



MEMO

Re: Small Business Subcontracting Program

In accordance with the policy on promoting subcontracting opportunities to small businesses and in administering our Supplier Diversity Subcontracting Program we assume the obligation imposed by this program and description of Public Law 95-507, Public Law 99-661, Public Law 100-180 and FAR Clause 52.219-9.

It is the intention of Straub Construction, Inc. to aggressively pursue subcontracting opportunities with Small Business, Small Disadvantaged Business, Historically Black Colleges/Universities and Minority Institutions, Women-Owned Small Business, small business concerns located in Historically Underutilized Business Zones, Veteran-Owned Small Business and Service-Disabled Veteran-Owned Small Business concerns through its Supplier Diversity Initiative. These small business concerns shall have the maximum practical opportunity to participate in subcontracts awarded by Straub Construction, Inc. The goals of the Straub Construction, Inc. Supplier Diversity Subcontracting Program are to:

- Add value to the corporation by utilizing a diverse base of suppliers
- Promote opportunities for all small businesses concerns
- Establish positive working relationships with qualified small businesses and meet client contract requirements on small business objectives
- Demonstrate our commitment to meeting diverse supplier base and small business goals on all of our federal contracts
- Help carry out the socioeconomic mission for which Supplier Diversity and Small Business Programs are designed to do
- Build awareness throughout the organization of the contributions that successful small businesses can make to the vitality of our economy

Straub Construction, Inc. Supplier Diversity extends these commitments to every part of the company, and the effort encompasses all procurement activities. The success of the initiative requires the participation and support of every employee in seeking out and providing procurement opportunities to Small Business concerns.

The expectation is that a successful Supplier Diversity Policy will be demonstrated by the following actions and results:

- Increase in expenditures with small business concerns to achieve or exceed corporate goals.
- Participation by Straub Construction, Inc. departments in Supplier Diversity initiatives, such as workshops, trade shows, and networking activities.
- Recognition of departments and individuals for outstanding achievements in the area of Supplier Diversity.

Richard Straub, CEO, Straub Construction, Inc.

Richard Straub 5-12-2021