

Equal Opportunity Plan

WATTERSON's plan to increase participation of minority, women, and veteran-owned SUPPLIERS:

The WATTERSON Equal Opportunity Plan reflects inclusion, promotes opportunity, values transparency and is a sound and strategic investment supporting the economic needs of our SUPPLIERS and communities. The following is a list of specific activities WATTERSON will do to increase the diversity of businesses competing for WATTERSON contracts and supplying goods and services for our Clients. WATTERSON plans to sponsor, support, and/or participate in outreach events with the M/WBE community, public agencies, vendors, and industry association and organizations with the intent of increasing the participation & utilization of minority, women, and veteran-owned SUPPLIERS:

1. Conducts one on one introductory meetings with M/WBEs interested in pursuing work with WATTERSON
2. Participate in national and regional supplier events, increasing awareness of the WATTERSON's desire to provide opportunities for M/WBE firms to participate in available solicitations. Ensures procurement packages are structured to permit M business concerns to participate to the maximum extent possible
3. Conduct annual Supplier Orientations potential M/WBE suppliers. The orientations provide the potential SUPPLIERS with current and accurate information about WATTERSON's contracting processes.

WATTERSON has developed the following strategies to pursue our goals:

1. Utilize existing M/WBE resources to identify opportunities during the solicitation posting, set diverse business goals, perform targeted outreach, and leverage partners (MWBE, other agencies, etc.) for ongoing outreach
2. Perform continual outreach activities to ensure that M/WBEs are aware of opportunities at WATTERSON and understand what resources exist at WATTERSON to help M/WBEs succeed
3. Provide information to potential suppliers
4. Actively engage M/WBE certified businesses
5. Track SUPPLIERS 2nd tier participating firms and incorporate into annual reports.

Supplier Equal Opportunity Best Practices

1. Proactively identify WATTERSON's contracting and procurement needs.

- This allows time to identify the availability of M/WBE owned SUPPLIERS and conduct outreach.

2. Review existing resources to identify currently certified firms.

- Review the Department of Veteran Affairs' and other M/WBE websites to identify certified firms in the areas of need.

3. Conduct outreach and targeted recruitment.

Examples:

- Attend trade shows to inform small businesses of contracting opportunities.
- Know where to refer a business that wants to be certified as M/WBE or DVA.

4. Monitor

- Monitor your WATTERSON's spend with certified businesses to track what is working and adjust strategies as needed.