



/// **PREDICTABLE EXCELLENCE.**

Commitment to DBE/SBE Participation

Orion has a proven track record of successfully integrating Disadvantaged Business Enterprises (DBEs) and Small Business Enterprises (SBEs) into our projects. We are committed to fostering a diverse and inclusive contracting community by providing meaningful roles for DBE and SBE firms.

Approach to DBE/SBE Development

Orion is committed to promoting opportunities for DBE and SBE firms and has an established policy (Policy HR3800 – Supplier Diversity) stating our commitment to utilizing Small Business Concerns (e.g., SB, WOSB, HUBZone, VOSB, SDVOSB, and SDB), with respect to subcontracting and/or the purchase of materials and supplies.

Orion regularly utilizes DBE and SBE firms on private and non-federal government projects where utilization is not contractually required. These efforts have been highly successful and subsequently recognized in nearly all areas where we operate. Orion has been named the Port of Houston Authority's "Small Business Authority of the Year."

Orion utilizes the following steps when selecting DBE/SBE subcontractors:

- **Placing qualified DBE/SBE firms on solicitation lists.**
Orion will collect source lists, guides, and other data to identify potential DBE/SBE firms and maintain records on each subcontract solicitation while noting the reason an award was made to each firm.
- **Soliciting DBE/SBE firms whenever they are potential sources.**
Orion will help solicit potential DBE/SBE firms by:
 - Conducting workshops, seminars, and training programs.
 - Conducting training programs with purchasing agents.
 - Monitoring activities to evaluate compliance with the Minority and Small Business Subcontracting Plan.
 - Attending Business Matchmaker Events in the surrounding areas.
- **Diving total requirements, when economically feasible, into smaller tasks or quantities to allow for maximum participation by DBE/SBE firms.**
Any contractor awarded a contract for more than the simplified acquisition threshold must agree in the contract at the DBE/SBE concerns will have the maximum practicable opportunity to participate in contract performance consistent with its efficient performance.
- **Establishing delivery schedules, where requirements allow, to encourage DBE/SBE participation.**
Orion will assist DBE/SBE firms by arranging solicitations and allowing sufficient time for the preparation of bids, quantities, and delivery schedules for DBE/SBE firms. In instances where the contractor's list of potential DBE/SBE firms is excessive, Orion will make a reasonable effort to allow DBE/SBE firms an opportunity to complete the work over a period of time.
- **Utilizing DBE/SBE services and assistance as appropriate.**
Orion will identify potential DBE/SBE firms through the following outreach efforts:
 - Contracts with DBE/SBE trade associations and business development organizations.
 - Attendance at DBE/SBE procurement conferences.
 - Attaining sources from SBA's Dynamic Small Business Search and the Procurement and Marketing Access Network (SAM).

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