



HNTB'S HISTORICALLY UNDERUTILIZED BUSINESSES PROGRAMS

Building Meaningful Partnerships

At HNTB, we recognize that partnering with a broad spectrum of people in planning, designing and delivering transportation infrastructure creates innovative, equitable solutions for all. We also understand that partnering with women and minority small businesses, often referred to as Disadvantaged Business Enterprises (DBEs) or Historically Underutilized Businesses (HUBs), can bring extraordinary value to our clients, our teams and our communities.

HNTB is committed to forging and nurturing these partnerships and supporting small businesses as they take on the myriad of challenges involved in the development of today's infrastructure. Through a variety of HUB programs, HNTB works to expand opportunities and contribute to the growth and success of small business partners to build generational wealth, all while deepening connections to the communities that we serve.

These programs include:

- **Outreach** – Activities and networking events to meet and build relationships with HUBs
- **HNTB's Partners Program** – 12-month, structured 1:1 program with HNTB office leadership and a HUB partner firm to provide training, mentoring and tools for success and growth
- **Mentor-Protégé** – Typically sponsored and managed by government agencies, this program encourages larger firms to partner with a HUB firm to enhance capabilities and position the HUB firm for growth
- **Small Business Training Program** – Small business development program with multiple HUB firms that may be sponsored by a client or associated with a large project or program

To further advance small business growth and development, HNTB partners with leading industry organizations including Equity in Infrastructure Project (EIP), the Conference of Minority Transportation Officials (COMTO), Women's Transportation Seminar (WTS), Latinos in Transit (LIT) and Airport Minority Advisory Council among others.

What is HNTB's Partners Program?

Founded in 2009, the Partners Program is a yearlong, structured mentoring program between a small- to mid-sized HUB firm and a local HNTB office. The Partners Program provides these firms with the knowledge, specialized experience, skills and support to grow and sustain a profitable business and become more competitive in the marketplace. The Partners Program also provides opportunities for networking to build lasting, meaningful relationships in the industry.

HNTB's Partners Program is designed and customized to meet the individual needs of the small business partner. The sessions can focus on a variety of topics such as:

- **Sales and marketing**
- **Project management and delivery**
- **Business operations**
- **Access to capital**
- **Technology**
- **Human resources and recruiting**
- **Leadership and organization**
- **Strategic planning**

For more than a decade, HNTB's commitment to the Partners Program has supported HUB firms across the country, contributing to their success. As a result, some firms have been able to hire additional staff, expand to new geographic markets or service areas, or compete as a prime for contract opportunities.



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