



STATE OF NORTH CAROLINA
DEPARTMENT OF TRANSPORTATION

JOSH STEIN
GOVERNOR

DANIEL H. JOHNSON
SECRETARY

DATE: October 9, 2025
TO: North Carolina Certified Firms
FROM: Tunya Smith, Director, Office of Civil Rights, DBE Liaison Officer
SUBJECT: DBE Interim Final Rule Implementation

As you may be aware, USDOT recently issued an Interim Final Rule which modifies DBE certification requirements and the DBE goals for federally funded projects. These modifications have the same impact on state-funded projects and our MB/WBE certification program. Attached you will find the letter sent on behalf of the NCDOT regarding the Interim Final Rule and the changes.

What this Means for Certified DBE Firms:

- 1) NCDOT will reevaluate your certification based on the new criteria.
- 2) Until the reevaluation process is completed, your firm remains certified; however, the provisions related to goal setting, compliance and counting participation toward goals are suspended.
- 3) During the reevaluation process, additional information will be requested from your firm. Please respond quickly so the reevaluation assessment can be timely completed.
- 4) DBE Supportive Services provided by the NCDOT Office of Civil Rights remain active and are available to your firm.

NCDOT remains dedicated to ensuring our contract award process is fair and open. We remain focused on providing supportive services that will help firms reach their full potential to expand the transportation construction industry. Your firm is part of the industry, and your continued growth and success is important.

While the new Interim Final Rule is being implemented, please feel free to reach out to our DBE Certification/Supportive Services team (dbeopportunity@ncdot.gov) with any questions.

Thank you for your participation in the transportation construction industry.

Sincerely,

DocuSigned by:


Tunya Smith

Director, NCDOT Office of Civil Rights, DBE Liaison Officer

cc: Secretary Daniel Johnson (NCDOT)
Ebony Pittman, Deputy Secretary for Business Administration (NCDOT)
Yolanda Jordan, Division Administrator (FHWA- NC)
Edward Parker, Assistant Division Administrator (FHWA-NC)