



U.S. Small Business
Administration

Report to Congress
on
Small Business Subcontracting Plan Goals Status

Fiscal Year 2023

July 16, 2024

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Acronyms

Electronic Subcontracting Reporting System (eSRS)

Department of Defense (DoD)

Defense Contract Management Agency (DCMA)

Fiscal Year (FY)

General Services Administration (GSA)

Historically Black Colleges and Universities/Minority Institutions (HBCU/MI)

Historically Underutilized Business Zone (HUBZone)

Individual Subcontract Report (ISR)

Integrated Acquisition Environment (IAE)

Service-Disabled Veteran-Owned Small Business (SDVOSB)

Small Business (SB)

Small Business Administration (SBA)

Small Disadvantaged Business (SDB)

Summary Subcontract Report (SSR)

Veteran-Owned Small Business (VOSB)

Woman-Owned Small Business (WOSB)

Executive Summary

A Federal contractor that is other-than-small that receives a contract or subcontract that exceeds \$750,000 (or \$1.5 million for construction) that has further subcontracting opportunities is required to submit a small business subcontracting plan that includes goals for subcontract awards to small business (SB), small disadvantaged business (SDB), women-owned small business (WOSB), HUBZone small business (HUBZone), veteran owned small business (VOSB), and service-disabled veteran owned small business (SDVOSB).¹ There are three types of subcontracting plans: Individual Subcontracting Plans (contain small business goals specific to a contract), Commercial Subcontracting Plans (contain annual small business goals that apply to the entire company, division or product line), and Department of Defense (DOD) Comprehensive Subcontracting Plans (contain annual small business goals for all DOD contracts).

Contractors with subcontracting plans enter their subcontracting accomplishments in the electronic Subcontract Reporting Systems (eSRS) on a semi-annual or annual basis, depending on the type of subcontracting plan. This allows the Contracting Officer to compare a contractor's subcontracting plan goals to its subcontracting accomplishments.

The FY2023 data in eSRS indicates that, for categories where a goal was established, 64% of the goals for small business on completed contracts were met or exceeded, and between 40 and 55% of the five socioeconomic small business goals were met or exceeded. The aggregate dollars lost by all small business categories when contractors fail to achieve their goals is substantial. If contractors had met their subcontracting plan goals on completed contracts, small businesses would have received \$1.5

¹ SDB includes awards to an ANC or Indian tribe (regardless of size or certification status). In NASA contracts, goals are required for Historically Black Colleges and Universities/Minority Institutions (HBCU/MI) and count toward the SDB goal. In DOD contracts, small business includes qualified nonprofit agencies designated by the Committee for Purchase From People Who Are Blind or Severely Disabled.

billion more in subcontracts, SDBs would have received \$857 million more, and SDVOSBs would have received \$383 million more.

Report Requirements

The Small Business Act (the Act) and 15 U.S.C 637d(2) requires the U.S. Small Business Administration (SBA) to annually submit a report to the Committee on Small Business of the United States House of Representatives and the Committee on Small Business and Entrepreneurship of the United States Senate, which identifies the entities that failed to submit Individual Subcontract Report (ISR) and/or Summary Subcontract Report (SSR) in the Electronic Subcontracting Reporting System (eSRS).

The following information is based on data available through existing systems, that sets forth, by agency (and to the extent practicable, by type of goal or plan):

- (1) the percentage of entities required to submit reports pursuant to section 637(d)(6) of this title that filed such reports and that failed to file such reports during the prior fiscal year;
- (2) the percentage of entities filing such reports that met, exceeded, or failed to meet goals set forth in their subcontracting plans during the prior fiscal year; and
- (3) the aggregate value by which such entities exceeded, or failed to meet, their subcontracting goals during the prior fiscal year.

Report Findings

Percentage of entities required to submit reports pursuant to section 637(d)(6) of this title that filed such reports and that failed to file such reports during the prior fiscal year

SBA is unable to provide information regarding the percentage of entities required to submit reports pursuant to section 637(d)(6) of this title (shown as (1) above) because the eSRS, which is the system contractors use to input their small business subcontracting plan goal achievements, does not indicate which contractors received a contract award with a subcontracting plan but failed to file a report. This information would make a significant difference because it would allow agencies to readily identify

which contractors are not reporting their subcontracting accomplishments. The eSRS is a part of the Integrated Acquisition Environment (IAE), whereby General Services Administration (GSA) manages this system. SBA is aware that the system is currently being redesigned.

Percentage of entities filing such reports that met, exceeded, or failed to meet goals set forth in their subcontracting plans during the prior fiscal year

SBA is able to provide partial information. SBA can only provide the percentage of entities that met, exceeded, or failed to meet goals set forth in their subcontracting plans in FY2023 for companies that have Individual Subcontracting Plans and DOD Comprehensive Subcontracting Plans. This is because eSRS does not contain subcontracting plan goals for contractors with Commercial Subcontracting Plans. The system does not provide goals for Commercial Plans, which does not provide for comparison of their achievements.² In addition, the information provided does not include data from the pending, rejected, revised, and reopened FY2023 Individual Subcontract Reports (ISR) in eSRS because the Contracting Officer or the next higher tier contractor did not take action to accept or reject the reports in the eSRS.

In order to provide complete information, modifications to eSRS would need to be made. These include subcontracting plan goals for Commercial Subcontracting Plans, and a listing of contracts that have an active subcontracting plan, but no report was submitted in eSRS. These changes would allow SBA to accurately identify which contractors are not submitting reports in eSRS and which goals are not being met for all subcontracting plan types.

In Table 1, *Final FY2023 ISRs (Subcontracting Plan Accomplishments)*, the data reflects the number of Individual Subcontracting Plans (including flow-down subcontracting plans) that met or exceeded each subcontracting plan goal and those that failed to achieve each goal. This is for

² While the eSRS does not contain subcontracting plan goals for DOD Comprehensive Subcontracting Plans either, since there are only eight companies participating in the DOD Comprehensive Program, SBA obtained copies of these subcontracting plans from the Defense Contract Management Agency (DCMA) to determine goal attainment for purposes of this report.

completed contracts. SBA also notes that the statistics provided do not count goals as met when the contractor did not have a goal in a specific small business category. In addition, a breakout of the *Final FY2023 ISRs (Subcontracting Plan Accomplishments)* for prime contracts versus lower tier subcontracts with subcontracting plans is in Attachment 1. A breakout of *Final FY2023 ISRs (Subcontracting Plan Accomplishments)* for prime contracts with individual subcontracting plans, broken out by executive level Federal agency, is in Attachment 3.

Table 1: Final FY2023 ISRs (Subcontracting Plan Accomplishments)

| | Total # ISRs | No Goal | Total ISRs with Goals | % Met or Exceeded Goal | % Failed to Meet Goal |
|----------------|-------------------------|--------------------|----------------------------------|-----------------------------------|----------------------------------|
| SB | 2838 | 205 | 2633 | 64.4% | 35.6% |
| SDB | 2838 | 1072 | 1766 | 49.9% | 50.1% |
| WOSB | 2838 | 802 | 2036 | 55.4% | 44.6% |
| HUBZone | 2838 | 1466 | 1372 | 41.7% | 58.3% |
| VOSB | 2838 | 1125 | 1713 | 50.7% | 49.3% |
| SDVOSB | 2838 | 1555 | 1283 | 40.0% | 60.0% |

In Table 2, *Regular FY2023 ISRs (Subcontracting Plan Accomplishments)*, the data reflects the number of subcontracting plans (including flow-down subcontracting plans) that are meeting or exceeding each subcontracting plan goal and those that are failing to achieve each goal. This is for ongoing contracts. SBA notes that the statistics provided do not count goals as currently being met when the contractor did not have a goal in a specific small business category. In addition, a breakout of the *Regular FY2023 ISRs (Subcontracting Plan Accomplishments)* for prime contracts versus lower tier subcontracts with subcontracting plans is in Attachment 2. A breakout of *Regular FY2023 ISRs (Subcontracting Plan Accomplishments)* for prime contracts with individual subcontracting plans, broken out by executive level Federal agency, is in Attachment 4.

Table 2: Regular FY2023 ISRs (Subcontracting Plan Accomplishments)

| | Total ISRs | No Goal | Total ISRs with Goals | % Meeting or Exceeding Goal | % Failing to Meet Goal |
|----------------|-------------------|----------------|------------------------------|------------------------------------|-------------------------------|
| SB | 15187 | 942 | 14245 | 54.0% | 46.0% |
| SDB | 15187 | 4192 | 10995 | 44.3% | 55.7% |
| WOSB | 15187 | 3270 | 11917 | 44.5% | 55.5% |
| HUBZone | 15187 | 5901 | 9286 | 29.2% | 70.8% |
| VOSB | 15187 | 4556 | 10631 | 39.1% | 60.9% |
| SDVOSB | 15187 | 6217 | 8970 | 31.1% | 68.9% |

Aggregate value by which such entities exceeded, or failed to meet, their subcontracting goals during the prior fiscal year

In Table 3, *Aggregate Dollar Value for Failure to Meet Goals in Individual Subcontracting Plans on Completed Contracts*, the data reflects the aggregate dollar value by which contractors failed to achieve their goals in each small business category, for completed contracts, as reported on the Final ISRs.

Table 3: Aggregate Dollar Value For Failure to Meet Goals in Individual Subcontracting Plans on Completed Contracts

| Category | Final ISRs – Prime Contracts with Subcontracting Plans | Final ISRs – Lower Tier Subcontracts with Subcontracting plans |
|-----------------|---|---|
| SB | \$1,484,697,672 | \$159,180,783 |
| SDB | \$857,221,018 | \$32,411,570 |
| WOSB | \$588,566,630 | \$49,472,328 |
| HUBZone | \$573,829,992 | \$16,494,184 |
| VOSB | \$429,031,226 | \$22,928,781 |
| SDVOSB | \$383,326,264 | \$5,668,465 |

In Table 4, *FY2023 Subcontracting Plan Accomplishments of DOD Comprehensive Plans*, the data reflects the number of DOD Comprehensive Plans that met or exceeded each subcontracting plan goal and those that failed to achieve each FY2023 goal.

Table 4: FY2023 Subcontracting Plan Accomplishments of DOD Comprehensive Plans

| | # Contractors | # Met or Exceeded FY2023 Goal | # Failed to Meet FY2023 Goal |
|----------------|---------------|----------------------------------|---------------------------------|
| SB | 8 | 7 | 1 |
| SDB | 8 | 7 | 1 |
| WOSB | 8 | 7 | 1 |
| HUBZone | 8 | 5 | 3 |
| VOSB | 8 | 8 | 0 |
| SDVOSB | 8 | 6 | 2 |

In Table 5, *Aggregate Dollar Value For Failure to Meet Goals for DOD Comprehensive Plans*, the data reflects the aggregate dollar value by which contractors with DOD Comprehensive Plans failed to achieve their goals in each small business category.

Table 5: Aggregate Dollar Value For Failure to Meet Goals for DOD Comprehensive Plans

| | # Contractors |
|----------------|---------------|
| SB | \$13,639,681 |
| SDB | \$3,409,920 |
| WOSB | \$32,394,242 |
| HUBZone | \$5,499,099 |
| VOSB | \$0 |
| SDVOSB | \$1,830,634 |

Conclusion

As shown in Table 1, the percentage by which contractors with individual subcontracting plans failed to achieve their FY2023 ISR goals at contract completion is higher than the percentage that met or exceeded their goals in all socioeconomic categories except the small business, women-owned small business, and veteran-owned small business categories. For individual subcontracting plans, the small business goal was met or exceeded in 64% of the completed contracts, and between 40 and 55% of the five socioeconomic small business goals were met or exceeded. For ongoing contracts with individual subcontracting plans, 54% are meeting or exceeding their small business goal but less than 45% of the contracts are meeting one or more of their socioeconomic goals. For contractors participating in the DOD Comprehensive Plan Program, seven of the eight participants met their SB, SDB and WOSB

goals, three failed to meet their HUBZone goal, and two failed to meet their SDVOSB goal.

The aggregate dollars lost by all small business categories when contractors fail to achieve their goals is substantial. This is evidenced by the information in Table 3 and Table 5. If contractors had met their small business subcontracting plan goals, significantly more subcontracting dollars would be going to small businesses from Federal contracts.

Attachment 1

Final (Completed) FY2023 ISRs (Subcontracting Plan Accomplishments) for Prime Contracts

versus Lower Tier Subcontracts with Subcontracting Plans

Final (completed) FY2023 ISR (Subcontracting Plan Accomplishments) for Prime Contractors with Subcontracting Plans

| | Total # ISRs | No Goal | Total ISRs with Goals | % Met or Exceeded Goal | % Failed to Meet Goal |
|----------------|---------------------|----------------|------------------------------|-------------------------------|------------------------------|
| SB | 1571 | 125 | 1446 | 61.7% | 38.3% |
| SDB | 1571 | 378 | 1193 | 47.4% | 52.6% |
| WOSB | 1571 | 342 | 1229 | 51.6% | 48.4% |
| HUBZone | 1571 | 572 | 999 | 34.8% | 65.2% |
| VOSB | 1571 | 451 | 1120 | 46.6% | 53.4% |
| SDVOSB | 1571 | 557 | 1014 | 38.1% | 61.9% |

Final (completed) FY2023 ISR (Subcontracting Plan Accomplishments) for Lower Tier Subcontracts with Subcontracting Plans

| | Total # ISRs | No Goal | Total ISRs with Goals | % Met or Exceeded Goal | % Failed to Meet Goal |
|----------------|---------------------|----------------|------------------------------|-------------------------------|------------------------------|
| SB | 1267 | 80 | 1187 | 67.6% | 32.4% |
| SDB | 1267 | 694 | 573 | 55.1% | 44.9% |
| WOSB | 1267 | 460 | 807 | 61.2% | 38.8% |
| HUBZone | 1267 | 894 | 373 | 60.1% | 39.9% |
| VOSB | 1267 | 674 | 593 | 58.5% | 41.5% |
| SDVOSB | 1267 | 998 | 269 | 47.2% | 52.8% |

Attachment 2

Regular (Ongoing) FY2023 ISRs (Subcontracting Plan Accomplishments) for Prime Contracts versus Lower Tier Subcontracts with Subcontracting Plans

Regular (ongoing) FY2023 ISR (Subcontracting Plan Accomplishments) for Prime Contracts with Subcontracting Plans

| | Total ISRs | No Goal | Total ISRs with Goals | % Meeting or Exceeding Goal | % Failing to Meet Goal |
|----------------|-------------------|----------------|------------------------------|------------------------------------|-------------------------------|
| SB | 10818 | 639 | 10179 | 52.7% | 47.3% |
| SDB | 10818 | 1918 | 8900 | 36.9% | 63.1% |
| WOSB | 10818 | 1707 | 9111 | 41.9% | 58.1% |
| HUBZone | 10818 | 2876 | 7942 | 25.4% | 74.6% |
| VOSB | 10818 | 2376 | 8442 | 36.4% | 63.6% |
| SDVOSB | 10818 | 2931 | 7887 | 29.3% | 70.7% |

Regular (ongoing) FY2023 ISR (Subcontracting Plan Accomplishments) for Lower Tier Subcontracts with Subcontracting Plans

| | Total ISRs | No Goal | Total ISRs with Goals | % Meeting or Exceeding Goal | % Failing to Meet Goal |
|----------------|-------------------|----------------|------------------------------|------------------------------------|-------------------------------|
| SB | 4369 | 303 | 4066 | 57.1% | 42.9% |
| SDB | 4369 | 2274 | 2095 | 75.8% | 24.2% |
| WOSB | 4369 | 1563 | 2806 | 52.7% | 47.3% |
| HUBZone | 4369 | 3025 | 1344 | 52.2% | 47.8% |
| VOSB | 4369 | 2180 | 2189 | 49.6% | 50.4% |
| SDVOSB | 4369 | 3286 | 1083 | 44.6% | 55.4% |

Attachment 3

Final (Completed) FY2023 ISRs (Subcontracting Plan Accomplishments) for Prime Contracts with Individual Subcontracting Plans, Broken out by Executive Level Federal Agency

SB GOALS

| EXECUTIVE LEVEL AGENCY | TOTAL # OF FINAL ISRs | # FINAL ISRs WITH NO SB GOAL | # OF FINAL ISRs WITH SB GOALS | % SB GOALS MET OR EXCEEDED | % SB GOALS NOT MET |
|---|--------------------------------|------------------------------------|--|----------------------------------|--------------------------|
| AGRICULTURE, DEPARTMENT OF | 0 | | | | |
| COMMERCE, DEPARTMENT OF | 11 | 0 | 11 | 54.5 | 45.5 |
| DEPT OF DEFENSE | 1102 | 104 | 998 | 65.2 | 34.8 |
| EDUCATION, DEPARTMENT OF | 12 | 0 | 12 | 50.0 | 50.0 |
| ENERGY, DEPARTMENT OF | 8 | 2 | 6 | 50.0 | 50.0 |
| ENVIRONMENTAL PROTECTION AGENCY | 20 | 0 | 20 | 45.0 | 55.0 |
| GENERAL SERVICES ADMINISTRATION | 171 | 6 | 165 | 49.1 | 50.9 |
| HEALTH AND HUMAN SERVICES, DEPARTMENT OF | 59 | 7 | 52 | 44.2 | 55.8 |
| HOMELAND SECURITY, DEPARTMENT OF | 15 | 1 | 14 | 57.1 | 42.9 |
| HOUSING AND URBAN DEVELOPMENT, DEPARTMENT OF | 5 | 0 | 5 | 100.0 | 0.0 |
| INTERIOR, DEPARTMENT OF THE | 28 | 2 | 26 | 80.8 | 19.2 |
| JUSTICE, DEPARTMENT OF | 10 | 0 | 10 | 80.0 | 20.0 |
| LABOR, DEPARTMENT OF | 11 | 0 | 11 | 100.0 | 0.0 |
| MILLENNIUM CHALLENGE CORPORATION | 1 | 0 | 1 | 0.0 | 100.0 |
| NATIONAL AERONAUTICS AND SPACE ADMINISTRATION | 36 | 0 | 36 | 58.3 | 41.7 |
| NATIONAL GEOSPATIAL INTELLIGENCE AGENCY | 0 | | | | |
| NATIONAL SCIENCE FOUNDATION | 0 | | | | |
| NUCLEAR REGULATORY COMMISSION | 0 | | | | |
| OFFICE OF PERSONNEL MANAGEMENT | 0 | | | | |
| PENSION GUARANTY BENEFIT PROGRAM | 0 | | | | |
| RAILROAD RETIREMENT BOARD | 0 | | | | |
| SECURITIES AND EXCHANGE COMMISSION | 2 | 0 | 2 | 50.0 | 50.0 |
| SMALL BUSINESS ADMINISTRATION | 1 | 0 | 1 | 100.0 | 0.0 |
| SOCIAL SECURITY ADMINISTRATION | 5 | 0 | 5 | 60.0 | 40.0 |
| STATE, DEPARTMENT OF | 6 | 0 | 6 | 66.7 | 33.3 |
| TRANSPORTATION, DEPARTMENT OF | 29 | 3 | 26 | 46.2 | 53.8 |
| TREASURY, DEPARTMENT OF THE | 1 | 0 | 1 | 0.0 | 100.0 |
| US TRADE AND DEVELOPMENT AGENCY | 0 | | | | |
| USAID | 30 | 0 | 30 | 36.7 | 63.3 |
| VETERANS AFFAIRS, DEPARTMENT OF | 8 | 0 | 8 | 87.5 | 12.5 |
| TOTAL | 1571 | 125 | 1446 | 61.7 | 38.3 |

SDB GOALS

| | TOTAL # OF FINAL ISRs | # FINAL ISRs WITH NO SDB GOAL | # OF FINAL ISRs WITH SDB GOALS | % SDB GOALS MET OR EXCEEDED | % SDB GOALS NOT MET |
|--|--------------------------------|-------------------------------------|---|-----------------------------------|------------------------|
| EXECUTIVE LEVEL AGENCY | | | | | |
| AGRICULTURE, DEPARTMENT OF | 0 | | | | |
| COMMERCE, DEPARTMENT OF | 11 | 0 | 11 | 45.5 | 54.5 |
| DEPT OF DEFENSE | 1102 | 321 | 781 | 51.2 | 48.8 |
| EDUCATION, DEPARTMENT OF | 12 | 1 | 11 | 36.4 | 63.6 |
| ENERGY, DEPARTMENT OF | 8 | 3 | 5 | 60.0 | 40.0 |
| ENVIRONMENTAL PROTECTION AGENCY | 20 | 0 | 20 | 40.0 | 60.0 |
| GENERAL SERVICES ADMINISTRATION | 171 | 20 | 151 | 40.4 | 59.6 |
| HEALTH AND HUMAN SERVICES, DEPARTMENT OF | 59 | 11 | 48 | 16.7 | 83.3 |
| HOMELAND SECURITY, DEPARTMENT OF | 15 | 1 | 14 | 50.0 | 50.0 |
| HOUSING AND URBAN DEVELOPMENT, DEPARTMENT OF | 5 | 0 | 5 | 80.0 | 20.0 |
| INTERIOR, DEPARTMENT OF THE | 28 | 5 | 23 | 39.1 | 60.9 |
| JUSTICE, DEPARTMENT OF | 10 | 1 | 9 | 55.6 | 44.4 |
| LABOR, DEPARTMENT OF | 11 | 0 | 11 | 100.0 | 0.0 |
| MILLENNIUM CHALLENGE CORPORATION | 1 | 0 | 1 | 0.0 | 100.0 |
| NATIONAL AERONAUTICS AND SPACE ADMINISTRATION | 36 | 6 | 30 | 46.7 | 53.3 |
| NATIONAL GEOSPATIAL INTELLIGENCE AGENCY | 0 | | | | |
| NATIONAL SCIENCE FOUNDATION | 0 | | | | |
| NUCLEAR REGULATORY COMMISSION | 0 | | | | |
| OFFICE OF PERSONNEL MANAGEMENT | 0 | | | | |
| PENSION GUARANTY BENEFIT PROGRAM | 0 | | | | |
| RAILROAD RETIREMENT BOARD | 0 | | | | |
| SECURITIES AND EXCHANGE COMMISSION | 2 | 0 | 2 | 50.0 | 50.0 |
| SMALL BUSINESS ADMINISTRATION | 1 | 0 | 1 | 100.0 | 0.0 |
| SOCIAL SECURITY ADMINISTRATION | 5 | 0 | 5 | 40.0 | 60.0 |
| STATE, DEPARTMENT OF | 6 | 0 | 6 | 33.3 | 66.7 |
| TRANSPORTATION, DEPARTMENT OF | 29 | 6 | 23 | 34.8 | 65.2 |
| TREASURY, DEPARTMENT OF THE | 1 | 0 | 1 | 100.0 | 0.0 |
| US TRADE AND DEVELOPMENT AGENCY | 0 | | | | |
| USAID | 30 | 3 | 27 | 29.6 | 70.4 |
| VETERANS AFFAIRS, DEPARTMENT OF | 8 | 0 | 8 | 37.5 | 62.5 |
| TOTAL | 1571 | 378 | 1193 | 47.4 | 52.6 |

WOSB GOALS

| | TOTAL # OF FINAL ISRs | # FINAL ISRs WITH NO WOSB GOAL | # OF FINAL ISRs WITH WOSB GOALS | % WOSB GOALS MET OR EXCEEDED | % WOSB GOALS NOT MET |
|--|--------------------------------|--------------------------------------|---------------------------------------|------------------------------------|----------------------------|
| EXECUTIVE LEVEL AGENCY | | | | | |
| AGRICULTURE, DEPARTMENT OF | 0 | | | | |
| COMMERCE, DEPARTMENT OF | 11 | 1 | 10 | 30.0 | 70.0 |
| DEPT OF DEFENSE | 1102 | 280 | 822 | 52.9 | 47.1 |
| EDUCATION, DEPARTMENT OF | 12 | 1 | 11 | 27.3 | 72.7 |
| ENERGY, DEPARTMENT OF | 8 | 2 | 6 | 66.7 | 33.3 |
| ENVIRONMENTAL PROTECTION AGENCY | 20 | 1 | 19 | 57.9 | 42.1 |
| GENERAL SERVICES ADMINISTRATION | 171 | 23 | 148 | 41.9 | 58.1 |
| HEALTH AND HUMAN SERVICES, DEPARTMENT OF | 59 | 10 | 49 | 38.8 | 61.2 |
| HOMELAND SECURITY, DEPARTMENT OF | 15 | 2 | 13 | 76.9 | 23.1 |
| HOUSING AND URBAN DEVELOPMENT, DEPARTMENT OF | 5 | 0 | 5 | 60.0 | 40.0 |
| INTERIOR, DEPARTMENT OF THE | 28 | 7 | 21 | 61.9 | 38.1 |
| JUSTICE, DEPARTMENT OF | 10 | 0 | 10 | 50.0 | 50.0 |
| LABOR, DEPARTMENT OF | 11 | 0 | 11 | 90.9 | 9.1 |
| MILLENIUM CHALLENGE CORPORATION | 1 | 0 | 1 | 0.0 | 100.0 |
| NATIONAL AERONAUTICS AND SPACE ADMINISTRATION | 36 | 5 | 31 | 67.7 | 32.3 |
| NATIONAL GEOSPATIAL INTELLIGENCE AGENCY | 0 | | | | |
| NATIONAL SCIENCE FOUNDATION | 0 | | | | |
| NUCLEAR REGULATORY COMMISSION | 0 | | | | |
| OFFICE OF PERSONNEL MANAGEMENT | 0 | | | | |
| PENSION GUARANTY BENEFIT PROGRAM | 0 | | | | |
| RAILROAD RETIREMENT BOARD | 0 | | | | |
| SECURITIES AND EXCHANGE COMMISSION | 2 | 0 | 2 | 50.0 | 50.0 |
| SMALL BUSINESS ADMINISTRATION | 1 | 0 | 1 | 0.0 | 100.0 |
| SOCIAL SECURITY ADMINISTRATION | 5 | 0 | 5 | 60.0 | 40.0 |
| STATE, DEPARTMENT OF | 6 | 0 | 6 | 50.0 | 50.0 |
| TRANSPORTATION, DEPARTMENT OF | 29 | 9 | 20 | 40.0 | 60.0 |
| TREASURY, DEPARTMENT OF THE | 1 | 0 | 1 | 100.0 | 0.0 |
| US TRADE AND DEVELOPMENT AGENCY | 0 | | | | |
| USAID | 30 | 1 | 29 | 51.7 | 48.3 |
| VETERANS AFFAIRS, DEPARTMENT OF | 8 | 0 | 8 | 50.0 | 50.0 |
| TOTAL | 1571 | 342 | 1229 | 51.6 | 48.4 |

HUBZone GOALS

| | TOTAL # OF FINAL ISRs | # FINAL ISRs WITH NO HUBZone GOAL | # OF FINAL ISRs WITH HUBZone GOALS | % HUBZone GOALS MET OR EXCEEDED | % HUBZone GOALS NOT MET |
|--|--------------------------------|--|--|---------------------------------------|-------------------------------|
| EXECUTIVE LEVEL AGENCY | | | | | |
| AGRICULTURE, DEPARTMENT OF | 0 | | | | |
| COMMERCE, DEPARTMENT OF | 11 | 4 | 7 | 14.3 | 85.7 |
| DEPT OF DEFENSE | 1102 | 459 | 643 | 40.7 | 59.3 |
| EDUCATION, DEPARTMENT OF | 12 | 2 | 10 | 50.0 | 50.0 |
| ENERGY, DEPARTMENT OF | 8 | 4 | 4 | 50.0 | 50.0 |
| ENVIRONMENTAL PROTECTION AGENCY | 20 | 2 | 18 | 11.1 | 88.9 |
| GENERAL SERVICES ADMINISTRATION | 171 | 26 | 145 | 26.2 | 73.8 |
| HEALTH AND HUMAN SERVICES, DEPARTMENT OF | 59 | 17 | 42 | 9.5 | 90.5 |
| HOMELAND SECURITY, DEPARTMENT OF | 15 | 3 | 12 | 16.7 | 83.3 |
| HOUSING AND URBAN DEVELOPMENT, DEPARTMENT OF | 5 | 0 | 5 | 20.0 | 80.0 |
| INTERIOR, DEPARTMENT OF THE | 28 | 10 | 18 | 0.0 | 100.0 |
| JUSTICE, DEPARTMENT OF | 10 | 1 | 9 | 0.0 | 100.0 |
| LABOR, DEPARTMENT OF | 11 | 0 | 11 | 90.9 | 9.1 |
| MILLENNIUM CHALLENGE CORPORATION | 1 | 0 | 1 | 0.0 | 100.0 |
| NATIONAL AERONAUTICS AND SPACE ADMINISTRATION | 36 | 17 | 19 | 57.9 | 42.1 |
| NATIONAL GEOSPATIAL INTELLIGENCE AGENCY | 0 | | | | |
| NATIONAL SCIENCE FOUNDATION | 0 | | | | |
| NUCLEAR REGULATORY COMMISSION | 0 | | | | |
| OFFICE OF PERSONNEL MANAGEMENT | 0 | | | | |
| PENSION GUARANTY BENEFIT PROGRAM | 0 | | | | |
| RAILROAD RETIREMENT BOARD | 0 | | | | |
| SECURITIES AND EXCHANGE COMMISSION | 2 | 0 | 2 | 0.0 | 100.0 |
| SMALL BUSINESS ADMINISTRATION | 1 | 0 | 1 | 0.0 | 100.0 |
| SOCIAL SECURITY ADMINISTRATION | 5 | 1 | 4 | 75.0 | 25.0 |
| STATE, DEPARTMENT OF | 6 | 0 | 6 | 16.7 | 83.3 |
| TRANSPORTATION, DEPARTMENT OF | 29 | 21 | 8 | 12.5 | 87.5 |
| TREASURY, DEPARTMENT OF THE | 1 | 0 | 1 | 100.0 | 0.0 |
| US TRADE AND DEVELOPMENT AGENCY | 0 | | | | |
| USAID | 30 | 5 | 25 | 16.0 | 84.0 |
| VETERANS AFFAIRS, DEPARTMENT OF | 8 | 0 | 8 | 0.0 | 100.0 |
| TOTAL | 1571 | 572 | 999 | 34.8 | 65.2 |

VOSB GOALS

| EXECUTIVE LEVEL AGENCY | TOTAL # OF FINAL ISRs | # FINAL ISRs WITH NO VOSB GOAL | # OF FINAL ISRs WITH VOSB GOALS | % VOSB GOALS MET OR EXCEEDED | % VOSB GOALS NOT MET |
|--|--------------------------------|--------------------------------------|---------------------------------------|------------------------------------|----------------------------|
| AGRICULTURE, DEPARTMENT OF | 0 | | | | |
| COMMERCE, DEPARTMENT OF | 11 | 3 | 8 | 12.5 | 87.5 |
| DEPT OF DEFENSE | 1102 | 336 | 766 | 53.1 | 46.9 |
| EDUCATION, DEPARTMENT OF | 12 | 2 | 10 | 50.0 | 50.0 |
| ENERGY, DEPARTMENT OF | 8 | 4 | 4 | 25.0 | 75.0 |
| ENVIRONMENTAL PROTECTION AGENCY | 20 | 5 | 15 | 6.7 | 93.3 |
| GENERAL SERVICES ADMINISTRATION | 171 | 25 | 146 | 37.7 | 62.3 |
| HEALTH AND HUMAN SERVICES, DEPARTMENT OF | 59 | 19 | 40 | 12.5 | 87.5 |
| HOMELAND SECURITY, DEPARTMENT OF | 15 | 10 | 5 | 40.0 | 60.0 |
| HOUSING AND URBAN DEVELOPMENT, DEPARTMENT OF | 5 | 0 | 5 | 0.0 | 100.0 |
| INTERIOR, DEPARTMENT OF THE | 28 | 8 | 20 | 35.0 | 65.0 |
| JUSTICE, DEPARTMENT OF | 10 | 1 | 9 | 33.3 | 66.7 |
| LABOR, DEPARTMENT OF | 11 | 0 | 11 | 81.8 | 18.2 |
| MILLENNIUM CHALLENGE CORPORATION | 1 | 0 | 1 | 0.0 | 100.0 |
| NATIONAL AERONAUTICS AND SPACE ADMINISTRATION | 36 | 11 | 25 | 52.0 | 48.0 |
| NATIONAL GEOSPATIAL INTELLIGENCE AGENCY | 0 | | | | |
| NATIONAL SCIENCE FOUNDATION | 0 | | | | |
| NUCLEAR REGULATORY COMMISSION | 0 | | | | |
| OFFICE OF PERSONNEL MANAGEMENT | 0 | | | | |
| PENSION GUARANTY BENEFIT PROGRAM | 0 | | | | |
| RAILROAD RETIREMENT BOARD | 0 | | | | |
| SECURITIES AND EXCHANGE COMMISSION | 2 | 0 | 2 | 0.0 | 100.0 |
| SMALL BUSINESS ADMINISTRATION | 1 | 0 | 1 | 100.0 | 0.0 |
| SOCIAL SECURITY ADMINISTRATION | 5 | 0 | 5 | 60.0 | 40.0 |
| STATE, DEPARTMENT OF | 6 | 2 | 4 | 25.0 | 75.0 |
| TRANSPORTATION, DEPARTMENT OF | 29 | 20 | 9 | 33.3 | 66.7 |
| TREASURY, DEPARTMENT OF THE | 1 | 0 | 1 | 0.0 | 100.0 |
| US TRADE AND DEVELOPMENT AGENCY | 0 | | | | |
| USAID | 30 | 5 | 25 | 12.0 | 88.0 |
| VETERANS AFFAIRS, DEPARTMENT OF | 8 | 0 | 8 | 25.0 | 75.0 |
| TOTAL | 1571 | 451 | 1120 | 46.6 | 53.4 |

SDVOSB GOALS

| | TOTAL # OF FINAL ISRs | # FINAL ISRs WITH NO SDVOSB GOAL | # OF FINAL ISRs WITH SDVOSB GOALS | % SDVOSB GOALS MET OR EXCEEDED | % SDVOSB GOALS NOT MET |
|---|--------------------------------|---|---|--------------------------------------|------------------------------|
| EXECUTIVE LEVEL AGENCY | | | | | |
| AGRICULTURE, DEPARTMENT OF | 0 | | | | |
| COMMERCE, DEPARTMENT OF | 11 | 3 | 8 | 12.5 | 87.5 |
| DEPT OF DEFENSE | 1102 | 450 | 652 | 44.8 | 55.2 |
| EDUCATION, DEPARTMENT OF | 12 | 2 | 10 | 50.0 | 50.0 |
| ENERGY, DEPARTMENT OF | 8 | 4 | 4 | 50.0 | 50.0 |
| ENVIRONMENTAL PROTECTION AGENCY | 20 | 2 | 18 | 5.6 | 94.4 |
| GENERAL SERVICES ADMINISTRATION | 171 | 28 | 143 | 27.3 | 72.7 |
| HEALTH AND HUMAN SERVICES, DEPARTMENT OF | 59 | 18 | 41 | 12.2 | 87.8 |
| HOMELAND SECURITY, DEPARTMENT OF | 15 | 3 | 12 | 33.3 | 66.7 |
| HOUSING AND URBAN DEVELOPMENT, DEPARTMENT OF | 5 | 0 | 5 | 0.0 | 100.0 |
| INTERIOR, DEPARTMENT OF THE | 28 | 8 | 20 | 20.0 | 80.0 |
| JUSTICE, DEPARTMENT OF | 10 | 1 | 9 | 11.1 | 88.9 |
| LABOR, DEPARTMENT OF | 11 | 0 | 11 | 63.6 | 36.4 |
| MILLENIUM CHALLENGE CORPORATION | 1 | 1 | 0 | 0.0 | 0.0 |
| NATIONAL AERONAUTICS AND SPACE ADMINISTRATION | 36 | 16 | 20 | 65.0 | 35.0 |
| NATIONAL GEOSPATIAL INTELLIGENCE AGENCY | 0 | | | | |
| NATIONAL SCIENCE FOUNDATION | 0 | | | | |
| NUCLEAR REGULATORY COMMISSION | 0 | | | | |
| OFFICE OF PERSONNEL MANAGEMENT | 0 | | | | |
| PENSION GUARANTY BENEFIT PROGRAM | 0 | | | | |
| RAILROAD RETIREMENT BOARD | 0 | | | | |
| SECURITIES AND EXCHANGE COMMISSION | 2 | 0 | 2 | 0.0 | 100.0 |
| SMALL BUSINESS ADMINISTRATION | 1 | 0 | 1 | 0.0 | 100.0 |
| SOCIAL SECURITY ADMINISTRATION | 5 | 0 | 5 | 40.0 | 60.0 |
| STATE, DEPARTMENT OF | 6 | 0 | 6 | 16.7 | 83.3 |
| TRANSPORTATION, DEPARTMENT OF | 29 | 17 | 12 | 41.7 | 58.3 |
| TREASURY, DEPARTMENT OF THE | 1 | 0 | 1 | 0.0 | 100.0 |
| US TRADE AND DEVELOPMENT AGENCY | 0 | | | | |
| USAID | 30 | 4 | 26 | 11.5 | 88.5 |
| VETERANS AFFAIRS, DEPARTMENT OF | 8 | 0 | 8 | 12.5 | 87.5 |
| TOTAL | 1571 | 557 | 1014 | 38.1 | 61.9 |

Attachment 4

Regular (Ongoing) FY2023 ISRs for Prime Contracts with Individual Subcontracting Plans, Broken out by Executive Level Federal Agency

SB GOALS

| | TOTAL # OF | # REG ISRs | # REG ISRs | % MEETING OR | % NOT |
|---|--------------|-----------------|--------------|-------------------|-----------------|
| EXECUTIVE LEVEL AGENCY | REGULAR ISRs | WITH NO SB GOAL | WITH SB GOAL | EXCEEDING SB GOAL | MEETING SB GOAL |
| AGRICULTURE, DEPARTMENT OF | 13 | 0 | 13 | 84.6 | 15.4 |
| COMMERCE, DEPARTMENT OF | 58 | 1 | 57 | 47.4 | 52.6 |
| DEPT OF DEFENSE | 6058 | 403 | 5655 | 58.5 | 41.5 |
| EDUCATION, DEPARTMENT OF | 85 | 8 | 77 | 40.3 | 59.7 |
| ENERGY, DEPARTMENT OF | 103 | 10 | 93 | 46.2 | 53.8 |
| ENVIRONMENTAL PROTECTION AGENCY | 44 | 0 | 44 | 56.8 | 43.2 |
| GENERAL SERVICES ADMINISTRATION | 2417 | 72 | 2345 | 40.5 | 59.5 |
| HEALTH AND HUMAN SERVICES, DEPARTMENT OF | 755 | 112 | 643 | 34.2 | 65.8 |
| HOMELAND SECURITY, DEPARTMENT OF | 113 | 1 | 112 | 62.5 | 37.5 |
| HOUSING AND URBAN DEVELOPMENT, DEPARTMENT OF | 7 | 0 | 7 | 71.4 | 28.6 |
| INTERIOR, DEPARTMENT OF THE | 155 | 2 | 153 | 56.9 | 43.1 |
| JUSTICE, DEPARTMENT OF | 104 | 0 | 104 | 48.1 | 51.9 |
| LABOR, DEPARTMENT OF | 54 | 1 | 53 | 81.1 | 18.9 |
| MILLENIUM CHALLENGE CORPORATION | 1 | 0 | 1 | 100.0 | 0.0 |
| NATIONAL AERONAUTICS AND SPACE ADMINISTRATION | 278 | 4 | 274 | 66.1 | 33.9 |
| NATIONAL GEOSPATIAL INTELLIGENCE AGENCY | 0 | | | | |
| NATIONAL SCIENCE FOUNDATION | 10 | 2 | 8 | 37.5 | 62.5 |
| NUCLEAR REGULATORY COMMISSION | 1 | 0 | 1 | 0.0 | 100.0 |
| OFFICE OF PERSONNEL MANAGEMENT | 5 | 0 | 5 | 80.0 | 20.0 |
| PENSION GUARANTY BENEFIT PROGRAM | 5 | 0 | 5 | 80.0 | 20.0 |
| RAILROAD RETIREMENT BOARD | 1 | 0 | 1 | 100.0 | 0.0 |
| SECURITIES AND EXCHANGE COMMISSION | 10 | 1 | 9 | 22.2 | 77.8 |
| SMALL BUSINESS ADMINISTRATION | 0 | | | | |
| SOCIAL SECURITY ADMINISTRATION | 18 | 1 | 17 | 64.7 | 35.3 |
| STATE, DEPARTMENT OF | 85 | 0 | 85 | 67.1 | 32.9 |
| TRANSPORTATION, DEPARTMENT OF | 137 | 9 | 128 | 60.9 | 39.1 |
| TREASURY, DEPARTMENT OF THE | 24 | 0 | 24 | 54.2 | 45.8 |
| US TRADE AND DEVELOPMENT AGENCY | 1 | 0 | 1 | 0.0 | 100.0 |
| USAID | 200 | 8 | 192 | 52.6 | 47.4 |
| VETERANS AFFAIRS, DEPARTMENT OF | 76 | 4 | 72 | 54.2 | 45.8 |
| TOTAL | 10818 | 639 | 10179 | 52.7 | 47.3 |

SDB GOALS

| | TOTAL # OF REGULAR ISRs | # REG ISRs WITH NO SDB GOAL | # REG ISRs WITH SDB GOAL | % MEETING OR EXCEEDING SDB GOAL | % NOT MEETING SDB GOAL |
|--|-------------------------------|-----------------------------------|--------------------------------|---------------------------------------|------------------------------|
| EXECUTIVE LEVEL AGENCY | | | | | |
| AGRICULTURE, DEPARTMENT OF | 13 | 0 | 13 | 46.2 | 53.8 |
| COMMERCE, DEPARTMENT OF | 58 | 5 | 53 | 26.4 | 73.6 |
| DEPT OF DEFENSE | 6058 | 1423 | 4635 | 41.2 | 58.8 |
| EDUCATION, DEPARTMENT OF | 85 | 15 | 70 | 38.6 | 61.4 |
| ENERGY, DEPARTMENT OF | 103 | 13 | 90 | 41.1 | 58.9 |
| ENVIRONMENTAL PROTECTION AGENCY | 44 | 1 | 43 | 46.5 | 53.5 |
| GENERAL SERVICES ADMINISTRATION | 2417 | 150 | 2267 | 29.9 | 70.1 |
| HEALTH AND HUMAN SERVICES, DEPARTMENT OF | 755 | 152 | 603 | 18.6 | 81.4 |
| HOMELAND SECURITY, DEPARTMENT OF | 113 | 9 | 104 | 44.2 | 55.8 |
| HOUSING AND URBAN DEVELOPMENT, DEPARTMENT OF | 7 | 1 | 6 | 33.3 | 66.7 |
| INTERIOR, DEPARTMENT OF THE | 155 | 15 | 140 | 39.3 | 60.7 |
| JUSTICE, DEPARTMENT OF | 104 | 15 | 89 | 48.3 | 51.7 |
| LABOR, DEPARTMENT OF | 54 | 1 | 53 | 60.4 | 39.6 |
| MILLENNIUM CHALLENGE CORPORATION | 1 | 0 | 1 | 100.0 | 0.0 |
| NATIONAL AERONAUTICS AND SPACE ADMINISTRATION | 278 | 40 | 238 | 53.8 | 46.2 |
| NATIONAL GEOSPATIAL INTELLIGENCE AGENCY | 0 | | | | |
| NATIONAL SCIENCE FOUNDATION | 10 | 3 | 7 | 42.9 | 57.1 |
| NUCLEAR REGULATORY COMMISSION | 1 | 0 | 1 | 0.0 | 100.0 |
| OFFICE OF PERSONNEL MANAGEMENT | 5 | 0 | 5 | 60.0 | 40.0 |
| PENSION GUARANTY BENEFIT PROGRAM | 5 | 0 | 5 | 60.0 | 40.0 |
| RAILROAD RETIREMENT BOARD | 1 | 0 | 1 | 100.0 | 0.0 |
| SECURITIES AND EXCHANGE COMMISSION | 10 | 1 | 9 | 66.7 | 33.3 |
| SMALL BUSINESS ADMINISTRATION | 0 | | | | |
| SOCIAL SECURITY ADMINISTRATION | 18 | 1 | 17 | 47.1 | 52.9 |
| STATE, DEPARTMENT OF | 85 | 1 | 84 | 21.4 | 78.6 |
| TRANSPORTATION, DEPARTMENT OF | 137 | 19 | 118 | 50.8 | 49.2 |
| TREASURY, DEPARTMENT OF THE | 24 | 4 | 20 | 40.0 | 60.0 |
| US TRADE AND DEVELOPMENT AGENCY | 1 | 0 | 1 | 0.0 | 100.0 |
| USAID | 200 | 42 | 158 | 18.4 | 81.6 |
| VETERANS AFFAIRS, DEPARTMENT OF | 76 | 7 | 69 | 49.3 | 50.7 |
| TOTAL | 10818 | 1918 | 8900 | 36.9 | 63.1 |

WOSB GOALS

| | TOTAL # OF REGULAR ISRs | # REG ISRs WITH NO WOSB GOAL | # REG ISRs WITH WOSB GOAL | % MEETING OR EXCEEDING WOSB GOAL | % NOT MEETING WOSB GOAL |
|--|-------------------------------|---------------------------------------|---------------------------------|--|-------------------------------|
| EXECUTIVE LEVEL AGENCY | | | | | |
| AGRICULTURE, DEPARTMENT OF | 13 | 3 | 10 | 40.0 | 60.0 |
| COMMERCE, DEPARTMENT OF | 58 | 7 | 51 | 33.3 | 66.7 |
| DEPT OF DEFENSE | 6058 | 1194 | 4864 | 45.0 | 55.0 |
| EDUCATION, DEPARTMENT OF | 85 | 16 | 69 | 37.7 | 62.3 |
| ENERGY, DEPARTMENT OF | 103 | 15 | 88 | 42.0 | 58.0 |
| ENVIRONMENTAL PROTECTION AGENCY | 44 | 1 | 43 | 62.8 | 37.2 |
| GENERAL SERVICES ADMINISTRATION | 2417 | 193 | 2224 | 33.7 | 66.3 |
| HEALTH AND HUMAN SERVICES, DEPARTMENT OF | 755 | 145 | 610 | 28.5 | 71.5 |
| HOMELAND SECURITY, DEPARTMENT OF | 113 | 12 | 101 | 66.3 | 33.7 |
| HOUSING AND URBAN DEVELOPMENT, DEPARTMENT OF | 7 | 0 | 7 | 71.4 | 28.6 |
| INTERIOR, DEPARTMENT OF THE | 155 | 15 | 140 | 41.4 | 58.6 |
| JUSTICE, DEPARTMENT OF | 104 | 4 | 100 | 42.0 | 58.0 |
| LABOR, DEPARTMENT OF | 54 | 1 | 53 | 86.8 | 13.2 |
| MILLENNIUM CHALLENGE CORPORATION | 1 | 0 | 1 | 100.0 | 0.0 |
| NATIONAL AERONAUTICS AND SPACE ADMINISTRATION | 278 | 33 | 245 | 58.4 | 41.6 |
| NATIONAL GEOSPATIAL INTELLIGENCE AGENCY | 0 | | | | |
| NATIONAL SCIENCE FOUNDATION | 10 | 3 | 7 | 57.1 | 42.9 |
| NUCLEAR REGULATORY COMMISSION | 1 | 0 | 1 | 0.0 | 100.0 |
| OFFICE OF PERSONNEL MANAGEMENT | 5 | 0 | 5 | 80.0 | 20.0 |
| PENSION GUARANTY BENEFIT PROGRAM | 5 | 0 | 5 | 60.0 | 40.0 |
| RAILROAD RETIREMENT BOARD | 1 | 0 | 1 | 0.0 | 100.0 |
| SECURITIES AND EXCHANGE COMMISSION | 10 | 2 | 8 | 25.0 | 75.0 |
| SMALL BUSINESS ADMINISTRATION | 0 | | | | |
| SOCIAL SECURITY ADMINISTRATION | 18 | 1 | 17 | 52.9 | 47.1 |
| STATE, DEPARTMENT OF | 85 | 2 | 83 | 49.4 | 50.6 |
| TRANSPORTATION, DEPARTMENT OF | 137 | 23 | 114 | 48.2 | 51.8 |
| TREASURY, DEPARTMENT OF THE | 24 | 3 | 21 | 38.1 | 61.9 |
| US TRADE AND DEVELOPMENT AGENCY | 1 | 0 | 1 | 0.0 | 100.0 |
| USAID | 200 | 26 | 174 | 40.2 | 59.8 |
| VETERANS AFFAIRS, DEPARTMENT OF | 76 | 8 | 68 | 55.9 | 44.1 |
| TOTAL | 10818 | 1707 | 9111 | 41.9 | 58.1 |

HUBZone GOALS

| | TOTAL # OF | # REG ISRs WITH | # REG ISRs WITH | % MEETING OR | % NOT |
|---|--------------|-----------------|-----------------|------------------------|----------------------|
| EXECUTIVE LEVEL AGENCY | REGULAR ISRs | NO HUBZone GOAL | HUBZone GOAL | EXCEEDING HUBZone GOAL | MEETING HUBZone GOAL |
| AGRICULTURE, DEPARTMENT OF | 13 | 3 | 10 | 10.0 | 90.0 |
| COMMERCE, DEPARTMENT OF | 58 | 13 | 45 | 24.4 | 75.6 |
| DEPT OF DEFENSE | 6058 | 2033 | 4025 | 31.6 | 68.4 |
| EDUCATION, DEPARTMENT OF | 85 | 36 | 49 | 24.5 | 75.5 |
| ENERGY, DEPARTMENT OF | 103 | 23 | 80 | 32.5 | 67.5 |
| ENVIRONMENTAL PROTECTION AGENCY | 44 | 2 | 42 | 7.1 | 92.9 |
| GENERAL SERVICES ADMINISTRATION | 2417 | 247 | 2170 | 18.0 | 82.0 |
| HEALTH AND HUMAN SERVICES, DEPARTMENT OF | 755 | 201 | 554 | 3.1 | 96.9 |
| HOMELAND SECURITY, DEPARTMENT OF | 113 | 22 | 91 | 28.6 | 71.4 |
| HOUSING AND URBAN DEVELOPMENT, DEPARTMENT OF | 7 | 1 | 6 | 50.0 | 50.0 |
| INTERIOR, DEPARTMENT OF THE | 155 | 23 | 132 | 18.9 | 81.1 |
| JUSTICE, DEPARTMENT OF | 104 | 35 | 69 | 33.3 | 66.7 |
| LABOR, DEPARTMENT OF | 54 | 2 | 52 | 73.1 | 26.9 |
| MILLENNIUM CHALLENGE CORPORATION | 1 | 0 | 1 | 0.0 | 100.0 |
| NATIONAL AERONAUTICS AND SPACE ADMINISTRATION | 278 | 75 | 203 | 46.8 | 53.2 |
| NATIONAL GEOSPATIAL INTELLIGENCE AGENCY | 0 | | | | |
| NATIONAL SCIENCE FOUNDATION | 10 | 3 | 7 | 0.0 | 100.0 |
| NUCLEAR REGULATORY COMMISSION | 1 | 0 | 1 | 0.0 | 100.0 |
| OFFICE OF PERSONNEL MANAGEMENT | 5 | 1 | 4 | 75.0 | 25.0 |
| PENSION GUARANTY BENEFIT PROGRAM | 5 | 1 | 4 | 50.0 | 50.0 |
| RAILROAD RETIREMENT BOARD | 1 | 0 | 1 | 100.0 | 0.0 |
| SECURITIES AND EXCHANGE COMMISSION | 10 | 1 | 9 | 55.6 | 44.4 |
| SMALL BUSINESS ADMINISTRATION | 0 | | | | |
| SOCIAL SECURITY ADMINISTRATION | 18 | 3 | 15 | 13.3 | 86.7 |
| STATE, DEPARTMENT OF | 85 | 9 | 76 | 13.2 | 86.8 |
| TRANSPORTATION, DEPARTMENT OF | 137 | 71 | 66 | 27.3 | 72.7 |
| TREASURY, DEPARTMENT OF THE | 24 | 6 | 18 | 16.7 | 83.3 |
| US TRADE AND DEVELOPMENT AGENCY | 1 | 0 | 1 | 0.0 | 100.0 |
| USAID | 200 | 54 | 146 | 7.5 | 92.5 |
| VETERANS AFFAIRS, DEPARTMENT OF | 76 | 11 | 65 | 29.2 | 70.8 |
| TOTAL | 10818 | 2876 | 7942 | 25.4 | 74.6 |

VOSB GOALS

| | TOTAL # OF REGULAR ISRs | # REG ISRs WITH NO VOSB GOAL | # REG ISRs WITH VOSB GOAL | % MEETING OR EXCEEDING VOSB GOAL | % NOT MEETING VOSB GOAL |
|--|-------------------------------|---------------------------------------|---------------------------------|--|-------------------------------|
| EXECUTIVE LEVEL AGENCY | | | | | |
| AGRICULTURE, DEPARTMENT OF | 13 | 2 | 11 | 27.3 | 72.7 |
| COMMERCE, DEPARTMENT OF | 58 | 13 | 45 | 22.2 | 77.8 |
| DEPT OF DEFENSE | 6058 | 1518 | 4540 | 42.4 | 57.6 |
| EDUCATION, DEPARTMENT OF | 85 | 42 | 43 | 46.5 | 53.5 |
| ENERGY, DEPARTMENT OF | 103 | 24 | 79 | 45.6 | 54.4 |
| ENVIRONMENTAL PROTECTION AGENCY | 44 | 8 | 36 | 22.2 | 77.8 |
| GENERAL SERVICES ADMINISTRATION | 2417 | 235 | 2182 | 29.6 | 70.4 |
| HEALTH AND HUMAN SERVICES, DEPARTMENT OF | 755 | 209 | 546 | 11.5 | 88.5 |
| HOMELAND SECURITY, DEPARTMENT OF | 113 | 27 | 86 | 37.2 | 62.8 |
| HOUSING AND URBAN DEVELOPMENT, DEPARTMENT OF | 7 | 1 | 6 | 50.0 | 50.0 |
| INTERIOR, DEPARTMENT OF THE | 155 | 46 | 109 | 29.4 | 70.6 |
| JUSTICE, DEPARTMENT OF | 104 | 17 | 87 | 51.7 | 48.3 |
| LABOR, DEPARTMENT OF | 54 | 2 | 52 | 78.8 | 21.2 |
| MILLENNIUM CHALLENGE CORPORATION | 1 | 0 | 1 | 100.0 | 0.0 |
| NATIONAL AERONAUTICS AND SPACE ADMINISTRATION | 278 | 54 | 224 | 46.9 | 53.1 |
| NATIONAL GEOSPATIAL INTELLIGENCE AGENCY | 0 | | | | |
| NATIONAL SCIENCE FOUNDATION | 10 | 4 | 6 | 16.7 | 83.3 |
| NUCLEAR REGULATORY COMMISSION | 1 | 0 | 1 | 0.0 | 100.0 |
| OFFICE OF PERSONNEL MANAGEMENT | 5 | 0 | 5 | 60.0 | 40.0 |
| PENSION GUARANTY BENEFIT PROGRAM | 5 | 2 | 3 | 33.3 | 66.7 |
| RAILROAD RETIREMENT BOARD | 1 | 0 | 1 | 100.0 | 0.0 |
| SECURITIES AND EXCHANGE COMMISSION | 10 | 3 | 7 | 28.6 | 71.4 |
| SMALL BUSINESS ADMINISTRATION | 0 | | | | |
| SOCIAL SECURITY ADMINISTRATION | 18 | 2 | 16 | 18.8 | 81.3 |
| STATE, DEPARTMENT OF | 85 | 18 | 67 | 26.9 | 73.1 |
| TRANSPORTATION, DEPARTMENT OF | 137 | 79 | 58 | 29.3 | 70.7 |
| TREASURY, DEPARTMENT OF THE | 24 | 7 | 17 | 35.3 | 64.7 |
| US TRADE AND DEVELOPMENT AGENCY | 1 | 0 | 1 | 0.0 | 100.0 |
| USAID | 200 | 58 | 142 | 13.4 | 86.6 |
| VETERANS AFFAIRS, DEPARTMENT OF | 76 | 5 | 71 | 40.8 | 59.2 |
| TOTAL | 10818 | 2376 | 8442 | 36.4 | 63.6 |

SDVOSB GOALS

| | TOTAL # OF | # REG ISRs | # REG ISRs | % MEETING OR | % NOT |
|---|------------|------------|------------|------------------|---------|
| EXECUTIVE LEVEL AGENCY | REGULAR | WITH | WITH | EXCEEDING SDVOSB | MEETING |
| ISRs | NO SDVOSB | SDVOSB | GOAL | GOAL | SDVOSB |
| GOAL | GOAL | GOAL | | | GOAL |
| AGRICULTURE, DEPARTMENT OF | 13 | 2 | 11 | 18.2 | 81.8 |
| COMMERCE, DEPARTMENT OF | 58 | 12 | 46 | 19.6 | 80.4 |
| DEPT OF DEFENSE | 6058 | 2111 | 3947 | 34.7 | 65.3 |
| EDUCATION, DEPARTMENT OF | 85 | 38 | 47 | 19.1 | 80.9 |
| ENERGY, DEPARTMENT OF | 103 | 21 | 82 | 40.2 | 59.8 |
| ENVIRONMENTAL PROTECTION AGENCY | 44 | 1 | 43 | 11.6 | 88.4 |
| GENERAL SERVICES ADMINISTRATION | 2417 | 254 | 2163 | 25.6 | 74.4 |
| HEALTH AND HUMAN SERVICES, DEPARTMENT OF | 755 | 201 | 554 | 3.2 | 96.8 |
| HOMELAND SECURITY, DEPARTMENT OF | 113 | 25 | 88 | 33.0 | 67.0 |
| HOUSING AND URBAN DEVELOPMENT, DEPARTMENT OF | 7 | 1 | 6 | 50.0 | 50.0 |
| INTERIOR, DEPARTMENT OF THE | 155 | 28 | 127 | 21.3 | 78.7 |
| JUSTICE, DEPARTMENT OF | 104 | 23 | 81 | 37.0 | 63.0 |
| LABOR, DEPARTMENT OF | 54 | 1 | 53 | 67.9 | 32.1 |
| MILLENIUM CHALLENGE CORPORATION | 1 | 0 | 1 | 0.0 | 100.0 |
| NATIONAL AERONAUTICS AND SPACE ADMINISTRATION | 278 | 78 | 200 | 46.0 | 54.0 |
| NATIONAL GEOSPATIAL INTELLIGENCE AGENCY | 0 | | | | |
| NATIONAL SCIENCE FOUNDATION | 10 | 3 | 7 | 0.0 | 100.0 |
| NUCLEAR REGULATORY COMMISSION | 1 | 0 | 1 | 0.0 | 100.0 |
| OFFICE OF PERSONNEL MANAGEMENT | 5 | 0 | 5 | 40.0 | 60.0 |
| PENSION GUARANTY BENEFIT PROGRAM | 5 | 1 | 4 | 25.0 | 75.0 |
| RAILROAD RETIREMENT BOARD | 1 | 0 | 1 | 100.0 | 0.0 |
| SECURITIES AND EXCHANGE COMMISSION | 10 | 2 | 8 | 12.5 | 87.5 |
| SMALL BUSINESS ADMINISTRATION | 0 | | | | |
| SOCIAL SECURITY ADMINISTRATION | 18 | 3 | 15 | 20.0 | 80.0 |
| STATE, DEPARTMENT OF | 85 | 8 | 77 | 19.5 | 80.5 |
| TRANSPORTATION, DEPARTMENT OF | 137 | 52 | 85 | 29.4 | 70.6 |
| TREASURY, DEPARTMENT OF THE | 24 | 6 | 18 | 33.3 | 66.7 |
| US TRADE AND DEVELOPMENT AGENCY | 1 | 0 | 1 | 0.0 | 100.0 |
| USAID | 200 | 54 | 146 | 7.5 | 92.5 |
| VETERANS AFFAIRS, DEPARTMENT OF | 76 | 6 | 70 | 44.3 | 55.7 |
| TOTAL | 10818 | 2931 | 7887 | 29.3 | 70.7 |