



DENVER INTERNATIONAL AIRPORT

## **ACDBE & SBEC PROGRAMS**

MICA ANDERSON – SENIOR DIRECTOR

SARA ANDERSON – MANAGER, ACDBE PROGRAM

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**Mića Anderson**

Senior Director, Airport Access &  
Business Opportunity  
Denver International Airport (DEN)  
[Mica.Anderson@flydenver.com](mailto:Mica.Anderson@flydenver.com)



**Sara (Yacovetta) Anderson**

Manager, ACDBE Program  
Denver International Airport (DEN)  
[Sara.Yacovetta@flydenver.com](mailto:Sara.Yacovetta@flydenver.com)



# 100 MILLION ANNUAL PASSENGERS

MISSION: THROUGH THE POWER OF OUR PEOPLE, BE THE BEST IN CLASS

SUSTAINABILITY & RESILIENCY | EQUITY, DIVERSITY, INCLUSION & ACCESSIBILITY  
OPERATIONAL EXCELLENCE | ENHANCING THE CUSTOMER EXPERIENCE

1

## EMPOWERING OUR PEOPLE



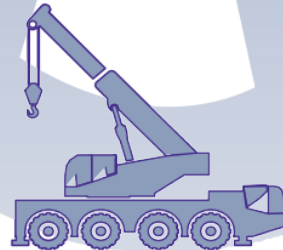
Provide necessary tools and growth opportunities, enabling our employees to excel in their roles and contribute to DEN's success

Recruit, train, and support ongoing learning, innovation, and professional growth

Establish and preserve belonging and inclusion as cornerstones of DEN's employee culture

2

## GROWING OUR INFRASTRUCTURE



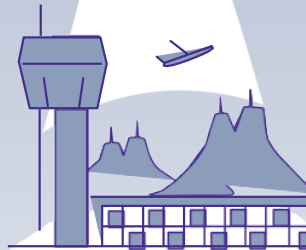
Build facilities and infrastructure through well-coordinated planning and new service delivery models

Grow revenue across existing and new streams to maintain financial resiliency

Become the most environmentally sustainable airport in the world

3

## MAINTAINING WHAT WE HAVE



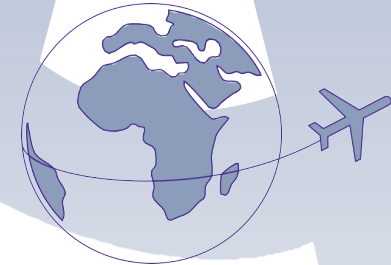
Ensure longevity, reliability, and performance of existing facilities and assets

Consistently surprise and delight our customers by providing an exceptional experience at DEN

Leverage data-driven insights to inform decision-making processes, optimize operations, and drive innovation

4

## EXPANDING OUR GLOBAL CONNECTIONS



Expand our air network to the continent of Africa, and other unserved international destinations

Leverage our strong performance to grow our domestic air network

VISION100DEN✈️

## ACDBE Program at DEN

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Denver International Airport (DEN) is a **primary airport**, that **receives federal financial assistance** from the Federal Aviation Administration (FAA).

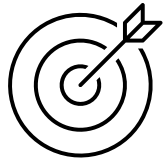
As a condition of receiving FAA assistance, DEN is responsible for implementing all aspects of the ACDBE program (49 CFR [Part 26](#) and [Part 23](#)).

### DEN's Overall Triennial ACDBE Goals for Fiscal Years 2024-2026

- **Non-Car Rental Concession goal: 34.2%** (*18.5% race-conscious and 15.7% race-neutral*)
- **Car Rental Concession goal: 1.4%** (*1.4% race-neutral*)

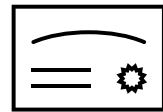
# DEN's ACDBE Team

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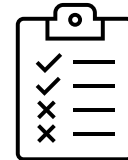
## Goal Setting

- Triennial FAA Goals
- Concession-Specific Goals



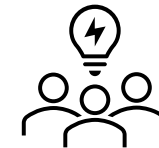
## Certification

- New Certification
- Interstate
- Annual DOEs
- 3-Year Reviews



## Compliance

- Pre-Award
- Post-Award
- JV Reviews
- Site Visits



## Outreach

- Volunteering
- Networking
- Engagement
- Education and training

# ACDBE & SBEC CERTIFICATION

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## Certification Governance and Types

### Federal Programs

- Based on the Code of Federal Regulations (CFR) Parts 26 and 23:
  - **Airport Concessionaire Disadvantaged Business Enterprise (ACDBE)**
  - Disadvantaged Business Enterprise (DBE)

### City and County of Denver (Local) Programs

- Governed by Denver Revised Municipal Code (DRMC) Articles III, V, and VI:
  - **Small Business Enterprise Concessionaire (SBEC)**
  - Minority/Women Owned Business (MWBE)
  - Small Business Enterprise (SBE)
  - Emerging Business Enterprise (EBE)



# ACDBE & SBEC CERTIFICATION

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## Eligibility Criteria and Fees

### **Airport Concessionaire Disadvantaged Business Enterprise (ACDBE)**

- No application fee
- Revenues (averaged over 3 previous years) must be under \$56.42 million
- Must be at least 51% owned and controlled by a socially and economically disadvantaged individual(s)
- Must be US citizens or lawful permanent residents of the US
- Must be actively in business for at least one day

### **Small Business Enterprise Concessionaire (SBEC)**

- \$200 application fee, \$50 yearly renewal application fee
- Revenues (5-year average) must be under the Small Business Association (SBA) size standard for the firm's North American Industry Classification System (NAICS) code(s)
- Must be owned and controlled by an economically disadvantaged individual(s)
- Must be US citizens or lawful permanent residents of the US
- Must be actively in business for at least 6 months

# EQUITY BARRIERS IN THE PROCUREMENT PROCESS

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## Known Barriers

- Access to Transparent Information
- Inconsistent Requirements
- Size and Scope of Projects
- Lack of Partnering Opportunities



# REMOVING BARRIERS

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## Procurement Equity, Diversity, Inclusion, and Accessibility Initiatives

- City Values Statement
  - “Through **EQUITABLE PROCUREMENTS**, the City is committed to working on **removing barriers** and **increasing access** to City contracting opportunities for **ALL BUSINESSES**”...
- Operationalizing Equity, Diversity, Inclusion, and Accessibility (EDIA) in our competitive procurements
  - EDIA Plan
  - Unconscious Bias Training for Evaluation Panel
  - Diverse Evaluation Panel
    - Community Panelist Panel

# Community Panelist Program

**Volunteer program for those who want to participate in a procurement evaluation panel.**

- Great experience for potential primes
- Attain an understanding of the evaluation process
- Become familiar with DEN's values
- Gain experience with DEN's interview format

**Scan to sign up today!**



# Taking Flight at DEN

Monthly event showcasing multiple procurement opportunities, set for the 2nd Thursday of each month at 1 p.m.

- ✓ January 23
- ✓ February 13
- ✓ March 13
- **April 10**
- **May 8**
- **June 12**
- **July 17**
- **August 14**
- **September 11**
- **October 9**
- **November 13**
- **December 11**



# Meet the Primes

Virtual outreach event held twice a month to connect Prime firms at DEN with local, small, and historically underutilized firms, scheduled for the 3rd Thursday at 1 p.m.

- ✓ February 13 - Concessions Prime Operators
- April 17 - Rental Car Company
- June 19 - General Contractors
- August 21 - Construction Specialty Trade Contractor (MEP, Painting, Millwork, Drywall, Acoustical, Flooring, Concrete, Metals, Glass Glazing, Trucking, More)
- October 16 - Airlines, Real Estate, Commercial Development and Hotelier
- December 18 - Architecture, Engineering, and Professional Services



# Navigating the ACDBE Series: Pathways to Concessions

Bi-monthly virtual outreach event held on the third Thursday at 1 p.m. guides ACDBEs on doing business at DEN.

## Pathways to Concessions 2025:

- ✓ January 16 – ACDBE 101
- March 20 – ACDBE 201
- May 15 – Joint Ventures 101
- July 17 – Joint Ventures 201
- September 18 – Concessions Connections
- November 20 – B2G Compliance





# Business Development Training Academy (BDTA)



**65** Companies graduated  
in 2024!



**2025 Applications Now Open**

- Concourse 200
- Concessions 201





# Snack & Souvenir Expo

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## Local snack and souvenir small businesses

**May 21, 2025**

**Westin Denver International Airport**

Small business suppliers will have the opportunity to interact with buyers representing airport concessionaires. You will gain insight into the criteria for selling your merchandise to their shops and eateries located at DEN. Network with DEN, concession partners and other local resources.





# Exhibitor Showcase

## Save the Date

Prime Operators and Firms

August 28, 2025

*Westin Denver International Airport*

The Exhibitor Showcase is an event to foster business partnerships between the DEN, the City and County of Denver, prime contractors, small businesses, and resource partners.

Scan the QR Code to receive information related to the exhibitor opportunities. Booth applications open Summer of 2025.



# Resources at DEN

## **Small Business Programs**

[ACDBE Program](#)

[MWBE, DBE, SBE, SBEC and EBE Programs](#)

## **Business Development Training Academy**

[Business Development Training Academy \(BDTA\)](#)

[BDTA Graduation Trade Show Exhibitor Sign-Up](#)

## **Outreach Events and Opportunities**

[Event Calendar](#)

[Subscribe to Newsletter](#)

[Community Panelist Program](#)

## **Concessions**

[Concessions Program](#)

[Tenant Improvement Projects](#)

[Kiosk Program \(Provenzano Resources, Inc.\)](#)

## **DEN Procurement**

[Contract Procurement at DEN](#)

[Current and Future Procurement Opportunities](#)

## **City-wide Capacity Building**

[Mentor Protégé Program](#)

[DSBO Equity & Empowerment Council](#)

**For additional questions, please reach out to: [DEN-ACDBE@flydenver.com](mailto:DEN-ACDBE@flydenver.com)**