



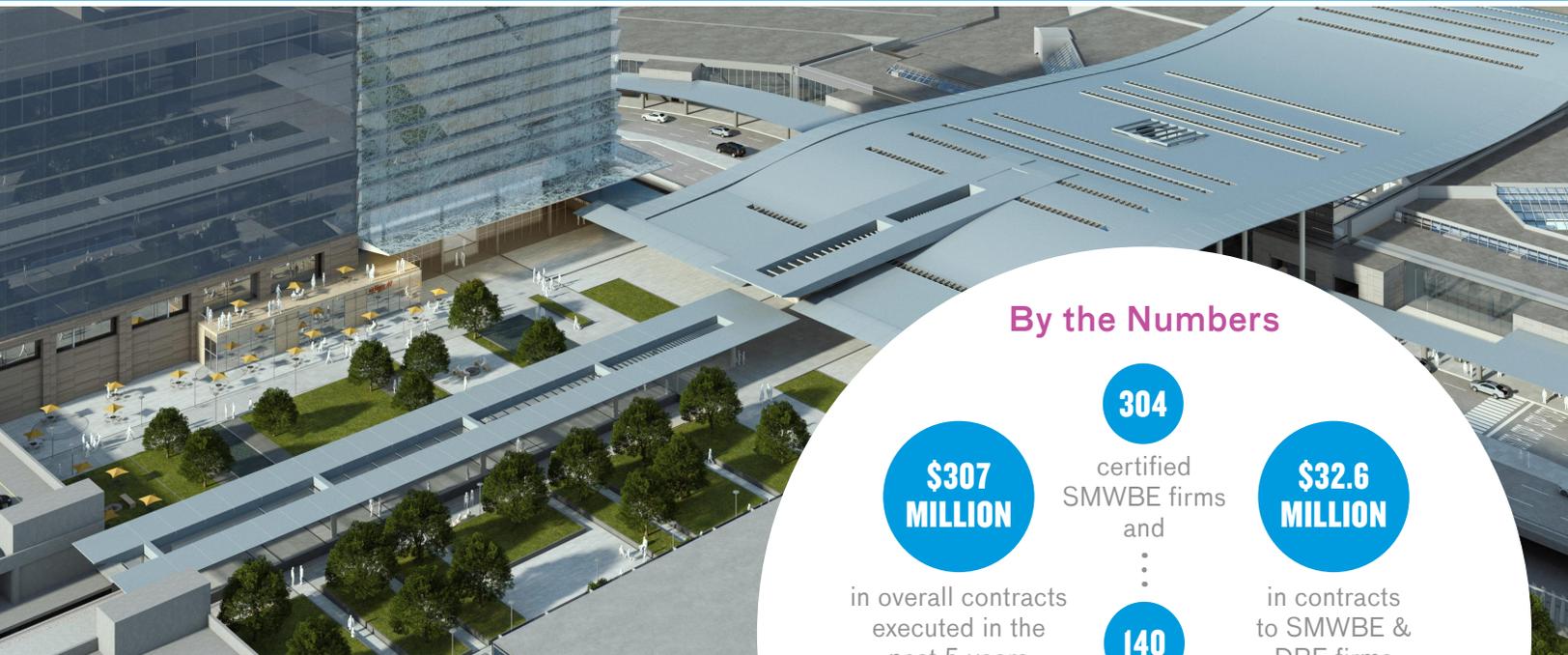
MNAA Business Diversity Program

Dynamic Growth and Expansion Plan For Nashville International Airport

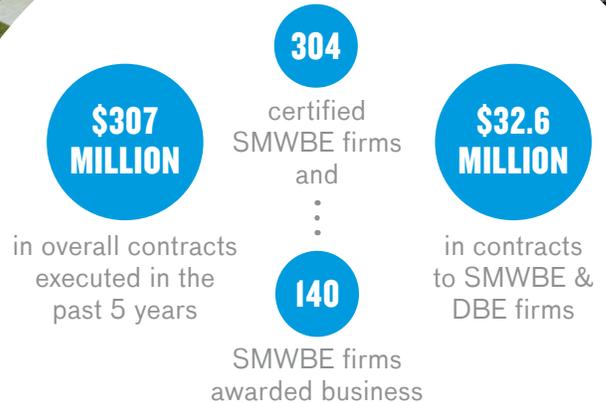


By 2035, the population of the Greater Nashville Area is expected to surpass 2.5 million people, and BNA passenger traffic will grow from 14 million today to more than 20 million.

BNA Vision is a comprehensive expansion and renovation plan designed to accommodate this record-setting growth and maintain the customer-friendly character unique to our region and Nashville International Airport. In doing so, we ensure a world-class airport for a world-class city.



By the Numbers



A Commitment to Inclusion

The Metropolitan Nashville Airport Authority (MNAA) is committed to providing contracting opportunities for small, minority and woman-owned business enterprises (SMWBE) as well as disadvantaged business enterprises (DBE). MNAA's track record of inclusion has been outstanding, and the organization continues its commitment to reduce any remaining barriers to participation. Additionally, MNAA will leverage the benefits of the *BNA Vision* development program by implementing new initiatives focused on:

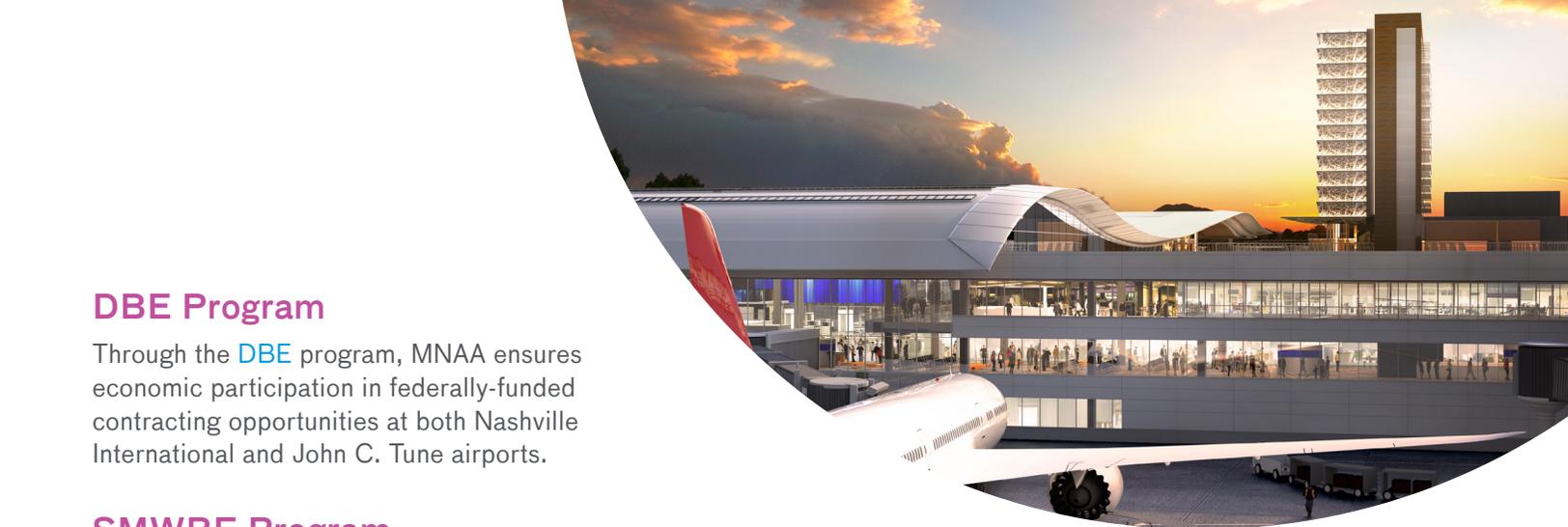
- Inclusion of disenfranchised areas of Nashville;
- Skills training to enhance the sustainability of Nashville's small, minority and woman-owned business; and,
- Further reducing any remaining barriers to contract participation.

Disparity Study

In 2012, MNAA commissioned an independent research firm to conduct a disparity study to measure the effectiveness of the Authority's SMWBE and DBE programs in relation to the diversity of the region's business market.

The independent firm analyzed contract data from 2008 to 2012 and used extensive focus groups and gathered data and anecdotes from organizations across Tennessee.

The disparity study highlighted the notable success of MNAA's efforts and recommended continuation and expansion of these programs to reduce further any remaining disparities in access to airport contracting opportunities based on race and gender.



DBE Program

Through the [DBE](#) program, MNAA ensures economic participation in federally-funded contracting opportunities at both Nashville International and John C. Tune airports.

SMWBE Program

Established in 2002, the [SMWBE](#) program provides maximum opportunities for local, small, minority and woman-owned business enterprises to participate in contracts, programs and all related business activities funded by MNAA.

MNAA certifies firms as small, minority or woman-owned business enterprises. MNAA is making a change and will certify [SMWBE](#) firms who are located across the state and not just in the Nashville MSA. As a part of the Tennessee Uniform Certification Program, MNAA accepts certification from other transportation-related entities such as MTA and TDOT.

MNAA has a robust *Mentor Protégé/Emerging Contractors* program that has 13 of the 18 graduates winning contracts to date.

MNAA set [SMWBE](#) contract goals by using the results and recommendations set forth in an independent disparity study as a foundation. MNAA then uses a two-step process:

- Step 1:** Uses fundamental calculations including NAICS codes, engineer's cost estimates assigned to NAICS codes, relative availability of certified firms and a weighted average.
- Step 2:** Adjusts the calculations based on availability, capacity and past history of firms.

BNA Vision

The growth and expansion plan for Nashville International Airport, like all BNA operations, relies upon no local tax dollars. Regardless, MNAA's commitment to a robust plan of inclusion continues.

MNAA has already either implemented or is implementing all of the 14 recommendations included within the disparity study.

Going beyond the study's recommendations, MNAA will also implement 5 additional initiatives:

- **Owner controlled insurance program;**
- **Sub-contractor default insurance program;**
- **Skills training investment fund;**
- **Focused outreach/job fairs in Nashville's Promise Zone; and,**
- **Host an industry forum and networking event to kick off the *BNA Vision* development program.**

These initiatives represent an additional \$15 - \$20 million investment from MNAA.

- For Project 1, which includes D Concourse and Ticketing Wings, MNAA will have a goal of approximately 20 percent of the \$200 million project to go to [SMWBE](#) firms.

Through its focused efforts and record of success, the Metropolitan Nashville Airport Authority has continually demonstrated **a deep commitment to inclusion and diversity** in its hiring and procurement practices. *BNA Vision* provides an unprecedented opportunity to continue that record of success, and MNAA will dedicate the resources and effort necessary to **engage the broad range of Nashville's community**.



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