

POLICY STATEMENT

Section 23.1, 23.23 Objectives/Policy Statement

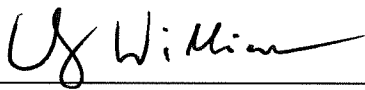
Gulfport-Biloxi International Airport has established an Airport Concession Disadvantaged Business Enterprise (ACDBE) program in accordance with regulations of the U.S. Department of Transportation (DOT), 49 CFR part 23. GBIA is a primary small hub airport and has received federal funds authorized for airport development after January 1988 (authorized under Title 49 of the United States Code). GBIA has signed airport grant assurances that it will comply with 49 CFR part 23.

It is the policy of GBIA to ensure that ACDBEs as defined in part 23 have an equal opportunity to receive and participate in concession opportunities. It is also our policy:

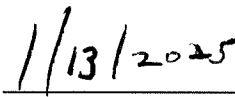
1. To ensure nondiscrimination in the award and administration of opportunities for concessions by airports receiving DOT financial assistance;
2. To create a level playing field on which ACDBEs can compete fairly for opportunities for concessions;
3. To ensure that our ACDBE program is narrowly tailored in accordance with applicable law;
4. To ensure that only firms that fully meet this part's eligibility standards are permitted to participate as ACDBEs;
5. To help remove barriers to the participation of ACDBEs in opportunities for concessions our airport(s);
6. To promote the use of ACDBEs in all types of concessions activities at our airport(s);
7. To assist the development of firms that can compete successfully in the marketplace outside the ACDBE program; and
8. To provide appropriate flexibility to airports receiving DOT financial assistance in establishing and providing opportunities for ACDBEs.

Carl Breland has been designated as the ACDBE Liaison Officer (ACDBELO). In that capacity, the manager of construction and professional services is responsible for implementing all aspects of the ACDBE program. Implementation of the ACDBE program is accorded the same priority as compliance with all other legal obligations incurred by the GBIA in its financial assistance agreements with the Department of Transportation.

GBIA has disseminated this policy statement to all of the components of our organization. We have distributed this statement to ACDBE and non-ACDBE concessionaire communities in our area. The distribution was accomplished by publication on our website.



Clay Williams, Executive Director



Date

GENERAL REQUIREMENTS

Section 23.1 Objectives

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

Section 23.3 Definitions

GBIA will use terms in this program that have the meaning defined in Section 23.3 and part 26 Section 26.5 where applicable.

Section 23.5 Applicability

GBIA is a small hub primary airport and the sponsor of federal airport funds authorized for airport development after January 1988 that was authorized under Title 49 of the United States Code.

Section 23.9 Non-discrimination Requirements

GBIA will never exclude any person from participation in, deny any person the benefits of, or otherwise discriminate against anyone in connection with the award and performance of any concession agreement, management contract or subcontract, purchase or lease agreement or other agreement covered by 49 CFR part 23 on the basis of race, color, sex, or national origin.

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

GBIA will include the following assurances in all concession agreements and management contracts it executes with any firm:

“This agreement is subject to the requirements of the U.S. Department of Transportation's regulations, 49 CFR part 23. The concessionaire or contractor agrees that it will not discriminate against any business owner because of the owner's race, color, national origin, or sex in connection with the award or performance of any concession agreement, management contract, or subcontract, purchase or lease agreement, or other agreement covered by 49 CFR part 23.

The concessionaire or contractor agrees to include the above statements in any subsequent concession agreement or contract covered by 49 CFR part 23, that it enters and cause those businesses to similarly include the statements in further agreements.”

Section 23.11 Compliance and Enforcement

GBIA acknowledges that the compliance and enforcement provisions of 49 CFR part 26 (§§ 26.101 and 26.105 through 26.109) apply to the concessions program under part 23 in the same way that they apply to FAA recipients and programs under part 26.

ACDBE PROGRAM

Section 23.21 ACDBE Program Updates

GBIA is the operator of at least one small hub primary airport and is required to have an ACDBE program. This ACDBE program is applicable to the following airport(s):

- Gulfport-Biloxi International Airport

Prior to implementing significant changes to this ACDBE program, GBIA will provide the amended program to FAA for review and approval.

Section 23.23 Administrative Provisions

Policy Statement: GBIA is committed to operating its ACDBE program in a nondiscriminatory manner. The Policy Statement is elaborated on the first page of this program.

GBIA will thoroughly investigate, on an annual basis, the full extent of services offered by financial institutions owned and controlled by socially and economically disadvantaged individuals in the community and make reasonable efforts to use these institutions. GBIA will also encourage prime concessionaires to use such institutions.

ACDBE Liaison Officer (ACDBELO): We have designated the following individual as our ACDBELO:

Carl Breland, Manager of Construction and Professional Services Gulfport-Biloxi
Regional Airport Authority
14035-L Airport Road Gulfport, Mississippi 39503
Phone: (228) 863-5951
Fax: (228) 863-5953
Email: cbreland@flygpt.com

In that capacity, the ACDBELO is responsible for implementing all aspects of the ACDBE program and ensuring that GBIA complies with all provision of 49 CFR part 23. The ACDBELO has direct, independent access to Clay Williams, Executive Director concerning ACDBE program matters. An organizational chart displaying the ACDBELO's position in the organization is found in Attachment 1 to this program.

The ACDBELO is responsible for developing, implementing, and monitoring the ACDBE program, in coordination with other appropriate officials. The ACDBELO has a consultant to assist in the administration of the program. Duties and responsibilities include the following:

1. Gathers and reports statistical data and other information as required by FAA or DOT.
2. Reviews third party contracts and purchase requisitions for compliance with this program.
3. Works with all departments to set overall annual goals.
4. Ensures that bid notices and requests for proposals are available to ACDBEs in a timely manner.
5. Identifies contracts and procurements so that ACDBE goals are included in solicitations (both race-neutral methods and contract specific goals)
6. Analyzes GBIA's progress toward attainment and identifies ways to improve progress.
7. Participates in pre-bid meetings.
8. Advises the CEO/governing body on ACDBE matters and achievement.
9. Provides ACDBEs with bid information.
10. Acts as liaison to the Unified Certification Program (UCP) in Mississippi.
11. Provides outreach to ACDBEs and community organizations to advise them of opportunities.

Directory: Mississippi's Unified Certification Program (UCP) maintains a directory identifying all firms eligible to participate as DBEs and ACDBEs. The Directory lists the firm's name, address, phone number, date of the most recent certification, and the type of work the firm has been certified to perform as an ACDBE. The Directory clearly specifies whether a firm is certified as a DBE for purposes of part 26, an ACDBE for purposes of part 23, or both.

Section 23.25 Ensuring Nondiscriminatory Participation of ACDBEs

GBIA will not use set-asides or quotas as a means of obtaining ACDBE participation.

GBIA will seek ACDBE participation in all types of concession activities.

GBIA will maximize the use of race-neutral measures, obtaining as much as possible of the ACDBE participation needed to meet overall goals through such measures. GBIA will take the following measures to ensure nondiscriminatory participation of ACDBEs in concessions, and other covered activities (23.25(a)):

Race-neutral measures may include but are not limited to:

- 1) *Locating and identifying ACDBEs and other small businesses who may be interested in participating as concessionaires under this part;*
- 2) *Notifying ACDBEs of concession opportunities and encouraging them to compete, when appropriate;*
- 3) *When practical, structuring concession activities to encourage and facilitate the participation of ACDBEs;*
- 4) *Ensuring that competitors for concession opportunities are informed during pre-solicitation meetings about how the recipient's ACDBE program will affect the procurement process; and*
- 5) *Providing information concerning the availability of ACDBE firms to competitors to assist them in obtaining ACDBE participation.*

GBIA will also provide for the use of race-conscious measures when race-neutral measures, standing alone, are not projected to be sufficient to meet an overall goal.

The following are examples of race-conscious measures we will implement, as needed:

1. Establishing concession-specific goals for particular concession opportunities.
 - a. In setting concession-specific goals for concession opportunities other than car rental, GBIA will explore, to the maximum extent practicable, all available options to set goals that concessionaires can meet through direct ownership arrangements. A concession-specific goal for any concession other than car rental may be based on purchases or leases of goods and services only when the analysis of the relative availability of ACDBEs and all relevant evidence reasonably supports that there is *de minimis* availability for direct ownership arrangement participation for that concession opportunity.
 - b. In setting car rental concession-specific goals, GBIA will not require a car rental company to change its corporate structure to provide for participation via direct ownership arrangement. When the overall goal for car rental concessions is based on purchases or leases of goods and services, GBIA is not required to explore options for direct ownership arrangements prior to setting a car rental concession-specific goal based on purchases or leases of goods and services.
 - c. If the objective of the concession-specific goal is to obtain ACDBE participation through a direct ownership arrangement with an ACDBE, GBIA will calculate the goal as a percentage of the total estimated annual gross receipts from the concession.
 - d. If the goal applies to purchases or leases of goods and services from ACDBEs, GBIA will calculate the goal as a percentage of the total

estimated dollar value of all purchases to be made by the concessionaire.

- e. When a concession-specific goal is set, GBIA will require competitors to make good faith efforts to meet this goal. A competitor may do so either by obtaining enough ACDBE participation to meet the goal or by documenting that it made sufficient good faith efforts to do so.
 - f. The administrative procedures applicable to contract goals in part 26, § 26.51 through 26.53. apply with respect to concession-specific goals.
2. Negotiate with a potential concessionaire to include ACDBE participation, through direct ownership arrangements or measures, in the operation of the non-car rental concessions.
 3. With the prior approval of FAA, other methods that take a competitor's ability to provide ACDBE participation into account in awarding a concession.

GBIA requires businesses subject to car rental and non-car rental ACDBE goals at the airport to make good faith efforts to meet goals set pursuant to this section.

Section 23.26 Fostering Small Business Participation

GBIA has created a small business element to provide for the structuring of concession opportunities to facilitate competition by small business concerns, taking all reasonable steps to eliminate obstacles to their participation, including unnecessary and unjustified bundling of concession opportunities that may preclude small business participation in solicitations.

The small business element is incorporated as Attachment 9 to this ACDBE Program. The program elements will be actively implemented to foster small business participation. GBIA acknowledges that active use of the small business element is a requirement of the good faith implementation of this ACDBE program.

GBIA will submit an annual report on small business participation obtained through the use of this small business element. The report must be submitted in the format acceptable to the FAA based on a schedule established and posted to the agency's website, available at https://www.faa.gov/about/office_offices/acr/bus_ent_program.

Section 23.27 Reporting

GBIA will retain sufficient basic information about our ACDBE program implementation, and the award and performance of agreements and contracts to enable the FAA to determine our compliance with part 23. This data will be retained for a minimum of 3 years following the end of the concession agreement or other covered contract.

GBIA will submit an annual report on ACDBE participation to the FAA by March 1 following the end of each fiscal year. This report will be submitted in the format acceptable to the FAA and contain all of the information described in the Uniform Report of ACDBE Participation.

GBIA will create and maintain active participants list information and enter it into a system designated by the FAA. GBIA will collect the following information about ACDBE and non-ACDBEs who seek to work on each of our concession opportunities.

- a. Firm name;
- b. Firm address including ZIP code;
- c. Firm status as an ACDBE or non-ACDBE;
- d. Race and gender information for the firm's majority owner;
- e. NAICS code applicable to the concession contract in which the firm is seeking to perform;
- f. Age of the firm; and
- g. The annual gross receipts of the firm.

GBIA will collect the data from all active participants for concession opportunities by requiring the information to be submitted with their proposals or initial responses to negotiated procurements. GBIA will enter this data in FAA's designated system no later than March 1 following the fiscal year in which the relevant concession opportunity was awarded.

Section 23.29 Compliance and Enforcement Procedures

GBIA will take the following monitoring and enforcement mechanisms to ensure compliance with 49 CFR part 23.

We will insert the following provisions into concessions agreements and management contracts:

- A. Prime concessionaires shall notify GBIA and seek approval prior to termination of any ACDBE. Concessionaires will be required to make good faith effort to replace a terminated ACDBE with an ACDBE. Good faith efforts shall be documented by concessionaires.*
- B. GBIA will provide written certification that the airport has reviewed contracts, leases, joint venture agreements and other concession related agreements.*

Monitoring will occur annually prior to submission of annual report.

The GBIA has several remedies available to enforce the ACDBE requirements contained in its contracts, including, but not limited to, the following:

1. Breach of contract action, pursuant to the terms of the contract;

In addition, the federal government has available several enforcement mechanisms that it may apply to firms participating in the ACDBE problem, including, but not limited to, the following:

1. A. Suspension or debarment proceedings pursuant to 49 CFR part 23 and 2 CFR parts 180 and 1200
2. Enforcement action pursuant to 49 CFR part 31; and
3. Prosecution pursuant to 18 USC 1001.

GBIA will bring to the attention of the Department of Transportation any false, fraudulent, or dishonest conduct in connection with the program, so that DOT can take the steps (e.g., referral to the Department of Justice for criminal prosecution, referral to the DOT Inspector General, action under suspension and debarment or Program Fraud and Civil Penalties rules) provided in 49 CFR § 26.107.

We will consider similar action under our own legal authorities, including responsibility determinations in future contracts. We have listed the regulations, provisions, and contract remedies available to us in the events of non-compliance with the ACDBE regulation by a participant in our procurement activities (See Attachment 4).

CERTIFICATION AND ELIGIBILITY

Section 23.31 Certification Standards and Procedures

GBIA is a non-certifying member of the Mississippi Unified Certification Program (UCP) and relies upon the UCP's determinations of certification eligibility.

The Mississippi UCP directory of eligible ACDBEs specifies whether a firm is certified as a DBE for purposes of part 26, an ACDBE for purposes of part 23, or both.

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

Andrea Hendricks
MDOT Civil Rights Director
P.O. Box 1850
Jackson, MS 39215-1850
Phone: (601) 359-7344
Fax: (601) 576-4504
AHendricks@mdot.ms.gov

https://mdot.ms.gov/portal/civil_rights
<https://mdot.ms.gov/documents/Civil%20Rights/Programs/DBE/DBE%20Certification%20Application.pdf>

GOALS, GOOD FAITH EFFORTS, AND COUNTING

Section 23.41 Overall Goals

GBIA will establish two separate overall ACDBE goals: one for car rentals and another for concessions other than car rentals. The overall goals will cover a three-year period and the sponsor will review the goals annually to make sure the goal continues to fit the sponsor's circumstances. GBIA will submit any significant overall goal adjustments to the FAA.

If the average annual concession revenues for car rentals over the preceding three (3) years do not exceed \$200,000, GBIA is not required to develop and submit an overall goal for car rentals. Likewise, if the average annual concession revenues for concessions other than car rentals over the preceding three (3) years do not exceed \$200,000, GBIA is not required to develop and submit an overall goal for concessions other than car rentals. GBIA understands that "revenue" means total revenue generated by concessions, not the revenue received by the airport from concessions agreements.

GBIA's overall goals will provide for participation by all certified ACDBEs and will not be subdivided into group-specific goals.

Section 23.43 Consultation in Goal Setting

GBIA consults with stakeholders before submitting the overall goals to the FAA. Stakeholders will include, but not be limited to, minority and women's business groups, community organizations, trade associations representing concessionaires currently located at the airport, as well as existing concessionaires themselves, and other officials or organizations which could be expected to have information concerning the availability of disadvantaged businesses, the effects of discrimination on opportunities for ACDBEs, and the sponsors efforts to increase participation of ACDBEs.

When submitting our overall goals, we will identify the stakeholders that we consulted with and provide a summary of the information obtained from the stakeholders.

The requirements of this section do not apply if no new concession opportunities will become available during the goal period. However, GBIA will take appropriate outreach steps to encourage available ACDBEs to participate as concessionaires whenever there is a concession opportunity.

Section 23.45 Overall Goals

Overall goals will be submitted to the FAA for approval. The overall goals meeting the requirements of this subpart are due based on a schedule established by the FAA and posted on the FAA's website.

The goals must be submitted every three years based on the published schedule. If a new concession opportunity arises at a time that falls between the normal submission dates above and the estimated average of annual gross revenues are anticipated to be \$200,000 or greater, the sponsor will submit an appropriate adjustment to our overall goal to FAA for approval no later than 90 days before issuing the solicitation for the new concession opportunity.

GBIA will establish overall goals in accordance with the 2-Step process as specified in § 23.51. After determining the total gross receipts for the concession activity, the first step is to determine the relative availability of ACDBEs in the market area, “base figure”. The second step is to examine all relevant evidence reasonably available in the sponsor’s jurisdiction to determine if an adjustment to the Step 1 “base figure” is necessary so that the goal reflects as accurately as possible the ACDBE participation the sponsor would expect in the absence of discrimination. Evidence may include, but is not limited to past participation by ACDBEs, a disparity study, evidence from related fields that affect ACDBE opportunities to form, grow, and compete (such as statistical disparities in ability to get required financing, bonding, insurance; or data on employment, self-employment, education, training, and union apprenticeship).

GBIA will also include a projection of the portions of the overall goal expected to be met through race-neutral and race-conscious measures, respectively.

If the FAA determines that GBIA’s goals have not been correctly calculated or the justification is inadequate, the FAA may, after consulting with us, adjust the overall goal or race-conscious/race-neutral “split.” In such a case, the adjusted goal is binding on GBIA.

Section 23.53 Counting ACDBE Participation for Car Rental Goals

GBIA will count ACDBE participation toward overall goals other than car rental as provided in 49 CFR § 23.53.

When an ACDBE is decertified because one or more of its disadvantaged owners exceed the PNW cap or the firm exceeds the business size standards of part 23 during the performance of a contract or other agreement, the firm's participation may continue to be counted toward ACDBE goals for the remainder of the term of the contract or other agreement. However, GBIA will verify any change in circumstances affecting their ability to meet ownership or control requirements of subpart C of this part or any other material change. Reporting must be made as provided in § 26.83(i) of this chapter.

Section 23.55 Counting ACDBE participation for Concessions Other than Car Rentals

GBIA will count ACDBE participation toward overall goals other than car rental as provided in 49 CFR § 23.55.

When an ACDBE is decertified because one or more of its disadvantaged owners exceed the PNW cap or the firm exceeds the business size standards of part 23 during the performance of a contract or other agreement, the firm's participation may continue to be counted toward ACDBE goals for the remainder of the term of the contract or other agreement. However, GBIA will verify that the firm in all other respects remains an eligible ACDBE. To accomplish this verification, GBIA will require the firm to provide, annually on December 1, a Declaration of Eligibility, affirming that there have been no changes in the firm's circumstances affecting its ability to meet ownership or control requirements of subpart C of part 23 or any other material changes, other than changes regarding the firm's business size or the owner's personal net worth. GBIA will not count the former ACDBE's participation toward ACDBE goals beyond the termination date for the agreement in effect at the time of the decertification (*e.g.*, in a case where the agreement is renewed or extended, or an option for continued participation beyond the current term of the agreement is exercised).

Firms are required to inform GBIA in writing of any change in circumstances affecting their ability to meet ownership or control requirements of subpart C of this part or any material change. Reporting must be made as provided in § 26.83(i) of this chapter.

Section 23.57 Goal shortfall accountability.

If the awards and commitments on the Uniform Report of ACDBE participation at the end of any fiscal year are less than the overall goal applicable to that fiscal year, we will:

- Analyze in detail the reasons for the difference between the overall goal and our awards and commitments in that fiscal year;
- Establish specific steps and milestones to correct the problems we have identified in our analysis to enable us to fully meet our goal for the new fiscal year;
- As an airport not meeting the criteria of paragraph (b)(3)(i) of this section, we will retain analysis and corrective actions in our records for three years and make it available to the FAA, on request, for their review.

FAA may impose conditions as part of its approval of GBIA's analysis and corrective actions including, but not limited to, modifications to our overall goal methodology, changes in our race-conscious/race-neutral split, or the introduction of additional race-neutral or race-conscious measures.

GBIA may be regarded as being in noncompliance with this part, and therefore subject to the remedies in § 23.11 of this part and other applicable regulations, for failing to implement our ACDBE program in good faith if any of the following things occur:

- GBIA does not submit the analysis and corrective actions to FAA in a timely manner as required under paragraph (b)(3) of § 23.57;
- FAA disapproves the analysis or corrective actions; or
- GBIA does not fully implement:
 - a. The corrective actions to which we have committed, or
 - b. Conditions that FAA has imposed following review of our analysis and corrective actions.
 - c. If information coming to the attention of FAA demonstrates that current trends make it unlikely that we, as an airport, will achieve ACDBE awards and commitments that would be necessary to allow us to meet our overall goal at the end of the fiscal year, FAA may require us to make further good faith efforts, such as modifying our race-conscious/race-neutral split or introducing additional race-neutral or race-conscious measures for the remainder of the fiscal year.

Section 23.61 Quotas or Set-asides

We will not use quotas or set-asides as a means of obtaining ACDBE participation.

OTHER PROVISIONS

Section 23.71 Existing Agreements

If permitted by the existing agreement, GBIA will use any means authorized by part 23 to obtain a modified amount of ACDBE participation in the renewed or amended agreement.

Section 23.73 Privately-Owned or Leased Terminal Buildings

GBIA will pass through applicable provisions of part 23 to any private terminal owner or lessee via our agreement with the owner or lessee. We will ensure that the owner or lessee complies with part 23. We will obtain from the owner or lessee the goals and other elements of the ACDBE program required under part 23.

Section 23.75 Long-Term Exclusive Agreements

GBIA will not enter into long-term and exclusive agreements for concessions without prior approval of the FAA Regional Civil Rights Office. We understand that a “long-

term” agreement is one having a term of more than 10 years, including any combination of base term and options or holdovers to extend the term of the agreement, if the effect is a term of more than ten years. We understand that an exclusive agreement is one having a type of business activity that is conducted solely by a single business entity on the entire airport, irrespective of ACDBE participation.

GBIA may enter into a long-term, exclusive concession agreement only under the following conditions:

- 1) Special local circumstances exist that make it important to enter such agreement; and
- 2) FAA approves GBIA’s plan for meeting the standards of paragraph (c) of § 23.75.

To obtain FAA approval of a long-term exclusive concession agreement, GBIA will submit the following information to the FAA. The items in paragraphs (1) through (3) below will be submitted at least 60 days before the solicitation is released and items in paragraphs (4) through (7) will be submitted at least 45 days before contract award:

- 1) A description of the special local circumstances that warrant a long-term, exclusive agreement;
- 2) A copy of the solicitation;
- 3) ACDBE contract goal analysis developed in accordance with this part;
- 4) Documentation that ACDBE participants are certified in the appropriate NAICS code in order for the participation to count towards ACDBE goals;
- 5) A general description of the type of business or businesses to be operated by the ACDBE, including location and concept of the ACDBE operation;
- 6) Information on the investment required on the part of the ACDBE and any unusual management or financial arrangements between the prime concessionaire and ACDBE, if applicable;
- 7) Final long-term exclusive concession agreement, subleasing or other agreements;
 - a) In order to obtain FAA approval of a long-term exclusive concession agreement that has been awarded through direct negotiations, GBIA will submit the items in paragraphs (1) and (3) through (7) of this section at least 45 days before contract award;
 - b) In order to obtain FAA approval of an exclusive concession agreement that becomes long-term as a result of a holdover tenancy, GBIA will submit to the responsible FAA regional office a holdover plan for FAA approval at least 60 days prior to the expiration of the current lease term. The holdover plan shall include the following information:
 - i. A description of the special local circumstances that warrant the holdover;
 - ii. Anticipated date for renewal or re-bidding of the agreement;
 - iii. The method to be applied for renewal or re-bidding of the agreement;
 - iv. Submission of all items required under (3), (4), (6), and (7) of this section for the agreement in holdover status or an explanation as to why the item is not available or cannot be submitted.

Section 23.77 Preemption of Local Requirements

In the event that a State or local law, regulation, or policy differs from the requirements of this part, GBIA will, as a condition of remaining eligible to receive Federal financial assistance from the DOT, take such steps as may be necessary to comply with the requirements of 49 CFR part 23. However, nothing in part 23 preempts any State or local law, regulation, or policy enacted by the governing body of GBIA, or the authority of any State or local government or recipient to adopt or enforce any law, regulation, or policy relating to ACDBEs, as long as the law, regulation, or policy does not conflict with part 23.

Section 23.79 Geographic Preferences

GBIA will not use a local geographic preference. For purposes of this section, a local geographic preference is any requirement that gives a concessionaire located in one place (e.g., our local area) an advantage over concessionaires from other places in obtaining business as, or with, a concession at our airport(s).

ATTACHMENTS

| | |
|--------------|--|
| Attachment 1 | Organizational Chart |
| Attachment 2 | Link to DBE/ACDBE Directory |
| Attachment 3 | Data Collection Form |
| Attachment 4 | Monitoring and Enforcement Mechanisms |
| Attachment 5 | Form 1 & 2 for Demonstration of Good Faith Efforts |
| Attachment 6 | Link to ACDBE Certification Application Forms |
| Attachment 7 | State's UCP Agreement |
| Attachment 8 | Link to Regulations: 49 CFR part 23 |
| Attachment 9 | Race-Neutral Small Business Element |

* Goal methodology is provided in separate document.

Attachment 1

ORGANIZATIONAL CHART

(see next page)

GBRAA Organizational Chart
Staff Positions
 October 1, 2021 - September 30, 2022

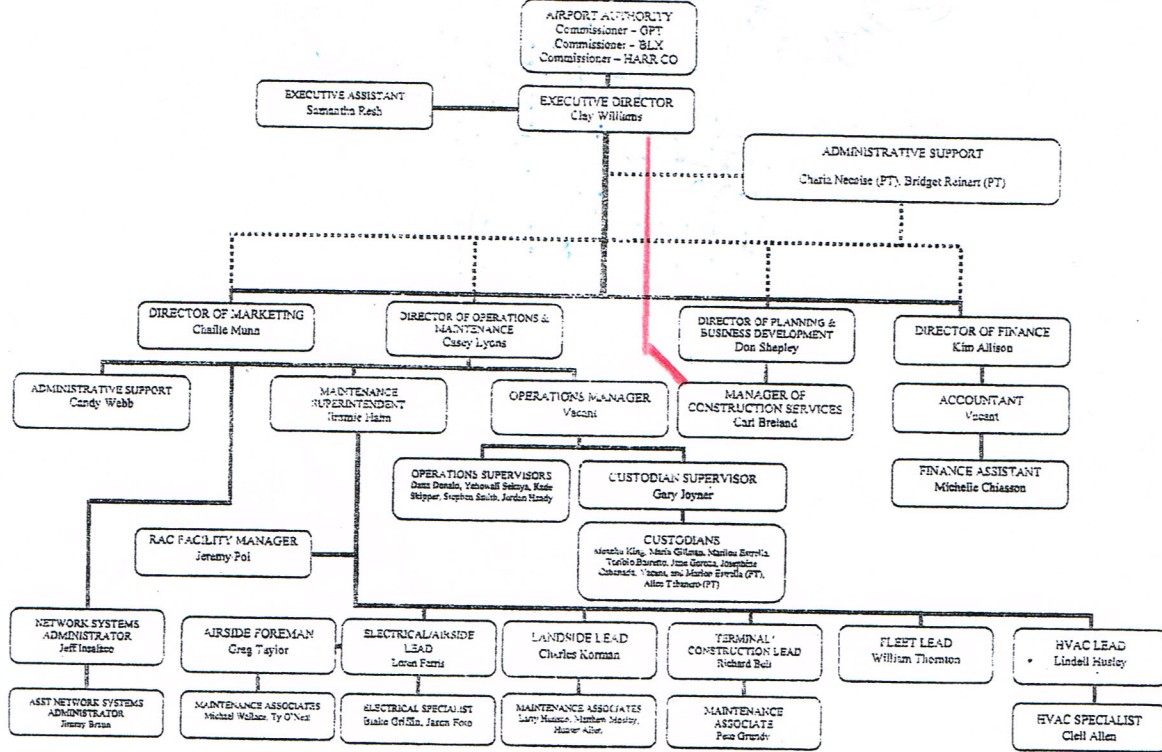


Exhibit 1

Attachment 2

**Mississippi Department of Transportation Directory of Certified DBE/ACDBE
Firms**

https://mdot.ms.gov/bidsystem_data/bidderspdf/dbe%20listing.pdf

Attachment 3

Data Collection Form

(see next page)

Attachment 4

Monitoring and Enforcement Mechanisms

The GBIA will implement various mechanisms to monitor program participants to ensure they comply with Part 23, including, but not limited to the following:

GBIA will provide written certification that the airport has reviewed contracts, leases, joint venture agreements and other concession related agreements.

ACDBE participation monitoring will occur annually prior to submission of annual report.

GBIA has several remedies available to enforce the ACDBE requirements contained in its contracts, including, but not limited to, the following:

Breach of contract action, pursuant to the terms of the contract.

In addition, the federal government has available several enforcement mechanisms that it may apply to firms participating in the ACDBE problem, including, but not limited to, the following:

1. A. Suspension or debarment proceedings pursuant to 49 CFR part 23 and 2 CFR parts 180 and 1200
2. Enforcement action pursuant to 49 CFR part 31; and
3. Prosecution pursuant to 18 USC 1001.

We will insert the following provisions into concessions agreements and management contracts:

Prime concessionaires shall notify GBIA and seek approval prior to termination of any ACDBE. Concessionaires will be required to make good faith effort to replace a terminated ACDBE with an ACDBE. Good faith efforts shall be documented by concessionaires.

Attachment 5

Demonstration of Good Faith Efforts - Forms 1 and 2

FORM 1: AIRPORT CONCESSION DISADVANTAGED BUSINESS ENTERPRISE (ACDBE) UTILIZATION

The undersigned bidder/respondent has satisfied the ACDBE requirements of the concession in the following manner:

- Bidder/respondent has met the ACDBE goal
The bidder/offeror is committed to a minimum of ____ % ACDBE participation in this opportunity.

- Bidder/respondent has not met the ACDBE goal
The bidder/respondent is committed to a minimum of ____% ACDBE participation in this opportunity and has submitted documentation demonstrating good faith efforts.

Legal name of bidder/respondent's firm: _____

Bidder/Respondent Representative:

Name & Title

Signature

Date

FORM 2: LETTER OF INTENT

Note: The authorized representative (AR) named below must be an individual vested with the authority to make contracting decisions on behalf of the firm.

Name of bidder/respondent's firm: _____

Name & title of firm's AR: _____

Phone: _____ Email: _____

Name of ACDBE firm: _____

Name & title of ACDBE firm's AR: _____

Address: _____

City: _____ State: _____ Zip: _____

Phone: _____ Email: _____

Role to be performed by ACDBE firm:

| <i>Description of Work</i> | <i>NAICS</i> | <i>Projected Dollar Amount / %</i> | <i>Joint Venture/Subtenant/Supplier*</i> |
|----------------------------|--------------|------------------------------------|--|
| | | | |
| | | | |
| | | | |

**For suppliers only, state how the ACDBE will perform (e.g., regular dealer, manufacturer, broker). Count only fees and commissions if the supplier performs as a broker.*

The undersigned bidder/respondent is committed to utilizing the above-named ACDBE firm for the work described above. The total expected dollar value of this work is \$ _____. The bidder/respondent understands that if it is awarded the contract/agreement resulting from this procurement, it must enter into an agreement ACDBE firm identified above that reflects the type and amount of participation listed. Bidder/respondent understands that upon submitting this form, it may not substitute or terminate the ACDBE listed above without following the procedures of 49 CFR Part 26, §26.53.

Signature of Bidder/Respondent's Authorized Representative Date: _____

The undersigned ACDBE affirms that it is ready, willing, and able to perform the amount and type of work as described above, and is properly certified to be counted for ACDBE participation therefore.

Signature of ACDBE's Authorized Representative Date: _____

If the bidder/respondent does not receive award of the prime concession opportunity, all representations in this Letter of Intent shall be null and void.

Submit this page for each ACDBE participant.

Attachment 6

ACDBE Certification Application Form

<https://mdot.ms.gov/documents/Civil%20Rights/Programs/DBE/DBE%20Certification%20Application.pdf>

Attachment 7

State's UCP Agreement

(see next page)

CERTIFICATION FOR COMPLIANCE
WITH THE
MISSISSIPPI UNIFIED CERTIFICATION PROGRAM

WHEREAS, A final rule revising the USDOT's regulations for its Disadvantaged Business Enterprise (DBE) Program was published in the *Federal Register* on February 2, 1999, and

WHEREAS, These regulations contained in 49 CFR Part 26.81, as amended, became effective on March 4, 1999, and

WHEREAS, 49 CFR Part 26.81, Subpart E, as amended, of the Regulation details the requirements for a Unified Certification Program (UCP) including a "one-stop shopping" certification provision intended to enable DBE's, once certified by any one recipient of USDOT funds, to participate in the programs of other recipients, and

WHEREAS, All USDOT recipients within each state must be agree to comply with the UCP prior to approval by the Secretary of the USDOT, and

WHEREAS, The Mississippi Unified Certification Program (MUCP) is established for all USDOT recipients within the State of Mississippi to comply with the requirements contained in 49 CFR Part 26.81, Subpart E, as amended.

NOW, THEREFORE, It is understood and agreed that the undersigned, a recipient of Federal Aviation Administration funds, agrees with and will comply with all of the provisions of 49 CFR Part 26.81, Subpart E, as amended, and the Mississippi Unified Certification Program and further agrees to cooperate fully with the MUCP and be bound by its decisions or actions concerning this program.

Airport: **Gulfport-Biloxi International Airport**

Location: **Gulfport, MS**

By:

B. J. Trull

Title:

Executive Director

Attachment 8

Regulations: 49 CFR part 23

ACDBE program regulations are found in Title 49 of the Code of Federal Regulations, part 23. They can be retrieved using the following link to the Electronic Code of Federal Regulations:

<https://www.ecfr.gov/current/title-49/subtitle-A/part-23>

Attachment 9

Small Business Element

1. Objective/Strategies

Identify alternative concession contracting approaches to facilitate the ability of small businesses, including ACDBEs, to compete for and obtain direct leasing opportunities.

Review financing options and bonding and insurance requirements to make sure they are right-sized for the opportunity in question.

2. Definition

A small business is a business that is independently owned and operated for profit and is not dominant in its field. Depending on the industry size standard, eligibility is based on the average number of employees for the preceding twelve months or on sales volume averaged over a five-year period. Small businesses must meet the definitions specified in Section 3 of the Small Business Act and the Small Business Administration regulation implementing it (13 CFR Part 121).

All businesses meeting the criteria outlined in this element will be considered to be small businesses, without regard to race or gender.

Small businesses that are also owned and controlled by socially disadvantaged individuals will be encouraged to seek ACDBE certification.

3. Verification

GBIA will accept the following certifications for participation in the small business element of the ACDBE Program:

- Mississippi Unified Certification Program (UCP) ACDBE Certification – ACDBE certification by the UCP which stipulates that a firm has been determined to meet all of the requirements in accordance with 49 CFR Part 26. Listing in the UCP directory is evidence of certification.
- A small business that provides evidence at the time of solicitation submittal that it qualifies as a small business concern for the specific task to be performed. Such evidence can be provided by the following means:
 - a. A copy of business returns for the most recent 5-year period indicating gross receipts or a notarized statement from a certified public accountant indicating the firm's average gross receipts for the last five years.
 - b. A copy of the firm's payroll statement indicating the average annual employment for the most recent year.

4. Monitoring/Record Keeping

- GBIA will track and monitor participation by ACDBEs and other small businesses that results from the implementation of this small business element. Participation will be reported annually as part of the Uniform Report of ACDBE Participation
- Small business participation and attainment will be reviewed when concessionaire and management contracts are subject to renewal, extension or readvertisement.

5. Assurances

- The program is permitted under state law;
- Certified ACDBEs that meet the size criteria established under the program are presumptively eligible to participate in the program;
- No limits are placed on the number of contracts awarded to firms participating in the program, but every effort will be made to avoid creating barriers to the use of new, emerging, or untried businesses;
- Minority and women owned firms that are eligible for ACDBE certification will be encouraged to become certified; and
- The program is open to small businesses regardless of their location (i.e., there is no local or other geographic preference).