

Lexington Fayette Urban County Government (LFUCG) Minority Business Enterprise Program

Frequently Asked Questions

1. **Why is minority participation apart of LFUCG’s procurement process?**

Resolution 167-91 was adopted to implement a ten percent (10%) minority participation goal for construction and professional services contracts.

1. **Why is veteran participation apart of LFUCG’s procurement process?**

Resolution 319-2015 was adopted to implement a three percent (3%) veteran participation goal for construction and professional services contracts.

1. **What is a Good Faith Effort** (**GFE)?** Good Faith Efforts are affirmative steps contractors take in outreach, recruitment and other areas in order to subcontract with minority, women, veteran-owned and disadvantaged business enterprises in order to meet the minority and veteran participation goals.
2. **Is the GFE documentation required for completion if my company meets or exceeds the participation goals?** No. However, the MWDBE participation forms and EEO Policy Statement must be completed.
3. **Is the GFE documentation required for completion if my company does not meet the participation goals?** Yes. The GFE documentation must be completed and must provide proof of GFEs taken to subcontract with MWDBE and/or Veteran-Owned business.
4. **What is a Workforce Analysis Form?** A Workforce Analysis Form is a snapshot of a company’s employee workforce by sex, race, ethnic category, job group and/or job titles.
5. **Can a company provide the Federal Workforce Analysis Form in place of LFUCG’s Workforce Analysis Form?** No. LFUCG’s Workforce Analysis Form must be completed.
6. **What is an Affirmative Action Plan** (**AAP**)**?** An AAP is a plan that reflects an employer’s organizational structure, policies, practices, program and data. {http://www.dol.gov/ofccp/regs/compliance/AAPs/Sample\_AAP\_final\_JRF\_QA\_508c.pdf}
7. **Is a company still required to submit an AAP if not required based on the Office of Federal Contract Compliance Program (OFCCP) requirements?** The AAP must be submitted upon contract award. The EEO Policy Statement and GFE Documentation must be completed with the bid or proposal package.
8. **Does a company have to use LFUCG’s MWDBE list for subcontractors?** No. However, the MWDBE or Veteran subcontractors must be certified in order to meet the minority and veteran participation goals.
9. **Is preference or points given to contractors who subcontract with minority, woman or veteran-owned subcontractors to meet the minority and veteran participation goals?** No. LFUCG does not apply a preference or points to contractors who meet or exceed the minority and veteran participation goals.
10. **As a certified minority, woman, veteran-owned business, is the MWDBE Participation Forms still required for completion with the bid package?** Yes. Even though your company may be a certified disadvantaged business enterprise (DBE) minority, woman or veteran-owned business, the forms are still required for completion and the business classification must be indicated.
11. **As a certified MWDBE or veteran-owned business, can a copy of the certificate be submitted with the bid or proposal package?** Yes. A copy of the certification can be submitted with the bid or proposal package.
12. **Does LFUCG accept certifications from other states?** Yes. LFUCG will accept certifications from other states as long as the certificate is from a certifying entity. The MBE Enterprise Liaison will confirm the certifying entity.
13. **Is it mandatory to use subcontractors?** Contractors must make a GFE in meeting the minority and veteran participation goals on projects.
14. **Is the MWDBE participation forms and GFE documentation required for completion if subcontractors will not be used?** Yes. The MWDBE participation forms must be completed and GFE documentation. The GFE documentation must be completed when the participation goals are not met.