

2017



MINORITY BUSINESS PARTICIPATION REPORT



AN AGENCY OF THE
STATE OF TEXAS

*For The Fiscal Year Ending
August 31, 2017*

Commissioners:

J. Winston Krause,
Chairman

Carmen Arrieta-Candelaria

Doug Lowe

Robert Rivera



TEXAS LOTTERY COMMISSION

Gary Grief, *Executive Director*

Alfonso D. Royal III, *Charitable Bingo Operations Director*

April 12, 2018

The Honorable Greg Abbott
The Honorable Dan Patrick
The Honorable Joe Straus
Members of the 85th Legislature

Ladies and Gentlemen:

In accordance with Section 466.107 of the State Lottery Act, the Texas Lottery Commission is submitting its annual Minority Business Participation Report for fiscal year (FY) 2017.

During FY 2017, the agency achieved an overall participation of 14.21 percent in its minority/Historically Underutilized Business (HUB) contracting activity, which represented a slight increase from FY 2016's performance of 13.34 percent. In addition, the agency continued to surpass its 20-percent goal for minority retailers.

During FY 2018, the Texas Lottery will continue to implement initiatives designed to increase the minority/HUB participation in its business operations.

Should you have any questions regarding the report, please do not hesitate to contact our executive director, Mr. Gary Grief.

Sincerely,

A blue ink signature of J. Winston Krause, consisting of a large, stylized 'J' and 'K' that loops around the text.

J. Winston Krause
Chairman

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MINORITY BUSINESS PARTICIPATION REPORT

FISCAL YEAR 2017

INTRODUCTION

The Texas Lottery Commission (TLC) has prepared its annual Minority Business Participation Report for FY 2017 in accordance with Section 466.107 of the State Lottery Act. This report documents the agency's level of minority business participation both in its lottery and bingo contracting activity, and in the licensing of lottery retailers. It also provides recommendations for the improvement of lottery-related minority business opportunities.

As defined by the State Lottery Act, a "minority business" is a "business entity at least 51 percent of which is owned by minority group members or, in the case of a corporation, at least 51 percent of the shares of which are owned by minority group members." Minority group members include African Americans, American Indians, Asian Americans, Mexican Americans and other Americans of Hispanic origin. Throughout this report, the terms "minority-owned business" and "minority business" are used interchangeably.

Although it is not specifically addressed by the State Lottery Act, the TLC also has a strong commitment to including minorities in its business operations by maintaining a diverse workforce. Information about this area is included in Appendix D of the report (page 25).



BACKGROUND

TEXAS LOTTERY COMMISSION VISION

To be the preeminent Lottery and Charitable Bingo agency through innovative leadership.

TEXAS LOTTERY MISSION

The Texas Lottery is committed to generating revenue for the state of Texas through the responsible management and sale of entertaining lottery products. The Texas Lottery will incorporate the highest standard of security, integrity and responsible gaming principles, set and achieve challenging goals, provide quality customer service and utilize a TEAM approach.

CHARITABLE BINGO MISSION

Provide authorized organizations the opportunity to raise funds for their charitable purposes by conducting bingo. Determine that all charitable bingo funds are used for a lawful purpose. Promote and maintain the integrity of the charitable bingo industry throughout Texas.

CORE VALUES

The Texas Lottery Commission combines private business management principles with public service standards of conduct in all its operations. The following values guide us in our work:

- Integrity and Responsibility
- Innovation
- Fiscal Accountability
- Customer Responsiveness
- Teamwork
- Excellence

MINORITY/HUB COMMITMENT

The Texas Lottery Commission is committed to assisting and including minority-owned businesses and Historically Underutilized Businesses (HUBs) in its procurement opportunities. In accordance with the provisions of the State Lottery Act, Texas Government Code, Chapter 466, the agency and its contractors make a good faith effort to contract and subcontract with minority-owned businesses for the purchase of goods and services for the operation of the agency.

MINORITY/HUB PROGRAM

The TLC's Minority/HUB Program functions as part of the agency's Administration Division. The agency's HUB Coordinator is responsible for advising and assisting the TLC in complying with the requirements of the State Lottery Act and the state's HUB rules. The agency's Minority/HUB Program operates in three key areas to promote the inclusion and utilization of minority-owned businesses and HUBs: outreach activities, contract compliance and reporting.

OUTREACH ACTIVITIES

Outreach activities make up one of the most important components of the TLC's Minority/HUB Program. The purpose of these activities is to inform minority/HUB vendors about opportunities to provide goods and services to the agency and its contractors. Outreach is performed primarily by participating in business opportunity forums and other events throughout the state. The TLC HUB Coordinator may also assist in planning and cosponsoring statewide events in cooperation with other state agencies. In addition, the agency conducts an annual HUB Forum to inform minority/HUB vendors about TLC procurement processes and to provide networking opportunities. A chart listing the outreach events in which the agency participated during FY 2017 is available in Appendix C (page 24).

Other types of outreach activities include providing information to prospective vendors via the TLC website, coordinating meetings with individual minority/HUB vendors, administering the agency's Mentor-Protégé Program, and assisting eligible businesses with obtaining state HUB certification.

CONTRACT COMPLIANCE

The TLC's HUB Coordinator, Purchasing and Contracts staff, and administering divisions work collaboratively to maintain vendor compliance with contract terms relating to minority and HUB participation. The first step in this process involves assisting the agency with making HUB subcontracting determinations for contracts with an expected value of \$100,000 or more prior to releasing solicitations. Pre-bid and pre-proposal conferences are held to highlight the TLC's HUB policy and subcontracting plan requirements. The HUB Coordinator also assists evaluation teams by reviewing HUB Subcontracting Plans submitted with bids/proposals to determine whether good faith effort criteria were met. Finally, the agency's subcontracting plans are monitored for compliance following contract award.

REPORTING

The TLC's minority/HUB expenditures are monitored throughout the year. Monthly internal minority/HUB participation reports are distributed to agency directors, and periodic updates are provided to TLC commissioners. In addition, HUB subcontracting expenditures and supplemental information are reported twice annually to the Comptroller of Public Accounts (CPA) for inclusion in the Statewide HUB Reports. HUB participation information is included in the agency's Strategic Plan, Legislative Appropriations Request, and Annual Report of Non-Financial Data.

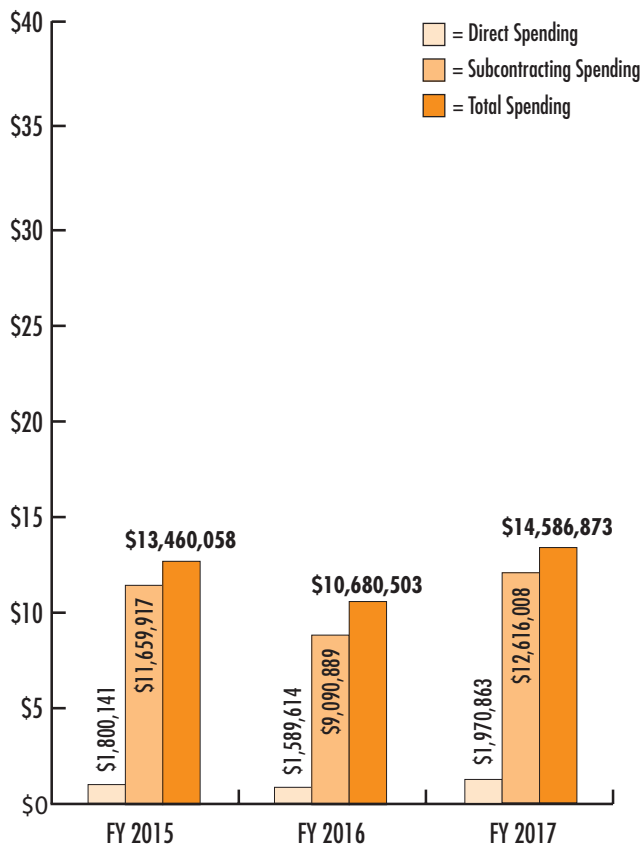


EXECUTIVE SUMMARY

During FY 2017, the TLC continued its efforts to provide opportunities for minority-owned businesses to participate in its procurement processes. Developing contacts with minority-owned businesses in Texas and licensing minority retailers are essential to the agency's initiatives.

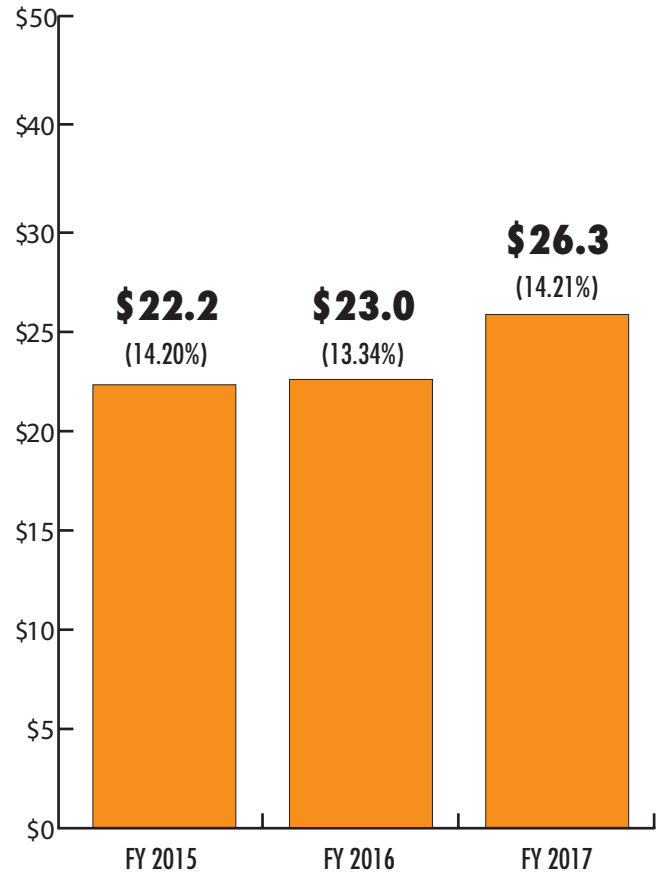
The TLC's overall expenditures, as captured by the CPA's *Fiscal Year 2017 Annual Statewide HUB Report*, increased from FY 2016 to FY 2017. During this reporting period, the Commission ranked 18th by overall expenditures among the 50 largest-spending agencies, as compared with ranking 17th during FY 2016.

**FIG. 2
MINORITY SPENDING***



*Amounts have been rounded to the nearest dollar.

**FIG. 1
MINORITY/HUB SPENDING
(IN MILLIONS)**

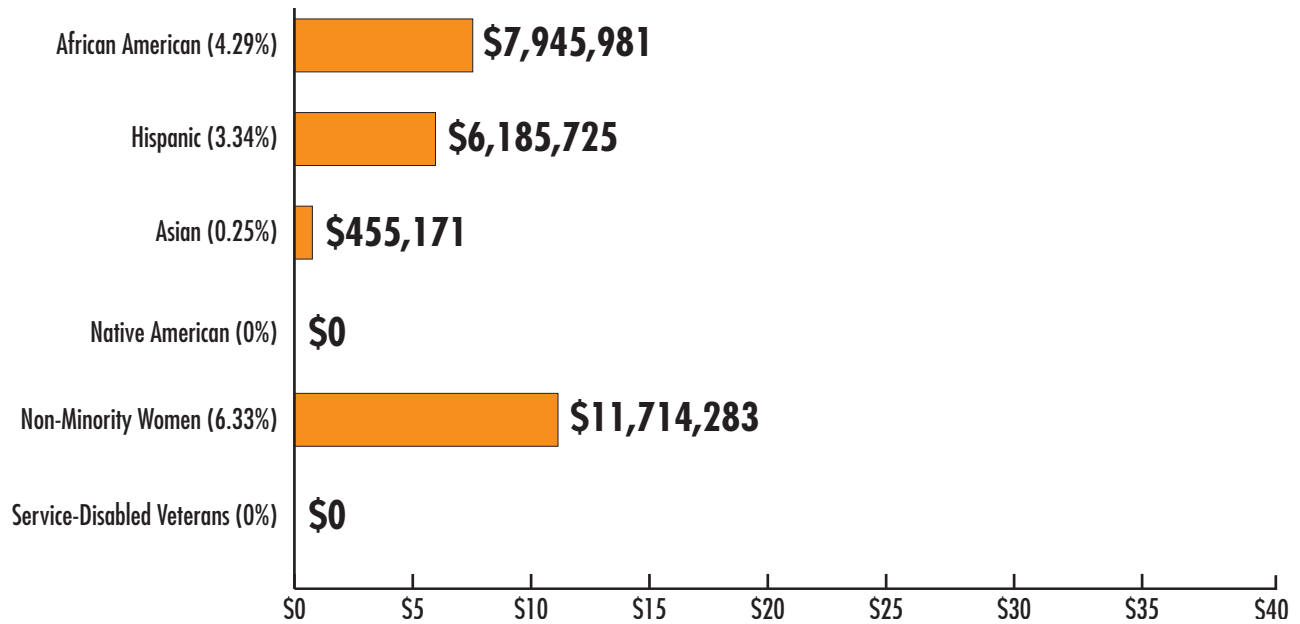


During FY 2017, the TLC achieved an overall participation rate in its minority/HUB contracting activity of 14.21 percent. As shown in Figure 1, total expenditures paid to all minority/HUB vendors increased slightly from the previous fiscal year. The TLC's overall minority/HUB percentage also increased.

Figure 2 summarizes payments made to minority-owned businesses only (not including non-minority women or service-disabled veterans**). During this reporting period, direct expenditures to minority-owned businesses increased as well as subcontracting payments. Figure 3 shows the breakdown of FY 2017 minority/HUB spending by ethnic group.

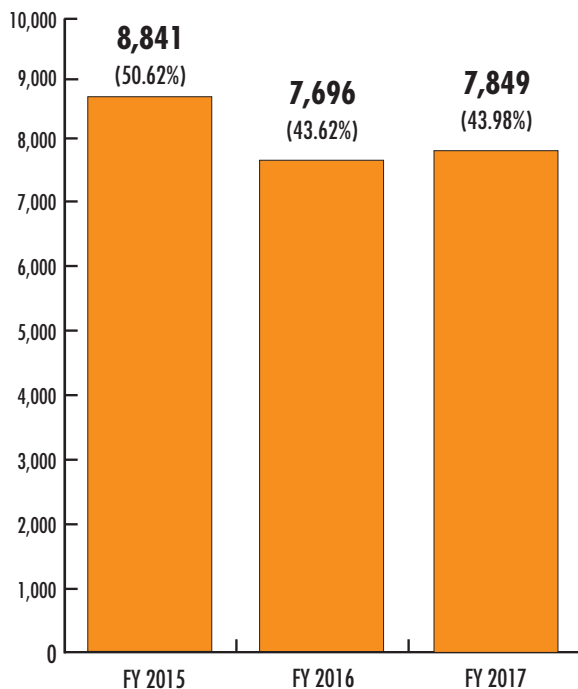
**Service-disabled veterans were added to the statewide HUB program, effective September 1, 2013 (see definition of "Economically disadvantaged person" in Appendix A).

**FIG. 3
MINORITY/HUB SPENDING BY ETHNICITY**

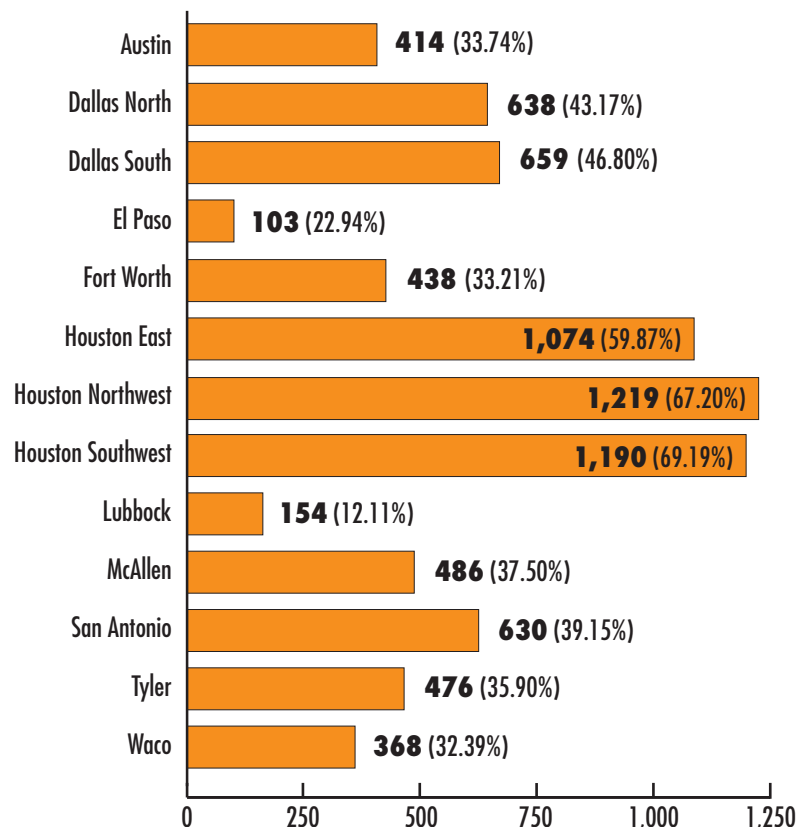


During FY 2017, the TLC continued to exceed the 20-percent goal for its minority retailer base which is set out in Texas Government Code Section 466.151. Minority retailers now number 7,849, representing 43.98 percent of the agency's total Texas Lottery retailer base (see Figures 4 and 5). More detailed information on minority retailers by county is located in Appendix B (page 18). In addition, the TLC has maintained a minority retailer percentage of more than 40 percent for 11 consecutive years.

**FIG. 4
NUMBER OF
MINORITY RETAILERS**



**FIG. 5
MINORITY RETAILERS
BY DISTRICT**



KEY CONTRACTORS

The Commission's key contractors during FY 2017 for contracts estimated to be \$100,000 or more* included the following:

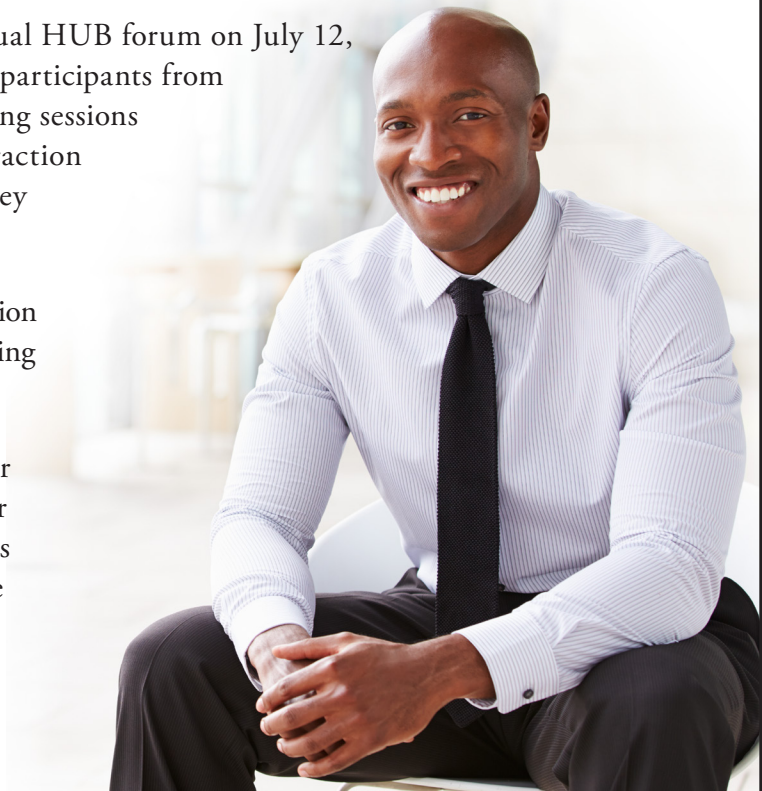
AGENCIES OF CHANGE, LLC DBA TECHNOLOGY SPA – Website Hosting Services
AUSTIN RIBBON AND COMPUTER SUPPLIES, INC.** – Uninterrupted Power Supply Lease
BARKER & HERBERT ANALYTICAL LABORATORIES, INC. – Lottery Products Testing Services
BEEHIVE SPECIALTY CO.** – Promotional Products (primary)
BERRY DUNN MCNEIL & PARKER, LLC – Lottery Security Study Services
CANON SOLUTIONS AMERICA (FKA OCÉ IMAGISTICS, INC.) – Document Management Services
CFJ MANUFACTURING** – Promotional Products (secondary)
DAHILL OFFICE TECHNOLOGY – Document Management Services
DELL MARKETING, LP – SAN Equipment Lease
DK PARTNERS, P.C. (FKA DAVILA, BUSCHHORN AND ASSOCIATES, P.C.)** – Lottery Drawings CPA Services
ELEPHANT PRODUCTIONS, INC. – Drawing Studio and Production Services
ELSYM CONSULTING, INC. – Internal Control System and Related Services
EUBANK AND YOUNG STATISTICAL CONSULTING – Statistical Consulting Services
GRANT THORNTON, LLP – Risk Review and Compliance Monitoring Services
IGT GLOBAL SOLUTIONS CORPORATION DBA IGT SOLUTIONS (FKA GTECH CORPORATION®) – Lottery Operations and Services
IGT GLOBAL SOLUTIONS CORPORATION DBA IGT SOLUTIONS (FKA GTECH PRINTING CORPORATION) – Instant Ticket Manufacturing and Services
KEYSTONE US MANAGEMENT, INC. (TYCO INTEGRATED SECURITY, LLC) – Security Management and Monitoring Services
KNIGHT SECURITY SYSTEMS, LLC – Surveillance Camera Products and Services
LATINWORKS MARKETING, LLC – Advertising Services
MCCONNELL AND JONES, LLP** – Internal Audit Services
MEYERTONS, HOOD, KIVLIN, KOWART AND GOETZEL, P.C. – Outside Counsel Intellectual Property Legal Services
POLLARD BANKNOTE, LTD. – Instant Ticket Manufacturing and Services
RFD & ASSOCIATES, INC.** – IT Staffing Augmentation Services
SCIENTIFIC GAMES INTERNATIONAL, INC. – Instant Ticket Manufacturing and Services
SHI GOVERNMENT SOLUTIONS** – Microsoft Enterprise Agreement
SHI GOVERNMENT SOLUTIONS** – Desktop Computer Lease
SMITH PROTECTIVE SERVICES, INC. – Security Officer Services
STRATEGIC RESEARCH PARTNERS – Market Research Services
SUMMUS INDUSTRIES** – Desktop Computer Lease
VETS SECURING AMERICA – Security Officer Services
WEAVER AND TIDWELL, LLP – Annual Financial Audit Services

*List does not include interagency contracts, property leases or licensed property contracts.

**HUB certified contractors

FISCAL YEAR 2017 HIGHLIGHTS

- The Texas Lottery Commission's minority/HUB expenditures totaled more than \$26 million.
- For FY 2017, the TLC ranked 18th in terms of overall expenditures as captured by the CPA's *Fiscal Year 2017 Annual Historically Underutilized Business (HUB) Report*. Of the 18 largest-spending state agencies, the TLC ranked ninth by overall HUB percentage (see Table C, page 12).
- Six of the TLC's key contractors increased subcontracting payments to minority/HUB businesses.
- Nine HUB companies provided key contract services to the agency during FY 2017 (see page 6).
- The TLC awarded \$6,045 at the "Doing Business Texas Style Spot Bid Fair" held in conjunction with ACCESS 2017 in Irving, Texas.
- The TLC continued to sponsor two mentor-protégé relationships during FY 2017.
- The TLC continued to assist vendors with the HUB subcontracting plan (HSP) process by offering one-on-one HSP workshops and reviews of draft HSPs. These efforts resulted in greater numbers of compliant HSPs and increased competition.
- The TLC participated in eight economic opportunity forums and HUB-related outreach events statewide.
- The TLC conducted a successful annual HUB forum on July 12, 2017 which attracted minority/HUB participants from across the state. Roundtable networking sessions at this event allowed maximum interaction between attendees, agency staff and key TLC contractors.
- The TLC participated in HUB Discussion Workgroup meetings that were held during the fiscal year.
- The TLC maintained a minority retailer percentage of more than 40 percent for the 11th consecutive year. This represents a lottery retailer participation of more than twice the established goal.



FISCAL YEAR 2017 MINORITY/HUB EXPENDITURE SUMMARY

TABLE A

I. DIRECT MINORITY/HUB EXPENDITURES

MINORITY/HUB GROUP	DIRECT EXPENDITURES	% OF TOTAL	TOTAL EXPENDITURES
AFRICAN AMERICAN	\$593,172	0.32%	
HISPANIC AMERICAN	\$936,979	0.51%	
ASIAN AMERICAN	\$440,712	0.24%	
NATIVE AMERICAN	\$0	0.00%	
AMERICAN WOMEN	\$1,677,595	0.91%	
SERVICE DISABLED VETERANS	\$0	0.00%	
TOTAL	\$3,648,458	1.97%	\$185,114,177

II. MINORITY/HUB SUBCONTRACTING EXPENDITURES

MINORITY/HUB GROUP	SUBCONTRACTING EXPENDITURES	% OF NON-MINORITY/ NON-HUB TOTAL	TOTAL NON-MINORITY/ NON-HUB EXPENDITURES
AFRICAN AMERICAN	\$7,352,807	4.05%	
HISPANIC AMERICAN	\$5,248,744	2.89%	
ASIAN AMERICAN	\$14,457	0.01%	
NATIVE AMERICAN	\$0	0.00%	
AMERICAN WOMEN	\$10,036,687	5.53%	
SERVICE DISABLED VETERANS	\$0	0.00%	
TOTAL	\$22,652,695	12.48%	\$181,465,713

III. GRAND TOTAL OF MINORITY/HUB EXPENDITURES

MINORITY/HUB GROUP	MINORITY/HUB EXPENDITURES	% OF TOTAL	TOTAL EXPENDITURES
AFRICAN AMERICAN	\$7,945,981	4.29%	
HISPANIC AMERICAN	\$6,185,723	3.34%	
ASIAN AMERICAN	\$455,169	0.25%	
NATIVE AMERICAN	\$0	0.00%	
AMERICAN WOMEN	\$11,714,282	6.33%	
SERVICE DISABLED VETERANS	\$0	0.00%	
GRAND TOTAL	\$26,301,155	14.21%	\$185,114,177

NOTE: Fiscal Year expenditures were based on the reportable expenditure object codes utilized by the Comptroller of Public Accounts (CPA) for the State of Texas HUB Report. Totals may not sum exactly to CPA report due to rounding.

FISCAL YEAR 2017 ACCOMPLISHMENTS

The Texas Lottery Commission promotes fair and competitive opportunities for minority/HUB vendors interested in doing business with the agency and its key contractors. The TLC conducted an effective program during FY 2017 to inform and educate minority businesses/HUBs about opportunities to provide supplies, equipment, and services for the operation of the agency and to serve as licensed lottery retailers. The following sections detail some of the TLC's achievements in FY 2017.

INCLUSION IN PROCUREMENTS

The TLC's procurement-related initiatives included:

- Participating in forums and other outreach events to inform minority/HUB vendors about the TLC's contracting and subcontracting opportunities.
- Hosting an annual HUB forum to present procurement-related information to minority/HUB vendors and provide networking opportunities.
- Determining the probability of subcontracting and identifying potential minority/HUB subcontracting opportunities for contracts with an expected value of \$100,000 or more.
- Providing vendor support by offering one-on-one HUB subcontracting plan (HSP) workshops and reviews of draft HSPs.
- Evaluating good-faith-effort compliance with HSP requirements as part of the bid/proposal process.
- Conducting post-contract award follow-up with awarded vendors to discuss HSP requirements; monitoring contracts to ensure compliance.
- Providing procurement opportunities at HUB forums and other outreach events.
- Hosting meetings with interested vendors to assist them in becoming familiar with the TLC's procurement processes.
- Assisting eligible vendors to become certified as HUBs.



FISCAL YEAR 2017 ACCOMPLISHMENTS

Bids/Proposals Received and Contracts Awarded:

During FY 2017, the TLC received 121 competitive bids and proposals from HUB vendors, which represented 79.08 percent of all responses. Overall, the agency awarded 192 total contracts to HUB vendors, 95 of which were awarded to minority-owned business. These included contracts resulting from noncompetitive “spot purchases,” informal and formal quotes, bids, offers, and proposals received from HUB vendors.

OUTREACH ACTIVITIES

Advertisements: During FY 2017, the TLC ran print advertisements to promote its HUB program and to publicize minority/HUB outreach events in minority-owned newspapers. Examples of the types of advertising placed are available in Appendix E (page 27).

Outreach Materials: The TLC provided information to minority businesses and HUBs that were interested in doing business with the agency. This included information regarding the agency’s procurements, and contacts for both agency staff and key TLC contractors.

Website: Information about the TLC’s HUB Program is available via the agency’s website (txlottery.org), which also provides links to Statewide HUB Program information.

Forums: In accordance with legislative mandates, the TLC participated in conferences, forums and events to provide information regarding the agency’s procurement opportunities. As part of the TLC’s outreach program, staff attended Economic Opportunity Forums (EOFs) sponsored by state agencies and/or other governmental entities. These included forums presented by the Statewide Procurement Division (SPD) of the Comptroller of Public Accounts (CPA). In addition, the TLC participated in a number of forums, conferences and other vendor fairs coordinated by other state agencies and/or small, minority- and woman-owned business organizations. A summary of the agency’s outreach efforts is provided in Appendix C (page 24) of this report.

The TLC conducted its Annual HUB Forum on July 21, 2017, in Austin. The forum drew minority- and woman-owned companies from throughout the state. Texas Lottery Commission presenters provided an overview of the agency’s procurement opportunities and processes, as well as other information to assist HUBs. Roundtable networking sessions provided attendees with the opportunity to meet face-to-face with agency management/staff and representatives from some of the TLC’s largest contractors. Vendors who attend the TLC forum consistently provide positive feedback regarding the meeting format and the opportunity to directly network with agency staff and contractors.

Subcontracting Opportunities: In FY 2017, the TLC continued to identify subcontracting opportunities for minority/HUB vendors and to monitor HUB Subcontracting Plan requirements.

FISCAL YEAR 2017 ACCOMPLISHMENTS

MENTOR-PROTÉGÉ PROGRAM

In accordance with Texas Government Code, Section 2161.065, all state agencies with biennial budgets of more than \$10 million are required to have a Mentor-Protégé Program. The purpose of the Mentor-Protégé Program is to foster long-term relationships between prime contractors and HUBs. The ultimate goal of the program is to provide developmental assistance to HUBs that will potentially increase their ability to contract directly with the state and/or to obtain subcontract opportunities under a state contract. All relationships among mentors, protégés and the program sponsor are voluntary, and participation in the agency's Mentor-Protégé Program is neither a guarantee for a contract opportunity nor a promise of business.

The TLC continued to sponsor two mentor-protégé relationships during FY 2017. The Mentor-Protégé Program is an ongoing initiative, and the TLC will continue its efforts to form additional relationships during FY 2018.

HUB DISCUSSION WORKGROUP

The TLC participates in the HUB Discussion Workgroup, an established group of HUB Coordinators from state agencies and institutions of higher education that meets on a regular basis. The workgroup shares program practices and ideas, supports outreach events, and provides input to the CPA on methods for improving the state's HUB Program.

CONTRACTOR SUPPORT

Contractors are encouraged to include minority businesses and HUBs when purchasing goods and/or services related to the fulfillment of their contracts with the TLC. When the TLC determines that subcontracting is probable for contracts with an expected value of \$100,000 or more, respondents shall submit a completed HUB Subcontracting Plan demonstrating evidence of good faith effort in developing the plan. The state's Centralized Master Bidders List and HUB Directory are key resources for identifying potential HUB subcontractors. Many of the TLC's largest contractors also participated in the TLC's FY 2017 HUB Forum, providing information and networking opportunities to HUBs. Through these efforts, the agency's key contractors who utilized minority and/or HUB subcontractors achieved the following results in FY 2017:

TABLE B

CONTRACTOR NAME	MINORITY/HUB SUBCONTRACTING EXPENDITURES*
LATINWORKS MARKETING, LLC	\$11,002,199
IGT CORPORATION	\$6,736,823
POLLARD BANKNOTE, LTD.	\$2,788,400
SCIENTIFIC GAMES INTERNATIONAL, INC.	\$1,624,124
IGT CORPORATION (FKA GTECH PRINTING CORPORATION)	\$240,296
DK PARTNERS. P.C. (FKA DAVILA, BUSCHHORN & ASSOCIATES, P.C.)	\$196,663
AGENCIES OF CHANGE DBA TECHNOLOGY SPA	\$147,648
ELEPHANT PRODUCTIONS, INC.	\$61,959
KEYSTONE US MANAGEMENT, INC. (TYCO INTEGRATED SECURITY, LLC) - SECURITY MANAGEMENT SYSTEM AND MONITORING SERVICES	\$27,682

*Amounts have been rounded to the nearest dollar.

FISCAL YEAR 2017 ACCOMPLISHMENTS

RANK AMONG LARGEST-SPENDING AGENCIES

The Texas Lottery Commission ranked 18th in terms of overall expenditures captured by the CPA's *Fiscal Year 2017 Annual Historically Underutilized Business (HUB) Report*. Of the 18 largest-spending agencies, the TLC ranked 9th by overall HUB percentage (see Table C).

TABLE C
ANNUAL FISCAL YEAR 2017 HUB REPORT

EIGHTEEN LARGEST-SPENDING AGENCIES RANKED BY OVERALL HUB PERCENTAGE

RANK	AGENCY NAME	TOTAL EXPENDITURES	HUB EXPENDITURES	HUB PERCENTAGE
1	TEXAS A&M UNIVERSITY SYSTEM	\$511,161,943.19	\$112,439,660.74	22.00%
2	UNIVERSITY OF TEXAS SYSTEM	\$775,449,314.78	\$168,038,415.08	21.67%
3	HEALTH AND HUMAN SERVICES COMMISSION	\$1,014,268,116.58	\$198,363,362.13	19.56%
4	UNIVERSITY OF TEXAS AT AUSTIN	\$381,467,818.68	\$71,987,498.84	18.87%
5	TEXAS TECH UNIVERSITY	\$213,178,433.26	\$37,149,272.57	17.43%
6	TEXAS A&M UNIVERSITY (MAIN UNIVERSITY)	\$375,067,755.72	\$64,476,450.11	17.19%
7	TEXAS DEPARTMENT OF CRIMINAL JUSTICE	\$269,216,999.41	\$39,313,456.00	14.60%
8	UNIVERSITY OF HOUSTON	\$267,923,018.35	\$38,269,344.23	14.28%
9	TEXAS LOTTERY COMMISSION	\$185,114,177.07	\$26,301,161.19	14.21%
10	DEPARTMENT OF PUBLIC SAFETY	\$224,305,874.72	\$31,699,837.06	14.12%
11	DEPARTMENT OF STATE HEALTH SERVICES	\$384,026,122.36	\$44,405,133.56	11.56%
12	UNIVERSITY OF TEXAS HEALTH SCIENCE CENTER - HOUSTON	\$349,102,235.10	\$38,219,303.83	10.95%
13	TEXAS DEPARTMENT OF TRANSPORTATION	\$8,143,574,231.25	\$697,031,432.05	8.56%
14	UNIVERSITY OF TEXAS SOUTHWESTERN MEDICAL CENTER	\$844,974,942.59	\$71,753,337.57	8.49%
15	GENERAL LAND OFFICE	\$293,925,603.47	\$22,737,299.80	7.74%
16	TEXAS EDUCATION AGENCY	\$185,711,390.67	\$12,828,207.71	6.91%
17	UNIVERSITY OF TEXAS MEDICAL BRANCH AT GALVESTON	\$501,756,874.78	\$30,322,104.04	6.04%
18	UNIVERSITY OF TEXAS M.D.ANDERSON CANCER CENTER	\$1,398,550,931.22	\$44,803,828.20	3.20%

Note: The largest-spending agencies are determined by total expenditures made for object codes which are reportable in the CPA's *Fiscal Year 2017 Annual Historically Underutilized Business (HUB) Report*. The state does not have an overall HUB goal, but utilizes six procurement category goals, in accordance with the State Disparity Study. These figures are unaudited and have been rounded to the nearest dollar.

MINORITY RETAILERS

The Texas Lottery Commission's minority retailer base consistently exceeds its statutory goal of 20 percent. In FY 2017, the agency's minority retailers numbered 7,849, which represented 43.98 percent of the Texas Lottery's total retailer base (see Figure 4 and Appendix B). The agency has maintained a minority retailer percentage of more than 40 percent for the past 11 years.

FISCAL YEAR 2018 RECOMMENDED IMPROVEMENTS

- Develop a Frequently Asked Question (FAQ) page regarding the HSP process.
- Work with TLC technical staff to improve internal HUB reporting capabilities.
- Track expenditures made to graduated HUBs.
- Attend at least one outreach event that includes the veteran population.
- Continue providing bid opportunities at the “Doing Business Texas Style” Spot Bid Fair.
- Include TLC Purchasing staff in additional HUB outreach events.
- Maintain active participation in the HUB Discussion Workgroup.



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DEFINITIONS

MINORITY BUSINESS: As defined in Texas Government Code §466.107 (b), “Minority Business” means a business entity at least 51 percent of which is owned by minority group members or, in the case of a corporation, at least 51 percent of the shares are owned by minority group members, and that:

- 1) is managed and, in daily operations, is controlled by minority group members; and
- 2) is a domestic business entity with a home or branch office located in this state and is not a branch or subsidiary of a foreign corporation, firm or other business entity.

“MINORITY GROUP MEMBERS” include African Americans, American Indians, Asian Americans, and Mexican Americans and other Americans of Hispanic origin.

HISTORICALLY UNDERUTILIZED BUSINESS (HUB): As defined in Texas Government Code, §2161.001 subdivisions (2) and (3), “historically underutilized business” means an entity with its principal place of business in the state of Texas that is:

- 1) a corporation formed for the purpose of making a profit in which 51 percent or more of all classes of the shares of stock or other equitable securities are owned by one or more economically disadvantaged persons who have a proportionate interest and actively participate in the corporation’s control, operation and management;
- 2) a sole proprietorship created for the purpose of making a profit that is completely owned, operated, and controlled by an economically disadvantaged person;
- 3) a partnership formed for the purpose of making a profit in which 51 percent or more of the assets and interest in the partnership are owned by one or more economically disadvantaged persons who have a proportionate interest and actively participate in the control, operation and management;
- 4) a joint venture in which each entity in the venture is a historically underutilized business, as determined under another paragraph of this subdivision; or
- 5) a supplier contract between a historically underutilized business determined under another paragraph of this subdivision and a prime contractor under which the historically underutilized business is directly involved in the manufacture or distribution of the goods or otherwise warehouses and ships the goods.

“ECONOMICALLY DISADVANTAGED” PERSON means a person who is economically disadvantaged because of the person’s identification as a member of a certain group, including Black Americans, Hispanic Americans, women, Asian Pacific Americans, Native Americans, and veterans as defined by 38 U.S.C. Section 101(2) who have suffered at least a 20 percent service-connected disability as defined by 38 U.S.C. Section 101(16), and who has suffered the effects of discriminatory practices or other similar insidious circumstances over which the person has no control.

DEFINITIONS

COMMISSION: As defined in Texas Government Code, §466.002(1), “Commission” means the Texas Lottery Commission.

HUB SUBCONTRACTING PLAN: As defined by Texas Administrative Code Title 34, Part 1, Chapter 20, Subchapter D, Division 1, Rule §20.282, a HUB subcontracting plan is “written documentation regarding the use of subcontractors, which is required to be submitted with all responses to state agency contracts with an expected value of \$100,000 or more where subcontracting opportunities have been determined by the state agency to be probable. The HUB subcontracting plan subsequently becomes a provision of the awarded contract, and shall be monitored for compliance by the state agency during the term of the contract.”

LOTTERY: As defined in Texas Government Code, §466.002(5), “lottery” means the procedures operated by the state under this chapter through which prizes are awarded or distributed by chance among persons who have paid, or unconditionally agreed to pay, for a chance or other opportunity to receive a prize.

SALES AGENT OR SALES AGENCY: As defined in Texas Government Code §466.002(9), “sales agent” or “sales agency” means a person licensed under this chapter to sell tickets. Throughout this report, sales agents are referred to as “retailers.”

SUBCONTRACTOR: As defined in Texas Government Code §2251.001, “subcontractor” means a person who contracts with a vendor to work or contribute toward completing work for a governmental entity.

LOTTERY OPERATOR: As defined in §466.002(7), “lottery operator” means a person selected under §466.014(b) to operate a lottery.

VENDOR: As defined in Texas Government Code §2251.001, “vendor” means a person who supplies goods or a service to a governmental entity or another person directed by the entity.



APPENDIX B

MINORITY RETAILERS BY COUNTY

COUNTY	TOTAL RETAILERS	MINORITY RETAILERS	PERCENTAGE
ANDERSON	44	13	30%
ANDREWS	9	0	0%
ANGELINA	65	32	49%
ARANSAS	21	6	29%
ARCHER	10	0	0%
ARMSTRONG	3	0	0%
ATASCOSA	40	18	45%
AUSTIN	37	26	70%
BAILEY	7	0	0%
BANDERA	12	3	25%
BASTROP	69	29	42%
BAYLOR	6	0	0%
BEE	21	7	33%
BELL	215	74	34%
BEXAR	998	462	46%
BLANCO	14	8	57%
BORDEN	0	0	0%
BOSQUE	28	11	39%
BOWIE	54	11	20%
BRAZORIA	191	128	67%
BRAZOS	126	84	67%
BREWSTER	10	1	10%
BRISCOE	2	0	0%
BROOKS	6	2	33%
BROWN	32	2	6%
BURLESON	26	14	54%
BURNET	34	16	47%
CALDWELL	30	10	33%
CALHOUN	19	8	42%
CALLAHAN	13	1	8%
CAMERON	182	49	27%
CAMP	12	3	25%
CARSON	6	0	0%
CASS	26	4	15%
CASTRO	7	0	0%
CHAMBERS	55	34	62%
CHEROKEE	40	18	45%
CHILDRESS	8	0	0%
CLAY	5	2	40%
COCHRAN	5	1	20%
COKE	4	2	50%
COLEMAN	10	1	10%
COLLIN	354	135	38%

APPENDIX B

MINORITY RETAILERS BY COUNTY

COUNTY	TOTAL RETAILERS	MINORITY RETAILERS	PERCENTAGE
COLLINGSWORTH	2	0	0%
COLORADO	35	20	57%
COMAL	74	9	12%
COMANCHE	15	2	13%
CONCHO	6	0	0%
COOKE	40	8	20%
CORYELL	36	10	28%
COTTLE	2	0	0%
CRANE	5	1	20%
CROCKETT	8	3	38%
CROSBY	9	1	11%
CULBERSON	7	2	29%
DALLAM	11	0	0%
DALLAS	1674	834	50%
DAWSON	8	1	13%
DEAF SMITH	14	0	0%
DELTA	3	1	33%
DENTON	323	125	39%
DE WITT	15	3	20%
DICKENS	2	0	0%
DIMMIT	16	9	56%
DONLEY	6	1	17%
DUVAL	12	4	33%
EASTLAND	27	2	7%
ECTOR	100	17	17%
EDWARDS	3	1	33%
ELLIS	98	25	26%
EL PASO	366	94	26%
ERATH	29	8	28%
FALLS	16	7	44%
FANNIN	26	11	42%
FAYETTE	27	8	30%
FISHER	4	0	0%
FLOYD	6	0	0%
FOARD	2	0	0%
FORT BEND	305	189	62%
FRANKLIN	7	1	14%
FREESTONE	22	7	32%
FRIO	19	6	32%
GAINES	11	0	0%
GALVESTON	281	194	69%
GARZA	4	0	0%
GILLESPIE	12	0	0%

APPENDIX B

MINORITY RETAILERS BY COUNTY

COUNTY	TOTAL RETAILERS	MINORITY RETAILERS	PERCENTAGE
GLASSCOCK	1	0	0%
GOLIAD	4	0	0%
GONZALES	19	7	37%
GRAY	21	2	10%
GRAYSON	112	39	35%
GREGG	131	43	33%
GRIMES	31	20	65%
GUADALUPE	77	20	26%
HALE	23	2	9%
HALL	6	0	0%
HAMILTON	11	2	18%
HANSFORD	4	0	0%
HARDEMAN	5	0	0%
HARDIN	50	6	12%
HARRIS	3398	2423	71%
HARRISON	48	18	38%
HARTLEY	0	0	0%
HASKELL	6	0	0%
HAYS	94	28	30%
HEMPHILL	5	0	0%
HENDERSON	69	29	42%
HIDALGO	369	159	43%
HILL	44	10	23%
HOCKLEY	15	1	7%
HOOD	47	8	17%
HOPKINS	28	11	39%
HOUSTON	30	17	57%
HOWARD	27	2	7%
HUDSPETH	4	1	25%
HUNT	71	30	42%
HUTCHINSON	16	1	6%
IRION	4	1	25%
JACK	11	1	9%
JACKSON	19	8	42%
JASPER	38	2	5%
JEFF DAVIS	2	0	0%
JEFFERSON	271	68	25%
JIM HOGG	5	2	40%
JIM WELLS	37	19	51%
JOHNSON	107	28	26%
JONES	11	1	9%
KARNES	16	3	19%
KAUFMAN	88	29	33%

APPENDIX B

MINORITY RETAILERS BY COUNTY

COUNTY	TOTAL RETAILERS	MINORITY RETAILERS	PERCENTAGE
KENDALL	25	9	36%
KENEDY	0	0	0%
KENT	0	0	0%
KERR	36	1	3%
KIMBLE	12	1	8%
KING	0	0	0%
KINNEY	4	0	0%
KLEBERG	28	13	46%
KNOX	4	0	0%
LAMAR	42	9	21%
LAMB	14	0	0%
LAMPASAS	15	3	20%
LA SALLE	11	2	18%
LAVACA	21	5	24%
LEE	24	8	33%
LEON	27	11	41%
LIBERTY	78	47	60%
LIMESTONE	24	14	58%
LIPSCOMB	3	0	0%
LIVE OAK	18	2	11%
LLANO	21	3	14%
LOVING	0	0	0%
LUBBOCK	163	38	23%
LYNN	3	0	0%
MADISON	14	9	64%
MARION	13	3	23%
MARTIN	1	0	0%
MASON	5	1	20%
MATAGORDA	41	27	66%
MAVERICK	29	14	48%
MCCULLOCH	8	2	25%
MCLENNAN	193	85	44%
MCMULLEN	4	0	0%
MEDINA	33	8	24%
MENARD	3	0	0%
MIDLAND	81	3	4%
MILAM	25	4	16%
MILLS	4	0	0%
MITCHELL	7	0	0%
MONTAGUE	23	7	30%
MONTGOMERY	348	211	61%
MOORE	24	6	25%
MORRIS	11	5	45%

APPENDIX B

MINORITY RETAILERS BY COUNTY

COUNTY	TOTAL RETAILERS	MINORITY RETAILERS	PERCENTAGE
MOTLEY	3	0	0%
NACOGDOCHES	55	24	44%
NAVARRO	48	21	44%
NEWTON	14	2	14%
NOLAN	21	2	10%
NUECES	232	74	32%
OCHILTREE	9	0	0%
OLDHAM	2	0	0%
ORANGE	96	13	14%
PALO PINTO	41	4	10%
PANOLA	16	3	19%
PARKER	60	21	35%
PARMER	8	0	0%
PECOS	19	3	16%
POLK	42	28	67%
POTTER	107	40	37%
PRESIDIO	6	1	17%
RAINS	11	4	36%
RANDALL	56	9	16%
REAGAN	4	0	0%
REAL	6	1	17%
RED RIVER	12	5	42%
REEVES	13	1	8%
REFUGIO	12	4	33%
ROBERTS	2	0	0%
ROBERTSON	21	8	38%
ROCKWALL	38	10	26%
RUNNELS	14	0	0%
RUSK	31	8	26%
SABINE	13	1	8%
SAN AUGUSTINE	13	3	23%
SAN JACINTO	18	15	83%
SAN PATRICIO	61	22	36%
SAN SABA	7	1	14%
SCHLEICHER	4	0	0%
SCURRY	15	0	0%
SHACKELFORD	5	0	0%
SHELBY	23	6	26%
SHERMAN	3	0	0%
SMITH	151	83	55%
SOMERVELL	11	0	0%
STARR	43	27	63%
STEPHENS	11	5	45%

APPENDIX B

MINORITY RETAILERS BY COUNTY

COUNTY	TOTAL RETAILERS	MINORITY RETAILERS	PERCENTAGE
STERLING	2	0	0%
STONEWALL	1	0	0%
SUTTON	9	0	0%
SWISHER	6	0	0%
TARRANT	1219	449	37%
TAYLOR	106	6	6%
TERRELL	3	0	0%
TERRY	9	0	0%
THROCKMORTON	2	0	0%
TITUS	28	8	29%
TOM GREEN	69	4	6%
TRAVIS	638	167	26%
TRINITY	18	7	39%
TYLER	17	0	0%
UPSHUR	27	9	33%
UPTON	6	1	17%
UVALDE	28	5	18%
VAL VERDE	21	5	24%
VAN ZANDT	41	13	32%
VICTORIA	65	20	31%
WALKER	54	35	65%
WALLER	36	25	69%
WARD	14	1	7%
WASHINGTON	31	10	32%
WEBB	115	44	38%
WHARTON	48	29	60%
WHEELER	8	0	0%
WICHITA	106	36	34%
WILBARGER	12	3	25%
WILLACY	13	6	46%
WILLIAMSON	206	56	27%
WILSON	28	8	29%
WINKLER	7	0	0%
WISE	44	16	36%
WOOD	26	8	31%
YOAKUM	8	0	0%
YOUNG	17	3	18%
ZAPATA	12	8	67%
ZAVALA	12	7	58%
TOTAL	17,848	7,849	43.98%

APPENDIX C

FISCAL YEAR 2017 HUB, MINORITY AND SMALL BUSINESS OUTREACH EVENTS

I. STATE ECONOMIC OPPORTUNITY FORUMS	LOCATION
2017 MARKETING FOR SUCCESS HUB VENDOR FAIR	AUSTIN
2017 PROCUREMENT CONNECTION SEMINAR AND EXPO	BEAUMONT
"DOING BUSINESS TEXAS STYLE" AT ACCESS 2017	IRVING
TRS 16 TH ANNUAL PURCHASING & HUB CONNECTION NETWORKING FORUM	AUSTIN
II. TEXAS LOTTERY COMMISSION FORUMS	
TEXAS LOTTERY COMMISSION ANNUAL HUB FORUM	AUSTIN
III. VENDOR FAIRS, CONFERENCES & PROCUREMENT EVENTS	
42 ND ANNUAL TEXAS ASSOCIATION OF MEXICAN AMERICAN CHAMBERS OF COMMERCE CONVENTION AND BUSINESS EXPO	IRVING
BEXAR COUNTY 16 TH ANNUAL SMALL, MINORITY, WOMAN AND VETERAN BUSINESS OWNER'S CONFERENCE	SAN ANTONIO
HOUSTON MINORITY BUSINESS SUPPLIER DEVELOPMENT COUNCIL EXPO	HOUSTON
TEXAS ASSOCIATION OF AFRICAN AMERICAN CHAMBERS OF COMMERCE	AUSTIN

APPENDIX D

FISCAL YEAR 2017 WORKFORCE DIVERSITY HUMAN RESOURCES STATEMENT

The Commission strives to ensure that its employee population reflects the ethnic and gender composition of the state of Texas. A workforce comprising **over 59 percent** women and **45 percent** minorities is the result of our positive approach to equal opportunity practices (see table below).

The Commission takes great pride in its workforce diversity. Efforts to maintain and enhance this diversity are apparent in the open and fair availability of employment opportunities to all members of the public, as well as to Commission employees. Commission staff is expected to treat others with respect, regardless of individual differences and lifestyle choices. The Commission recognizes that maintaining a diverse workforce plays a role in reaching our goal of increased minority participation. This recognition of the value of employee uniqueness is an important factor in the Commission's overall effectiveness.

Programs and policies that aid in accomplishing the goal of workforce diversity include:

- Encouraging a TEAM Approach
- Emphasizing employment recruiting and retention
- Monitoring workforce demographics
- Defining management roles and responsibilities
- Equal Employment Opportunity (EEO) training for management

TEXAS LOTTERY COMMISSION WORKFORCE

TEXAS LOTTERY EMPLOYEES BY ETHNICITY
FISCAL YEAR 2017

ETHNICITY	NUMBER OF EMPLOYEES	% OF AGENCY EMPLOYEES
AFRICAN AMERICAN	38	12.10%
HISPANIC AMERICAN	94	29.94%
ASIAN AMERICAN	8	2.54%
NATIVE AMERICAN	4	1.27%
TOTAL MINORITIES	144	45.85%
CAUCASIAN	170	54.15%
TOTAL EMPLOYEES	314	100%

TEXAS LOTTERY EMPLOYEES BY GENDER
FISCAL YEAR 2017

ETHNICITY	NUMBER OF MALES	% OF AGENCY EMPLOYEES
AFRICAN AMERICAN	13	4.14%
HISPANIC AMERICAN	31	9.87%
ASIAN AMERICAN	4	1.27%
NATIVE AMERICAN	4	1.27%
CAUCASIAN	75	23.89%
TOTAL MALES	127	40.44%
ETHNICITY	NUMBER OF FEMALES	% OF AGENCY EMPLOYEES
AFRICAN AMERICAN	25	7.96%
HISPANIC AMERICAN	63	20.07%
ASIAN AMERICAN	4	1.27%
NATIVE AMERICAN	0	0.00%
CAUCASIAN	95	30.26%
TOTAL FEMALES	187	59.56%
TOTAL AGENCY EMPLOYEES	314	100%

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APPENDIX E

SAMPLE ADVERTISEMENTS IN MINORITY NEWSPAPERS

SAMPLE ADVERTISEMENTS IN MINORITY NEWSPAPERS

HUB CERTIFICATION

IT'S A WINNING IDEA!

The Texas Lottery Commission is committed to including Historically Underutilized Businesses (HUBs) in its procurement opportunities. Your minority or woman-owned company may qualify to be certified as a Historically Underutilized Business (HUB) with the State of Texas.

For information about state certification and Texas Lottery opportunities, contact our HUB Coordinator, **Eric Williams** at (512) 344-5241 or eric.williams@lottery.state.tx.us

To learn more about the State of Texas HUB Program, visit the Texas Procurement and Support Services web page at: <http://www.window.state.tx.us/procurement/prog/hub/>



**SUPPORTING
TEXAS EDUCATION
AND VETERANS**

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SAMPLE ADVERTISEMENTS IN MINORITY NEWSPAPERS

DON'T MISS OUT!

The Texas Lottery Commission Invites You to Attend:
“Doing Business Texas Style” Spot Bid Fair
In conjunction with: DFW Minority Supplier Development Council’s ACCESS 2017

Location:

Irving Convention Center at Las Colinas | 500 West Las Colinas Blvd. | Irving, TX

Monday, May 8, 2017 | 1:30 pm - 5:00 pm

Tuesday, May 9, 2017 | 9:15 am - 11:30 am & 1:30 pm - 3:00 pm

The Spot Bid Fair is FREE of charge!

Small, minority-owned, and Historically Underutilized Businesses (HUBs) will have a unique opportunity to compete for bid awards and network with state agencies and institutions of higher education. Bids must be submitted to agency staff on-site.

Bid opportunities available for view and download at:

<https://data.texas.gov/Business-and-Economy/Bid-Book-Spreadsheet-2017/qwhy-c2kk/data>

For more information contact:

HUB@austin.utexas.edu



SUPPORTING
TEXAS EDUCATION
AND VETERANS

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LA CERTIFICACIÓN HUB

¡ES UNA IDEA GANADORA!

La Comisión de la Lotería de Texas está comprometida a incluir a las Empresas Históricamente Subutilizadas (HUB) en las oportunidades de adquisición. Las compañías de dueños minoritarios o mujeres podrán calificar para ser certificadas como las Empresas Históricamente Subutilizadas (HUB) por el Estado de Texas.

Para más información acerca de la certificación del estado y las oportunidades de la Lotería de Texas, contacte a **Eric Williams** at (512) 344-5241 or eric.williams@lottery.state.tx.us

Para saber más acerca del programa HUB del Estado de Texas, visite la página web de información y soporte de los servicios de adquisiciones: <http://www.window.state.tx.us/procurement/prog/hub/>



APOYAMOS
LA EDUCACIÓN
Y A LOS VETERANOS
EN TEXAS

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SAMPLE ADVERTISEMENTS IN MINORITY NEWSPAPERS

¡NO TE LO PIERDAS!

La Comisión de la Lotería de Texas te invita a asistir a la
Feria de Licitaciones para “Hacer Negocios al Estilo Texano”
En conjunto con: ACCESS 2017 del DFW Minority Supplier Development Council

Lugar:

Irving Convention Center en Las Colinas | 500 West Las Colinas Blvd. | Irving, TX

Lunes, 8 de mayo de 2017 | 1:30 pm - 5:00 pm

Martes, 9 de mayo de 2017 | 9:15 am - 11:30 am y 1:30 pm - 3:00 pm

¡La Feria de Licitaciones es GRATUITA!

Las Empresas Pequeñas, propiedad de minorías e Históricamente Subutilizadas (HUBs, por sus siglas en inglés) tendrán la oportunidad de concursar por proyectos y de hacer valiosos contactos con instituciones de educación superior y agencias estatales. Las propuestas deberán entregarse al personal de la agencia presente en el evento.

Puedes ver y bajar las oportunidades de propuestas disponibles en:

<https://data.texas.gov/Business-and-Economy/Bid-Book-Spreadsheet-2017/qwhy-c2kk/data>

Para más información contacta:

HUB@austin.utexas.edu



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EN TEXAS

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HUB 认证

这是一个必赢的好主意!

德州乐透委员会在其进行采购时, 致力为“历史上未充分利用的企业”(HUB)提供机会。
如果您的公司是由少数族裔或女性所拥有, 可能有资格获得德州认证为“历史上未充分利用的企业”(HUB)。

查询州认证及德州乐透委员会的机会, 请联络HUB协调员
Eric Williams at (512) 344-5241 或 eric.williams@lottery.state.tx.us

查询德州HUB计划的信息, 请访问德州采购及支援服务网页:
<http://www.window.state.tx.us/procurement/prog/hub/>



德州乐透彩券支助德
州教育及退伍军人

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SAMPLE ADVERTISEMENTS IN MINORITY NEWSPAPERS

良机勿失!

德州乐透委员会邀请您参加:
“德州式营商”现场暗标交易会
联办单位: DFW少数民族商供应商发展委员会 ACCESS 2017

地点:
Irving Convention Center at Las Colinas | 500 West Las Colinas Blvd. | Irving, TX

2017年5月8日(星期一) 下午1:30-5:00
2017年5月9日(星期二) 上午9:15-11:30 及下午 1:30-3:00

免费参加现场暗标交易会!

小型、少数族裔拥有及在历史上未被充分利用的企业(HUB)可借此难得的机会竞投各项目, 并与州及高等教育机构建立联系。暗标必须交给在现场的机构工作人员。

查看及下载投标项目请访问:
<https://data.texas.gov/Business-and-Economy/Bid-Book-Spreadsheet-2017/qwhy-c2kk/data>

详情请联络:
HUB@austin.utexas.edu



支持德州教育
及退伍军人

HUB 認證

這是一個必贏的好主意!

德州樂透委員會在其進行採購時, 致力為「歷史上未充分利用的企業」(HUB)提供機會。
如果您的公司是由少數族裔或女性所擁有, 可能有資格獲得德州認證為「歷史上未充分利用的企業」(HUB)。

查詢州認證或德州樂透委員會的機會, 請聯絡HUB協調員
Eric Williams at (512) 344-5241 或 eric.williams@lottery.state.tx.us

查詢德州HUB計劃資訊, 請訪問德州採購及支援服務網頁:
<http://www.window.state.tx.us/procurement/prog/hub/>



德州樂透彩券支助德
州教育及退伍軍人



2017

TEXAS LOTTERY COMMISSION

P.O. BOX 16630
AUSTIN, TEXAS 78761-6630
PHONE 512.344.5000
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TXLOTTERY.ORG
TXBINGO.ORG



AN AGENCY OF THE
STATE OF TEXAS