

As part of our ongoing commitment to foster diversity, equity and inclusion, and to support Kansans, IdeaTek is committed to utilizing Disadvantaged Business Enterprises while executing BEAD projects. IdeaTek is implementing a full DBE Policy to ensure the utilization of qualified DBEs and encourage participation by DBEs/ Please see the policy statement attached.

The Disadvantaged Business Enterprise Policy is effective immediately, and upon project award, IdeaTek will ensure that qualified DBEs are on the solicitation list for contracted resources.

### **Disadvantaged Business Enterprise (DBE) Program Policy Statement and Program**

IdeaTek has established a Disadvantaged Business Enterprise (DBE) program in accordance with regulations of the U.S. Department of Transportation (DOT), 49 CFR Part 26. Ideatek has received Federal financial assistance from the Department of Transportation, and as a condition of receiving this assistance, IdeaTek has agreed it will comply with 49 CFR Part 26.

It is the policy of IdeaTek to ensure that DBEs as defined in 49 CFR part 26, have an equal opportunity to receive and participate in DOT-assisted contracts. It is also our policy:

- (a) To ensure nondiscrimination in the award and administration of DOT-assisted contracts in the Department's highway, transit, and airport financial assistance programs;
- (b) To create a level playing field on which DBEs can compete fairly for DOT-assisted contracts;
- (c) To ensure that the Department's DBE program is narrowly tailored in accordance with applicable law;
- (d) To ensure that only firms that fully meet these part's eligibility standards are permitted to participate as DBEs;
- (e) To help remove barriers to the participation of DBEs in DOT-assisted contracts;
- (f) To promote the use of DBEs in all types of federally assisted contracts and procurement activities conducted by recipients.
- (g) To assist the development of firms that can compete successfully in the marketplace outside the DBE program; and
- (h) To provide appropriate flexibility to recipients of Federal financial assistance in establishing and providing opportunities for DBEs.

Rebekah Haase has been designated as the DBE Liaison Officer, who shall have direct, independent access to Ideatek's Chief Executive Officer concerning DBE matters. In that capacity, Rebekah Haase is responsible for implementing all aspects of the Company's DBE program. The DBE Liaison Officer shall be assigned and work with appropriate IdeaTek staff to administer compliance with this program. Implementation of the DBE program is accorded the same priority as compliance with all other legal obligations incurred by IdeaTek in its financial assistance agreements with the Department of Transportation.

IdeaTek has disseminated this policy statement to the company officers, directors, and all of the components of our organization. We have distributed this statement to DBE and non-DBE business

IdeaTek Telcom, LLC  
BEAD Guidance Reference No. 66  
DBE Utilization Plan

communities that perform work for us on DOT-assisted contracts in a variety of methods, including by posting this statement on our website at [ideatek.com/legal](http://ideatek.com/legal).

The Company intends to use the same policy framework for BEAD projects.