



COMMONWEALTH OF PENNSYLVANIA  
DEPARTMENT OF TRANSPORTATION

December 3, 2025

Disadvantaged Business Enterprise Program Stakeholders:

RE: December 3<sup>rd</sup> 2025 DBE Program Update

Effective October 3, 2025, the U.S. Department of Transportation (USDOT) published an Interim Final Rule (IFR) requiring immediate changes to the Disadvantaged Business Enterprise (DBE) Program and Airport Concessions Disadvantaged Business Enterprise (ACDBE) Program.

**All subrecipients of federal transportation funding, including PennDOT, are required to comply with US DOT's DBE IFR.** You may read the official USDOT notice and additional guidance here:

- [U.S. DOT Interim Final Rule on DBE/ACDBE Certification](#)
- [U.S. DOT FAQs on Interim Final Rule on DBE/ACDBE Certification](#)
- [PennDOT November 6<sup>th</sup> 2025 Guidance](#)

To comply with US DOT's DBE IFR, the Pennsylvania Department of Transportation (PennDOT) is coordinating with the Pennsylvania Unified Certification Program (PA UCP) to complete a required reevaluation of all firms certified as DBEs prior to October 3, 2025.

- To complete this re-evaluation, each socially and economically disadvantaged owner (SEDO) of a firm must submit:
  - a Personal Narrative; and
  - a new Personal Net Worth Statement.
- SEDOs will receive a submission notice from [penndot@dbesystem.com](mailto:penndot@dbesystem.com) which will provide instructions on how to submit the required materials.
- Firms that do not submit all required information within 30 days of receipt of the Submission Notice for DBE/ACDBE Certification Reevaluation may risk decertification.
- If a firm does not wish to submit information at this time, they may email [penndotucpinfo@pa.gov](mailto:penndotucpinfo@pa.gov) and confirm their desire to withdraw from the DBE/ACDBE Program.

You may read reevaluation instructions to DBEs and ACDBEs here:

- [PA UCP December 2<sup>nd</sup> 2025 Email to Firms](#)
- [PAUCP Recertification Evaluation Criteria for Personal Narrative](#)

**Goals Requirements:**

USDOT's DBE IFR temporarily affects DBE goal requirements.

December 3, 2025

- All DBE goal requirements are suspended effective October 3, 2025, and no DBE goals will be set on new contracts.
- Contracts currently advertised with DBE goals have had their DBE goals removed.
- In accordance with USDOT's IFR, statewide DBE goal setting will resume once PA UCP completes reevaluations of all DBEs.

**Program Requirements:**

During reevaluations, recipients and contractors must continue to adhere to contract provisions and DBE Program requirements, such as:

- Documenting and demonstrating Good Faith Efforts (GFEs).
- Paying subcontractors in accordance with PennDOT's prompt payment and retainage policies.
- Contractors will not be penalized for failing to meet DBE participation goals during the reevaluation process, while goal-counting is suspended.
- Contractors are still expected to make, document, and retain evidence of their GFEs.

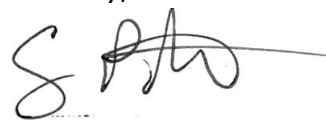
**Reporting Requirements:**

PennDOT is actively working to update its DBE Methodology and Program Plan to align with the completion of the reevaluation process. To ensure PennDOT has the data necessary to complete a review and update of our program, PennDOT is instructing recipients, sub-recipients, and contractors to continue required and uniform reporting, including, but not limited to:

- Maintaining bidder's lists;
- Prompt payment reporting;
- Required and Uniform reporting;
- Participation of firms certified as DBEs prior to October 3, 2025, should be reported but will not be counted toward contract goals or overall program goals until PA UCP completes the reevaluation process; and
- Monthly reporting of all subcontractor payments must continue, even though Commercially Useful Function (CUF) reviews are paused.

Questions can be directed to the Bureau of Workforce and Business Opportunity at [penndotdbegoal@pa.gov](mailto:penndotdbegoal@pa.gov).

Sincerely,



Corey Pellington  
Deputy Secretary for Administration  
DBE Liaison Officer  
Pennsylvania Department of Transportation