

Our Challenge

Ferrovial airports partnership growth with ACDBE'S

How to identify, recruit,
onboard, and support ACDBE'S
in order to be successful at the
airport.

48%

ferrovial
airports

Sourcing

- Partnerships
- Organic education
- Ferrovial Denver: downtown learning lab
- Leverage existing successful businesses to mentor, identify, and recruit
- Transportation: Make getting to the airport easy, affordable, and sustainable.



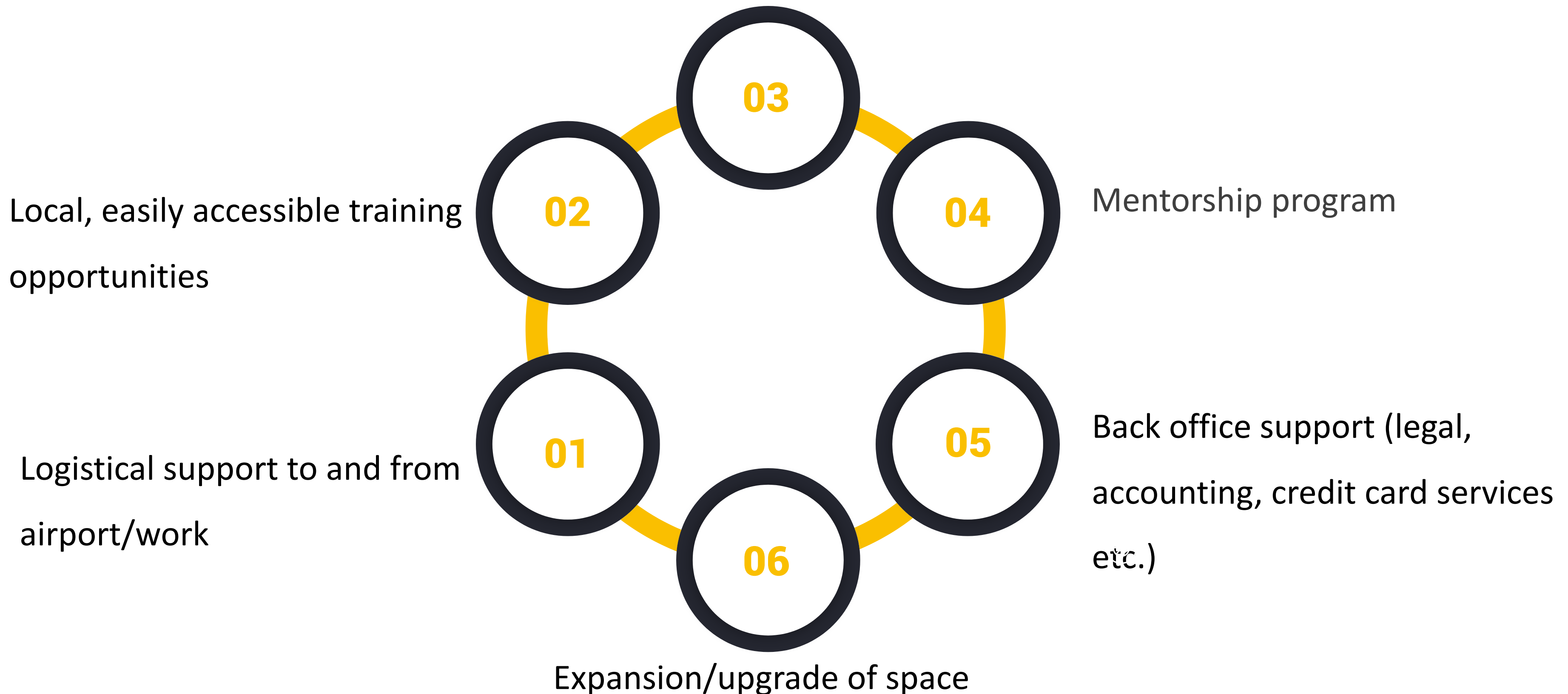
Onboarding



- Financing: connect DBEs with funding support
 - Venture Capital options
- Training:
 - Mentorship network with current DBEs in airport
 - Managing cash flow and access to capital
 - Partnership with not-for-profit for training
 - Utilize local high schools and and community colleges
 - Ferrovia expectations and contract review
 - Ferrovia train and develop desired skill sets for future projects

Supporting ACDBE's

Assistance and guidance with registration



Non-Traditional Services



Art



Exercise/Classes



Quiet Areas



Food and Drinks



Measuring Success

- Increased waiting list (bench) of ACDBE'S
- Cost to acquire ACDBE'S
- Retail spend per passengers
- % of passengers rating their experience great or excellent
- Success rate: how many stay in business?



Together We Soar