

EBO COMPLIANCE SUITE

Equal Business Opportunity Program Compliance

Monitoring. Reporting. Customized. Compliance.

EBO Compliance Suite, by Start Smart, LLC, is a project-based supplier diversity Compliance Management System (CMS) that is easily accessible from any computer, tablet or smartphone. Every CMS is created to comply with Federal, state and local laws, and organizational policies and procedures. When you need supplier diversity compliance, but don't need a costly program that requires a full-time staff and training to operate it, then our project-based solution is ideal.

Clients Come First

We help our clients succeed through world-class equal business opportunity program management and compliance.

Customized CMS

Every project-based CMS is unique, designed to track the information that is important to the success of your project, client and organization.

EBOCompliance.com

We Deliver Accurate, Timely and Meaningful Reports

Through our customized CMS solutions, we collect, monitor and report all the information you need to share with your clients and stakeholders.

Monitoring

- Prime contracts
- Subcontracts
- Suppliers and vendors
- Certified payrolls
- New hires and more

Contract participation by:

- Dollar amount
- Percentage
- DBE certification
- Ownership gender
- Ownership race
- Location (For example, city, zip code and county/parish)
- NAICS Codes and more

Reporting

- Goals: Projected vs. Actual
- Participation (See Monitoring)
- Weekly, monthly, quarterly, as-needed and project close-out

Accessible

24/7

On a PC, tablet or smartphone

New! Jobseekers

We connect jobseekers with open positions for construction workers, office support and more, on projects that utilize EBO Compliance Suite.

Sample EBO Compliance Suite Monthly Dashboard Report

Number of Current EBO Subcontractors
25

Dollar Value of Current EBO Contracts
\$37,601,396

Percentage of Current EBO Contracts
38.5%

Estimated Project Value Construction

\$117.6M

Diverse Supplier Participation Goal

35%

Equal Business Opportunity Program Key Performance Metrics

- 1) Dollar value of diverse supplier subcontracts
- 2) Percentage value of diverse supplier subcontracts
- 3) Qualifying certifications of diverse suppliers
- 4) Owner's race of diverse suppliers
- 5) Owner's gender of diverse suppliers
- 6) Location (by zip code) of diverse suppliers

Additional KPM's will be tracked as the project enters the construction phase and the number of subcontracts and diverse suppliers increases.

Compliance Management Updates (Sample)

- The final RFP for demolition on the project has been scheduled to be issued in January 2021.
- A comprehensive *Project Participation and Compliance Plan* that details how our team will exceed the required 35% goal on the project will be submitted within 30-days of award of the a contract. As a living document, the *Project Participation and Compliance Plan* may go through multiple updates throughout the project's lifecycle. Each updated plan will be submitted for review.
- Bid specifications for the project will be included with every Tier 1 subcontractor bid package to ensure that not only will the our team work to exceed the participation goals, but that all trade subcontractors will be required to engage Section 3/DBE/WBEs for their teams as well.
- A jobseekers application portal has been added to the project management system to streamline hiring.

