission.

The findings of this Study offer an opportunity to address the inequities that have been empirically documented and to build policies and practices that reflect Alief ISD's commitment to fairness, accountability, and shared economic prosperity. Continued evaluation, deliberate action, and collaboration with the local business community will be essential to realizing these goals and ensuring that future procurement outcomes reflect the diverse strengths of the marketplace the District serves.



Alief Independent School District
2025 Disparity Study Volume II - Appendices

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Alief Independent School District, TX

2025 Disparity Study

DECEMBER 2025

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Preface

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.

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.

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

Thompson Consulting & Analytics (MBE) is an economic consulting firm that provides clients with a unique mix of core competencies that add value, regional economic research, predictive analytics and disparity research that benefit both public and private sector clients. Thompson Consulting & Analytics conducted economic impact analysis and private sector analysis.

Create A Heart Marketing (MBE) creates fully automated, highly targeted digital marketing campaigns. Their highly curated content and campaigns help service-based organizations in every industry increase their market reach, awareness, audience engagement and stakeholder support. Create A Heart designed, built, and maintained the disparity study website

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Appendix A Detailed Product Market Analysis

Table A-1
Alief ISD Product Market Area
All NAICS Codes

NAICS CODE	NAICS CODE DESCRIPTION	NET SPEND	PERCENT	CUMULATIVE PERCENT
423430	COMPUTER AND COMPUTER PERIPHERAL EQUIPMENT AND SOFTWARE MERCHANT WHOLESALERS	$40,607,314.31	8.92%	8.92%
238220	PLUMBING, HEATING, AND AIR-CONDITIONING CONTRACTORS	$38,044,401.02	8.36%	17.28%
445110	SUPERMARKETS AND OTHER GROCERY RETAILERS (EXCEPT CONVENIENCE RETAILERS)	$32,443,144.25	7.13%	24.41%
236220	COMMERCIAL AND INSTITUTIONAL BUILDING CONSTRUCTION	$28,122,593.97	6.18%	30.59%
236118	RESIDENTIAL REMODELERS	$15,674,345.52	3.44%	34.03%
513130	BOOK PUBLISHERS	$15,145,201.07	3.33%	37.36%
541519	OTHER COMPUTER RELATED SERVICES	$14,406,948.86	3.17%	40.53%
238210	ELECTRICAL CONTRACTORS AND OTHER WIRING INSTALLATION CONTRACTORS	$12,648,742.20	2.78%	43.31%
238350	FINISH CARPENTRY CONTRACTORS	$11,608,150.86	2.55%	45.86%
541330	ENGINEERING SERVICES	$10,749,369.72	2.36%	48.22%
238160	ROOFING CONTRACTORS	$10,680,679.18	2.35%	50.57%
513210	SOFTWARE PUBLISHERS	$9,958,386.40	2.19%	52.76%
424430	DAIRY PRODUCT (EXCEPT DRIED OR CANNED) MERCHANT WHOLESALERS	$9,077,179.39	1.99%	54.75%
541512	COMPUTER SYSTEMS DESIGN SERVICES	$8,180,530.18	1.80%	56.55%
611710	EDUCATIONAL SUPPORT SERVICES	$7,417,931.54	1.63%	58.18%
561920	CONVENTION AND TRADE SHOW ORGANIZERS	$7,009,262.20	1.54%	59.72%
238310	DRYWALL AND INSULATION CONTRACTORS	$6,720,533.51	1.48%	61.19%
561311	EMPLOYMENT PLACEMENT AGENCIES	$5,508,439.48	1.21%	62.40%
238990	ALL OTHER SPECIALTY TRADE CONTRACTORS	$5,448,031.31	1.20%	63.60%
423110	AUTOMOBILE AND OTHER MOTOR VEHICLE MERCHANT WHOLESALERS	$4,974,277.80	1.09%	64.69%

NAICS CODE	NAICS CODE DESCRIPTION	NET SPEND	PERCENT	CUMULATIVE PERCENT
424120	STATIONERY AND OFFICE SUPPLIES MERCHANT WHOLESALERS	$4,859,777.92	1.07%	65.76%
423620	HOUSEHOLD APPLIANCES, ELECTRIC HOUSEWARES, AND CONSUMER ELECTRONICS MERCHANT WHOLESALERS	$4,743,890.64	1.04%	66.80%
323111	COMMERCIAL PRINTING (EXCEPT SCREEN AND BOOKS)	$4,492,523.84	0.99%	67.79%
541511	CUSTOM COMPUTER PROGRAMMING SERVICES	$4,009,680.92	0.88%	68.67%
517810	ALL OTHER TELECOMMUNICATIONS	$3,555,440.85	0.78%	69.45%
238110	POURED CONCRETE FOUNDATION AND STRUCTURE CONTRACTORS	$3,524,494.39	0.77%	70.23%
423210	FURNITURE MERCHANT WHOLESALERS	$3,483,397.37	0.77%	70.99%
541310	ARCHITECTURAL SERVICES	$3,354,135.92	0.74%	71.73%
238330	FLOORING CONTRACTORS	$2,867,878.92	0.63%	72.36%
321999	ALL OTHER MISCELLANEOUS WOOD PRODUCT MANUFACTURING	$2,776,165.92	0.61%	72.97%
237310	HIGHWAY, STREET, AND BRIDGE CONSTRUCTION	$2,717,421.12	0.60%	73.57%
332312	FABRICATED STRUCTURAL METAL MANUFACTURING	$2,573,704.00	0.57%	74.13%
423730	WARM AIR HEATING AND AIR-CONDITIONING EQUIPMENT AND SUPPLIES MERCHANT WHOLESALERS	$2,399,666.33	0.53%	74.66%
423850	SERVICE ESTABLISHMENT EQUIPMENT AND SUPPLIES MERCHANT WHOLESALERS	$2,362,872.80	0.52%	75.18%
424130	INDUSTRIAL AND PERSONAL SERVICE PAPER MERCHANT WHOLESALERS	$2,331,507.44	0.51%	75.69%
541690	OTHER SCIENTIFIC AND TECHNICAL CONSULTING SERVICES	$2,210,445.00	0.49%	76.18%
238150	GLASS AND GLAZING CONTRACTORS	$2,185,821.93	0.48%	76.66%
561621	SECURITY SYSTEMS SERVICES (EXCEPT LOCKSMITHS)	$2,154,895.13	0.47%	77.13%
441330	AUTOMOTIVE PARTS AND ACCESSORIES RETAILERS	$2,093,555.87	0.46%	77.59%
541110	OFFICES OF LAWYERS	$2,089,936.36	0.46%	78.05%
541611	ADMINISTRATIVE MANAGEMENT AND GENERAL MANAGEMENT CONSULTING SERVICES	$2,081,670.27	0.46%	78.51%

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237110	WATER AND SEWER LINE AND RELATED STRUCTURES CONSTRUCTION	$2,066,426.53	0.45%	78.96%
238140	MASONRY CONTRACTORS	$2,062,116.83	0.45%	79.42%
621340	OFFICES OF PHYSICAL, OCCUPATIONAL AND SPEECH THERAPISTS, AND AUDIOLOGISTS	$2,056,086.00	0.45%	79.87%
441110	NEW CAR DEALERS	$2,031,132.55	0.45%	80.31%
424720	PETROLEUM AND PETROLEUM PRODUCTS MERCHANT WHOLESALERS (EXCEPT BULK STATIONS AND TERMINALS)	$1,845,644.17	0.41%	80.72%
424110	PRINTING AND WRITING PAPER MERCHANT WHOLESALERS	$1,845,334.72	0.41%	81.13%
238290	OTHER BUILDING EQUIPMENT CONTRACTORS	$1,752,215.22	0.39%	81.51%
424920	BOOK, PERIODICAL, AND NEWSPAPER MERCHANT WHOLESALERS	$1,750,461.29	0.38%	81.89%
449210	ELECTRONICS AND APPLIANCE RETAILERS	$1,747,208.08	0.38%	82.28%
236115	NEW SINGLE-FAMILY HOUSING CONSTRUCTION (EXCEPT FOR-SALE BUILDERS)	$1,736,877.07	0.38%	82.66%
311511	FLUID MILK MANUFACTURING	$1,701,937.47	0.37%	83.03%
459140	MUSICAL INSTRUMENT AND SUPPLIES RETAILERS	$1,636,824.26	0.36%	83.39%
459999	ALL OTHER MISCELLANEOUS RETAILERS	$1,635,516.61	0.36%	83.75%
423450	MEDICAL, DENTAL, AND HOSPITAL EQUIPMENT AND SUPPLIES MERCHANT WHOLESALERS	$1,620,888.58	0.36%	84.11%
562111	SOLID WASTE COLLECTION	$1,586,931.34	0.35%	84.46%
238190	OTHER FOUNDATION, STRUCTURE, AND BUILDING EXTERIOR CONTRACTORS	$1,558,428.19	0.34%	84.80%
459210	BOOK RETAILERS AND NEWS DEALERS	$1,550,623.17	0.34%	85.14%
423830	INDUSTRIAL MACHINERY AND EQUIPMENT MERCHANT WHOLESALERS	$1,548,327.43	0.34%	85.48%
423440	OTHER COMMERCIAL EQUIPMENT MERCHANT WHOLESALERS	$1,508,469.42	0.33%	85.81%
423710	HARDWARE MERCHANT WHOLESALERS	$1,498,180.89	0.33%	86.14%
459410	OFFICE SUPPLIES AND STATIONERY RETAILERS	$1,448,608.10	0.32%	86.46%
611691	EXAM PREPARATION AND TUTORING	$1,373,296.59	0.30%	86.76%
445230	FRUIT AND VEGETABLE RETAILERS	$1,364,005.22	0.30%	87.06%
423120	MOTOR VEHICLE SUPPLIES AND NEW PARTS MERCHANT WHOLESALERS	$1,348,493.57	0.30%	87.36%

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811210	ELECTRONIC AND PRECISION EQUIPMENT REPAIR AND MAINTENANCE	$1,297,276.16	0.29%	87.64%
336390	OTHER MOTOR VEHICLE PARTS MANUFACTURING	$1,265,068.61	0.28%	87.92%
621330	OFFICES OF MENTAL HEALTH PRACTITIONERS (EXCEPT PHYSICIANS)	$1,260,519.48	0.28%	88.20%
611430	PROFESSIONAL AND MANAGEMENT DEVELOPMENT TRAINING	$1,214,420.99	0.27%	88.47%
334516	ANALYTICAL LABORATORY INSTRUMENT MANUFACTURING	$1,199,047.55	0.26%	88.73%
459110	SPORTING GOODS RETAILERS	$1,194,650.56	0.26%	88.99%
238120	STRUCTURAL STEEL AND PRECAST CONCRETE CONTRACTORS	$1,172,652.95	0.26%	89.25%
541618	OTHER MANAGEMENT CONSULTING SERVICES	$1,035,264.89	0.23%	89.48%
522220	SALES FINANCING	$1,017,102.83	0.22%	89.70%
541990	ALL OTHER PROFESSIONAL, SCIENTIFIC, AND TECHNICAL SERVICES	$1,007,322.12	0.22%	89.92%
611620	SPORTS AND RECREATION INSTRUCTION	$967,167.21	0.21%	90.13%
811111	GENERAL AUTOMOTIVE REPAIR	$940,228.22	0.21%	90.34%
455110	DEPARTMENT STORES	$929,893.35	0.20%	90.54%
423610	ELECTRICAL APPARATUS AND EQUIPMENT, WIRING SUPPLIES, AND RELATED EQUIPMENT MERCHANT WHOLESALERS	$857,384.64	0.19%	90.73%
332322	SHEET METAL WORK MANUFACTURING	$844,799.00	0.19%	90.92%
238320	PAINTING AND WALL COVERING CONTRACTORS	$824,978.09	0.18%	91.10%
423910	SPORTING AND RECREATIONAL GOODS AND SUPPLIES MERCHANT WHOLESALERS	$812,592.44	0.18%	91.28%
522299	INTERNATIONAL, SECONDARY MARKET, AND ALL OTHER NONDEPOSITORY CREDIT INTERMEDIATION	$804,280.86	0.18%	91.46%
424990	OTHER MISCELLANEOUS NONDURABLE GOODS MERCHANT WHOLESALERS	$780,885.37	0.17%	91.63%
423490	OTHER PROFESSIONAL EQUIPMENT AND SUPPLIES MERCHANT WHOLESALERS	$744,579.82	0.16%	91.79%
339920	SPORTING AND ATHLETIC GOODS MANUFACTURING	$732,449.82	0.16%	91.95%
611110	ELEMENTARY AND SECONDARY SCHOOLS	$691,561.00	0.15%	92.10%
339950	SIGN MANUFACTURING	$689,552.45	0.15%	92.25%
238390	OTHER BUILDING FINISHING CONTRACTORS	$679,493.84	0.15%	92.40%
238910	SITE PREPARATION CONTRACTORS	$658,911.30	0.14%	92.55%

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458110	CLOTHING AND CLOTHING ACCESSORIES RETAILERS	$657,976.59	0.14%	92.69%
541930	TRANSLATION AND INTERPRETATION SERVICES	$650,469.30	0.14%	92.84%
485991	SPECIAL NEEDS TRANSPORTATION	$630,550.00	0.14%	92.98%
326299	ALL OTHER RUBBER PRODUCT MANUFACTURING	$620,118.00	0.14%	93.11%
423690	OTHER ELECTRONIC PARTS AND EQUIPMENT MERCHANT WHOLESALERS	$617,371.14	0.14%	93.25%
611610	FINE ARTS SCHOOLS	$616,237.70	0.14%	93.38%
424420	PACKAGED FROZEN FOOD MERCHANT WHOLESALERS	$611,020.56	0.13%	93.52%
811412	APPLIANCE REPAIR AND MAINTENANCE	$601,881.42	0.13%	93.65%
321215	ENGINEERED WOOD MEMBER MANUFACTURING	$593,888.76	0.13%	93.78%
711510	INDEPENDENT ARTISTS, WRITERS, AND PERFORMERS	$590,216.33	0.13%	93.91%
524114	DIRECT HEALTH AND MEDICAL INSURANCE CARRIERS	$580,353.04	0.13%	94.04%
561320	TEMPORARY HELP SERVICES	$554,709.65	0.12%	94.16%
561990	ALL OTHER SUPPORT SERVICES	$550,156.60	0.12%	94.28%
551114	CORPORATE, SUBSIDIARY, AND REGIONAL MANAGING OFFICES	$531,269.89	0.12%	94.40%
513120	PERIODICAL PUBLISHERS	$519,601.95	0.11%	94.51%
459120	HOBBY, TOY, AND GAME RETAILERS	$519,174.10	0.11%	94.62%
518210	COMPUTING INFRASTRUCTURE PROVIDERS, DATA PROCESSING, WEB HOSTING, AND RELATED SERVICES	$512,058.17	0.11%	94.74%
423840	INDUSTRIAL SUPPLIES MERCHANT WHOLESALERS	$511,614.09	0.11%	94.85%
541715	RESEARCH AND DEVELOPMENT IN THE PHYSICAL, ENGINEERING, AND LIFE SCIENCES (EXCEPT NANOTECHNOLOGY AND BIOTECHNOLOGY)	$494,743.97	0.11%	94.96%
455219	ALL OTHER GENERAL MERCHANDISE RETAILERS	$479,912.67	0.11%	95.06%
444110	HOME CENTERS	$471,211.78	0.10%	95.17%
423420	OFFICE EQUIPMENT MERCHANT WHOLESALERS	$459,204.02	0.10%	95.27%
811310	COMMERCIAL AND INDUSTRIAL MACHINERY AND EQUIPMENT (EXCEPT AUTOMOTIVE AND ELECTRONIC) REPAIR AND MAINTENANCE	$456,911.86	0.10%	95.37%
423820	FARM AND GARDEN MACHINERY AND EQUIPMENT MERCHANT WHOLESALERS	$453,880.71	0.10%	95.47%
541613	MARKETING CONSULTING SERVICES	$421,931.93	0.09%	95.56%

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325612	POLISH AND OTHER SANITATION GOOD MANUFACTURING	$421,096.59	0.09%	95.65%
532420	OFFICE MACHINERY AND EQUIPMENT RENTAL AND LEASING	$420,190.62	0.09%	95.75%
561611	INVESTIGATION AND PERSONAL BACKGROUND CHECK SERVICES	$411,514.95	0.09%	95.84%
459420	GIFT, NOVELTY, AND SOUVENIR RETAILERS	$409,747.03	0.09%	95.93%
444140	HARDWARE RETAILERS	$389,076.36	0.09%	96.01%
334111	ELECTRONIC COMPUTER MANUFACTURING	$383,907.00	0.08%	96.10%
561730	LANDSCAPING SERVICES	$371,959.80	0.08%	96.18%
441340	TIRE DEALERS	$369,279.73	0.08%	96.26%
332999	ALL OTHER MISCELLANEOUS FABRICATED METAL PRODUCT MANUFACTURING	$367,548.16	0.08%	96.34%
311423	DRIED AND DEHYDRATED FOOD MANUFACTURING	$356,355.70	0.08%	96.42%
541890	OTHER SERVICES RELATED TO ADVERTISING	$354,343.58	0.08%	96.50%
524292	PHARMACY BENEFIT MANAGEMENT AND OTHER THIRD PARTY ADMINISTRATION OF INSURANCE AND PENSION FUNDS	$352,630.33	0.08%	96.57%
423720	PLUMBING AND HEATING EQUIPMENT AND SUPPLIES (HYDRONICS) MERCHANT WHOLESALERS	$349,063.44	0.08%	96.65%
811121	AUTOMOTIVE BODY, PAINT, AND INTERIOR REPAIR AND MAINTENANCE	$330,054.09	0.07%	96.72%
326111	PLASTICS BAG AND POUCH MANUFACTURING	$327,994.40	0.07%	96.79%
423740	REFRIGERATION EQUIPMENT AND SUPPLIES MERCHANT WHOLESALERS	$320,921.74	0.07%	96.86%
811490	OTHER PERSONAL AND HOUSEHOLD GOODS REPAIR AND MAINTENANCE	$319,923.25	0.07%	96.94%
517111	WIRED TELECOMMUNICATIONS CARRIERS	$319,651.76	0.07%	97.01%
423390	OTHER CONSTRUCTION MATERIAL MERCHANT WHOLESALERS	$309,636.02	0.07%	97.07%
812331	LINEN SUPPLY	$298,254.70	0.07%	97.14%
424690	OTHER CHEMICAL AND ALLIED PRODUCTS MERCHANT WHOLESALERS	$294,068.13	0.06%	97.20%
922160	FIRE PROTECTION	$292,134.08	0.06%	97.27%
423990	OTHER MISCELLANEOUS DURABLE GOODS MERCHANT WHOLESALERS	$269,807.35	0.06%	97.33%

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334220	RADIO AND TELEVISION BROADCASTING AND WIRELESS COMMUNICATIONS EQUIPMENT MANUFACTURING	$262,762.25	0.06%	97.38%
238130	FRAMING CONTRACTORS	$261,459.42	0.06%	97.44%
236116	NEW MULTIFAMILY HOUSING CONSTRUCTION (EXCEPT FOR-SALE BUILDERS)	$249,137.62	0.05%	97.50%
236210	INDUSTRIAL BUILDING CONSTRUCTION	$241,765.79	0.05%	97.55%
237990	OTHER HEAVY AND CIVIL ENGINEERING CONSTRUCTION	$232,133.00	0.05%	97.60%
332216	SAW BLADE AND HANDTOOL MANUFACTURING	$220,878.43	0.05%	97.65%
339999	ALL OTHER MISCELLANEOUS MANUFACTURING	$218,809.39	0.05%	97.70%
541370	SURVEYING AND MAPPING (EXCEPT GEOPHYSICAL) SERVICES	$213,307.08	0.05%	97.74%
325998	ALL OTHER MISCELLANEOUS CHEMICAL PRODUCT AND PREPARATION MANUFACTURING	$210,577.01	0.05%	97.79%
314110	CARPET AND RUG MILLS	$200,679.49	0.04%	97.84%
449110	FURNITURE RETAILERS	$191,200.15	0.04%	97.88%
541380	TESTING LABORATORIES AND SERVICES	$187,341.51	0.04%	97.92%
611513	APPRENTICESHIP TRAINING	$185,050.01	0.04%	97.96%
323117	BOOKS PRINTING	$183,956.81	0.04%	98.00%
611699	ALL OTHER MISCELLANEOUS SCHOOLS AND INSTRUCTION	$174,289.76	0.04%	98.04%
561720	JANITORIAL SERVICES	$172,358.89	0.04%	98.08%
513199	ALL OTHER PUBLISHERS	$168,941.81	0.04%	98.11%
423920	TOY AND HOBBY GOODS AND SUPPLIES MERCHANT WHOLESALERS	$168,299.04	0.04%	98.15%
441227	MOTORCYCLE, ATV, AND ALL OTHER MOTOR VEHICLE DEALERS	$166,838.35	0.04%	98.19%
424910	FARM SUPPLIES MERCHANT WHOLESALERS	$165,596.23	0.04%	98.22%
333112	LAWN AND GARDEN TRACTOR AND HOME LAWN AND GARDEN EQUIPMENT MANUFACTURING	$157,339.39	0.03%	98.26%
458310	JEWELRY RETAILERS	$154,687.89	0.03%	98.29%
315250	CUT AND SEW APPAREL MANUFACTURING (EXCEPT CONTRACTORS)	$153,491.16	0.03%	98.32%
541320	LANDSCAPE ARCHITECTURAL SERVICES	$151,290.00	0.03%	98.36%

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541430	GRAPHIC DESIGN SERVICES	$150,350.80	0.03%	98.39%
562910	REMEDIATION SERVICES	$149,247.41	0.03%	98.42%
532281	FORMAL WEAR AND COSTUME RENTAL	$146,456.22	0.03%	98.46%
323120	SUPPORT ACTIVITIES FOR PRINTING	$144,680.27	0.03%	98.49%
332618	OTHER FABRICATED WIRE PRODUCT MANUFACTURING	$139,498.00	0.03%	98.52%
333243	SAWMILL, WOODWORKING, AND PAPER MACHINERY MANUFACTURING	$135,605.50	0.03%	98.55%
339113	SURGICAL APPLIANCE AND SUPPLIES MANUFACTURING	$129,596.35	0.03%	98.58%
459910	PET AND PET SUPPLIES RETAILERS	$129,220.34	0.03%	98.61%
334510	ELECTROMEDICAL AND ELECTROTHERAPEUTIC APPARATUS MANUFACTURING	$127,839.79	0.03%	98.63%
621511	MEDICAL LABORATORIES	$126,066.51	0.03%	98.66%
337110	WOOD KITCHEN CABINET AND COUNTERTOP MANUFACTURING	$123,236.68	0.03%	98.69%
337127	INSTITUTIONAL FURNITURE MANUFACTURING	$123,099.37	0.03%	98.72%
561612	SECURITY GUARDS AND PATROL SERVICES	$121,463.12	0.03%	98.74%
624190	OTHER INDIVIDUAL AND FAMILY SERVICES	$120,630.00	0.03%	98.77%
444120	PAINT AND WALLPAPER RETAILERS	$119,129.22	0.03%	98.79%
335139	ELECTRIC LAMP BULB AND OTHER LIGHTING EQUIPMENT MANUFACTURING	$117,219.14	0.03%	98.82%
111421	NURSERY AND TREE PRODUCTION	$116,982.74	0.03%	98.85%
811122	AUTOMOTIVE GLASS REPLACEMENT SHOPS	$115,784.16	0.03%	98.87%
334513	INSTRUMENTS AND RELATED PRODUCTS MANUFACTURING FOR MEASURING, DISPLAYING, AND CONTROLLING INDUSTRIAL PROCESS VARIABLES	$114,675.95	0.03%	98.90%
812191	DIET AND WEIGHT REDUCING CENTERS	$112,749.98	0.02%	98.92%
813319	OTHER SOCIAL ADVOCACY ORGANIZATIONS	$112,475.00	0.02%	98.95%
335210	SMALL ELECTRICAL APPLIANCE MANUFACTURING	$105,348.37	0.02%	98.97%
722515	SNACK AND NONALCOHOLIC BEVERAGE BARS	$101,899.16	0.02%	98.99%
722330	MOBILE FOOD SERVICES	$99,056.30	0.02%	99.01%
624410	CHILD CARE SERVICES	$97,793.85	0.02%	99.03%
337211	WOOD OFFICE FURNITURE MANUFACTURING	$97,131.66	0.02%	99.06%
519210	LIBRARIES AND ARCHIVES	$95,410.00	0.02%	99.08%
621111	OFFICES OF PHYSICIANS (EXCEPT MENTAL HEALTH SPECIALISTS)	$94,087.15	0.02%	99.10%

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333415	AIR-CONDITIONING AND WARM AIR HEATING EQUIPMENT AND COMMERCIAL AND INDUSTRIAL REFRIGERATION EQUIPMENT MANUFACTURING	$93,600.59	0.02%	99.12%
611630	LANGUAGE SCHOOLS	$92,587.09	0.02%	99.14%
325320	PESTICIDE AND OTHER AGRICULTURAL CHEMICAL MANUFACTURING	$89,493.82	0.02%	99.16%
532490	OTHER COMMERCIAL AND INDUSTRIAL MACHINERY AND EQUIPMENT RENTAL AND LEASING	$87,595.69	0.02%	99.18%
334310	AUDIO AND VIDEO EQUIPMENT MANUFACTURING	$83,224.53	0.02%	99.20%
326199	ALL OTHER PLASTICS PRODUCT MANUFACTURING	$82,939.95	0.02%	99.21%
517112	WIRELESS TELECOMMUNICATIONS CARRIERS (EXCEPT SATELLITE)	$82,891.32	0.02%	99.23%
334290	OTHER COMMUNICATIONS EQUIPMENT MANUFACTURING	$77,941.00	0.02%	99.25%
513110	NEWSPAPER PUBLISHERS	$76,978.47	0.02%	99.27%
562112	HAZARDOUS WASTE COLLECTION	$72,701.00	0.02%	99.28%
562119	OTHER WASTE COLLECTION	$72,241.10	0.02%	99.30%
532289	ALL OTHER CONSUMER GOODS RENTAL	$72,054.68	0.02%	99.31%
334519	OTHER MEASURING AND CONTROLLING DEVICE MANUFACTURING	$70,247.31	0.02%	99.33%
624310	VOCATIONAL REHABILITATION SERVICES	$66,200.33	0.01%	99.34%
561110	OFFICE ADMINISTRATIVE SERVICES	$65,150.00	0.01%	99.36%
721110	HOTELS (EXCEPT CASINO HOTELS) AND MOTELS	$64,937.28	0.01%	99.37%
333914	MEASURING, DISPENSING, AND OTHER PUMPING EQUIPMENT MANUFACTURING	$61,247.50	0.01%	99.39%
711320	PROMOTERS OF PERFORMING ARTS, SPORTS, AND SIMILAR EVENTS WITHOUT FACILITIES	$60,524.01	0.01%	99.40%
322299	ALL OTHER CONVERTED PAPER PRODUCT MANUFACTURING	$58,075.87	0.01%	99.41%
335131	RESIDENTIAL ELECTRIC LIGHTING FIXTURE MANUFACTURING	$55,837.19	0.01%	99.42%
813920	PROFESSIONAL ORGANIZATIONS	$54,957.50	0.01%	99.44%
423940	JEWELRY, WATCH, PRECIOUS STONE, AND PRECIOUS METAL MERCHANT WHOLESALERS	$52,895.50	0.01%	99.45%
449121	FLOOR COVERING RETAILERS	$52,893.35	0.01%	99.46%
811198	ALL OTHER AUTOMOTIVE REPAIR AND MAINTENANCE	$52,890.32	0.01%	99.47%
444180	OTHER BUILDING MATERIAL DEALERS	$52,573.80	0.01%	99.48%
485510	CHARTER BUS INDUSTRY	$51,907.40	0.01%	99.49%
332321	METAL WINDOW AND DOOR MANUFACTURING	$49,958.00	0.01%	99.51%
621910	AMBULANCE SERVICES	$49,400.00	0.01%	99.52%
611310	COLLEGES, UNIVERSITIES, AND PROFESSIONAL SCHOOLS	$48,714.50	0.01%	99.53%

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311412	FROZEN SPECIALTY FOOD MANUFACTURING	$47,022.00	0.01%	99.54%
541910	MARKETING RESEARCH AND PUBLIC OPINION POLLING	$45,786.00	0.01%	99.55%
325412	PHARMACEUTICAL PREPARATION MANUFACTURING	$44,505.20	0.01%	99.56%
334210	TELEPHONE APPARATUS MANUFACTURING	$43,498.50	0.01%	99.57%
325510	PAINT AND COATING MANUFACTURING	$40,951.38	0.01%	99.58%
424410	GENERAL LINE GROCERY MERCHANT WHOLESALERS	$40,834.00	0.01%	99.58%
325120	INDUSTRIAL GAS MANUFACTURING	$40,486.97	0.01%	99.59%
611420	COMPUTER TRAINING	$40,066.99	0.01%	99.60%
424350	CLOTHING AND CLOTHING ACCESSORIES MERCHANT WHOLESALERS	$37,502.91	0.01%	99.61%
334118	COMPUTER TERMINAL AND OTHER COMPUTER PERIPHERAL EQUIPMENT MANUFACTURING	$35,992.50	0.01%	99.62%
512110	MOTION PICTURE AND VIDEO PRODUCTION	$35,958.82	0.01%	99.63%
812990	ALL OTHER PERSONAL SERVICES	$34,616.00	0.01%	99.63%
339994	BROOM, BRUSH, AND MOP MANUFACTURING	$32,694.60	0.01%	99.64%
321911	WOOD WINDOW AND DOOR MANUFACTURING	$32,639.39	0.01%	99.65%
424950	PAINT, VARNISH, AND SUPPLIES MERCHANT WHOLESALERS	$29,924.74	0.01%	99.66%
541490	OTHER SPECIALIZED DESIGN SERVICES	$29,918.88	0.01%	99.66%
325992	PHOTOGRAPHIC FILM, PAPER, PLATE, CHEMICAL, AND COPY TONER MANUFACTURING	$28,779.90	0.01%	99.67%
459130	SEWING, NEEDLEWORK, AND PIECE GOODS RETAILERS	$28,709.07	0.01%	99.67%
339112	SURGICAL AND MEDICAL INSTRUMENT MANUFACTURING	$27,797.75	0.01%	99.68%
611519	OTHER TECHNICAL AND TRADE SCHOOLS	$27,602.34	0.01%	99.69%
812910	PET CARE (EXCEPT VETERINARY) SERVICES	$27,375.47	0.01%	99.69%
321211	HARDWOOD VENEER AND PLYWOOD MANUFACTURING	$27,147.33	0.01%	99.70%
541940	VETERINARY SERVICES	$26,939.35	0.01%	99.70%
531390	OTHER ACTIVITIES RELATED TO REAL ESTATE	$26,718.80	0.01%	99.71%
423330	ROOFING, SIDING, AND INSULATION MATERIAL MERCHANT WHOLESALERS	$26,706.41	0.01%	99.72%
491110	POSTAL SERVICE	$24,587.28	0.01%	99.72%
711190	OTHER PERFORMING ARTS COMPANIES	$24,550.95	0.01%	99.73%
334515	INSTRUMENT MANUFACTURING FOR MEASURING AND TESTING ELECTRICITY AND ELECTRICAL SIGNALS	$24,379.32	0.01%	99.73%
611511	COSMETOLOGY AND BARBER SCHOOLS	$24,325.00	0.01%	99.74%
561710	EXTERMINATING AND PEST CONTROL SERVICES	$23,798.58	0.01%	99.74%
458210	SHOE RETAILERS	$23,692.23	0.01%	99.75%
711130	MUSICAL GROUPS AND ARTISTS	$23,681.60	0.01%	99.75%

NAICS CODE	NAICS CODE DESCRIPTION	NET SPEND	PERCENT	CUMULATIVE PERCENT
334512	AUTOMATIC ENVIRONMENTAL CONTROL MANUFACTURING FOR RESIDENTIAL, COMMERCIAL, AND APPLIANCE USE	$23,514.06	0.01%	99.76%
334511	SEARCH, DETECTION, NAVIGATION, GUIDANCE, AERONAUTICAL, AND NAUTICAL SYSTEM AND INSTRUMENT MANUFACTURING	$23,428.00	0.01%	99.76%
327993	MINERAL WOOL MANUFACTURING	$22,945.00	0.01%	99.77%
423310	LUMBER, PLYWOOD, MILLWORK, AND WOOD PANEL MERCHANT WHOLESALERS	$22,691.42	0.00%	99.77%
561613	ARMORED CAR SERVICES	$22,301.08	0.00%	99.78%
541614	PROCESS, PHYSICAL DISTRIBUTION, AND LOGISTICS CONSULTING SERVICES	$22,000.00	0.00%	99.78%
551112	OFFICES OF OTHER HOLDING COMPANIES	$21,863.16	0.00%	99.79%
488410	MOTOR VEHICLE TOWING	$21,069.66	0.00%	99.79%
722310	FOOD SERVICE CONTRACTORS	$20,322.27	0.00%	99.80%
711310	PROMOTERS OF PERFORMING ARTS, SPORTS, AND SIMILAR EVENTS WITH FACILITIES	$20,215.36	0.00%	99.80%
323113	COMMERCIAL SCREEN PRINTING	$19,889.59	0.00%	99.81%
561790	OTHER SERVICES TO BUILDINGS AND DWELLINGS	$19,800.00	0.00%	99.81%
621399	OFFICES OF ALL OTHER MISCELLANEOUS HEALTH PRACTITIONERS	$19,594.34	0.00%	99.81%
621999	ALL OTHER MISCELLANEOUS AMBULATORY HEALTH CARE SERVICES	$19,229.80	0.00%	99.82%
624120	SERVICES FOR THE ELDERLY AND PERSONS WITH DISABILITIES	$18,961.00	0.00%	99.82%
524210	INSURANCE AGENCIES AND BROKERAGES	$18,800.00	0.00%	99.83%
813219	OTHER GRANTMAKING AND GIVING SERVICES	$18,713.37	0.00%	99.83%
812320	DRYCLEANING AND LAUNDRY SERVICES (EXCEPT COIN-OPERATED)	$18,038.77	0.00%	99.84%
562211	HAZARDOUS WASTE TREATMENT AND DISPOSAL	$17,734.00	0.00%	99.84%
493110	GENERAL WAREHOUSING AND STORAGE	$17,097.49	0.00%	99.84%
722320	CATERERS	$16,717.60	0.00%	99.85%
459310	FLORISTS	$16,537.08	0.00%	99.85%
334413	SEMICONDUCTOR AND RELATED DEVICE MANUFACTURING	$16,488.75	0.00%	99.85%
331318	OTHER ALUMINUM ROLLING, DRAWING, AND EXTRUDING	$16,281.00	0.00%	99.86%
721214	RECREATIONAL AND VACATION CAMPS (EXCEPT CAMPGROUNDS)	$15,249.97	0.00%	99.86%
337212	CUSTOM ARCHITECTURAL WOODWORK AND MILLWORK MANUFACTURING	$15,187.50	0.00%	99.86%
332812	METAL COATING, ENGRAVING (EXCEPT JEWELRY AND SILVERWARE), AND ALLIED SERVICES TO MANUFACTURERS	$15,058.78	0.00%	99.87%
512230	MUSIC PUBLISHERS	$14,880.00	0.00%	99.87%

NAICS CODE	NAICS CODE DESCRIPTION	NET SPEND	PERCENT	CUMULATIVE PERCENT
423410	PHOTOGRAPHIC EQUIPMENT AND SUPPLIES MERCHANT WHOLESALERS	$14,569.48	0.00%	99.87%
713940	FITNESS AND RECREATIONAL SPORTS CENTERS	$14,083.43	0.00%	99.88%
711410	AGENTS AND MANAGERS FOR ARTISTS, ATHLETES, ENTERTAINERS, AND OTHER PUBLIC FIGURES	$14,034.00	0.00%	99.88%
713990	ALL OTHER AMUSEMENT AND RECREATION INDUSTRIES	$13,960.81	0.00%	99.88%
314999	ALL OTHER MISCELLANEOUS TEXTILE PRODUCT MILLS	$13,598.93	0.00%	99.89%
561520	TOUR OPERATORS	$12,958.00	0.00%	99.89%
424470	MEAT AND MEAT PRODUCT MERCHANT WHOLESALERS	$12,924.00	0.00%	99.89%
331221	ROLLED STEEL SHAPE MANUFACTURING	$12,780.98	0.00%	99.89%
541720	RESEARCH AND DEVELOPMENT IN THE SOCIAL SCIENCES AND HUMANITIES	$12,570.95	0.00%	99.90%
457110	GASOLINE STATIONS WITH CONVENIENCE STORES	$12,406.99	0.00%	99.90%
722511	FULL-SERVICE RESTAURANTS	$12,143.06	0.00%	99.90%
333414	HEATING EQUIPMENT (EXCEPT WARM AIR FURNACES) MANUFACTURING	$11,445.20	0.00%	99.91%
531210	OFFICES OF REAL ESTATE AGENTS AND BROKERS	$11,342.59	0.00%	99.91%
541513	COMPUTER FACILITIES MANAGEMENT SERVICES	$11,261.30	0.00%	99.91%
712130	ZOOS AND BOTANICAL GARDENS	$11,125.00	0.00%	99.91%
326211	TIRE MANUFACTURING (EXCEPT RETREADING)	$10,990.08	0.00%	99.92%
622110	GENERAL MEDICAL AND SURGICAL HOSPITALS	$10,976.62	0.00%	99.92%
322212	FOLDING PAPERBOARD BOX MANUFACTURING	$9,920.00	0.00%	99.92%
445132	VENDING MACHINE OPERATORS	$9,815.00	0.00%	99.92%
312112	BOTTLED WATER MANUFACTURING	$9,760.14	0.00%	99.92%
811420	REUPHOLSTERY AND FURNITURE REPAIR	$9,700.00	0.00%	99.93%
711120	DANCE COMPANIES	$9,280.00	0.00%	99.93%
541860	DIRECT MAIL ADVERTISING	$9,275.13	0.00%	99.93%
333111	FARM MACHINERY AND EQUIPMENT MANUFACTURING	$8,985.13	0.00%	99.93%
541612	HUMAN RESOURCES CONSULTING SERVICES	$8,830.00	0.00%	99.93%
112990	ALL OTHER ANIMAL PRODUCTION	$8,618.97	0.00%	99.94%
111998	ALL OTHER MISCELLANEOUS CROP FARMING	$8,560.37	0.00%	99.94%
315990	APPAREL ACCESSORIES AND OTHER APPAREL MANUFACTURING	$8,382.20	0.00%	99.94%
335313	SWITCHGEAR AND SWITCHBOARD APPARATUS MANUFACTURING	$8,140.00	0.00%	99.94%
711110	THEATER COMPANIES AND DINNER THEATERS	$7,802.00	0.00%	99.94%
459510	USED MERCHANDISE RETAILERS	$7,652.14	0.00%	99.94%

NAICS CODE	NAICS CODE DESCRIPTION	NET SPEND	PERCENT	CUMULATIVE PERCENT
424510	GRAIN AND FIELD BEAN MERCHANT WHOLESALERS	$7,451.71	0.00%	99.95%
332439	OTHER METAL CONTAINER MANUFACTURING	$7,264.42	0.00%	99.95%
336411	AIRCRAFT MANUFACTURING	$7,239.00	0.00%	99.95%
456199	ALL OTHER HEALTH AND PERSONAL CARE RETAILERS	$7,117.61	0.00%	99.95%
523991	TRUST, FIDUCIARY, AND CUSTODY ACTIVITIES	$6,987.98	0.00%	99.95%
423510	METAL SERVICE CENTERS AND OTHER METAL MERCHANT WHOLESALERS	$6,942.08	0.00%	99.95%
424610	PLASTICS MATERIALS AND BASIC FORMS AND SHAPES MERCHANT WHOLESALERS	$6,836.28	0.00%	99.96%
926150	REGULATION, LICENSING, AND INSPECTION OF MISCELLANEOUS COMMERCIAL SECTORS	$6,690.00	0.00%	99.96%
327120	CLAY BUILDING MATERIAL AND REFRACTORIES MANUFACTURING	$6,078.16	0.00%	99.96%
325520	ADHESIVE MANUFACTURING	$6,039.06	0.00%	99.96%
314120	CURTAIN AND LINEN MILLS	$5,990.00	0.00%	99.96%
541921	PHOTOGRAPHY STUDIOS, PORTRAIT	$5,880.00	0.00%	99.96%
541410	INTERIOR DESIGN SERVICES	$5,632.03	0.00%	99.96%
314910	TEXTILE BAG AND CANVAS MILLS	$5,570.10	0.00%	99.97%
327999	ALL OTHER MISCELLANEOUS NONMETALLIC MINERAL PRODUCT MANUFACTURING	$5,443.17	0.00%	99.97%
325211	PLASTICS MATERIAL AND RESIN MANUFACTURING	$5,118.00	0.00%	99.97%
444230	OUTDOOR POWER EQUIPMENT RETAILERS	$5,008.51	0.00%	99.97%
561210	FACILITIES SUPPORT SERVICES	$4,985.76	0.00%	99.97%
424930	FLOWER, NURSERY STOCK, AND FLORISTS' SUPPLIES MERCHANT WHOLESALERS	$4,979.27	0.00%	99.97%
322211	CORRUGATED AND SOLID FIBER BOX MANUFACTURING	$4,968.00	0.00%	99.97%
516210	MEDIA STREAMING DISTRIBUTION SERVICES, SOCIAL NETWORKS, AND OTHER MEDIA NETWORKS AND CONTENT PROVIDERS	$4,945.00	0.00%	99.97%
333922	CONVEYOR AND CONVEYING EQUIPMENT MANUFACTURING	$4,683.84	0.00%	99.97%
623210	RESIDENTIAL INTELLECTUAL AND DEVELOPMENTAL DISABILITY FACILITIES	$4,625.00	0.00%	99.97%
621512	DIAGNOSTIC IMAGING CENTERS	$4,478.89	0.00%	99.98%
812930	PARKING LOTS AND GARAGES	$4,384.65	0.00%	99.98%
424490	OTHER GROCERY AND RELATED PRODUCTS MERCHANT WHOLESALERS	$4,366.58	0.00%	99.98%
336212	TRUCK TRAILER MANUFACTURING	$4,237.64	0.00%	99.98%
332710	MACHINE SHOPS	$4,230.46	0.00%	99.98%
424340	FOOTWEAR MERCHANT WHOLESALERS	$4,050.37	0.00%	99.98%
332323	ORNAMENTAL AND ARCHITECTURAL METAL WORK MANUFACTURING	$4,043.00	0.00%	99.98%

NAICS CODE	NAICS CODE DESCRIPTION	NET SPEND	PERCENT	CUMULATIVE PERCENT
512290	OTHER SOUND RECORDING INDUSTRIES	$3,900.00	0.00%	99.98%
712120	HISTORICAL SITES	$3,450.00	0.00%	99.98%
321219	RECONSTITUTED WOOD PRODUCT MANUFACTURING	$3,169.00	0.00%	99.98%
335999	ALL OTHER MISCELLANEOUS ELECTRICAL EQUIPMENT AND COMPONENT MANUFACTURING	$3,108.00	0.00%	99.98%
711211	SPORTS TEAMS AND CLUBS	$2,950.00	0.00%	99.99%
561622	LOCKSMITHS	$2,880.00	0.00%	99.99%
445292	CONFECTIONERY AND NUT RETAILERS	$2,813.65	0.00%	99.99%
524126	DIRECT PROPERTY AND CASUALTY INSURANCE CARRIERS	$2,654.00	0.00%	99.99%
423320	BRICK, STONE, AND RELATED CONSTRUCTION MATERIAL MERCHANT WHOLESALERS	$2,432.00	0.00%	99.99%
813410	CIVIC AND SOCIAL ORGANIZATIONS	$2,390.00	0.00%	99.99%
562991	SEPTIC TANK AND RELATED SERVICES	$2,385.87	0.00%	99.99%
424310	PIECE GOODS, NOTIONS, AND OTHER DRY GOODS MERCHANT WHOLESALERS	$2,369.65	0.00%	99.99%
333310	COMMERCIAL AND SERVICE INDUSTRY MACHINERY MANUFACTURING	$2,323.00	0.00%	99.99%
324121	ASPHALT PAVING MIXTURE AND BLOCK MANUFACTURING	$2,293.73	0.00%	99.99%
333998	ALL OTHER MISCELLANEOUS GENERAL PURPOSE MACHINERY MANUFACTURING	$2,235.00	0.00%	99.99%
336320	MOTOR VEHICLE ELECTRICAL AND ELECTRONIC EQUIPMENT MANUFACTURING	$2,222.50	0.00%	99.99%
513191	GREETING CARD PUBLISHERS	$2,104.04	0.00%	99.99%
337215	SHOWCASE, PARTITION, SHELVING, AND LOCKER MANUFACTURING	$2,069.76	0.00%	99.99%
333515	CUTTING TOOL AND MACHINE TOOL ACCESSORY MANUFACTURING	$2,007.90	0.00%	99.99%
541810	ADVERTISING AGENCIES	$2,000.08	0.00%	99.99%
541922	COMMERCIAL PHOTOGRAPHY	$2,000.00	0.00%	99.99%
315210	CUT AND SEW APPAREL CONTRACTORS	$1,985.88	0.00%	99.99%
512250	RECORD PRODUCTION AND DISTRIBUTION	$1,970.00	0.00%	99.99%
332119	METAL CROWN, CLOSURE, AND OTHER METAL STAMPING (EXCEPT AUTOMOTIVE)	$1,870.00	0.00%	99.99%
332919	OTHER METAL VALVE AND PIPE FITTING MANUFACTURING	$1,786.94	0.00%	99.99%
532412	CONSTRUCTION, MINING, AND FORESTRY MACHINERY AND EQUIPMENT RENTAL AND LEASING	$1,715.60	0.00%	100.00%
335991	CARBON AND GRAPHITE PRODUCT MANUFACTURING	$1,612.63	0.00%	100.00%
333912	AIR AND GAS COMPRESSOR MANUFACTURING	$1,590.00	0.00%	100.00%
512120	MOTION PICTURE AND VIDEO DISTRIBUTION	$1,500.00	0.00%	100.00%

NAICS CODE	NAICS CODE DESCRIPTION	NET SPEND	PERCENT	CUMULATIVE PERCENT
485410	SCHOOL AND EMPLOYEE BUS TRANSPORTATION	$1,500.00	0.00%	100.00%
456130	OPTICAL GOODS RETAILERS	$1,460.00	0.00%	100.00%
322230	STATIONERY PRODUCT MANUFACTURING	$1,055.14	0.00%	100.00%
444240	NURSERY, GARDEN CENTER, AND FARM SUPPLY RETAILERS	$1,025.65	0.00%	100.00%
532310	GENERAL RENTAL CENTERS	$958.00	0.00%	100.00%
221310	WATER SUPPLY AND IRRIGATION SYSTEMS	$900.00	0.00%	100.00%
327390	OTHER CONCRETE PRODUCT MANUFACTURING	$779.00	0.00%	100.00%
532210	CONSUMER ELECTRONICS AND APPLIANCES RENTAL	$775.00	0.00%	100.00%
333248	ALL OTHER INDUSTRIAL MACHINERY MANUFACTURING	$734.00	0.00%	100.00%
621112	OFFICES OF PHYSICIANS, MENTAL HEALTH SPECIALISTS	$635.00	0.00%	100.00%
456110	PHARMACIES AND DRUG RETAILERS	$625.00	0.00%	100.00%
115112	SOIL PREPARATION, PLANTING, AND CULTIVATING	$495.03	0.00%	100.00%
332991	BALL AND ROLLER BEARING MANUFACTURING	$454.69	0.00%	100.00%
561910	PACKAGING AND LABELING SERVICES	$451.70	0.00%	100.00%
327910	ABRASIVE PRODUCT MANUFACTURING	$433.80	0.00%	100.00%
336999	ALL OTHER TRANSPORTATION EQUIPMENT MANUFACTURING	$432.93	0.00%	100.00%
524128	OTHER DIRECT INSURANCE (EXCEPT LIFE, HEALTH, AND MEDICAL) CARRIERS	$426.21	0.00%	100.00%
561510	TRAVEL AGENCIES	$398.00	0.00%	100.00%
325130	SYNTHETIC DYE AND PIGMENT MANUFACTURING	$389.38	0.00%	100.00%
425120	WHOLESALE TRADE AGENTS AND BROKERS	$316.15	0.00%	100.00%
337121	UPHOLSTERED HOUSEHOLD FURNITURE MANUFACTURING	$314.80	0.00%	100.00%
111422	FLORICULTURE PRODUCTION	$265.80	0.00%	100.00%
523210	SECURITIES AND COMMODITY EXCHANGES	$250.00	0.00%	100.00%
334412	BARE PRINTED CIRCUIT BOARD MANUFACTURING	$234.00	0.00%	100.00%
334610	MANUFACTURING AND REPRODUCING MAGNETIC AND OPTICAL MEDIA	$223.48	0.00%	100.00%
325611	SOAP AND OTHER DETERGENT MANUFACTURING	$211.22	0.00%	100.00%
923110	ADMINISTRATION OF EDUCATION PROGRAMS	$179.99	0.00%	100.00%
339993	FASTENER, BUTTON, NEEDLE, AND PIN MANUFACTURING	$138.25	0.00%	100.00%
339991	GASKET, PACKING, AND SEALING DEVICE MANUFACTURING	$136.79	0.00%	100.00%
333991	POWER-DRIVEN HANDTOOL MANUFACTURING	$117.66	0.00%	100.00%
327215	GLASS PRODUCT MANUFACTURING MADE OF PURCHASED GLASS	$95.00	0.00%	100.00%

NAICS CODE	NAICS CODE DESCRIPTION	NET SPEND	PERCENT	CUMULATIVE PERCENT
321920	WOOD CONTAINER AND PALLET MANUFACTURING	$90.00	0.00%	100.00%
331222	STEEL WIRE DRAWING	$75.00	0.00%	100.00%
561421	TELEPHONE ANSWERING SERVICES	$65.00	0.00%	100.00%
484121	GENERAL FREIGHT TRUCKING, LONG-DISTANCE, TRUCKLOAD	$60.69	0.00%	100.00%
456120	COSMETICS, BEAUTY SUPPLIES, AND PERFUME RETAILERS	$28.54	0.00%	100.00%
561440	COLLECTION AGENCIES	$26.78	0.00%	100.00%
322220	PAPER BAG AND COATED AND TREATED PAPER MANUFACTURING	$24.00	0.00%	100.00%
213112	SUPPORT ACTIVITIES FOR OIL AND GAS OPERATIONS	$15.00	0.00%	100.00%
484220	SPECIALIZED FREIGHT (EXCEPT USED GOODS) TRUCKING, LOCAL	$10.00	0.00%	100.00%
339940	OFFICE SUPPLIES (EXCEPT PAPER) MANUFACTURING	$9.36	0.00%	100.00%
332510	HARDWARE MANUFACTURING	$6.16	0.00%	100.00%
326140	POLYSTYRENE FOAM PRODUCT MANUFACTURING	$0.00	0.00%	100.00%
238340	TILE AND TERRAZZO CONTRACTORS	$0.00	0.00%	100.00%
TOTAL		**$455,100,238.03**	**100.00%**	**100.00%**

Table A-2
Alief ISD Product Market Area
Construction Services NAICS Codes

NAICS CODE	NAICS CODE DESCRIPTION	NET SPEND	PERCENT	CUMULATIVE PERCENT
238220	PLUMBING, HEATING, AND AIR-CONDITIONING CONTRACTORS	$37,622,395.57	23.33%	23.33%
236220	COMMERCIAL AND INSTITUTIONAL BUILDING CONSTRUCTION	$28,117,609.48	17.44%	40.77%
236118	RESIDENTIAL REMODELERS	$15,674,345.52	9.72%	50.49%
238210	ELECTRICAL CONTRACTORS AND OTHER WIRING INSTALLATION CONTRACTORS	$12,648,742.20	7.84%	58.33%
238350	FINISH CARPENTRY CONTRACTORS	$11,608,150.86	7.20%	65.53%
238160	ROOFING CONTRACTORS	$10,680,679.18	6.62%	72.16%
238310	DRYWALL AND INSULATION CONTRACTORS	$6,720,533.51	4.17%	76.32%
238990	ALL OTHER SPECIALTY TRADE CONTRACTORS	$5,448,031.31	3.38%	79.70%
238110	POURED CONCRETE FOUNDATION AND STRUCTURE CONTRACTORS	$3,524,494.39	2.19%	81.89%
238330	FLOORING CONTRACTORS	$2,867,878.92	1.78%	83.67%
237310	HIGHWAY, STREET, AND BRIDGE CONSTRUCTION	$2,717,421.12	1.69%	85.35%
332312	FABRICATED STRUCTURAL METAL MANUFACTURING	$2,573,704.00	1.60%	86.95%
238150	GLASS AND GLAZING CONTRACTORS	$2,185,821.93	1.36%	88.30%
237110	WATER AND SEWER LINE AND RELATED STRUCTURES CONSTRUCTION	$2,066,426.53	1.28%	89.58%
238140	MASONRY CONTRACTORS	$2,062,116.83	1.28%	90.86%
238290	OTHER BUILDING EQUIPMENT CONTRACTORS	$1,752,215.22	1.09%	91.95%
236115	NEW SINGLE-FAMILY HOUSING CONSTRUCTION (EXCEPT FOR-SALE BUILDERS)	$1,736,877.07	1.08%	93.03%
238190	OTHER FOUNDATION, STRUCTURE, AND BUILDING EXTERIOR CONTRACTORS	$1,558,428.19	0.97%	93.99%
238120	STRUCTURAL STEEL AND PRECAST CONCRETE CONTRACTORS	$1,172,652.95	0.73%	94.72%
332322	SHEET METAL WORK MANUFACTURING	$844,799.00	0.52%	95.24%
238320	PAINTING AND WALL COVERING CONTRACTORS	$824,978.09	0.51%	95.76%

NAICS CODE	NAICS CODE DESCRIPTION	NET SPEND	PERCENT	CUMULATIVE PERCENT
423440	OTHER COMMERCIAL EQUIPMENT MERCHANT WHOLESALERS	$762,749.00	0.47%	96.23%
238390	OTHER BUILDING FINISHING CONTRACTORS	$679,493.84	0.42%	96.65%
238910	SITE PREPARATION CONTRACTORS	$658,911.30	0.41%	97.06%
321215	ENGINEERED WOOD MEMBER MANUFACTURING	$593,888.76	0.37%	97.43%
326299	ALL OTHER RUBBER PRODUCT MANUFACTURING	$572,906.00	0.36%	97.78%
339920	SPORTING AND ATHLETIC GOODS MANUFACTURING	$490,796.07	0.30%	98.09%
561730	LANDSCAPING SERVICES	$358,035.38	0.22%	98.31%
541690	OTHER SCIENTIFIC AND TECHNICAL CONSULTING SERVICES	$354,400.00	0.22%	98.53%
339950	SIGN MANUFACTURING	$275,600.00	0.17%	98.70%
238130	FRAMING CONTRACTORS	$261,459.42	0.16%	98.86%
236116	NEW MULTIFAMILY HOUSING CONSTRUCTION (EXCEPT FOR-SALE BUILDERS)	$249,137.62	0.15%	99.02%
236210	INDUSTRIAL BUILDING CONSTRUCTION	$241,765.79	0.15%	99.17%
237990	OTHER HEAVY AND CIVIL ENGINEERING CONSTRUCTION	$232,133.00	0.14%	99.31%
541618	OTHER MANAGEMENT CONSULTING SERVICES	$207,388.00	0.13%	99.44%
332618	OTHER FABRICATED WIRE PRODUCT MANUFACTURING	$139,498.00	0.09%	99.53%
337110	WOOD KITCHEN CABINET AND COUNTERTOP MANUFACTURING	$123,117.00	0.08%	99.60%
541430	GRAPHIC DESIGN SERVICES	$104,632.00	0.06%	99.67%
423610	ELECTRICAL APPARATUS AND EQUIPMENT, WIRING SUPPLIES, AND RELATED EQUIPMENT MERCHANT WHOLESALERS	$78,592.00	0.05%	99.72%
334290	OTHER COMMUNICATIONS EQUIPMENT MANUFACTURING	$77,941.00	0.05%	99.76%
423690	OTHER ELECTRONIC PARTS AND EQUIPMENT MERCHANT WHOLESALERS	$74,822.42	0.05%	99.81%
561621	SECURITY SYSTEMS SERVICES (EXCEPT LOCKSMITHS)	$67,160.00	0.04%	99.85%

NAICS CODE	NAICS CODE DESCRIPTION	NET SPEND	PERCENT	CUMULATIVE PERCENT
561720	JANITORIAL SERVICES	$52,873.00	0.03%	99.88%
332321	METAL WINDOW AND DOOR MANUFACTURING	$49,958.00	0.03%	99.92%
811198	ALL OTHER AUTOMOTIVE REPAIR AND MAINTENANCE	$40,717.00	0.03%	99.94%
811310	COMMERCIAL AND INDUSTRIAL MACHINERY AND EQUIPMENT (EXCEPT AUTOMOTIVE AND ELECTRONIC) REPAIR AND MAINTENANCE	$30,625.00	0.02%	99.96%
561710	EXTERMINATING AND PEST CONTROL SERVICES	$23,132.00	0.01%	99.97%
327993	MINERAL WOOL MANUFACTURING	$22,945.00	0.01%	99.99%
423740	REFRIGERATION EQUIPMENT AND SUPPLIES MERCHANT WHOLESALERS	$14,407.00	0.01%	100.00%
332323	ORNAMENTAL AND ARCHITECTURAL METAL WORK MANUFACTURING	$4,043.00	0.00%	100.00%
221310	WATER SUPPLY AND IRRIGATION SYSTEMS	$900.00	0.00%	100.00%
423910	SPORTING AND RECREATIONAL GOODS AND SUPPLIES MERCHANT WHOLESALERS	$0.00	0.00%	100.00%
326140	POLYSTYRENE FOAM PRODUCT MANUFACTURING	$0.00	0.00%	100.00%
337212	CUSTOM ARCHITECTURAL WOODWORK AND MILLWORK MANUFACTURING	$0.00	0.00%	100.00%
541512	COMPUTER SYSTEMS DESIGN SERVICES	$0.00	0.00%	100.00%
541330	ENGINEERING SERVICES	$0.00	0.00%	100.00%
238340	TILE AND TERRAZZO CONTRACTORS	$0.00	0.00%	100.00%
423210	FURNITURE MERCHANT WHOLESALERS	$0.00	0.00%	100.00%
423310	LUMBER, PLYWOOD, MILLWORK, AND WOOD PANEL MERCHANT WHOLESALERS	$0.00	0.00%	100.00%
Grand Total		**$161,252,328.47**	**100.00%**	**100.00%**

Table A-3
Alief ISD Product Market Area
Engineering/Architectural NAICS Codes

NAICS CODE	NAICS CODE DESCRIPTION	NET SPEND	PERCENT	CUMULATIVE PERCENT
541330	ENGINEERING SERVICES	$10,749,369.72	71.12%	71.12%
541310	ARCHITECTURAL SERVICES	$3,354,135.92	22.19%	93.31%
238220	PLUMBING, HEATING, AND AIR-CONDITIONING CONTRACTORS	$422,005.45	2.79%	96.10%
541370	SURVEYING AND MAPPING (EXCEPT GEOPHYSICAL) SERVICES	$213,307.08	1.41%	97.51%
541320	LANDSCAPE ARCHITECTURAL SERVICES	$151,290.00	1.00%	98.51%
541380	TESTING LABORATORIES AND SERVICES	$88,556.68	0.59%	99.10%
813920	PROFESSIONAL ORGANIZATIONS	$54,957.50	0.36%	99.46%
541611	ADMINISTRATIVE MANAGEMENT AND GENERAL MANAGEMENT CONSULTING SERVICES	$25,083.33	0.17%	99.63%
541490	OTHER SPECIALIZED DESIGN SERVICES	$14,767.88	0.10%	99.72%
541690	OTHER SCIENTIFIC AND TECHNICAL CONSULTING SERVICES	$14,335.00	0.09%	99.82%
722310	FOOD SERVICE CONTRACTORS	$11,862.27	0.08%	99.90%
926150	REGULATION, LICENSING, AND INSPECTION OF MISCELLANEOUS COMMERCIAL SECTORS	$6,690.00	0.04%	99.94%
236220	COMMERCIAL AND INSTITUTIONAL BUILDING CONSTRUCTION	$4,984.49	0.03%	99.97%
561730	LANDSCAPING SERVICES	$3,900.00	0.03%	100.00%
Grand Total		**$15,115,245.32**	**100.00%**	**100.00%**

Table A-4
Alief ISD Product Market Area
Professional Services NAICS Codes

NAICS CODE	NAICS CODE DESCRIPTION	NET SPEND	PERCENT	CUMULATIVE PERCENT
541519	OTHER COMPUTER RELATED SERVICES	$14,406,948.86	42.08%	42.08%
541512	COMPUTER SYSTEMS DESIGN SERVICES	$8,180,530.18	23.89%	65.97%
541511	CUSTOM COMPUTER PROGRAMMING SERVICES	$4,009,680.92	11.71%	77.68%
541110	OFFICES OF LAWYERS	$2,089,936.36	6.10%	83.78%
621340	OFFICES OF PHYSICAL, OCCUPATIONAL AND SPEECH THERAPISTS, AND AUDIOLOGISTS	$2,056,086.00	6.00%	89.79%
621330	OFFICES OF MENTAL HEALTH PRACTITIONERS (EXCEPT PHYSICIANS)	$1,260,519.48	3.68%	93.47%
541990	ALL OTHER PROFESSIONAL, SCIENTIFIC, AND TECHNICAL SERVICES	$1,007,322.12	2.94%	96.41%
522299	INTERNATIONAL, SECONDARY MARKET, AND ALL OTHER NONDEPOSITORY CREDIT INTERMEDIATION	$804,280.86	2.35%	98.76%
621511	MEDICAL LABORATORIES	$126,066.51	0.37%	99.13%
541380	TESTING LABORATORIES AND SERVICES	$98,784.83	0.29%	99.42%
621111	OFFICES OF PHYSICIANS (EXCEPT MENTAL HEALTH SPECIALISTS)	$94,087.15	0.27%	99.69%
541940	VETERINARY SERVICES	$26,939.35	0.08%	99.77%
621399	OFFICES OF ALL OTHER MISCELLANEOUS HEALTH PRACTITIONERS	$19,594.34	0.06%	99.83%
621999	ALL OTHER MISCELLANEOUS AMBULATORY HEALTH CARE SERVICES	$19,229.80	0.06%	99.88%
541513	COMPUTER FACILITIES MANAGEMENT SERVICES	$11,261.30	0.03%	99.92%
622110	GENERAL MEDICAL AND SURGICAL HOSPITALS	$10,976.62	0.03%	99.95%
523991	TRUST, FIDUCIARY, AND CUSTODY ACTIVITIES	$6,987.98	0.02%	99.97%
541410	INTERIOR DESIGN SERVICES	$5,632.03	0.02%	99.99%
621512	DIAGNOSTIC IMAGING CENTERS	$4,478.89	0.01%	100.00%
621112	OFFICES OF PHYSICIANS, MENTAL HEALTH SPECIALISTS	$635.00	0.00%	100.00%
Grand Total		**$34,239,978.58**	**100.00%**	**100.00%**

Table A-5
Alief ISD Product Market Area
Non-Professional Services NAICS Codes

NAICS CODE	NAICS CODE DESCRIPTION	NET SPEND	PERCENT	CUMULATIVE PERCENT
513130	BOOK PUBLISHERS	$15,145,201.07	19.12%	19.12%
513210	SOFTWARE PUBLISHERS	$9,958,386.40	12.57%	31.69%
611710	EDUCATIONAL SUPPORT SERVICES	$7,417,931.54	9.36%	41.05%
561920	CONVENTION AND TRADE SHOW ORGANIZERS	$7,009,262.20	8.85%	49.90%
561311	EMPLOYMENT PLACEMENT AGENCIES	$5,508,439.48	6.95%	56.86%
517810	ALL OTHER TELECOMMUNICATIONS	$3,555,440.85	4.49%	61.35%
561621	SECURITY SYSTEMS SERVICES (EXCEPT LOCKSMITHS)	$2,087,735.13	2.64%	63.98%
541611	ADMINISTRATIVE MANAGEMENT AND GENERAL MANAGEMENT CONSULTING SERVICES	$2,056,586.94	2.60%	66.58%
541690	OTHER SCIENTIFIC AND TECHNICAL CONSULTING SERVICES	$1,841,710.00	2.32%	68.90%
562111	SOLID WASTE COLLECTION	$1,586,931.34	2.00%	70.91%
611691	EXAM PREPARATION AND TUTORING	$1,373,296.59	1.73%	72.64%
811210	ELECTRONIC AND PRECISION EQUIPMENT REPAIR AND MAINTENANCE	$1,297,276.16	1.64%	74.28%
611430	PROFESSIONAL AND MANAGEMENT DEVELOPMENT TRAINING	$1,214,420.99	1.53%	75.81%
522220	SALES FINANCING	$1,017,102.83	1.28%	77.09%
611620	SPORTS AND RECREATION INSTRUCTION	$967,167.21	1.22%	78.31%
811111	GENERAL AUTOMOTIVE REPAIR	$940,228.22	1.19%	79.50%
541618	OTHER MANAGEMENT CONSULTING SERVICES	$827,876.89	1.05%	80.55%
611110	ELEMENTARY AND SECONDARY SCHOOLS	$691,561.00	0.87%	81.42%
541930	TRANSLATION AND INTERPRETATION SERVICES	$650,469.30	0.82%	82.24%
485991	SPECIAL NEEDS TRANSPORTATION	$630,550.00	0.80%	83.04%
611610	FINE ARTS SCHOOLS	$616,237.70	0.78%	83.81%
811412	APPLIANCE REPAIR AND MAINTENANCE	$601,881.42	0.76%	84.57%

NAICS CODE	NAICS CODE DESCRIPTION	NET SPEND	PERCENT	CUMULATIVE PERCENT
711510	INDEPENDENT ARTISTS, WRITERS, AND PERFORMERS	$590,216.33	0.75%	85.32%
524114	DIRECT HEALTH AND MEDICAL INSURANCE CARRIERS	$580,353.04	0.73%	86.05%
561320	TEMPORARY HELP SERVICES	$554,709.65	0.70%	86.75%
561990	ALL OTHER SUPPORT SERVICES	$550,156.60	0.69%	87.45%
551114	CORPORATE, SUBSIDIARY, AND REGIONAL MANAGING OFFICES	$531,269.89	0.67%	88.12%
513120	PERIODICAL PUBLISHERS	$519,601.95	0.66%	88.77%
518210	COMPUTING INFRASTRUCTURE PROVIDERS, DATA PROCESSING, WEB HOSTING, AND RELATED SERVICES	$512,058.17	0.65%	89.42%
541715	RESEARCH AND DEVELOPMENT IN THE PHYSICAL, ENGINEERING, AND LIFE SCIENCES (EXCEPT NANOTECHNOLOGY AND BIOTECHNOLOGY)	$494,743.97	0.62%	90.04%
811310	COMMERCIAL AND INDUSTRIAL MACHINERY AND EQUIPMENT (EXCEPT AUTOMOTIVE AND ELECTRONIC) REPAIR AND MAINTENANCE	$426,286.86	0.54%	90.58%
541613	MARKETING CONSULTING SERVICES	$421,931.93	0.53%	91.12%
532420	OFFICE MACHINERY AND EQUIPMENT RENTAL AND LEASING	$420,190.62	0.53%	91.65%
561611	INVESTIGATION AND PERSONAL BACKGROUND CHECK SERVICES	$411,514.95	0.52%	92.17%
541890	OTHER SERVICES RELATED TO ADVERTISING	$354,343.58	0.45%	92.61%
524292	PHARMACY BENEFIT MANAGEMENT AND OTHER THIRD PARTY ADMINISTRATION OF INSURANCE AND PENSION FUNDS	$352,630.33	0.45%	93.06%
811121	AUTOMOTIVE BODY, PAINT, AND INTERIOR REPAIR AND MAINTENANCE	$330,054.09	0.42%	93.47%
811490	OTHER PERSONAL AND HOUSEHOLD GOODS REPAIR AND MAINTENANCE	$319,923.25	0.40%	93.88%
517111	WIRED TELECOMMUNICATIONS CARRIERS	$319,651.76	0.40%	94.28%
812331	LINEN SUPPLY	$298,254.70	0.38%	94.66%
922160	FIRE PROTECTION	$292,134.08	0.37%	95.03%
611513	APPRENTICESHIP TRAINING	$185,050.01	0.23%	95.26%
611699	ALL OTHER MISCELLANEOUS SCHOOLS AND INSTRUCTION	$174,289.76	0.22%	95.48%

NAICS CODE	NAICS CODE DESCRIPTION	NET SPEND	PERCENT	CUMULATIVE PERCENT
513199	ALL OTHER PUBLISHERS	$168,941.81	0.21%	95.69%
562910	REMEDIATION SERVICES	$149,247.41	0.19%	95.88%
532281	FORMAL WEAR AND COSTUME RENTAL	$146,456.22	0.18%	96.07%
561612	SECURITY GUARDS AND PATROL SERVICES	$121,463.12	0.15%	96.22%
624190	OTHER INDIVIDUAL AND FAMILY SERVICES	$120,630.00	0.15%	96.37%
561720	JANITORIAL SERVICES	$119,485.89	0.15%	96.52%
111421	NURSERY AND TREE PRODUCTION	$116,982.74	0.15%	96.67%
811122	AUTOMOTIVE GLASS REPLACEMENT SHOPS	$115,784.16	0.15%	96.82%
812191	DIET AND WEIGHT REDUCING CENTERS	$112,749.98	0.14%	96.96%
813319	OTHER SOCIAL ADVOCACY ORGANIZATIONS	$112,475.00	0.14%	97.10%
722515	SNACK AND NONALCOHOLIC BEVERAGE BARS	$101,899.16	0.13%	97.23%
722330	MOBILE FOOD SERVICES	$99,056.30	0.13%	97.36%
624410	CHILD CARE SERVICES	$97,793.85	0.12%	97.48%
519210	LIBRARIES AND ARCHIVES	$95,410.00	0.12%	97.60%
611630	LANGUAGE SCHOOLS	$92,587.09	0.12%	97.72%
532490	OTHER COMMERCIAL AND INDUSTRIAL MACHINERY AND EQUIPMENT RENTAL AND LEASING	$87,595.69	0.11%	97.83%
517112	WIRELESS TELECOMMUNICATIONS CARRIERS (EXCEPT SATELLITE)	$82,891.32	0.10%	97.93%
513110	NEWSPAPER PUBLISHERS	$76,978.47	0.10%	98.03%
562112	HAZARDOUS WASTE COLLECTION	$72,701.00	0.09%	98.12%
562119	OTHER WASTE COLLECTION	$72,241.10	0.09%	98.21%
532289	ALL OTHER CONSUMER GOODS RENTAL	$72,054.68	0.09%	98.30%
624310	VOCATIONAL REHABILITATION SERVICES	$66,200.33	0.08%	98.39%
561110	OFFICE ADMINISTRATIVE SERVICES	$65,150.00	0.08%	98.47%
721110	HOTELS (EXCEPT CASINO HOTELS) AND MOTELS	$64,937.28	0.08%	98.55%
711320	PROMOTERS OF PERFORMING ARTS, SPORTS, AND SIMILAR EVENTS WITHOUT FACILITIES	$60,524.01	0.08%	98.63%

NAICS CODE	NAICS CODE DESCRIPTION	NET SPEND	PERCENT	CUMULATIVE PERCENT
485510	CHARTER BUS INDUSTRY	$51,907.40	0.07%	98.69%
621910	AMBULANCE SERVICES	$49,400.00	0.06%	98.75%
611310	COLLEGES, UNIVERSITIES, AND PROFESSIONAL SCHOOLS	$48,714.50	0.06%	98.82%
541910	MARKETING RESEARCH AND PUBLIC OPINION POLLING	$45,786.00	0.06%	98.87%
541430	GRAPHIC DESIGN SERVICES	$45,718.80	0.06%	98.93%
611420	COMPUTER TRAINING	$40,066.99	0.05%	98.98%
512110	MOTION PICTURE AND VIDEO PRODUCTION	$35,958.82	0.05%	99.03%
812990	ALL OTHER PERSONAL SERVICES	$34,616.00	0.04%	99.07%
611519	OTHER TECHNICAL AND TRADE SCHOOLS	$27,602.34	0.03%	99.11%
812910	PET CARE (EXCEPT VETERINARY) SERVICES	$27,375.47	0.03%	99.14%
531390	OTHER ACTIVITIES RELATED TO REAL ESTATE	$26,718.80	0.03%	99.17%
491110	POSTAL SERVICE	$24,587.28	0.03%	99.21%
711190	OTHER PERFORMING ARTS COMPANIES	$24,550.95	0.03%	99.24%
611511	COSMETOLOGY AND BARBER SCHOOLS	$24,325.00	0.03%	99.27%
711130	MUSICAL GROUPS AND ARTISTS	$23,681.60	0.03%	99.30%
561613	ARMORED CAR SERVICES	$22,301.08	0.03%	99.33%
541614	PROCESS, PHYSICAL DISTRIBUTION, AND LOGISTICS CONSULTING SERVICES	$22,000.00	0.03%	99.35%
551112	OFFICES OF OTHER HOLDING COMPANIES	$21,863.16	0.03%	99.38%
488410	MOTOR VEHICLE TOWING	$21,069.66	0.03%	99.41%
711310	PROMOTERS OF PERFORMING ARTS, SPORTS, AND SIMILAR EVENTS WITH FACILITIES	$20,215.36	0.03%	99.43%
561790	OTHER SERVICES TO BUILDINGS AND DWELLINGS	$19,800.00	0.02%	99.46%
624120	SERVICES FOR THE ELDERLY AND PERSONS WITH DISABILITIES	$18,961.00	0.02%	99.48%
524210	INSURANCE AGENCIES AND BROKERAGES	$18,800.00	0.02%	99.51%
813219	OTHER GRANTMAKING AND GIVING SERVICES	$18,713.37	0.02%	99.53%
812320	DRYCLEANING AND LAUNDRY SERVICES (EXCEPT COIN-OPERATED)	$18,038.77	0.02%	99.55%
562211	HAZARDOUS WASTE TREATMENT AND DISPOSAL	$17,734.00	0.02%	99.57%

NAICS CODE	NAICS CODE DESCRIPTION	NET SPEND	PERCENT	CUMULATIVE PERCENT
493110	GENERAL WAREHOUSING AND STORAGE	$17,097.49	0.02%	99.60%
722320	CATERERS	$16,717.60	0.02%	99.62%
721214	RECREATIONAL AND VACATION CAMPS (EXCEPT CAMPGROUNDS)	$15,249.97	0.02%	99.64%
541490	OTHER SPECIALIZED DESIGN SERVICES	$15,151.00	0.02%	99.66%
512230	MUSIC PUBLISHERS	$14,880.00	0.02%	99.67%
713940	FITNESS AND RECREATIONAL SPORTS CENTERS	$14,083.43	0.02%	99.69%
711410	AGENTS AND MANAGERS FOR ARTISTS, ATHLETES, ENTERTAINERS, AND OTHER PUBLIC FIGURES	$14,034.00	0.02%	99.71%
713990	ALL OTHER AMUSEMENT AND RECREATION INDUSTRIES	$13,960.81	0.02%	99.73%
561520	TOUR OPERATORS	$12,958.00	0.02%	99.74%
541720	RESEARCH AND DEVELOPMENT IN THE SOCIAL SCIENCES AND HUMANITIES	$12,570.95	0.02%	99.76%
811198	ALL OTHER AUTOMOTIVE REPAIR AND MAINTENANCE	$12,173.32	0.02%	99.77%
722511	FULL-SERVICE RESTAURANTS	$12,143.06	0.02%	99.79%
531210	OFFICES OF REAL ESTATE AGENTS AND BROKERS	$11,342.59	0.01%	99.80%
712130	ZOOS AND BOTANICAL GARDENS	$11,125.00	0.01%	99.82%
561730	LANDSCAPING SERVICES	$10,024.42	0.01%	99.83%
811420	REUPHOLSTERY AND FURNITURE REPAIR	$9,700.00	0.01%	99.84%
711120	DANCE COMPANIES	$9,280.00	0.01%	99.86%
541860	DIRECT MAIL ADVERTISING	$9,275.13	0.01%	99.87%
541612	HUMAN RESOURCES CONSULTING SERVICES	$8,830.00	0.01%	99.88%
112990	ALL OTHER ANIMAL PRODUCTION	$8,618.97	0.01%	99.89%
111998	ALL OTHER MISCELLANEOUS CROP FARMING	$8,560.37	0.01%	99.90%
722310	FOOD SERVICE CONTRACTORS	$8,460.00	0.01%	99.91%
711110	THEATER COMPANIES AND DINNER THEATERS	$7,802.00	0.01%	99.92%
541921	PHOTOGRAPHY STUDIOS, PORTRAIT	$5,880.00	0.01%	99.93%
561210	FACILITIES SUPPORT SERVICES	$4,985.76	0.01%	99.93%
516210	MEDIA STREAMING DISTRIBUTION SERVICES, SOCIAL NETWORKS, AND OTHER MEDIA NETWORKS AND CONTENT PROVIDERS	$4,945.00	0.01%	99.94%

NAICS CODE	NAICS CODE DESCRIPTION	NET SPEND	PERCENT	CUMULATIVE PERCENT
623210	RESIDENTIAL INTELLECTUAL AND DEVELOPMENTAL DISABILITY FACILITIES	$4,625.00	0.01%	99.95%
812930	PARKING LOTS AND GARAGES	$4,384.65	0.01%	99.95%
512290	OTHER SOUND RECORDING INDUSTRIES	$3,900.00	0.00%	99.96%
712120	HISTORICAL SITES	$3,450.00	0.00%	99.96%
711211	SPORTS TEAMS AND CLUBS	$2,950.00	0.00%	99.96%
561622	LOCKSMITHS	$2,880.00	0.00%	99.97%
524126	DIRECT PROPERTY AND CASUALTY INSURANCE CARRIERS	$2,654.00	0.00%	99.97%
813410	CIVIC AND SOCIAL ORGANIZATIONS	$2,390.00	0.00%	99.97%
562991	SEPTIC TANK AND RELATED SERVICES	$2,385.87	0.00%	99.98%
513191	GREETING CARD PUBLISHERS	$2,104.04	0.00%	99.98%
541810	ADVERTISING AGENCIES	$2,000.08	0.00%	99.98%
541922	COMMERCIAL PHOTOGRAPHY	$2,000.00	0.00%	99.99%
512250	RECORD PRODUCTION AND DISTRIBUTION	$1,970.00	0.00%	99.99%
532412	CONSTRUCTION, MINING, AND FORESTRY MACHINERY AND EQUIPMENT RENTAL AND LEASING	$1,715.60	0.00%	99.99%
512120	MOTION PICTURE AND VIDEO DISTRIBUTION	$1,500.00	0.00%	99.99%
485410	SCHOOL AND EMPLOYEE BUS TRANSPORTATION	$1,500.00	0.00%	99.99%
532310	GENERAL RENTAL CENTERS	$958.00	0.00%	99.99%
532210	CONSUMER ELECTRONICS AND APPLIANCES RENTAL	$775.00	0.00%	100.00%
561710	EXTERMINATING AND PEST CONTROL SERVICES	$666.58	0.00%	100.00%
115112	SOIL PREPARATION, PLANTING, AND CULTIVATING	$495.03	0.00%	100.00%
561910	PACKAGING AND LABELING SERVICES	$451.70	0.00%	100.00%
524128	OTHER DIRECT INSURANCE (EXCEPT LIFE, HEALTH, AND MEDICAL) CARRIERS	$426.21	0.00%	100.00%
561510	TRAVEL AGENCIES	$398.00	0.00%	100.00%

NAICS CODE	NAICS CODE DESCRIPTION	NET SPEND	PERCENT	CUMULATIVE PERCENT
111422	FLORICULTURE PRODUCTION	$265.80	0.00%	100.00%
523210	SECURITIES AND COMMODITY EXCHANGES	$250.00	0.00%	100.00%
923110	ADMINISTRATION OF EDUCATION PROGRAMS	$179.99	0.00%	100.00%
561421	TELEPHONE ANSWERING SERVICES	$65.00	0.00%	100.00%
484121	GENERAL FREIGHT TRUCKING, LONG-DISTANCE, TRUCKLOAD	$60.69	0.00%	100.00%
561440	COLLECTION AGENCIES	$26.78	0.00%	100.00%
484220	SPECIALIZED FREIGHT (EXCEPT USED GOODS) TRUCKING, LOCAL	$10.00	0.00%	100.00%
Grand Total		**$79,215,088.63**	**100.00%**	**100.00%**

Table A-6
Alief ISD Product Market Area
Goods NAICS Codes

NAICS CODE	NAICS CODE DESCRIPTION	NET SPEND	PERCENT	CUMULATIVE PERCENT
423430	COMPUTER AND COMPUTER PERIPHERAL EQUIPMENT AND SOFTWARE MERCHANT WHOLESALERS	$40,607,314.31	24.57%	24.57%
445110	SUPERMARKETS AND OTHER GROCERY RETAILERS (EXCEPT CONVENIENCE RETAILERS)	$32,443,144.25	19.63%	44.20%
424430	DAIRY PRODUCT (EXCEPT DRIED OR CANNED) MERCHANT WHOLESALERS	$9,077,179.39	5.49%	49.69%
423110	AUTOMOBILE AND OTHER MOTOR VEHICLE MERCHANT WHOLESALERS	$4,974,277.80	3.01%	52.70%
424120	STATIONERY AND OFFICE SUPPLIES MERCHANT WHOLESALERS	$4,859,777.92	2.94%	55.64%
423620	HOUSEHOLD APPLIANCES, ELECTRIC HOUSEWARES, AND CONSUMER ELECTRONICS MERCHANT WHOLESALERS	$4,743,890.64	2.87%	58.51%
323111	COMMERCIAL PRINTING (EXCEPT SCREEN AND BOOKS)	$4,492,523.84	2.72%	61.23%
423210	FURNITURE MERCHANT WHOLESALERS	$3,483,397.37	2.11%	63.34%
321999	ALL OTHER MISCELLANEOUS WOOD PRODUCT MANUFACTURING	$2,776,165.92	1.68%	65.02%
423730	WARM AIR HEATING AND AIR-CONDITIONING EQUIPMENT AND SUPPLIES MERCHANT WHOLESALERS	$2,399,666.33	1.45%	66.47%
423850	SERVICE ESTABLISHMENT EQUIPMENT AND SUPPLIES MERCHANT WHOLESALERS	$2,362,872.80	1.43%	67.90%
424130	INDUSTRIAL AND PERSONAL SERVICE PAPER MERCHANT WHOLESALERS	$2,331,507.44	1.41%	69.31%
441330	AUTOMOTIVE PARTS AND ACCESSORIES RETAILERS	$2,093,555.87	1.27%	70.58%
441110	NEW CAR DEALERS	$2,031,132.55	1.23%	71.80%
424720	PETROLEUM AND PETROLEUM PRODUCTS MERCHANT WHOLESALERS (EXCEPT BULK STATIONS AND TERMINALS)	$1,845,644.17	1.12%	72.92%
424110	PRINTING AND WRITING PAPER MERCHANT WHOLESALERS	$1,845,334.72	1.12%	74.04%
424920	BOOK, PERIODICAL, AND NEWSPAPER MERCHANT WHOLESALERS	$1,750,461.29	1.06%	75.10%
449210	ELECTRONICS AND APPLIANCE RETAILERS	$1,747,208.08	1.06%	76.15%
311511	FLUID MILK MANUFACTURING	$1,701,937.47	1.03%	77.18%
459140	MUSICAL INSTRUMENT AND SUPPLIES RETAILERS	$1,636,824.26	0.99%	78.17%
459999	ALL OTHER MISCELLANEOUS RETAILERS	$1,635,516.61	0.99%	79.16%

NAICS CODE	NAICS CODE DESCRIPTION	NET SPEND	PERCENT	CUMULATIVE PERCENT
423450	MEDICAL, DENTAL, AND HOSPITAL EQUIPMENT AND SUPPLIES MERCHANT WHOLESALERS	$1,620,888.58	0.98%	80.14%
459210	BOOK RETAILERS AND NEWS DEALERS	$1,550,623.17	0.94%	81.08%
423830	INDUSTRIAL MACHINERY AND EQUIPMENT MERCHANT WHOLESALERS	$1,548,327.43	0.94%	82.02%
423710	HARDWARE MERCHANT WHOLESALERS	$1,498,180.89	0.91%	82.93%
459410	OFFICE SUPPLIES AND STATIONERY RETAILERS	$1,448,608.10	0.88%	83.80%
445230	FRUIT AND VEGETABLE RETAILERS	$1,364,005.22	0.83%	84.63%
423120	MOTOR VEHICLE SUPPLIES AND NEW PARTS MERCHANT WHOLESALERS	$1,348,493.57	0.82%	85.44%
336390	OTHER MOTOR VEHICLE PARTS MANUFACTURING	$1,265,068.61	0.77%	86.21%
334516	ANALYTICAL LABORATORY INSTRUMENT MANUFACTURING	$1,199,047.55	0.73%	86.93%
459110	SPORTING GOODS RETAILERS	$1,194,650.56	0.72%	87.66%
455110	DEPARTMENT STORES	$929,893.35	0.56%	88.22%
423910	SPORTING AND RECREATIONAL GOODS AND SUPPLIES MERCHANT WHOLESALERS	$812,592.44	0.49%	88.71%
424990	OTHER MISCELLANEOUS NONDURABLE GOODS MERCHANT WHOLESALERS	$780,885.37	0.47%	89.18%
423610	ELECTRICAL APPARATUS AND EQUIPMENT, WIRING SUPPLIES, AND RELATED EQUIPMENT MERCHANT WHOLESALERS	$778,792.64	0.47%	89.65%
423440	OTHER COMMERCIAL EQUIPMENT MERCHANT WHOLESALERS	$745,720.42	0.45%	90.11%
423490	OTHER PROFESSIONAL EQUIPMENT AND SUPPLIES MERCHANT WHOLESALERS	$744,579.82	0.45%	90.56%
458110	CLOTHING AND CLOTHING ACCESSORIES RETAILERS	$657,976.59	0.40%	90.95%
424420	PACKAGED FROZEN FOOD MERCHANT WHOLESALERS	$611,020.56	0.37%	91.32%
423690	OTHER ELECTRONIC PARTS AND EQUIPMENT MERCHANT WHOLESALERS	$542,548.72	0.33%	91.65%
459120	HOBBY, TOY, AND GAME RETAILERS	$519,174.10	0.31%	91.97%
423840	INDUSTRIAL SUPPLIES MERCHANT WHOLESALERS	$511,614.09	0.31%	92.28%

NAICS CODE	NAICS CODE DESCRIPTION	NET SPEND	PERCENT	CUMULATIVE PERCENT
455219	ALL OTHER GENERAL MERCHANDISE RETAILERS	$479,912.67	0.29%	92.57%
444110	HOME CENTERS	$471,211.78	0.29%	92.85%
423420	OFFICE EQUIPMENT MERCHANT WHOLESALERS	$459,204.02	0.28%	93.13%
423820	FARM AND GARDEN MACHINERY AND EQUIPMENT MERCHANT WHOLESALERS	$453,880.71	0.27%	93.40%
325612	POLISH AND OTHER SANITATION GOOD MANUFACTURING	$421,096.59	0.25%	93.66%
339950	SIGN MANUFACTURING	$413,952.45	0.25%	93.91%
459420	GIFT, NOVELTY, AND SOUVENIR RETAILERS	$409,747.03	0.25%	94.16%
444140	HARDWARE RETAILERS	$389,076.36	0.24%	94.39%
334111	ELECTRONIC COMPUTER MANUFACTURING	$383,907.00	0.23%	94.63%
441340	TIRE DEALERS	$369,279.73	0.22%	94.85%
332999	ALL OTHER MISCELLANEOUS FABRICATED METAL PRODUCT MANUFACTURING	$367,548.16	0.22%	95.07%
311423	DRIED AND DEHYDRATED FOOD MANUFACTURING	$356,355.70	0.22%	95.29%
423720	PLUMBING AND HEATING EQUIPMENT AND SUPPLIES (HYDRONICS) MERCHANT WHOLESALERS	$349,063.44	0.21%	95.50%
326111	PLASTICS BAG AND POUCH MANUFACTURING	$327,994.40	0.20%	95.70%
423390	OTHER CONSTRUCTION MATERIAL MERCHANT WHOLESALERS	$309,636.02	0.19%	95.88%
423740	REFRIGERATION EQUIPMENT AND SUPPLIES MERCHANT WHOLESALERS	$306,514.74	0.19%	96.07%
424690	OTHER CHEMICAL AND ALLIED PRODUCTS MERCHANT WHOLESALERS	$294,068.13	0.18%	96.25%
423990	OTHER MISCELLANEOUS DURABLE GOODS MERCHANT WHOLESALERS	$269,807.35	0.16%	96.41%
334220	RADIO AND TELEVISION BROADCASTING AND WIRELESS COMMUNICATIONS EQUIPMENT MANUFACTURING	$262,762.25	0.16%	96.57%
339920	SPORTING AND ATHLETIC GOODS MANUFACTURING	$241,653.75	0.15%	96.72%
332216	SAW BLADE AND HANDTOOL MANUFACTURING	$220,878.43	0.13%	96.85%
339999	ALL OTHER MISCELLANEOUS MANUFACTURING	$218,809.39	0.13%	96.98%
325998	ALL OTHER MISCELLANEOUS CHEMICAL PRODUCT AND PREPARATION MANUFACTURING	$210,577.01	0.13%	97.11%

NAICS CODE	NAICS CODE DESCRIPTION	NET SPEND	PERCENT	CUMULATIVE PERCENT
314110	CARPET AND RUG MILLS	$200,679.49	0.12%	97.23%
449110	FURNITURE RETAILERS	$191,200.15	0.12%	97.35%
323117	BOOKS PRINTING	$183,956.81	0.11%	97.46%
423920	TOY AND HOBBY GOODS AND SUPPLIES MERCHANT WHOLESALERS	$168,299.04	0.10%	97.56%
441227	MOTORCYCLE, ATV, AND ALL OTHER MOTOR VEHICLE DEALERS	$166,838.35	0.10%	97.66%
424910	FARM SUPPLIES MERCHANT WHOLESALERS	$165,596.23	0.10%	97.76%
333112	LAWN AND GARDEN TRACTOR AND HOME LAWN AND GARDEN EQUIPMENT MANUFACTURING	$157,339.39	0.10%	97.86%
458310	JEWELRY RETAILERS	$154,687.89	0.09%	97.95%
315250	CUT AND SEW APPAREL MANUFACTURING (EXCEPT CONTRACTORS)	$153,491.16	0.09%	98.04%
323120	SUPPORT ACTIVITIES FOR PRINTING	$144,680.27	0.09%	98.13%
333243	SAWMILL, WOODWORKING, AND PAPER MACHINERY MANUFACTURING	$135,605.50	0.08%	98.21%
339113	SURGICAL APPLIANCE AND SUPPLIES MANUFACTURING	$129,596.35	0.08%	98.29%
459910	PET AND PET SUPPLIES RETAILERS	$129,220.34	0.08%	98.37%
334510	ELECTROMEDICAL AND ELECTROTHERAPEUTIC APPARATUS MANUFACTURING	$127,839.79	0.08%	98.45%
337127	INSTITUTIONAL FURNITURE MANUFACTURING	$123,099.37	0.07%	98.52%
444120	PAINT AND WALLPAPER RETAILERS	$119,129.22	0.07%	98.59%
335139	ELECTRIC LAMP BULB AND OTHER LIGHTING EQUIPMENT MANUFACTURING	$117,219.14	0.07%	98.66%
334513	INSTRUMENTS AND RELATED PRODUCTS MANUFACTURING FOR MEASURING, DISPLAYING, AND CONTROLLING INDUSTRIAL PROCESS VARIABLES	$114,675.95	0.07%	98.73%
335210	SMALL ELECTRICAL APPLIANCE MANUFACTURING	$105,348.37	0.06%	98.80%
337211	WOOD OFFICE FURNITURE MANUFACTURING	$97,131.66	0.06%	98.85%
333415	AIR-CONDITIONING AND WARM AIR HEATING EQUIPMENT AND COMMERCIAL AND INDUSTRIAL REFRIGERATION EQUIPMENT MANUFACTURING	$93,600.59	0.06%	98.91%
325320	PESTICIDE AND OTHER AGRICULTURAL CHEMICAL MANUFACTURING	$89,493.82	0.05%	98.97%
334310	AUDIO AND VIDEO EQUIPMENT MANUFACTURING	$83,224.53	0.05%	99.02%
326199	ALL OTHER PLASTICS PRODUCT MANUFACTURING	$82,939.95	0.05%	99.07%
334519	OTHER MEASURING AND CONTROLLING DEVICE MANUFACTURING	$70,247.31	0.04%	99.11%

NAICS CODE	NAICS CODE DESCRIPTION	NET SPEND	PERCENT	CUMULATIVE PERCENT
333914	MEASURING, DISPENSING, AND OTHER PUMPING EQUIPMENT MANUFACTURING	$61,247.50	0.04%	99.15%
322299	ALL OTHER CONVERTED PAPER PRODUCT MANUFACTURING	$58,075.87	0.04%	99.18%
335131	RESIDENTIAL ELECTRIC LIGHTING FIXTURE MANUFACTURING	$55,837.19	0.03%	99.21%
423940	JEWELRY, WATCH, PRECIOUS STONE, AND PRECIOUS METAL MERCHANT WHOLESALERS	$52,895.50	0.03%	99.25%
449121	FLOOR COVERING RETAILERS	$52,893.35	0.03%	99.28%
444180	OTHER BUILDING MATERIAL DEALERS	$52,573.80	0.03%	99.31%
326299	ALL OTHER RUBBER PRODUCT MANUFACTURING	$47,212.00	0.03%	99.34%
311412	FROZEN SPECIALTY FOOD MANUFACTURING	$47,022.00	0.03%	99.37%
325412	PHARMACEUTICAL PREPARATION MANUFACTURING	$44,505.20	0.03%	99.39%
334210	TELEPHONE APPARATUS MANUFACTURING	$43,498.50	0.03%	99.42%
325510	PAINT AND COATING MANUFACTURING	$40,951.38	0.02%	99.45%
424410	GENERAL LINE GROCERY MERCHANT WHOLESALERS	$40,834.00	0.02%	99.47%
325120	INDUSTRIAL GAS MANUFACTURING	$40,486.97	0.02%	99.49%
424350	CLOTHING AND CLOTHING ACCESSORIES MERCHANT WHOLESALERS	$37,502.91	0.02%	99.52%
334118	COMPUTER TERMINAL AND OTHER COMPUTER PERIPHERAL EQUIPMENT MANUFACTURING	$35,992.50	0.02%	99.54%
339994	BROOM, BRUSH, AND MOP MANUFACTURING	$32,694.60	0.02%	99.56%
321911	WOOD WINDOW AND DOOR MANUFACTURING	$32,639.39	0.02%	99.58%
424950	PAINT, VARNISH, AND SUPPLIES MERCHANT WHOLESALERS	$29,924.74	0.02%	99.60%
325992	PHOTOGRAPHIC FILM, PAPER, PLATE, CHEMICAL, AND COPY TONER MANUFACTURING	$28,779.90	0.02%	99.61%
459130	SEWING, NEEDLEWORK, AND PIECE GOODS RETAILERS	$28,709.07	0.02%	99.63%
339112	SURGICAL AND MEDICAL INSTRUMENT MANUFACTURING	$27,797.75	0.02%	99.65%
321211	HARDWOOD VENEER AND PLYWOOD MANUFACTURING	$27,147.33	0.02%	99.66%
423330	ROOFING, SIDING, AND INSULATION MATERIAL MERCHANT WHOLESALERS	$26,706.41	0.02%	99.68%
334515	INSTRUMENT MANUFACTURING FOR MEASURING AND TESTING ELECTRICITY AND ELECTRICAL SIGNALS	$24,379.32	0.01%	99.70%
458210	SHOE RETAILERS	$23,692.23	0.01%	99.71%

NAICS CODE	NAICS CODE DESCRIPTION	NET SPEND	PERCENT	CUMULATIVE PERCENT
334512	AUTOMATIC ENVIRONMENTAL CONTROL MANUFACTURING FOR RESIDENTIAL, COMMERCIAL, AND APPLIANCE USE	$23,514.06	0.01%	99.72%
334511	SEARCH, DETECTION, NAVIGATION, GUIDANCE, AERONAUTICAL, AND NAUTICAL SYSTEM AND INSTRUMENT MANUFACTURING	$23,428.00	0.01%	99.74%
423310	LUMBER, PLYWOOD, MILLWORK, AND WOOD PANEL MERCHANT WHOLESALERS	$22,691.42	0.01%	99.75%
323113	COMMERCIAL SCREEN PRINTING	$19,889.59	0.01%	99.76%
459310	FLORISTS	$16,537.08	0.01%	99.77%
334413	SEMICONDUCTOR AND RELATED DEVICE MANUFACTURING	$16,488.75	0.01%	99.78%
331318	OTHER ALUMINUM ROLLING, DRAWING, AND EXTRUDING	$16,281.00	0.01%	99.79%
337212	CUSTOM ARCHITECTURAL WOODWORK AND MILLWORK MANUFACTURING	$15,187.50	0.01%	99.80%
332812	METAL COATING, ENGRAVING (EXCEPT JEWELRY AND SILVERWARE), AND ALLIED SERVICES TO MANUFACTURERS	$15,058.78	0.01%	99.81%
423410	PHOTOGRAPHIC EQUIPMENT AND SUPPLIES MERCHANT WHOLESALERS	$14,569.48	0.01%	99.82%
314999	ALL OTHER MISCELLANEOUS TEXTILE PRODUCT MILLS	$13,598.93	0.01%	99.83%
424470	MEAT AND MEAT PRODUCT MERCHANT WHOLESALERS	$12,924.00	0.01%	99.84%
331221	ROLLED STEEL SHAPE MANUFACTURING	$12,780.98	0.01%	99.84%
457110	GASOLINE STATIONS WITH CONVENIENCE STORES	$12,406.99	0.01%	99.85%
333414	HEATING EQUIPMENT (EXCEPT WARM AIR FURNACES) MANUFACTURING	$11,445.20	0.01%	99.86%
326211	TIRE MANUFACTURING (EXCEPT RETREADING)	$10,990.08	0.01%	99.87%
322212	FOLDING PAPERBOARD BOX MANUFACTURING	$9,920.00	0.01%	99.87%
445132	VENDING MACHINE OPERATORS	$9,815.00	0.01%	99.88%
312112	BOTTLED WATER MANUFACTURING	$9,760.14	0.01%	99.88%
333111	FARM MACHINERY AND EQUIPMENT MANUFACTURING	$8,985.13	0.01%	99.89%
315990	APPAREL ACCESSORIES AND OTHER APPAREL MANUFACTURING	$8,382.20	0.01%	99.89%
335313	SWITCHGEAR AND SWITCHBOARD APPARATUS MANUFACTURING	$8,140.00	0.00%	99.90%
459510	USED MERCHANDISE RETAILERS	$7,652.14	0.00%	99.90%

NAICS CODE	NAICS CODE DESCRIPTION	NET SPEND	PERCENT	CUMULATIVE PERCENT
424510	GRAIN AND FIELD BEAN MERCHANT WHOLESALERS	$7,451.71	0.00%	99.91%
332439	OTHER METAL CONTAINER MANUFACTURING	$7,264.42	0.00%	99.91%
336411	AIRCRAFT MANUFACTURING	$7,239.00	0.00%	99.92%
456199	ALL OTHER HEALTH AND PERSONAL CARE RETAILERS	$7,117.61	0.00%	99.92%
423510	METAL SERVICE CENTERS AND OTHER METAL MERCHANT WHOLESALERS	$6,942.08	0.00%	99.93%
424610	PLASTICS MATERIALS AND BASIC FORMS AND SHAPES MERCHANT WHOLESALERS	$6,836.28	0.00%	99.93%
327120	CLAY BUILDING MATERIAL AND REFRACTORIES MANUFACTURING	$6,078.16	0.00%	99.93%
325520	ADHESIVE MANUFACTURING	$6,039.06	0.00%	99.94%
314120	CURTAIN AND LINEN MILLS	$5,990.00	0.00%	99.94%
314910	TEXTILE BAG AND CANVAS MILLS	$5,570.10	0.00%	99.94%
327999	ALL OTHER MISCELLANEOUS NONMETALLIC MINERAL PRODUCT MANUFACTURING	$5,443.17	0.00%	99.95%
325211	PLASTICS MATERIAL AND RESIN MANUFACTURING	$5,118.00	0.00%	99.95%
444230	OUTDOOR POWER EQUIPMENT RETAILERS	$5,008.51	0.00%	99.95%
424930	FLOWER, NURSERY STOCK, AND FLORISTS' SUPPLIES MERCHANT WHOLESALERS	$4,979.27	0.00%	99.96%
322211	CORRUGATED AND SOLID FIBER BOX MANUFACTURING	$4,968.00	0.00%	99.96%
333922	CONVEYOR AND CONVEYING EQUIPMENT MANUFACTURING	$4,683.84	0.00%	99.96%
424490	OTHER GROCERY AND RELATED PRODUCTS MERCHANT WHOLESALERS	$4,366.58	0.00%	99.96%
336212	TRUCK TRAILER MANUFACTURING	$4,237.64	0.00%	99.97%
332710	MACHINE SHOPS	$4,230.46	0.00%	99.97%
424340	FOOTWEAR MERCHANT WHOLESALERS	$4,050.37	0.00%	99.97%
321219	RECONSTITUTED WOOD PRODUCT MANUFACTURING	$3,169.00	0.00%	99.97%
335999	ALL OTHER MISCELLANEOUS ELECTRICAL EQUIPMENT AND COMPONENT MANUFACTURING	$3,108.00	0.00%	99.98%
445292	CONFECTIONERY AND NUT RETAILERS	$2,813.65	0.00%	99.98%
423320	BRICK, STONE, AND RELATED CONSTRUCTION MATERIAL MERCHANT WHOLESALERS	$2,432.00	0.00%	99.98%
424310	PIECE GOODS, NOTIONS, AND OTHER DRY GOODS MERCHANT WHOLESALERS	$2,369.65	0.00%	99.98%

NAICS CODE	NAICS CODE DESCRIPTION	NET SPEND	PERCENT	CUMULATIVE PERCENT
333310	COMMERCIAL AND SERVICE INDUSTRY MACHINERY MANUFACTURING	$2,323.00	0.00%	99.98%
324121	ASPHALT PAVING MIXTURE AND BLOCK MANUFACTURING	$2,293.73	0.00%	99.98%
333998	ALL OTHER MISCELLANEOUS GENERAL PURPOSE MACHINERY MANUFACTURING	$2,235.00	0.00%	99.99%
336320	MOTOR VEHICLE ELECTRICAL AND ELECTRONIC EQUIPMENT MANUFACTURING	$2,222.50	0.00%	99.99%
337215	SHOWCASE, PARTITION, SHELVING, AND LOCKER MANUFACTURING	$2,069.76	0.00%	99.99%
333515	CUTTING TOOL AND MACHINE TOOL ACCESSORY MANUFACTURING	$2,007.90	0.00%	99.99%
315210	CUT AND SEW APPAREL CONTRACTORS	$1,985.88	0.00%	99.99%
332119	METAL CROWN, CLOSURE, AND OTHER METAL STAMPING (EXCEPT AUTOMOTIVE)	$1,870.00	0.00%	99.99%
332919	OTHER METAL VALVE AND PIPE FITTING MANUFACTURING	$1,786.94	0.00%	99.99%
335991	CARBON AND GRAPHITE PRODUCT MANUFACTURING	$1,612.63	0.00%	99.99%
333912	AIR AND GAS COMPRESSOR MANUFACTURING	$1,590.00	0.00%	99.99%
456130	OPTICAL GOODS RETAILERS	$1,460.00	0.00%	100.00%
322230	STATIONERY PRODUCT MANUFACTURING	$1,055.14	0.00%	100.00%
444240	NURSERY, GARDEN CENTER, AND FARM SUPPLY RETAILERS	$1,025.65	0.00%	100.00%
327390	OTHER CONCRETE PRODUCT MANUFACTURING	$779.00	0.00%	100.00%
333248	ALL OTHER INDUSTRIAL MACHINERY MANUFACTURING	$734.00	0.00%	100.00%
456110	PHARMACIES AND DRUG RETAILERS	$625.00	0.00%	100.00%
332991	BALL AND ROLLER BEARING MANUFACTURING	$454.69	0.00%	100.00%
327910	ABRASIVE PRODUCT MANUFACTURING	$433.80	0.00%	100.00%
336999	ALL OTHER TRANSPORTATION EQUIPMENT MANUFACTURING	$432.93	0.00%	100.00%
325130	SYNTHETIC DYE AND PIGMENT MANUFACTURING	$389.38	0.00%	100.00%
425120	WHOLESALE TRADE AGENTS AND BROKERS	$316.15	0.00%	100.00%
337121	UPHOLSTERED HOUSEHOLD FURNITURE MANUFACTURING	$314.80	0.00%	100.00%
334412	BARE PRINTED CIRCUIT BOARD MANUFACTURING	$234.00	0.00%	100.00%
334610	MANUFACTURING AND REPRODUCING MAGNETIC AND OPTICAL MEDIA	$223.48	0.00%	100.00%
325611	SOAP AND OTHER DETERGENT MANUFACTURING	$211.22	0.00%	100.00%

NAICS CODE	NAICS CODE DESCRIPTION	NET SPEND	PERCENT	CUMULATIVE PERCENT
339993	FASTENER, BUTTON, NEEDLE, AND PIN MANUFACTURING	$138.25	0.00%	100.00%
339991	GASKET, PACKING, AND SEALING DEVICE MANUFACTURING	$136.79	0.00%	100.00%
337110	WOOD KITCHEN CABINET AND COUNTERTOP MANUFACTURING	$119.68	0.00%	100.00%
333991	POWER-DRIVEN HANDTOOL MANUFACTURING	$117.66	0.00%	100.00%
327215	GLASS PRODUCT MANUFACTURING MADE OF PURCHASED GLASS	$95.00	0.00%	100.00%
321920	WOOD CONTAINER AND PALLET MANUFACTURING	$90.00	0.00%	100.00%
331222	STEEL WIRE DRAWING	$75.00	0.00%	100.00%
456120	COSMETICS, BEAUTY SUPPLIES, AND PERFUME RETAILERS	$28.54	0.00%	100.00%
322220	PAPER BAG AND COATED AND TREATED PAPER MANUFACTURING	$24.00	0.00%	100.00%
213112	SUPPORT ACTIVITIES FOR OIL AND GAS OPERATIONS	$15.00	0.00%	100.00%
339940	OFFICE SUPPLIES (EXCEPT PAPER) MANUFACTURING	$9.36	0.00%	100.00%
332510	HARDWARE MANUFACTURING	$6.16	0.00%	100.00%
Grand Total		**$165,277,597.03**	**100.00%**	**100.00%**

Appendix B Detailed Market Area Analysis

Table B-1
Alief ISD Geographic Market Area
All Firms

COUNTY, STATE	NET SPEND	PERCENT	CUMULATIVE PERCENT
HARRIS COUNTY, TX	$247,615,615.09	54.41%	54.41%
FORT BEND COUNTY, TX	$19,926,158.65	4.38%	58.79%
MONTGOMERY COUNTY, TX	$10,513,352.23	2.31%	61.10%
BRAZORIA COUNTY, TX	$2,520,961.35	0.55%	61.65%
WALLER COUNTY, TX	$321,802.50	0.07%	61.72%
LIBERTY COUNTY, TX	$228,580.95	0.05%	61.77%
GALVESTON COUNTY, TX	$195,499.87	0.04%	61.82%
WALKER COUNTY, TX	$59,124.19	0.01%	61.83%
WHARTON COUNTY, TX	$31,572.87	0.01%	61.84%
AUSTIN COUNTY, TX	$8,842.87	0.00%	61.84%
WILLIAMSON COUNTY, TX	$20,623,247.73	4.53%	66.37%
DALLAS COUNTY, TX	$15,987,702.57	3.51%	69.88%
TRAVIS COUNTY, TX	$13,063,451.18	2.87%	72.75%
MONTGOMERY COUNTY, OH	$10,070,107.01	2.21%	74.97%
CUYAHOGA COUNTY, OH	$7,718,402.60	1.70%	76.66%
KING COUNTY, WA	$7,689,857.10	1.69%	78.35%
NEW YORK COUNTY, NY	$4,824,390.75	1.06%	79.41%
TARRANT COUNTY, TX	$4,163,078.27	0.91%	80.33%
CHESTER COUNTY, PA	$4,031,457.03	0.89%	81.21%
SACRAMENTO COUNTY, CA	$3,295,759.91	0.72%	81.94%
HARTFORD COUNTY, CT	$3,218,828.74	0.71%	82.64%
COOK COUNTY, IL	$2,998,467.74	0.66%	83.30%
MIDDLESEX COUNTY, MA	$2,771,886.27	0.61%	83.91%
ALACHUA COUNTY, FL	$2,204,118.70	0.48%	84.40%
HILLSBOROUGH COUNTY, FL	$2,189,928.27	0.48%	84.88%
HENNEPIN COUNTY, MN	$2,083,758.94	0.46%	85.33%
BELL COUNTY, TX	$1,816,901.54	0.40%	85.73%
LOS ANGELES COUNTY, CA	$1,801,471.32	0.40%	86.13%
COBB COUNTY, GA	$1,707,794.60	0.38%	86.50%
GREENE COUNTY, MO	$1,701,937.47	0.37%	86.88%
PROVIDENCE COUNTY, RI	$1,610,116.58	0.35%	87.23%
COLLIN COUNTY, TX	$1,575,939.76	0.35%	87.58%
BEXAR COUNTY, TX	$1,570,806.23	0.35%	87.92%
FAYETTE COUNTY, TX	$1,565,006.00	0.34%	88.27%

COUNTY, STATE	NET SPEND	PERCENT	CUMULATIVE PERCENT
HAYS COUNTY, TX	$1,556,638.53	0.34%	88.61%
GWINNETT COUNTY, GA	$1,519,039.94	0.33%	88.94%
HOWARD COUNTY, MD	$1,471,879.02	0.32%	89.27%
MCHENRY COUNTY, IL	$1,415,232.41	0.31%	89.58%
MONTEREY COUNTY, CA	$1,281,846.04	0.28%	89.86%
DUPAGE COUNTY, IL	$1,204,375.57	0.26%	90.12%
WARREN COUNTY, OH	$1,177,298.66	0.26%	90.38%
BRAZOS COUNTY, TX	$1,159,332.06	0.25%	90.64%
OKLAHOMA COUNTY, OK	$1,074,890.01	0.24%	90.87%
SMITH COUNTY, TX	$1,038,670.84	0.23%	91.10%
PALM BEACH COUNTY, FL	$1,035,821.58	0.23%	91.33%
ORANGE COUNTY, CA	$927,072.91	0.20%	91.53%
JEFFERSON COUNTY, LA	$916,057.58	0.20%	91.73%
SAN FRANCISCO COUNTY, CA	$904,513.40	0.20%	91.93%
DEKALB COUNTY, GA	$881,834.39	0.19%	92.13%
COLORADO COUNTY, TX	$864,066.30	0.19%	92.32%
DONA ANA COUNTY, NM	$796,293.86	0.17%	92.49%
HILLSBOROUGH COUNTY, NH	$789,833.75	0.17%	92.67%
BERGEN COUNTY, NJ	$754,483.30	0.17%	92.83%
SAN MATEO COUNTY, CA	$749,725.23	0.16%	93.00%
MIAMI-DADE COUNTY, FL	$684,344.25	0.15%	93.15%
MARION COUNTY, IN	$680,625.77	0.15%	93.30%
ESSEX COUNTY, NJ	$670,283.40	0.15%	93.44%
SUFFOLK COUNTY, MA	$661,311.49	0.15%	93.59%
SUMMIT COUNTY, OH	$642,837.19	0.14%	93.73%
MARICOPA COUNTY, AZ	$628,023.64	0.14%	93.87%
MONTGOMERY COUNTY, MD	$624,701.07	0.14%	94.00%
MECKLENBURG COUNTY, NC	$600,912.29	0.13%	94.14%
GORDON COUNTY, GA	$597,488.75	0.13%	94.27%
WASHINGTON COUNTY, OR	$577,748.00	0.13%	94.40%
WAUKESHA COUNTY, WI	$574,620.99	0.13%	94.52%
LAKE COUNTY, IL	$571,189.32	0.13%	94.65%
ORANGE COUNTY, FL	$551,756.47	0.12%	94.77%
DORCHESTER COUNTY, SC	$547,547.73	0.12%	94.89%
DAKOTA COUNTY, MN	$523,942.10	0.12%	95.00%
MONMOUTH COUNTY, NJ	$510,155.40	0.11%	95.12%
BROWARD COUNTY, FL	$510,007.32	0.11%	95.23%
STEELE COUNTY, MN	$489,253.56	0.11%	95.34%
KENOSHA COUNTY, WI	$467,761.33	0.10%	95.44%
KENDALL COUNTY, TX	$446,088.55	0.10%	95.54%

COUNTY, STATE	NET SPEND	PERCENT	CUMULATIVE PERCENT
ALLEGHENY COUNTY, PA	$430,678.25	0.09%	95.63%
UNION COUNTY, NJ	$427,993.93	0.09%	95.72%
JONES COUNTY, MS	$383,907.00	0.08%	95.81%
MORRIS COUNTY, NJ	$382,135.04	0.08%	95.89%
JOHNSON COUNTY, TX	$376,039.20	0.08%	95.98%
NICOLLET COUNTY, MN	$372,338.21	0.08%	96.06%
OAKLAND COUNTY, MI	$372,280.66	0.08%	96.14%
NASSAU COUNTY, NY	$371,161.70	0.08%	96.22%
KALAMAZOO COUNTY, MI	$370,737.00	0.08%	96.30%
DAVIDSON COUNTY, TN	$366,000.00	0.08%	96.38%
MILWAUKEE COUNTY, WI	$353,121.67	0.08%	96.46%
CAMDEN COUNTY, NJ	$348,612.69	0.08%	96.54%
DENTON COUNTY, TX	$340,991.70	0.07%	96.61%
DANE COUNTY, WI	$335,933.69	0.07%	96.69%
WHITFIELD COUNTY, GA	$329,935.56	0.07%	96.76%
POLK COUNTY, TX	$326,254.20	0.07%	96.83%
HIDALGO COUNTY, TX	$323,379.82	0.07%	96.90%
SAINT LOUIS COUNTY, MO	$319,320.98	0.07%	96.97%
MORGAN COUNTY, IL	$308,035.05	0.07%	97.04%
WOOD COUNTY, WI	$304,591.33	0.07%	97.11%
HARDIN COUNTY, TX	$300,073.25	0.07%	97.17%
BEAVER COUNTY, PA	$299,202.87	0.07%	97.24%
SHELBY COUNTY, TN	$293,364.43	0.06%	97.30%
SUFFOLK COUNTY, NY	$291,937.47	0.06%	97.37%
NUECES COUNTY, TX	$291,605.39	0.06%	97.43%
ALAMEDA COUNTY, CA	$286,009.18	0.06%	97.49%
SANTA CLARA COUNTY, CA	$285,684.67	0.06%	97.56%
ERIE COUNTY, OH	$284,519.60	0.06%	97.62%
HAMILTON COUNTY, OH	$274,616.84	0.06%	97.68%
KANE COUNTY, IL	$251,894.74	0.06%	97.73%
JEFFERSON COUNTY, TX	$245,372.95	0.05%	97.79%
WESTCHESTER COUNTY, NY	$241,703.50	0.05%	97.84%
GUILFORD COUNTY, NC	$241,139.03	0.05%	97.89%
LORAIN COUNTY, OH	$223,842.66	0.05%	97.94%
UTAH COUNTY, UT	$212,752.71	0.05%	97.99%
NEW HAVEN COUNTY, CT	$210,071.48	0.05%	98.04%
ARLINGTON COUNTY, VA	$207,552.84	0.05%	98.08%
INTERNATIONAL	$193,786.73	0.04%	98.12%
WINNEBAGO COUNTY, WI	$191,832.14	0.04%	98.17%
SOMERSET COUNTY, NJ	$189,070.58	0.04%	98.21%

COUNTY, STATE	NET SPEND	PERCENT	CUMULATIVE PERCENT
HUNT COUNTY, TX	$180,655.39	0.04%	98.25%
KNOX COUNTY, IL	$178,404.89	0.04%	98.29%
DOUGLAS COUNTY, NE	$176,524.26	0.04%	98.33%
ALAMANCE COUNTY, NC	$168,166.02	0.04%	98.36%
VENTURA COUNTY, CA	$162,148.16	0.04%	98.40%
ASCENSION COUNTY, LA	$160,430.59	0.04%	98.43%
MILAM COUNTY, TX	$158,344.00	0.03%	98.47%
JEFFERSON COUNTY, WI	$153,170.73	0.03%	98.50%
BOONE COUNTY, KY	$149,807.98	0.03%	98.53%
CONTRA COSTA COUNTY, CA	$148,811.12	0.03%	98.57%
NORFOLK COUNTY, MA	$148,733.74	0.03%	98.60%
PHILADELPHIA COUNTY, PA	$148,247.90	0.03%	98.63%
BOND COUNTY, IL	$144,204.26	0.03%	98.66%
LANCASTER COUNTY, NE	$142,032.08	0.03%	98.70%
DELAWARE COUNTY, PA	$140,163.48	0.03%	98.73%
MAHASKA COUNTY, IA	$140,000.00	0.03%	98.76%
FAIRFIELD COUNTY, CT	$139,636.11	0.03%	98.79%
MISSOULA COUNTY, MT	$137,371.99	0.03%	98.82%
BOULDER COUNTY, CO	$125,391.28	0.03%	98.85%
ROCKINGHAM COUNTY, NH	$124,455.15	0.03%	98.87%
DUTCHESS COUNTY, NY	$114,842.92	0.03%	98.90%
MONTGOMERY COUNTY, PA	$113,019.27	0.02%	98.92%
JOHNSON COUNTY, KS	$111,915.99	0.02%	98.95%
SAINT LOUIS CITY COUNTY, MO	$111,661.23	0.02%	98.97%
GEAUGA COUNTY, OH	$105,075.44	0.02%	99.00%
MCLENNAN COUNTY, TX	$102,402.90	0.02%	99.02%
CACHE COUNTY, UT	$102,305.27	0.02%	99.04%
BOWIE COUNTY, TX	$100,701.72	0.02%	99.06%
FAYETTE COUNTY, KY	$97,500.00	0.02%	99.08%
JASPER COUNTY, TX	$93,983.50	0.02%	99.10%
MORRISON COUNTY, MN	$89,460.00	0.02%	99.12%
MADISON COUNTY, OH	$88,358.96	0.02%	99.14%
HENDERSON COUNTY, TX	$86,973.69	0.02%	99.16%
PLYMOUTH COUNTY, MA	$83,528.52	0.02%	99.18%
FULTON COUNTY, GA	$82,575.79	0.02%	99.20%
KINGS COUNTY, NY	$81,061.85	0.02%	99.22%
CHESTERFIELD COUNTY, VA	$77,029.44	0.02%	99.23%
RAMSEY COUNTY, MN	$76,627.50	0.02%	99.25%
CHITTENDEN COUNTY, VT	$75,000.00	0.02%	99.27%
LANE COUNTY, OR	$67,590.59	0.01%	99.28%

COUNTY, STATE	NET SPEND	PERCENT	CUMULATIVE PERCENT
ROBERTSON COUNTY, TN	$62,665.18	0.01%	99.30%
QUEENS COUNTY, NY	$61,205.61	0.01%	99.31%
PIMA COUNTY, AZ	$60,824.44	0.01%	99.32%
TIPPECANOE COUNTY, IN	$60,518.92	0.01%	99.34%
OUTAGAMIE COUNTY, WI	$59,979.08	0.01%	99.35%
HARRISON COUNTY, IA	$59,957.76	0.01%	99.36%
MEEKER COUNTY, MN	$59,668.56	0.01%	99.38%
TUSCOLA COUNTY, MI	$59,545.40	0.01%	99.39%
MONROE COUNTY, NY	$58,052.76	0.01%	99.40%
EAU CLAIRE COUNTY, WI	$55,026.00	0.01%	99.41%
ROCKWALL COUNTY, TX	$54,911.60	0.01%	99.43%
VICTORIA COUNTY, TX	$53,960.00	0.01%	99.44%
NIAGARA COUNTY, NY	$50,849.69	0.01%	99.45%
LUBBOCK COUNTY, TX	$50,765.12	0.01%	99.46%
EL PASO COUNTY, TX	$49,700.00	0.01%	99.47%
ALLEN COUNTY, IN	$49,371.37	0.01%	99.48%
DISTRICT OF COLUMBIA COUNTY, DC	$48,974.45	0.01%	99.49%
ERIE COUNTY, NY	$48,133.80	0.01%	99.50%
TOM GREEN COUNTY, TX	$47,558.88	0.01%	99.51%
WOOD COUNTY, TX	$47,125.55	0.01%	99.52%
CRAWFORD COUNTY, KS	$46,950.54	0.01%	99.53%
KENT COUNTY, MI	$46,735.90	0.01%	99.54%
FAIRFAX COUNTY, VA	$46,705.00	0.01%	99.55%
PONTOTOC COUNTY, OK	$45,591.23	0.01%	99.56%
TISHOMINGO COUNTY, MS	$45,543.49	0.01%	99.57%
BERKELEY COUNTY, SC	$43,741.40	0.01%	99.58%
LEE COUNTY, AL	$43,493.00	0.01%	99.59%
FORSYTH COUNTY, NC	$41,622.02	0.01%	99.60%
CAMERON COUNTY, TX	$41,110.00	0.01%	99.61%
CHEROKEE COUNTY, KS	$39,097.50	0.01%	99.62%
YORK COUNTY, SC	$38,272.73	0.01%	99.63%
PINELLAS COUNTY, FL	$37,583.11	0.01%	99.64%
FRESNO COUNTY, CA	$36,808.50	0.01%	99.65%
JOHNSON COUNTY, IA	$36,637.51	0.01%	99.65%
HAMPSHIRE COUNTY, MA	$36,362.97	0.01%	99.66%
ONONDAGA COUNTY, NY	$35,992.50	0.01%	99.67%
SONOMA COUNTY, CA	$35,657.09	0.01%	99.68%
HUDSON COUNTY, NJ	$35,126.69	0.01%	99.68%
ARAPAHOE COUNTY, CO	$34,781.48	0.01%	99.69%
NEW LONDON COUNTY, CT	$34,004.24	0.01%	99.70%

COUNTY, STATE	NET SPEND	PERCENT	CUMULATIVE PERCENT
CHARLOTTESVILLE CITY COUNTY, VA	$33,022.50	0.01%	99.71%
SAN DIEGO COUNTY, CA	$32,792.10	0.01%	99.71%
GUADALUPE COUNTY, TX	$31,915.00	0.01%	99.72%
FRANKLIN COUNTY, OH	$30,932.18	0.01%	99.73%
GRAYSON COUNTY, TX	$30,818.03	0.01%	99.73%
RICHLAND COUNTY, SC	$30,147.57	0.01%	99.74%
TAZEWELL COUNTY, IL	$27,621.32	0.01%	99.75%
WISE COUNTY, TX	$26,595.00	0.01%	99.75%
HARRISONBURG CITY COUNTY, VA	$24,970.00	0.01%	99.76%
RIVERSIDE COUNTY, CA	$23,756.10	0.01%	99.76%
SAN BERNARDINO COUNTY, CA	$23,639.79	0.01%	99.77%
BUFFALO COUNTY, NE	$22,931.20	0.01%	99.77%
VALENCIA COUNTY, NM	$22,000.00	0.00%	99.78%
DUVAL COUNTY, FL	$21,942.50	0.00%	99.78%
MARATHON COUNTY, WI	$21,908.45	0.00%	99.79%
CLINTON COUNTY, PA	$21,279.73	0.00%	99.79%
HARRISON COUNTY, MO	$20,699.49	0.00%	99.80%
CALLOWAY COUNTY, KY	$20,611.60	0.00%	99.80%
ORLEANS COUNTY, LA	$20,422.00	0.00%	99.81%
CLARK COUNTY, NV	$20,417.89	0.00%	99.81%
MAHONING COUNTY, OH	$20,190.14	0.00%	99.82%
ANNE ARUNDEL COUNTY, MD	$20,171.00	0.00%	99.82%
DOUGLAS COUNTY, MN	$19,518.97	0.00%	99.82%
MONROE COUNTY, IN	$19,318.23	0.00%	99.83%
JEFFERSON COUNTY, AL	$19,137.28	0.00%	99.83%
WAKE COUNTY, NC	$18,588.13	0.00%	99.84%
KERR COUNTY, TX	$17,529.00	0.00%	99.84%
ANGELINA COUNTY, TX	$17,512.50	0.00%	99.84%
(blank)	$16,548.38	0.00%	99.85%
LAKE COUNTY, IN	$16,500.00	0.00%	99.85%
JEFFERSON COUNTY, CO	$16,370.95	0.00%	99.86%
CLARE COUNTY, MI	$15,892.00	0.00%	99.86%
COLUMBIA COUNTY, PA	$15,839.80	0.00%	99.86%
CERRO GORDO COUNTY, IA	$14,898.78	0.00%	99.87%
EL PASO COUNTY, CO	$14,898.00	0.00%	99.87%
GARLAND COUNTY, AR	$14,880.00	0.00%	99.87%
MESA COUNTY, CO	$14,769.74	0.00%	99.88%
BONNEVILLE COUNTY, ID	$14,625.00	0.00%	99.88%
HOUSTON COUNTY, AL	$14,577.50	0.00%	99.88%
ORANGE COUNTY, TX	$13,725.00	0.00%	99.89%

COUNTY, STATE	NET SPEND	PERCENT	CUMULATIVE PERCENT
SALT LAKE COUNTY, UT	$13,621.00	0.00%	99.89%
GREENVILLE COUNTY, SC	$13,308.79	0.00%	99.89%
COWLEY COUNTY, KS	$13,126.30	0.00%	99.89%
WOODBURY COUNTY, IA	$12,803.73	0.00%	99.90%
KOOTENAI COUNTY, ID	$12,716.73	0.00%	99.90%
JEFFERSON COUNTY, KY	$12,645.28	0.00%	99.90%
COWETA COUNTY, GA	$12,261.00	0.00%	99.91%
PRINCE WILLIAM COUNTY, VA	$12,036.00	0.00%	99.91%
BLANCO COUNTY, TX	$11,617.10	0.00%	99.91%
BERKSHIRE COUNTY, MA	$11,556.04	0.00%	99.91%
BUTTE COUNTY, CA	$11,500.00	0.00%	99.92%
RAPIDES COUNTY, LA	$11,261.30	0.00%	99.92%
CLINTON COUNTY, MI	$11,218.20	0.00%	99.92%
HENRICO COUNTY, VA	$10,666.25	0.00%	99.92%
WASHTENAW COUNTY, MI	$10,359.49	0.00%	99.92%
HAMILTON COUNTY, IN	$10,135.00	0.00%	99.93%
KENT COUNTY, RI	$9,893.75	0.00%	99.93%
COMAL COUNTY, TX	$9,856.75	0.00%	99.93%
ECTOR COUNTY, TX	$9,722.20	0.00%	99.93%
LEE COUNTY, FL	$9,275.13	0.00%	99.94%
MCLEAN COUNTY, KY	$9,098.40	0.00%	99.94%
SANTA BARBARA COUNTY, CA	$9,000.00	0.00%	99.94%
MIAMI COUNTY, OH	$8,836.18	0.00%	99.94%
POSEY COUNTY, IN	$8,606.10	0.00%	99.94%
LARIMER COUNTY, CO	$8,557.84	0.00%	99.95%
FOND DU LAC COUNTY, WI	$8,334.00	0.00%	99.95%
PORTAGE COUNTY, OH	$7,564.45	0.00%	99.95%
CASS COUNTY, NE	$7,435.00	0.00%	99.95%
RILEY COUNTY, KS	$7,258.55	0.00%	99.95%
MARION COUNTY, TX	$7,256.31	0.00%	99.95%
MIDDLESEX COUNTY, NJ	$7,117.49	0.00%	99.96%
ORANGE COUNTY, NY	$6,836.28	0.00%	99.96%
POLK COUNTY, IA	$6,724.00	0.00%	99.96%
ALBANY COUNTY, NY	$6,592.50	0.00%	99.96%
RICHMOND CITY COUNTY, VA	$6,393.61	0.00%	99.96%
CECIL COUNTY, MD	$6,255.00	0.00%	99.96%
HAMILTON COUNTY, TN	$6,067.61	0.00%	99.96%
SARPY COUNTY, NE	$5,889.00	0.00%	99.97%
MEDINA COUNTY, TX	$5,856.10	0.00%	99.97%
MACOMB COUNTY, MI	$5,737.15	0.00%	99.97%

COUNTY, STATE	NET SPEND	PERCENT	CUMULATIVE PERCENT
FORREST COUNTY, MS	$5,700.00	0.00%	99.97%
WASHOE COUNTY, NV	$5,683.06	0.00%	99.97%
ULSTER COUNTY, NY	$5,499.75	0.00%	99.97%
MONTGOMERY COUNTY, NY	$4,836.35	0.00%	99.97%
BALTIMORE COUNTY, MD	$4,733.09	0.00%	99.97%
MERCER COUNTY, WV	$4,683.84	0.00%	99.97%
HERNANDO COUNTY, FL	$4,679.34	0.00%	99.98%
GRAVES COUNTY, KY	$4,616.30	0.00%	99.98%
WRIGHT COUNTY, MN	$4,450.00	0.00%	99.98%
ESSEX COUNTY, MA	$4,391.19	0.00%	99.98%
MIDLAND COUNTY, TX	$4,367.83	0.00%	99.98%
JACKSON COUNTY, MO	$4,265.66	0.00%	99.98%
ANDROSCOGGIN COUNTY, ME	$4,187.90	0.00%	99.98%
MOBILE COUNTY, AL	$3,878.91	0.00%	99.98%
CHRISTIAN COUNTY, MO	$3,793.85	0.00%	99.98%
LOUDOUN COUNTY, VA	$3,640.00	0.00%	99.98%
WHITESIDE COUNTY, IL	$3,362.34	0.00%	99.98%
MIAMI COUNTY, IN	$3,243.60	0.00%	99.99%
BUCKS COUNTY, PA	$3,169.00	0.00%	99.99%
ERATH COUNTY, TX	$3,150.00	0.00%	99.99%
HOWARD COUNTY, IN	$3,108.00	0.00%	99.99%
ALBEMARLE COUNTY, VA	$3,100.00	0.00%	99.99%
LUCAS COUNTY, OH	$3,068.45	0.00%	99.99%
CLARK COUNTY, WA	$3,031.30	0.00%	99.99%
PARKER COUNTY, TX	$3,000.00	0.00%	99.99%
SEMINOLE COUNTY, FL	$2,962.70	0.00%	99.99%
PAYETTE COUNTY, ID	$2,952.84	0.00%	99.99%
VANDERBURGH COUNTY, IN	$2,867.50	0.00%	99.99%
MARIN COUNTY, CA	$2,735.82	0.00%	99.99%
MANATEE COUNTY, FL	$2,667.85	0.00%	99.99%
SEBASTIAN COUNTY, AR	$2,484.90	0.00%	99.99%
KOSCIUSKO COUNTY, IN	$2,472.91	0.00%	99.99%
SOMERVELL COUNTY, TX	$2,395.00	0.00%	99.99%
LA SALLE COUNTY, IL	$2,369.65	0.00%	100.00%
LANCASTER COUNTY, PA	$2,232.90	0.00%	100.00%
PRENTISS COUNTY, MS	$2,085.50	0.00%	100.00%
DOUGLAS COUNTY, NV	$2,023.15	0.00%	100.00%
YORK COUNTY, PA	$1,985.88	0.00%	100.00%
WILL COUNTY, IL	$1,809.40	0.00%	100.00%
OCEAN COUNTY, NJ	$1,791.90	0.00%	100.00%

COUNTY, STATE	NET SPEND	PERCENT	CUMULATIVE PERCENT
RUNNELS COUNTY, TX	$1,786.94	0.00%	100.00%
JASPER COUNTY, IL	$1,578.60	0.00%	100.00%
PIERCE COUNTY, WA	$1,535.00	0.00%	100.00%
LEON COUNTY, FL	$1,500.00	0.00%	100.00%
ALEXANDRIA CITY COUNTY, VA	$1,429.00	0.00%	100.00%
DELAWARE COUNTY, OH	$1,400.00	0.00%	100.00%
MINNEHAHA COUNTY, SD	$1,399.65	0.00%	100.00%
CHEYENNE COUNTY, NE	$1,381.05	0.00%	100.00%
ONTARIO COUNTY, NY	$1,366.20	0.00%	100.00%
ALEXANDER COUNTY, NC	$1,346.00	0.00%	100.00%
WICHITA COUNTY, TX	$1,300.00	0.00%	100.00%
CLEVELAND COUNTY, OK	$1,280.00	0.00%	100.00%
CLARK COUNTY, OH	$1,259.30	0.00%	100.00%
WESTMORELAND COUNTY, PA	$1,228.00	0.00%	100.00%
SAN LUIS OBISPO COUNTY, CA	$1,225.52	0.00%	100.00%
BERNALILLO COUNTY, NM	$1,201.45	0.00%	100.00%
LYCOMING COUNTY, PA	$1,180.00	0.00%	100.00%
NAVARRO COUNTY, TX	$1,135.00	0.00%	100.00%
BLUE EARTH COUNTY, MN	$1,114.00	0.00%	100.00%
TULSA COUNTY, OK	$1,019.54	0.00%	100.00%
MCCRACKEN COUNTY, KY	$1,000.00	0.00%	100.00%
LINN COUNTY, OR	$990.00	0.00%	100.00%
LITCHFIELD COUNTY, CT	$978.92	0.00%	100.00%
NEW CASTLE COUNTY, DE	$928.00	0.00%	100.00%
RUSH COUNTY, IN	$900.00	0.00%	100.00%
MADISON COUNTY, IL	$900.00	0.00%	100.00%
CHARLOTTE COUNTY, FL	$889.50	0.00%	100.01%
GRAND TRAVERSE COUNTY, MI	$831.40	0.00%	100.01%
LEXINGTON COUNTY, SC	$781.65	0.00%	100.01%
ALLEN COUNTY, OH	$769.00	0.00%	100.01%
PULASKI COUNTY, AR	$750.00	0.00%	100.01%
CASS COUNTY, TX	$705.00	0.00%	100.01%
EFFINGHAM COUNTY, IL	$700.00	0.00%	100.01%
MONTGOMERY COUNTY, AL	$680.00	0.00%	100.01%
CLERMONT COUNTY, OH	$667.50	0.00%	100.01%
WYANDOTTE COUNTY, KS	$600.00	0.00%	100.01%
CALCASIEU COUNTY, LA	$600.00	0.00%	100.01%
HILL COUNTY, TX	$600.00	0.00%	100.01%
SARASOTA COUNTY, FL	$574.09	0.00%	100.01%
BURLINGTON COUNTY, NJ	$574.00	0.00%	100.01%

COUNTY, STATE	NET SPEND	PERCENT	CUMULATIVE PERCENT
LUMPKIN COUNTY, GA	$539.20	0.00%	100.01%
BURNET COUNTY, TX	$500.00	0.00%	100.01%
WAYNE COUNTY, MI	$477.00	0.00%	100.01%
SPARTANBURG COUNTY, SC	$455.80	0.00%	100.01%
PLACER COUNTY, CA	$408.00	0.00%	100.01%
MECOSTA COUNTY, MI	$372.00	0.00%	100.01%
COLLIER COUNTY, FL	$314.80	0.00%	100.01%
BANDERA COUNTY, TX	$300.00	0.00%	100.01%
FORSYTH COUNTY, GA	$225.00	0.00%	100.01%
KITSAP COUNTY, WA	$220.00	0.00%	100.01%
GREENE COUNTY, NY	$208.00	0.00%	100.01%
CLINTON COUNTY, NY	$180.00	0.00%	100.01%
KERSHAW COUNTY, SC	$179.80	0.00%	100.01%
LINN COUNTY, IA	$175.25	0.00%	100.01%
MAUI COUNTY, HI	$158.00	0.00%	100.01%
JACKSON COUNTY, OR	$150.00	0.00%	100.01%
ROANOKE COUNTY, VA	$138.25	0.00%	100.01%
BALTIMORE CITY COUNTY, MD	$93.60	0.00%	100.01%
SAINT CLAIR COUNTY, IL	$82.50	0.00%	100.01%
WILLIAMSON COUNTY, TN	$75.00	0.00%	100.01%
MERRIMACK COUNTY, NH	$69.15	0.00%	100.01%
BLOUNT COUNTY, TN	$67.30	0.00%	100.01%
PENNINGTON COUNTY, MN	$59.50	0.00%	100.01%
BRISTOL COUNTY, MA	$43.68	0.00%	100.01%
BROWN COUNTY, TX	$0.00	0.00%	100.01%
YOUNG COUNTY, TX	$0.00	0.00%	100.01%
PAYNE COUNTY, OK	-$37,560.63	-0.01%	100.00%
TOTAL	**$455,100,238**	**100%**	**100%**

Table B-2
Alief ISD Geographic Market Area
Construction Services Firms

COUNTY, STATE	NET SPEND	PERCENT	CUMULATIVE PERCENT
HARRIS COUNTY, TX	$120,766,816.74	74.89%	74.89%
FORT BEND COUNTY, TX	$16,847,397.33	10.45%	85.34%
MONTGOMERY COUNTY, TX	$3,865,189.38	2.40%	89.70%
WALLER COUNTY, TX	$320,302.50	0.20%	92.10%
LIBERTY COUNTY, TX	$228,580.95	0.14%	93.07%
BRAZORIA COUNTY, TX	$105,843.30	0.07%	93.90%
GALVESTON COUNTY, TX	$6,160.00	0.00%	94.55%
WALKER COUNTY, TX	$0.00	0.00%	95.16%
AUSTIN COUNTY, TX	$0.00	0.00%	95.69%
CUYAHOGA COUNTY, OH	$7,034,680.17	4.36%	96.06%
FAYETTE COUNTY, TX	$1,565,006.00	0.97%	96.43%
HAYS COUNTY, TX	$1,341,735.02	0.83%	96.78%
OKLAHOMA COUNTY, OK	$1,050,260.91	0.65%	97.11%
BRAZOS COUNTY, TX	$971,319.06	0.60%	97.39%
COLORADO COUNTY, TX	$864,066.30	0.54%	97.66%
GORDON COUNTY, GA	$597,488.75	0.37%	97.89%
TARRANT COUNTY, TX	$585,674.40	0.36%	98.12%
WASHINGTON COUNTY, OR	$572,906.00	0.36%	98.34%
ORANGE COUNTY, FL	$532,311.97	0.33%	98.55%
DALLAS COUNTY, TX	$446,558.40	0.28%	98.75%
KENDALL COUNTY, TX	$437,789.15	0.27%	98.95%
JOHNSON COUNTY, TX	$375,390.70	0.23%	99.14%
KALAMAZOO COUNTY, MI	$370,737.00	0.23%	99.29%
BEXAR COUNTY, TX	$358,035.38	0.22%	99.40%
WHITFIELD COUNTY, GA	$328,378.20	0.20%	99.50%
POLK COUNTY, TX	$326,254.20	0.20%	99.59%
MECKLENBURG COUNTY, NC	$314,630.43	0.20%	99.66%
MILWAUKEE COUNTY, WI	$188,975.74	0.12%	99.73%
ASCENSION COUNTY, LA	$160,430.59	0.10%	99.78%
MAHASKA COUNTY, IA	$140,000.00	0.09%	99.81%
COOK COUNTY, IL	$121,024.68	0.08%	99.85%
PALM BEACH COUNTY, FL	$77,941.00	0.05%	99.88%
VICTORIA COUNTY, TX	$53,960.00	0.03%	99.89%
COLLIN COUNTY, TX	$53,415.00	0.03%	99.91%
HILLSBOROUGH COUNTY, FL	$49,600.00	0.03%	99.93%
BELL COUNTY, TX	$26,745.00	0.02%	99.94%
WISE COUNTY, TX	$26,595.00	0.02%	99.95%
FULTON COUNTY, GA	$26,496.00	0.02%	99.96%

COUNTY, STATE	NET SPEND	PERCENT	CUMULATIVE PERCENT
VALENCIA COUNTY, NM	$22,000.00	0.01%	99.97%
MORRIS COUNTY, NJ	$20,600.00	0.01%	99.98%
COBB COUNTY, GA	$17,184.00	0.01%	99.99%
TRAVIS COUNTY, TX	$14,990.17	0.01%	99.99%
ORANGE COUNTY, TX	$13,725.00	0.01%	99.99%
SUMMIT COUNTY, OH	$10,098.60	0.01%	100.00%
NEW LONDON COUNTY, CT	$4,398.08	0.00%	100.00%
PINELLAS COUNTY, FL	$3,423.11	0.00%	100.00%
MESA COUNTY, CO	$2,682.94	0.00%	100.00%
JOHNSON COUNTY, KS	$1,778.99	0.00%	100.00%
SANTA CLARA COUNTY, CA	$1,502.33	0.00%	100.00%
ORANGE COUNTY, CA	$800.00	0.00%	100.00%
FOND DU LAC COUNTY, WI	$450.00	0.00%	100.00%
YOUNG COUNTY, TX	$0.00	0.00%	100.00%
HENRICO COUNTY, VA	$0.00	0.00%	100.00%
BROWN COUNTY, TX	$0.00	0.00%	100.00%
PARKER COUNTY, TX	$0.00	0.00%	100.00%
MCLENNAN COUNTY, TX	$0.00	0.00%	100.00%
TOTAL	**$161,252,328.47**	**100.00%**	**100.00%**

Table B-3
Alief ISD Geographic Market Area
Engineering/Architectural Firms

COUNTY, STATE	NET SPEND	PERCENT	CUMULATIVE PERCENT
HARRIS COUNTY, TX	$9,544,995.33	63.15%	63.15%
MONTGOMERY COUNTY, TX	$26,630.15	0.18%	63.32%
FORT BEND COUNTY, TX	$24,627.00	0.16%	63.49%
TRAVIS COUNTY, TX	$2,201,071.08	14.56%	78.05%
TARRANT COUNTY, TX	$1,502,300.62	9.94%	87.99%
DALLAS COUNTY, TX	$1,004,552.87	6.65%	94.63%
SUMMIT COUNTY, OH	$505,634.51	3.35%	97.98%
COLLIN COUNTY, TX	$182,260.00	1.21%	99.19%
FORSYTH COUNTY, NC	$41,142.46	0.27%	99.46%
MONTGOMERY COUNTY, OH	$32,300.00	0.21%	99.67%
BEXAR COUNTY, TX	$31,620.00	0.21%	99.88%
COWLEY COUNTY, KS	$13,126.30	0.09%	99.97%
HAMILTON COUNTY, IN	$3,385.00	0.02%	99.99%
COOK COUNTY, IL	$1,600.00	0.01%	100.00%
TOTAL	**$15,115,245.32**	**100.00%**	**100.00%**

Table B-4
Alief ISD Geographic Market Area
Professional Services Firms

COUNTY, STATE	NET SPEND	PERCENT	CUMULATIVE PERCENT
HARRIS COUNTY, TX	$20,460,514.17	59.76%	59.76%
FORT BEND COUNTY, TX	$560,147.34	1.64%	61.39%
BRAZORIA COUNTY, TX	$64,529.99	0.19%	61.58%
MONTGOMERY COUNTY, TX	$16,075.00	0.05%	61.63%
WALKER COUNTY, TX	$1,000.00	0.00%	61.63%
SACRAMENTO COUNTY, CA	$3,270,535.91	9.55%	71.18%
PROVIDENCE COUNTY, RI	$1,610,116.58	4.70%	75.88%
GWINNETT COUNTY, GA	$1,519,039.94	4.44%	80.32%
CHESTER COUNTY, PA	$1,057,269.75	3.09%	83.41%
DONA ANA COUNTY, NM	$796,293.86	2.33%	85.73%
TARRANT COUNTY, TX	$784,933.05	2.29%	88.03%
TRAVIS COUNTY, TX	$626,027.03	1.83%	89.86%
WAUKESHA COUNTY, WI	$573,335.10	1.67%	91.53%
DALLAS COUNTY, TX	$441,759.09	1.29%	92.82%
SUFFOLK COUNTY, MA	$348,640.00	1.02%	93.84%
LAKE COUNTY, IL	$287,878.34	0.84%	94.68%
COLLIN COUNTY, TX	$237,433.66	0.69%	95.37%
HENNEPIN COUNTY, MN	$210,270.92	0.61%	95.99%
INTERNATIONAL	$193,038.50	0.56%	96.55%
HARTFORD COUNTY, CT	$169,685.65	0.50%	97.05%
CONTRA COSTA COUNTY, CA	$140,001.12	0.41%	97.45%
MISSOULA COUNTY, MT	$137,371.99	0.40%	97.86%
MONTGOMERY COUNTY, MD	$131,750.00	0.38%	98.24%
COOK COUNTY, IL	$87,128.26	0.25%	98.50%
ALAMEDA COUNTY, CA	$63,093.76	0.18%	98.68%
KANE COUNTY, IL	$62,670.00	0.18%	98.86%
DAKOTA COUNTY, MN	$38,551.64	0.11%	98.98%
KING COUNTY, WA	$30,125.00	0.09%	99.06%
UTAH COUNTY, UT	$26,317.20	0.08%	99.14%
ARAPAHOE COUNTY, CO	$26,266.88	0.08%	99.22%
CHITTENDEN COUNTY, VT	$25,000.00	0.07%	99.29%
NORFOLK COUNTY, MA	$21,200.00	0.06%	99.35%
ANGELINA COUNTY, TX	$17,512.50	0.05%	99.40%
SAN MATEO COUNTY, CA	$15,577.00	0.05%	99.45%
MIDDLESEX COUNTY, MA	$15,279.85	0.04%	99.49%
HILLSBOROUGH COUNTY, FL	$15,158.25	0.04%	99.54%
BEXAR COUNTY, TX	$15,051.00	0.04%	99.58%
BONNEVILLE COUNTY, ID	$14,625.00	0.04%	99.62%

COUNTY, STATE	NET SPEND	PERCENT	CUMULATIVE PERCENT
SANTA CLARA COUNTY, CA	$14,397.00	0.04%	99.67%
PINELLAS COUNTY, FL	$14,000.00	0.04%	99.71%
DISTRICT OF COLUMBIA COUNTY, DC	$13,300.00	0.04%	99.75%
SAN DIEGO COUNTY, CA	$12,600.00	0.04%	99.78%
NEW YORK COUNTY, NY	$12,017.50	0.04%	99.82%
JEFFERSON COUNTY, KY	$11,510.28	0.03%	99.85%
RAPIDES COUNTY, LA	$11,261.30	0.03%	99.88%
DENTON COUNTY, TX	$8,355.00	0.02%	99.91%
ORANGE COUNTY, CA	$8,108.00	0.02%	99.93%
FULTON COUNTY, GA	$7,987.00	0.02%	99.96%
BOWIE COUNTY, TX	$7,234.68	0.02%	99.98%
DUPAGE COUNTY, IL	$6,987.98	0.02%	100.00%
FAIRFAX COUNTY, VA	$6,000.00	0.02%	100.01%
LOS ANGELES COUNTY, CA	$5,500.00	0.02%	100.03%
ULSTER COUNTY, NY	$5,499.75	0.02%	100.05%
SALT LAKE COUNTY, UT	$4,000.00	0.01%	100.06%
DEKALB COUNTY, GA	$3,996.90	0.01%	100.07%
BOULDER COUNTY, CO	$3,166.40	0.01%	100.08%
DUVAL COUNTY, FL	$2,676.00	0.01%	100.09%
VENTURA COUNTY, CA	$2,250.00	0.01%	100.09%
PALM BEACH COUNTY, FL	$1,999.00	0.01%	100.10%
JEFFERSON COUNTY, TX	$1,400.00	0.00%	100.10%
BALTIMORE COUNTY, MD	$1,050.00	0.00%	100.11%
TULSA COUNTY, OK	$1,019.54	0.00%	100.11%
WAKE COUNTY, NC	$891.00	0.00%	100.11%
WASHINGTON COUNTY, OR	$615.00	0.00%	100.11%
BURLINGTON COUNTY, NJ	$574.00	0.00%	100.12%
SAN LUIS OBISPO COUNTY, CA	$199.80	0.00%	100.12%
PHILADELPHIA COUNTY, PA	$195.00	0.00%	100.12%
WASHOE COUNTY, NV	$67.00	0.00%	100.12%
PAYNE COUNTY, OK	-$40,082.88	-0.12%	100.00%
TOTAL	**$34,239,978.58**	**100.00%**	**100.00%**

Table B-5
Alief ISD Geographic Market Area
Non-Professional Services Firms

COUNTY, STATE	NET SPEND	PERCENT	CUMULATIVE PERCENT
HARRIS COUNTY, TX	$18,819,731.49	23.76%	23.76%
FORT BEND COUNTY, TX	$1,174,439.74	1.48%	25.24%
BRAZORIA COUNTY, TX	$635,241.76	0.80%	26.04%
MONTGOMERY COUNTY, TX	$397,960.58	0.50%	26.54%
GALVESTON COUNTY, TX	$56,491.00	0.07%	26.62%
WALKER COUNTY, TX	$25,429.59	0.03%	26.65%
WHARTON COUNTY, TX	$16,958.38	0.02%	26.67%
AUSTIN COUNTY, TX	$7,165.24	0.01%	26.68%
WALLER COUNTY, TX	$1,500.00	0.00%	26.68%
MONTGOMERY COUNTY, OH	$6,960,223.14	8.79%	35.47%
TRAVIS COUNTY, TX	$5,587,784.73	7.05%	42.52%
DALLAS COUNTY, TX	$5,583,644.26	7.05%	49.57%
NEW YORK COUNTY, NY	$3,543,768.87	4.47%	54.04%
HARTFORD COUNTY, CT	$3,049,143.09	3.85%	57.89%
MIDDLESEX COUNTY, MA	$2,708,087.47	3.42%	61.31%
ALACHUA COUNTY, FL	$2,204,118.70	2.78%	64.09%
HENNEPIN COUNTY, MN	$1,717,899.71	2.17%	66.26%
CHESTER COUNTY, PA	$1,550,015.98	1.96%	68.22%
COOK COUNTY, IL	$1,540,236.54	1.94%	70.16%
HOWARD COUNTY, MD	$1,471,198.02	1.86%	72.02%
WARREN COUNTY, OH	$1,177,298.66	1.49%	73.51%
DEKALB COUNTY, GA	$874,897.52	1.10%	74.61%
BEXAR COUNTY, TX	$824,019.50	1.04%	75.65%
COLLIN COUNTY, TX	$812,692.68	1.03%	76.68%
ORANGE COUNTY, CA	$789,388.67	1.00%	77.67%
DUPAGE COUNTY, IL	$712,700.18	0.90%	78.57%
SAN MATEO COUNTY, CA	$703,119.11	0.89%	79.46%
MIAMI-DADE COUNTY, FL	$680,534.95	0.86%	80.32%
MARION COUNTY, IN	$675,249.77	0.85%	81.17%
ESSEX COUNTY, NJ	$670,283.40	0.85%	82.02%
SMITH COUNTY, TX	$640,124.91	0.81%	82.83%
PALM BEACH COUNTY, FL	$585,327.54	0.74%	83.57%
LOS ANGELES COUNTY, CA	$574,934.09	0.73%	84.29%
MARICOPA COUNTY, AZ	$544,694.15	0.69%	84.98%
DORCHESTER COUNTY, SC	$544,658.80	0.69%	85.67%
KING COUNTY, WA	$532,807.63	0.67%	86.34%
BROWARD COUNTY, FL	$488,654.01	0.62%	86.96%
SAN FRANCISCO COUNTY, CA	$463,323.00	0.58%	87.54%

COUNTY, STATE	NET SPEND	PERCENT	CUMULATIVE PERCENT
ALLEGHENY COUNTY, PA	$419,460.51	0.53%	88.07%
TARRANT COUNTY, TX	$396,383.47	0.50%	88.57%
DAVIDSON COUNTY, TN	$366,000.00	0.46%	89.03%
NICOLLET COUNTY, MN	$364,442.48	0.46%	89.49%
MORRIS COUNTY, NJ	$352,630.33	0.45%	89.94%
CAMDEN COUNTY, NJ	$339,538.69	0.43%	90.37%
CUYAHOGA COUNTY, OH	$311,729.08	0.39%	90.76%
SUFFOLK COUNTY, MA	$308,111.38	0.39%	91.15%
WOOD COUNTY, WI	$304,591.33	0.38%	91.53%
BERGEN COUNTY, NJ	$291,415.14	0.37%	91.90%
ERIE COUNTY, OH	$284,519.60	0.36%	92.26%
MCHENRY COUNTY, IL	$236,384.50	0.30%	92.56%
WESTCHESTER COUNTY, NY	$211,598.50	0.27%	92.83%
ALAMEDA COUNTY, CA	$207,187.03	0.26%	93.09%
NEW HAVEN COUNTY, CT	$198,657.89	0.25%	93.34%
WINNEBAGO COUNTY, WI	$191,832.14	0.24%	93.58%
BRAZOS COUNTY, TX	$188,013.00	0.24%	93.82%
WILLIAMSON COUNTY, TX	$187,083.60	0.24%	94.05%
ARLINGTON COUNTY, VA	$183,890.84	0.23%	94.29%
MONMOUTH COUNTY, NJ	$180,503.00	0.23%	94.51%
UTAH COUNTY, UT	$172,837.01	0.22%	94.73%
SOMERSET COUNTY, NJ	$171,960.35	0.22%	94.95%
HAYS COUNTY, TX	$150,595.00	0.19%	95.14%
LANCASTER COUNTY, NE	$142,032.08	0.18%	95.32%
DAKOTA COUNTY, MN	$141,141.35	0.18%	95.50%
SANTA CLARA COUNTY, CA	$137,298.04	0.17%	95.67%
SHELBY COUNTY, TN	$130,528.00	0.16%	95.84%
NORFOLK COUNTY, MA	$127,533.74	0.16%	96.00%
BOULDER COUNTY, CO	$122,224.88	0.15%	96.15%
GUILFORD COUNTY, NC	$118,068.95	0.15%	96.30%
PHILADELPHIA COUNTY, PA	$107,218.90	0.14%	96.44%
JOHNSON COUNTY, KS	$104,387.00	0.13%	96.57%
MCLENNAN COUNTY, TX	$102,402.90	0.13%	96.70%
CACHE COUNTY, UT	$102,305.27	0.13%	96.83%
NASSAU COUNTY, NY	$99,513.00	0.13%	96.95%
FAYETTE COUNTY, KY	$97,500.00	0.12%	97.07%
SUMMIT COUNTY, OH	$97,318.20	0.12%	97.20%
SAINT LOUIS COUNTY, MO	$96,805.00	0.12%	97.32%
MORRISON COUNTY, MN	$89,460.00	0.11%	97.43%
DENTON COUNTY, TX	$84,962.55	0.11%	97.54%

COUNTY, STATE	NET SPEND	PERCENT	CUMULATIVE PERCENT
PLYMOUTH COUNTY, MA	$72,206.19	0.09%	97.63%
MONTGOMERY COUNTY, MD	$68,549.17	0.09%	97.72%
LANE COUNTY, OR	$67,590.59	0.09%	97.80%
MILWAUKEE COUNTY, WI	$66,038.30	0.08%	97.89%
TIPPECANOE COUNTY, IN	$60,518.92	0.08%	97.96%
HARRISON COUNTY, IA	$59,957.76	0.08%	98.04%
PIMA COUNTY, AZ	$58,243.42	0.07%	98.11%
EAU CLAIRE COUNTY, WI	$55,026.00	0.07%	98.18%
NIAGARA COUNTY, NY	$50,849.69	0.06%	98.24%
CHITTENDEN COUNTY, VT	$50,000.00	0.06%	98.31%
ROCKWALL COUNTY, TX	$49,940.60	0.06%	98.37%
EL PASO COUNTY, TX	$49,700.00	0.06%	98.43%
WOOD COUNTY, TX	$47,125.55	0.06%	98.49%
FULTON COUNTY, GA	$44,546.87	0.06%	98.55%
BERKELEY COUNTY, SC	$43,741.40	0.06%	98.60%
CAMERON COUNTY, TX	$41,110.00	0.05%	98.66%
FAIRFAX COUNTY, VA	$40,705.00	0.05%	98.71%
TOM GREEN COUNTY, TX	$38,994.86	0.05%	98.76%
KINGS COUNTY, NY	$38,511.50	0.05%	98.81%
ROCKINGHAM COUNTY, NH	$35,176.00	0.04%	98.85%
HUDSON COUNTY, NJ	$35,126.69	0.04%	98.89%
CHARLOTTESVILLE CITY COUNTY, VA	$33,022.50	0.04%	98.94%
DANE COUNTY, WI	$32,040.45	0.04%	98.98%
YORK COUNTY, SC	$30,794.45	0.04%	99.02%
KENT COUNTY, MI	$27,662.76	0.03%	99.05%
COBB COUNTY, GA	$26,078.84	0.03%	99.08%
HILLSBOROUGH COUNTY, FL	$25,062.78	0.03%	99.12%
CHESTERFIELD COUNTY, VA	$24,540.00	0.03%	99.15%
SAN BERNARDINO COUNTY, CA	$23,549.79	0.03%	99.18%
DISTRICT OF COLUMBIA COUNTY, DC	$23,400.00	0.03%	99.21%
SACRAMENTO COUNTY, CA	$23,329.00	0.03%	99.23%
BUFFALO COUNTY, NE	$22,931.20	0.03%	99.26%
HAMPSHIRE COUNTY, MA	$22,745.00	0.03%	99.29%
KANE COUNTY, IL	$21,500.97	0.03%	99.32%
CALLOWAY COUNTY, KY	$20,611.60	0.03%	99.35%
ANNE ARUNDEL COUNTY, MD	$20,171.00	0.03%	99.37%
PINELLAS COUNTY, FL	$20,160.00	0.03%	99.40%
MONROE COUNTY, IN	$19,318.23	0.02%	99.42%
JEFFERSON COUNTY, AL	$18,970.76	0.02%	99.44%
ORLEANS COUNTY, LA	$18,600.00	0.02%	99.47%

COUNTY, STATE	NET SPEND	PERCENT	CUMULATIVE PERCENT
DUVAL COUNTY, FL	$17,676.50	0.02%	99.49%
KERR COUNTY, TX	$17,450.00	0.02%	99.51%
(blank)	$16,548.38	0.02%	99.53%
LAKE COUNTY, IN	$16,500.00	0.02%	99.55%
EL PASO COUNTY, CO	$14,898.00	0.02%	99.57%
GARLAND COUNTY, AR	$14,880.00	0.02%	99.59%
MONTGOMERY COUNTY, PA	$14,154.00	0.02%	99.61%
OAKLAND COUNTY, MI	$13,961.85	0.02%	99.63%
LUBBOCK COUNTY, TX	$13,619.95	0.02%	99.64%
NEW LONDON COUNTY, CT	$13,254.07	0.02%	99.66%
HIDALGO COUNTY, TX	$12,571.32	0.02%	99.68%
BUTTE COUNTY, CA	$11,500.00	0.01%	99.69%
CLARK COUNTY, NV	$11,496.00	0.01%	99.71%
MESA COUNTY, CO	$11,421.00	0.01%	99.72%
JOHNSON COUNTY, IA	$10,410.00	0.01%	99.73%
COMAL COUNTY, TX	$9,856.75	0.01%	99.75%
SALT LAKE COUNTY, UT	$9,621.00	0.01%	99.76%
SAN DIEGO COUNTY, CA	$9,297.71	0.01%	99.77%
LEE COUNTY, FL	$9,275.13	0.01%	99.78%
KENT COUNTY, RI	$9,254.30	0.01%	99.79%
CRAWFORD COUNTY, KS	$9,005.90	0.01%	99.80%
SANTA BARBARA COUNTY, CA	$9,000.00	0.01%	99.82%
KENDALL COUNTY, TX	$8,250.00	0.01%	99.83%
DOUGLAS COUNTY, NE	$8,153.54	0.01%	99.84%
WAKE COUNTY, NC	$7,455.00	0.01%	99.85%
ARAPAHOE COUNTY, CO	$6,457.65	0.01%	99.85%
FORREST COUNTY, MS	$5,700.00	0.01%	99.86%
RAMSEY COUNTY, MN	$4,737.50	0.01%	99.87%
HERNANDO COUNTY, FL	$4,679.34	0.01%	99.87%
KOOTENAI COUNTY, ID	$4,649.95	0.01%	99.88%
ANDROSCOGGIN COUNTY, ME	$4,187.90	0.01%	99.88%
MOBILE COUNTY, AL	$3,878.91	0.00%	99.89%
JEFFERSON COUNTY, TX	$3,850.00	0.00%	99.89%
OUTAGAMIE COUNTY, WI	$3,684.00	0.00%	99.90%
LOUDOUN COUNTY, VA	$3,640.00	0.00%	99.90%
FRESNO COUNTY, CA	$3,598.00	0.00%	99.91%
WASHINGTON COUNTY, OR	$3,429.00	0.00%	99.91%
RIVERSIDE COUNTY, CA	$3,408.50	0.00%	99.92%
ALBEMARLE COUNTY, VA	$3,100.00	0.00%	99.92%
CLARK COUNTY, WA	$3,031.30	0.00%	99.92%

COUNTY, STATE	NET SPEND	PERCENT	CUMULATIVE PERCENT
PARKER COUNTY, TX	$3,000.00	0.00%	99.93%
VANDERBURGH COUNTY, IN	$2,867.50	0.00%	99.93%
ERIE COUNTY, NY	$2,760.00	0.00%	99.94%
MARIN COUNTY, CA	$2,735.82	0.00%	99.94%
MECKLENBURG COUNTY, NC	$2,400.00	0.00%	99.94%
SOMERVELL COUNTY, TX	$2,395.00	0.00%	99.95%
LANCASTER COUNTY, PA	$2,232.90	0.00%	99.95%
VENTURA COUNTY, CA	$2,214.41	0.00%	99.95%
DELAWARE COUNTY, PA	$2,125.00	0.00%	99.95%
BLANCO COUNTY, TX	$2,118.00	0.00%	99.96%
WASHOE COUNTY, NV	$2,000.00	0.00%	99.96%
ORANGE COUNTY, FL	$1,994.00	0.00%	99.96%
PIERCE COUNTY, WA	$1,535.00	0.00%	99.96%
LEON COUNTY, FL	$1,500.00	0.00%	99.97%
BALTIMORE COUNTY, MD	$1,440.00	0.00%	99.97%
MIAMI COUNTY, OH	$1,430.00	0.00%	99.97%
MINNEHAHA COUNTY, SD	$1,399.65	0.00%	99.97%
ALEXANDRIA CITY COUNTY, VA	$1,385.00	0.00%	99.97%
ONTARIO COUNTY, NY	$1,366.20	0.00%	99.97%
WICHITA COUNTY, TX	$1,300.00	0.00%	99.98%
CLEVELAND COUNTY, OK	$1,280.00	0.00%	99.98%
WESTMORELAND COUNTY, PA	$1,228.00	0.00%	99.98%
NAVARRO COUNTY, TX	$1,135.00	0.00%	99.98%
MCCRACKEN COUNTY, KY	$1,000.00	0.00%	99.98%
LINN COUNTY, OR	$990.00	0.00%	99.98%
CONTRA COSTA COUNTY, CA	$937.00	0.00%	99.98%
NEW CASTLE COUNTY, DE	$928.00	0.00%	99.98%
WILL COUNTY, IL	$900.15	0.00%	99.99%
MADISON COUNTY, IL	$900.00	0.00%	99.99%
CHRISTIAN COUNTY, MO	$900.00	0.00%	99.99%
WASHTENAW COUNTY, MI	$833.08	0.00%	99.99%
EFFINGHAM COUNTY, IL	$700.00	0.00%	99.99%
JOHNSON COUNTY, TX	$648.50	0.00%	99.99%
WYANDOTTE COUNTY, KS	$600.00	0.00%	99.99%
CALCASIEU COUNTY, LA	$600.00	0.00%	99.99%
LEXINGTON COUNTY, SC	$536.35	0.00%	99.99%
BURNET COUNTY, TX	$500.00	0.00%	99.99%
KENOSHA COUNTY, WI	$475.00	0.00%	99.99%
BEAVER COUNTY, PA	$450.00	0.00%	100.00%
CASS COUNTY, NE	$450.00	0.00%	100.00%

COUNTY, STATE	NET SPEND	PERCENT	CUMULATIVE PERCENT
MEDINA COUNTY, TX	$395.00	0.00%	100.00%
MECOSTA COUNTY, MI	$372.00	0.00%	100.00%
JEFFERSON COUNTY, CO	$351.80	0.00%	100.00%
SEMINOLE COUNTY, FL	$351.70	0.00%	100.00%
PULASKI COUNTY, AR	$330.00	0.00%	100.00%
BANDERA COUNTY, TX	$300.00	0.00%	100.00%
FORSYTH COUNTY, GA	$225.00	0.00%	100.00%
KITSAP COUNTY, WA	$220.00	0.00%	100.00%
HILLSBOROUGH COUNTY, NH	$179.99	0.00%	100.00%
LINN COUNTY, IA	$175.25	0.00%	100.00%
MAUI COUNTY, HI	$158.00	0.00%	100.00%
JACKSON COUNTY, OR	$150.00	0.00%	100.00%
LARIMER COUNTY, CO	$69.95	0.00%	100.00%
PENNINGTON COUNTY, MN	$59.50	0.00%	100.00%
MANATEE COUNTY, FL	$59.00	0.00%	100.00%
TOTAL	**$79,215,088.63**	**100.00%**	**100.00%**

Table B-6
Alief ISD Geographic Market Area
Goods Firms

COUNTY, STATE	NET SPEND	PERCENT	CUMULATIVE PERCENT
HARRIS COUNTY, TX	$78,023,557.36	47.21%	47.21%
MONTGOMERY COUNTY, TX	$6,207,497.12	3.76%	50.96%
BRAZORIA COUNTY, TX	$1,715,346.30	1.04%	52.00%
FORT BEND COUNTY, TX	$1,319,547.24	0.80%	52.80%
GALVESTON COUNTY, TX	$132,848.87	0.08%	52.88%
WALKER COUNTY, TX	$32,694.60	0.02%	52.90%
WHARTON COUNTY, TX	$14,614.49	0.01%	52.91%
AUSTIN COUNTY, TX	$1,677.63	0.00%	52.91%
WILLIAMSON COUNTY, TX	$20,436,164.13	12.36%	65.27%
DALLAS COUNTY, TX	$8,511,187.95	5.15%	70.42%
KING COUNTY, WA	$7,126,924.47	4.31%	74.74%
TRAVIS COUNTY, TX	$4,633,578.17	2.80%	77.54%
MONTGOMERY COUNTY, OH	$3,077,583.87	1.86%	79.40%
HILLSBOROUGH COUNTY, FL	$2,100,107.24	1.27%	80.67%
BELL COUNTY, TX	$1,790,156.54	1.08%	81.76%
GREENE COUNTY, MO	$1,701,937.47	1.03%	82.79%
COBB COUNTY, GA	$1,664,531.76	1.01%	83.79%
CHESTER COUNTY, PA	$1,424,171.30	0.86%	84.65%
MONTEREY COUNTY, CA	$1,281,846.04	0.78%	85.43%
NEW YORK COUNTY, NY	$1,268,604.38	0.77%	86.20%
COOK COUNTY, IL	$1,248,478.26	0.76%	86.95%
LOS ANGELES COUNTY, CA	$1,221,037.23	0.74%	87.69%
MCHENRY COUNTY, IL	$1,178,847.91	0.71%	88.40%
JEFFERSON COUNTY, LA	$916,057.58	0.55%	88.96%
TARRANT COUNTY, TX	$893,786.73	0.54%	89.50%
HILLSBOROUGH COUNTY, NH	$789,653.76	0.48%	89.98%
STEELE COUNTY, MN	$489,253.56	0.30%	90.27%
DUPAGE COUNTY, IL	$484,687.41	0.29%	90.57%
KENOSHA COUNTY, WI	$467,286.33	0.28%	90.85%
BERGEN COUNTY, NJ	$463,068.16	0.28%	91.13%
SAN FRANCISCO COUNTY, CA	$441,190.40	0.27%	91.40%
UNION COUNTY, NJ	$427,993.93	0.26%	91.66%
MONTGOMERY COUNTY, MD	$424,401.90	0.26%	91.91%
SMITH COUNTY, TX	$398,545.93	0.24%	92.15%
JONES COUNTY, MS	$383,907.00	0.23%	92.39%
CUYAHOGA COUNTY, OH	$371,993.35	0.23%	92.61%
PALM BEACH COUNTY, FL	$370,554.04	0.22%	92.83%
OAKLAND COUNTY, MI	$358,318.81	0.22%	93.05%

COUNTY, STATE	NET SPEND	PERCENT	CUMULATIVE PERCENT
DAKOTA COUNTY, MN	$344,249.11	0.21%	93.26%
BEXAR COUNTY, TX	$342,080.35	0.21%	93.47%
MONMOUTH COUNTY, NJ	$329,652.40	0.20%	93.67%
HIDALGO COUNTY, TX	$310,808.50	0.19%	93.85%
MORGAN COUNTY, IL	$308,035.05	0.19%	94.04%
DANE COUNTY, WI	$303,893.24	0.18%	94.22%
HARDIN COUNTY, TX	$300,073.25	0.18%	94.41%
BEAVER COUNTY, PA	$298,752.87	0.18%	94.59%
SUFFOLK COUNTY, NY	$291,937.47	0.18%	94.76%
NUECES COUNTY, TX	$291,605.39	0.18%	94.94%
COLLIN COUNTY, TX	$290,138.42	0.18%	95.12%
MECKLENBURG COUNTY, NC	$283,881.86	0.17%	95.29%
LAKE COUNTY, IL	$283,310.98	0.17%	95.46%
HAMILTON COUNTY, OH	$274,616.84	0.17%	95.62%
NASSAU COUNTY, NY	$271,648.70	0.16%	95.79%
DENTON COUNTY, TX	$247,674.15	0.15%	95.94%
JEFFERSON COUNTY, TX	$240,122.95	0.15%	96.08%
LORAIN COUNTY, OH	$223,842.66	0.14%	96.22%
SAINT LOUIS COUNTY, MO	$222,515.98	0.13%	96.35%
HUNT COUNTY, TX	$180,655.39	0.11%	96.46%
KNOX COUNTY, IL	$178,404.89	0.11%	96.57%
DOUGLAS COUNTY, NE	$168,370.72	0.10%	96.67%
ALAMANCE COUNTY, NC	$168,166.02	0.10%	96.78%
KANE COUNTY, IL	$167,723.77	0.10%	96.88%
SHELBY COUNTY, TN	$162,836.43	0.10%	96.98%
MILAM COUNTY, TX	$158,344.00	0.10%	97.07%
VENTURA COUNTY, CA	$157,683.75	0.10%	97.17%
HENNEPIN COUNTY, MN	$155,588.31	0.09%	97.26%
JEFFERSON COUNTY, WI	$153,170.73	0.09%	97.35%
BOONE COUNTY, KY	$149,807.98	0.09%	97.44%
BOND COUNTY, IL	$144,204.26	0.09%	97.53%
FAIRFIELD COUNTY, CT	$139,636.11	0.08%	97.62%
DELAWARE COUNTY, PA	$138,038.48	0.08%	97.70%
SANTA CLARA COUNTY, CA	$132,487.30	0.08%	97.78%
ORANGE COUNTY, CA	$128,776.24	0.08%	97.86%
GUILFORD COUNTY, NC	$123,070.08	0.07%	97.93%
DUTCHESS COUNTY, NY	$114,842.92	0.07%	98.00%
SAINT LOUIS CITY COUNTY, MO	$111,661.23	0.07%	98.07%
GEAUGA COUNTY, OH	$105,075.44	0.06%	98.13%
MONTGOMERY COUNTY, PA	$98,865.27	0.06%	98.19%

COUNTY, STATE	NET SPEND	PERCENT	CUMULATIVE PERCENT
MILWAUKEE COUNTY, WI	$98,107.63	0.06%	98.25%
JASPER COUNTY, TX	$93,983.50	0.06%	98.31%
BOWIE COUNTY, TX	$93,467.04	0.06%	98.37%
ROCKINGHAM COUNTY, NH	$89,279.15	0.05%	98.42%
MADISON COUNTY, OH	$88,358.96	0.05%	98.47%
HENDERSON COUNTY, TX	$86,973.69	0.05%	98.53%
MARICOPA COUNTY, AZ	$83,329.49	0.05%	98.58%
RAMSEY COUNTY, MN	$71,890.00	0.04%	98.62%
HAYS COUNTY, TX	$64,308.51	0.04%	98.66%
ROBERTSON COUNTY, TN	$62,665.18	0.04%	98.70%
QUEENS COUNTY, NY	$61,205.61	0.04%	98.73%
MEEKER COUNTY, MN	$59,668.56	0.04%	98.77%
TUSCOLA COUNTY, MI	$59,545.40	0.04%	98.81%
MONROE COUNTY, NY	$58,052.76	0.04%	98.84%
OUTAGAMIE COUNTY, WI	$56,295.08	0.03%	98.87%
CHESTERFIELD COUNTY, VA	$52,489.44	0.03%	98.91%
ALLEN COUNTY, IN	$49,371.37	0.03%	98.94%
MIDDLESEX COUNTY, MA	$48,518.95	0.03%	98.97%
PONTOTOC COUNTY, OK	$45,591.23	0.03%	98.99%
TISHOMINGO COUNTY, MS	$45,543.49	0.03%	99.02%
ERIE COUNTY, NY	$45,373.80	0.03%	99.05%
LEE COUNTY, AL	$43,493.00	0.03%	99.07%
KINGS COUNTY, NY	$42,550.35	0.03%	99.10%
PHILADELPHIA COUNTY, PA	$40,834.00	0.02%	99.12%
CHEROKEE COUNTY, KS	$39,097.50	0.02%	99.15%
CRAWFORD COUNTY, KS	$37,944.64	0.02%	99.17%
LUBBOCK COUNTY, TX	$37,145.17	0.02%	99.19%
ONONDAGA COUNTY, NY	$35,992.50	0.02%	99.22%
SONOMA COUNTY, CA	$35,657.09	0.02%	99.24%
FRESNO COUNTY, CA	$33,210.50	0.02%	99.26%
GUADALUPE COUNTY, TX	$31,915.00	0.02%	99.28%
SAN MATEO COUNTY, CA	$31,029.12	0.02%	99.30%
FRANKLIN COUNTY, OH	$30,932.18	0.02%	99.31%
GRAYSON COUNTY, TX	$30,818.03	0.02%	99.33%
RICHLAND COUNTY, SC	$30,147.57	0.02%	99.35%
WESTCHESTER COUNTY, NY	$30,105.00	0.02%	99.37%
SUMMIT COUNTY, OH	$29,785.88	0.02%	99.39%
TAZEWELL COUNTY, IL	$27,621.32	0.02%	99.40%
JOHNSON COUNTY, IA	$26,227.51	0.02%	99.42%
HARRISONBURG CITY COUNTY, VA	$24,970.00	0.02%	99.43%

COUNTY, STATE	NET SPEND	PERCENT	CUMULATIVE PERCENT
OKLAHOMA COUNTY, OK	$24,629.10	0.01%	99.45%
ARLINGTON COUNTY, VA	$23,662.00	0.01%	99.46%
MARATHON COUNTY, WI	$21,908.45	0.01%	99.48%
BROWARD COUNTY, FL	$21,353.31	0.01%	99.49%
CLINTON COUNTY, PA	$21,279.73	0.01%	99.50%
HARRISON COUNTY, MO	$20,699.49	0.01%	99.52%
RIVERSIDE COUNTY, CA	$20,347.60	0.01%	99.53%
MAHONING COUNTY, OH	$20,190.14	0.01%	99.54%
DOUGLAS COUNTY, MN	$19,518.97	0.01%	99.55%
KENT COUNTY, MI	$19,073.14	0.01%	99.56%
ORANGE COUNTY, FL	$17,450.50	0.01%	99.57%
SOMERSET COUNTY, NJ	$17,110.23	0.01%	99.58%
NEW LONDON COUNTY, CT	$16,352.09	0.01%	99.59%
JEFFERSON COUNTY, CO	$16,019.15	0.01%	99.60%
CLARE COUNTY, MI	$15,892.00	0.01%	99.61%
COLUMBIA COUNTY, PA	$15,839.80	0.01%	99.62%
ALAMEDA COUNTY, CA	$15,728.39	0.01%	99.63%
CERRO GORDO COUNTY, IA	$14,898.78	0.01%	99.64%
HOUSTON COUNTY, AL	$14,577.50	0.01%	99.65%
HAMPSHIRE COUNTY, MA	$13,617.97	0.01%	99.66%
UTAH COUNTY, UT	$13,598.50	0.01%	99.67%
GREENVILLE COUNTY, SC	$13,308.79	0.01%	99.67%
WOODBURY COUNTY, IA	$12,803.73	0.01%	99.68%
DISTRICT OF COLUMBIA COUNTY, DC	$12,274.45	0.01%	99.69%
COWETA COUNTY, GA	$12,261.00	0.01%	99.70%
PRINCE WILLIAM COUNTY, VA	$12,036.00	0.01%	99.70%
BERKSHIRE COUNTY, MA	$11,556.04	0.01%	99.71%
NEW HAVEN COUNTY, CT	$11,413.59	0.01%	99.72%
PLYMOUTH COUNTY, MA	$11,322.33	0.01%	99.73%
CLINTON COUNTY, MI	$11,218.20	0.01%	99.73%
ALLEGHENY COUNTY, PA	$11,217.74	0.01%	99.74%
SAN DIEGO COUNTY, CA	$10,894.39	0.01%	99.75%
HENRICO COUNTY, VA	$10,666.25	0.01%	99.75%
WAKE COUNTY, NC	$10,242.13	0.01%	99.76%
ECTOR COUNTY, TX	$9,722.20	0.01%	99.76%
WASHTENAW COUNTY, MI	$9,526.41	0.01%	99.77%
BLANCO COUNTY, TX	$9,499.10	0.01%	99.78%
MCLEAN COUNTY, KY	$9,098.40	0.01%	99.78%
CAMDEN COUNTY, NJ	$9,074.00	0.01%	99.79%
CLARK COUNTY, NV	$8,921.89	0.01%	99.79%

COUNTY, STATE	NET SPEND	PERCENT	CUMULATIVE PERCENT
MORRIS COUNTY, NJ	$8,904.71	0.01%	99.80%
POSEY COUNTY, IN	$8,606.10	0.01%	99.80%
TOM GREEN COUNTY, TX	$8,564.02	0.01%	99.81%
LARIMER COUNTY, CO	$8,487.89	0.01%	99.81%
KOOTENAI COUNTY, ID	$8,066.78	0.00%	99.82%
NICOLLET COUNTY, MN	$7,895.73	0.00%	99.82%
FOND DU LAC COUNTY, WI	$7,884.00	0.00%	99.83%
CONTRA COSTA COUNTY, CA	$7,873.00	0.00%	99.83%
PORTAGE COUNTY, OH	$7,564.45	0.00%	99.84%
YORK COUNTY, SC	$7,478.28	0.00%	99.84%
MIAMI COUNTY, OH	$7,406.18	0.00%	99.85%
RILEY COUNTY, KS	$7,258.55	0.00%	99.85%
MARION COUNTY, TX	$7,256.31	0.00%	99.85%
MIDDLESEX COUNTY, NJ	$7,117.49	0.00%	99.86%
CASS COUNTY, NE	$6,985.00	0.00%	99.86%
ORANGE COUNTY, NY	$6,836.28	0.00%	99.87%
HAMILTON COUNTY, IN	$6,750.00	0.00%	99.87%
POLK COUNTY, IA	$6,724.00	0.00%	99.88%
ALBANY COUNTY, NY	$6,592.50	0.00%	99.88%
RICHMOND CITY COUNTY, VA	$6,393.61	0.00%	99.88%
CECIL COUNTY, MD	$6,255.00	0.00%	99.89%
HAMILTON COUNTY, TN	$6,067.61	0.00%	99.89%
SARPY COUNTY, NE	$5,889.00	0.00%	99.89%
JOHNSON COUNTY, KS	$5,750.00	0.00%	99.90%
MACOMB COUNTY, MI	$5,737.15	0.00%	99.90%
MEDINA COUNTY, TX	$5,461.10	0.00%	99.90%
MARION COUNTY, IN	$5,376.00	0.00%	99.91%
ROCKWALL COUNTY, TX	$4,971.00	0.00%	99.91%
MONTGOMERY COUNTY, NY	$4,836.35	0.00%	99.91%
MERCER COUNTY, WV	$4,683.84	0.00%	99.92%
GRAVES COUNTY, KY	$4,616.30	0.00%	99.92%
SUFFOLK COUNTY, MA	$4,560.11	0.00%	99.92%
WRIGHT COUNTY, MN	$4,450.00	0.00%	99.92%
ESSEX COUNTY, MA	$4,391.19	0.00%	99.93%
MIDLAND COUNTY, TX	$4,367.83	0.00%	99.93%
JACKSON COUNTY, MO	$4,265.66	0.00%	99.93%
MIAMI-DADE COUNTY, FL	$3,809.30	0.00%	99.94%
WASHOE COUNTY, NV	$3,616.06	0.00%	99.94%
FULTON COUNTY, GA	$3,545.92	0.00%	99.94%
WHITESIDE COUNTY, IL	$3,362.34	0.00%	99.94%

COUNTY, STATE	NET SPEND	PERCENT	CUMULATIVE PERCENT
MIAMI COUNTY, IN	$3,243.60	0.00%	99.94%
BUCKS COUNTY, PA	$3,169.00	0.00%	99.95%
ERATH COUNTY, TX	$3,150.00	0.00%	99.95%
HOWARD COUNTY, IN	$3,108.00	0.00%	99.95%
LUCAS COUNTY, OH	$3,068.45	0.00%	99.95%
PAYETTE COUNTY, ID	$2,952.84	0.00%	99.95%
DEKALB COUNTY, GA	$2,939.97	0.00%	99.95%
CHRISTIAN COUNTY, MO	$2,893.85	0.00%	99.96%
DORCHESTER COUNTY, SC	$2,888.93	0.00%	99.96%
SEMINOLE COUNTY, FL	$2,611.00	0.00%	99.96%
MANATEE COUNTY, FL	$2,608.85	0.00%	99.96%
PIMA COUNTY, AZ	$2,581.02	0.00%	99.96%
PAYNE COUNTY, OK	$2,522.25	0.00%	99.96%
SEBASTIAN COUNTY, AR	$2,484.90	0.00%	99.97%
KOSCIUSKO COUNTY, IN	$2,472.91	0.00%	99.97%
LA SALLE COUNTY, IL	$2,369.65	0.00%	99.97%
BALTIMORE COUNTY, MD	$2,243.09	0.00%	99.97%
PRENTISS COUNTY, MS	$2,085.50	0.00%	99.97%
ARAPAHOE COUNTY, CO	$2,056.95	0.00%	99.97%
DOUGLAS COUNTY, NV	$2,023.15	0.00%	99.97%
YORK COUNTY, PA	$1,985.88	0.00%	99.98%
SACRAMENTO COUNTY, CA	$1,895.00	0.00%	99.98%
ORLEANS COUNTY, LA	$1,822.00	0.00%	99.98%
OCEAN COUNTY, NJ	$1,791.90	0.00%	99.98%
RUNNELS COUNTY, TX	$1,786.94	0.00%	99.98%
DUVAL COUNTY, FL	$1,590.00	0.00%	99.98%
JASPER COUNTY, IL	$1,578.60	0.00%	99.98%
WHITFIELD COUNTY, GA	$1,557.36	0.00%	99.98%
DELAWARE COUNTY, OH	$1,400.00	0.00%	99.98%
CHEYENNE COUNTY, NE	$1,381.05	0.00%	99.98%
ALEXANDER COUNTY, NC	$1,346.00	0.00%	99.98%
WAUKESHA COUNTY, WI	$1,285.89	0.00%	99.99%
CLARK COUNTY, OH	$1,259.30	0.00%	99.99%
BERNALILLO COUNTY, NM	$1,201.45	0.00%	99.99%
LYCOMING COUNTY, PA	$1,180.00	0.00%	99.99%
JEFFERSON COUNTY, KY	$1,135.00	0.00%	99.99%
BLUE EARTH COUNTY, MN	$1,114.00	0.00%	99.99%
SAN LUIS OBISPO COUNTY, CA	$1,025.72	0.00%	99.99%
LITCHFIELD COUNTY, CT	$978.92	0.00%	99.99%
WILL COUNTY, IL	$909.25	0.00%	99.99%

COUNTY, STATE	NET SPEND	PERCENT	CUMULATIVE PERCENT
RUSH COUNTY, IN	$900.00	0.00%	99.99%
CHARLOTTE COUNTY, FL	$889.50	0.00%	99.99%
GRAND TRAVERSE COUNTY, MI	$831.40	0.00%	99.99%
WASHINGTON COUNTY, OR	$798.00	0.00%	99.99%
ALLEN COUNTY, OH	$769.00	0.00%	99.99%
INTERNATIONAL	$748.23	0.00%	99.99%
CASS COUNTY, TX	$705.00	0.00%	99.99%
HOWARD COUNTY, MD	$681.00	0.00%	99.99%
MONTGOMERY COUNTY, AL	$680.00	0.00%	100.00%
CLERMONT COUNTY, OH	$667.50	0.00%	100.00%
MESA COUNTY, CO	$665.80	0.00%	100.00%
KENT COUNTY, RI	$639.45	0.00%	100.00%
HILL COUNTY, TX	$600.00	0.00%	100.00%
SARASOTA COUNTY, FL	$574.09	0.00%	100.00%
LUMPKIN COUNTY, GA	$539.20	0.00%	100.00%
FORSYTH COUNTY, NC	$479.56	0.00%	100.00%
WAYNE COUNTY, MI	$477.00	0.00%	100.00%
SPARTANBURG COUNTY, SC	$455.80	0.00%	100.00%
PULASKI COUNTY, AR	$420.00	0.00%	100.00%
PLACER COUNTY, CA	$408.00	0.00%	100.00%
COLLIER COUNTY, FL	$314.80	0.00%	100.00%
LEXINGTON COUNTY, SC	$245.30	0.00%	100.00%
GREENE COUNTY, NY	$208.00	0.00%	100.00%
CLINTON COUNTY, NY	$180.00	0.00%	100.00%
KERSHAW COUNTY, SC	$179.80	0.00%	100.00%
JEFFERSON COUNTY, AL	$166.52	0.00%	100.00%
ROANOKE COUNTY, VA	$138.25	0.00%	100.00%
BALTIMORE CITY COUNTY, MD	$93.60	0.00%	100.00%
SAN BERNARDINO COUNTY, CA	$90.00	0.00%	100.00%
SAINT CLAIR COUNTY, IL	$82.50	0.00%	100.00%
KERR COUNTY, TX	$79.00	0.00%	100.00%
WILLIAMSON COUNTY, TN	$75.00	0.00%	100.00%
MERRIMACK COUNTY, NH	$69.15	0.00%	100.00%
BLOUNT COUNTY, TN	$67.30	0.00%	100.00%
KENDALL COUNTY, TX	$49.40	0.00%	100.00%
ALEXANDRIA CITY COUNTY, VA	$44.00	0.00%	100.00%
BRISTOL COUNTY, MA	$43.68	0.00%	100.00%
TOTAL	**$165,277,597.03**	**100.00%**	**100.00%**

Appendix C Utilization, Availability, and Disparity by NAICS Codes

Table C-1.
Detailed Utilization, Availability, and Disparity Analyses
Houston-Pasadena, TX CSA,
Construction Services,
African American Firms

NAICS-4	NAICS-4 DESCRIPTION	AFRICAN AMERICAN			
		Utilization	Availability	Disparity	Significance
2213	Water, Sewage and Other Systems	0.00%	16.67%	0.00	¥¥¥
2361	Residential Building Construction	1.88%	4.74%	39.73	
2362	Nonresidential Building Construction	0.00%	2.30%	0.00	
2371	Utility System Construction	0.00%	0.20%	0.00	
2373	Highway, Street, and Bridge Construction	0.00%	0.52%	0.00	
2379	Other Heavy and Civil Engineering Construction	0.00%	0.27%	0.00	
2381	Foundation, Structure, and Building Exterior Contractors	13.12%	0.04%		
2382	Building Equipment Contractors	9.38%	4.12%		
2383	Building Finishing Contractors	0.07%	0.11%	61.75	
2389	Other Specialty Trade Contractors	0.00%	9.64%	0.00	¥¥¥
3212	Veneer, Plywood, and Engineered Wood Product Manufacturing	0.00%	0.00%		
3262	Rubber Product Manufacturing	0.00%	0.00%		
3279	Other Nonmetallic Mineral Product Manufacturing	0.00%	0.00%		
3323	Architectural and Structural Metals Manufacturing	0.00%	0.00%		
3326	Spring and Wire Product Manufacturing	0.00%	0.00%		
3342	Communications Equipment Manufacturing	0.00%	0.00%		
3371	Household and Institutional Furniture and Kitchen Cabinet Manufacturing	0.00%	0.00%		
3399	Other Miscellaneous Manufacturing	0.00%	0.03%	0.00	
4234	Professional and Commercial Equipment and Supplies Merchant Wholesalers	0.00%	0.17%	0.00	
4236	Household Appliances and Electrical and Electronic Goods Merchant Wholesalers	0.00%	0.22%	0.00	
4237	Hardware, and Plumbing and Heating Equipment and Supplies Merchant Wholesalers	0.00%	11.11%	0.00	¥¥¥
5414	Specialized Design Services	0.00%	0.10%	0.00	
5416	Management, Scientific, and Technical Consulting Services	0.00%	6.39%	0.00	¥
5616	Investigation and Security Services	0.00%	4.67%	0.00	
5617	Services to Buildings and Dwellings	3.52%	15.25%	23.11	¥¥¥
8111	Automotive Repair and Maintenance	0.00%	12.51%	0.00	¥¥¥

NAICS-4	NAICS-4 DESCRIPTION	AFRICAN AMERICAN			
		Utilization	Availability	Disparity	Significance
8113	Commercial and Industrial Machinery and Equipment (except Automotive and Electronic) Repair and Maintenance	0.00%	0.17%	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
Houston-Pasadena, TX CSA,
Construction Services,
Asian American Firms

NAICS-4	NAICS-4 DESC	ASIAN AMERICAN			
		Utilization	Availability	Disparity	Significance
2213	Water, Sewage and Other Systems	0.00%	0.00%		
2361	Residential Building Construction	0.00%	2.37%	0.00	
2362	Nonresidential Building Construction	0.00%	1.16%	0.00	
2371	Utility System Construction	0.00%	0.00%		
2373	Highway, Street, and Bridge Construction	0.00%	0.36%	0.00	
2379	Other Heavy and Civil Engineering Construction	0.00%	0.00%		
2381	Foundation, Structure, and Building Exterior Contractors	0.28%	1.65%	17.14	
2382	Building Equipment Contractors	0.00%	0.81%	0.00	
2383	Building Finishing Contractors	0.99%	0.03%		
2389	Other Specialty Trade Contractors	0.80%	2.38%	33.43	
3212	Veneer, Plywood, and Engineered Wood Product Manufacturing	0.00%	0.00%		
3262	Rubber Product Manufacturing	0.00%	0.00%		
3279	Other Nonmetallic Mineral Product Manufacturing	0.00%	0.00%		
3323	Architectural and Structural Metals Manufacturing	0.00%	0.14%	0.00	
3326	Spring and Wire Product Manufacturing	0.00%	0.00%		
3342	Communications Equipment Manufacturing	0.00%	0.00%		
3371	Household and Institutional Furniture and Kitchen Cabinet Manufacturing	0.00%	0.00%		
3399	Other Miscellaneous Manufacturing	0.00%	0.06%	0.00	
4234	Professional and Commercial Equipment and Supplies Merchant Wholesalers	0.00%	4.70%	0.00	
4236	Household Appliances and Electrical and Electronic Goods Merchant Wholesalers	0.00%	4.64%	0.00	
4237	Hardware, and Plumbing and Heating Equipment and Supplies Merchant Wholesalers	0.00%	0.18%	0.00	
5414	Specialized Design Services	0.00%	0.01%	0.00	
5416	Management, Scientific, and Technical Consulting Services	0.00%	3.16%	0.00	
5616	Investigation and Security Services	0.00%	2.24%	0.00	
5617	Services to Buildings and Dwellings	0.00%	6.09%	0.00	¥
8111	Automotive Repair and Maintenance	0.00%	0.00%		
8113	Commercial and Industrial Machinery and Equipment (except Automotive and Electronic) Repair and Maintenance	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-3.
Detailed Utilization, Availability, and Disparity Analyses
Houston-Pasadena, TX CSA,
Construction Services,
Hispanic American Firms

NAICS-4	NAICS-4 DESCRIPTION	HISPANIC AMERICAN			
		Utilization	Availability	Disparity	Significance
2213	Water, Sewage and Other Systems	0.00%	0.81%	0.00	
2361	Residential Building Construction	0.00%	21.92%	0.00	¥¥¥
2362	Nonresidential Building Construction	8.36%	7.07%		
2371	Utility System Construction	100.00%	0.18%		
2373	Highway, Street, and Bridge Construction	0.81%	25.62%	3.16	¥¥¥
2379	Other Heavy and Civil Engineering Construction	0.00%	0.00%		
2381	Foundation, Structure, and Building Exterior Contractors	2.16%	24.88%	8.68	¥¥¥
2382	Building Equipment Contractors	5.35%	11.00%	48.64	
2383	Building Finishing Contractors	1.99%	32.33%	6.16	¥¥¥
2389	Other Specialty Trade Contractors	7.00%	12.11%	57.82	
3212	Veneer, Plywood, and Engineered Wood Product Manufacturing	0.00%	0.00%		
3262	Rubber Product Manufacturing	0.00%	0.00%		
3279	Other Nonmetallic Mineral Product Manufacturing	0.00%	0.00%		
3323	Architectural and Structural Metals Manufacturing	12.04%	0.65%		
3326	Spring and Wire Product Manufacturing	0.00%	0.00%		
3342	Communications Equipment Manufacturing	0.00%	0.00%		
3371	Household and Institutional Furniture and Kitchen Cabinet Manufacturing	0.00%	1.05%	0.00	
3399	Other Miscellaneous Manufacturing	0.00%	0.12%	0.00	
4234	Professional and Commercial Equipment and Supplies Merchant Wholesalers	0.00%	4.72%	0.00	
4236	Household Appliances and Electrical and Electronic Goods Merchant Wholesalers	0.00%	0.26%	0.00	
4237	Hardware, and Plumbing and Heating Equipment and Supplies Merchant Wholesalers	0.00%	0.18%	0.00	
5414	Specialized Design Services	0.00%	0.16%	0.00	
5416	Management, Scientific, and Technical Consulting Services	0.00%	12.56%	0.00	¥¥¥
5616	Investigation and Security Services	39.23%	5.68%		
5617	Services to Buildings and Dwellings	82.49%	6.85%		
8111	Automotive Repair and Maintenance	0.00%	0.33%	0.00	
8113	Commercial and Industrial Machinery and Equipment (except Automotive and Electronic) Repair and Maintenance	0.00%	15.26%	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
Houston-Pasadena, TX CSA,
Construction Services,
Native American Firms

NAICS-4	NAICS-4 DESCRIPTION	NATIVE AMERICAN			
		Utilization	Availability	Disparity	Significance
2213	Water, Sewage and Other Systems	0.00%	0.00%		
2361	Residential Building Construction	0.00%	0.00%		
2362	Nonresidential Building Construction	0.00%	0.99%	0.00	
2371	Utility System Construction	0.00%	0.00%		
2373	Highway, Street, and Bridge Construction	0.00%	0.00%		
2379	Other Heavy and Civil Engineering Construction	0.00%	0.00%		
2381	Foundation, Structure, and Building Exterior Contractors	0.00%	1.67%	0.00	
2382	Building Equipment Contractors	0.00%	0.39%	0.00	
2383	Building Finishing Contractors	0.00%	0.02%	0.00	
2389	Other Specialty Trade Contractors	0.00%	0.00%		
3212	Veneer, Plywood, and Engineered Wood Product Manufacturing	0.00%	0.00%		
3262	Rubber Product Manufacturing	0.00%	0.00%		
3279	Other Nonmetallic Mineral Product Manufacturing	0.00%	0.00%		
3323	Architectural and Structural Metals Manufacturing	0.00%	0.00%		
3326	Spring and Wire Product Manufacturing	0.00%	0.00%		
3342	Communications Equipment Manufacturing	0.00%	0.00%		
3371	Household and Institutional Furniture and Kitchen Cabinet Manufacturing	0.00%	0.00%		
3399	Other Miscellaneous Manufacturing	0.00%	0.00%		
4234	Professional and Commercial Equipment and Supplies Merchant Wholesalers	0.00%	4.55%	0.00	
4236	Household Appliances and Electrical and Electronic Goods Merchant Wholesalers	0.00%	0.00%		
4237	Hardware, and Plumbing and Heating Equipment and Supplies Merchant Wholesalers	0.00%	0.21%	0.00	
5414	Specialized Design Services	0.00%	0.01%	0.00	
5416	Management, Scientific, and Technical Consulting Services	0.00%	0.02%	0.00	
5616	Investigation and Security Services	0.00%	0.05%	0.00	
5617	Services to Buildings and Dwellings	0.00%	0.00%		
8111	Automotive Repair and Maintenance	0.00%	0.00%		
8113	Commercial and Industrial Machinery and Equipment (except Automotive and Electronic) Repair and Maintenance	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-5.
Detailed Utilization, Availability, and Disparity Analyses
Houston-Pasadena, TX CSA,
Construction Services,
MBE

NAICS-4	NAICS-4 DESCRIPTION	MBE			
		Utilization	Availability	Disparity	Significance
2213	Water, Sewage and Other Systems	0.00%	17.47%	0.00	¥¥¥
2361	Residential Building Construction	1.88%	29.03%	6.49	¥¥¥
2362	Nonresidential Building Construction	8.36%	11.52%	72.53	
2371	Utility System Construction	100.00%	0.38%		
2373	Highway, Street, and Bridge Construction	0.81%	26.50%	3.05	¥¥¥
2379	Other Heavy and Civil Engineering Construction	0.00%	0.27%	0.00	
2381	Foundation, Structure, and Building Exterior Contractors	15.56%	28.24%	55.12	¥¥
2382	Building Equipment Contractors	14.74%	16.32%	90.27	
2383	Building Finishing Contractors	3.05%	32.48%	9.38	¥¥¥
2389	Other Specialty Trade Contractors	7.80%	24.13%	32.32	¥¥¥
3212	Veneer, Plywood, and Engineered Wood Product Manufacturing	0.00%	0.00%		
3262	Rubber Product Manufacturing	0.00%	0.00%		
3279	Other Nonmetallic Mineral Product Manufacturing	0.00%	0.00%		
3323	Architectural and Structural Metals Manufacturing	12.04%	0.79%		
3326	Spring and Wire Product Manufacturing	0.00%	0.00%		
3342	Communications Equipment Manufacturing	0.00%	0.00%		
3371	Household and Institutional Furniture and Kitchen Cabinet Manufacturing	0.00%	1.05%	0.00	
3399	Other Miscellaneous Manufacturing	0.00%	0.21%	0.00	
4234	Professional and Commercial Equipment and Supplies Merchant Wholesalers	0.00%	14.14%	0.00	¥¥¥
4236	Household Appliances and Electrical and Electronic Goods Merchant Wholesalers	0.00%	5.12%	0.00	¥
4237	Hardware, and Plumbing and Heating Equipment and Supplies Merchant Wholesalers	0.00%	11.68%	0.00	¥¥¥
5414	Specialized Design Services	0.00%	0.27%	0.00	
5416	Management, Scientific, and Technical Consulting Services	0.00%	22.13%	0.00	¥¥¥
5616	Investigation and Security Services	39.23%	12.64%		
5617	Services to Buildings and Dwellings	86.01%	28.18%		
8111	Automotive Repair and Maintenance	0.00%	12.85%	0.00	¥¥¥
8113	Commercial and Industrial Machinery and Equipment (except Automotive and Electronic) Repair and Maintenance	0.00%	15.43%	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
Houston-Pasadena, TX CSA,
Construction Services,
Non-Minority Females

NAICS-4	NAICS-4 DESCRIPTION	NON-MINORITY FEMALES			
		Utilization	Availability	Disparity	Significance
2213	Water, Sewage and Other Systems	0.00%	0.00%		
2361	Residential Building Construction	3.06%	8.21%	37.30	
2362	Nonresidential Building Construction	2.14%	13.27%	16.16	¥¥¥
2371	Utility System Construction	0.00%	2.70%	0.00	
2373	Highway, Street, and Bridge Construction	0.00%	3.80%	0.00	
2379	Other Heavy and Civil Engineering Construction	0.00%	50.00%	0.00	¥¥¥
2381	Foundation, Structure, and Building Exterior Contractors	0.09%	6.38%	1.44	¥
2382	Building Equipment Contractors	1.78%	9.58%	18.55	¥
2383	Building Finishing Contractors	0.04%	3.28%	1.34	
2389	Other Specialty Trade Contractors	20.83%	6.04%		
3212	Veneer, Plywood, and Engineered Wood Product Manufacturing	0.00%	0.00%		
3262	Rubber Product Manufacturing	0.00%	1.27%	0.00	
3279	Other Nonmetallic Mineral Product Manufacturing	0.00%	0.00%		
3323	Architectural and Structural Metals Manufacturing	38.12%	2.61%		
3326	Spring and Wire Product Manufacturing	100.00%	0.00%		
3342	Communications Equipment Manufacturing	0.00%	2.38%	0.00	
3371	Household and Institutional Furniture and Kitchen Cabinet Manufacturing	0.00%	3.85%	0.00	
3399	Other Miscellaneous Manufacturing	42.83%	3.80%		
4234	Professional and Commercial Equipment and Supplies Merchant Wholesalers	0.00%	15.53%	0.00	¥¥¥
4236	Household Appliances and Electrical and Electronic Goods Merchant Wholesalers	0.00%	19.68%	0.00	¥¥¥
4237	Hardware, and Plumbing and Heating Equipment and Supplies Merchant Wholesalers	0.00%	4.07%	0.00	
5414	Specialized Design Services	0.00%	10.05%	0.00	¥¥¥
5416	Management, Scientific, and Technical Consulting Services	0.00%	11.21%	0.00	¥¥¥
5616	Investigation and Security Services	0.00%	10.49%	0.00	¥¥¥
5617	Services to Buildings and Dwellings	0.00%	17.00%	0.00	¥¥¥
8111	Automotive Repair and Maintenance	0.00%	1.72%	0.00	
8113	Commercial and Industrial Machinery and Equipment (except Automotive and Electronic) Repair and Maintenance	0.00%	6.97%	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-7.
Detailed Utilization, Availability, and Disparity Analyses
Houston-Pasadena, TX CSA,
Construction Services,
M/WBE

NAICS-4	NAICS-4 DESCRIPTION	M/WBE			
		Utilization	Availability	Disparity	Significance
2213	Water, Sewage and Other Systems	0.00%	17.47%	0.00	¥¥¥
2361	Residential Building Construction	4.95%	37.24%	13.28	¥¥¥
2362	Nonresidential Building Construction	10.50%	24.79%	42.36	¥¥¥
2371	Utility System Construction	100.00%	3.08%		
2373	Highway, Street, and Bridge Construction	0.81%	30.31%	2.67	¥¥¥
2379	Other Heavy and Civil Engineering Construction	0.00%	50.27%	0.00	¥¥¥
2381	Foundation, Structure, and Building Exterior Contractors	15.66%	34.61%	45.23	¥¥¥
2382	Building Equipment Contractors	16.51%	25.91%	63.74	
2383	Building Finishing Contractors	3.09%	35.76%	8.64	¥¥¥
2389	Other Specialty Trade Contractors	28.63%	30.17%	94.91	
3212	Veneer, Plywood, and Engineered Wood Product Manufacturing	0.00%	0.00%		
3262	Rubber Product Manufacturing	0.00%	1.27%	0.00	
3279	Other Nonmetallic Mineral Product Manufacturing	0.00%	0.00%		
3323	Architectural and Structural Metals Manufacturing	50.16%	3.40%		
3326	Spring and Wire Product Manufacturing	100.00%	0.00%		
3342	Communications Equipment Manufacturing	0.00%	2.38%	0.00	
3371	Household and Institutional Furniture and Kitchen Cabinet Manufacturing	0.00%	4.90%	0.00	
3399	Other Miscellaneous Manufacturing	42.83%	4.01%		
4234	Professional and Commercial Equipment and Supplies Merchant Wholesalers	0.00%	29.66%	0.00	¥¥¥
4236	Household Appliances and Electrical and Electronic Goods Merchant Wholesalers	0.00%	24.80%	0.00	¥¥¥
4237	Hardware, and Plumbing and Heating Equipment and Supplies Merchant Wholesalers	0.00%	15.75%	0.00	¥¥¥
5414	Specialized Design Services	0.00%	10.32%	0.00	¥¥¥
5416	Management, Scientific, and Technical Consulting Services	0.00%	33.33%	0.00	¥¥¥
5616	Investigation and Security Services	39.23%	23.14%		
5617	Services to Buildings and Dwellings	86.01%	45.18%		
8111	Automotive Repair and Maintenance	0.00%	14.57%	0.00	¥¥¥
8113	Commercial and Industrial Machinery and Equipment (except Automotive and Electronic) Repair and Maintenance	0.00%	22.40%	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
Houston-Pasadena, TX CSA,
Engineering/Architectural Services,
African American Firms

NAICS-4	NAICS-4 DESCRIPTION	AFRICAN AMERICAN			
		Utilization	Availability	Disparity	Significance
2362	Nonresidential Building Construction	0.00%	2.30%	0.00	
2382	Building Equipment Contractors	0.00%	4.12%	0.00	
5413	Architectural, Engineering, and Related Services	3.13%	1.02%		
5414	Specialized Design Services	0.00%	0.10%	0.00	
5416	Management, Scientific, and Technical Consulting Services	0.00%	6.39%	0.00	
5617	Services to Buildings and Dwellings	0.00%	15.25%	0.00	
7223	Special Food Services	0.00%	33.36%	0.00	¥¥¥
8139	Business, Professional, Labor, Political, and Similar Organizations	0.00%	0.03%	0.00	
9261	Administration of Economic Programs	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-9.
Detailed Utilization, Availability, and Disparity Analyses
Houston-Pasadena, TX CSA,
Engineering/Architectural Services,
Asian American Firms

NAICS-4	NAICS-4 DESCRIPTION	ASIAN AMERICAN			
		Utilization	Availability	Disparity	Significance
2362	Nonresidential Building Construction	0.00%	1.16%	0.00	
2382	Building Equipment Contractors	0.00%	0.81%	0.00	
5413	Architectural, Engineering, and Related Services	3.04%	5.37%	56.70	
5414	Specialized Design Services	0.00%	0.01%	0.00	
5416	Management, Scientific, and Technical Consulting Services	0.00%	3.16%	0.00	
5617	Services to Buildings and Dwellings	0.00%	6.09%	0.00	
7223	Special Food Services	0.00%	0.04%	0.00	
8139	Business, Professional, Labor, Political, and Similar Organizations	0.00%	0.06%	0.00	
9261	Administration of Economic Programs	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-10.
Detailed Utilization, Availability, and Disparity Analyses
Houston-Pasadena, TX CSA,
Engineering/Architectural Services,
Hispanic American Firms

NAICS-4	NAICS-4 DESCRIPTION	HISPANIC AMERICAN			
		Utilization	Availability	Disparity	Significance
2362	Nonresidential Building Construction	0.00%	7.07%	0.00	
2382	Building Equipment Contractors	0.00%	11.00%	0.00	
5413	Architectural, Engineering, and Related Services	4.24%	2.45%		
5414	Specialized Design Services	0.00%	0.16%	0.00	
5416	Management, Scientific, and Technical Consulting Services	0.00%	12.56%	0.00	
5617	Services to Buildings and Dwellings	0.00%	6.85%	0.00	
7223	Special Food Services	0.00%	0.08%	0.00	
8139	Business, Professional, Labor, Political, and Similar Organizations	0.00%	0.09%	0.00	
9261	Administration of Economic Programs	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-11.
Detailed Utilization, Availability, and Disparity Analyses
Houston-Pasadena, TX CSA,
Engineering/Architectural Services,
Native American Firms

NAICS-4	NAICS-4 DESCRIPTION	NATIVE AMERICAN			
		Utilization	Availability	Disparity	Significance
2362	Nonresidential Building Construction	0.00%	0.99%	0.00	
2382	Building Equipment Contractors	0.00%	0.39%	0.00	
5413	Architectural, Engineering, and Related Services	0.00%	2.20%	0.00	
5414	Specialized Design Services	0.00%	0.01%	0.00	
5416	Management, Scientific, and Technical Consulting Services	0.00%	0.02%	0.00	
5617	Services to Buildings and Dwellings	0.00%	0.00%		
7223	Special Food Services	0.00%	0.00%		
8139	Business, Professional, Labor, Political, and Similar Organizations	0.00%	0.00%		
9261	Administration of Economic Programs	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-12.
Detailed Utilization, Availability, and Disparity Analyses
Houston-Pasadena, TX CSA,
Engineering/Architectural Services,
MBE

NAICS-4	NAICS-4 DESCRIPTION	MBE			
		Utilization	Availability	Disparity	Significance
2362	Nonresidential Building Construction	0.00%	11.52%	0.00	
2382	Building Equipment Contractors	0.00%	16.32%	0.00	¥
5413	Architectural, Engineering, and Related Services	10.42%	11.04%	94.39	
5414	Specialized Design Services	0.00%	0.27%	0.00	
5416	Management, Scientific, and Technical Consulting Services	0.00%	22.13%	0.00	¥¥
5617	Services to Buildings and Dwellings	0.00%	28.18%	0.00	¥¥¥
7223	Special Food Services	0.00%	33.49%	0.00	¥¥¥
8139	Business, Professional, Labor, Political, and Similar Organizations	0.00%	0.19%	0.00	
9261	Administration of Economic Programs	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-13.
Detailed Utilization, Availability, and Disparity Analyses
Houston-Pasadena, TX CSA,
Engineering/Architectural Services,
Non-Minority Females

NAICS-4	NAICS-4 DESCRIPTION	NON-MINORITY FEMALES			
		Utilization	Availability	Disparity	Significance
2362	Nonresidential Building Construction	0.00%	13.27%	0.00	
2382	Building Equipment Contractors	0.00%	9.58%	0.00	
5413	Architectural, Engineering, and Related Services	4.21%	15.39%	27.36	
5414	Specialized Design Services	0.00%	10.05%	0.00	
5416	Management, Scientific, and Technical Consulting Services	4.78%	11.21%	42.64	
5617	Services to Buildings and Dwellings	100.00%	17.00%		
7223	Special Food Services	100.00%	3.56%		
8139	Business, Professional, Labor, Political, and Similar Organizations	97.25%	0.09%		
9261	Administration of Economic Programs	15.55%	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-14.
Detailed Utilization, Availability, and Disparity Analyses
Houston-Pasadena, TX CSA,
Engineering/Architectural Services,
M/WBE

NAICS-4	NAICS-4 DESCRIPTION	M/WBE			
		Utilization	Availability	Disparity	Significance
2362	Nonresidential Building Construction	0.00%	24.79%	0.00	¥¥
2382	Building Equipment Contractors	0.00%	25.91%	0.00	¥¥
5413	Architectural, Engineering, and Related Services	14.63%	26.43%	55.35	
5414	Specialized Design Services	0.00%	10.32%	0.00	
5416	Management, Scientific, and Technical Consulting Services	4.78%	33.33%	14.33	¥¥¥
5617	Services to Buildings and Dwellings	100.00%	45.18%		
7223	Special Food Services	100.00%	37.05%		
8139	Business, Professional, Labor, Political, and Similar Organizations	97.25%	0.28%		
9261	Administration of Economic Programs	15.55%	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-15.
Detailed Utilization, Availability, and Disparity Analyses
Houston-Pasadena, TX CSA,
Professional Services,
African American Firms

NAICS-4	NAICS-4 DESCRIPTION	AFRICAN AMERICAN			
		Utilization	Availability	Disparity	Significance
5222	Nondepository Credit Intermediation	0.00%	0.00%		
5239	Other Financial Investment Activities	0.00%	100.00%	0.00	
5411	Legal Services	0.00%	0.20%	0.00	
5413	Architectural, Engineering, and Related Services	0.00%	1.02%	0.00	¥¥
5414	Specialized Design Services	0.00%	0.10%	0.00	
5415	Computer Systems Design and Related Services	0.00%	1.37%	0.00	¥¥¥
5419	Other Professional, Scientific, and Technical Services	0.00%	0.10%	0.00	
6211	Offices of Physicians	0.00%	0.08%	0.00	
6213	Offices of Other Health Practitioners	0.00%	0.07%	0.00	
6215	Medical and Diagnostic Laboratories	0.00%	0.43%	0.00	
6219	Other Ambulatory Health Care Services	0.00%	0.16%	0.00	
6221	General Medical and Surgical Hospitals	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-16.
Detailed Utilization, Availability, and Disparity Analyses
Houston-Pasadena, TX CSA,
Professional Services,
Asian American Firms

NAICS-4	NAICS-4 DESCRIPTION	ASIAN AMERICAN			
		Utilization	Availability	Disparity	Significance
5222	Nondepository Credit Intermediation	0.00%	0.00%		
5239	Other Financial Investment Activities	0.00%	0.00%		
5411	Legal Services	0.00%	0.04%	0.00	
5413	Architectural, Engineering, and Related Services	0.00%	5.37%	0.00	¥¥¥
5414	Specialized Design Services	0.00%	0.01%	0.00	
5415	Computer Systems Design and Related Services	6.77%	10.30%	65.72	¥¥¥
5419	Other Professional, Scientific, and Technical Services	0.00%	0.04%	0.00	
6211	Offices of Physicians	0.00%	0.04%	0.00	
6213	Offices of Other Health Practitioners	0.00%	12.50%	0.00	¥¥¥
6215	Medical and Diagnostic Laboratories	0.00%	0.00%		
6219	Other Ambulatory Health Care Services	0.00%	0.02%	0.00	
6221	General Medical and Surgical Hospitals	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-17.
Detailed Utilization, Availability, and Disparity Analyses
Houston-Pasadena, TX CSA,
Professional Services,
Hispanic American Firms

NAICS-4	NAICS-4 DESCRIPTION	HISPANIC AMERICAN			
		Utilization	Availability	Disparity	Significance
5222	Nondepository Credit Intermediation	0.00%	0.00%		
5239	Other Financial Investment Activities	0.00%	0.00%		
5411	Legal Services	7.24%	0.11%		
5413	Architectural, Engineering, and Related Services	0.00%	2.45%	0.00	¥¥¥
5414	Specialized Design Services	0.00%	0.16%	0.00	
5415	Computer Systems Design and Related Services	9.35%	6.83%		
5419	Other Professional, Scientific, and Technical Services	0.00%	0.18%	0.00	
6211	Offices of Physicians	0.00%	0.01%	0.00	
6213	Offices of Other Health Practitioners	0.00%	12.50%	0.00	¥¥¥
6215	Medical and Diagnostic Laboratories	0.00%	0.00%		
6219	Other Ambulatory Health Care Services	0.00%	0.05%	0.00	
6221	General Medical and Surgical Hospitals	0.00%	0.16%	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-18.
Detailed Utilization, Availability, and Disparity Analyses
Houston-Pasadena, TX CSA,
Professional Services,
Native American Firms

NAICS-4	NAICS-4 DESCRIPTION	NATIVE AMERICAN			
		Utilization	Availability	Disparity	Significance
5222	Nondepository Credit Intermediation	0.00%	0.00%		
5239	Other Financial Investment Activities	0.00%	0.00%		
5411	Legal Services	0.00%	0.02%	0.00	
5413	Architectural, Engineering, and Related Services	0.00%	2.20%	0.00	¥¥¥
5414	Specialized Design Services	0.00%	0.01%	0.00	
5415	Computer Systems Design and Related Services	0.00%	1.16%	0.00	¥¥
5419	Other Professional, Scientific, and Technical Services	0.00%	0.01%	0.00	
6211	Offices of Physicians	0.00%	0.00%		
6213	Offices of Other Health Practitioners	0.00%	0.00%		
6215	Medical and Diagnostic Laboratories	0.00%	0.00%		
6219	Other Ambulatory Health Care Services	0.00%	0.00%		
6221	General Medical and Surgical Hospitals	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
Houston-Pasadena, TX CSA,
Professional Services,
MBE

NAICS-4	NAICS-4 DESCRIPTION	MBE			
		Utilization	Availability	Disparity	Significance
5222	Nondepository Credit Intermediation	0.00%	0.00%		
5239	Other Financial Investment Activities	0.00%	100.00%	0.00	
5411	Legal Services	7.24%	0.37%		
5413	Architectural, Engineering, and Related Services	0.00%	11.04%	0.00	¥¥¥
5414	Specialized Design Services	0.00%	0.27%	0.00	
5415	Computer Systems Design and Related Services	16.12%	19.66%	81.97	¥
5419	Other Professional, Scientific, and Technical Services	0.00%	0.34%	0.00	
6211	Offices of Physicians	0.00%	0.12%	0.00	
6213	Offices of Other Health Practitioners	0.00%	25.07%	0.00	¥¥¥
6215	Medical and Diagnostic Laboratories	0.00%	0.43%	0.00	
6219	Other Ambulatory Health Care Services	0.00%	0.24%	0.00	
6221	General Medical and Surgical Hospitals	0.00%	0.16%	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-20.
Detailed Utilization, Availability, and Disparity Analyses
Houston-Pasadena, TX CSA,
Professional Services,
Non-Minority Females

NAICS-4	NAICS-4 DESCRIPTION	NON-MINORITY FEMALES			
		Utilization	Availability	Disparity	Significance
5222	Nondepository Credit Intermediation	0.00%	0.00%		
5239	Other Financial Investment Activities	0.00%	0.00%		
5411	Legal Services	0.00%	17.54%	0.00	¥¥¥
5413	Architectural, Engineering, and Related Services	27.99%	15.39%		
5414	Specialized Design Services	0.00%	10.05%	0.00	¥¥¥
5415	Computer Systems Design and Related Services	2.00%	6.98%	28.59	¥¥¥
5419	Other Professional, Scientific, and Technical Services	0.00%	2.90%	0.00	¥¥¥
6211	Offices of Physicians	0.21%	0.07%		
6213	Offices of Other Health Practitioners	0.02%	49.75%	0.05	¥¥¥
6215	Medical and Diagnostic Laboratories	0.00%	0.00%		
6219	Other Ambulatory Health Care Services	0.00%	4.72%	0.00	¥¥¥
6221	General Medical and Surgical Hospitals	0.00%	1.10%	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
Houston-Pasadena, TX CSA,
Professional Services,
M/WBE

NAICS-4	NAICS-4 DESCRIPTION	M/WBE			
		Utilization	Availability	Disparity	Significance
5222	Nondepository Credit Intermediation	0.00%	0.00%		
5239	Other Financial Investment Activities	0.00%	100.00%	0.00	
5411	Legal Services	7.24%	17.91%	40.44	¥¥¥
5413	Architectural, Engineering, and Related Services	27.99%	26.43%		
5414	Specialized Design Services	0.00%	10.32%	0.00	¥¥¥
5415	Computer Systems Design and Related Services	18.11%	26.65%	67.98	¥¥¥
5419	Other Professional, Scientific, and Technical Services	0.00%	3.24%	0.00	¥¥¥
6211	Offices of Physicians	0.21%	0.19%		
6213	Offices of Other Health Practitioners	0.02%	74.82%	0.03	¥¥¥
6215	Medical and Diagnostic Laboratories	0.00%	0.43%	0.00	
6219	Other Ambulatory Health Care Services	0.00%	4.96%	0.00	¥¥¥
6221	General Medical and Surgical Hospitals	0.00%	1.25%	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-22.
Detailed Utilization, Availability, and Disparity Analyses
Houston-Pasadena, TX CSA,
Non-Professional Services,
African American Firms

NAICS-4	NAICS-4 DESCRIPTION	AFRICAN AMERICAN			
		Utilization	Availability	Disparity	Significance
1114	Greenhouse, Nursery, and Floriculture Production	0.00%	0.00%		
1119	Other Crop Farming	0.00%	0.00%		
1129	Other Animal Production	0.00%	0.03%	0.00	
1151	Support Activities for Crop Production	0.00%	0.00%		
4841	General Freight Trucking	0.00%	50.00%	0.00	¥¥¥
4842	Specialized Freight Trucking	0.00%	0.17%	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%		
4884	Support Activities for Road Transportation	0.00%	0.06%	0.00	
4911	Postal Service	0.00%	0.00%		
4931	Warehousing and Storage	0.00%	0.00%		
5121	Motion Picture and Video Industries	0.00%	0.00%		
5122	Sound Recording Industries	0.00%	0.00%		
5182	Data Processing, Hosting, and Related Services	0.00%	25.14%	0.00	¥¥¥
5222	Nondepository Credit Intermediation	0.00%	0.00%		
5232	Securities and Commodity Exchanges	0.00%	0.00%		
5241	Insurance Carriers	0.00%	0.00%		
5242	Agencies, Brokerages, and Other Insurance Related Activities	0.00%	0.14%	0.00	
5312	Offices of Real Estate Agents and Brokers	0.00%	0.07%	0.00	
5313	Activities Related to Real Estate	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%	0.06%	0.00	
5414	Specialized Design Services	0.00%	0.10%	0.00	
5416	Management, Scientific, and Technical Consulting Services	4.76%	6.39%	74.41	¥¥¥
5417	Scientific Research and Development Services	0.00%	0.09%	0.00	
5418	Advertising, Public Relations, and Related Services	0.00%	0.29%	0.00	¥¥¥
5419	Other Professional, Scientific, and Technical Services	0.00%	0.10%	0.00	
5511	Management of Companies and Enterprises	0.00%	0.00%		
5611	Office Administrative Services	0.00%	7.19%	0.00	¥¥¥
5612	Facilities Support Services	0.00%	1.74%	0.00	¥¥¥
5613	Employment Services	0.92%	13.98%	6.60	¥¥¥

NAICS-4	NAICS-4 DESCRIPTION	AFRICAN AMERICAN			
		Utilization	Availability	Disparity	Significance
5614	Business Support Services	0.00%	0.03%	0.00	
5615	Travel Arrangement and Reservation Services	0.00%	0.08%	0.00	
5616	Investigation and Security Services	0.00%	4.67%	0.00	¥¥¥
5617	Services to Buildings and Dwellings	0.00%	15.25%	0.00	¥¥¥
5619	Other Support Services	0.05%	0.16%	33.01	
5621	Waste Collection	0.00%	0.00%		
5622	Waste Treatment and Disposal	0.00%	0.00%		
5629	Remediation and Other Waste Management Services	0.00%	16.76%	0.00	¥¥¥
6111	Elementary and Secondary Schools	0.00%	0.08%	0.00	
6113	Colleges, Universities, and Professional Schools	0.00%	0.00%		
6114	Business Schools and Computer and Management Training	0.45%	0.00%		
6115	Technical and Trade Schools	0.00%	0.37%	0.00	¥¥¥
6116	Other Schools and Instruction	4.84%	0.03%		
6117	Educational Support Services	0.00%	16.65%	0.00	¥¥¥
6219	Other Ambulatory Health Care Services	0.00%	0.16%	0.00	¥
6232	Residential Intellectual and Developmental Disability, Mental Health, and Substance Abuse Facilities	0.00%	0.00%		
6241	Individual and Family Services	0.00%	7.22%	0.00	¥¥¥
6243	Vocational Rehabilitation Services	0.00%	1.30%	0.00	¥¥¥
6244	Child Day Care Services	0.00%	0.00%		
7111	Performing Arts Companies	0.00%	0.00%		
7112	Spectator Sports	0.00%	0.14%	0.00	
7113	Promoters of Performing Arts, Sports, and Similar Events	0.00%	0.34%	0.00	¥¥¥
7114	Agents and Managers for Artists, Athletes, Entertainers, and Other Public Figures	0.00%	0.00%		
7115	Independent Artists, Writers, and Performers	0.91%	0.02%		
7121	Museums, Historical Sites, and Similar Institutions	0.00%	0.00%		
7139	Other Amusement and Recreation Industries	0.00%	0.07%	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%	33.36%	0.00	¥¥¥
7225	Restaurants and Other Eating Places	0.00%	5.00%	0.00	¥¥¥
8111	Automotive Repair and Maintenance	0.00%	12.51%	0.00	¥¥¥
8112	Electronic and Precision Equipment Repair and Maintenance	1.12%	2.94%	38.19	¥¥¥
8113	Commercial and Industrial Machinery and Equipment (except Automotive and Electronic) Repair and Maintenance	0.00%	0.17%	0.00	¥
8114	Personal and Household Goods Repair and Maintenance	0.00%	0.02%	0.00	

NAICS-4	NAICS-4 DESCRIPTION	AFRICAN AMERICAN			
		Utilization	Availability	Disparity	Significance
8121	Personal Care Services	0.00%	0.02%	0.00	
8123	Drycleaning and Laundry Services	0.00%	0.00%		
8129	Other Personal Services	36.50%	0.11%		
8132	Grantmaking and Giving Services	0.00%	0.00%		
8133	Social Advocacy Organizations	0.00%	0.04%	0.00	
8134	Civic and Social Organizations	0.00%	0.04%	0.00	
9221	Justice, Public Order, and Safety Activities	0.00%	0.00%		
9231	Administration of Human Resource Programs	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
Houston-Pasadena, TX CSA,
Non-Professional Services,
Asian American Firms

NAICS-4	NAICS-4 DESCRIPTION	ASIAN AMERICAN			
		Utilization	Availability	Disparity	Significance
1114	Greenhouse, Nursery, and Floriculture Production	0.00%	0.00%		
1119	Other Crop Farming	0.00%	0.00%		
1129	Other Animal Production	0.00%	0.00%		
1151	Support Activities for Crop Production	0.00%	0.00%		
4841	General Freight Trucking	0.00%	0.01%	0.00	
4842	Specialized Freight Trucking	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%		
4884	Support Activities for Road Transportation	0.00%	0.00%		
4911	Postal Service	0.00%	0.00%		
4931	Warehousing and Storage	0.00%	0.00%		
5121	Motion Picture and Video Industries	0.00%	0.09%	0.00	
5122	Sound Recording Industries	0.00%	0.00%		
5182	Data Processing, Hosting, and Related Services	0.00%	0.00%		
5222	Nondepository Credit Intermediation	0.00%	0.00%		
5232	Securities and Commodity Exchanges	0.00%	0.00%		
5241	Insurance Carriers	0.00%	0.00%		
5242	Agencies, Brokerages, and Other Insurance Related Activities	0.00%	0.01%	0.00	
5312	Offices of Real Estate Agents and Brokers	0.00%	0.00%	0.00	
5313	Activities Related to Real Estate	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%	0.00%		
5414	Specialized Design Services	0.00%	0.01%	0.00	
5416	Management, Scientific, and Technical Consulting Services	0.00%	3.16%	0.00	¥¥¥
5417	Scientific Research and Development Services	0.00%	25.09%	0.00	¥¥¥
5418	Advertising, Public Relations, and Related Services	0.00%	0.12%	0.00	
5419	Other Professional, Scientific, and Technical Services	0.00%	0.04%	0.00	
5511	Management of Companies and Enterprises	0.00%	0.00%		
5611	Office Administrative Services	0.00%	7.18%	0.00	¥¥¥
5612	Facilities Support Services	0.00%	0.00%		
5613	Employment Services	0.00%	4.55%	0.00	¥¥¥
5614	Business Support Services	0.00%	0.01%	0.00	

NAICS-4	NAICS-4 DESCRIPTION	ASIAN AMERICAN			
		Utilization	Availability	Disparity	Significance
5615	Travel Arrangement and Reservation Services	0.00%	0.08%	0.00	
5616	Investigation and Security Services	0.00%	2.24%	0.00	¥¥¥
5617	Services to Buildings and Dwellings	0.00%	6.09%	0.00	¥¥¥
5619	Other Support Services	0.00%	50.02%	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	0.00%	0.00%		
6111	Elementary and Secondary Schools	0.00%	0.00%		
6113	Colleges, Universities, and Professional Schools	0.00%	0.00%		
6114	Business Schools and Computer and Management Training	0.00%	0.00%		
6115	Technical and Trade Schools	0.00%	0.00%		
6116	Other Schools and Instruction	0.00%	0.06%	0.00	
6117	Educational Support Services	0.00%	8.78%	0.00	¥¥¥
6219	Other Ambulatory Health Care Services	73.44%	0.02%		
6232	Residential Intellectual and Developmental Disability, Mental Health, and Substance Abuse Facilities	0.00%	0.00%		
6241	Individual and Family Services	0.00%	14.29%	0.00	¥¥¥
6243	Vocational Rehabilitation Services	0.00%	0.00%		
6244	Child Day Care 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%		
7114	Agents and Managers for Artists, Athletes, Entertainers, and Other Public Figures	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%		
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%	0.04%	0.00	
7225	Restaurants and Other Eating Places	0.00%	11.88%	0.00	¥¥¥
8111	Automotive Repair and Maintenance	0.00%	0.00%		
8112	Electronic and Precision Equipment Repair and Maintenance	0.00%	8.33%	0.00	¥¥¥
8113	Commercial and Industrial Machinery and Equipment (except Automotive and Electronic) Repair and Maintenance	0.00%	0.00%		
8114	Personal and Household Goods Repair and Maintenance	0.00%	0.00%		
8121	Personal Care Services	0.00%	66.67%	0.00	¥¥¥
8123	Drycleaning and Laundry Services	0.00%	0.00%		

NAICS-4	NAICS-4 DESCRIPTION	ASIAN AMERICAN			
		Utilization	Availability	Disparity	Significance
8129	Other Personal Services	0.00%	0.00%		
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%		
9221	Justice, Public Order, and Safety Activities	0.00%	0.00%		
9231	Administration of Human Resource Programs	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
Houston-Pasadena, TX CSA,
Non-Professional Services,
Hispanic American Firms

NAICS-4	NAICS-4 DESCRIPTION	HISPANIC AMERICAN			
		Utilization	Availability	Disparity	Significance
1114	Greenhouse, Nursery, and Floriculture Production	0.00%	0.00%		
1119	Other Crop Farming	0.00%	0.00%		
1129	Other Animal Production	95.34%	0.00%		
1151	Support Activities for Crop Production	0.00%	0.00%		
4841	General Freight Trucking	0.00%	0.46%	0.00	¥¥¥
4842	Specialized Freight Trucking	0.00%	25.17%	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%	0.47%	0.00	¥¥¥
4884	Support Activities for Road Transportation	0.00%	0.97%	0.00	¥¥¥
4911	Postal Service	0.00%	0.00%		
4931	Warehousing and Storage	0.00%	0.00%		
5121	Motion Picture and Video Industries	0.00%	0.09%	0.00	
5122	Sound Recording Industries	0.00%	0.00%		
5182	Data Processing, Hosting, and Related Services	0.00%	0.00%		
5222	Nondepository Credit Intermediation	0.00%	0.00%		
5232	Securities and Commodity Exchanges	0.00%	0.00%		
5241	Insurance Carriers	0.00%	0.00%		
5242	Agencies, Brokerages, and Other Insurance Related Activities	0.00%	0.18%	0.00	¥
5312	Offices of Real Estate Agents and Brokers	0.00%	0.05%	0.00	
5313	Activities Related to Real Estate	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%	0.23%	0.00	¥¥
5414	Specialized Design Services	0.00%	0.16%	0.00	¥
5416	Management, Scientific, and Technical Consulting Services	0.00%	12.56%	0.00	¥¥¥
5417	Scientific Research and Development Services	0.00%	0.09%	0.00	
5418	Advertising, Public Relations, and Related Services	0.00%	50.11%	0.00	¥¥¥
5419	Other Professional, Scientific, and Technical Services	0.00%	0.18%	0.00	¥
5511	Management of Companies and Enterprises	0.00%	0.00%		
5611	Office Administrative Services	0.00%	4.84%	0.00	¥¥¥
5612	Facilities Support Services	0.00%	0.00%		

NAICS-4	NAICS-4 DESCRIPTION	HISPANIC AMERICAN			
		Utilization	Availability	Disparity	Significance
5613	Employment Services	0.00%	4.75%	0.00	¥¥¥
5614	Business Support Services	0.00%	0.09%	0.00	
5615	Travel Arrangement and Reservation Services	0.00%	0.12%	0.00	
5616	Investigation and Security Services	26.61%	5.68%		
5617	Services to Buildings and Dwellings	0.00%	6.85%	0.00	¥¥¥
5619	Other Support Services	0.00%	0.08%	0.00	
5621	Waste Collection	0.00%	0.21%	0.00	¥¥
5622	Waste Treatment and Disposal	0.00%	0.45%	0.00	¥¥¥
5629	Remediation and Other Waste Management Services	0.00%	0.11%	0.00	
6111	Elementary and Secondary Schools	0.00%	0.00%		
6113	Colleges, Universities, and Professional Schools	0.00%	0.00%		
6114	Business Schools and Computer and Management Training	0.00%	0.00%		
6115	Technical and Trade Schools	0.00%	0.22%	0.00	¥¥
6116	Other Schools and Instruction	2.38%	0.00%		
6117	Educational Support Services	1.77%	2.05%	86.08	
6219	Other Ambulatory Health Care Services	0.00%	0.05%	0.00	
6232	Residential Intellectual and Developmental Disability, Mental Health, and Substance Abuse Facilities	0.00%	0.00%		
6241	Individual and Family Services	0.00%	7.16%	0.00	¥¥¥
6243	Vocational Rehabilitation Services	0.00%	0.00%		
6244	Child Day Care 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%	0.34%	0.00	¥¥¥
7114	Agents and Managers for Artists, Athletes, Entertainers, and Other Public Figures	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%		
7139	Other Amusement and Recreation Industries	0.00%	0.13%	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	
7225	Restaurants and Other Eating Places	0.00%	8.92%	0.00	¥¥¥
8111	Automotive Repair and Maintenance	8.14%	0.33%		
8112	Electronic and Precision Equipment Repair and Maintenance	0.04%	8.33%	0.44	¥¥¥
8113	Commercial and Industrial Machinery and Equipment (except Automotive and Electronic) Repair and Maintenance	0.00%	15.26%	0.00	¥¥¥

NAICS-4	NAICS-4 DESCRIPTION	HISPANIC AMERICAN			
		Utilization	Availability	Disparity	Significance
8114	Personal and Household Goods Repair and Maintenance	0.00%	0.02%	0.00	
8121	Personal Care Services	0.00%	0.01%	0.00	
8123	Drycleaning and Laundry Services	0.00%	0.00%		
8129	Other Personal Services	0.00%	0.14%	0.00	
8132	Grantmaking and Giving Services	0.00%	0.00%		
8133	Social Advocacy Organizations	0.00%	0.04%	0.00	
8134	Civic and Social Organizations	0.00%	0.00%		
9221	Justice, Public Order, and Safety Activities	0.00%	0.00%		
9231	Administration of Human Resource Programs	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
Houston-Pasadena, TX CSA,
Non-Professional Services,
Native American Firms

NAICS-4	NAICS-4 DESCRIPTION	NATIVE AMERICAN			
		Utilization	Availability	Disparity	Significance
1114	Greenhouse, Nursery, and Floriculture Production	0.00%	0.00%		
1119	Other Crop Farming	0.00%	0.00%		
1129	Other Animal Production	0.00%	0.00%		
1151	Support Activities for Crop Production	0.00%	0.00%		
4841	General Freight Trucking	0.00%	0.01%	0.00	
4842	Specialized Freight Trucking	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%		
4884	Support Activities for Road Transportation	0.00%	0.00%		
4911	Postal Service	0.00%	0.00%		
4931	Warehousing and Storage	0.00%	0.00%		
5121	Motion Picture and Video Industries	0.00%	0.00%		
5122	Sound Recording Industries	0.00%	0.00%		
5182	Data Processing, Hosting, and Related Services	0.00%	0.00%		
5222	Nondepository Credit Intermediation	0.00%	0.00%		
5232	Securities and Commodity Exchanges	0.00%	0.00%		
5241	Insurance Carriers	0.00%	0.00%		
5242	Agencies, Brokerages, and Other Insurance Related Activities	0.00%	0.00%		
5312	Offices of Real Estate Agents and Brokers	0.00%	0.00%		
5313	Activities Related to Real Estate	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%	0.02%	0.00	
5414	Specialized Design Services	0.00%	0.01%	0.00	
5416	Management, Scientific, and Technical Consulting Services	0.00%	0.02%	0.00	
5417	Scientific Research and Development Services	0.00%	0.00%		
5418	Advertising, Public Relations, and Related Services	0.00%	0.00%		
5419	Other Professional, Scientific, and Technical Services	0.00%	0.01%	0.00	
5511	Management of Companies and Enterprises	0.00%	0.00%		
5611	Office Administrative Services	0.00%	0.00%		
5612	Facilities Support Services	0.00%	0.00%		

NAICS-4	NAICS-4 DESCRIPTION	NATIVE AMERICAN			
		Utilization	Availability	Disparity	Significance
5613	Employment Services	0.00%	2.27%	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%	0.05%	0.00	
5617	Services to Buildings and Dwellings	0.00%	0.00%		
5619	Other Support Services	0.00%	0.02%	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	0.00%	0.00%		
6111	Elementary and Secondary Schools	0.00%	0.00%		
6113	Colleges, Universities, and Professional Schools	0.00%	0.00%		
6114	Business Schools and Computer and Management Training	0.00%	0.00%		
6115	Technical and Trade Schools	0.00%	0.29%	0.00	¥¥¥
6116	Other Schools and Instruction	0.00%	0.00%		
6117	Educational Support Services	0.00%	1.92%	0.00	¥¥¥
6219	Other Ambulatory Health Care Services	0.00%	0.00%		
6232	Residential Intellectual and Developmental Disability, Mental Health, and Substance Abuse Facilities	0.00%	0.00%		
6241	Individual and Family Services	0.00%	0.00%		
6243	Vocational Rehabilitation Services	0.00%	0.00%		
6244	Child Day Care 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%		
7114	Agents and Managers for Artists, Athletes, Entertainers, and Other Public Figures	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%		
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%		
7225	Restaurants and Other Eating Places	0.00%	2.99%	0.00	¥¥¥
8111	Automotive Repair and Maintenance	0.00%	0.00%		
8112	Electronic and Precision Equipment Repair and Maintenance	0.00%	2.78%	0.00	¥¥¥
8113	Commercial and Industrial Machinery and Equipment (except Automotive and Electronic) Repair and Maintenance	0.00%	0.00%		

NAICS-4	NAICS-4 DESCRIPTION	NATIVE AMERICAN			
		Utilization	Availability	Disparity	Significance
8114	Personal and Household Goods Repair and Maintenance	0.00%	0.00%		
8121	Personal Care Services	0.00%	0.00%		
8123	Drycleaning and Laundry Services	0.00%	0.00%		
8129	Other Personal Services	0.00%	0.00%		
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%		
9221	Justice, Public Order, and Safety Activities	0.00%	0.00%		
9231	Administration of Human Resource Programs	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
Houston-Pasadena, TX CSA,
Non-Professional Services,
MBE Firms

NAICS-4	NAICS-4 DESCRIPTION	MBE			
		Utilization	Availability	Disparity	Significance
1114	Greenhouse, Nursery, and Floriculture Production	0.00%	0.00%		
1119	Other Crop Farming	0.00%	0.00%		
1129	Other Animal Production	95.34%	0.03%		
1151	Support Activities for Crop Production	0.00%	0.00%		
4841	General Freight Trucking	0.00%	50.47%	0.00	¥¥¥
4842	Specialized Freight Trucking	0.00%	25.35%	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%	0.47%	0.00	¥¥¥
4884	Support Activities for Road Transportation	0.00%	1.04%	0.00	¥¥¥
4911	Postal Service	0.00%	0.00%		
4931	Warehousing and Storage	0.00%	0.00%		
5121	Motion Picture and Video Industries	0.00%	0.17%	0.00	¥
5122	Sound Recording Industries	0.00%	0.00%		
5182	Data Processing, Hosting, and Related Services	0.00%	25.14%	0.00	¥¥¥
5222	Nondepository Credit Intermediation	0.00%	0.00%		
5232	Securities and Commodity Exchanges	0.00%	0.00%		
5241	Insurance Carriers	0.00%	0.00%		
5242	Agencies, Brokerages, and Other Insurance Related Activities	0.00%	0.33%	0.00	¥¥¥
5312	Offices of Real Estate Agents and Brokers	0.00%	0.12%	0.00	
5313	Activities Related to Real Estate	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%	0.32%	0.00	¥¥¥
5414	Specialized Design Services	0.00%	0.27%	0.00	¥¥
5416	Management, Scientific, and Technical Consulting Services	4.76%	22.13%	21.50	¥¥¥
5417	Scientific Research and Development Services	0.00%	25.26%	0.00	¥¥¥
5418	Advertising, Public Relations, and Related Services	0.00%	50.52%	0.00	¥¥¥
5419	Other Professional, Scientific, and Technical Services	0.00%	0.34%	0.00	¥¥¥
5511	Management of Companies and Enterprises	0.00%	0.00%		
5611	Office Administrative Services	0.00%	19.21%	0.00	¥¥¥
5612	Facilities Support Services	0.00%	1.74%	0.00	¥¥¥
5613	Employment Services	0.92%	25.55%	3.61	¥¥¥
5614	Business Support Services	0.00%	0.14%	0.00	

NAICS-4	NAICS-4 DESCRIPTION	MBE			
		Utilization	Availability	Disparity	Significance
5615	Travel Arrangement and Reservation Services	0.00%	0.29%	0.00	¥¥¥
5616	Investigation and Security Services	26.61%	12.64%		
5617	Services to Buildings and Dwellings	0.00%	28.18%	0.00	¥¥¥
5619	Other Support Services	0.05%	50.28%	0.10	¥¥¥
5621	Waste Collection	0.00%	0.21%	0.00	¥¥
5622	Waste Treatment and Disposal	0.00%	0.45%	0.00	¥¥¥
5629	Remediation and Other Waste Management Services	0.00%	16.87%	0.00	¥¥¥
6111	Elementary and Secondary Schools	0.00%	0.08%	0.00	
6113	Colleges, Universities, and Professional Schools	0.00%	0.00%		
6114	Business Schools and Computer and Management Training	0.45%	0.00%		
6115	Technical and Trade Schools	0.00%	0.88%	0.00	¥¥¥
6116	Other Schools and Instruction	7.22%	0.09%		
6117	Educational Support Services	1.77%	29.40%	6.02	¥¥¥
6219	Other Ambulatory Health Care Services	73.44%	0.24%		
6232	Residential Intellectual and Developmental Disability, Mental Health, and Substance Abuse Facilities	0.00%	0.00%		
6241	Individual and Family Services	0.00%	28.67%	0.00	¥¥¥
6243	Vocational Rehabilitation Services	0.00%	1.30%	0.00	¥¥¥
6244	Child Day Care Services	0.00%	0.00%		
7111	Performing Arts Companies	0.00%	0.00%		
7112	Spectator Sports	0.00%	0.14%	0.00	
7113	Promoters of Performing Arts, Sports, and Similar Events	0.00%	0.68%	0.00	¥¥¥
7114	Agents and Managers for Artists, Athletes, Entertainers, and Other Public Figures	0.00%	0.00%		
7115	Independent Artists, Writers, and Performers	0.91%	0.02%		
7121	Museums, Historical Sites, and Similar Institutions	0.00%	0.00%		
7139	Other Amusement and Recreation Industries	0.00%	0.20%	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%	33.49%	0.00	¥¥¥
7225	Restaurants and Other Eating Places	0.00%	28.79%	0.00	¥¥¥
8111	Automotive Repair and Maintenance	8.14%	12.85%	63.34	¥¥¥
8112	Electronic and Precision Equipment Repair and Maintenance	1.16%	22.38%	5.18	¥¥¥
8113	Commercial and Industrial Machinery and Equipment (except Automotive and Electronic) Repair and Maintenance	0.00%	15.43%	0.00	¥¥¥
8114	Personal and Household Goods Repair and Maintenance	0.00%	0.05%	0.00	
8121	Personal Care Services	0.00%	66.69%	0.00	¥¥¥
8123	Drycleaning and Laundry Services	0.00%	0.00%		

NAICS-4	NAICS-4 DESCRIPTION	MBE			
		Utilization	Availability	Disparity	Significance
8129	Other Personal Services	36.50%	0.25%		
8132	Grantmaking and Giving Services	0.00%	0.00%		
8133	Social Advocacy Organizations	0.00%	0.08%	0.00	
8134	Civic and Social Organizations	0.00%	0.04%	0.00	
9221	Justice, Public Order, and Safety Activities	0.00%	0.00%		
9231	Administration of Human Resource Programs	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
Houston-Pasadena, TX CSA,
Non-Professional Services,
Non-Minority Females Firms

NAICS-4	NAICS-4 DESCRIPTION	NON-MINORITY FEMALES			
		Utilization	Availability	Disparity	Significance
1114	Greenhouse, Nursery, and Floriculture Production	0.00%	0.00%		
1119	Other Crop Farming	0.00%	0.00%		
1129	Other Animal Production	0.00%	0.03%	0.00	
1151	Support Activities for Crop Production	0.00%	1.67%	0.00	¥¥¥
4841	General Freight Trucking	0.00%	2.37%	0.00	¥¥¥
4842	Specialized Freight Trucking	0.00%	5.33%	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%	10.43%	0.00	¥¥¥
4884	Support Activities for Road Transportation	0.00%	4.87%	0.00	¥¥¥
4911	Postal Service	0.00%	0.00%		
4931	Warehousing and Storage	0.00%	0.00%		
5121	Motion Picture and Video Industries	0.00%	0.00%		
5122	Sound Recording Industries	0.00%	0.00%		
5182	Data Processing, Hosting, and Related Services	0.00%	0.00%		
5222	Nondepository Credit Intermediation	0.00%	0.00%		
5232	Securities and Commodity Exchanges	0.00%	0.00%		
5241	Insurance Carriers	0.00%	3.80%	0.00	¥¥¥
5242	Agencies, Brokerages, and Other Insurance Related Activities	0.00%	4.91%	0.00	¥¥¥
5312	Offices of Real Estate Agents and Brokers	0.00%	2.88%	0.00	¥¥¥
5313	Activities Related to Real Estate	0.00%	0.00%		
5322	Consumer Goods Rental	0.00%	0.45%	0.00	¥¥¥
5323	General Rental Centers	0.00%	0.00%		
5324	Commercial and Industrial Machinery and Equipment Rental and Leasing	0.00%	3.60%	0.00	¥¥¥
5414	Specialized Design Services	0.00%	10.05%	0.00	¥¥¥
5416	Management, Scientific, and Technical Consulting Services	5.97%	11.21%	53.24	¥¥¥
5417	Scientific Research and Development Services	0.00%	2.24%	0.00	¥¥¥
5418	Advertising, Public Relations, and Related Services	0.00%	46.82%	0.00	¥¥¥
5419	Other Professional, Scientific, and Technical Services	1.59%	2.90%	54.81	¥¥¥
5511	Management of Companies and Enterprises	0.00%	0.00%		
5611	Office Administrative Services	0.00%	7.83%	0.00	¥¥¥
5612	Facilities Support Services	0.00%	10.43%	0.00	¥¥¥
5613	Employment Services	0.00%	22.90%	0.00	¥¥¥
5614	Business Support Services	0.00%	0.84%	0.00	¥¥¥

NAICS-4	NAICS-4 DESCRIPTION	NON-MINORITY FEMALES			
		Utilization	Availability	Disparity	Significance
5615	Travel Arrangement and Reservation Services	0.00%	10.21%	0.00	¥¥¥
5616	Investigation and Security Services	0.41%	10.49%	3.93	¥¥¥
5617	Services to Buildings and Dwellings	0.00%	17.00%	0.00	¥¥¥
5619	Other Support Services	0.00%	2.06%	0.00	¥¥¥
5621	Waste Collection	0.00%	1.24%	0.00	¥¥¥
5622	Waste Treatment and Disposal	0.00%	3.17%	0.00	¥¥¥
5629	Remediation and Other Waste Management Services	0.00%	16.19%	0.00	¥¥¥
6111	Elementary and Secondary Schools	0.00%	0.17%	0.00	¥
6113	Colleges, Universities, and Professional Schools	0.00%	0.00%		
6114	Business Schools and Computer and Management Training	0.00%	6.86%	0.00	¥¥¥
6115	Technical and Trade Schools	0.00%	66.18%	0.00	¥¥¥
6116	Other Schools and Instruction	0.00%	0.89%	0.00	¥¥¥
6117	Educational Support Services	0.01%	26.50%	0.02	¥¥¥
6219	Other Ambulatory Health Care Services	0.00%	4.72%	0.00	¥¥¥
6232	Residential Intellectual and Developmental Disability, Mental Health, and Substance Abuse Facilities	0.00%	0.00%		
6241	Individual and Family Services	0.00%	21.49%	0.00	¥¥¥
6243	Vocational Rehabilitation Services	0.00%	0.87%	0.00	¥¥¥
6244	Child Day Care Services	0.00%	0.00%		
7111	Performing Arts Companies	1.84%	0.20%		
7112	Spectator Sports	0.00%	0.00%		
7113	Promoters of Performing Arts, Sports, and Similar Events	0.19%	2.05%	9.07	¥¥¥
7114	Agents and Managers for Artists, Athletes, Entertainers, and Other Public Figures	0.00%	0.00%		
7115	Independent Artists, Writers, and Performers	0.00%	0.02%	0.00	
7121	Museums, Historical Sites, and Similar Institutions	0.00%	0.00%		
7139	Other Amusement and Recreation Industries	0.00%	3.54%	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	11.04%	3.56%		
7225	Restaurants and Other Eating Places	0.00%	4.98%	0.00	¥¥¥
8111	Automotive Repair and Maintenance	0.00%	1.72%	0.00	¥¥¥
8112	Electronic and Precision Equipment Repair and Maintenance	4.18%	8.43%	49.58	¥¥¥
8113	Commercial and Industrial Machinery and Equipment (except Automotive and Electronic) Repair and Maintenance	0.97%	6.97%	13.87	¥¥¥
8114	Personal and Household Goods Repair and Maintenance	0.00%	1.86%	0.00	¥¥¥
8121	Personal Care Services	0.00%	0.02%	0.00	
8123	Drycleaning and Laundry Services	2.21%	0.00%		

NAICS-4	NAICS-4 DESCRIPTION	NON-MINORITY FEMALES			
		Utilization	Availability	Disparity	Significance
8129	Other Personal Services	0.00%	4.89%	0.00	¥¥¥
8132	Grantmaking and Giving Services	0.00%	0.00%		
8133	Social Advocacy Organizations	0.00%	0.04%	0.00	
8134	Civic and Social Organizations	0.00%	0.08%	0.00	
9221	Justice, Public Order, and Safety Activities	0.00%	0.00%		
9231	Administration of Human Resource Programs	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
Houston-Pasadena, TX CSA,
Non-Professional Services,
M/WBE Firms

NAICS-4	NAICS-4 DESCRIPTION	M/WBE			
		Utilization	Availability	Disparity	Significance
1114	Greenhouse, Nursery, and Floriculture Production	0.00%	0.00%		
1119	Other Crop Farming	0.00%	0.00%		
1129	Other Animal Production	95.34%	0.06%		
1151	Support Activities for Crop Production	0.00%	1.67%	0.00	¥¥¥
4841	General Freight Trucking	0.00%	52.84%	0.00	¥¥¥
4842	Specialized Freight Trucking	0.00%	30.68%	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%	10.90%	0.00	¥¥¥
4884	Support Activities for Road Transportation	0.00%	5.91%	0.00	¥¥¥
4911	Postal Service	0.00%	0.00%		
4931	Warehousing and Storage	0.00%	0.00%		
5121	Motion Picture and Video Industries	0.00%	0.17%	0.00	¥
5122	Sound Recording Industries	0.00%	0.00%		
5182	Data Processing, Hosting, and Related Services	0.00%	25.14%	0.00	¥¥¥
5222	Nondepository Credit Intermediation	0.00%	0.00%		
5232	Securities and Commodity Exchanges	0.00%	0.00%		
5241	Insurance Carriers	0.00%	3.80%	0.00	¥¥¥
5242	Agencies, Brokerages, and Other Insurance Related Activities	0.00%	5.24%	0.00	¥¥¥
5312	Offices of Real Estate Agents and Brokers	0.00%	3.01%	0.00	¥¥¥
5313	Activities Related to Real Estate	0.00%	0.00%		
5322	Consumer Goods Rental	0.00%	0.45%	0.00	¥¥¥
5323	General Rental Centers	0.00%	0.00%		
5324	Commercial and Industrial Machinery and Equipment Rental and Leasing	0.00%	3.91%	0.00	¥¥¥
5414	Specialized Design Services	0.00%	10.32%	0.00	¥¥¥
5416	Management, Scientific, and Technical Consulting Services	10.72%	33.33%	32.17	¥¥¥
5417	Scientific Research and Development Services	0.00%	27.49%	0.00	¥¥¥
5418	Advertising, Public Relations, and Related Services	0.00%	97.34%	0.00	¥¥¥
5419	Other Professional, Scientific, and Technical Services	1.59%	3.24%	49.12	¥¥¥
5511	Management of Companies and Enterprises	0.00%	0.00%		
5611	Office Administrative Services	0.00%	27.04%	0.00	¥¥¥
5612	Facilities Support Services	0.00%	12.17%	0.00	¥¥¥
5613	Employment Services	0.92%	48.44%	1.90	¥¥¥

NAICS-4	NAICS-4 DESCRIPTION	M/WBE			
		Utilization	Availability	Disparity	Significance
5614	Business Support Services	0.00%	0.99%	0.00	¥¥¥
5615	Travel Arrangement and Reservation Services	0.00%	10.50%	0.00	¥¥¥
5616	Investigation and Security Services	27.02%	23.14%		
5617	Services to Buildings and Dwellings	0.00%	45.18%	0.00	¥¥¥
5619	Other Support Services	0.05%	52.34%	0.10	¥¥¥
5621	Waste Collection	0.00%	1.45%	0.00	¥¥¥
5622	Waste Treatment and Disposal	0.00%	3.62%	0.00	¥¥¥
5629	Remediation and Other Waste Management Services	0.00%	33.06%	0.00	¥¥¥
6111	Elementary and Secondary Schools	0.00%	0.25%	0.00	¥¥
6113	Colleges, Universities, and Professional Schools	0.00%	0.00%		
6114	Business Schools and Computer and Management Training	0.45%	6.86%	6.51	¥¥¥
6115	Technical and Trade Schools	0.00%	67.06%	0.00	¥¥¥
6116	Other Schools and Instruction	7.22%	0.98%		
6117	Educational Support Services	1.77%	55.90%	3.17	¥¥¥
6219	Other Ambulatory Health Care Services	73.44%	4.96%		
6232	Residential Intellectual and Developmental Disability, Mental Health, and Substance Abuse Facilities	0.00%	0.00%		
6241	Individual and Family Services	0.00%	50.15%	0.00	¥¥¥
6243	Vocational Rehabilitation Services	0.00%	2.17%	0.00	¥¥¥
6244	Child Day Care Services	0.00%	0.00%		
7111	Performing Arts Companies	1.84%	0.20%		
7112	Spectator Sports	0.00%	0.14%	0.00	
7113	Promoters of Performing Arts, Sports, and Similar Events	0.19%	2.73%	6.80	¥¥¥
7114	Agents and Managers for Artists, Athletes, Entertainers, and Other Public Figures	0.00%	0.00%		
7115	Independent Artists, Writers, and Performers	0.91%	0.04%		
7121	Museums, Historical Sites, and Similar Institutions	0.00%	0.00%		
7139	Other Amusement and Recreation Industries	0.00%	3.74%	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	11.04%	37.05%	29.80	¥¥¥
7225	Restaurants and Other Eating Places	0.00%	33.77%	0.00	¥¥¥
8111	Automotive Repair and Maintenance	8.14%	14.57%	55.86	¥¥¥
8112	Electronic and Precision Equipment Repair and Maintenance	5.34%	30.81%	17.33	¥¥¥
8113	Commercial and Industrial Machinery and Equipment (except Automotive and Electronic) Repair and Maintenance	0.97%	22.40%	4.31	¥¥¥
8114	Personal and Household Goods Repair and Maintenance	0.00%	1.90%	0.00	¥¥¥

NAICS-4	NAICS-4 DESCRIPTION	M/WBE			
		Utilization	Availability	Disparity	Significance
8121	Personal Care Services	0.00%	66.71%	0.00	¥¥¥
8123	Drycleaning and Laundry Services	2.21%	0.00%		
8129	Other Personal Services	36.50%	5.13%		
8132	Grantmaking and Giving Services	0.00%	0.00%		
8133	Social Advocacy Organizations	0.00%	0.12%	0.00	
8134	Civic and Social Organizations	0.00%	0.12%	0.00	
9221	Justice, Public Order, and Safety Activities	0.00%	0.00%		
9231	Administration of Human Resource Programs	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
Houston-Pasadena, TX CSA,
Goods
African American Firms

NAICS-4	NAICS-4 DESCRIPTION	AFRICAN AMERICAN			
		Utilization	Availability	Disparity	Significance
2131	Support Activities for Mining	0.00%	0.06%	0.00	
3114	Fruit and Vegetable Preserving and Specialty Food Manufacturing	0.00%	0.00%		
3115	Dairy Product Manufacturing	0.00%	0.00%		
3121	Beverage Manufacturing	0.00%	1.20%	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%	0.45%	0.00	
3159	Apparel Accessories and Other Apparel Manufacturing	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%	1.10%	0.00	
3231	Printing and Related Support Activities	0.06%	0.18%	34.56	
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	Paint, Coating, and Adhesive Manufacturing	2.72%	0.00%		
3256	Soap, Cleaning Compound, and Toilet Preparation Manufacturing	0.00%	0.41%	0.00	
3259	Other Chemical Product and Preparation Manufacturing	0.00%	0.00%		
3261	Plastics Product Manufacturing	0.00%	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%		
3279	Other Nonmetallic Mineral Product Manufacturing	0.00%	0.00%		
3312	Steel Product Manufacturing from Purchased Steel	0.00%	1.04%	0.00	
3313	Alumina and Aluminum Production and Processing	0.00%	0.00%		
3321	Forging and Stamping	0.00%	0.00%		
3322	Cutlery and Handtool Manufacturing	0.00%	0.00%		
3324	Boiler, Tank, and Shipping Container Manufacturing	0.00%	0.00%		

NAICS-4	NAICS-4 DESCRIPTION	AFRICAN AMERICAN			
		Utilization	Availability	Disparity	Significance
3325	Hardware Manufacturing	0.00%	0.00%		
3327	Machine Shops; Turned Product; and Screw, Nut, and Bolt Manufacturing	0.00%	0.24%	0.00	
3328	Coating, Engraving, Heat Treating, and Allied Activities	0.00%	0.00%		
3329	Other Fabricated Metal Product Manufacturing	0.00%	0.16%	0.00	
3331	Agriculture, Construction, and Mining Machinery Manufacturing	0.00%	0.00%		
3332	Industrial Machinery Manufacturing	0.00%	0.91%	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%		
3339	Other General Purpose Machinery Manufacturing	0.00%	0.17%	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%		
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%		
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%		
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%		
3391	Medical Equipment and Supplies Manufacturing	0.00%	0.00%		
3399	Other Miscellaneous Manufacturing	0.04%	0.03%		
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	0.00%	7.69%	0.00	¥¥¥
4234	Professional and Commercial Equipment and Supplies Merchant Wholesalers	0.03%	0.17%	17.02	

NAICS-4	NAICS-4 DESCRIPTION	AFRICAN AMERICAN			
		Utilization	Availability	Disparity	Significance
4235	Metal and Mineral (except Petroleum) Merchant Wholesalers	0.00%	0.25%	0.00	
4236	Household Appliances and Electrical and Electronic Goods Merchant Wholesalers	0.00%	0.22%	0.00	
4237	Hardware, and Plumbing and Heating Equipment and Supplies Merchant Wholesalers	0.00%	11.11%	0.00	¥¥¥
4238	Machinery, Equipment, and Supplies Merchant Wholesalers	0.46%	2.06%	22.21	
4239	Miscellaneous Durable Goods Merchant Wholesalers	0.00%	0.06%	0.00	
4241	Paper and Paper Product 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%		
4245	Farm Product Raw Material 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%	0.10%	0.00	
4249	Miscellaneous Nondurable Goods Merchant Wholesalers	0.08%	0.05%		
4251	Wholesale Electronic Markets and Agents and Brokers	0.00%	0.00%		
4411	Automobile Dealers	0.00%	0.08%	0.00	
4412	Other Motor Vehicle Dealers	0.00%	0.00%		
4413	Automotive Parts, Accessories, and Tire Stores	0.09%	0.05%		
4441	Building Material and Supplies Dealers	0.00%	0.05%	0.00	
4442	Lawn and Garden Equipment and Supplies Stores	0.00%	0.00%		
4451	Grocery Stores	0.00%	3.98%	0.00	¥¥¥
4452	Specialty Food Stores	0.00%	16.67%	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-30.
Detailed Utilization, Availability, and Disparity Analyses
Houston-Pasadena, TX CSA,
Goods
Asian American Firms

NAICS-4	NAICS-4 DESCRIPTION	ASIAN AMERICAN			
		Utilization	Availability	Disparity	Significance
2131	Support Activities for Mining	0.00%	0.09%	0.00	
3114	Fruit and Vegetable Preserving and Specialty Food Manufacturing	0.00%	0.00%		
3115	Dairy Product Manufacturing	0.00%	0.00%		
3121	Beverage Manufacturing	0.00%	0.00%		
3141	Textile Furnishings Mills	0.00%	0.00%		
3149	Other Textile Product Mills	0.00%	0.32%	0.00	
3152	Cut and Sew Apparel Manufacturing	0.00%	0.00%		
3159	Apparel Accessories and Other Apparel Manufacturing	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	2.70%	0.14%		
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	Paint, Coating, and Adhesive Manufacturing	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%	0.25%	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%	0.61%	0.00	
3279	Other Nonmetallic Mineral Product Manufacturing	0.00%	0.00%		
3312	Steel Product Manufacturing from Purchased Steel	0.00%	0.00%		
3313	Alumina and Aluminum Production and Processing	0.00%	0.00%		
3321	Forging and Stamping	0.00%	0.00%		
3322	Cutlery and Handtool Manufacturing	0.00%	0.00%		
3324	Boiler, Tank, and Shipping Container Manufacturing	0.00%	0.00%		

NAICS-4	NAICS-4 DESCRIPTION	ASIAN AMERICAN			
		Utilization	Availability	Disparity	Significance
3325	Hardware Manufacturing	0.00%	0.00%		
3327	Machine Shops; Turned Product; and Screw, Nut, and Bolt Manufacturing	0.00%	0.12%	0.00	
3328	Coating, Engraving, Heat Treating, and Allied Activities	0.00%	0.00%		
3329	Other Fabricated Metal Product Manufacturing	0.00%	0.16%	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%	0.52%	0.00	
3334	Ventilation, Heating, Air-Conditioning, and Commercial Refrigeration Equipment Manufacturing	0.00%	0.00%		
3335	Metalworking Machinery Manufacturing	0.00%	50.00%	0.00	¥¥¥
3339	Other General Purpose Machinery Manufacturing	0.00%	0.00%		
3341	Computer and Peripheral Equipment Manufacturing	0.00%	20.00%	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%	0.86%	0.00	
3345	Navigational, Measuring, Electromedical, and Control Instruments Manufacturing	0.00%	25.00%	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%	0.63%	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	100.00%	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%		
3391	Medical Equipment and Supplies Manufacturing	0.00%	0.00%		
3399	Other Miscellaneous Manufacturing	0.00%	0.06%	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	0.03%	0.00%		
4234	Professional and Commercial Equipment and Supplies Merchant Wholesalers	0.01%	4.70%	0.29	¥¥¥

NAICS-4	NAICS-4 DESCRIPTION	ASIAN AMERICAN			
		Utilization	Availability	Disparity	Significance
4235	Metal and Mineral (except Petroleum) Merchant Wholesalers	0.00%	0.00%		
4236	Household Appliances and Electrical and Electronic Goods Merchant Wholesalers	0.00%	4.64%	0.00	¥¥¥
4237	Hardware, and Plumbing and Heating Equipment and Supplies Merchant Wholesalers	0.00%	0.18%	0.00	
4238	Machinery, Equipment, and Supplies Merchant Wholesalers	0.35%	3.91%	8.81	¥¥
4239	Miscellaneous Durable Goods Merchant Wholesalers	0.00%	0.06%	0.00	
4241	Paper and Paper Product Merchant Wholesalers	0.00%	0.66%	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%		
4245	Farm Product Raw Material Merchant Wholesalers	0.00%	0.00%		
4246	Chemical and Allied Products Merchant Wholesalers	0.00%	12.66%	0.00	¥¥¥
4247	Petroleum and Petroleum Products Merchant Wholesalers	0.00%	0.00%		
4249	Miscellaneous Nondurable Goods Merchant Wholesalers	0.00%	0.07%	0.00	
4251	Wholesale Electronic Markets and Agents and Brokers	0.00%	0.00%		
4411	Automobile Dealers	0.00%	0.03%	0.00	
4412	Other Motor Vehicle Dealers	0.00%	0.00%		
4413	Automotive Parts, Accessories, and Tire Stores	0.00%	0.00%		
4441	Building Material and Supplies Dealers	0.00%	0.05%	0.00	
4442	Lawn and Garden Equipment and Supplies Stores	0.00%	0.00%		
4451	Grocery Stores	0.00%	40.20%	0.00	¥¥¥
4452	Specialty Food Stores	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-31.
Detailed Utilization, Availability, and Disparity Analyses
Houston-Pasadena, TX CSA,
Goods
Hispanic American Firms

NAICS-4	NAICS-4 DESCRIPTION	HISPANIC AMERICAN			
		Utilization	Availability	Disparity	Significance
2131	Support Activities for Mining	0.00%	0.12%	0.00	
3114	Fruit and Vegetable Preserving and Specialty Food Manufacturing	0.00%	0.00%		
3115	Dairy Product Manufacturing	0.00%	0.00%		
3121	Beverage Manufacturing	0.00%	0.00%		
3141	Textile Furnishings Mills	0.00%	0.00%		
3149	Other Textile Product Mills	0.00%	0.32%	0.00	
3152	Cut and Sew Apparel Manufacturing	0.00%	0.00%		
3159	Apparel Accessories and Other Apparel Manufacturing	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	1.40%	13.78%	10.17	¥¥¥
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	Paint, Coating, and Adhesive Manufacturing	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%	0.31%	0.00	
3261	Plastics Product Manufacturing	0.00%	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%	0.61%	0.00	
3279	Other Nonmetallic Mineral Product Manufacturing	0.00%	0.00%		
3312	Steel Product Manufacturing from Purchased Steel	0.00%	1.04%	0.00	
3313	Alumina and Aluminum Production and Processing	0.00%	0.00%		
3321	Forging and Stamping	0.00%	0.00%		
3322	Cutlery and Handtool Manufacturing	0.00%	0.00%		
3324	Boiler, Tank, and Shipping Container Manufacturing	0.00%	0.00%		
3325	Hardware Manufacturing	0.00%	0.00%		

NAICS-4	NAICS-4 DESCRIPTION	HISPANIC AMERICAN			
		Utilization	Availability	Disparity	Significance
3327	Machine Shops; Turned Product; and Screw, Nut, and Bolt Manufacturing	0.00%	0.00%		
3328	Coating, Engraving, Heat Treating, and Allied Activities	0.00%	0.00%		
3329	Other Fabricated Metal Product Manufacturing	0.00%	0.16%	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%		
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%		
3344	Semiconductor and Other Electronic Component Manufacturing	0.00%	0.00%		
3345	Navigational, Measuring, Electromedical, and Control Instruments Manufacturing	0.00%	25.00%	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%	0.63%	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%		
3369	Other Transportation Equipment Manufacturing	0.00%	0.00%		
3371	Household and Institutional Furniture and Kitchen Cabinet Manufacturing	0.00%	1.05%	0.00	
3372	Office Furniture (including Fixtures) Manufacturing	0.00%	0.00%		
3391	Medical Equipment and Supplies Manufacturing	0.00%	0.00%		
3399	Other Miscellaneous Manufacturing	0.03%	0.12%	24.87	
4231	Motor Vehicle and Motor Vehicle Parts and Supplies Merchant Wholesalers	0.00%	0.65%	0.00	
4232	Furniture and Home Furnishing Merchant Wholesalers	0.00%	0.51%	0.00	
4233	Lumber and Other Construction Materials Merchant Wholesalers	0.00%	15.74%	0.00	¥¥¥
4234	Professional and Commercial Equipment and Supplies Merchant Wholesalers	0.14%	4.72%	2.97	¥¥¥
4235	Metal and Mineral (except Petroleum) Merchant Wholesalers	0.00%	25.00%	0.00	¥¥¥

NAICS-4	NAICS-4 DESCRIPTION	HISPANIC AMERICAN			
		Utilization	Availability	Disparity	Significance
4236	Household Appliances and Electrical and Electronic Goods Merchant Wholesalers	0.15%	0.26%	59.30	
4237	Hardware, and Plumbing and Heating Equipment and Supplies Merchant Wholesalers	0.00%	0.18%	0.00	
4238	Machinery, Equipment, and Supplies Merchant Wholesalers	0.00%	7.62%	0.00	¥¥¥
4239	Miscellaneous Durable Goods Merchant Wholesalers	0.00%	0.10%	0.00	
4241	Paper and Paper Product Merchant Wholesalers	0.00%	0.70%	0.00	
4243	Apparel, Piece Goods, and Notions Merchant Wholesalers	0.00%	0.17%	0.00	
4244	Grocery and Related Product Merchant Wholesalers	0.00%	0.00%		
4245	Farm Product Raw Material Merchant Wholesalers	0.00%	0.00%		
4246	Chemical and Allied Products Merchant Wholesalers	0.00%	0.12%	0.00	
4247	Petroleum and Petroleum Products Merchant Wholesalers	0.00%	0.09%	0.00	
4249	Miscellaneous Nondurable Goods Merchant Wholesalers	0.00%	0.04%	0.00	
4251	Wholesale Electronic Markets and Agents and Brokers	0.00%	0.00%		
4411	Automobile Dealers	0.00%	7.10%	0.00	¥¥¥
4412	Other Motor Vehicle Dealers	0.00%	0.10%	0.00	
4413	Automotive Parts, Accessories, and Tire Stores	0.00%	0.00%		
4441	Building Material and Supplies Dealers	0.00%	0.30%	0.00	
4442	Lawn and Garden Equipment and Supplies Stores	0.00%	0.00%		
4451	Grocery Stores	0.00%	7.88%	0.00	¥¥¥
4452	Specialty Food Stores	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-32.
Detailed Utilization, Availability, and Disparity Analyses
Houston-Pasadena, TX CSA,
Goods
Native American Firms

NAICS-4	NAICS-4 DESCRIPTION	NATIVE AMERICAN			
		Utilization	Availability	Disparity	Significance
2131	Support Activities for Mining	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%		
3121	Beverage Manufacturing	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%		
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%	0.05%	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	Paint, Coating, and Adhesive Manufacturing	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%	0.00%		
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%		
3279	Other Nonmetallic Mineral Product Manufacturing	0.00%	0.00%		
3312	Steel Product Manufacturing from Purchased Steel	0.00%	0.00%		
3313	Alumina and Aluminum Production and Processing	0.00%	0.00%		
3321	Forging and Stamping	0.00%	0.00%		
3322	Cutlery and Handtool Manufacturing	0.00%	0.00%		

NAICS-4	NAICS-4 DESCRIPTION	NATIVE AMERICAN			
		Utilization	Availability	Disparity	Significance
3324	Boiler, Tank, and Shipping Container Manufacturing	0.00%	0.00%		
3325	Hardware Manufacturing	0.00%	0.00%		
3327	Machine Shops; Turned Product; and Screw, Nut, and Bolt Manufacturing	0.00%	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%		
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%		
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%		
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%		
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%		
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%		

NAICS-4	NAICS-4 DESCRIPTION	NATIVE AMERICAN			
		Utilization	Availability	Disparity	Significance
4232	Furniture and Home Furnishing Merchant Wholesalers	0.29%	0.00%		
4233	Lumber and Other Construction Materials Merchant Wholesalers	0.00%	0.00%		
4234	Professional and Commercial Equipment and Supplies Merchant Wholesalers	0.00%	4.55%	0.02	¥¥¥
4235	Metal and Mineral (except Petroleum) Merchant Wholesalers	0.00%	0.00%		
4236	Household Appliances and Electrical and Electronic Goods Merchant Wholesalers	0.00%	0.00%		
4237	Hardware, and Plumbing and Heating Equipment and Supplies Merchant Wholesalers	0.00%	0.21%	0.00	
4238	Machinery, Equipment, and Supplies Merchant Wholesalers	0.00%	0.02%	0.00	
4239	Miscellaneous Durable Goods Merchant Wholesalers	0.00%	0.00%		
4241	Paper and Paper Product 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%		
4245	Farm Product Raw Material 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%		
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	0.00%	0.00%		
4412	Other Motor Vehicle Dealers	0.00%	0.00%		
4413	Automotive Parts, Accessories, and Tire 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%	4.90%	0.00	¥¥¥
4452	Specialty Food Stores	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-33.
Detailed Utilization, Availability, and Disparity Analyses
Houston-Pasadena, TX CSA,
Goods
MBE Firms

NAICS-4	NAICS-4 DESCRIPTION	MBE			
		Utilization	Availability	Disparity	Significance
2131	Support Activities for Mining	0.00%	0.26%	0.00	
3114	Fruit and Vegetable Preserving and Specialty Food Manufacturing	0.00%	0.00%		
3115	Dairy Product Manufacturing	0.00%	0.00%		
3121	Beverage Manufacturing	0.00%	1.20%	0.00	
3141	Textile Furnishings Mills	0.00%	0.00%		
3149	Other Textile Product Mills	0.00%	0.63%	0.00	
3152	Cut and Sew Apparel Manufacturing	0.00%	0.45%	0.00	
3159	Apparel Accessories and Other Apparel Manufacturing	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%	1.10%	0.00	
3231	Printing and Related Support Activities	4.17%	14.15%	29.46	¥¥¥
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	Paint, Coating, and Adhesive Manufacturing	2.72%	0.00%		
3256	Soap, Cleaning Compound, and Toilet Preparation Manufacturing	0.00%	0.41%	0.00	
3259	Other Chemical Product and Preparation Manufacturing	0.00%	0.31%	0.00	
3261	Plastics Product Manufacturing	0.00%	0.25%	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%	1.22%	0.00	
3279	Other Nonmetallic Mineral Product Manufacturing	0.00%	0.00%		
3312	Steel Product Manufacturing from Purchased Steel	0.00%	2.08%	0.00	¥
3313	Alumina and Aluminum Production and Processing	0.00%	0.00%		
3321	Forging and Stamping	0.00%	0.00%		
3322	Cutlery and Handtool Manufacturing	0.00%	0.00%		
3324	Boiler, Tank, and Shipping Container Manufacturing	0.00%	0.00%		

NAICS-4	NAICS-4 DESCRIPTION	MBE			
		Utilization	Availability	Disparity	Significance
3325	Hardware Manufacturing	0.00%	0.00%		
3327	Machine Shops; Turned Product; and Screw, Nut, and Bolt Manufacturing	0.00%	0.36%	0.00	
3328	Coating, Engraving, Heat Treating, and Allied Activities	0.00%	0.00%		
3329	Other Fabricated Metal Product Manufacturing	0.00%	0.47%	0.00	
3331	Agriculture, Construction, and Mining Machinery Manufacturing	0.00%	0.00%		
3332	Industrial Machinery Manufacturing	0.00%	0.91%	0.00	
3333	Commercial and Service Industry Machinery Manufacturing	0.00%	0.52%	0.00	
3334	Ventilation, Heating, Air-Conditioning, and Commercial Refrigeration Equipment Manufacturing	0.00%	0.00%		
3335	Metalworking Machinery Manufacturing	0.00%	50.00%	0.00	¥¥¥
3339	Other General Purpose Machinery Manufacturing	0.00%	0.17%	0.00	
3341	Computer and Peripheral Equipment Manufacturing	0.00%	20.00%	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%	0.86%	0.00	
3345	Navigational, Measuring, Electromedical, and Control Instruments Manufacturing	0.00%	50.00%	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%	1.25%	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	100.00%	0.00%		
3369	Other Transportation Equipment Manufacturing	0.00%	0.00%		
3371	Household and Institutional Furniture and Kitchen Cabinet Manufacturing	0.00%	1.05%	0.00	
3372	Office Furniture (including Fixtures) Manufacturing	0.00%	0.00%		
3391	Medical Equipment and Supplies Manufacturing	0.00%	0.00%		
3399	Other Miscellaneous Manufacturing	0.07%	0.21%	31.39	
4231	Motor Vehicle and Motor Vehicle Parts and Supplies Merchant Wholesalers	0.00%	0.65%	0.00	
4232	Furniture and Home Furnishing Merchant Wholesalers	0.29%	0.51%	55.91	
4233	Lumber and Other Construction Materials Merchant Wholesalers	0.03%	23.43%	0.12	¥¥¥
4234	Professional and Commercial Equipment and Supplies Merchant Wholesalers	0.18%	14.14%	1.30	¥¥¥

NAICS-4	NAICS-4 DESCRIPTION	MBE			
		Utilization	Availability	Disparity	Significance
4235	Metal and Mineral (except Petroleum) Merchant Wholesalers	0.00%	25.25%	0.00	¥¥¥
4236	Household Appliances and Electrical and Electronic Goods Merchant Wholesalers	0.15%	5.12%	2.99	¥¥¥
4237	Hardware, and Plumbing and Heating Equipment and Supplies Merchant Wholesalers	0.00%	11.68%	0.00	¥¥¥
4238	Machinery, Equipment, and Supplies Merchant Wholesalers	0.80%	13.62%	5.90	¥¥¥
4239	Miscellaneous Durable Goods Merchant Wholesalers	0.00%	0.22%	0.00	
4241	Paper and Paper Product Merchant Wholesalers	0.00%	1.35%	0.00	
4243	Apparel, Piece Goods, and Notions Merchant Wholesalers	0.00%	0.17%	0.00	
4244	Grocery and Related Product Merchant Wholesalers	0.00%	0.00%		
4245	Farm Product Raw Material Merchant Wholesalers	0.00%	0.00%		
4246	Chemical and Allied Products Merchant Wholesalers	0.00%	12.79%	0.00	¥¥¥
4247	Petroleum and Petroleum Products Merchant Wholesalers	0.00%	0.20%	0.00	
4249	Miscellaneous Nondurable Goods Merchant Wholesalers	0.08%	0.16%	51.49	
4251	Wholesale Electronic Markets and Agents and Brokers	0.00%	0.00%		
4411	Automobile Dealers	0.00%	7.21%	0.00	¥¥¥
4412	Other Motor Vehicle Dealers	0.00%	0.10%	0.00	
4413	Automotive Parts, Accessories, and Tire Stores	0.09%	0.05%		
4441	Building Material and Supplies Dealers	0.00%	0.40%	0.00	
4442	Lawn and Garden Equipment and Supplies Stores	0.00%	0.00%		
4451	Grocery Stores	0.00%	56.96%	0.00	¥¥¥
4452	Specialty Food Stores	0.00%	16.67%	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-34.
Detailed Utilization, Availability, and Disparity Analyses
Houston-Pasadena, TX CSA,
Goods
Non-Minority Females Firms

NAICS-4	NAICS-4 DESCRIPTION	NON-MINORITY FEMALES			
		Utilization	Availability	Disparity	Significance
2131	Support Activities for Mining	0.00%	0.98%	0.00	
3114	Fruit and Vegetable Preserving and Specialty Food Manufacturing	88.34%	0.00%		
3115	Dairy Product Manufacturing	0.00%	0.00%		
3121	Beverage Manufacturing	0.00%	0.00%		
3141	Textile Furnishings Mills	0.00%	0.00%		
3149	Other Textile Product Mills	0.00%	12.66%	0.00	¥¥¥
3152	Cut and Sew Apparel Manufacturing	0.00%	0.00%		
3159	Apparel Accessories and Other Apparel Manufacturing	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%	2.20%	0.00	¥
3231	Printing and Related Support Activities	0.17%	11.98%	1.44	¥¥¥
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	Paint, Coating, and Adhesive Manufacturing	0.00%	5.77%	0.00	¥¥¥
3256	Soap, Cleaning Compound, and Toilet Preparation Manufacturing	0.00%	0.00%		
3259	Other Chemical Product and Preparation Manufacturing	87.97%	35.49%		
3261	Plastics Product Manufacturing	0.00%	1.00%	0.00	
3262	Rubber Product Manufacturing	0.00%	1.27%	0.00	
3271	Clay Product and Refractory Manufacturing	0.00%	7.41%	0.00	¥¥¥
3272	Glass and Glass Product Manufacturing	0.00%	0.00%		
3273	Cement and Concrete Product Manufacturing	0.00%	3.66%	0.00	¥¥¥
3279	Other Nonmetallic Mineral Product Manufacturing	0.00%	0.00%		
3312	Steel Product Manufacturing from Purchased Steel	0.00%	1.04%	0.00	
3313	Alumina and Aluminum Production and Processing	0.00%	0.00%		
3321	Forging and Stamping	0.00%	0.00%		
3322	Cutlery and Handtool Manufacturing	0.00%	0.00%		
3324	Boiler, Tank, and Shipping Container Manufacturing	0.00%	0.00%		

NAICS-4	NAICS-4 DESCRIPTION	NON-MINORITY FEMALES			
		Utilization	Availability	Disparity	Significance
3325	Hardware Manufacturing	0.00%	6.25%	0.00	¥¥¥
3327	Machine Shops; Turned Product; and Screw, Nut, and Bolt Manufacturing	0.00%	4.33%	0.00	¥¥¥
3328	Coating, Engraving, Heat Treating, and Allied Activities	0.00%	4.85%	0.00	¥¥¥
3329	Other Fabricated Metal Product Manufacturing	0.00%	1.88%	0.00	
3331	Agriculture, Construction, and Mining Machinery Manufacturing	0.00%	3.70%	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	10.90%	0.00%		
3335	Metalworking Machinery Manufacturing	0.00%	0.00%		
3339	Other General Purpose Machinery Manufacturing	0.00%	0.17%	0.00	
3341	Computer and Peripheral Equipment Manufacturing	0.00%	0.00%		
3342	Communications Equipment Manufacturing	85.80%	2.38%		
3343	Audio and Video Equipment Manufacturing	0.00%	4.35%	0.00	¥¥¥
3344	Semiconductor and Other Electronic Component Manufacturing	0.00%	0.86%	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%	10.00%	0.00	¥¥¥
3353	Electrical Equipment Manufacturing	0.00%	0.00%		
3359	Other Electrical Equipment and Component Manufacturing	0.00%	1.25%	0.00	
3362	Motor Vehicle Body and Trailer Manufacturing	0.00%	0.00%		
3363	Motor Vehicle Parts Manufacturing	0.00%	1.70%	0.00	
3364	Aerospace Product and Parts Manufacturing	0.00%	2.50%	0.00	¥¥
3369	Other Transportation Equipment Manufacturing	0.00%	0.00%		
3371	Household and Institutional Furniture and Kitchen Cabinet Manufacturing	0.00%	3.85%	0.00	¥¥¥
3372	Office Furniture (including Fixtures) Manufacturing	0.00%	0.00%		
3391	Medical Equipment and Supplies Manufacturing	0.00%	2.27%	0.00	¥
3399	Other Miscellaneous Manufacturing	0.00%	3.80%	0.00	¥¥¥
4231	Motor Vehicle and Motor Vehicle Parts and Supplies Merchant Wholesalers	0.70%	3.36%	20.90	¥
4232	Furniture and Home Furnishing Merchant Wholesalers	0.00%	4.98%	0.00	¥¥¥
4233	Lumber and Other Construction Materials Merchant Wholesalers	0.00%	15.73%	0.00	¥¥¥
4234	Professional and Commercial Equipment and Supplies Merchant Wholesalers	0.07%	15.53%	0.45	¥¥¥

NAICS-4	NAICS-4 DESCRIPTION	NON-MINORITY FEMALES			
		Utilization	Availability	Disparity	Significance
4235	Metal and Mineral (except Petroleum) Merchant Wholesalers	0.00%	25.68%	0.00	¥¥¥
4236	Household Appliances and Electrical and Electronic Goods Merchant Wholesalers	0.01%	19.68%	0.07	¥¥¥
4237	Hardware, and Plumbing and Heating Equipment and Supplies Merchant Wholesalers	0.11%	4.07%	2.67	¥¥¥
4238	Machinery, Equipment, and Supplies Merchant Wholesalers	7.66%	9.54%	80.26	
4239	Miscellaneous Durable Goods Merchant Wholesalers	0.00%	4.01%	0.00	¥¥¥
4241	Paper and Paper Product Merchant Wholesalers	0.00%	4.20%	0.00	¥¥¥
4243	Apparel, Piece Goods, and Notions Merchant Wholesalers	0.00%	0.17%	0.00	
4244	Grocery and Related Product Merchant Wholesalers	6.27%	0.66%		
4245	Farm Product Raw Material Merchant Wholesalers	0.00%	0.00%		
4246	Chemical and Allied Products Merchant Wholesalers	2.27%	2.64%	86.05	
4247	Petroleum and Petroleum Products Merchant Wholesalers	0.00%	7.10%	0.00	¥¥¥
4249	Miscellaneous Nondurable Goods Merchant Wholesalers	0.99%	1.17%	84.69	
4251	Wholesale Electronic Markets and Agents and Brokers	0.00%	0.00%		
4411	Automobile Dealers	0.00%	10.36%	0.00	¥¥¥
4412	Other Motor Vehicle Dealers	0.00%	0.05%	0.00	
4413	Automotive Parts, Accessories, and Tire Stores	16.16%	0.15%		
4441	Building Material and Supplies Dealers	0.00%	2.05%	0.00	¥
4442	Lawn and Garden Equipment and Supplies Stores	0.00%	0.00%		
4451	Grocery Stores	0.00%	5.27%	0.00	¥¥¥
4452	Specialty Food Stores	0.00%	0.02%	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-35.
Detailed Utilization, Availability, and Disparity Analyses
Houston-Pasadena, TX CSA,
Goods
M/WBE Firms

NAICS-4	NAICS-4 DESCRIPTION	M/WBE			
		Utilization	Availability	Disparity	Significance
2131	Support Activities for Mining	0.00%	1.24%	0.00	
3114	Fruit and Vegetable Preserving and Specialty Food Manufacturing	88.34%	0.00%		
3115	Dairy Product Manufacturing	0.00%	0.00%		
3121	Beverage Manufacturing	0.00%	1.20%	0.00	
3141	Textile Furnishings Mills	0.00%	0.00%		
3149	Other Textile Product Mills	0.00%	13.29%	0.00	¥¥¥
3152	Cut and Sew Apparel Manufacturing	0.00%	0.45%	0.00	
3159	Apparel Accessories and Other Apparel Manufacturing	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%	3.30%	0.00	¥¥
3231	Printing and Related Support Activities	4.34%	26.13%	16.61	¥¥¥
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	Paint, Coating, and Adhesive Manufacturing	2.72%	5.77%	47.07	
3256	Soap, Cleaning Compound, and Toilet Preparation Manufacturing	0.00%	0.41%	0.00	
3259	Other Chemical Product and Preparation Manufacturing	87.97%	35.80%		
3261	Plastics Product Manufacturing	0.00%	1.25%	0.00	
3262	Rubber Product Manufacturing	0.00%	1.27%	0.00	
3271	Clay Product and Refractory Manufacturing	0.00%	7.41%	0.00	¥¥¥
3272	Glass and Glass Product Manufacturing	0.00%	0.00%		
3273	Cement and Concrete Product Manufacturing	0.00%	4.88%	0.00	¥¥¥
3279	Other Nonmetallic Mineral Product Manufacturing	0.00%	0.00%		
3312	Steel Product Manufacturing from Purchased Steel	0.00%	3.13%	0.00	¥¥
3313	Alumina and Aluminum Production and Processing	0.00%	0.00%		
3321	Forging and Stamping	0.00%	0.00%		
3322	Cutlery and Handtool Manufacturing	0.00%	0.00%		

NAICS-4	NAICS-4 DESCRIPTION	M/WBE			
		Utilization	Availability	Disparity	Significance
3324	Boiler, Tank, and Shipping Container Manufacturing	0.00%	0.00%		
3325	Hardware Manufacturing	0.00%	6.25%	0.00	¥¥¥
3327	Machine Shops; Turned Product; and Screw, Nut, and Bolt Manufacturing	0.00%	4.69%	0.00	¥¥¥
3328	Coating, Engraving, Heat Treating, and Allied Activities	0.00%	4.85%	0.00	¥¥¥
3329	Other Fabricated Metal Product Manufacturing	0.00%	2.35%	0.00	¥
3331	Agriculture, Construction, and Mining Machinery Manufacturing	0.00%	3.70%	0.00	¥¥¥
3332	Industrial Machinery Manufacturing	0.00%	0.91%	0.00	
3333	Commercial and Service Industry Machinery Manufacturing	0.00%	0.52%	0.00	
3334	Ventilation, Heating, Air-Conditioning, and Commercial Refrigeration Equipment Manufacturing	10.90%	0.00%		
3335	Metalworking Machinery Manufacturing	0.00%	50.00%	0.00	¥¥¥
3339	Other General Purpose Machinery Manufacturing	0.00%	0.33%	0.00	
3341	Computer and Peripheral Equipment Manufacturing	0.00%	20.00%	0.00	¥¥¥
3342	Communications Equipment Manufacturing	85.80%	2.38%		
3343	Audio and Video Equipment Manufacturing	0.00%	4.35%	0.00	¥¥¥
3344	Semiconductor and Other Electronic Component Manufacturing	0.00%	1.72%	0.00	
3345	Navigational, Measuring, Electromedical, and Control Instruments Manufacturing	0.00%	50.00%	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%	10.00%	0.00	¥¥¥
3353	Electrical Equipment Manufacturing	0.00%	0.00%		
3359	Other Electrical Equipment and Component Manufacturing	0.00%	2.50%	0.00	¥¥
3362	Motor Vehicle Body and Trailer Manufacturing	0.00%	0.00%		
3363	Motor Vehicle Parts Manufacturing	0.00%	1.70%	0.00	
3364	Aerospace Product and Parts Manufacturing	100.00%	2.50%		
3369	Other Transportation Equipment Manufacturing	0.00%	0.00%		
3371	Household and Institutional Furniture and Kitchen Cabinet Manufacturing	0.00%	4.90%	0.00	¥¥¥
3372	Office Furniture (including Fixtures) Manufacturing	0.00%	0.00%		
3391	Medical Equipment and Supplies Manufacturing	0.00%	2.27%	0.00	¥
3399	Other Miscellaneous Manufacturing	0.07%	4.01%	1.66	¥¥¥
4231	Motor Vehicle and Motor Vehicle Parts and Supplies Merchant Wholesalers	0.70%	4.01%	17.53	¥¥

NAICS-4	NAICS-4 DESCRIPTION	M/WBE			
		Utilization	Availability	Disparity	Significance
4232	Furniture and Home Furnishing Merchant Wholesalers	0.29%	5.49%	5.20	¥¥¥
4233	Lumber and Other Construction Materials Merchant Wholesalers	0.03%	39.16%	0.07	¥¥¥
4234	Professional and Commercial Equipment and Supplies Merchant Wholesalers	0.25%	29.66%	0.85	¥¥¥
4235	Metal and Mineral (except Petroleum) Merchant Wholesalers	0.00%	50.92%	0.00	¥¥¥
4236	Household Appliances and Electrical and Electronic Goods Merchant Wholesalers	0.17%	24.80%	0.67	¥¥¥
4237	Hardware, and Plumbing and Heating Equipment and Supplies Merchant Wholesalers	0.11%	15.75%	0.69	¥¥¥
4238	Machinery, Equipment, and Supplies Merchant Wholesalers	8.46%	23.16%	36.53	¥¥¥
4239	Miscellaneous Durable Goods Merchant Wholesalers	0.00%	4.23%	0.00	¥¥¥
4241	Paper and Paper Product Merchant Wholesalers	0.00%	5.55%	0.00	¥¥¥
4243	Apparel, Piece Goods, and Notions Merchant Wholesalers	0.00%	0.35%	0.00	
4244	Grocery and Related Product Merchant Wholesalers	6.27%	0.66%		
4245	Farm Product Raw Material Merchant Wholesalers	0.00%	0.00%		
4246	Chemical and Allied Products Merchant Wholesalers	2.27%	15.43%	14.73	¥¥¥
4247	Petroleum and Petroleum Products Merchant Wholesalers	0.00%	7.29%	0.00	¥¥¥
4249	Miscellaneous Nondurable Goods Merchant Wholesalers	1.08%	1.33%	80.62	
4251	Wholesale Electronic Markets and Agents and Brokers	0.00%	0.00%		
4411	Automobile Dealers	0.00%	17.57%	0.00	¥¥¥
4412	Other Motor Vehicle Dealers	0.00%	0.15%	0.00	
4413	Automotive Parts, Accessories, and Tire Stores	16.25%	0.20%		
4441	Building Material and Supplies Dealers	0.00%	2.45%	0.00	¥¥
4442	Lawn and Garden Equipment and Supplies Stores	0.00%	0.00%		
4451	Grocery Stores	0.00%	62.24%	0.00	¥¥¥
4452	Specialty Food Stores	0.00%	16.68%	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).

Appendix D Vendor Survey Instrument

MGT Aldine, Alief, and Spring, TX (AAS) ISD Vendor Survey

Introduction

&V.1& &V.2&   &V.3&
Contact: &V.4&   Second Contact: &V.11&
&V.5&, &V.6&, &V.7& &V.8&
&V.9&
&V.10&
Certification(s): &V.11&
Alternate Phone #: &V.12&

Hello, my name is _____ and I am calling on behalf of the Aldine, Alief, and Spring Independent School Districts (Districts). The Districts have commissioned MGT to conduct a disparity study
to determine the effects of race, ethnicity, or gender on a business' ability to do business in the Districts' marketplaces - both public and private sectors.

 Is this &V.3& (Company name)?
IF YES (Company Name is Verified): CONTINUE
IF NO: TERMINATE INTERVIEW

 May I speak with &V.4& or &V.11& (may only be one name listed) ?
IF OWNER or OTHER DECISION MAKER IS PUT ON LINE: CONTINUE
IF NOT AVAILABLE OR NO LONGER WITH COMPANY: ASK
Is there someone else I can talk to who could answer some questions about the business, including its ownership and procurement/contracting activities?
IF YES: CONTINUE
OTHERWISE: SCHEDULE CALLBACK.

 Are you the owner or an authorized decision-maker in your company?
IF YES:CONTINUE
IF NO OR TRANSFERRED TO ANOTHER PARTY (CFO, MANAGER, ETC): ASK
Are you able to answer questions concerning the business, including its ownership and procurement/contracting activities?
IF YES: CONTINUE
IF NO: ASK
Is there someone else I can talk to who could answer some questions about the business, including its ownership and procurement/contracting activities?
IF YES: CONTINUE
IF NO, SCHEDULE a CALL-BACK.

WHENEVER SPEAKING WITH NEW PERSON:
 Hello, my name is _____ and I am calling on behalf of Aldine,

Alief, and Spring Independent School Districts (City). The Districts has commissioned MGT to conduct a disparity study to determine the effects of race, ethnicity, or gender on a business' ability to do business in the Districts' marketplaces - both public and private sectors.

OTHERWISE: CONTINUE

READ THE FOLLOWING STATEMENT: This call may be monitored for quality assurance.
CONTINUE WITH SURVEY.

IF NEEDED:
Aldine, Alief, and Spring Independent School Districts (Districts) have commissioned MGT to conduct a disparity study to determine the effects of race, ethnicity, or gender on a business' ability to do business in the Districts' marketplaces - both public and private sectors, acquire capital such as loans and bonding, and win contracts or subcontracts in the marketplace in which the Districts do business. This study has a focus on women-owned and minority-owned businesses who conduct business within the Districts' marketplaces. 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-owned businesses in the Districts' marketplaces. Your information will be aggregated for the overall analysis and used only to conduct this study.

If you have any questions or would like more information about this research study please visit the study website www.Aldine-Alief-Spring-ISD-disparitystudy.com or contact MGT at AASISDdisparitystudy@mgt.us .

MGT Aldine, Alief, and Spring, TX (AAS) ISD Vendor Survey

Questionnaire

Questionnaire # _____ (1-4)

Q.1 May I please have your **NAME** just in case we have any further questions?

If respondent is unwilling to provide their name, enter **REFUSED**.

[REQUIRE ANSWER]
_____ (5-54)

Q.2 Is **[ANSWER TO Q. 70]** the best **PHONE NUMBER** to reach you at if we need to follow up on your survey responses?

[REQUIRE ANSWER]
(55)
Yes 1
No 2

[S - IF THE ANSWER IS 1, THEN SKIP TO QUESTION 4]

Q.3 Enter correct **PHONE NUMBER**. Read back to respondent to verify.

[REQUIRE ANSWER]
_____ (56-71)

Q.4 Is **[ANSWER TO Q. 80]** the best **EMAIL ADDRESS** to use if we need to follow up with you?

[REQUIRE ANSWER]
(72)
Yes 1
No 2

[S - IF THE ANSWER IS 1, THEN SKIP TO QUESTION 6]

Q.5 Enter the correct **EMAIL ADDRESS**. Read back to respondent to verify.

[REQUIRE ANSWER]
_____ (73-322)

Q.6 What is your **OFFICIAL TITLE**?

[REQUIRE ANSWER]

(323)

Owner/Principal/Partner/Founder 1
Chief Executive Officer (CEO)/President 2
Vice President 3
Chief Financial Officer (CFO) 4
Chief Operations Officer (COO) 5
Other 6

[S - IF THE ANSWER IS NOT 6, THEN SKIP TO QUESTION 8]

Q.7 **Specify Other:** OFFICIAL COMPANY TITLE

[REQUIRE ANSWER]

_____ (324-373)

Q.8 Is **[ANSWER TO Q. 73]** the correct **BUSINESS NAME** for your company?

[REQUIRE ANSWER]

(374)

Yes 1
No 2

[S - IF THE ANSWER IS 1, THEN SKIP TO QUESTION 10]

Q.9 Enter correct **BUSINESS NAME**. Read back to respondent to verify.

[REQUIRE ANSWER]

_____ (375-474)

Q.10 What is your company's **PRIMARY LINE OF BUSINESS**?

[REQUIRE ANSWER]

(475)

Construction (ex. highway, general construction, excavating, mechanical, carpentry, site work, electrical, etc.) 1
Architecture & Engineering (ex. architecture, civil engineering, environmental engineering, etc.) 2
Professional Services (ex. accounting, legal services, construction management, consulting, etc.) 3
Non-Professional Services (ex. janitorial, security, equipment repair, auto repair, etc.) 4
Goods & Supplies (ex. books, computers, art supplies, etc.) 5
Other: (Please explain your company's primary line of

business.) 6

Q.11 Please explain your company's **PRIMARY LINE OF BUSINESS**.

Be specific but brief.

[REQUIRE ANSWER]

_____ (476-975)

Q.12 Is your company registered as a **HUB-CERTIFIED ENTERPRISE** with the **STATE of TEXAS**?

HUB-certified definition for information purposes only. Do not read unless respondent asks what a HUB-Certified Enterprise is.

A **Historically Underused Business (HUB)** in **Texas** is a **for-profit** entity that is **at least 51% owned** by individuals who are **Black Americans, Hispanic Americans, Asian Pacific Americans, Native Americans, American women, and/or Service-Disabled Veterans.** These owners must **reside** in **Texas** and **actively participate** in the **business' management** and **operations,** and the business must be **primarily based** in **Texas.**

[REQUIRE ANSWER]
(976)
Yes 1
No 2

Q.13 Is **at least 51 percent** of your company owned, managed, and controlled by a **WOMAN** or **WOMEN**?

[REQUIRE ANSWER]
(977)
Yes 1
No 2

Q.14 Is **at least 51 percent** of your company owned, managed, and controlled by one of the following **RACIAL** or **ETHNIC GROUP(S)**?

[REQUIRE ANSWER]

(978)
African American or Black 1
Asian American 2
Caucasian/White (non-Hispanic) 3
Hispanic American or Latino 4
Native American/American Indian 5
Other (Please specify the race or ethnicity of the owner(s)/manager(s)) 6
Refused to Answer 7

[S - IF THE ANSWER IS 1-5, THEN SKIP TO QUESTION 18]

[S - IF THE ANSWER IS 7, THEN SKIP TO QUESTION 16]

Q.15 Specify Other: **RACE OR ETHNICITY**

[REQUIRE ANSWER]
_____ (979-1053)

[Avoid Q16 - IF THE ANSWER TO QUESTION 14 IS NOT 7, THEN SKIP TO QUESTION 18]

Q.16 **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 **DISTRICTS'** public and private marketplaces. Do you want to change your answer?

[REQUIRE ANSWER]
(1054)
Yes 1
No 2

[S - IF THE ANSWER IS 1, THEN SKIP TO QUESTION 14]

Q.17 That completes our questionnaire. Again, **THANK YOU** for your input and your participation in this important study. Since you refused to provide your company's ownership classification, we will end the survey. Thank you.

[Delayed Skip - IF THE ANSWER TO QUESTION 14 IS 7, THEN SKIP TO QUESTION 69]

Q.18 Does your business work **PRIMARILY** as a **PRIME CONTRACTOR/DIRECT VENDOR, SUBCONTRACTOR/SUPPLIER** or **BOTH?**

[REQUIRE ANSWER]
(1055)
Prime Contractor/Direct Vendor 1
Subcontractor/Supplier 2
Both 3

Q.19 Between **JULY 1, 2018** and **JUNE 30, 2023**, did your company **SUBMIT BIDS**, **QUOTES**, or **PROPOSALS** (**ATTEMPT TO DO WORK**) as a **PRIME CONTRACTOR** or was your company **INCLUDED** as a **SUBCONTRACTOR** on an **ALDINE**, **ALIEF**, or **SPRING INDEPENDENT SCHOOL DISTRICT (ISD)** contract/project?

If business was established after June 30, 2023 continue with survey but note in interviewer comments that business was not established until after June 30, 2023.

[REQUIRE ANSWER]

	Yes	No
ALDINE ISD (Independent School District)	1	2 (1056)
ALIEF ISD (Independent School District)	1	2 (1057)
SPRING ISD (Independent School District)	1	2 (1058)

[Avoid Q20 - IF THE ANSWER TO SUB-QUESTION 1 OF QUESTION 19 IS 1, THEN SKIP TO QUESTION 23]

Q.20 Why have you **NOT ATTEMPTED** to do business on **ALDINE ISD** contracts or projects?

[REQUIRE ANSWER]

(1059)
Experience(s) of discriminatory behavior 1
Other (Please specify other reasons you have not attempted to do business on Aldine ISD contracts or projects) 2

[S - IF THE ANSWER IS 2, THEN SKIP TO QUESTION 22]

Q.21 Please specify the **DISCRIMINATORY BEHAVIOR** your company experienced that has led to **NOT ATTEMPTING** to do business on **ALDINE ISD** contracts.

Be specific but brief.

[REQUIRE ANSWER]

_____ (1060-1559)

[Avoid Q22 - IF THE ANSWER TO QUESTION 20 IS 1, THEN SKIP TO QUESTION 23]

Q.22 Please specify **OTHER REASONS** your company **HAS NOT ATTEMPTED** to do business on **ALDINE ISD** contracts or projects.

Be specific but brief.

[REQUIRE ANSWER]

_____ (1560-2059)

[Avoid Q23 - IF THE ANSWER TO SUB-QUESTION 2 OF QUESTION 19 IS 1, THEN SKIP TO QUESTION 26]

Q.23 Why have you **NOT ATTEMPTED** to do business on **ALIEF ISD** contracts or projects?

[REQUIRE ANSWER]

(2060)
Experience of discriminatory behavior 1
Other (Please specify other reasons you have not attempted to do business on Alief ISD contracts or projects) 2
Both 3

[S - IF THE ANSWER IS 2, THEN SKIP TO QUESTION 25]

Q.24 Please specify the **DISCRIMINATORY BEHAVIOR** your company experienced that has led to **NOT ATTEMPTING** to do business on **ALIEF ISD** contracts.

Be specific but brief.

[REQUIRE ANSWER]

_____ (2061-2560)

[Avoid Q25 - IF THE ANSWER TO QUESTION 23 IS 1, THEN SKIP TO QUESTION 26]

Q.25 Please specify **OTHER REASONS** your company **HAS NOT ATTEMPTED** to do business on **ALIEF ISD** contracts or projects.

Be specific but brief.

[REQUIRE ANSWER]

_____ (2561-3060)

[Avoid Q26 - IF THE ANSWER TO SUB-QUESTION 3 OF QUESTION 19 IS 1, THEN SKIP TO QUESTION 29]

Q.26 Why have you **NOT ATTEMPTED** to do business on **SPRING ISD** contracts or projects?

[REQUIRE ANSWER]

(3061)

Experience(s) of discriminatory behavior 1
Other (Please specify other reasons you have not attempted to do business on Aldine ISD contracts or projects) 2
Both 3

[S - IF THE ANSWER IS 2, THEN SKIP TO QUESTION 28]

Q.27 Please specify the **DISCRIMINATORY BEHAVIOR** your company experienced that has led to **NOT ATTEMPTING** to do business on **SPRING ISD** contracts.

Be specific but brief.

[REQUIRE ANSWER]

_____ (3062-3561)

[Avoid Q28 - IF THE ANSWER TO QUESTION 26 IS 1, THEN SKIP TO QUESTION 29]

Q.28 Please specify **OTHER REASONS** your company **HAS NOT ATTEMPTED** to do business on **SPRING ISD** contracts or projects.

Be specific but brief.

[REQUIRE ANSWER]

_____ (3562-4061)

[Avoid Q29 - IF THE ANSWER TO SUB-QUESTION 1 OF QUESTION 19 IS 2, AND...]
[Avoid Q29 - IF THE ANSWER TO SUB-QUESTION 2 OF QUESTION 19 IS 2, AND...]
[Avoid Q29 - IF THE ANSWER TO SUB-QUESTION 3 OF QUESTION 19 IS 2, THEN SKIP TO QUESTION 30]

Q.29 Between **JULY 1, 2018** and **JUNE 30, 2023,** was your firm **AWARDED** a **CONTRACT** or did your company **WORK** as a **SUBCONTRACTOR** on an **ALDINE, ALIEF,** or **SPRING ISD (Independent School District)** contract or project?

[REQUIRE ANSWER]

	Yes	No
ALDINE ISD (Independent School District)	01	02 (4062-4063)
ALIEF ISD (Independent School District)	01	02 (4064-4065)
SPRING ISD (Independent School District)	01	02 (4066-4067)

Q.30 The following questions will be asked about your or your company's experience doing business on a **GOVERNMENT** or **NON-GOVERNMENT** project.

- **GOVERNMENT PROJECT** refers to the **ALDINE**, **ALIEF**, and **SPRING INDEPENDENT SCHOOL DISTRICTS (ISDs)**. A government contract refers to an **AGREEMENT** between **YOUR BUSINESS** and the **DISTRICT(S)**, regardless of prime or subcontractor status.
- **NON-GOVERNMENT PROJECT** refers to a contract or agreement with a **FOR-PROFIT VENDOR** creating mutual obligations. A **FOR-PROFIT VENDOR** is a **NON-GOVERNMENT ENTITY** which **AIMS** to **EARN PROFIT** through its operations.

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)?

[REQUIRE ANSWER]

	Yes	No
On an ALDINE ISD (Independent School District) Project	1	2 (4068)
On an ALIEF ISD (Independent School District) Project	1	2 (4069)
On a SPRING ISD (Independent School District) Project	1	2 (4070)
On a Non-government Project	1	2 (4071)

[Avoid Q31 - IF THE ANSWER TO SUB-QUESTION 1 OF QUESTION 30 IS NOT 1, AND...]
[Avoid Q31 - IF THE ANSWER TO SUB-QUESTION 2 OF QUESTION 30 IS NOT 1, AND...]
[Avoid Q31 - IF THE ANSWER TO SUB-QUESTION 3 OF QUESTION 30 IS NOT 1, AND...]
[Avoid Q31 - IF THE ANSWER TO SUB-QUESTION 4 OF QUESTION 30 IS NOT 1, THEN SKIP TO QUESTION 32]

31 Please **DESCRIBE** the situation(s) and **INCLUDE** the related **DISTRICT(S)** (i.e Aldine, Alief, and/or Spring) or **NON-GOVERNMENT ENTITY**.

Be specific but brief.

Do not read. FYI only, if needed to remind respondent.
(Treated unfavorably because of "Good Old Boy Network")

[REQUIRE ANSWER]

_____ (4072-4571)

Q.32 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)**?

[REQUIRE ANSWER]

	Yes	No
On an ALDINE ISD (Independent School District) Contract	1	2 (4572)
On an ALIEF ISD (Independent School District) Contract	1	2 (4573)
On a SPRING ISD (Independent School District) Contract	1	2 (4574)
On a Non-government Contract	1	2 (4575)

[Avoid Q33 - IF THE ANSWER TO SUB-QUESTION 1 OF QUESTION 32 IS NOT 1, AND...]
[Avoid Q33 - IF THE ANSWER TO SUB-QUESTION 2 OF QUESTION 32 IS NOT 1, AND...]
[Avoid Q33 - IF THE ANSWER TO SUB-QUESTION 3 OF QUESTION 32 IS NOT 1, AND...]
[Avoid Q33 - IF THE ANSWER TO SUB-QUESTION 4 OF QUESTION 32 IS NOT 1, THEN SKIP TO QUESTION 34]

Q.33 Please **DESCRIBE** the situation(s) and **INCLUDE** the related **DISTRICT(S)** (i.e. Aldine, Alief, and/or Spring) or **NON-GOVERNMENT ENTITY**.

Be specific but brief.

Do not read. FYI only, if needed to remind respondent.
(Treated unfavorably with business practices such as price discrimination by suppliers)

[REQUIRE ANSWER]

_____ (4576-5075)

Q.34 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)**?

[REQUIRE ANSWER]

	Yes	No
On an ALDINE ISD (Independent School District) Contract	1	2 (5076)
On an ALIEF ISD (Independent School District) Contract	1	2 (5077)
On a SPRING ISD (Independent School District) Contract	1	2 (5078)
On a Non-government Contract	1	2 (5079)

[Avoid Q35 - IF THE ANSWER TO SUB-QUESTION 1 OF QUESTION 34 IS NOT 1, AND...]
[Avoid Q35 - IF THE ANSWER TO SUB-QUESTION 2 OF QUESTION 34 IS NOT 1, AND...]
[Avoid Q35 - IF THE ANSWER TO SUB-QUESTION 3 OF QUESTION 34 IS NOT 1, AND...]
[Avoid Q35 - IF THE ANSWER TO SUB-QUESTION 4 OF QUESTION 34 IS NOT 1, THEN SKIP TO QUESTION 36]

Q.35 Please **DESCRIBE** the situation(s) and **INCLUDE** the related **DISTRICTS(S)** (i.e. Aldine, Alief, and/or Spring) or **NON-GOVERNMENT ENTITY**.

Be specific but brief.

Do not read. FYI only, if needed to remind respondent.
(Experienced discrimination through bid shopping)

[REQUIRE ANSWER]
_____ (5080-5579)

Q.36 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)**?

[REQUIRE ANSWER]

	Yes	No
On an ALDINE ISD (Independent School District) Contract	1	2 (5580)
On an ALIEF ISD (Independent School District) Contract	1	2 (5581)
On a SPRING ISD (Independent School District) Contract	1	2 (5582)
On a Non-government Contract	1	2 (5583)

[Avoid Q37 - IF THE ANSWER TO SUB-QUESTION 1 OF QUESTION 36 IS NOT 1, AND...]
[Avoid Q37 - IF THE ANSWER TO SUB-QUESTION 2 OF QUESTION 36 IS NOT 1, AND...]
[Avoid Q37 - IF THE ANSWER TO SUB-QUESTION 3 OF QUESTION 36 IS NOT 1, AND...]
[Avoid Q37 - IF THE ANSWER TO SUB-QUESTION 4 OF QUESTION 36 IS NOT 1, THEN

SKIP TO QUESTION 38]

Q.37 Please **DESCRIBE** the situation(s) and **INCLUDE** the related **DISTRICT(S)** (i.e. Aldine, Alief, and/or Spring) or N**ON-GOVERNMENT ENTITY**.

Be specific but brief.

Do not read. FYI only, if needed to remind respondent.
(Experienced discrimination while executing work)

[REQUIRE ANSWER]

_____ (5584-6083)

Q.38 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)**?

[REQUIRE ANSWER]

	Yes	No
On an ALDINE ISD (Independent School District) Contract	1	2 (6084)
On an ALIEF ISD (Independent School District) Contract	1	2 (6085)
On a SPRING ISD (Independent School District) Contract	1	2 (6086)
On a Non-government Contract	1	2 (6087)

[Avoid Q39 - IF THE ANSWER TO SUB-QUESTION 1 OF QUESTION 38 IS NOT 1, AND...]
[Avoid Q39 - IF THE ANSWER TO SUB-QUESTION 2 OF QUESTION 38 IS NOT 1, AND...]
[Avoid Q39 - IF THE ANSWER TO SUB-QUESTION 3 OF QUESTION 38 IS NOT 1, AND...]
[Avoid Q39 - IF THE ANSWER TO SUB-QUESTION 4 OF QUESTION 38 IS NOT 1, THEN SKIP TO QUESTION 40]

Q.39 Please **DESCRIBE** the situation(s) and **INCLUDE** the related **DISTRICT(S)** (i.e. Aldine, Alief, and/or Spring) or **NON-GOVERNMENT ENTITY**.

Be specific but brief.

Do not read. FYI only, if needed to remind respondent.
(Treated unfavorably with double standards in measuring performance)

[REQUIRE ANSWER]

_____ (6088-6587)

Q.40 Have you or your company **BEEN TREATED UNFAVORABLY** due to your **RACE**, **ETHNICITY**, or **GENDER** with **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)**?

[REQUIRE ANSWER]

	Yes	No
On an ALDINE ISD (Independent School District) Contract	1	2 (6588)
On an ALIEF ISD (Independent School District) Contract	1	2 (6589)
On a SPRING ISD (Independent School District) Contract	1	2 (6590)
On a Non-government Contract	1	2 (6591)

[Avoid Q41 - IF THE ANSWER TO SUB-QUESTION 1 OF QUESTION 40 IS NOT 1, AND...]
[Avoid Q41 - IF THE ANSWER TO SUB-QUESTION 2 OF QUESTION 40 IS NOT 1, AND...]
[Avoid Q41 - IF THE ANSWER TO SUB-QUESTION 3 OF QUESTION 40 IS NOT 1, AND...]
[Avoid Q41 - IF THE ANSWER TO SUB-QUESTION 4 OF QUESTION 40 IS NOT 1, THEN SKIP TO QUESTION 42]

Q.41 Please **DESCRIBE** the situation(s) and **INCLUDE** the related **DISTRICT(S)** (i.e. Aldine, Alief, and/or Spring) or **NON-GOVERNMENT ENTITY**.

Be specific but brief.

Do not read. FYI only, if needed to remind respondent.
(Treated unfavorably by refusal to deal with minorities or women)

[REQUIRE ANSWER]
_____ (6592-7091)

Q.42 Have you or your company **BEEN TREATED UNFAVORABLY** due to your **RACE**, **ETHNICITY**, or **GENDER** with **DENIAL** of the **OPPORTUNITY** to **BID** **(e.g., not being allowed to bid because of your race, ethnicity, or gender)**?

[REQUIRE ANSWER]

	Yes	No
On an ALDINE ISD (Independent School District) Contract	1	2 (7092)
On an ALIEF ISD (Independent School District) Contract	1	2 (7093)
On a SPRING ISD (Independent School District) Contract	1	2 (7094)
On a Non-government Contract	1	2 (7095)

[Avoid Q43 - IF THE ANSWER TO SUB-QUESTION 1 OF QUESTION 42 IS NOT 1, AND...]
[Avoid Q43 - IF THE ANSWER TO SUB-QUESTION 2 OF QUESTION 42 IS NOT 1, AND...]
[Avoid Q43 - IF THE ANSWER TO SUB-QUESTION 3 OF QUESTION 42 IS NOT 1, AND...]
[Avoid Q43 - IF THE ANSWER TO SUB-QUESTION 4 OF QUESTION 42 IS NOT 1, THEN SKIP TO QUESTION 44]

Q.43 Please **DESCRIBE** the situation(s) and **INCLUDE** the related **DISTRICT(S)** (i.e. Aldine, Alief, and/or Spring) or **NON-GOVERNMENT ENTITY**.

Be specific but brief.

Do not read. FYI only, if needed to remind respondent.
(Treated unfavorably with denial of opportunity to bid)

[REQUIRE ANSWER]

_____ (7096-7595)

[Avoid Q44 - IF THE ANSWER TO SUB-QUESTION 1 OF QUESTION 19 IS NOT 1, AND...]
[Avoid Q44 - IF THE ANSWER TO SUB-QUESTION 2 OF QUESTION 19 IS NOT 1, AND...]
[Avoid Q44 - IF THE ANSWER TO SUB-QUESTION 3 OF QUESTION 19 IS NOT 1, AND...]
[Avoid Q44 - IF THE ANSWER TO SUB-QUESTION 1 OF QUESTION 29 IS NOT 1, AND...]
[Avoid Q44 - IF THE ANSWER TO SUB-QUESTION 2 OF QUESTION 29 IS NOT 1, AND...]
[Avoid Q44 - IF THE ANSWER TO SUB-QUESTION 3 OF QUESTION 29 IS NOT 1, THEN SKIP TO QUESTION 48]

Q.44 While working on a **DISTRICT** contract, have you experienced a situation where a member of the **PROJECT STAFF** was **UNWILLING** to **DEAL** with **MINORITIES** or **WOMEN**?

[REQUIRE ANSWER]

	Yes	No
On an ALDINE ISD (Independent School District) Contract	1	2 (7596)
On an ALIEF ISD (Independent School District) Contract	1	2 (7597)
On a SPRING ISD (Independent School District) Contract	1	2 (7598)

[Avoid Q45 - IF THE ANSWER TO SUB-QUESTION 1 OF QUESTION 44 IS NOT 1, THEN SKIP TO QUESTION 46]

Q.45 Please **DESCRIBE** the situation (in which a member of the **ALDINE** project staff was **UNWILLIN**G to **WORK** with **MINORITIES** or **WOMEN**.)

Only read the verbiage in parentheses if needed.

Be specific but brief.

[REQUIRE ANSWER]

_____ (7599-8098)

[Avoid Q46 - IF THE ANSWER TO SUB-QUESTION 2 OF QUESTION 44 IS NOT 1, THEN SKIP TO QUESTION 47]

Q.46 Please **DESCRIBE** the situation (in which a member of the **ALIEF** project staff was

UNWILLING to **WORK** with **MINORITIES** or **WOMEN**.)

Only read the verbiage in parentheses if needed.

Be specific but brief.

[REQUIRE ANSWER]
_____ (8099-8598)

[Avoid Q47 - IF THE ANSWER TO SUB-QUESTION 3 OF QUESTION 44 IS NOT 1, THEN SKIP TO QUESTION 48]

Q.47 Please **DESCRIBE** the situation (in which a member of the **SPRING** project staff was **UNWILLING** to **WORK** with **MINORITIES** or **WOMEN**.)

Only read the verbiage in parentheses if needed.

Be specific but brief.

[REQUIRE ANSWER]
_____ (8599-9098)

Q.48 Does your business have **BONDING** for the type of work you bid on?

[REQUIRE ANSWER]
(9099)
Yes 1
No - Our line of work does not require bonding 2

[S - IF THE ANSWER IS NOT 1, THEN SKIP TO QUESTION 52]

Q.49 Have you or your company **BEEN TREATED UNFAVORABLY** due to your **RACE**, **ETHNICITY**, or **GENDER** with **DISCRIMINATORY DENIAL** of **ACQUIRING** a **BOND**?

[REQUIRE ANSWER]
(9100)
Yes 1
No 2

[S - IF THE ANSWER IS NOT 1, THEN SKIP TO QUESTION 51]

Q.50 Please **DESCRIBE** the situation in which you were **TREATED UNFAVORABLY** with **DISCRIMINATORY DENIAL** of **ACQUIRING** a **BOND**.

Be specific but brief.

[REQUIRE ANSWER]

_____ (9101-9600)

Q.51 What is your current **AGGREGATE (MAXIMUM) BONDING CAPACITY**?

[REQUIRE ANSWER]

	(9601)
Below $100,000?	1
$100,001 to $250,000?	2
$250,001 to $500,000?	3
$500,001 to $1 million?	4
$1 million one to $1.5 million?	5
$1.5 million one to $3 million?	6
$3 million one to $5 million?	7
Over $5 million?	8
Unsure (Volunteered - Do Not Read)	9

Q.52 Between **2018** and **2023** did your company apply for a **LOAN** or **BUSINESS CREDIT**?

[REQUIRE ANSWER]

	(9602)
Yes	1
No	2

[S - IF THE ANSWER IS NOT 1, THEN SKIP TO QUESTION 59]

Q.53 Was your **LOAN** or **CREDIT APPLICATION COMPLETELY** or **PARTIALLY DENIED**?

[REQUIRE ANSWER]

	(9603)
Yes	1
No	2

[S - IF THE ANSWER IS NOT 1, THEN SKIP TO QUESTION 59]

Q.54 Do you think your **LOAN** or **CREDIT APPLICATION** was **COMPLETELY** or **PARTIALLY DENIED** because of your **RACE, ETHNICITY,** or **GENDER**?

[REQUIRE ANSWER]

	(9604)
Yes	1
No	2

[S - IF THE ANSWER IS 1, THEN SKIP TO QUESTION 57]

Q.55 From the **LOAN** or **CREDIT APPLICATION**, were you only **APPROVED** for a **PARTIAL AMOUNT** of what was requested?

[REQUIRE ANSWER]
(9605)
Yes 1
No 2

[S - IF THE ANSWER IS NOT 1, THEN SKIP TO QUESTION 58]

Q.56 Do you think you were only **APPROVED** for a **PARTIAL AMOUNT** of what was requested because of your **RACE**, **ETHNICITY**, or **GENDER**?

[REQUIRE ANSWER]
(9606)
Yes 1
No 2

[S - IF THE ANSWER IS NOT 1, THEN SKIP TO QUESTION 58]

Q.57 Please **DESCRIBE** the situation in which your **RACE**, **ETHNICITY**, or **GENDER** influenced the **DENIAL** or **PARTIAL ACCEPTANCE** of your **LOAN** or **CREDIT APPLICATION**.

[REQUIRE ANSWER]
_____ (9607-10106)

Q.58 Specify: **OTHER REASON WHY YOU THOUGHT YOUR LOAN MIGHT HAVE BEEN DENIED OR PARTIALLY GRANTED.**

[REQUIRE ANSWER]
_____ (10107-10606)

[Avoid Q59 - IF THE ANSWER TO QUESTION 18 IS 1, THEN SKIP TO QUESTION 60]

Q.59 Do **PRIME CONTRACTORS** or **DIRECT VENDORS** who contract with your company on public sector or government projects with **M/WBE CONTRACT GOALS** also solicit your company on projects (private or public) **WITHOUT M/WBE CONTRACT GOALS*?***

[REQUIRE ANSWER]
(10607)
Yes 1
No 2

[Avoid Q60 - IF THE ANSWER TO QUESTION 18 IS 2, THEN SKIP TO QUESTION 61]

Q.60 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?

[REQUIRE ANSWER]
(10608)
Yes 1
No 2
Not Applicable - Do Not Work in Private Sector 3

Q.61 Have you experienced or observed a situation in which a prime contractor or direct vendor **INCLUDES 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?

[REQUIRE ANSWER]
(10609)
Yes 1
No 2

[S - IF THE ANSWER IS NOT 1, THEN SKIP TO QUESTION 63]

Q.62 Please **DESCRIBE** the situation.

Be specific but brief.

Do not read. FYI only.
(Sub dropped for no legitimate reason after contract awarded)

[REQUIRE ANSWER]
_____ (10610-11109)

Q.63 Between **2018** and **2023**, what was the average **NUMBER OF EMPLOYEES** on your company's payroll, including full-time and part-time staff**?**

PROMPT!
Would you say the # of employees falls between.. read list below.

[REQUIRE ANSWER]
(11110)
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

Q.64 What is the **AVERAGE ANNUAL REVENUE** of the company**?**

PROMPT!

Best Guess.. Would you say it falls between....read list below.

[REQUIRE ANSWER]

	(11111-11112)
Up to $50,000?	001
$50,001 to $100,000?	002
$100,001 to 300,000?	003
$300,001 to $500,000?	004
500,001 to $1 million?	005
$1,000,001 to $3 million? ($1 million one to $3 million)	006
$3,000,001 to $5 million? ($3 million one to $5 million)	007
$5,000,001 to $10 million? ($5 million one to $10 million)	008
More than $10 million?	009
Refused to answer - (Volunteered - Do Not Read)	010

Q.65 What is the **HIGHEST LEVEL OF EDUCATION** completed by the primary owner of your company?

[REQUIRE ANSWER]

	(11113)
Some high school	1
High school graduate	2
Trade or technical education	3
Associate Degree (AA, AS, etc.)	4
Bachelor's Degree (BA, BS, etc.)	5
Graduate or Professional Degree (MA, PhD, JD, MBA, etc.)	6

Q.66 What is the **AGE** of the company?

[REQUIRE ANSWER]

	(11114)
0-2 years	1
3-5 years	2
6-10 years	3
11-15 years	4
16-20 years	5
21+ years	6

Q.67 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 **DISTRICT** or **PRIVATE (NON-GOVERNMENTAL) CONTRACTS**, **WORKING** with **PRIME FIRMS/DIRECT VENDORS**, or **WORKING** with **SUBCONTRACTORS/SUPPLIERS**?

PROBE. Be specific but brief.

If respondent has no feedback to offer, enter None.

_____ (11115-11614)

Q.68 This concludes the survey. On behalf of the **ALDINE**, **ALIEF** and **SPRING INDEPENDENT SCHOOL DISTRICTS**, **THANK YOU** for your participation.

If needed: If you have any questions or would like more information about this study, please visit the study website at **www.aldine-alief-spring-isd-disparitystudy.com** or contact us via email at **AASISDdisparitystudy@mgt.us**.

Q.69 Interviewer Comments
If **NO** additional comments**,** put **99** in box**.**

[REQUIRE ANSWER]
_____ (11615-12114)

Q.70 Telephone Number _____ (14000-14015)
Q.71 Ref Name _____ (14016-14040)
Q.72 Ref # _____ (14041-14045)
Q.73 Business Name _____ (14046-14145)
Q.74 Contact Name _____ (14146-14220)
Q.75 Street Address _____ (14221-14320)
Q.76 City _____ (14321-14370)
Q.77 State _____ (14371-14375)
Q.78 Zip Code _____ (14376-14385)
Q.79 County _____ (14386-14435)
Q.80 Email Address _____ (14436-14635)
Q.81 Alternate Contact Name _____ (14636-14710)
Q.82 Alternate Phone Number _____ (14711-14726)
Q.83 MGT Certifications _____ (14727-14976)
Q.84 Interviewer _____ (16000-16003)
Q.85 Date _____ (16004-16012)
Q.86 Time _____ (16013-16018)
Q.87 Duration _____ (16019-16024)
Q.88 Call Result _____ (16025-16026)

Appendix E In-depth Interview Guide for Businesses

Phase 1 Telephone Introduction

Hello. My name is _____ and I am calling on behalf of Spring, Alief, and Aldine Independent School Districts to speak with businesses that do business in the District's marketplace.

> 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.

Spring, Alief, and Aldine Independent School Districts retained MGT to conduct a research study that helps determine if racial and/or gender business discrimination is in the markets in which the District does business – both public and private sectors. We understand that this may be a difficult topic to discuss. Your feedback is important to address if discrimination has an effect on a business's ability to conduct business in the District's private marketplace and within the District's contracting for minority businesses.

The interview will last approximately 45 minutes.

When can we schedule your interview to receive your input and recommendations on doing business on Spring, Alief, and Aldine Independent School Districts projects or contracts?

Pre-Interview Questions via Qualtrics – Firms that agree to participate in an interview will be provided a link to complete pre-interview questions. The pre-interview will provide clarity and focus on specific questions for the interviewee.

Introductory Telephone Survey

Spring, Alief, and Aldine Independent School Districts have retained MGT to conduct three disparity studies. The results and recommendations will serve as the basis for appropriate policy remedies for addressing identified barriers to inclusion of all segments of the business community and policy options that are legally defensible and based on effective base practices. 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 with the Districts. 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 selected to participate in an interview of businesses to ascertain experiences of discrimination towards businesses in the District's private marketplace and the District's procurement of goods and services; the subcontracting practices of prime contractors/vendors who do business with the District; and information about doing business or attempting to do business with the District and/or prime contracting.

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 District.

This is a great opportunity for you to provide feedback regarding your experience doing business with or attempting to do business with Spring, Alief, and Aldine Independent School Districts. The survey can be completed in 10 minutes or less.

1. Please provide Company Name
    a. _____
2. What is your title?
    a. ( ) Owner
    b. ( ) CEO/President
    c. ( ) Vice President
    d. ( ) Manager/Financial Officer/COO
    e. ( ) Other (What is your official title?)
    f. _____

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. Is your company registered as a Veteran Business Enterprise with Spring, Alief, and Aldine Independent School Districts?
    a. ( ) Yes
    b. ( ) No
6. Is at least 51 percent of your company owned, managed, and controlled by a person or people of one or more of the following racial or ethnic group(s)?
    a. ( ) African American or Black
    b. ( ) Asian American
    c. ( ) Caucasian/White (non-Hispanic)
    d. ( ) Hispanic American or Latino

e. ( ) Native American/American Indian
f. ( ) Other - (Please specify the race or ethnicity of the owner(s)/manager(s): _____

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.)

8. What is your company's primary line of business?
   a. ( ) Construction
   b. ( ) Professional Services
   c. ( ) Supplies/Services
   d. ( ) Other Please explain your company's primary line of business.
   e. _____

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. ( ) <$100k
   b. ( ) $100k-$500k
   c. ( ) $500k-$1M
   d. ( ) $1M-$5M
   e. ( ) $5M-$10M
   f. ( ) >$10M

11. Do you bid or propose as:
   a. A prime
   b. A subcontractor
   c. Both

12. Between July 1, 2018 and June 30, 2023, have you been awarded a contract, subcontract, work order, or purchase order on a project or projects for Spring, Alief, and Aldine Independent School Districts.
   a. Yes
   b. No (If No, ask Why?)

The following questions will be asked about your or your company's experience doing business on a government or non-government contract. For the purpose of this questionnaire, the following terms are defined as follow:

- **Government contract** refers to Spring, Alief, and Aldine Independent School Districts. A government contract refers to an agreement between your business and Spring, Alief, and Aldine Independent School Districts regardless of prime or subcontractor status.
- **Non-Government contract** refers to a contract or agreement with a for-profit vendor creating mutual obligations. A for-profit vendor is a non-government entity which aims to earn profit through its operations.

13. Have you or your company been treated unfavorably due to your race, ethnicity, or gender because **there is an "informal 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 a non-government contract 2

Yes on both 3

None of the above 4

14. 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 a non-government contract 2

Yes on both 3

None of the above 4

15. 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 a non-government contract..... 2

Yes on both 3

None of the above 4

16. 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 a non-government contract..... 2

Yes on both 3

None of the above 4

17. 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 a non-government contract..... 2

Yes on both 3

None of the above 4

18. 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 a non-government contract..... 2

Yes on both 3

None of the above 4

19. 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 a non-government contract..... 2

Yes on both 3

None of the above 4

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 Alief, Aldine, and Spring Independent School Districts Disparity Study. Your responses to this interview will be aggregated for the overall analysis and used only for this research study. Individual information is kept confidential to the extent permitted by law. 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 in the Spring, Alief, and Aldine Independent School Districts marketplace.

Thank you for your participation!

In-Depth Interview Questions

COMPANY INFORMATION

1. First, please tell me about your company. Tell me about the type of work you do, etc.
2. Have you or others experienced any discriminatory barriers to entering your industry?
3. Have you experienced discrimination when trying to work or working in the markets in which the Districts does business – both public and private sectors?
    a. If yes, please tell me about what happened and by whom.
4. How do you learn about bid opportunities with any of these agencies?
    a. Are there barriers to learning about prime or subcontract bidding opportunities?
5. Tell me about your experience bidding on Districts 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?
6. Did you experience discrimination during the bidding process?
    a. If yes, please tell me about that.
7. Tell me about your experience working on District projects or contracts.
    a. Did you experience discrimination when you were working on the project or contract?
    b. If yes, please tell me what happened.
8. Do you think minority- or women-owned firms face challenges not faced by other businesses? Why or why not?
9. Have you applied for credit during the Study Period of July 2018 to June 2023?
    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? Was it due to discrimination based on race/ethnicity/gender?
10. Did you experience any discrimination in the loan application process?
    a. If yes, please tell me about it.
11. If you did not apply, did you feel discouraged from applying? If yes, why?
12. Do you work on both public sector and private sector work? Tell me more about your choice.

QUESTIONS FOR PRIMES:

13. How do you hire and select firms as subcontractors?

14. Do you make any efforts to include MWBE-certified firms in public contracts?
    a. If no, why?
    b. How?
15. Describe challenges or barriers that you might have faced when hiring and/or working with minority- or woman-owned businesses.
16. How are prime contractors/consultants encouraged to include subcontractors or MWBE-certified businesses?

PRIVATE MARKET EXPERIENCES

QUESTIONS FOR PRIMES:

17. Do you make any efforts to include MWBE-certified firms on private contracts?
    a. If not, why?
18. Do you use the same subs when you bid on private market contracts as you do on your bids for public projects?
    a. If no, why?
19. **FOR SUBS:** Do primes who solicit bids from you on their public projects solicit bids from you for their private contract work?
    a. If no, why do you think that is?

FOR ALL FIRMS:

20. Do you think there is a "good ole' boy" network operating in the marketplace?
    a. If no, how does it manifest?
    b. How does it impact competition?

This concludes the interview. On behalf of Alief, Aldine, and Spring Independent School Districts, thank you for your participation.

If you have any questions or would like more information about the Disparity study, please contact us at AASISDdisparitystudy@mgt.us or visit the study website at www.Aldine-Alief-Spring-ISD-disparitystudy.com.

Appendix F In-depth Interview Guide for Professional Organizations

TELEPHONE INTRODUCTION

Hello, my name is _____ and I am calling on behalf of Alief, Aldine, and Spring Independent School Districts to gather input from area trade associations and business organizations to learn more about how minority and women businesses have opportunities to participate in each of these Districts' contracts. MGT is conducting a disparity study to examine, research, and analyze multiple factors in determining the effects and outcomes of any marketplace barriers that adversely impact the utilization and availability of M/WBE firms in participating in the Districts contracting opportunities. The results and recommendations will serve as the basis for appropriate policy remedies for addressing identified barriers to the inclusion of all segments of the business community and policy options that are legally defensible and based on effective base practices. It is also important to include information from the local professional organizations that serve the business community.

We'd like your organization to participate in an in-depth interview to share information about 1) services you provide to your members or the general business community, 2) your relationship or interactions with the Districts 3) issues or concerns held by your organization or your members regarding doing business or attempting to do business with the Districts or their primes, and 4) suggested recommendations to improve the Districts' procurement process that would include the outreach and contracting with M/WBE's.

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?

Name of Organization:	_____	Industry Type:	_____
Date of Confirmation Call:	_____	Interview Date:	_____

Thank you for scheduling time to provide your input on this very important study. To learn more about the District's disparity study, we invite you to visit the study website www.aldine-alief-spring-isd-disparitystudy.com.

DAY OF IN-DEPTH INTERVIEW

Date of Interview _____

Interviewer's Name _____

Interviewee Information	
Organization Name	
Interviewee Name	
Interviewee Title	
Interviewee Phone #	
Interviewee Email	
Type of Organization	

IN-DEPTH INTERVIEW QUESTIONS

1. Please describe your organization's mission and strategic objectives.
2. What discriminatory barriers do you feel your constituents or members face when doing business or trying to do business with Alief, Aldine, and Spring Independent School Districts, their primes, or in the Districts' marketplace?
   PROMPT: Are your members facing discrimination in bonding, acquiring capital, bid shopping, predatory pricing, etc.?
3. In the industry your organization represents, does discrimination affect entry into self-employment?
4. Do you believe that minority- and women-owned business firms face greater challenges to operating and being competitive than non-minority, non-women-owned, etc. 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 most interfere with your constituents' or members' ability to do business in the **private sector**? *(Barriers to doing business, such as licensing, an informal network, financing, etc.)*
   a. Is it because of race/ethnicity/gender?
6. Would you recommend any of your constituents or members we should speak with directly regarding their experiences doing business or attempting to do business on Alief, Aldine, and Spring Independent School Districts' contracts?
7. Are there any other issues that you think are important for the study to address?

a. Why is the issue significant?

This concludes the interview. On behalf of Spring, Alief, and Aldine Independent School Districts, thank you for participating in this interview. If you have any questions or would like more information about the Disparity study, please contact us at aasisddisparitystudy@mgt.us or visit the study website at www.aldine-alief-spring-isd-disparitystudy.com

Appendix G List of Professional Organizations

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 Architects & Engineers

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

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

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

National Business Development Association

Regional Hispanic Contractor's Association

Rice Alliance for Technology and Entrepreneurship

Structural Engineers Association of Texas

Texas Association of Business

Texas Black Expo

Texas Society of Professional Engineers

Transportation Club of Houston

Tri-County Black Chamber of Commerce

West Houston Association

Women's Business Enterprise Alliance

Women's Contractors Association

Women's Energy Network

ALIEF INDEPENDENT SCHOOL DISTRICT

BOARD DOCUMENT

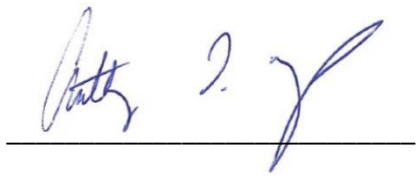
MEETING DATE: March 24, 2026

AGENDA ITEM: Senate Bill 546 Presentation

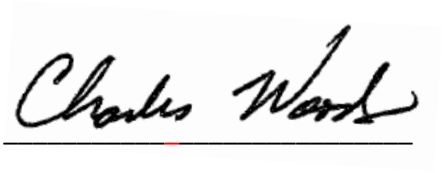
Senate Bill 546 requires all school buses transporting students to be equipped with three-point seat belts by September 1, 2029. Business Services will be presenting an overview of the District's fleet data and the estimated cost associated with bringing buses into compliance.

At this time, legislation does not include dedicated state funding for districts to meet this requirement.

RECOMMENDATION: Report item – no action required



Dr. Anthony T. Mays
Superintendent



Charles Woods
Deputy Superintendent for Business



Seatbelt Information and DATA for SB 546

By: Richard Torres
Director of Transportation

Vinson Lewis

Assistant Superintendent of Support Services

Alief Independent School District
THE SMART CHOICE

SB 546 Seatbelt Requirements



Summary of SB 546

Requires all school buses to be equipped with 3-point seatbelts for every passenger and the driver

Implementation Timeline

- SB 546 effective September 1, 2025
- Present data and estimated cost to school board
- Board sends data to TEA by May 30, 2026
- Full compliance required by September 1, 2029

Seat Belt Data Fleet



Regular Ed Buses without any SEATBELTS = 114	
Model Year	**Number of Buses**
2010	8
2011	10
2013	6
2014	13
2015	13
2016	31
2017	23
2018	10

Alief Independent School District
THE SMART CHOICE

Seat Belt Data Fleet



Regular Ed Buses with 3-Point SEATBELTS = 108	
Model Year	**Number of Buses**
2019	26
2020	10
2021	10
2022	11
2024	23
2025	15
2026	13

Alief Independent School District
THE SMART CHOICE

Seat Belt Data Fleet



Sped ED Buses with LAP BELTS = 46	
Model Year	**Number of Buses**
2013	3
2014	4
2015	8
2016	22
2017	9

Alief Independent School District
THE SMART CHOICE

Seat Belt Data Fleet



Sped Ed Buses with 3-point SEATBELTS = 57	
Model Year	**Number of Buses**
2017	2
2019	16
2020	12
2021	6
2022	5
2023	11
2025	5

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Alief Independent School District
THE SMART CHOICE

Estimated Replacement and Retrofit Cost

There are 8 Regular Ed Buses that cannot be retrofitted due to AGE and will need to be replaced.

Approximate Replacement Costs for each Regular Ed bus = **$170,000**

Transportation Replacement Cost – Regular ED			
YEAR	**Eligible Buses**	**Cost per Bus**	**Total Replacement Costs**
2010	8	$170,000	**$1,360,000**

Alief Independent School District
THE SMART CHOICE

Estimated Replacement and Retrofit Cost

There are **106 Regular Ed buses** that qualify to be retrofitted @ a cost of **$41,453** per bus.

There are **47 Sped Ed buses** that qualify to be retrofitted @ a cost of **$24,00** per bus.

Transportation Cost for Seatbelt Retrofit		
Category	**Eligible Buses**	**Total Retrofit Cost**
Regular Ed	106	$4,393,376
Sped Ed	46	$1,150,000
Total Retrofit Costs	**153**	**$5,543,376**

Alief Independent School District
THE SMART CHOICE

Seatbelt Retrofit Overview

Transportation Cost for Seatbelt Retrofit		
Category	**Eligible Buses**	**Total Retrofit Cost**
Regular Ed	106	$4,393,376
Sped Ed	46	$1,150,000
Total Retrofit Costs	**153**	**$5,543,376**

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Alief Independent School District
THE SMART CHOICE

Total Fleet to be Replaced or Retrofit

YEAR	Type	QTY	Cost Per Unit	Total Cost
2010	Reg Ed	8	$170,000	$1,360,000
2011	Reg Ed	10	$41,453	$414,526
2013	Reg Ed	6	$41,453	$248,115
2014	Reg Ed	13	$41,453	$538,884
2015	Reg Ed	13	$41,453	$538,884
2016	Reg Ed	31	$41,453	$1,285,030
2017	Reg Ed	23	$41,453	$953,409
2018	Reg Ed	10	$41,453	$414,529
2013	Sped Ed	3	$25,000	$75,000
2014	Sped Ed	4	$25,000	$100,000
2015	Sped Ed	8	$25,000	$200,000
2016	Sped Ed	22	$25,000	$550,000
2017	Sped Ed	9	$25,000	$225,000
GRAND TOTAL				**$6,903,376**

= buses must be replaced, not eligible for retrofit

Looking Ahead



- Future buses purchased have 3 -point safety belts
- TEA collecting cost estimates
- Statewide financial need reported to legislature by 2027
- Possibility of future funding by state



Questions?

Alief Independent School District
THE SMART CHOICE

ALIEF INDEPENDENT SCHOOL DISTRICT

BOARD DOCUMENT

MEETING DATE: March 24, 2026

AGENDA ITEM: Consider Approval of Design Development Plan for Renovations to Ness Natatorium.

AUTOARCH Architects LLC will present the design development plan for renovations to Ness Natatorium. If approved, the project will move into the construction documents phase to prepare bid documents for procurement through the competitive sealed proposal (CSP) method.

RECOMMENDATION: Consider approval of the design development plan for the renovations to Ness Natatorium as presented by AUTOARCH Architects LLC.

Dr. Anthony T. Mays
Superintendent

Charles Woods
Deputy Superintendent for Business



Ness Natatorium Renovation Design Development

By: Farrah Sabouni, Principal Architect
AUTOARCH Architects LLC

Vinson Lewis

Assistant Superintendent of Support Services

Alief Independent School District
THE SMART CHOICE

Alief Independent School District



NESS NATATORIUM RENOVATION

PRESENTATION

March 24th, 2026
6:30 PM

AUTOARCH Architects

AGENDA

01. Project Scope

02. Design Concept

03. Cost Estimate

04. Timeline

05. Exterior Design Concept

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01. Project Scope

ARCHITECTURAL

Architectural scope includes full renovation of locker rooms, restrooms, and showers; targeted upgrades to offices, lobby, and corridors; and construction of a new weight room and lobby addition. Pool-area improvements address wall finishes, acoustics, and ceiling systems, along with new accessible seating from the deck. Site and interior improvements include updated egress at bleachers, new ramps, and storefront replacements.

STRUCTURAL

Structural scope includes a new one-story steel-framed addition for the weight room and lobby, modifications to the existing natatorium structure for accessible seating, and evaluation of roof framing to accommodate new mechanical equipment. The design includes drilled pier foundations with strap beams adjacent to the existing building, a mixed lateral system, and selective demolition with supplemental framing to maintain structural integrity.

CIVIL

Civil scope includes reconfiguration and restriping of parking to add standard and ADA spaces, as well as construction of new and replacement concrete sidewalks to support revised access routes.

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01. Project Scope

MECHANICAL

Mechanical scope replaces the natatorium air distribution and dehumidification systems with new corrosion-resistant air handling units, revised exhaust strategies to improve air quality at the pool surface, and high-volume low-speed fans over spectator areas. Scope also includes new chillers with heat recovery, piping distribution, controls upgrades, a dedicated unit for the weight room, and replacement of exhaust systems serving restrooms, locker rooms, and pool support spaces.

ELECTRICAL

Electrical scope includes a new dedicated electrical service for the natatorium, replaces all pool and diving area lighting, and provides new lighting and power for renovated interior spaces and the weight room addition. Scope also includes power for new HVAC systems and added site lighting where temporary buildings are removed.

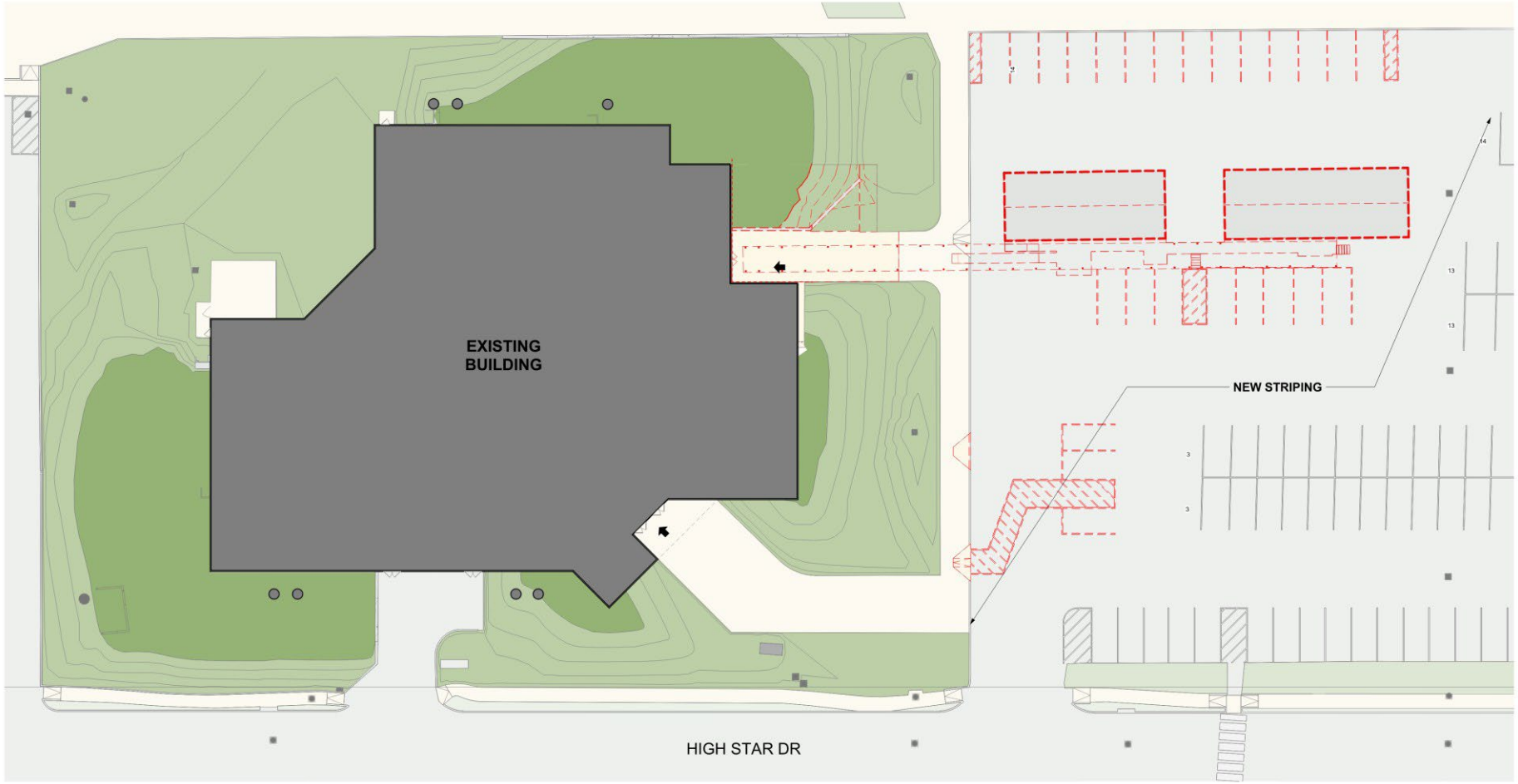
PLUMBING

Plumbing scope includes complete replacement of fixtures and water distribution in renovated locker rooms and restrooms, slab modifications to reconnect to existing sanitary systems, reconfiguration of domestic water piping to suit new layouts, and installation of new drinking fountains with bottle fillers.

545

02. Design Concept

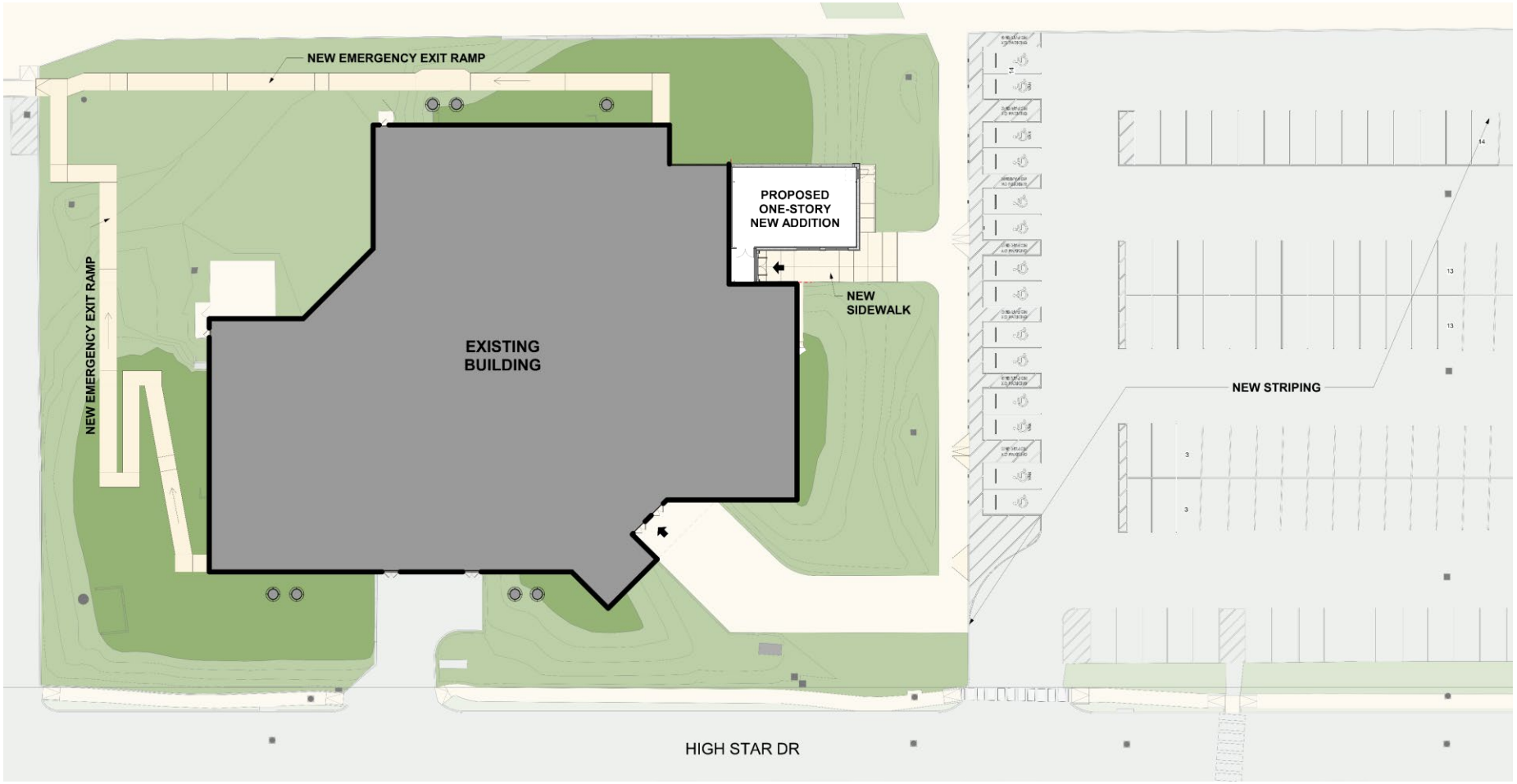
EXISTING/DEMO SITE PLAN



546

02. Design Concept

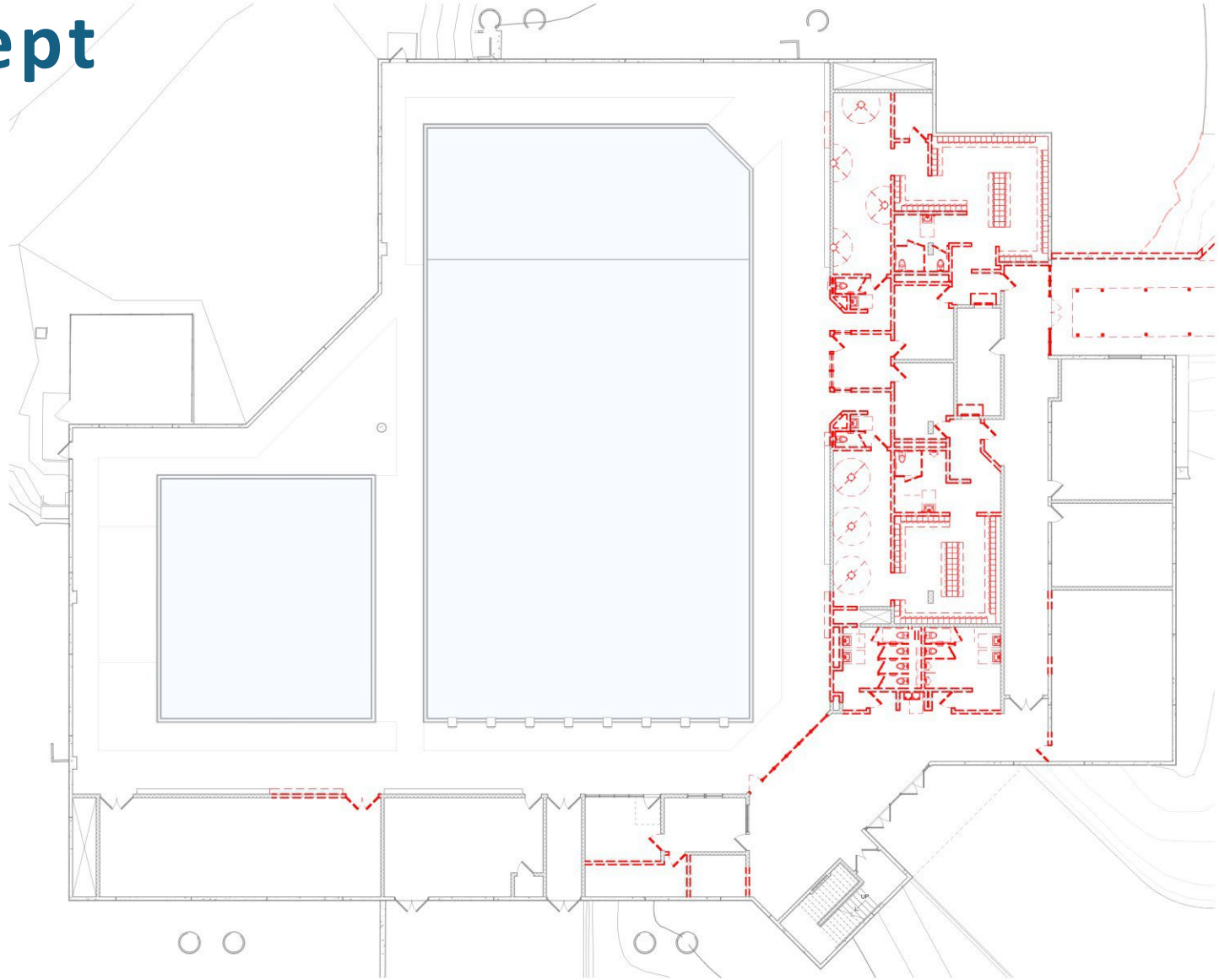
PROPOSED SITE PLAN



547

02. Design Concept

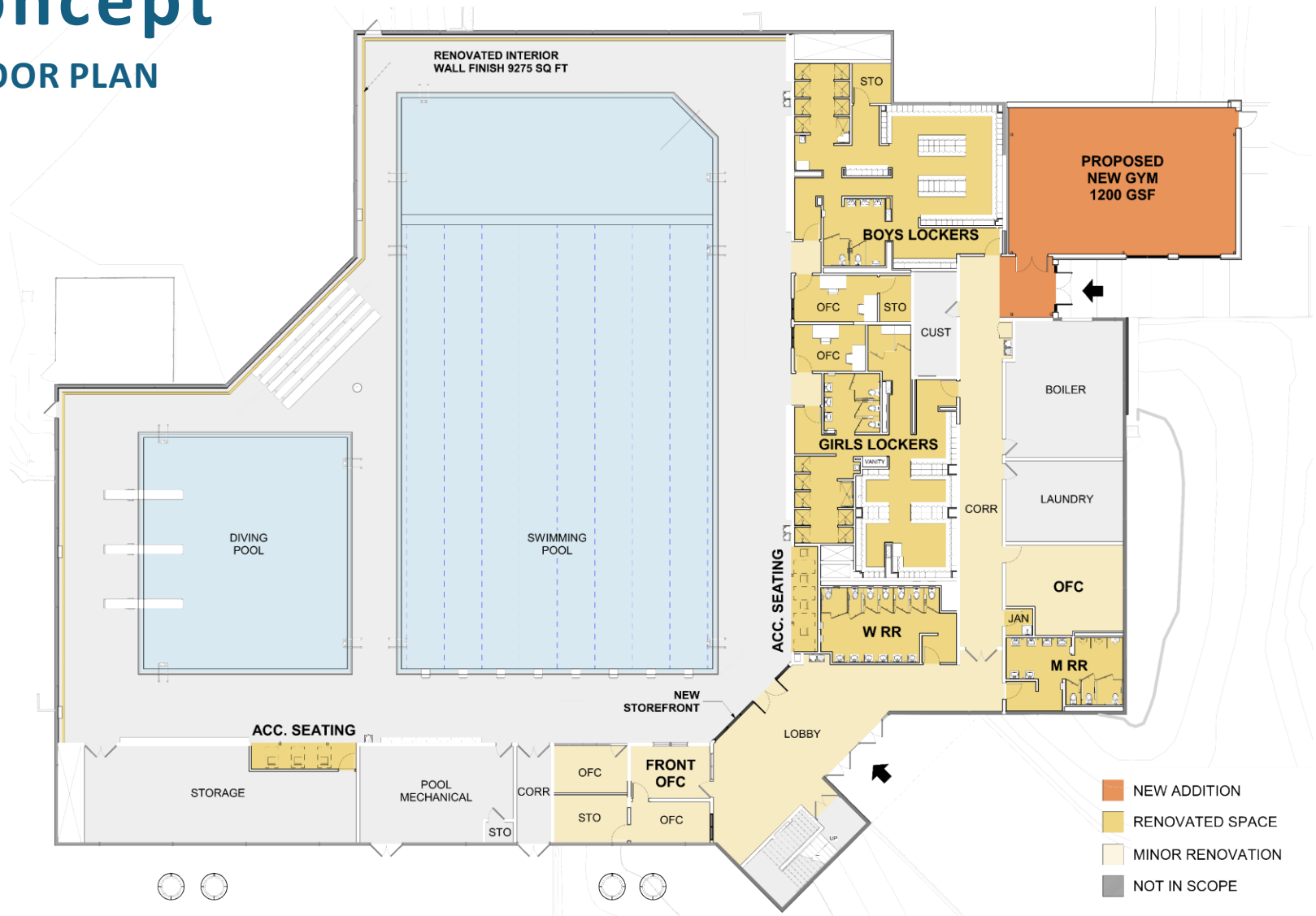
EXISTING/DEMO FLOOR PLAN



548

02. Design Concept

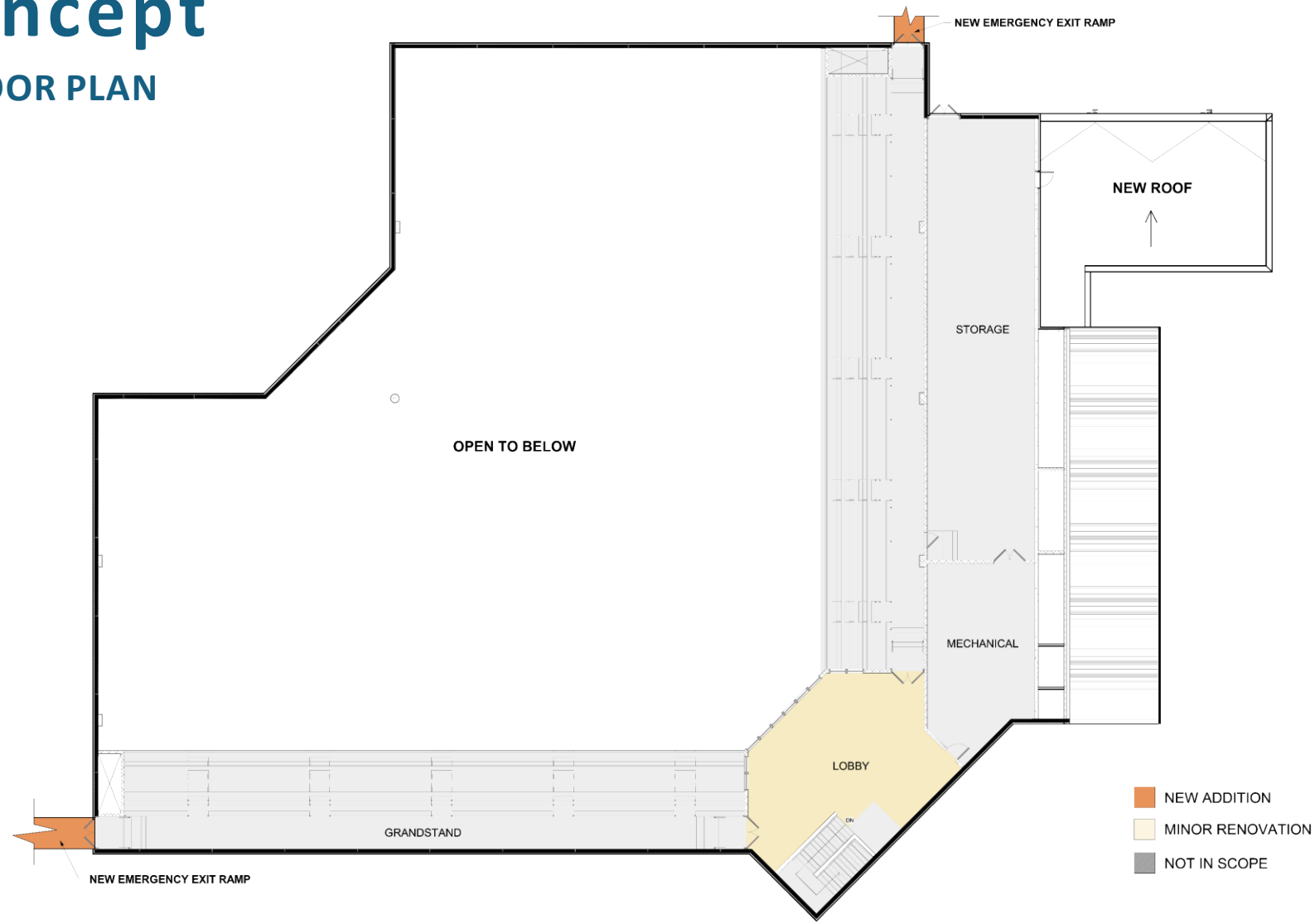
PROPOSED LEVEL ONE FLOOR PLAN



549

02. Design Concept

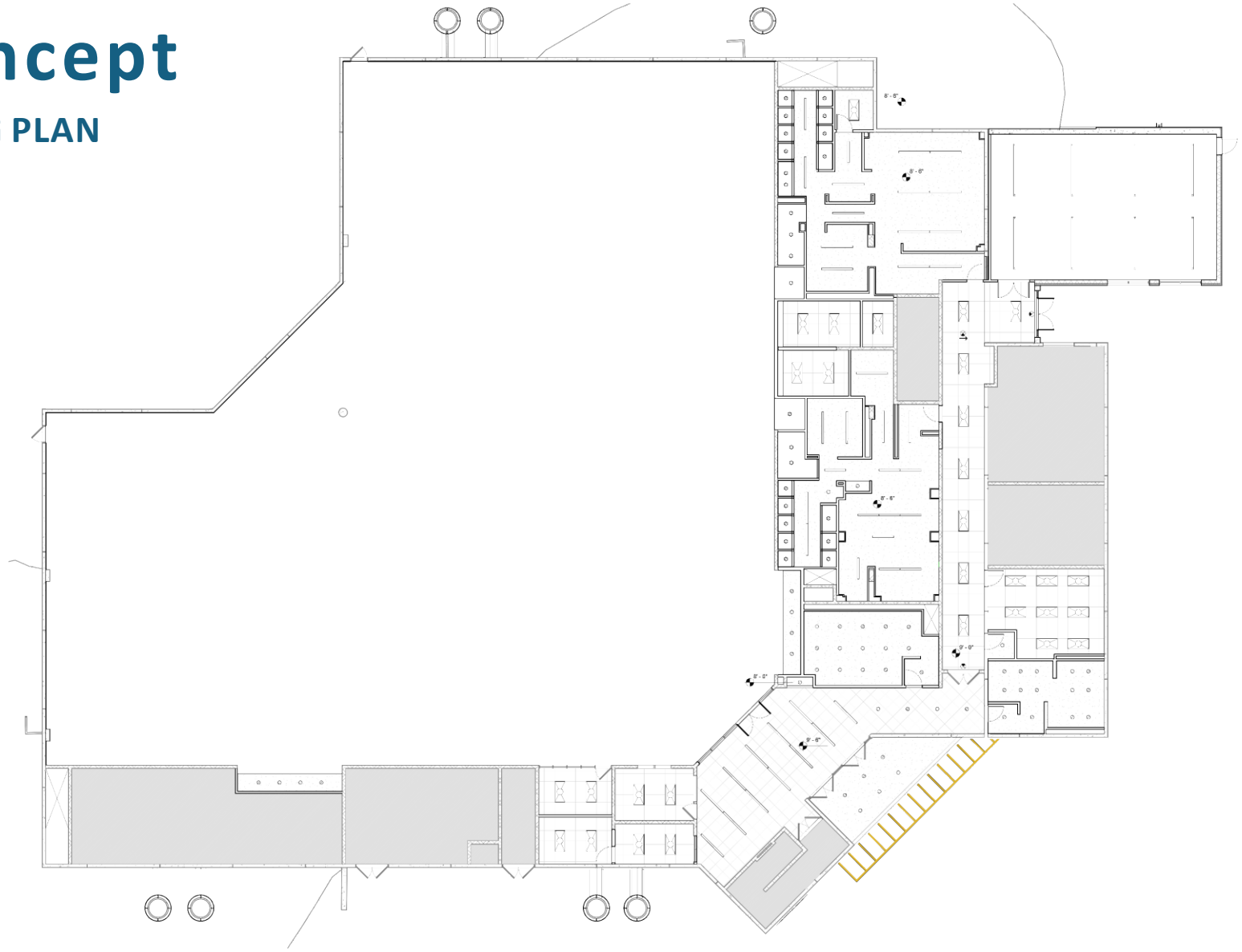
PROPOSED LEVEL TWO FLOOR PLAN



550

02. Design Concept

LEVEL 1 REFLECTED CEILING PLAN



551

02. Design Concept

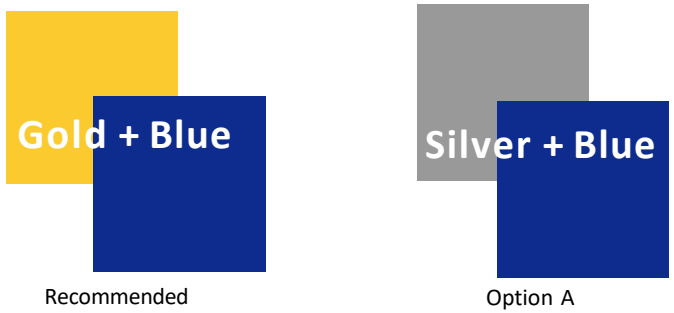
LEVEL 2 REFLECTED CEILING PLAN

Suspended Acoustical Ceiling Baffles

Cost-effective solution for controlling reverberation in large spaces with high ceilings. By using Wave Baffles, acoustics are improved and noise levels are reduced in gymnasiums, arenas, natatoriums, multi-purpose rooms, and other expansive areas.

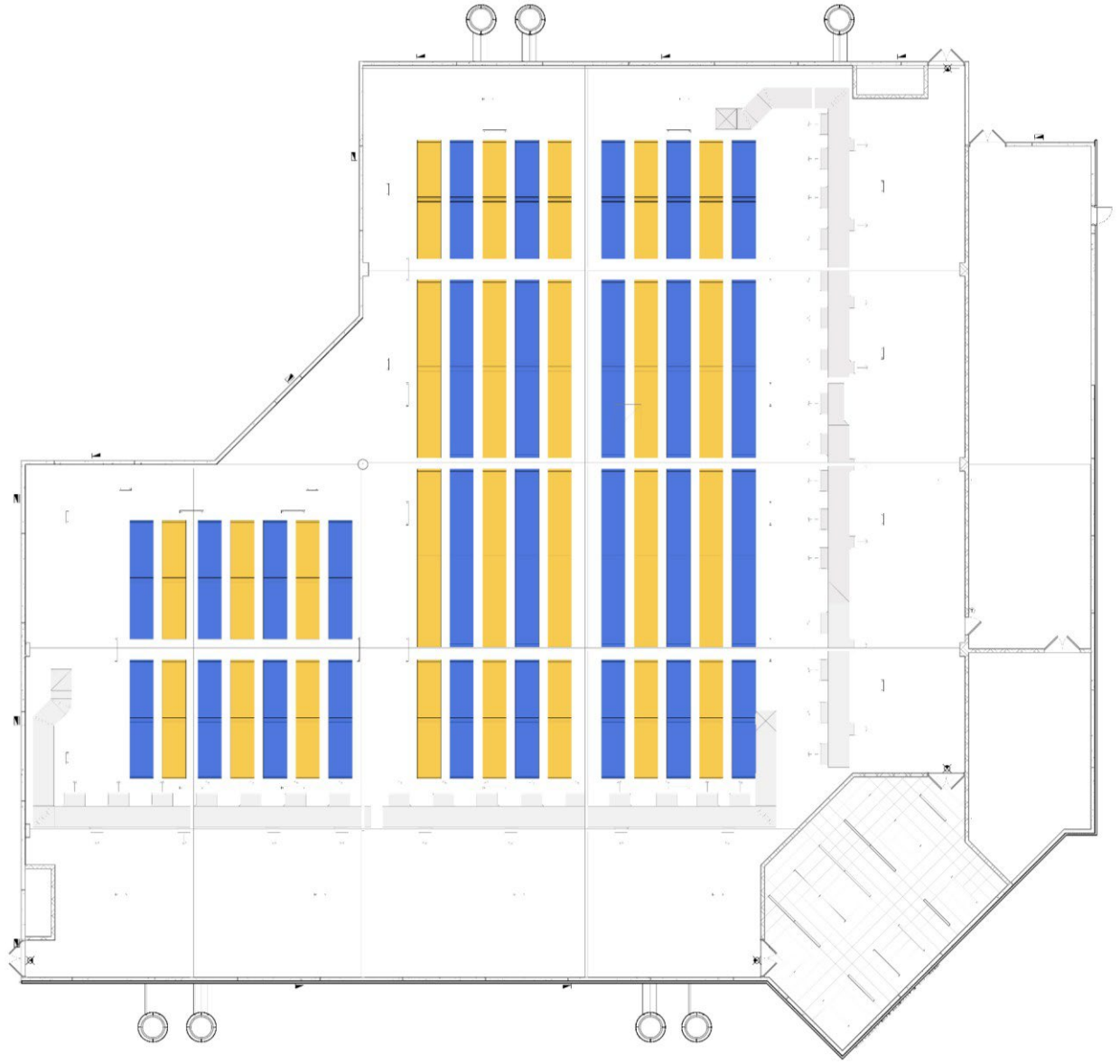


Proposed Color Selection



Recommended

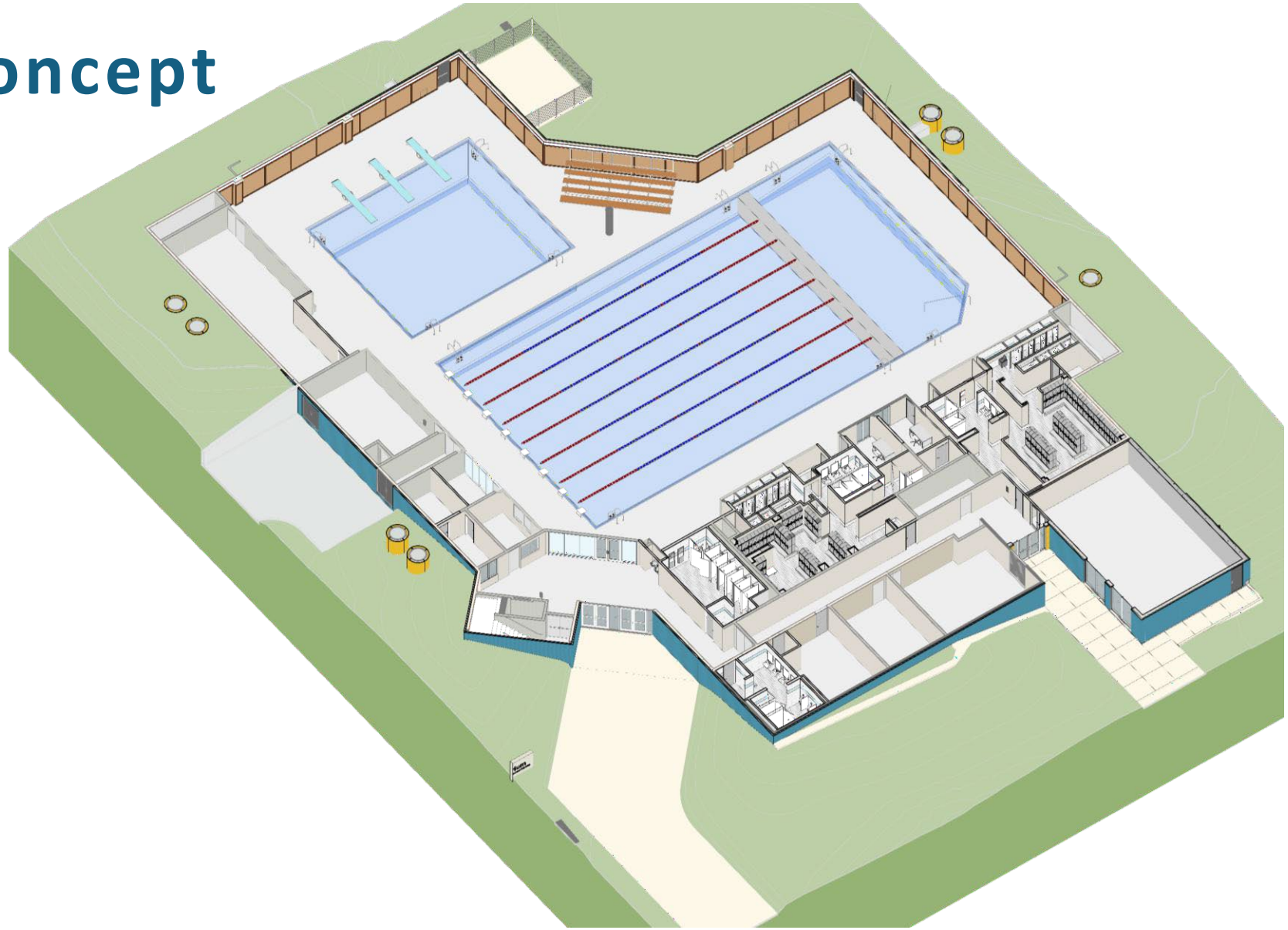
Option A



552

02. Design Concept

PROPOSED PLAN
AXONOMETRIC VIEW



553

02. Design Concept

POOL AREA WALL AND CEILING IMPROVEMENTS

Existing



Proposed

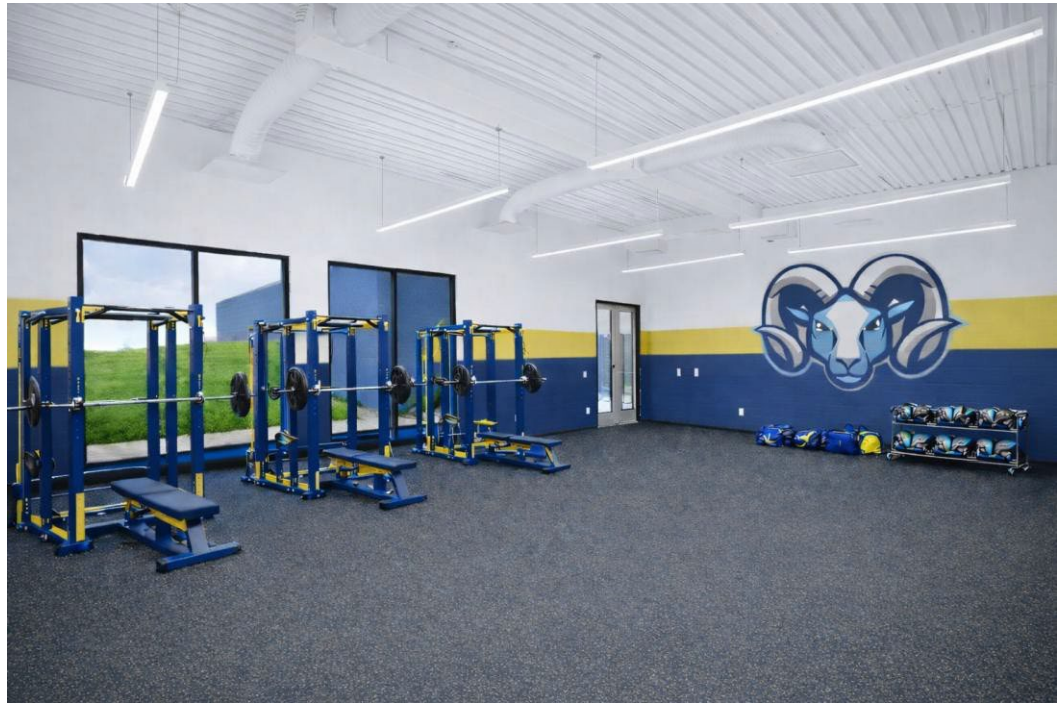


554

02. Design Concept

NEW WEIGHT ROOM ADDITION INTERIOR DESIGN

Proposed





555

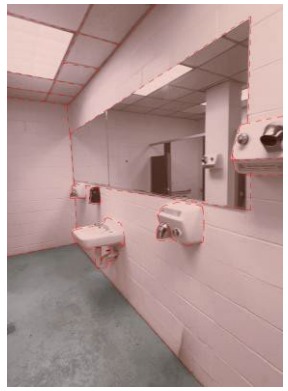
WALL GRAPHICS TO BE
SELECTED BY OWNER

02. Design Concept

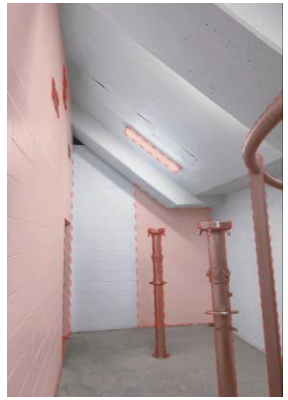
RESTROOMS / LOCKER ROOMS

Existing

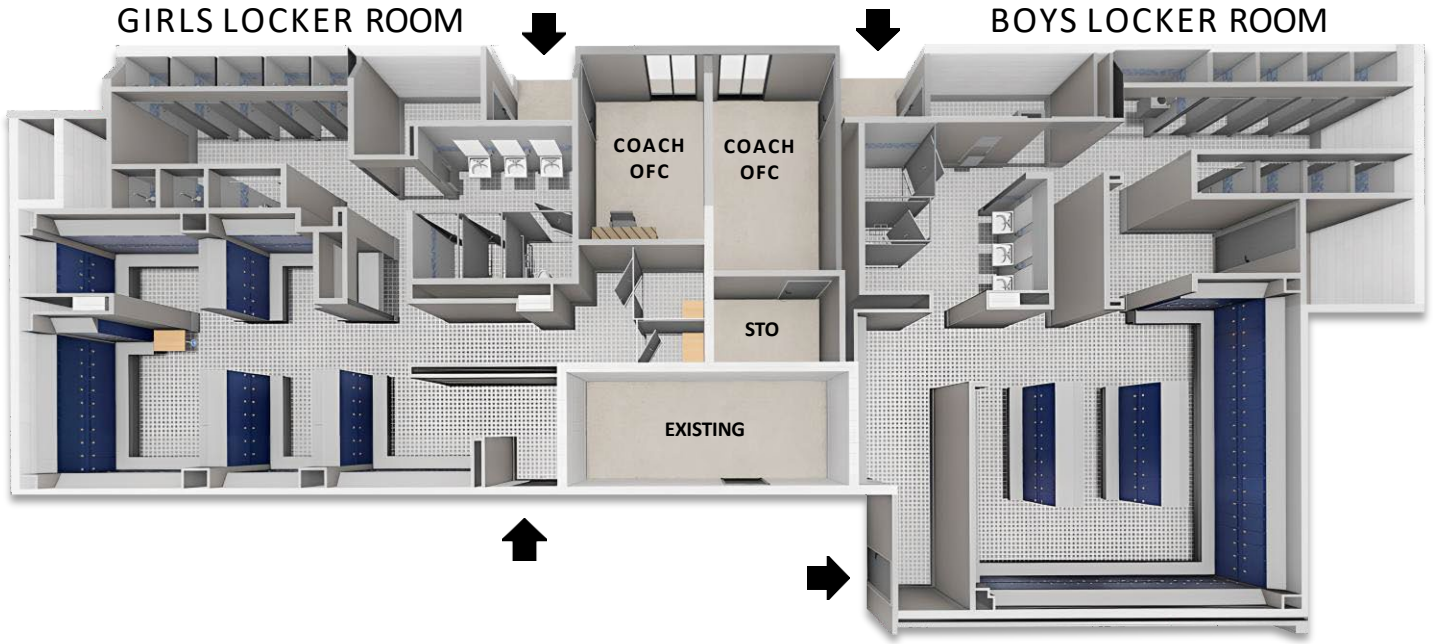








Proposed



556

Note: The colors shown in the 3D view are for reference purposes only.

03. Cost Estimate

ALIEF ISD

Opinion of Probable Cost

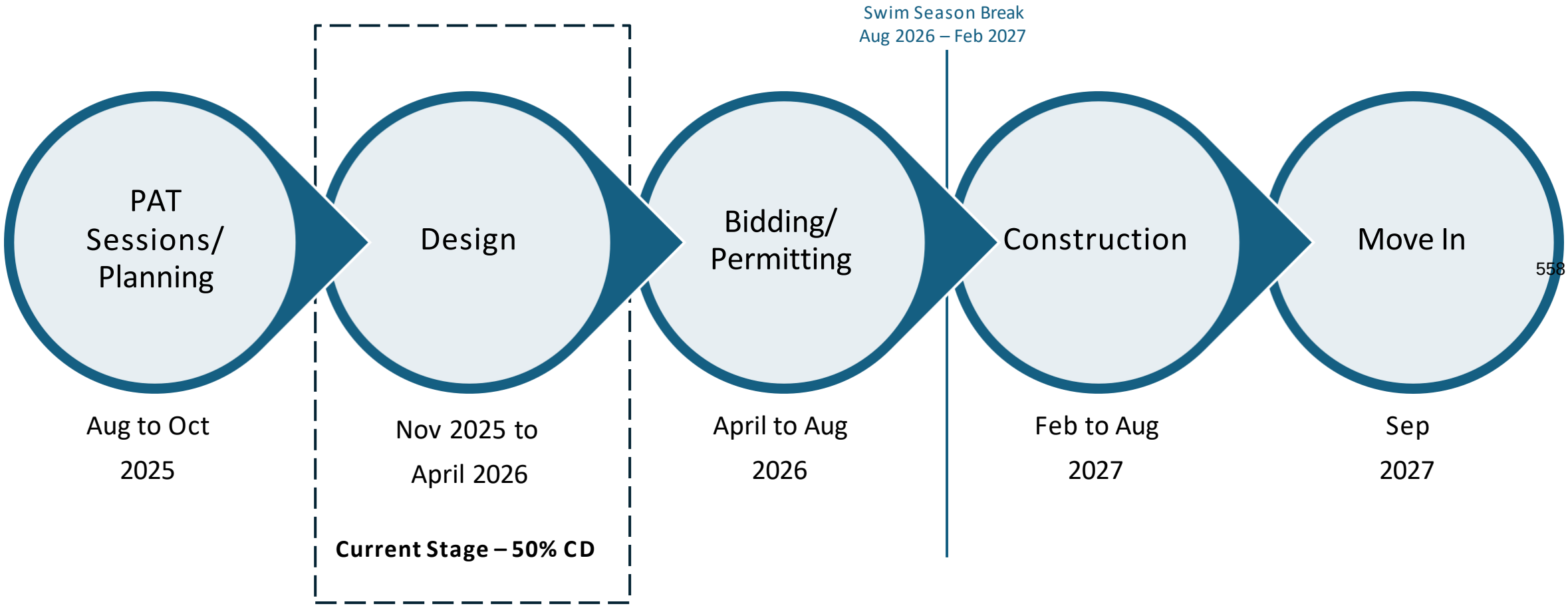
Project Information:			**Date**	**1/23/2026**
Owner:	Alief ISD	Roof Area	26,850	sf
Project:	Ness Natatorium	Building Area - Footprint	35,350	sf
Project #:		Site - Acres	-	acres
Phase:	DD	Number of Floors	-	ea
Bid Date:	TBD	Construction Budget	$ 5,900,000	

SUMMARY

Division	Description	Comments		Addition	Renovations	Site	Total	$/SF
Division 01	**General Requirements**			$ 20,390	$ 131,000	$ 22,450	**$ 173,840**	**$ 4.92**
Division 02	**Existing Conditions**			$ 3,900	$ 238,661	$ 13,425	**$ 255,986**	**$ 7.24**
Division 03	**Concrete**			$ 120,168	$ 73,140	$ -	**$ 193,308**	**$ 5.47**
Division 04	**Masonry**			$ 60,450	$ 71,431	$ -	**$ 131,881**	**$ 3.73**
Division 05	**Metals**			$ 68,825	$ 99,875	$ -	**$ 168,700**	**$ 4.77**
Division 06	**Wood, Plastic, and Casework**			$ -	$ 187,455	$ -	**$ 187,455**	**$ 5.30**
Division 07	**Roofing, Waterproofing and Dampproofing**			$ 141,120	$ 1,110,655	$ 1,850	**$ 1,253,625**	**$ 35.46**
Division 08	**Openings**			$ 42,244	$ 113,240	$ -	**$ 155,484**	**$ 4.40**
Division 09	**Finishes**			$ 42,314	$ 912,198	$ -	**$ 954,512**	**$ 27.00**
Division 10	**Specialties**			$ 8,975	$ 320,440	$ -	**$ 329,415**	**$ 9.32**
Division 11	**Equipment**			$ -	$ 22,500	$ -	**$ 22,500**	**$ 0.64**
Division 12	**Furnishings**			$ -	$ -	$ -	**$ -**	**$ -**
Division 13	**Special Construction**			$ -	$ 150,000	$ -	**$ 150,000**	**$ 4.24**
Division 14	**Conveying Equipment**			$ -	$ -	$ -	**$ -**	**$ -**
Division 21	**Fire Suppression**			$ 5,890	$ 50,700	$ -	**$ 56,590**	**$ 1.60**
Division 22	**Plumbing**			$ -	$ 415,680	$ -	**$ 415,680**	**$ 11.76**
Division 23	**Heating, Ventilating and Air Conditioning**			$ 91,173	$ 1,032,203	$ -	**$ 1,123,376**	**$ 31.78**
Division 26	**Electrical**			$ 43,415	$ 936,335	$ 31,890	**$ 1,011,640**	**$ 28.62**
Division 27	**Communications**			$ -	$ 41,500	$ -	**$ 41,500**	**$ 1.17**
Division 28	**Electronic Safety and Security**			$ -	$ 18,500	$ -	**$ 18,500**	**$ 0.52**
Division 31	**Earthwork**			$ 29,302	$ -	$ 170,639	**$ 199,941**	**$ 5.66**
Division 32	**Exterior Improvements**			$ -	$ -	$ 172,710	**$ 172,710**	**$ 4.89**
Division 33	**Utilities**			$ -	$ -	$ -	**$ -**	**$ -**
	SUBTOTAL			**$ 678,165**	**$ 5,925,513**	**$ 412,964**	**$ 7,016,642**	**$ 198.49**
	Inflation / Escalation		**2.00%**	$ 13,563	$ 118,510	$ 8,259	**$ 140,333**	
	Design Contingency		**3.00%**	$ 20,345	$ 177,765	$ 12,389	**$ 210,499**	
	Owners Contingency		**10.00%**	$ 67,816	$ 592,551	$ 41,296	**$ 701,664**	
	Construction Contingency		**0.00%**	$ -	$ -	$ -	**$ -**	**NIC**
	SUBTOTAL			**$ 779,890**	**$ 6,814,340**	**$ 474,908**	**$ 8,069,138**	**$ 228.26**
	General Conditions		**4.00%**	$ 31,196	$ 272,574	$ 18,996	**$ 322,766**	
	Payment & Performance Bond		**1.35%**	$ 10,950	$ 95,673	$ 6,668	**$ 113,291**	
	General Liability Insurance		**1.20%**	$ 9,733	$ 85,043	$ 5,927	**$ 100,703**	
	Builder's Rish Insurance		**0.35%**	$ 2,839	$ 24,804	$ 1,729	**$ 29,372**	
	Building Permits		**0.65%**	$ 5,625	$ 49,152	$ 3,426	**$ 58,203**	
	CONTRACTORS FEE		**3.00%**	$ 25,207	$ 220,248	$ 15,350	**$ 260,804**	
TOTAL CONSTRUCTION				**$ 865,439**	**$ 7,561,834**	**$ 527,003**	**$ 8,954,276**	**$ 253.30**

557

04. Timeline


Swim Season Break
Aug 2026 – Feb 2027
PAT Sessions/ Planning
Design
Bidding/ Permitting
Construction
Move In
558
Aug to Oct 2025
Nov 2025 to April 2026
April to Aug 2026
Feb to Aug 2027
Sep 2027
Current Stage – 50% CD

05. Exterior Design Concept

PROPOSED EXTERIOR ENHANCEMENT



559

05. Exterior Design Concept

PROPOSED EXTERIOR ENHANCEMENT



560

05. Exterior Design Concept

PROPOSED EXTERIOR ENHANCEMENT



561

05. Exterior Design Concept

PROPOSED EXTERIOR ENHANCEMENT



562

05. Exterior Design Concept

PROPOSED EXTERIOR ENHANCEMENT – ALTERNATE COLORS







563

Alief Independent School District

THANK YOU!

AUTOARCH Architects

Alief Independent School District
THE SMART CHOICE

Academic MOY Update

Dr. Andree Osagie, Executive Director of Secondary C&I
Mr. Everett Hare Sr., Executive Director of Elementary C&I

MOY Academic Update Agenda

- Goal & Purpose
- Connection to Priorities
- Data Review:
  - **iReady MOY (K-6 Math & ELAR)**
  - **Amplify MOY (K-2 Literacy)**
  - **CIRCLE & iStation MOY (Pre-K)**
- Plan of Action (based on MOY data)

GOALS

- To analyze student performance from BOY to MOY instructional platforms
- To outline a barometer for instructional progress (25–26)
- To provide a predictor of EOY summative readiness
- To outline action plan based on MOY data



STRATEGIC PRIORITIES

aligned



STUDENT ACHIEVEMENT

AISD will close the achievement gap to ensure that all students reach their academic potential and improve student preparation for college and career.



WORLD CLASS EMPLOYMENT

AISD will recruit, develop, and retain highly qualified and effective personnel.



SAFE & SECURE ALIEF

AISD will maintain a safe and orderly environment.



ORGANIZATIONAL STRENGTH

AISD will continue to improve the financial stability of the district.



ALIEF FAMILY

AISD will continue to build positive relationships with all stakeholders.

Data Design

- Board Goal #1: Student Achievement: Alief ISD will close the achievement gap to ensure all students reach their academic potential and improve student preparation for college and career.
- Data represents the comparative diagnostic performance of students for the beginning of year (BOY) to the middle of year (MOY).
- Data Bars are measured within different performance range levels:

  Above Grade Level, On Grade Level, Below Grade Level

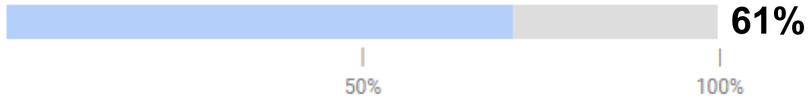
How much did students grow between diagnostics?

Diagnostic

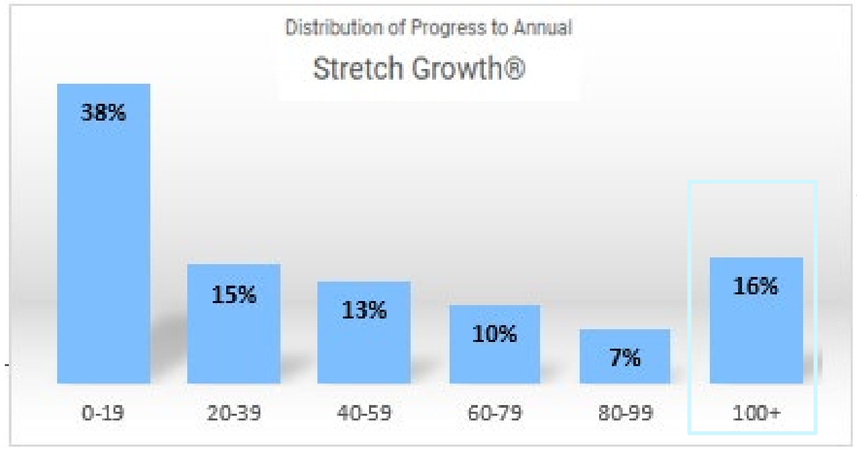
Reading

National Median: 70%
16-18 wks

Progress to Annual Typical Growth (Median)







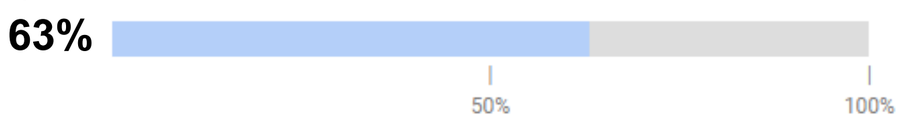
Goal: 30% Meet Stretch at *EOY*

24-25 EOY: Rdg 23% | Math 32%

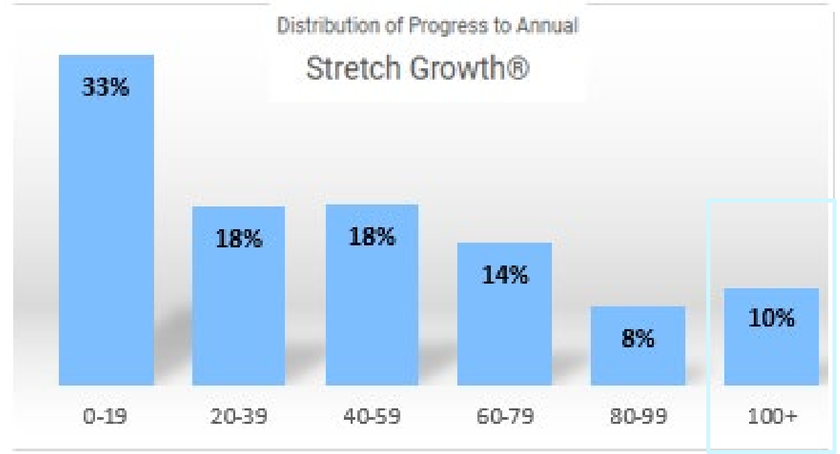
Math

National Median: 60%
18-20 wks

Progress to Annual Typical Growth (Median)







Relative Placement

Reading Spanish

How Have Relative Placements Changed From Fall to Winter?

Placement Distribution, Fall 25-26 to Winter 25-26



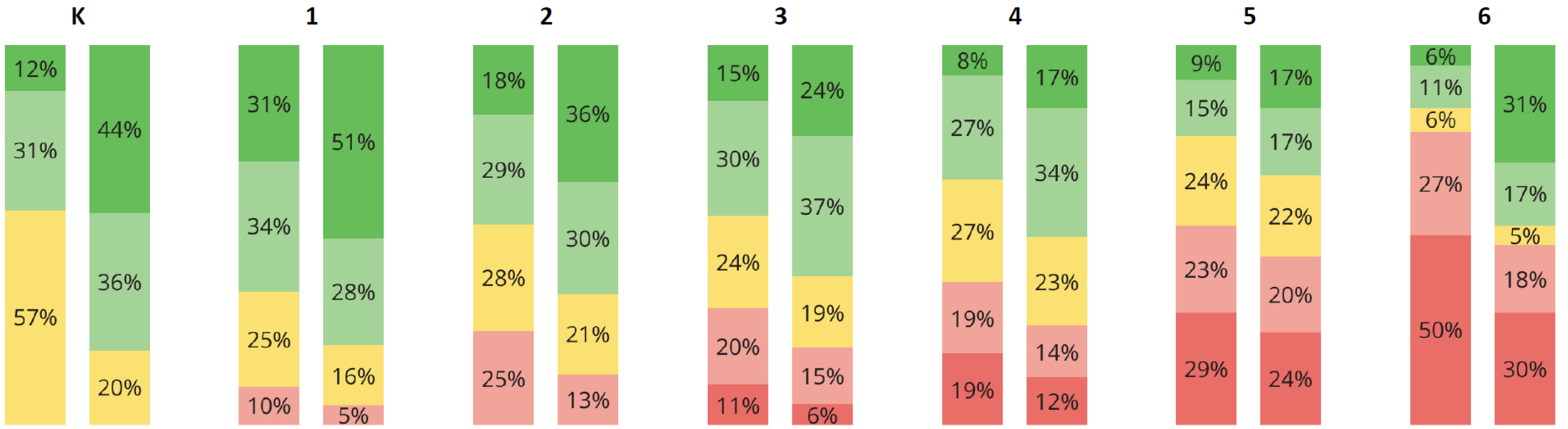
	Fall	Winter
Students Assessed	*6,557*	

- Mid or Above Grade Level
- Early On Grade Level
- 1 Grade Level Below
- 2 Grade Levels Below
- 3+ Grade Levels Below

i-Ready's criterion referenced placements are an indication of what students are expected to know at each grade level. The mid or above grade level placement refers to students who may be considered proficient for their grade.

This is a longitudinal analysis

i-Ready BOY to MOY Spanish



Students Assessed	K		1		2		3		4		5		6	
	Fall	Winter	Fall	Winter	Fall	Winter	Fall	Winter	Fall	Winter	Fall	Winter	Fall	Winter
	1,008		1,071		1,095		1,108		1,185		782		308	

Mid or Above Grade Level | Early On Grade Level | 1 Grade Level Below | 2 Grade Levels Below | 3+ Grade Levels Below

i-Ready's criterion referenced placements are an indication of what students are expected to know at each grade level. The mid or above grade level placement refers to students who may be considered proficient for their grade.

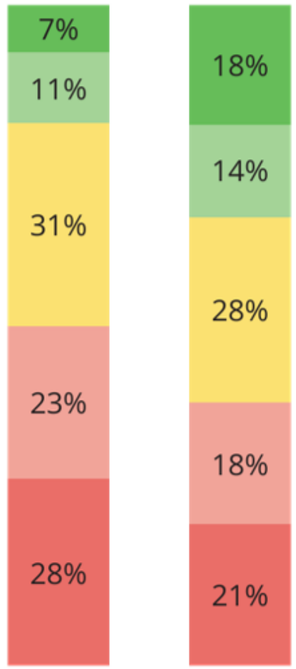
Relative Placement

Diagnostic

How Have Relative Placements Changed From Fall to Winter?

Placement Distribution, Fall 25-26 to Winter 25-26

Reading



	Fall	Winter
Students Assessed	*14,123*	

Mid or Above Grade Level

Early On Grade Level

1 Grade Level Below

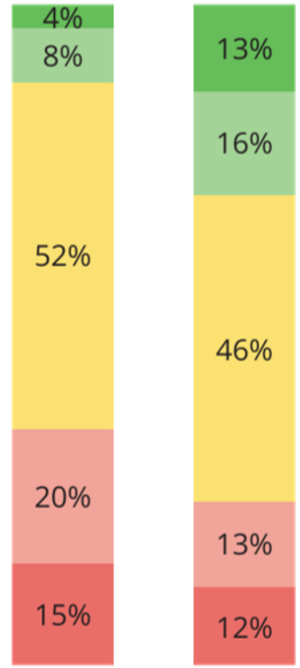
2 Grade Levels Below

3+ Grade Levels Below

i-Ready's criterion referenced placements are an indication of what students are expected to know at each grade level. The mid or above grade level placement refers to students who may be considered proficient for their grade.

This is a longitudinal analysis

Math



	Fall	Winter
Students Assessed	*16,352*	

How Much Did Growth Vary Across Baseline Placement Levels?

Diagnostic

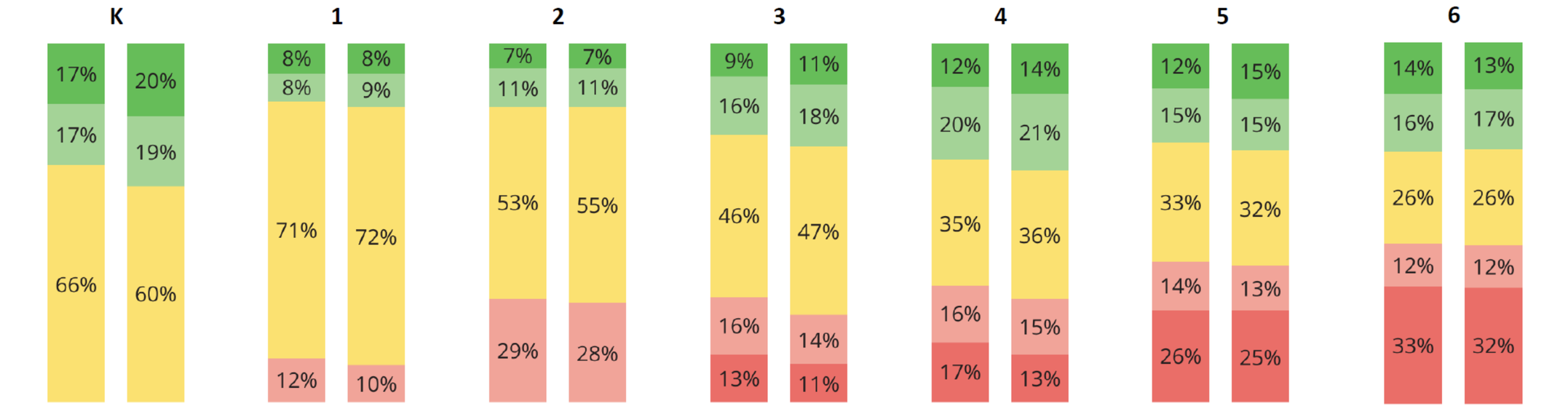
Median Percentage of Typical Growth Achieved by Baseline Placement Level

		Reading	Math
		All Students	*All Students*
Mid or Above Grade Level	Median % Typical Growth	54%	48%
	Students Assessed	*1,029*	*598*
Early On Grade Level	Median % Typical Growth	56%	48%
	Students Assessed	*1,519*	*1,349*
One Grade Level Below	Median % Typical Growth	59%	62%
	Students Assessed	*4,366*	*8,648*
Two Grade Levels Below	Median % Typical Growth	58%	61%
	Students Assessed	*3,290*	*3,389*
Three or More Grade Levels Below	Median % Typical Growth	79%	60%
	Students Assessed	*4,014*	*2,545*

574

Based on 50% Progress to Typical >=50% 40-49% 30-39% 0-29%

i-Ready Reading (English) MOY 24-25 to 25-26



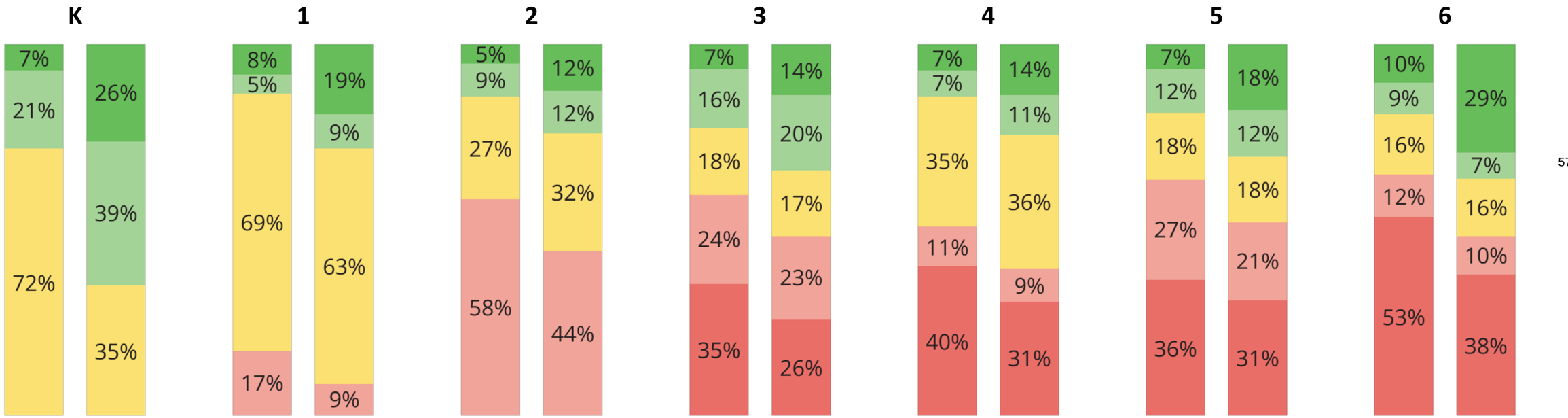
24-25	25-26	24-25	25-26	24-25	25-26	24-25	25-26	24-25	25-26	24-25	25-26	24-25	25-26
2,349	2,163	2,446	2,407	2,654	2,382	2,756	2,568	2,683	2,669	2,547	2,542	2,421	2,447

How Have Relative Placements Changed From Fall to Winter?

Diagnostic

Reading

Placement Distribution, Fall 25-26 to Winter 25-26



Students Assessed	Fall	Winter	Fall	Winter	Fall	Winter	Fall	Winter	Fall	Winter	Fall	Winter	Fall	Winter
	1,023		1,223		2,197		2,458		2,559		2,365		2,298	

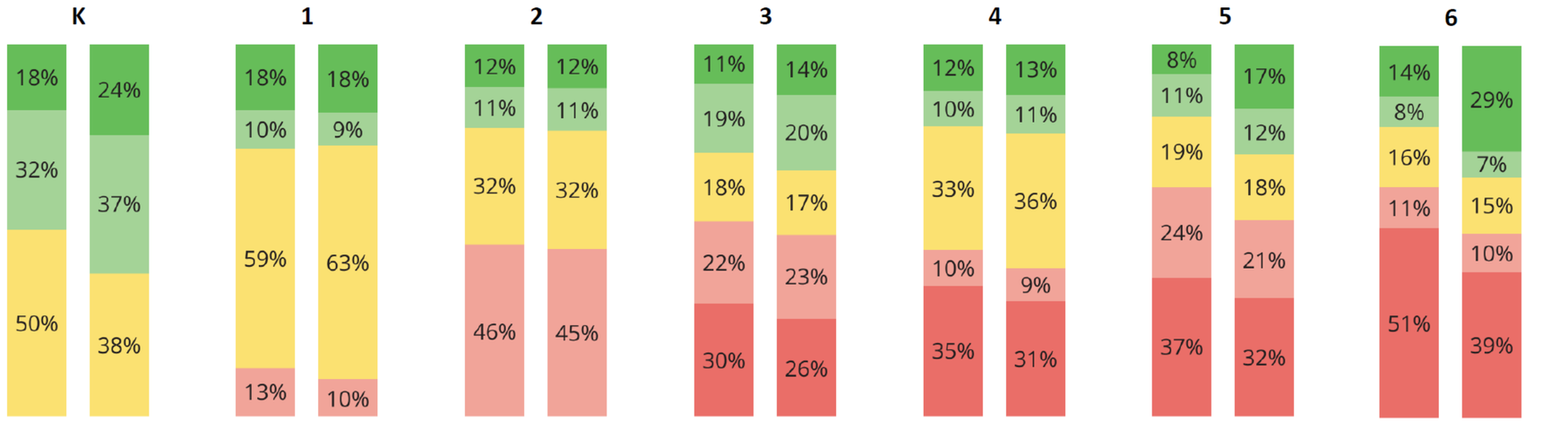
576

Mid or Above Grade Level | Early On Grade Level | 1 Grade Level Below | 2 Grade Levels Below | 3+ Grade Levels Below

i-Ready's criterion referenced placements are an indication of what students are expected to know at each grade level. The mid or above grade level placement refers to students who may be considered proficient for their grade.

i-Ready Math MOY 24-25 to 25-26

Placement Distribution, Winter 24-25 to Winter 25-26



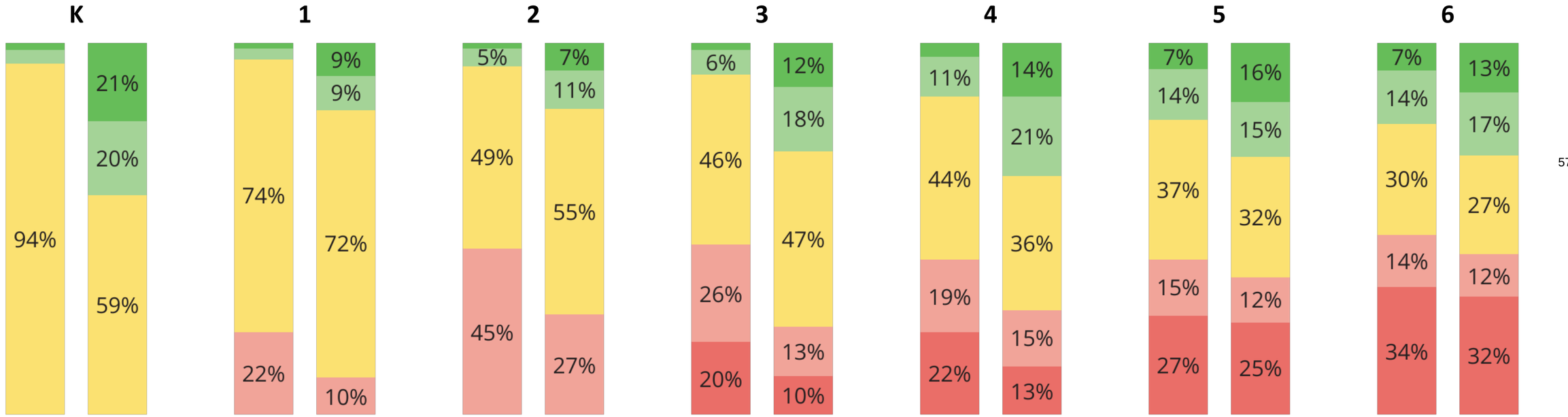
24-25	25-26	24-25	25-26	24-25	25-26	24-25	25-26	24-25	25-26	24-25	25-26	24-25	25-26
1,258	1,148	1,406	1,362	2,661	2,391	2,711	2,570	2,704	2,668	2,484	2,481	2,302	2,414

Diagnostic

Math

How Have Relative Placements Changed From Fall to Winter?

Placement Distribution, Fall 25-26 to Winter 25-26



578

Students Assessed	Fall	Winter	Fall	Winter	Fall	Winter	Fall	Winter	Fall	Winter	Fall	Winter
	2,032		2,256		2,253		2,457		2,566		2,435		2,353	

Mid or Above Grade Level | Early On Grade Level | 1 Grade Level Below | 2 Grade Levels Below | 3+ Grade Levels Below

i-Ready's criterion referenced placements are an indication of what students are expected to know at each grade level. The mid or above grade level placement refers to students who may be considered proficient for their grade.

i-Ready MOY Summary

Reading BOY to MOY

Elementary & Intermediate:

- Average of 12% decrease for students scoring at multiple grade levels below
- Average of 14% increase for students scoring at above grade level

- Area of highlight:
  - Kindergarten BOY to MOY
- Areas to monitor:
  - Monitor 2nd grade improvements for EOY and readiness at 3rd grade level.
  - Monitor 5th grade students that are multiple grade levels below (52% currently at MOY) for improvement

Mathematics BOY to MOY

Elementary:

- Average of 10% decrease for students scoring at multiple grade levels below
- Average of 17% increase for students scoring at above grade level

- Area of highlight:
  - Kindergarten & 3rd Grade BOY to MOY
- Areas to monitor:
  - 5th & 6th Grade students that are multiple grade levels below

Above Grade Level, On Grade Level, Below Grade Level

CIRCLE Pre-K (English) BOY to MOY Data

Circle Progress Monitoring--English															
	Measure: Rapid Letter Naming			Measure: Rapid Vocabulary			Measure: Early Writing Skills			Measure: Math			Measure: Phon Awareness		
Campus:	BOY On Track:	MOY On Track:	Growth	BOY On Track:	MOY On Track:	Growth	BOY On Track:	MOY On Track:	Growth	BOY On Track:	MOY On Track:	Growth	BOY On Track:	MOY On Track:	Growth
District	45%	68%	23%	32%	59%	27%	80%	80%	0%	79%	89%	10%	70%	84%	14%
Alexander	35%	76%	41%	0%	32%	32%	74%	76%	2%	74%	80%	6%	43%	80%	37%
Bush	87%	100%	13%	53%	100%	47%	93%	100%	7%	100%	100%	0%	93%	100%	7%
Chambers	50%	74%	24%	50%	53%	3%	100%	95%	-5%	83%	90%	7%	44%	68%	24%
Chancellor	38%	71%	33%	26%	45%	19%	84%	84%	0%	72%	83%	11%	62%	71%	9%
Cummings	33%	42%	9%	31%	40%	9%	90%	79%	-11%	69%	89%	20%	77%	72%	-5%
Hicks	53%	71%	18%	53%	54%	1%	91%	83%	-8%	79%	89%	10%	50%	80%	30%
Petrosky	51%	77%	26%	51%	77%	26%	73%	67%	-6%	87%	88%	1%	87%	79%	-8%
Rees	38%	84%	46%	47%	63%	16%	84%	91%	7%	91%	97%	6%	56%	90%	34%
Smith	29%	55%	26%	23%	35%	12%	61%	58%	-3%	73%	87%	14%	68%	87%	19%
Sneed	58%	68%	10%	34%	86%	52%	92%	81%	-11%	74%	86%	12%	74%	97%	23%
Collins	54%	81%	27%	38%	69%	31%	100%	88%	-12%	92%	88%	-4%	31%	75%	44%
Mahanay	32%	39%	7%	8%	21%	13%	59%	62%	3%	70%	86%	16%	78%	86%	8%
Jefferson	48%	65%	17%	29%	65%	36%	80%	86%	6%	81%	90%	9%	79%	87%	8%
Martinez	47%	81%	34%	31%	73%	42%	74%	76%	2%	78%	91%	13%	62%	90%	28%

CIRCLE Pre-K (Spanish) BOY to MOY Data

Circle Progress Monitoring--Spanish															
	Measure: Rapid Letter Naming			Measure: Rapid Vocabulary			Measure: Early Writing Skills			Measure: Math			Measure: Phon Awareness		
Campus:	**BOY On Track:**	**MOY On Track:**	**Growth**	**BOY On Track:**	**MOY On Track:**	**Growth**	**BOY On Track:**	**MOY On Track:**	**Growth**	**BOY On Track:**	**MOY On Track:**	**Growth**	**BOY On Track:**	**MOY On Track:**	**Growth**
District	22%	76%	54%	68%	83%	15%	93%	85%	-8%	82%	92%	10%	63%	86%	23%
Alexander	0%	68%	68%	52%	92%	40%	56%	84%	28%	56%	96%	40%	4%	83%	79%
Bush	15%	86%	71%	83%	90%	7%	98%	89%	-9%	62%	97%	35%	58%	94%	36%
Chambers	31%	88%	57%	47%	94%	47%	97%	97%	0%	81%	97%	16%	25%	100%	75%
Collins	24%	77%	53%	66%	81%	15%	100%	89%	-11%	88%	92%	4%	17%	84%	67%
Hicks	26%	61%	35%	80%	64%	-16%	100%	91%	-9%	97%	100%	3%	91%	100%	9%
Rees	27%	61%	34%	41%	52%	11%	100%	74%	-26%	86%	96%	10%	91%	87%	-4%
Smith	13%	62%	49%	50%	100%	50%	92%	95%	3%	100%	90%	-10%	22%	71%	49%
Sneed	21%	69%	48%	81%	84%	3%	79%	73%	-6%	81%	84%	3%	60%	56%	-4%
Jefferson	26%	76%	50%	69%	84%	15%	93%	83%	-10%	82%	90%	8%	75%	92%	17%
Martinez	22%	79%	57%	68%	81%	13%	94%	85%	-9%	83%	92%	9%	78%	87%	9%

CIRCLE (Pre-K) BOY to MOY Summary

English BOY to MOY

Rapid Letter Naming & Rapid Vocabulary:

- Growth demonstrated at all campuses
- 23% & 27% district average growth, respectively

Early Writing Skills:

- 6 campuses increased, 7 campuses decreased, 1 campus remained stagnant
- Average growth stayed the same;
- Writing component of assessment more challenging

Mathematics:

- 13 campuses increased, 1 campus decreased
- 10% district average growth

Phonemic Awareness:

- 12 campuses increased, 2 campuses decreased
- 14% district average growth

Spanish BOY to MOY

Rapid Letter Naming & Rapid Vocabulary:

- Growth demonstrated at all campuses for Rapid Letter Naming and all but one campus for Rapid Vocabulary
- 54% & 15% district average growth, respectively

Early Writing Skills:

- 2 campuses increased, 7 campuses decreased, 1 campus remained stagnant
- Decrease of 8% average growth;
- Writing component of assessment more challenging

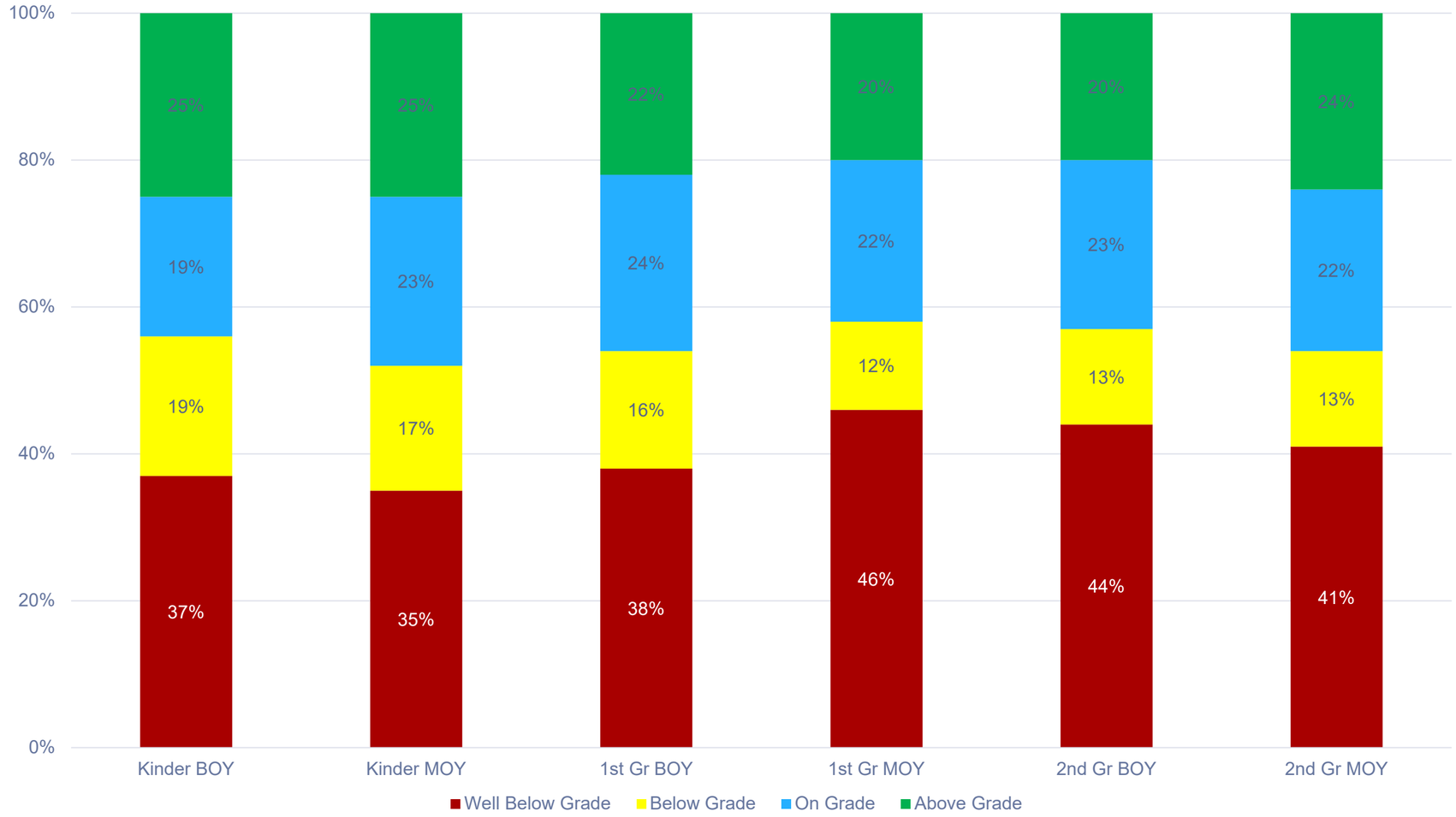
Mathematics:

- 9 campuses increased, 1 campus decreased
- 10% district average growth

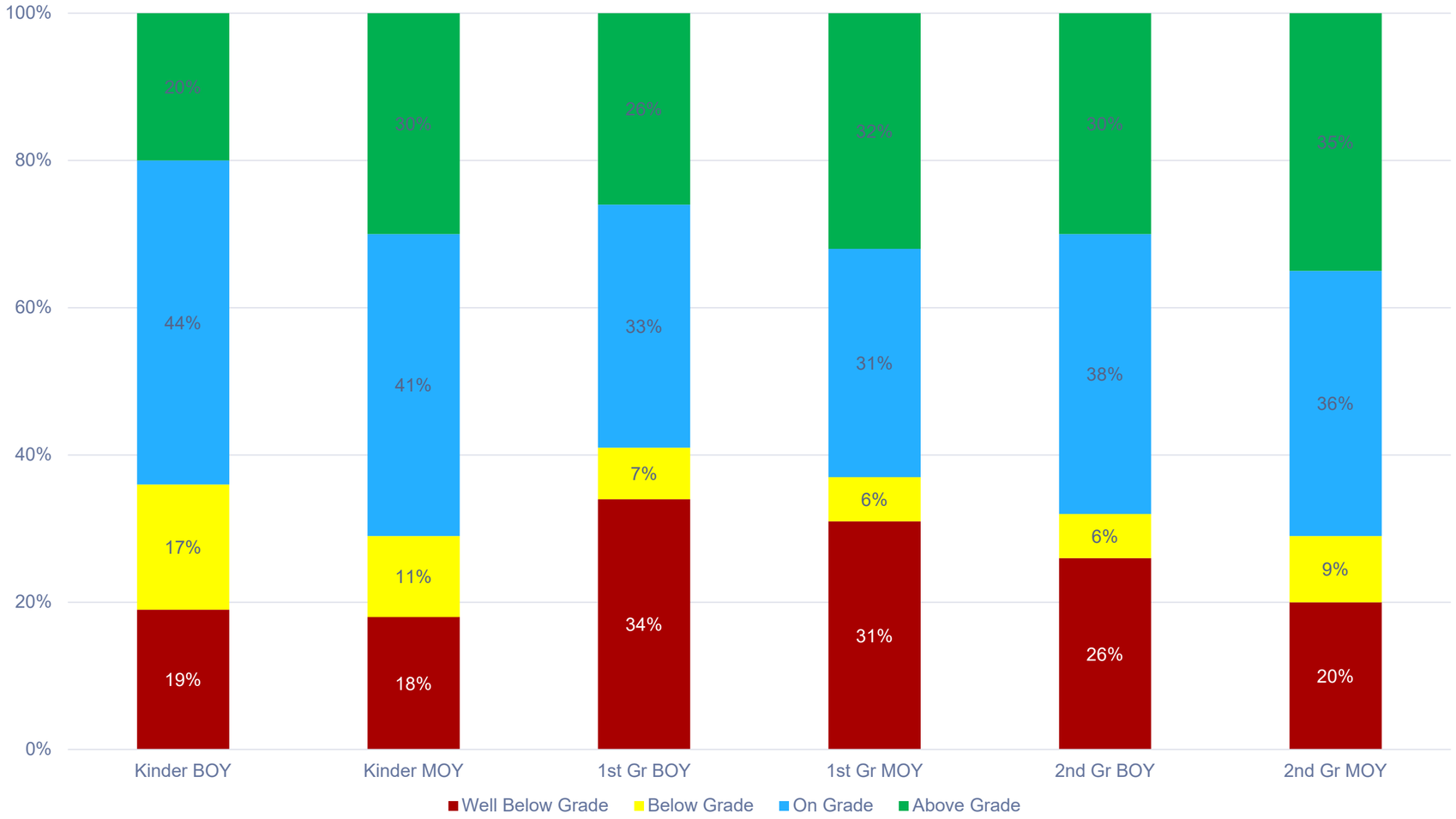
Phonemic Awareness:

- 8 campuses increased, 2 campuses decreased
- 23% district average growth

25-26 Amplify BOY vs MOY English



Amplify 24-25 BOY vs 25-26 BOY Spanish



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Amplify BOY to MOY Summary

BOY to MOY English

- On average, our kindergarten performance data demonstrates an **2% decrease** in students starting below grade level and a **steady** in students starting above grade level.
- On average, our first-grade performance data demonstrates an **8% increase** in students starting below grade level and a **2% decrease** in students starting above grade level.
- On average, our second-grade performance data demonstrates an **3% decrease** in students starting below grade level and a **4% increase** in students starting above grade level.

BOY to MOY Spanish

- On average, our kindergarten performance data demonstrates an **1% decrease** in students starting below grade level and an **10% increase** in students starting above grade level.
- On average, our first-grade performance data demonstrates an **3% decrease** in students starting below grade level and a **6% increase** in students starting at (1%) or above grade level (7%).
- On average, our second-grade performance data demonstrates an **6% decrease** in students starting below grade level and a **5% increase** in students starting at or above grade level.

Above Grade Level, On Grade Level, Below Grade Level, Well Below Grade Level

Plan of Action Based on MOY Metrics

Central Office Supports

- Strategic Spring Instructional Plans
  - Presented during Monthly Specialist meetings
- Data Analysis reported through District Data HUB
- i-Ready Coaching Supports to maximize intentionality of Standards Practice & Mastery
- Weekly data reporting of i-Ready progress and monthly achievement celebrations
- Operation Lift Off Supports – Phase 1 (Co-Facilitation of Direct Instruction); Phase 2 (Small Group Instruction)
- CBA Data Tracker
- Monthly progress incentives and comparative data analysis

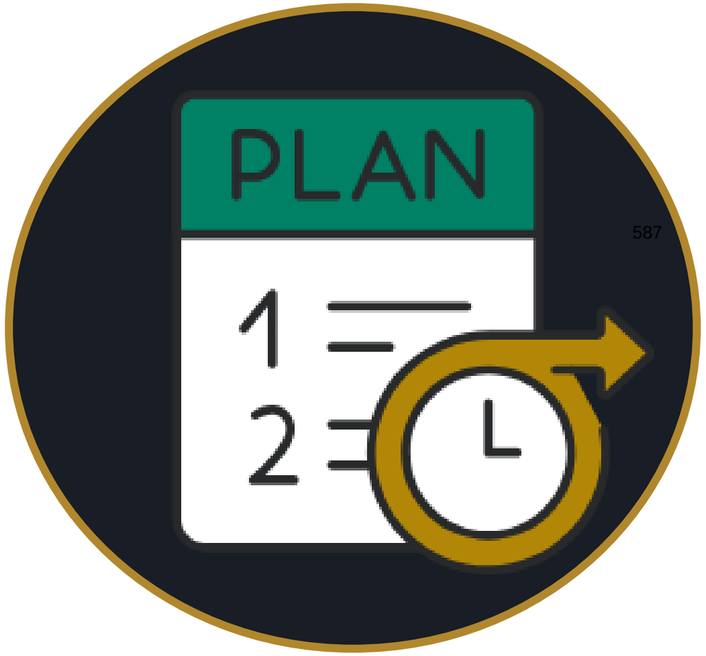


Monthly Celebrations & Incentives









Plan of Action Based on BOY Metrics (i-Ready & Amplify)

Campus

- School Leadership Team will ensure campuses are meeting i-Ready time requirements and lessons passed.
- Elementary campuses performing below district average expectations were required to develop an improvement plan
- Weekly ILT and PLC meetings to monitor progress and actionable steps. School leadership has presence at these meetings to provide real-time coaching and ensure follow-up on action steps.
- Data quarterly reviews are held with Tier 2 and Tier 3 principals to ensure a higher level of accountability.



Questions

