

DIVERSITYASSURED[®] **GOOD FAITH EFFORTS MADE SIMPLE**

Good Faith Efforts (GFE) are the actions undertaken by contractors to achieve contractual Diverse Businesses (DB) and Workforce goals. Actions such as incomplete solicitation attempts and using outdated information like pre-existing internal databases and prequalification lists not only contribute to shortfalls, they also are not considered GFE.

The approach to finding, contacting, and hiring DBs and tradespersons should be the same as the approach to a construction project: more time should be spent in the planning than in the execution. Turner Surety and Insurance Brokerage, Inc.'s (TSIB) DiversityAssured[®] program can help your firm solicit smarter, not harder, saving you time and money while maximizing results.

Based on the contractual requirements, our DiversityAssured[®] team can assist your firm in the development of a project-specific comprehensive approach that yields DBs or tradespersons (including apprentices) that can perform the project work. If the goals are not achieved, the approach will satisfy GFE requirements and will be the basis for a waiver request if a waiver process is available. These are labor-intensive activities that require time and diligence.

*DB is an acronym representing all manner of certified firms, including but not limited to, Disadvantaged/ Minority/ Women/ Veteran/ Small/ Local/ LGBTQ+ businesses and other entities.





Insufficient and/or inexperienced staff, aggressive project schedules, and other factors can inadvertently cause oversights in this process. Failure to satisfy GFE requirements can result in delayed contract awards, withheld progress payments, and stop work orders. These and other measures cost time and money that cannot be recouped.

For a low monthly fee, or on a project-by-project basis, TSIB's DiversityAssured® Program can assist your team with GFE. Our staff has over 50 years of experience in developing, implementing, and administering Federal, State and Local compliance programs on behalf of General Contractors and State agencies. We have extensive expertise in DB solicitation, workforce recruitment, GFE evaluation, contract goal analysis, and waiver preparation.

DiversityAssured® can provide support as needed, at the company or contract level, and at any phase of the project. Prior to award, we can establish relationships with employment referral sources, perform all aspects of bid list development, and verify firms' capabilities and certifications. After award, we can conduct additional GFE as needed to achieve goals. To further support corporate and/or project staff, we offer in-person, webinar or online training in a range of topics, customized for the needs of the organization.

[tsibinc.com](https://www.tsibinc.com)

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**Business Enterprise
Questionnaire**