



HOWARD COUNTY EQUAL BUSINESS OPPORTUNITY COMMISSION

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Howard County EBOC

Chair

Sharon Pinder

Vice Chair

H. Russell Frisby, Jr.

Ex-Officio

Brandee Ganz

Executive Secretary

Dean Hof

Legal Counsel

Constance Tucker

EBO Coordinator

Mahesh Sabnani

Members

Nancy Briguglio

Dr. Xavier Bruce

Roxanne Cox

Andrea LeWinter

Neil Madan

Jason Peay

Ashley Watson

Date: November 17, 2025

To: The Honorable Calvin Ball
County Executive

Honorable Liz Walsh, Chair
County Council

Jennifer D. Jones, Chief Executive Officer
Economic Development Authority

From: Sharon Pinder, Chair
Equal Business Opportunity Commission

Subject: Equal Business Opportunity Commission
Fiscal Year 2025 Annual Report

On behalf of the Howard County Equal Business Opportunity Commission (EBOC), I am pleased to send you the Annual Report for Fiscal Year 2025, as required by Howard County Code Section 4.601(j)(4). This provision also states the report must include a copy of the roster of businesses certified by the EBOC. That roster can be accessed at: www.howardcountymd.gov/procurement-contract-administration

I welcome your comments on the EBOC and suggestions for future reports. You can contact me directly at sharon.pinder@crmsdc.org or through the EBOC Executive Secretary, Dean Hof at dhof@howardcountymd.gov.

Attachment

cc: Brandee Ganz
Dean Hof
EBOC Commissioners

Sharon Pinder



EQUAL BUSINESS OPPORTUNITY COMMISSION

ANNUAL REPORT - FISCAL YEAR 2025

(July 1, 2024 - June 30, 2025)

HOWARD COUNTY, MARYLAND

Calvin Ball
County Executive

Brandee Ganz
Chief Administrative Officer

EQUAL BUSINESS OPPORTUNITY COMMISSION

Sharon Pinder
Chair

EQUAL BUSINESS OPPORTUNITY PROGRAM

Dean Hof
Purchasing Administrator
Office of Procurement and Contract Administration
Department of County Administration

Mahesh Sabnani
Equal Business Opportunity Program Coordinator
Office of Procurement and Contract Administration
Department of County Administration

EQUAL BUSINESS OPPORTUNITY PARTNER

Jennifer D. Jones
Chief Executive Officer
Economic Development Authority

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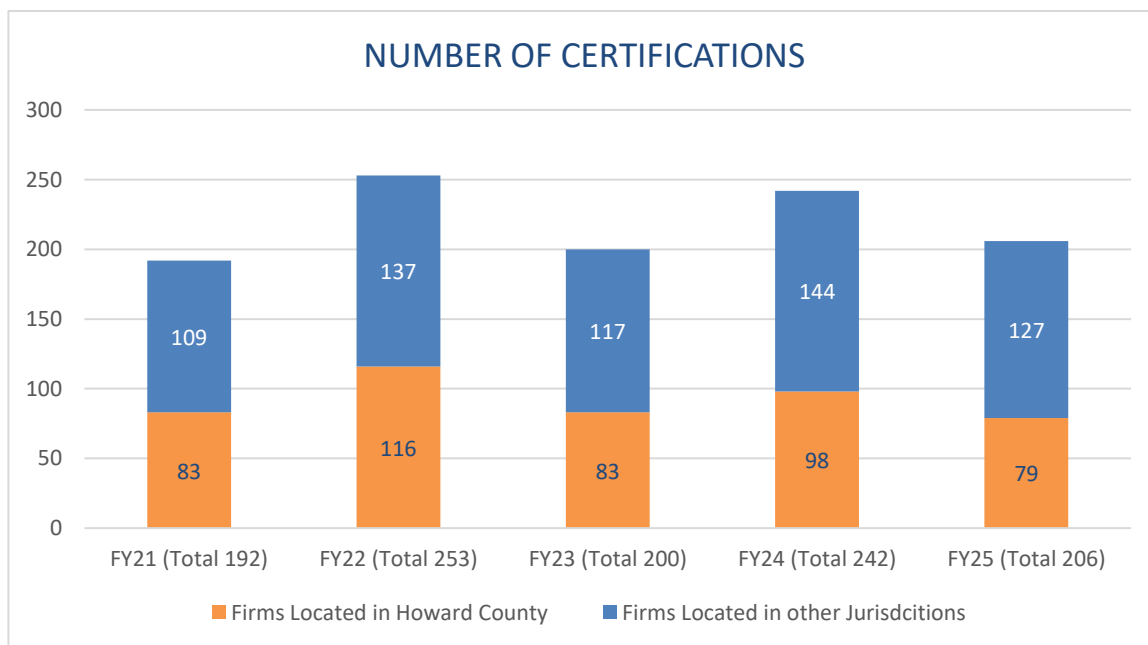
EQUAL BUSINESS OPPORTUNITY COMMISSION (EBOC)

The Commission's ongoing role is to assist the efforts of the county in procuring goods and services from minority business enterprises, women business enterprises and disabled business enterprises pursuant to the County's Equal Business Opportunity Program.

During this fiscal year, 206 companies received Howard County EBO certification, 79 of which were based in Howard County. 41 of the 206 were new certifications and 165 were recertifications. A breakdown by EBO type is listed below:

- 86 African Americans
- 19 Hispanic Americans
- 42 Asian Americans
- 0 Native Americans
- 49 Caucasian Females
- 10 Disabled

The chart below illustrates the number of EBO firms certified from FY 2021 through FY 2025



EBOC MEMBERS

The Equal Business Opportunity Commission is an essential partner to the Office of Procurement and Contract Administration in recommending policies and initiatives in order to promote diversity and inclusiveness. The Commission is comprised of ten members. Below are the Commission members who served during FY 2025:

NAME	REPRESENTING
Nancy Briguglio	Howard County Resident, Female Business Owner
Xavier V. Bruce	Howard County Resident, Minority Business Owner, Disability Member
Roxanne Cox	Howard County Resident, Minority Female Business Owner
H. Russell Frisby, Jr.	Howard County Resident, Minority Business Owner
Andrea LeWinter	Howard County Resident, Female Business Owner, EDA Board Member
Neil Madan	Howard County Resident, Minority Business Owner
Jason Peay	Howard County Resident, Minority Business Owner
Sharon Pinder	Howard County Resident, Minority Female
Ashley Watson	Howard County Resident, Minority Female Business Owner

The Commission is supported by:

Brandee Ganz	EBO Officer, Ex-Officio Member, Chief Administrative Officer, County Administration
Dean Hof	EBO Executive Secretary, Purchasing Administrator, Office of Procurement and Contract Administration
Mahesh Sabnani	EBO Coordinator, Office of Procurement and Contract Administration
Constance Tucker	Legal Counsel, Office of Law

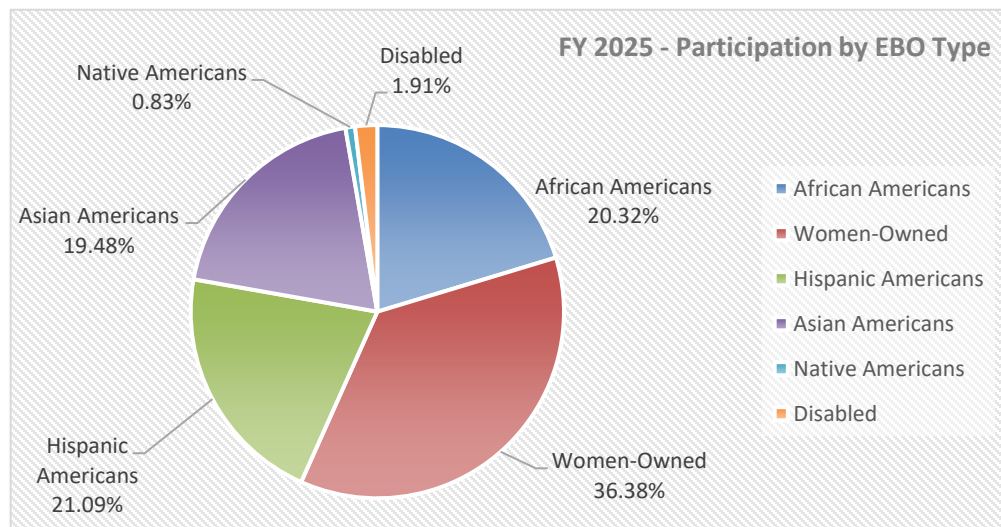
OFFICE OF PROCUREMENT AND CONTRACT ADMINISTRATION

EQUAL BUSINESS OPPORTUNITY PROGRAM

In fiscal year 2025, the County did \$71,596,653 worth of business with Minority Business Enterprises (MBEs), Women Business Enterprises (WBEs) and Disabled Business Enterprises (DBEs). This includes direct purchases and subcontracting arrangements and represents 20.55% of all purchasing.

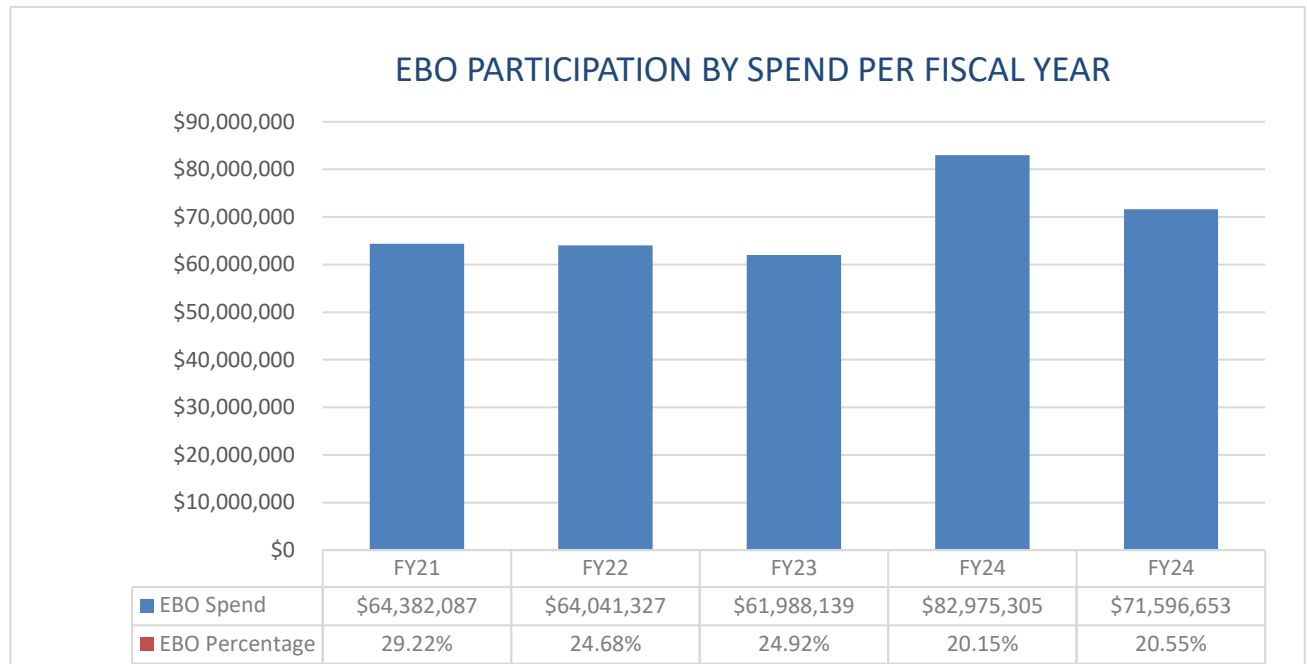
The table below depicts the total participation by EBO types.

EBO Type	\$	%
African Americans	\$14,546,098.97	20.32%
Asian Americans	\$13,949,828.19	19.48%
Hispanic Americans	\$15,098,505.95	21.09%
Native Americans	\$593,586.40	0.83%
Women-Owned	\$26,044,560.25	36.38%
Disabled	\$1,364,073.65	1.91%
Total	\$71,596,653.41	100%



EBO PARTICIPATION – COMPARATIVE SUMMARY

The chart below illustrates the total EBO participation from FY 2021 through FY 2025



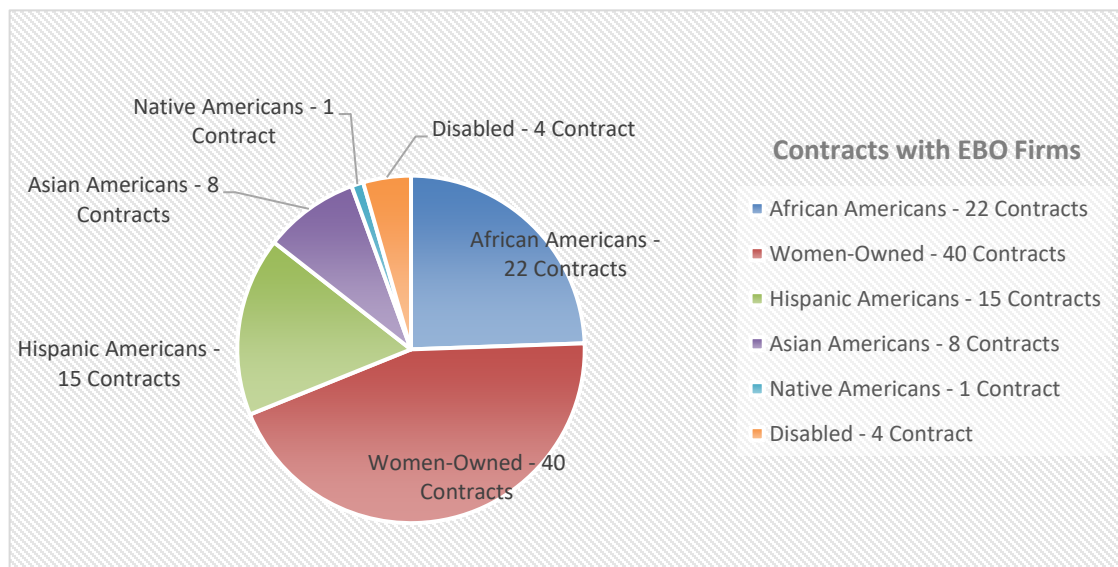
The table below illustrates the total EBO participation by EBO types from FY 2021 through FY 2025

EBO Type	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025
African Americans	\$16,382,798	\$10,631,654	\$11,734,878	\$17,047,253	\$14,546,099
Asian Americans	\$7,548,162	\$10,357,757	\$9,443,608	\$9,649,943	\$13,949,828
Hispanic Americans	\$9,568,367	\$15,374,185	\$19,715,655	\$21,877,937	\$15,098,506
Native Americans	\$277,029	\$29,356	\$288,928	\$407,636	\$593,586
Women-Owned	\$30,130,660	\$27,164,763	\$20,333,045	\$22,301,274	\$26,044,560
Disabled	\$475,071	\$483,611	\$472,024	\$11,691,262	\$1,364,074
Total EBO	\$64,382,087	\$64,041,327	\$61,988,139	\$82,975,305	\$71,596,653

CONTRACTS WITH EBO FIRMS AS PRIMES

As of July 2025, the County had 812 contracts in place. EBO vendors hold 12.82% of the County's requirements contracts that are EBO eligible. The Chart below depicts the breakdown by EBO type.

Current Contracts	812	
(Less) Exemptions to EBO Utilization*	110	
	702	
Contracts with Non-EBO Firms	612	87.18%
Contracts with EBO Firms	90	12.82%



**To compute the accurate percentage of contracts the County has with minority-, disabled- and women-owned business enterprises, it is necessary to identify procurements that should be exempt from this analysis; these include sole source and expedited contracts. Additionally, contracts for property leases, banking and investment management services, contracts with publicly-owned utilities, universities, government agencies, associations and foundations are excluded.*

The EBO Prime contractors are listed below:

Vendor Name	EBO Type	Contract Number	Contract Name
Acro Service Corporation	ASA	4400003517	Staffing Services
Adams and Associates Inc	AA	4400004598	Workforce Development, One-Stop Operator
AMS of Skelly and Loy Inc	FEM	4400003770	Stormwater Maintenance, Treatment
Anegada Delights LLC	AA	4400005349	Cafeteria Services
Apex-Petroleum Corporation	AA	4400005112	Fuel, Unleaded Gasoline, Tankwagon
Apex-Petroleum Corporation	AA	4400004640	Heating Oil
Aspen Of D.C. Inc	AA	4400005243	Leadership Development Training
ATC Corp	FEM	4400004883	Athletic Surfacing & Asphalt Maintenance
B & J Sweeping & Sons Inc	FEM	4400004505	Street Sweeping Services
Bates Trucking Company Inc	AA	4400005253	Refuse & Recycling, Curbside TRZ-13
Bates Trucking Trash Removal Inc	AA	4400004468	Refuse & Recycling, Curbside TRZ-6
Baxter Environmental Group Inc	FEM	4400004827	Asbestos Abatement
Best Fence LLC	AA	4400004381	Fencing Installation and Repair
C J Maintenance Inc	ASA	4400005126	Custodial Services
Callahan Construction Company Inc	NA	4400004593	Doors, Overhead, Rolling and Bi-Fold Services
Caren Debernardo, Psy.D	FEM	4400005134	Health Related Services, Psychological Evaluation/Testing
CB Flooring LLC	FEM	4400004245	Floors, Non-Stop Coverings, Mats
CDCI Inc	FEM	4400004208	Building Renovation and Repair Services
Cenken Group LLC	AA	4400005330	Traffic Control Services
Chartwell Enterprises LLC	DIS	4400004615	Real Estate and Technical Advisory Services
Clark Building Technologies, LLC	DIS	4400004571	Surveillance Security Camera & Scala Sig
Clear Ridge Nursery Inc	FEM	4400004192	Plant Material for Forest Mitigation
Clear Ridge Nursery Inc	FEM	4400004995	Plant Material for Tree Program
Colossal Contractors Inc	HIS	4400005331	On-Call Painting Services
Colossal Contractors Inc	HIS	4400004960	Snow & Ice Removal Services (Facilities)
D & F Construction Inc	HIS	4400004862	Roadway Sidewalk & Intersection Construction
D & F Construction Inc	HIS	4400004145	Sidewalk and Ramp Repair Program

Vendor Name	EBO Type	Contract Number	Contract Name
D&D Installations LLC	FEM	4400004597	Furniture Installation & Reconfiguration
D&D Installations LLC	FEM	4400005012	Office Relocation & Moving & Hauling Services
Dana Parsons LLC Dba The Leadership	FEM	4400005297	Consulting Strategic Plan to End Homelessness
DMY Engineering Consultants Inc	ASA	4400005220	Architectural, Engineering & Related Services
Douron Inc	FEM	4400002959	Furniture, Office
E&R Services Inc	HIS	4400004902	Roadway Sidewalk & Intersection Construction
E&R Services Inc	HIS	4400004146	Sidewalk and Ramp Repair Program
EARN Contractors Inc	HIS	4400005333	On Call Painting Services
ECM Corporation	HIS	4400004491	Fire Hydrant Repair Program
Empire Landscape LLC	FEM	4400005078	Invasive Plant Species Management
Entech Engineering Inc	FEM	4400004541	Consulting Services, Facility Assessment
ERevival Limited Liability Company	ASA	4400004853	Electronic Materials Collection & Recycling
Evergreen Solutions, LLC	FEM	4400004631	Consulting Services, Human Resources
Fireline Corporation	FEM	4400004620	Fire Extinguisher Inspection, Testing
Focused Solutions LLC	FEM	4400005327	Mental Health Assessments, Law Enforcement
GCI Residential Inc	AA	4400004900	Refuse & Recycling Collection TRZ7, 10
GCI Residential Inc	AA	4400004691	Refuse & Recycling Collection TRZ 2 & 15
Goode Companies Inc	AA	4400004005	Refuse & Recycling, Curbside TRZ-14
Guardrails, Etc., Inc	FEM	4400004831	Guardrail Replacement
Harris Jones & Malone LLC	AA	4400003942	Labor Relations Negotiation Services
HCGI Hartford	FEM	4400003725	Audio Visual Installation Services
Jane Healthcare Services	AA	4400004817	In-Home Health Care Services
Jasso Maintenance LLC	HIS	4400005127	Custodial Services
JRP Management Resources, Inc.	HIS	4400004746	Bus Stop Shelter Installation
JRP Management Resources, Inc.	HIS	4400005096	Mowing, Right of Ways
Karen H Belinko Appraisals LLC	FEM	4400004385	Real Estate Appraisal Services
Maryland Chemical Company Inc	FEM	4400004737	Chemical, Sodium Bisulfite, Liquid

Vendor Name	EBO Type	Contract Number	Contract Name
Maryland Chemical Company Inc	FEM	4400004738	Chemical, Sodium Hypochlorite, Liquid
Maryland Chemical Company Inc	FEM	4400005320	Wastewater Chemicals, Various
Mckennon Shelton & Henn, LLP	AA	4400004311	Legal Services, Attorneys, Tax, Bond
MD Fleet Center LLC	FEM	4400004630	OEM Parts & Service Heavy Equipment & Trucks
MD Fleet Center LLC	FEM	4400004661	Vehicle Parts & Services, OEM for Auto/Truck
Mead Tree & Turf Care Inc	FEM	4400005060	Tree Removal, Planting, Maintenance
Metropolitan Police Protection	AA	4400005348	Security Guard Services, Buildings
Newsom Seed Inc	FEM	4400005160	Grass Seed
O2X Human Performance LLC	DIS	4400004766	Physical Health & Wellness Program Services
P2 Cleaning Services LLC	HIS	4400004971	Litter Pick Up
Plexus Installations Inc	HIS	4400005307	Electrical Testing & Maintenance
RCS Commercial Air Conditioning, Inc	AA	4400004655	HVAC & Refrigeration Repair Services
Ready Rebound, Inc.	HIS	4400005036	Patient Navigator Services, Injured Employee
Reesource Pest Inc	AA	4400004950	Pest Control Services
Refuse-Removal Results LLC	AA	4400004860	Curbside Scrap Metal Collection & Hauling
Root Policy Research, Inc	FEM	4400005350	Consolidated Plan for Housing
Rudolph's Office & Computer Supply	ASA	4400002956	Furniture, Office
Rudolph's Office & Computer Supply	ASA	4400003439	Office Supplies
Simply Good LLC	AA	4400003084	Cafeteria and Snack Bar Services
Site Resources Inc	FEM	4400005241	Consulting Site & Civil Engineering
Site Resources Inc	FEM	4400004485	Consulting, Site and Landscape Design
Stormwater Maintenance LLC	FEM	4400003902	Environmental Restoration Construction
Strickland Services, LLC	FEM	4400005289	Forestry Mulching, Tilling & Seeding
Strong Fit Meals LLC	FEM	4400004924	Meal Prep & Delivery, Senior Nutrition
Subsurface Technologies, Inc.	FEM	4400004845	Oil Water Separator Maintenance & Cleaning
The Dirt Express Company	FEM	4400004736	Waste Hauling Services - Landfill
The HJ Poist Gas Company	FEM	4400004466	Propane Gas, Delivery

Vendor Name	EBO Type	Contract Number	Contract Name
The HR Source Inc	AA	4400005334	Staffing Services
Therapeutic Connections LLC	AA	4400005103	Mental Health Stabilization Services
Tito Contractors, Inc	HIS	4400004128	Building Renovation and Repair Services
TR International Trading Company	FEM	4400004420	Chemical, Liquid Aluminum Sulfate
Traffic Systems Inc	FEM	4400004169	Traffic Signal Construction & Modification
Utilli LLC	ASA	4400004951	Software, UtiliCX Annual Maintenance
Village Gardeners Inc	FEM	4400004644	Reforestation Services
Visionary Technology Consultants	DIS	4400005340	Information Technology Professional Services
Waldon Studio Architects & Planners	ASA	4400004785	Architectural Services, Variety of Buildings

EBO OUTREACH

The Office of Procurement and Contract Administration undertook several outreach and marketing initiatives in order to promote awareness of the EBO Program in FY25:

Virtual Classes

In order to ensure continuous engagement and provide opportunities for local Howard County based businesses, and minority, women-owned and disabled-owned business enterprises, the Office of Procurement and Contract Administration conducted quarterly virtual classes to provide educational resources and guide vendors through the procurement process, vendor registration and certifications in the Howard County Local Business Initiative and Equal Business Opportunity (EBO) Programs. The classes were held on August 20, 2024, December 10, 2024, March 04, 2025 and May 20, 2025.

Workshop & Presentations

- **‘County Procurement & Permitting Panel’:** The Office of Procurement and Contract Administration staff presented information on the procurement process, EBO program, the Local Business Initiative at a workshop hosted during the 2025 Maryland Contractor Summit hosted by the Hispanic Chamber of Commerce Montgomery County on March 7, 2025.

- **‘Procurement Networking Event’:** The Office of Procurement and Contract Administration staff presented and shared information on the procurement process, EBO program, the Local Business Initiative and the Veteran-Owned Business Enterprise Program at a workshop hosted by the Baltimore County Chamber of Commerce on April 23, 2025.

Industry Targeted Outreach

‘Construction and Paving Local Business Outreach Event’: The Office of Procurement and Contract Administration hosted a ‘Construction and Paving Local Business Outreach Event’ targeted at construction firms on Tuesday, March 11, 2025 at the Kenneth S. Ulman Innovation Hub, 6751 Columbia Gateway Drive, Columbia, MD 21046 from 9:00 am to 12:00 pm. The event featured 29 exhibitors which included a good mix of County agencies, allied organizations (including State and Federal) and construction primes. 45 vendors attended the event.

Outreach Exhibits

Throughout the year, staff also participated in several outreach events focused on minority, woman-owned and disabled-owned business development:

- MWMCA Live! Casino & Hotel’s Minority Outreach Fair hosted by the Maryland Washington Minority Companies Association (MWMCA), July 18, 2024
- Howard County Minority Business RoundTable hosted by the Howard County Economic Development Authority on September 17, 2024
- Asian American & Pacific Islander (AAPI) Business Summit hosted by the Office of the County Executive, the AAPI Commission - Office of Human Rights & Equity, and the Howard County Economic Development Authority, September 24, 2024
- Baltimore Regional Cooperative Purchasing Council (BRCPC) Meet the Primes Outreach Event, October 9, 2024
- Business Resource Expo hosted by the Howard County Economic Development Authority, October 9, 2024

- Governor’s Minority and Small Business Outreach Summit hosted by the Maryland Department of General Services, Maryland Department of Transportation, and the University System of Maryland, November 19, 2024
- Minority Business Outreach Fair hosted by the Maryland Washington Minority Companies Association (MWMCA), December 12, 2024
- 2025 Maryland Contractor Summit hosted by the Hispanic Chamber of Commerce Montgomery County on March 7, 2025
- Business Resource Expo hosted by the Howard County Economic Development Authority on March 26, 2025
- 2025 Howard County Executive’s Small Business Summit on May 7, 2025
- Montgomery County Office of Procurement Vendor Connection Summit on May 8, 2025
- 22nd Annual 2025 Spring Breakfast Meeting/Business Showcase Expo hosted by the Maryland Washington Minority Companies Association (MWMCA) on May 9, 2025
- Howard County 2025 Innovation Summit, June 03, 2025
- 2025 Baltimore City Small Business Advancement Conference, June 12, 2025
- MWMCA Live! Casino & Hotel’s Minority Outreach Fair hosted by the Maryland Washington Minority Companies Association (MWMCA), July 17, 2025

Advertising and Marketing

The Office of Procurement and Contract Administration advertised its Local Business Initiative Program in the Howard County Chamber Business Resource Guide and Directory 2025.

ECONOMIC DEVELOPMENT AUTHORITY

The mission of the Howard County Economic Development Authority (HCEDA) is to promote economic growth and stability by providing resources to support small businesses. Eighty percent of the approximately 11,000 businesses in Howard County have fewer than 20 employees. HCEDA is pleased to offer resources specifically targeted at supporting the growth of these small, minority-owned, and women-owned businesses which continue to be an economic driver for the County.

In FY 2023, HCEDA expanded its capacity to serve the small and minority business community by adding a Small and Minority Business Development Officer to its business development team. HCEDA's strategic plan goals were updated to include increasing minority business outreach and community engagement.

In FY 2025, HCEDA conducted 551 business assistance cases for minority-owned businesses, representing forty-two percent (42%) of all service cases. HCEDA continues to grow its minority-owned business directory initiative and develop opportunities to connect with community resource partners. HCEDA hosts quarterly minority business roundtable discussions to promote awareness of resources available to the community.

HCEDA manages various loan and business incentive programs to support Howard County businesses. The Catalyst Fund is funded by Maryland's Video Lottery Terminal (VLT) Small, Minority and Woman-owned Business Account initiative. The fund is used to finance growing businesses in Howard County and Statewide for projects which will create permanent jobs and leverage private sector investment. In FY 2025, HCEDA approved 9 loans totaling \$1.99 million. Eighty-nine percent (89%) of the loans were approved to minority, women, and veteran-owned business. HCEDA also recently introduced a program called the Leveraging Investment for Future Transformation Fund, or "LIFT" Fund, enables HCEDA to provide microloans ranging from \$10,000 to \$30,000 to small businesses for a 3–5-year term. The LIFT program primarily serves small businesses including minority-owned, women-owned, veteran-owned, and other socially disadvantaged groups. In FY 2025 HCEDA approved 10 LIFT Fund loans totaling \$290,000. Ninety percent (90%) of loans went to minority and women-owned businesses. HCEDA

continues to market the Collateral Assistance Program to promote access to capital and growing businesses who may experience a shortfall in collateral. HCEDA also continues to host regular, free information sessions for interested candidates to learn more about Catalyst Loan Fund programs and resources available to small businesses. In 2025, HCEDA started the FLEX Line of Credit program for businesses with cash flow shortfalls looking for short-term capital to bridge the gap. Businesses in Howard County can now apply for lines of credit between \$30,000 and \$100,000. This program is for businesses that might not qualify for regular bank lending but still have high potential for growth.

HCEDA supports innovation and entrepreneurship through its programs, Mentorship and Partner Resources offered at the Maryland Innovation Center (MIC). MIC currently hosts 46 resident companies, 55 affiliate companies, and supports a membership of 525 in The Circle, a free networking membership (formerly known as the Howard Tech Council). Eighty four percent (84%) of MIC's resident and affiliate companies identify as minority, women, veteran, or disabled-owned businesses. The MIC's BRITE program (Business Revitalization Initiative Through Entrepreneurship) is focused on providing early-stage startups and existing businesses in Howard County with direct pathways to entrepreneurial success. In FY 2025, the BRITE program educated 1102 attendees and facilitated 572 mentoring sessions that empower the growth and success of new, emerging businesses across industries and sectors: B2B, B2C, B2G and combinations therein, as well as within the services, technology, and consulting.

Mentorship continues to be a big focus for the MIC, ensuring experts are on call to help answer Member questions, in order to help them further grow and scale their business. The MIC is proud to uphold its commitment to offering of free small business counseling through its partnerships with the Small Business Development Center (SBDC), Service Corps of Retired Executives (SCORE), Veterans Business Outreach Center (VBOC) and the Procurement Technical Assistance Center (PTAC). A new partnership forged this year was with the Hutch Foundation. Through this relationship, the MIC/EDA is sponsoring MIC Members interested in going through its Fearless Accelerator aimed at developing government contractor businesses.