



# FY25 ANNUAL REPORT

## Minority, Female and Disabled-owned Business (MFD) Program



Montgomery County Office of  
Procurement

[www.montgomerycountymd.gov/pro](http://www.montgomerycountymd.gov/pro)

## **FY25 Executive Summary**

In Fiscal Year 2025 (FY25), the total dollar amount awarded by Montgomery County (the County) to certified Minority, Female, and Disabled persons owned (MFD) business enterprises was **\$273,994,943**, representing **21.21%** of the eligible contract value of \$1,292,084,215 that was subject to MFD participation. For the third consecutive year, the MFD Program set a new record in the total dollar amount awarded, directing more than a quarter of a billion dollars in contracts to certified MFD vendors.

In FY25, Female-owned businesses received the highest dollar value in awards in two categories: Professional Services, with **\$30,176,921** (5%), and Goods, with **\$14,437,923** (8%).

Similarly, African American-owned businesses continued to demonstrate strong performance in Non-professional Services, receiving **\$68,091,129** (18%) of the \$388,596,726 in eligible spending. This reflected an increase in both the dollars awarded and category spending.

Additionally, Hispanic American-owned businesses received **\$10,656,086** (8%) in Construction contract awards out of the total \$140,876,259 subject to the MFD requirements.

The County's MFD program recognizes six categories of MFD firms that must be at least 51% owned, controlled, and operated by:

- African American
- Asian American
- Hispanic American
- Native American
- Female
- Person with Disabilities

As required by law, and to support compliance and future goal setting, in December 2024, a Disparity Study was completed, and the final report was submitted to the County Executive and presented to the County Council. Based on its findings and recommendations, an updated goal setting methodology was adopted on January 1, 2025.

As a result, the breakdown of purchasing categories and goals for calendar years 2025 and 2026 are:

- Construction – **22%**, increased from 16% in 2024.
- Professional Services – **25%**, increased from 19% in 2024
- Non-professional – **24%**, increased from 23% in 2024
- Goods – **10%**, increased from 8% in 2024

## **Framework of the MFD Program**

Within the Office of Procurement, the Division of Business Relations and Compliance (DBRC) compiles an annual report on the Minority, Female and Disabled persons owned Business (MFD) Program which provides information required in accordance with Section 11B-61 of the Montgomery County Code and the Montgomery County Procurement Regulations.

The MFD Program assists registered vendors that hold at least one County-recognized certification in identifying opportunities, as either prime contractors or sub-contractors, for County contracts with an estimated dollar value of \$50,000 or more.<sup>1</sup>

There are six (6) MFD certifications recognized and accepted by the County.

### **Minority Certifications Recognized by the County**

<b>Agency</b>	<b>Program</b>	<b>Description</b>
Maryland Department of Transportation	Minority Business Enterprise	MDOT Certified MBE and/or DBE Businesses (MDOT-MBE)
U.S. Small Business Administration	8(a) Program	8(a) Certified Businesses (SBA-8a)
U.S. Small Business Administration	Service-Disabled Veteran Owned Small Business	Service-Disabled Veteran Owned Small Business (SDVOSB)
Women's Business Enterprise National Council	Women's Business Enterprise	Women's Business Enterprise (WBENC)
Maryland/District of Columbia Minority Supplier Development Council	Minority Business Enterprise	Minority Business Enterprise (MSDC)
City of Baltimore	Minority and Women's Business Opportunity Office	Minority and Women's Business Opportunity Office (MWBOO)

The MFD Program Manager tracks and monitors contract awards and MFD business compliance issues; and conducts reviews and investigations of prime contractors' non-compliance and non-payment to MFD subcontractors. These investigations may result in withholding progress payments, assessing liquidated damages, or barring a vendor from doing business with the County for three (3) years.

The MFD Program continues to work toward increasing the participation of MFD businesses by working with County departments to identify opportunities for MFD contracting, providing assistance and resources to prime contractors, and organizing workshops, outreach events, pre-submission conferences and virtual and in-person networking events.

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<sup>1</sup> Grants, Utilities, and Intra/Inter-governmental procurements are not subject to the MFD requirements.

## **Outreach Activities and Networking Events**

Outreach events are targeted efforts that attract vendors from all disciplines and sectors of the business community to do business with the County. The objective is to proactively invite minority vendors to participate in the County's procurement process. Events are hosted by the Office of Procurement and invitations are extended to government agencies and business organizations that have an interest in the County's MFD program. These events create opportunities for local and minority vendors to better understand how to do business with the County by providing information about the contracting process and upcoming solicitations, and other County policies related to local, small and minority vendors.

In FY25, the Office of Procurement hosted monthly online open house events that attracted 50-70 participants on average. The MFD program was also showcased in Pre-Submission Conferences for specific solicitations, where relevant. Program managers from DBRC guide participants through the required documentation, MFD participation goals, and how solicitation points are awarded during the evaluation process. In addition, DBRC hosted widely attended, in-person "signature" events including a Procurement Fair in the fall and a Vendor Connection Summit in the spring. The Vendor Connection Summit specifically targeted MFD businesses that want to network with prime contractors and the County's using departments. The DBRC also hosted a "Montgomery County is Open for Business" event on March 31, 2025. This event was mainly geared towards federal contractors that were interested in expanding to County contracting opportunities.

The Office of Procurement hosted or participated in 47 outreach events in FY25:<sup>2</sup>

- July 17    Online Open House: How to do Business with the Purple Line**
- July 18    Minority Outreach Fair
- Aug. 21    Online Open House: General Session**
- Sept. 18    Online Open House: CVRS New Vendor Registration System**
- Sept. 26    Procurement Fair**
- Oct. 3     MBCC GovCon Academy
- Oct. 10    ChallengHER Contract Connections Event
- Oct. 16    Online Open House: What to Consider When Responding to an IFB?**
- Oct. 18    Asian American Chamber Business Expo
- Oct. 29    How to do Business with Montgomery County**
- Nov. 14    Disparity Study Results Public Meeting**
- Nov. 19    Access to Capital
- Nov. 20    Online Open House: General Session**
- Dec. 5     Disparity Study Results Public Meeting**

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<sup>2</sup> Events in bold were hosted or co-hosted by the Office of Procurement

Dec. 8	Community Resource Fair
Dec. 10	Ready, Set, GROW Procurement Connections Workshop
Dec. 12	Minority Outreach Fair
<b>Dec. 18</b>	<b>Online Open House: General Session</b>
<b>Jan. 15</b>	<b>Online Open House: Veteran Business Preference Program</b>
Jan. 23	WSSC Tap Into Business Event
Feb. 14	GOSBA SBR and Veteran Certification Training
<b>Feb. 19</b>	<b>Online Open House: PROjections Upcoming Solicitations</b>
Feb.19	MBCC Leadership Academy Event
Feb. 26	Ft. Myer Business Roundtable
Mar. 6	EmpowerHER Summit
Mar. 7	Maryland Contractor Summit
<b>Mar. 19</b>	<b>Online Open House: General Session</b>
Mar. 24	Government Contracting Event
Mar. 26	MCCC Business EXELerator Meeting
<b>Mar. 27</b>	<b>MBCC &amp; Procurement Event Series: MDOT Certification</b>
<b>Mar.31</b>	<b>Montgomery County is OPEN for Business Event</b>
Apr. 2	Procurement Forum
<b>Apr. 3</b>	<b>MBCC &amp; Procurement Event Series: Procurement 101</b>
<b>Apr. 10</b>	<b>MBCC &amp; Procurement Event Series: Local Procurement Offices</b>
Apr. 11	AMBER Program Information Session
Apr. 16	Annual Government Procurement Conference
Apr. 22	GovCon Academy
Apr. 23	Access to Capital
Apr. 24	CRMSDC Annual Breakfast
<b>Apr. 30</b>	<b>African American Chamber and Procurement's MDOT Certification Workshop</b>
<b>May 8</b>	<b>Vendor Connection Summit</b>
May 20	Navigating Change with Confidence and Adaptability
<b>May 21</b>	<b>Online Open House: Small Business Loans/Grants/Access to Capital</b>
<b>May 28</b>	<b>Prevailing Wage Law Webinar</b>
June 10	Black Business Expo
June 13	Hispanic Chamber Event

## **MFD Procurement Participation Report**

### **FY22 - FY25 Comparison of MFD Contract Activity**

<b>FY</b>	<b>Total \$ Subject to MFD</b>	<b>Total \$ Encumbered to MFD</b>	<b>% of Total \$ Encumbered to MFD</b>
25	\$1,292,084,215	\$273,994,943	<b>21.21%</b>
24	\$1,055,664,323	\$248,126,541	<b>23.50%</b>
23	\$1,090,391,062	\$246,374,095	<b>22.60%</b>
22	\$816,175,594	\$212,449,526	<b>26.03%</b>

### **FY25 MFD Contract Activity Summary by Procurement Category**

<b>Category</b>	<b>Total \$ Subject to MFD</b>	<b>Total \$ Encumbered to MFD</b>	<b>% of Total \$ Encumbered to MFD</b>
<b>Professional Services</b>	\$591,335,292	\$66,866,143	11.31%
<b>Non-Professional Services</b>	\$388,596,726	\$148,730,322	38.27%
<b>Goods</b>	\$171,275,937	\$30,992,273	18.09%
<b>Construction</b>	\$140,876,259	\$27,406,205	19.45%
<b>Total</b>	<b>\$1,292,084,214</b>	<b>\$273,994,943</b>	<b>21.21%</b>

## FY25 Dollar Value to MFD Firms by Group

<b>Professional Services</b>		
<b>Total Dollars Subject to Goal: \$591,335,292    Total Actions:2,808</b>		
<b>Group</b>	<b>Total \$ Encumbered to MFD</b>	<b>% of Total \$ Encumbered to MFD</b>
African American	\$10,377,069	2%
Asian American	\$22,793,298	4%
Hispanic American	\$3,518,855	1%
Native American	\$0	0%
Female	\$30,176,921	5%
Person with Disability	\$0	0%
<b>Total</b>	<b>\$66,866,143</b>	<b>11.31%</b>

<b>Non-Professional Services</b>		
<b>Total Dollars Subject to Goal: \$388,596,726    Total Actions: 3,850</b>		
<b>Group</b>	<b>Total \$ Encumbered to MFD</b>	<b>% of Total \$ Encumbered to MFD</b>
African American	\$68,091,129	18%
Asian American	\$19,056,723	5%
Hispanic American	\$42,689,059	11%
Native American	\$342,999	0%
Female	\$18,550,412	5%
Person with Disability	\$0	0%
<b>Total</b>	<b>\$148,730,322</b>	<b>38.27%</b>

**Goods****Total Dollars Subject to Goal: \$171,275,937    Total Actions: 2,002**

Group	Total \$ Encumbered to MFD	% of Total \$ Encumbered to MFD
African American	\$2,892,612	2%
Asian American	\$13,362,980	8%
Hispanic American	\$298,758	0%
Native American	\$0	0%
Female	\$14,437,923	8%
Person with Disability	\$0	0%
<b>Total</b>	<b>\$30,992,273</b>	<b>18.09%</b>

**Construction****Total Dollars Subject to Goal: \$140,876,259    Total Actions: 199**

Group	Total \$ Encumbered to MFD	% of Total \$ Encumbered to MFD
African American	\$7,670,515	5%
Asian American	\$0	0%
Hispanic American	\$10,656,086	8%
Native American	\$0	0%
Female	\$9,079,604	6%
Person with Disability	\$0	0%
<b>Total</b>	<b>\$27,406,205</b>	<b>19.45%</b>



<b>FY25 MFD Utilization and FY26 Goals</b>					
	Prime Contractor	Sub-Contractor	Total Contractor	FY25 Utilization	FY26 Goals <sup>3</sup>
<b>Professional Services</b>	<b>Subject to MFD Requirements:</b>		<b>\$591,335,292</b>		
African American	\$6,774,036	\$3,603,033	\$10,377,069	1.75%	<b>25%</b>
Asian American	\$20,828,385	\$1,964,913	\$22,793,298	3.85%	
Hispanic American	\$2,819,817	\$699,038	\$3,518,855	0.60%	
Native American	\$0	\$0	\$0	0.00%	
Female	\$29,588,539	\$588,382	\$30,176,921	5.10%	
Person with Disability	\$0	\$0	\$0	0.00%	
<b>Sub Total</b>	<b>\$60,010,777</b>	<b>\$6,855,366</b>	<b>\$66,866,143</b>	<b>11.31%</b>	
<b>Non-Professional Services</b>	<b>Subject to MFD Requirements:</b>		<b>\$388,596,726</b>		
African American	\$52,291,917	\$15,799,212	\$68,091,129	17.52%	<b>24%</b>
Asian American	\$1,337,366	\$17,719,357	\$19,056,723	4.90%	
Hispanic American	\$42,456,940	\$232,119	\$42,689,059	10.99%	
Native American	\$342,999	\$0	\$342,999	0.09%	
Female	\$3,713,552	\$14,836,860	\$18,550,412	4.77%	
Person with Disability	\$0	\$0	\$0	0.00%	
<b>Sub Total</b>	<b>\$100,142,774</b>	<b>\$48,587,548</b>	<b>\$148,730,322</b>	<b>38.27%</b>	
<b>Goods</b>	<b>Subject to MFD Requirements:</b>		<b>\$171,275,937</b>		
African American	\$1,884,564	\$1,008,048	\$2,892,612	1.69%	<b>10%</b>
Asian American	\$12,251,347	\$1,111,633	\$13,362,980	7.80%	
Hispanic American	\$294,256	\$4,502	\$298,758	0.17%	
Native American	\$0	\$0	\$0	0.00%	
Female	\$13,411,439	\$1,026,484	\$14,437,923	8.43%	
Person with Disability	\$0	\$0	\$0	0.00%	
<b>Sub Total</b>	<b>\$27,841,606</b>	<b>\$3,150,667</b>	<b>\$30,992,273</b>	<b>18.09%</b>	
<b>Construction</b>	<b>Subject to MFD Requirements:</b>		<b>\$140,876,259</b>		
African American	\$7,670,515	\$0	\$7,670,515	5.44%	<b>22%</b>
Asian American	\$0	\$0	\$0	0.87%	
Hispanic American	\$10,647,836	\$8,250	\$10,656,086	7.56%	
Native American	\$0	\$0	\$0	0.00%	
Female	\$9,079,604	\$0	\$9,079,604	6.45%	
Person with Disability	\$0	\$0	\$0	0.00%	
<b>Sub Total</b>	<b>\$27,397,955</b>	<b>\$8,250</b>	<b>\$27,406,205</b>	<b>19.45%</b>	
<b>Total Subject to MFD Requirements</b>			<b>\$1,292,084,214</b>	<b>21.21%</b>	
<b>Total MFD Procurement</b>			<b>\$273,994,943</b>		

<sup>3</sup> Goals are based on 2024 Disparity Study findings and recommendations.

## **Total Dollars & Value of RFPs by MFD Group**

The Request for Proposals (RFP) section of the MFD report analyzes data on proposals submitted in response to formal RFPs issued by the County during FY25. The report tracks the following information:

- MFD business groups and non-MFD businesses participating in the process only as prime contractors
- Breakdown of number of awards
- Dollar values for each group
- Number of proposals submitted by each group

The total dollar value for RFPs issued in FY25 was **\$509,119,329**. Of that amount, MFD businesses were awarded \$87,545,262 (17.2%) and non-MFD vendors were awarded \$421,574,067 (82.8%). Out of **296** RFP proposals submitted, MFD vendors received 56 (18.92%) and non-MFD vendors received 240 (81.08%). Note that out of the \$87,545,262 that was awarded to the MFD businesses, \$67,466,641 or 77.06% were awarded to female-owned businesses - the highest among the MFD groups.

### **Total Dollars & Value of RFPs by MFD Group**

	# of Awards	% of Awards	Award Dollar Value	% of Dollar Value	% of Total MFD Dollar Value	# of Proposals Submitted	% of Proposals Submitted
<b>African American</b>	5	5.68%	\$18,475,000	3.63%	21.10%	22	7.43%
<b>Hispanic American</b>	1	1.14%	\$150,000	0.03%	0.17%	5	1.69%
<b>Asian American</b>	1	1.14%	\$1,453,621	0.29%	1.66%	10	3.38%
<b>Native American</b>	0	0.00%	\$0	0%	0%	0	0.00%
<b>Female</b>	8	9.09%	\$67,466,641	13.25%	77.06%	17	5.74%
<b>Person with Disabilities</b>	0	0.00%	\$0	0%	0%	2	0.68%
<b>Total MFD Businesses</b>	15	17.05%	\$87,545,262	17.20%	100%	56	18.92%
<b>Non-MFD</b>	73	82.95%	\$421,574,067	82.80%	--	240	81.08%
<b>Total Businesses</b>	<b>88</b>	<b>100%</b>	<b>\$509,119,329</b>	<b>100.00%</b>		<b>296</b>	<b>100%</b>

## Total Dollars & Value of IFBs by MFD Group

The Invitation for Bids (IFB) section of the MFD report analyzes bids submitted in response to formal IFBs issued by the County during FY25. The report tracks the following information:

- MFD business groups and non-MFD businesses participating in the process only as prime contractors
- Breakdown of number of awards
- Dollar values for each group
- Number of bids submitted by each group

The total dollar value for IFBs issued in FY25 was **\$83,775,052**. Of that amount, MFD businesses were awarded \$11,638,706 (13.89%). **Non-MFD vendors** were awarded \$72,136,346 (86.11%) of total IFB contract dollars. Out of the total number of IFBs submitted, 10 (6.26%) bids were submitted by MFD businesses. Of the **69** IFB contract awards that were issued, MFD businesses received 5 (7.25%) contract awards.

### Total Dollars & Value of IFBs by MFD Group

	# of Awards	% of Awards	Award Dollar Value	% of Dollar Value	% of Total MFD Dollar Value	# of Proposals Submitted	% of Proposals Submitted
<b>African American</b>	2	2.90%	\$478,706	0.57%	4.11%	4	2.50%
<b>Hispanic American</b>	0	0%	\$0	0%	0%	2	1.25%
<b>Asian American</b>	0	0%	\$0	0%	0%	1	0.63%
<b>Native American</b>	0	0%	\$0	0%	0%	0	0%
<b>Female</b>	3	4.33%	\$11,160,000	13.32%	95.89%	3	1.88%
<b>Person with Disabilities</b>	0	0%	\$0	13	0%	0	0%
<b>Total MFD Businesses</b>	5	7.25%	\$11,638,706	13.89%	100%	10	6.26%
<b>Non-MFD</b>	64	92.75%	\$72,136,346	86.11%	--	150	93.75%
<b>Total Businesses</b>	<b>69</b>	<b>100%</b>	<b>\$83,775,052</b>	<b>100%</b>		<b>160</b>	<b>100%</b>

## **Selected Department MFD Participation Summary**

MFD participation by selected departments focuses on those departments that have procurements of any type exceeding \$5 million in the aggregate or procurements for professional services exceeding \$1 million in the aggregate. For FY25, 13 departments met the criteria. Listed below is a summary of these departments' MFD utilization in FY25.<sup>4</sup>

### **Selected Department MFD Participation Summary**

Departments	Total \$ Subject to MFD	MFD Utilization	% of MFD Utilization	% of Total MFD \$
Transportation	\$228,944,744	\$54,029,348	23.59%	20.06%
Technology and Enterprise Business Solutions	\$95,296,251	\$29,384,898	30.83%	10.91%
Recreation	\$33,272,816	\$8,216,206	24.69%	3.05%
Police	\$30,218,770	\$4,157,176	13.76%	1.54%
Human Resources*	\$394,541,552	\$47,577,376	12.06%	17.67%
Health and Human Services	\$80,390,446	\$29,806,484	37.08%	11.07%
General Services	\$237,162,505	\$26,764,387	11.29%	9.94%
Fire and Rescue Service	\$30,824,889	\$2,200,606	7.14%	0.82%
Finance	\$14,921,701	\$10,478,970	70.23%	3.89%
Environmental Protection	\$106,115,159	\$53,631,671	50.54%	19.92%
Emergency Management and Homeland Security	\$3,286,896	\$1,010,638	30.75%	0.38%
Correction and Rehabilitation	\$8,653,518	\$417,840	4.83%	0.16%
Alcohol Beverage Services	\$7,275,902	\$1,603,631	22.03%	0.60%
<b>Total</b>	<b>\$1,270,905,149</b>	<b>\$269,279,231</b>	<b>21.18%</b>	<b>100%</b>

<sup>4</sup> Detailed Departments reports, and Detailed Exclusion and Waivers reports can be viewed online at: <https://montgomerycountymd.gov/PRO/report/index.html> under MFD Annual Report FY25