

**Metropolitan St. Louis Sewer District
Recommended MWBE Sub Contracting and Workforce Goals**

WORKFORCE GOALS							
CONSTRUCTION				PROFESSIONAL SERVICE			
Current		Proposed		Current		Proposed	
Minority	25%	Minority	30%	Minority	25%	Minority	18%
Female	6.9%	Female	7%			Female	32%
Local Resident	None	Local Resident	30%	Female	6.9%	Female	32%
Apprentice*	None	Apprentice*	40%			Female	32%
<i>CONSTRUCTION WORKFORCE DEFINITIONS</i>				<i>PROFESSIONAL SERVICE WORKFORCE DEFINITIONS</i>			
<ul style="list-style-type: none"> • Minority is a male or female African American, Asian American, Hispanic American or Native American. • Female is a female construction worker regardless to race. • Local is a local resident of the service area, regardless to race. • Apprentice is a male or female enrolled in a registered apprentice program; *the apprentice goal only applies to contractors who utilize apprentice labor. 				<ul style="list-style-type: none"> • Minority is a male or female African American, Asian American, Hispanic American or Native American employed in the consultant's local office. • Female is defined as a Caucasian female employed in the consultant's local office. 			

	VENDOR CONTRACTING GOALS			
	Current		Proposed	
Industry	Ethnicity/Gender	Goals	Ethnicity	Goals
Building Construction	Minority	25%	African American and Hispanic American (Combined)	30%
	Female	5%		
Non-Building Construction	Combined (Minority and Female)	15% (7.5% Minority and 7.5% Minority or Female)	African American	17%
Professional Services	Combined (Minority and Female)	30%	None	None
Goods/Services	Combined (Minority and Female)	10%	None	None