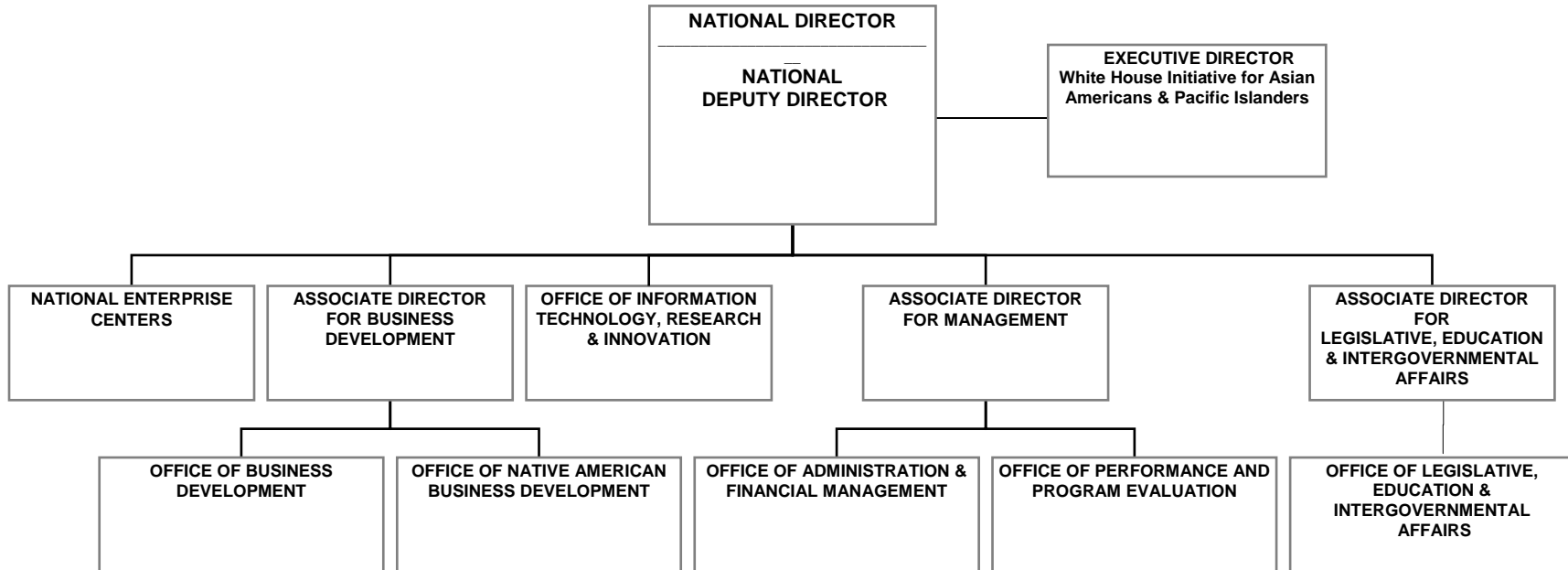


DEPARTMENT OF COMMERCE
 MINORITY BUSINESS DEVELOPMENT AGENCY
 Budget Estimates, Fiscal Year 2009
 Congressional Submission

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DEPARTMENT OF COMMERCE
MINORITY BUSINESS DEVELOPMENT AGENCY
Organization Chart



**Department of Commerce
Minority Business Development Agency
Executive Summary**

Department of Commerce Strategic Goal:	Maximize U.S. competitiveness and enable economic growth for American industries, workers, and consumers
Department of Commerce Objective:	Foster domestic economic development as well as export opportunities
Minority Business Development Agency Goal:	To increase access to the marketplace and financing for minority-owned businesses.

The Minority Business Development Agency (MBDA) serves as the only Federal agency dedicated to the establishment, growth and competitiveness of minority business enterprise. MBDA’s vision is to be an entrepreneurially focused and innovative organization, committed to empowering minority business enterprises in the promotion of an ownership society. In short, MBDA is an entrepreneurial agency serving minority entrepreneurs.

MBDA’s primary objective is achieving entrepreneurial parity for minority business enterprises. Entrepreneurial parity is defined as reaching proportionality between the minority population percentage and the percentage share of business development measures such as numbers of firms, gross receipts and employment. Recent research shows that business participation rates (the number of business owners in a particular ethnic group for every 1,000 persons of the same ethnic group) for each minority group falls below both the non-minority business participation rate and the national average. Minority businesses are significantly smaller, with less employees and revenues, than comparable majority-owned businesses. In reaching parity between these business communities, access to financing, education, and technology are the “keys to entrepreneurial success,” according to findings from the Economics and Statistics Administration by Dr. Patricia Buckley.

Although businesses with revenues of \$1 million or more constitute just 3% of the overall minority business community, these businesses are responsible for 66% of the total revenues of minority-owned enterprises and 54.4% of employment. In order to promote overall U.S. economic growth, it is critical to promote medium to large business enterprises that can have a significant impact

on employment and the tax base in their communities. Increasing the number of medium and large minority businesses is in the strategic interest of achieving MBDA's vision of entrepreneurial parity for the minority business community.

In pursuit of entrepreneurial parity, MBDA has engaged in a Strategic Growth policy. The Strategic Growth policy is designed to address the issue of sustainable business value for firms of size operating in high-growth industries. MBDA activities are now focused on providing access to capital and markets for these firms.

MBDA's FY 2009 budget will continue to pursue increased opportunities for the strategic growth of minority business enterprises, economic parity, new jobs, and wealth creation within the minority business community. MBDA will continue its market segmented approach to provide high quality, customer-focused business development services. Electronic commerce and a willingness to engage in strategic alliances and joint ventures will continue to be promoted by MBDA in the minority business community. With all these activities, MBDA has designed a comprehensive and stratified approach to minority business development services.

MBDA's programs have proven that they provide an impact on the U.S. economy. Even so, MBDA recognizes the current budget environment and the need to prioritize limited resources. With that in mind, the FY 2009 budget seeks to provide the highest level of service to the minority business community while supporting the President's overall fiscal goals. MBDA has realigned its organization and programs, and streamlined operating costs to ensure that the agency is operating as efficiently as possible.

The President's Management Agenda is a model for MBDA's organizational structure that continues to provide a high quality delivery system of services. In addition, through MBDA's continued strategic partnership with Dartmouth's Amos Tuck School of Business, the agency has established a standardized training curriculum for our funded projects and business development specialists that will continue to provide a network of highly skilled business professionals to assist our customers.

In 2009, MBDA will continue its training and development efforts with senior managers and staff. The agency will continue to focus on customer relations management (CRM) and support the President's Management Agenda for government agencies to be more citizen-centered. As an entrepreneurially focused agency, CRM is the obvious next step in cultural change for a Federal agency dealing with business development.

FY 2009 Annual Performance Plan
The Minority Business Development Agency (MBDA)

Section 1. Table of Contents

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Section 2. Mission, Goals, and Objectives

Mission: To enhance the growth and expansion of minority business enterprises

Corresponding DOC Strategic Goal: Strategic Goal 1: Maximize U.S. competitiveness and enable economic growth for American industries, workers, and consumers.

Performance Goal/Outcome: To increase access to the marketplace and financing for minority-owned businesses.

Internal Goals:

1. Improve organizational efficiency, effectiveness and responsiveness
2. Improve opportunities (contracts/procurements) for minority-owned business to have access to the marketplace
3. Improve access to capital opportunities awarded to MBEs
4. Become a Knowledge Center for MBEs in the Public and Private Sector

Objectives:

1. Maintain Agency Performance Levels for Access to Capital and Contract Awards
2. Continue to improve Customer Relations Management Activities
3. Continue assistance to the Gulf Coast Recovery Efforts
4. Reengineer Agency Programs, Grants and Project management work processes
5. Expand Portal Information Dissemination and Knowledge management initiatives

Rationale:

MBDA fully supports the efforts of the Department of Commerce to ensure the full participation of minority business enterprises (MBEs) competing in the U.S. and global marketplace. MBDA works to remove barriers to entry and open doors to economic opportunity. Given the context of the Census Bureau's "2002 Survey of Business Owners," MBEs continue to grow at significant rates. Likewise, the MBDA Strategic Growth Initiative (SGI) has made progress, providing performance dividends for minority business. Many high growth minority firms are now successfully competing for larger prime contract and financial awards, and will continue to have an impact on the creation of new jobs and increased wealth within the minority community. The MBDA funded network of Business Enterprise Centers provides management and technical assistance and offers business services to grow and expand local minority firms. MBDA has aligned staff performance metrics with agency goals. Our objective is to ensure the successful execution of all tasks and assignments in accord with established goals and priorities.

Section 3. PART Summary

MBDA has undergone a PART re-evaluation in FY 2007. The latest PART rating of "Adequate" shows that MBDA has demonstrated that its programs are significantly improved since the last PART evaluation that resulted in a finding of "Results Not Demonstrated." MBDA's efforts since the FY 2002 PART evaluation have been fully documented and reviewed with OMB. MBDA has demonstrated that its programs have a clear purpose, the agency engages in strategic planning, has strong program management, and that results with accountability have been demonstrated. OMB has made three recommendations related to performance measures and MBDA will begin addressing those in the coming fiscal year.

Program: MBDA	Year	Score	2007 Funding	2008 Funding	2009 Funding Request
	2007	Adequate	\$28.6M	\$28.6M	\$29M
Open recommendations: 1. Explore the feasibility of developing additional long term-measures, possibly on survival rate of MBDA-assisted small businesses. 2. Seek additional efficiencies to reduce the cost per client assisted. 3. Explore the feasibility of contracting with an independent organization to conduct an evaluation on the long-term impacts MBDA's assistance has on minority businesses.					

Section 4. Priorities/ Management Challenges

The Agency has updated its Strategic Plan through 2010 and identified future priorities and activities necessary to achieve positive results. These include maintaining performance levels; improving Customer Relations Management; accelerating the SGI Initiative; conducting new Business to Business (B2B) forums; continuing to provide assistance to the Gulf Coast; and expanding Knowledge Management Initiatives. Other on-going activities include re-aligning project award dates; training for staff and projects; and revising policy orders and standard operations.

Section 5. Targets and Performance Summary / FY 2009 Target Description / Measure Descriptions

Performance Goal/Outcome: To increase access to the marketplace and financing for minority-owned businesses.						
Measure 1a. Dollar value of contract awards to Minority Business Enterprises (MBEs)	FY 2004 Actual	FY 2005 Actual	FY 2006 Actual	FY 2007 Actual	FY 2008 Target	FY 2009 Target
	\$1.0B	\$1.1B	\$1.2B	\$1.2B	\$0.9B	\$0.9B
Description: MBDA accomplishes its performance goal through the implementation of several business development programs. The success of these programs is measured by the dollar value of contract awards obtained by minority business enterprises (MBEs) and facilitated by MBDA's grantees and staff. The certainty that MBEs will realize the proceeds associated with these awards varies from contract to contract. Multiple year contracts with option years are less certain as the options may or may not be exercised. MBDA includes the full potential value of multiple year contract awards obtained in its annual reporting for this performance measure, and discloses the dollar value of option years in a footnote. For indefinite-delivery contracts, only actual dollar values realized or guaranteed are included in the annual reporting of this outcome performance measure.						
Comments on Changes to Targets: Based on the FY 2009 budget request, MBDA plans to maintain current performance levels by monitoring efficiency measures and utilizing the Internet Portal tools to support funded projects. MBDA plans to continue to fund between 40-50 projects annually in future years.						

Performance Goal/Outcome: To increase access to the marketplace and financing for minority-owned businesses.						
Measure 1b. Dollar value of financial awards obtained	FY 2004 Actual	FY 2005 Actual	FY 2006 Actual	FY 2007 Actual	FY 2008 Target	FY 2009 Target
		\$0.6B	\$0.5B	\$0.4 B	\$0.6 B	\$0.5 B
Description: MBDA works to obtain financial awards (loans, bonds, lines of credit, letters of credit, equity, etc) for minority clients. Using the funded network, strategic partners, agency staff and the Internet Portal, assistance is provided to package successful financial packages. These awards allow minority firms to expand and grow to provide products and services and hire new employees.						
Comments on Changes to Targets: Based on the FY 2009 budget request, MBDA plans to maintain current performance levels by monitoring efficiency measures and utilizing the electronic Portal tools to support funded projects. MBDA plans to continue to fund between 40-50 projects annually in future years.						

Performance Goal/Outcome: To increase access to the marketplace and financing for minority-owned businesses.						
Measure 1c. Number of new job opportunities created	FY 2004 Actual	FY 2005 Actual	FY 2006 Actual	FY 2007 Actual	FY 2008 Target	FY 2009 Target
		New	2,270	4,254	3,506	3,000
Description: By assisting minority firms to compete in the marketplace for contracts and financial awards, MBDA is increasing the growth in the number of new employees within minority businesses. This demonstrates MBDA's long-term goal for economic parity and its contribution to the Nation's economy.						
Comments on Changes to Targets: Based on actuals, MBDA has adjusted its target for this outcome measure in FY 2008 and FY 2009. Prior year actuals have been updated from previous DOC Performance and Accountability Reports.						

Performance Goal/Outcome: To increase access to the marketplace and financing for minority-owned businesses.						
Measure 1d. Percent increase in Client Gross receipts	FY 2004 Actual	FY 2005 Actual	FY 2006 Actual	FY 2007 Actual	FY 2008 Target	FY 2009 Target
		New	15%	6%	5%	6%
Description: Profiles of assisted clients help determine the average client receipts for the year. Through its Strategic Growth Initiative, MBDA seeks to grow and expand minority firms. MBDA measures the increases in gross receipts to determine the growth in assisted firms.						
Comments on Changes to Targets: Based on the FY 2009 budget request, MBDA plans to maintain current performance levels by monitoring efficiency measures and utilizing the electronic Portal tools to support funded projects. MBDA plans to continue to fund between 40-50 projects annually in future years.						

Performance Goal/Outcome: To increase access to the marketplace and financing for minority-owned businesses.						
Measure 1e. Satisfaction rating for the American Customer Satisfaction Index (ACSI)	FY 2004 Actual	FY 2005 Actual	FY 2006 Actual	FY 2007 Actual	FY 2008 Target	FY 2009 Target
		N/A	68%	N/A	72%	N/A
Description: MBDA requires funded projects and agency staff to demonstrate customer relations management in providing services to minority clients. The agency includes this in projects evaluations and staff performance plans. MBDA contracts with the Federal Consulting Group at the Department of the Treasury and the University of Michigan to measure customer satisfaction and establish an American Customer Satisfaction Index (ACSI). The ACSI survey is conducted every other year.						
Comments on Changes to Targets: Based on the recent PART review, MBDA has revised this outcome measure to reflect actual scores each year the survey is conducted. In effort to continually improve MBDA programs and services, the target for FY 2009 has been set for a 3% increase in the overall survey score.						

Performance Goal/Outcome: To increase access to the marketplace and financing for minority-owned businesses.						
Measure 1f. Cumulative Economic Impact			FY 2005 Actual	FY 2010 Target	FY 2015 Target	FY 2020 Target
				\$11B	\$16B	\$23B
Description: In reviewing its annual activities related to the dollar value of contracts and financial awards, the long term goal of achieving \$30 billion dollars in cumulative economic impact by 2020 has been established (base year of FY 1999). Progress toward this goal is tracked annually. This new long-term, outcome measure was instituted as a result of the recent PART review.						
Comments on Changes to Targets: Targets reflect the cumulative effect of annual targets for measures described above.						

Section 6. FY 2009 Program Changes

No program changes for FY 2009.

Section 7. Resource Requirements Summary

	FY 2003 Actual	FY 2004 Actual	FY 2005 Actual	FY 2006 Actual	FY 2007 Actual	FY 2008 Available	FY 2009 Base	Increase/ Decrease	FY 2009 Request
Performance Goal/Outcome: To increase access to the marketplace and financing for minority-owned businesses.									
Total Funding	29.0	28.7	29.8	29.8	28.9	28.9	29.3	0	29.3
Direct	28.9	28.5	29.5	29.6	28.6	28.6	29.0	0	29.0
Reimbursable	0.1	0.6	0.3	0.2	0.3	0.3	0.3	0	0.3
IT Funding	2.0	1.5	1.5	2.0	2.0	2.0	2.0	0	2.0
FTE	92	92	96	94	88	100	100	0	100

Section 8. Data Validation and Verification

MBDA's validation and verification activities are given a significant amount of attention by MBDA management and are always being improved to ensure performance data integrity. A chapter in the MBDA Monitoring and Evaluation Handbook for its grant programs is dedicated to fully documenting and defining the Agency's verification and validation processes for the funded network of grantees and agency staff. Validation and verification training is an ongoing and daily activity. MBDA centers must have documentation in their files before entering performance data into the Agency's electronic performance system. Project managers in the regions review the documentation before certifying each measure in the system. MBDA headquarters units, the Office of Performance and Program Evaluation (OPPE) and the Office of Business Development (OBD) provide oversight for the validation and verification process. These units ensure program performance data integrity and support MBDA's efforts to maintain strong internal controls.

Performance Measure	Data Source	Frequency	Data Storage	Internal Controls	Data Limitations	Actions Required
Dollar Value of Contract Awards to MBEs	Secured Internet transmission to Program Performance system	On-going submission after obtaining documentation by projects and staff	Oracle platform	Client and Source Verification by Regional Project Managers	Data integrity dependent on agency verification policy and timeliness of review	Quarterly desk assessment and semi-annual site visit and review
Dollar Value of Financial Awards Obtained	Secured Internet transmission to Program Performance system	On-going submission after obtaining documentation by projects and staff	Oracle platform	Client and Source Verification by Regional Project Managers	Data integrity dependent on agency verification policy and timeliness of review	Quarterly desk assessment and semi-annual site visit and review
Number of New Job Opportunities Created	Secured Internet transmission to Program Performance system	Quarterly reports as available directly from clients	Oracle platform	Client Source documents forwarded to Region Project Managers	Data integrity dependent on agency verification policy and timeliness of review	Quarterly desk assessment and semi-annual site visit and review
Percent Increase in Client Gross Receipts	Secured Internet transmission to Program Performance system	Annual updates reported on clients served in new year	Oracle platform	Client Source documents forwarded to Region Project Managers	Data integrity dependent on agency verification policy and timeliness of review	Quarterly desk assessment and semi-annual site visit and review
Satisfaction rating for the American Customer Satisfaction Index (ACSI)	Contracted Survey with Federal Consulting Group	Two year follow-up Survey	Develop a revised model to review projects, Staff and regions for benchmark	Client Performance System and Phoenix Database Systems Portal Clients Served	Data integrity dependent on agency verification policy and timeliness of review	Quarterly desk assessment and semi-annual site visit and review

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Department of Commerce
 Minority Business Development Agency
 Minority Business Development
 SUMMARY OF RESOURCE REQUIREMENTS
 (Dollar amounts in thousands)

Page
No.

		Positions	FTE	Budget Authority
	FY 2008 Appropriation	110	100	28,623
MBDA-13	2009 adjustments to base	0	0	377
	2008 base	110	100	29,000
	2009 program changes	0	0	0
	2009 estimate	110	100	29,000

		2007		2008		2009		2009		Increase/ (Decrease) over 2008 Base	Amount		
		Personnel	Amount	Personnel	Amount	Personnel	Amount	Personnel	Amount				
<u>Comparison by activity:</u>													
Minority Business Development:													
MBDA-18	Minority Business Development	Pos./BA	110	29,725	110	28,623	Base	110	29,000	110	29,000	0	0
		FTE/Obl.	88	28,600	100	28,638		100	29,000	100	29,000	0	0
	Total	Pos./BA	110	29,725	110	28,623		110	29,000	110	29,000	0	0
		FTE/Obl.	88	28,600	100	28,638		100	29,000	100	29,000	0	0
	Adjustments to Obligations:			(15)								0	
	Recoveries					(15)						0	
	Unobligated Balance, SOY												
	Unobligated Balance, Transferred			15									
	Unobligated Balance, EOY			1,125									
	Unobligated Balance, Expiring												
	Financing from transfers:												
	Transfer from other accounts												
	Transfer to other accounts												
	Appropriation		29,725		28,623		29,000		29,000			0	

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Department of Commerce
 Minority Business Development Agency
 Minority Business Development
 SUMMARY OF FINANCING
 (Dollar amounts in thousands)

	2007 Actual Amount	2008 Currently Available Amount	2009 Base Amount	2009 Estimate Amount	Increase/ Decrease Amount
Total Obligations	28,782	28,938	29,300	29,300	0
Financing:					
Offsetting collections from:					
Federal funds	(182)	(300)	(300)	(300)	0
Trust funds	0	0	0	0	0
Non-Federal sources	0	0	0	0	0
Recoveries	(15)				
Unobligated balance, start of year	0	(15)	0	0	0
Unobligated balance transferred	0	0	0	0	0
Unobligated balance, end of year	15	0	0	0	0
Unobligated balance lapsing	1125	0	0	0	0
Budget Authority	29,725	28,623	29,000	29,000	0
Transfer from other accounts (-)	0	0	0	0	0
Transfer to other accounts (+)	0	0	0	0	0
Appropriation	29,725	28,623	29,000	29,000	0

Department of Commerce
 Minority Business Development

ADJUSTMENTS TO BASE
 (Less: Adjustments to Base Absorbed)

	FTE	Amount
Other Changes:		
2008 Pay Raise		76
2009 Pay Raise		214
Working Capital Fund Pay Raise		24
Civil Service Retirement System (CSRS)		(19)
Federal Employees Retirement System (FERS)		30
Thrift Savings Plan		5
Federal Insurance Contribution Act (FICA)-OASDI		17
Health Insurance		2
Employee's Compensation Fund		(4)
Change in Compensable Days		(36)
Mileage		5
Per Diem		5
Rental Payments to GSA		40
Postage		4
GPO Printing		2
Working Capital Fund		38
General Pricing Level Adjustment		41
Less: Adjustments to Base Absorbed		(67)
		<hr/>
Total, Adjustments to Base	0	377

Minority Business Development Agency
 DEPARTMENT OF REVENUE
 IDENTIFICATION OF ADJUSTMENTS TO BASE
 Minority Business Development

Object Class -----	(Dollar amounts in thousands)	FTE-----	Amount-----
2008 Pay Raise.....		0	76
A pay raise of 3.5% will become effective January 1, 2008.			
Total cost in 2009 of 2008 pay increase.....	304,000		
Less amount funded in 2008	228,000		
Less amount absorbed.....	<u>0</u>		
Amount requested in 2009 to provide cost of 2008 pay increase.....	76,000		
2009 Pay Raise.....		0	238
A general pay raise of 2.9% is assumed to be effective January 1, 2009.			
The cost in 2009 of pay increase.....	214,000		
Less amount absorbed in FY 2009.....	<u>0</u>		
Amount requested for 2009 pay increase.....	214,000		
Payment to Working Capital Fund.....	<u>24,000</u>		
Total, adjustment for 2009 pay increase.....	238,000		
Civil Service Retirement System (CSRS).....		0	(19)
The number of employees covered by Civil Service Retirement System (CSRS) continues to drop as positions become vacant and are filled by employees who are covered by the Federal Employees Retirement System (FERS). Contribution rates will remain the same.			
The estimated percentage of payroll for employees covered by CSRS will drop from 37.5% in 2008 to 34.3% in 2009 for regular employees			
\$8,399,000 x .343 x .0700.....	201,660		
\$8,399,000 x .375 x .0700.....	<u>220,474</u>		
	(18,814)		
2009 adjustment-to-base.....			
2008			

Federal Employees Retirement System (FERS)..... 0 30

The number of employees covered by FERS will continue to rise as employees covered by CSRS leave and are replaced by employees covered by FERS. The estimated percentage of payroll for employees covered by FERS will rise from 62.5% in 2008 to 65.7% in 2009 for regular employees. The contribution rate will remain the same.

\$8,399,000 x .657 x .1120.....	618,032
\$8,399,000 x .625 x .1120.....	587,930
	<u>30,102</u>

~~2009~~ Total adjustment-to-base.....
2008

Thrift Savings Plan (TSP)..... 0 5

The

The cost of agency contributions to the Thrift Savings Plan will also rise as FERS participation increases. contribution rate is expected to remain 2% in 2009.

\$8,399,000 x .657 x .020.....	110,363
\$8,399,000 x .625 x .020.....	104,988
	<u>5,375</u>

~~2009~~ Total adjustment-to-base.....
2008

Federal Insurance Contribution Act (FICA)..... 0 17

In addition,
The OASDI tax rate will

As the percentage of payroll covered by FERS rises, the cost of OASDI contributions will increase. the maximum salary subject to OASDI tax will rise from \$102,300 to \$106,425 in 2009. remain 6.20% in 2009.

Regular:	\$8,399,000 x .657 x .932 x .062.....	318,860
Subtotal	\$8,399,000 x .625 x .928 x .062.....	<u>302,028</u>
2009		16,832
2008	\$53,000 x .657 x .932 x .062.....	2,012
Other Salaries:	\$53,000 x .625 x .928 x .062.....	<u>1,906</u>
Subtotal		106
2009		
2008		16,938
Total adjustment-to-base		

Health Insurance.....	0	2
-----------------------	---	---

Effective January 2007, MBDA's contribution to Federal employees' health insurance premiums increased by 7.1%. Applied against the 2008 estimate of \$578,000, the additional amount required is \$2,312.

Employee's Compensation Fund.....	0	(4)
-----------------------------------	---	-----

The charges will be reimbursed to the Department of Labor pursuant to 5 U.S.C 8147. The Employee's Compensation Fund bill for the year ending June 30, 2007 is \$4,000 less than the bill for the year ending June 30, 2006.

Change in Compensable Days.....	0	(36)
---------------------------------	---	------

The savings of one less compensable day in 2009 compared to 2008 is calculated by dividing the 2008 estimated personnel compensation (\$8,399,000) and applicable benefits (\$916,000) by 262 compensable days. The cost of one compensable day is (\$35,690).

Mileage rate increase.....	0	5
----------------------------	---	---

Effective February 1, 2007, the General Services Administration raised the mileage rate from 44.5 cents to 48.5 cents per mile, a 9.0% rate increase. This percentage was applied to the 2008 estimate of \$52,000 to arrive at an increase of \$4,756.

Per Diem.....	0	5
---------------	---	---

This change results in a 2.9% increase. This percentage was applied to the 2008 estimate of \$164,000 to arrive at an increase of \$4,572. Effective October 1, 2007, the General Services Administration changed per diem rates. increase to MBDA.

Rental Payments to GSA.....	0	40
This percentage was applied to the 2008 estimate of \$1,675,000 to		
GSA rates are projected to increase 2.4% in 2009. arrive at an increase of \$40,200.		
Postage	0	4
Effective May 14, 2007, the Governors of the Postal Service implemented a rate increase for first-class mail from 0.39 cents to This percentage was applied to the 2008 estimate of \$77,000 to arrive at an increase of \$3,927.		
0.41 cents, a 5.1% rate increase.		
Printing and Reproduction.....	0	2
This percentage was applied to the 2008 estimate of \$116,000		
Printing and reproduction is estimated to increase 1.9%. to arrive at an increase of \$2,204.		
Working Capital Fund.....	0	38
An additional amount of \$38,000 is required to fund cost increases in the Departmental Management Working Capital Fund.		
General Pricing Level Adjustment.....	0	41
Factors are applied to communications, utilities and miscellaneous		
This request applies OMB economic assumptions for FY 2009 to subobject classes where the prices that the government pays are established through the market system.		
charges (excluding postage & FTS 2000) (\$1,520); other services (\$36,803); supplies and materials (\$1,672) and equipment (\$95); transportation of things (\$247); rent to others (\$247).		
Total Other Change	0	444
Less: Adjustments to Base Absorbed.....	0	(67)
Total FY 2009 Adjustments to Base and Built-in-Changes.....	0	377

Minority Business Development Agency
 Department of Commerce DIRECT OBLIGATIONS
 Minority Business Development

Activity: Minority Business Development
 Subactivity: Minority Business Development

PROGRAM AND PERFORMANCE:
 (Dollar amounts in thousands)

		2007		2008		2009		2009		Increase/Decrease	
		Actual		Currently Available		Personnel Amount		Personnel Estimate Amount		over 2009 Base	
		Personnel	Amount	Personnel	Amount	Personnel	Amount	Personnel	Amount	Personnel	Amount
Minority Business Development	Pos./BA	110	29,725	110	28,623	Base 110	29,000	110	29,000	0	0
	FTE/Obl.	88	28,600	100	28,638	100	29,000	100	29,000	0	0
Total	Pos./BA	110	29,725	110	28,623	110	29,000	110	29,000	0	0
	FTE/Obl.	88	28,600	100	28,638	100	29,000	100	29,000	0	0

Department of Commerce
 Minority Business Development Agency
 Minority Business Development
 JUSTIFICATION OF PROGRAM AND PERFORMANCE

Activity: Minority Business Development

Subactivity: Minority Business Development

Goal and Objectives

Department of Commerce Strategic Goal:	Maximize U.S. competitiveness and enable economic growth for American industries, workers, and consumers
Department of Commerce Objective:	Foster domestic economic development as well as export opportunities
Minority Business Development Agency Goal:	To increase access to the marketplace and financing for minority-owned businesses.

Activities and Objectives:

- To increase the dollar value of contracts awarded obtained.
- To increase the dollar value of financial awards obtained.
- To increase the number of new job opportunities created.
- To improve the satisfaction rating for the American Customer Satisfaction Index (ACSI)
- To promote the increase of business gross receipts

Base Program

President Richard M. Nixon issued Executive Order 11458, which created the Office of Minority Business Enterprise (OMBE) to foster the competitiveness of minority business enterprise. Executive Order 11625 issued in 1971 expanded OMBE's scope by prescribing the development of a national program for minority business enterprises. President Ronald Reagan further expanded the Agency's authority in 1983 through Executive Order 12432 calling for each Federal agency to develop plans to assist the minority business community. Today, the Minority Business Development Agency (MBDA) remains the only Federal agency dedicated to the establishment, growth, and competitiveness of minority business enterprise.

MBDA provides business development services to the minority business community. MBDA develops policies and designs programs to increase minority business participation in the national and global economy. MBDA continues to make investments in the future of minority business. MBDA is unique in that since its inception it has served as the only Federal agency whose sole mission is to address the distinctive needs of the MBEs. MBDA enhances the success of minority entrepreneurs by expanding the availability of market and financing opportunities and through the provision of consulting services.

MBDA's National and Regional Enterprise Centers (NECs and RECs) continue to serve as the frontline service providers for client business development services that are innovative and entrepreneurially focused. The focal point of MBDA's enterprise centers continues to be servicing strategic growth firms, identifying new opportunities from public and private sector organizations, and the project management of grantees. The NECs and RECs respond to minority business enterprises using a variety of electronic business tools and services, strategic alliances, and outreach activities. The MBDA enterprise centers continue to support the President's Management Agenda to have government agencies to be more citizen-centered.

The Amos Tuck School of Business Administration at Dartmouth College, one of the top ranked business schools in the nation, has assisted MBDA in establishing a standardized delivery process of high quality and responsive business development services. One outcome of this strategic partnership is the development of an entrepreneurial curriculum and training course for MBDA's network of funded projects and staff.

MBDA has continued to use electronic tools to provide business development services and to help foster access to information about minority business development. The Minority Business Internet Portal (MBIP) is a menu driven, user-friendly system that assists clients with business development needs and information. The MBIP includes a variety of online resources such as the Phoenix/Opportunity On-line Bid-Matching system, the interactive Business Planner, Business Loan Analyzer, and the Capital Access

business tool. MBDA also uses the Internet Portal as an information clearinghouse and national center for referral of minority-owned businesses of all sizes to the vast network of public and private business development resources.

The future growth of minority-owned businesses is dependent on access to growth markets and the availability of resources necessary to penetrate those markets. MBDA has broadened its reach to the minority business community through the use of electronic commerce by promoting and providing business information that can assist minority businesses in these areas.

MBDA will continue to leverage its resources and expand its outreach. The agency has formed partnerships with other government agencies such as the International Trade Administration (ITA), other trade institutions, and the minority business community to promote and expand opportunities for minority firms in the global marketplace. MBDA accomplishes this through a series of activities that are designed to take advantage of the historical, cultural, and language affinities that provide natural competitive benefits to minority businesses with countries in Africa, Latin America, Europe and Asia.

MBDA's focus is to help MBEs achieve entrepreneurial parity. The provision of entrepreneurial development services addresses the need to start, maintain, and expand businesses in efforts that go beyond the historical focus that has relied on increased penetration of the Federal Government marketplace. The focus is to impact the total number of *entrepreneurially focused* minority-owned firms in the United States and their earnings potential.

Business Development Network

In the past, MBDA has successfully provided business development services to MBEs through a network that includes the MBDA's staff and funded organizations. MBDA has continued to build on this base by using the services of the Minority Business Opportunity Centers (MBOC), Minority Business Enterprise Centers (MBEC), and Native American Business Enterprise Centers (NABEC).

MBECs, NABECs and MBOCs make up MBDA's network of private and public organizations that provide an array of business development services to the minority business community. These centers are funded through cooperative agreements commonly referred to as grants that are awarded annually based on a three-year agreement. Through these programs, MBDA has been able to standardize services, expand its outreach, and leverage its resources.

The MBEC and NABEC programs provide:

- management and technical assistance to MBEs;
- identification of market and contracting opportunities for minority firms;
- growth in the dollar values and numbers of actual contract awards with a commensurate increase in jobs; and,
- expansion of the dollar value and number of financial awards to expand firms and increase receipts.

The MBOCs are most effective at:

- increasing access to equity and working capital;
- developing management skills and business acumen of minority entrepreneurs;
- assisting in gaining access and maintaining profitable markets; and,
- increasing the dollar values and numbers of actual contract awards with a commensurate increase in jobs.

Capital and Market Access

Capital access programs for minority business development have historically focused on debt capital guarantee programs of the Federal government. However, there is a much greater need for equity capital. Based on a Milken Institute study, capital demands of minority businesses are in excess of \$144 billion annually, consisting of approximately \$1 billion in equity capital and \$143 billion in debt financing. Nevertheless, estimates indicate that less than \$20 billion per year in debt financing has been made available to minority businesses by commercial banks. Minority businesses continue to have difficulty obtaining capital through the commercial markets.

MBDA has also partnered with the Small Business Administration (SBA) and the Economic Development Administration (EDA) to provide access to their programs. In addition, MBDA will continue to facilitate access to the types of capital required by firms seeking substantial growth. MBDA has taken steps to provide access to larger financial capital resources, which go beyond traditional government-sponsored bank loans. A long-term objective of MBDA is to establish entrepreneurial finance cooperation designed to fund entrepreneurial and innovative initiatives in partnership with venture capitalists.

MBDA will continue to explore ways of systemically improving capital flow to minority businesses. A primary method is to encourage and promote the creation and maintenance of a secondary private market for minority and small business loans. This will allow lending institutions to sell off their loans and replenish their pools of capital. This method of securitization will increase pools of capital for minority businesses and will increase the focus on lending to under-served markets.

Advocacy

MBDA supports minority business participation and substantiates the long-term economic benefit with a sound business case for entrepreneurial parity. Therefore, MBDA uses advocacy, research, and information to promote the development and delivery of services and to advance key policy initiatives.

The most prominent traditional advocacy activity has been the Minority Enterprise Development (MED) Week event. This annual event has been held throughout the country since 1982. MED Week recognizes the achievements of minority entrepreneurs who were assisted by the Agency as well as public/private sector entities that have supported them. At local MED Week events, businesses are nominated for regional and national honors. The local events culminate in the National MED Week event held in Washington, DC in September. During MED Week, MBDA hosts such events as a minority youth summit that includes business plan competitions for college students. National MED Week attracts more than 1,000 participants to Washington, DC, annually.

MED Week promotes business growth through a variety of networking opportunities and constitutes a forum that allows minority businesses to:

- participate in workshops and seminars on issues of importance to the minority business community;
- gather information about available business opportunities;
- network with governmental and private sector purchasing officials;
- market their goods and services through the purchase of exhibit booths; and
- receive Congressional and Presidential recognition for significant achievements.

MBDA will continue to partner with SBA, other governmental entities, and the private sector to produce this event that establishes a forum for advocating on behalf of the minority business community.

Electronic Access to Markets

Through MBDA's Internet Portal, the Agency's Phoenix and Opportunity Databases electronically match minority business capabilities with contract and other opportunities. The Phoenix Database consists of minority-owned firms that register their capabilities online through the MBIP, and the Opportunity Database permits any individual or institution to register procurement opportunities online. The system automatically matches firms with opportunities and provides follow-up tracking. MBDA also uses these databases to broker relationships among minority businesses seeking to enter partnerships, joint ventures and other strategic alliances in order to enhance their capability to conduct the type of large scale business transactions that are becoming more prevalent with private and public sector organizations. MBDA will continue to populate the system by conducting workshops and seminars for minority companies and providing direct linkages to electronic commerce through Minority Business Enterprise Centers and Minority Business Opportunity Centers.

MBDA continues to provide outreach, training, and customer service initiatives designed to encourage minority-owned firms to actively participate in electronic commerce. For example, MBDA and the National Institutes of Standards and Technology (NIST) have partnered and sponsored training courses for minority executives in electronic commerce.

MBDA is using state-of-the-art electronic tools to address the needs of MBEs on a global scale. One example of these tools is the Business Development Geographic Information System. Geographic Business Information Systems (GBIS) software delivers market research technology for minority firms via the Internet. This technology is used as: a) a resource locator that can electronically identify the network of public and private business assistance resources available within the user's local market; and b) as a market analysis tool that can assist in conducting comprehensive market research that develop effective entrepreneurial strategies for market penetration. This innovative technological approach will provide timely and cost effective information to entrepreneurs to solve business problems.

Any business having access to the Internet can search for business development resources by selecting the type of resource they need and simply clicking on a map. MBDA's GBIS brings much-needed clarity to the intricate and often frustrating web of available private and public resources, thereby substantially reducing the time and costs typically associated with locating available assistance. This user-friendly software will easily identify local, regional, or national resources to the benefit of the firm. These resources may have never been found using traditional, manual search techniques.

New and Emerging Technology Transfer and Commercialization

The importance of our strategic initiative is to make use of internal assets. MBDA will purposely and strategically utilize DOC 's internal assets to enhance delivery of programs and initiatives to MBEs. MBDA's plan includes assisting minority firms in identifying and commercializing new technologies that offer unique potential for business success. MBDA will continue to assist minority inventors to commercialize their ideas by providing access to information and potential investors through seminars, outreach and workshops co-sponsored by the Patent and Trademark Office (PTO), and the National Institute of Standards and Technology (NIST). The National Telecommunications and Information Administration (NTIA), technology trade groups, colleges, universities and others will also be a part of sponsorship. MBDA will continue to develop mechanisms for technology transfer from Federal facilities to minority businesses and minority educational institutions. To facilitate this transfer, MBDA has developed partnerships with Minority Serving Institutions and Federal agencies such as NIST and National Oceanic and Atmospheric Administration (NOAA) to promote the development and commercialization of new technologies. An example of this type of partnership is in the field of aquaculture where MBDA continues to work with NOAA to transfer Federal and private research about this industry to minority educational institutions.

MBDA will identify and assemble resources (i.e., finance, marketing, operations) necessary to assist minority firms in developing viable commercial strategies from new and emerging technologies.

Department of Commerce
 Minority Business Development Agency
 Minority Business Development
 SUMMARY OF REQUIREMENTS BY OBJECT CLASS
 (Dollar amounts in thousands)

Object Class	2007 Actual	2008 Currently Available	2009 Base	2009 Estimate	Increase / (Decrease)
11 Personal compensation					
11.1 Full-time permanent	7,871	9,049	9,303	9,303	0
11.3 Other than full-time permanent	174	0	0	0	0
11.5 Other personnel compensation	53	53	53	53	0
11.8 Special personnel services payments	0	0	0	0	0
11.9 Total personnel compensation	8,098	9,102	9,356	9,356	0
12.1 Civilian personnel benefits	1,593	1,824	1,855	1,855	0
13 Benefits for former personnel	0	0	0	0	0
21 Travel and transportation of persons	422	400	410	410	0
22 Transportation of things	13	11	11	11	0
23.1 Rental payments to GSA	1,636	1,676	1,716	1,716	0
23.2 Rental payment to others	13	11	11	11	0
23.3 Commun., util., misc. charges	232	226	232	232	0
24 Printing and reproduction	114	100	102	102	0
25.1 Advisory and assistance services	974	540	513	513	0
25.2 Other services	1,462	1,126	1,163	1,163	0
25.3 Purchases of goods and services from Government accounts	2,339	2,285	2,347	2,347	0
25.4 Operations and maintenance of facilities	0	0	0	0	0
25.5 Research and development contracts	0	0	0	0	0
25.6 Medical care	0	0	0	0	0
25.7 Operation and maintenance of equipment	111	63	30	30	0
25.8 Subsistence and support of persons	51	22	0	0	0
26 Supplies and materials	87	76	78	78	0
31 Equipment	284	5	5	5	0
32 Lands and structures	0	0	0	0	0
33 Investments and loans	0	0	0	0	0
41 Grants, subsidies and contributions	11,171	11,171	11,171	11,171	0
42 Insurance claims and indemnities	0	0	0	0	0
43 Interest and dividends	0	0	0	0	0
44 Refunds	0	0	0	0	0
99 Total obligations	28,600	28,638	29,000	29,000	0
Less: Recoveries	(15)				
Less: Unobligated Balance, SOY		(15)			
Plus: Unobligated Balance, Transferred					
Plus: Unobligated Balance, EOY	15				
Plus: Unobligated Balance, Expiring	1,125				
Less: Transfer from other accounts					
Less: Transfer to other accounts					
99.1 Total Budget Authority	29,725	28,623	29,000	29,000	0

Department of Commerce
 SUMMARY OF REQUIREMENTS BY OBJECT CLASS
 Minority Business Development
 Minority Business Development Agency

(Dollar amounts in thousands)

Object Class	2007 Actual	2008 Currently Available	2009 Base	2009 Estimate	Increase / (Decrease)
Less: Obligations from prior year					
Total Budget Authority	28,600	28,638	29,000	29,000	0
<u>Personnel Data</u>					
Full-Time Equivalent Employment:					
Full-time permanent	88	100	100	100	0
Other than full-time permanent	0	0	0	0	0
Total	88	100	100	100	0
Authorized Positions:					
Full-time permanent	110	110	110	110	0
Other than full-time permanent	2	2	2	2	0
Total	112	112	112	112	0

Department of Commerce

Minority Business Development

DETAILED REQUIREMENTS BY OBJECT CLASS
 Minority Business Development Agency
 (Dollar amounts in thousands)

Object Class		2009 Adjustment to Base	2009 Base	2009 Estimate	Increase / (Decrease)
11	Personal compensation				
11.1	Full-time permanent				
	Executive level				
	Senior executive service	15	560	560	0
	General schedule	239	8,743	8,743	0
	Commissioned officers	0	0	0	0
	Wage board/wage marine	0	0	0	0
	Scientific & professional (P.L. 80-313)	0	0	0	0
	Examiners of patent appeals (P.L. 82-593, 98-622)	0	0	0	0
	Examiners of trademark appeals (P.L. 98-622)	0	0	0	0
	Senior foreign service	0	0	0	0
	Foreign service staff	0	0	0	0
	Foreign service nationals	0	0	0	0
	Consultants & experts	0	0	0	0
	Students		0	0	0
	[Law enforcement]	0	0	0	0
	Subtotal	254	9,303	9,303	0
11.3	Other than full-time permanent	0			
	General schedule	0	0	0	0
	Wage board	0	0	0	0
	Experts & consultants	0	0	0	0
	Hourly	0	0	0	0
	Subtotal	0	0	0	0

Object Class		2009 Adjustment to Base	2009 Base	2009 Estimate	Increase / (Decrease)
11.5	Other personnel compensation				
	Overtime	0	33	33	0
	SES performance awards	0	0	0	0
	Cash awards	0	0	0	0
	Merit pay awards	0	0	0	0
	Other	0	20	20	0
	Subtotal	0	53	53	0
11.8	Special personnel services payments				
	Foreign service officers (State)	0	0	0	0
	Other	0	0	0	0
	Subtotal	0	0	0	0
11.9	Total personnel compensation	254	9,356	9,356	0
12.1	Civilian personnel benefits				
	Civil service retirement	(19)	129	129	0
	Federal employees' retirement	30	571	571	0
	Thrift savings plan	5	90	90	0
	Federal insurance contribution act	17	242	242	0
	Health insurance	2	637	637	0
	Life insurance	0	11	11	0
	Employees' compensation fund	(4)	189	189	0
	Civil service retirement and disability fund	0	(14)	(14)	0
	Subtotal	31	1,855	1,855	0

Object Class		2009 Adjustment to Base	2009 Base	2009 Estimate	Increase / (Decrease)
13	Benefits for former personnel				
	Severance pay	0	0	0	0
	Unemployment compensation	0	0	0	0
	Other	0	0	0	0
	Subtotal	0	0	0	0
21	Travel and transportation of persons				
	Common carrier	0	200	200	0
	Mileage	5	50	50	0
	Per diem/actual	5	150	150	0
	Vehicular	0	10	10	0
	Other	0	0	0	0
	[Overseas estimates]	0	0	0	0
	Subtotal	10	410	410	0
22	Transportation of things	0	11	11	0
	[Overseas estimates]				
23.1	Rental payments to GSA	40	1,716	1,716	0
23.2	Rental payment to others	0	11	11	0
23.3	Commun., util., misc. charges				
	Rental of ADP equipment	0	0	0	0
	Rental of office copying equipment	0	77	77	0
	Other equipment rental	0	0	0	0
	Federal telecommunications systems	0	80	80	0
	Other telecommunications services	2	75	75	0
	Postal Service by USPS	4	0	0	0
	Other	0	0	0	0
	[Overseas estimates]	0	0	0	0
	Subtotal	6	232	232	0

Object Class		2009 Adjustment to Base	2009 Base	2009 Estimate	Increase / (Decrease)
24	Printing and reproduction				
	Publications	2	30	30	0
	Public use forms	0	2	2	0
	Envelopes	0	2	2	0
	Other	0	68	68	0
	[Payments to GA, WCF]	0	[88]	[88]	0
	[Overseas estimates]	0	0	0	0
	Subtotal	2	102	102	0
25.1	Advisory and assistance services				
	Management & professional support services	(27)	513	513	0
	Studies, analyses, & evaluation	0	0	0	0
	Engineering & technical services	0	0	0	0
	[Overseas estimates]	0	0	0	0
	Subtotal	(27)	513	513	0
25.2	Other services				
	Training:				
	University	0	0	0	0
	Other	2	42	42	0
	ADP services	25	1,060	1,060	0
	Telecommunications services	10	61	61	0
	Other non-government contracts	0	0	0	0
	Other	15	0	0	0
	CAMS Bureau Specific	0	0	0	0
	CAMS Bureau Shared	0	0	0	0
	NARA Storage	0	0	0	0
	Subtotal	52	1,163	1,163	0

<u>Object Class</u>		2009 Adjustment to Base	2009 Base	2009 Estimate	Increase / (Decrease)
25.3	Purchases of goods and services from Government accounts				
	Office of Personnel Management Training	0	0	0	0
	GSA reimbursable services	0	0	0	0
	Payments to GA, WCF	62	2,347	2,347	0
	Other	0	0	0	0
	Subtotal	<u>62</u>	<u>2,347</u>	<u>2,347</u>	<u>0</u>
25.4	Operations and maintenance of facilities	0	0	0	0
25.5	Research and development contracts	0	0	0	0
25.6	Medical care	0	0	0	0
25.7	Operation and maintenance of equipment	(33)	30	30	0
25.8	Subsistence and support of persons	(22)	0	0	0
	Subtotal	<u>(55)</u>	<u>30</u>	<u>30</u>	<u>0</u>
26	Supplies and materials				
	Office supplies	1	58	58	0
	ADP supplies	1	20	20	0
	Other	0	0	0	0
	[Overseas estimates]	0	0	0	0
	Subtotal	<u>2</u>	<u>78</u>	<u>78</u>	<u>0</u>
31	Equipment				
	Office machines and equipment	0	2	2	0
	ADP hardware	0	2	2	0
	ADP software	0	1	1	0
	Other	0	0	0	0
	[Overseas estimates]	0	0	0	0
	Subtotal	<u>0</u>	<u>5</u>	<u>5</u>	<u>0</u>

Object Class		2009 Adjustment to Base	2009 Base	2009 Estimate	Increase / (Decrease)
32	Lands and structures	0	0	0	0
33	Investments and loans	0	0	0	0
41	Grants, subsidies and contributions	0	11,171	11,171	0
42	Insurance claims and indemnities	0	0	0	0
43	Interest and dividends	0	0	0	0
44	Refunds	0	0	0	0
99	Total Obligations	377	29,000	29,000	0
	Less prior year recoveries	0	0	0	0
	Total Budget Authority	377	29,000	29,000	0

Department of Commerce
 Minority Business Development Agency
 Minority Business Development
 SUMMARY OF INFORMATION TECHNOLOGY RESOURCES
 (Dollar amounts in thousands)

IT Projects by activity/subactivity: with totals by activity	Unique Project Identifier	IT Investment Title	2,007 Estimate	2008 President's Budget	2,009 Estimate	Increase/ Decrease
Minority Business Development						
	006-40-02-00-02-1010-02	MBDA Infrastructure	2,000	2,000	2,000	0
Total			<u>2,000</u>	<u>2,000</u>	<u>2,000</u>	<u>0</u>

DEPARTMENT OF COMMERCE
MINORITY BUSINESS DEVELOPMENT AGENCY

Salaries and Expenses

JUSTIFICATION OF PROPOSED LANGUAGE CHANGES

1. For necessary expenses of the Department of Commerce in fostering, promoting, and developing minority business enterprise, including expenses of grants, contracts, and other agreements with public or private organizations, [~~\$28,623,000~~] \$29, 147,000, of which \$12,000,000 shall remain available until September 30, 2010.

Rationale: MBDA grant programs operate currently under three year cycles with annual funding. In the event that a grantee does not perform well and a grant is cancelled, funds would be available for additional grants in subsequent years.

2. Notwithstanding 31 U.S.C. 3302, the Secretary is authorized to collect and retain fees for conferences provided, and may use such funds to pay for expenses of such conferences.

Rationale: MBDA holds an annual Minority Enterprise Development (MED) Week conference, and the requested language will allow MBDA to charge and retain fees for expenses related to MED Week. The ability to collect conference fees is critical to MBDA's success in its minority business development advocacy activities.

DEPARTMENT OF COMMERCE
MINORITY BUSINESS DEVELOPMENT AGENCY
Minority Business Development
APPROPRIATION LANGUAGE AND CODE CITATIONS

1. For necessary expenses of the Department of Commerce in fostering, promoting, and developing minority business enterprise,

15 U.S.C. 1512

15 U.S.C. 1512 authorizes the Secretary of Commerce to foster, promote and develop business, foreign and domestic.

2. Including expenses of grants, contracts, and other agreements with public or private organizations,

No Specific Authority

This phrase has been in the appropriation since FY 1980 and specifies that program expenses are included in the total appropriation request.

31 U.S.C. 718 provides that: "No specific or indefinite appropriation...shall be construed to be permanent or available continuously without reference to a fiscal year...unless it is made in terms expressly providing that it shall continue available beyond the fiscal year for which the Appropriation Act in which it is contained makes provisions".

Department of Commerce
 Minority Business Development Agency
 Minority Business Development

CONSULTING AND RELATED SERVICES
 (Obligations in thousands of dollars)

	FY 2007 Actual -----	FY 2008 Estimate -----	FY 2009 Estimate -----
Consulting Services.....	0	0	0
Management and professional services.....	1,500	422	353
Special studies and analyses.....	0	0	0
Management and Support services for research and development.....	1,500	422	353
Total.....			

To provide services to the entire minority business community, MBDA invested in electronic commerce. MBDA contracts for this service under the guidance of it's Chief Information Officer.

Department of Commerce
 Minority Business Development Agency
 Minority Business Development

Exhibit 35

PERIODICALS, PAMPHLETS, AND AUDIOVISUAL PRODUCTS
 (Obligations in thousands of dollars)

	FY 2007 Actual -----	FY 2008 Estimate -----	FY 2009 Estimate -----
Periodicals.....	8	8	8
Pamphlets.....	5	5	5
Audiovisuals.....	<u>0</u>	<u>0</u>	<u>0</u>
	13	13	13
Total.....			

Executive Order 11625 authorizes the Minority Business Development Agency (MBDA) to provide "for the development, collection, summarization, and dissemination of information that will be helpful to persons and organizations throughout the nation in undertaking or promoting the establishment and successful operation of minority business enterprise". MBDA's Office of External Affairs is responsible for the creation of periodicals publications, and audiovisuals to carry out the mandate set forth in Executive Order 11625.

Department of Commerce
Minority Business Development Agency
Minority Business Development

Average Grade and Salaries

	FY 2007 Actual	FY 2008 Estimate	FY 2009 Estimate
Average ES salary.....	\$ 151,250	\$ 154,577	\$ 159,215
Average GS/GM grade.....	12	12	12
Average GS/GM salary.....	\$ 81,187	\$ 82,973	\$ 85,463
Total compensable workyears:			
Full-time equivalent employment.....	88	100	100
Full-time equivalent of overtime and holiday hours.....	0	0	0