



**Department of
Transportation**
transportation.ohio.gov

Mike DeWine, Governor
Jim Tressel, Lt. Governor
Pamela Boratyn, Director

October 3, 2025

Industry partners,

On October 3, 2025, the U.S. Department of Transportation issued an interim final rule requiring immediate changes to the Disadvantaged Business Enterprise (DBE) program regulations. The attached notice provides more information on what the changes mean to you and your constituents as well as what you can expect from ODOT.

This rule mandates an immediate suspension of DBE goals from projects and requires a thorough review of all firms that were not previously certified by an individualized determination of disadvantage. This will likely result in at least a one-year pause in setting and enforcing DBE contract goals.

Ohio's ability to be forward-thinking has put us in a unique position to honor our commitment to supporting small heavy highway construction, engineering, and design firms. With the acceptance of our updated Small Business Program Plan by FHWA in August 2025, ODOT has the ability to set contract goals for Small Business Enterprises (SBE) on construction and consultant services projects. The Division of Small Business & External Workforce Development will ensure that all ODOT-let federally funded projects are evaluated for SBE goals. This will help guarantee that SBEs are given ample opportunities to participate in heavy highway projects while we are in this pause.

The Division of Small Business & External Workforce Development will release information on training and resources for certified businesses that need to submit updated information and for any firm interested in the DBE or SBE program. Please look for this information. We look forward to continuing to serve the small businesses of Ohio.

Sincerely,

Pamela Boratyn, Director
Ohio Department of Transportation