



**HEADQUARTERS
DEFENSE HUMAN RESOURCES ACTIVITY
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ALEXANDRIA, VA 22350-4000**

**MEMORANDUM FOR COMPONENT DIRECTORS, DEFENSE HUMAN RESOURCES
ACTIVITY**

**SUBJECT: Defense Human Resources Activity Establishment of Fiscal Year 2020/2021 Small
Business Goals and Fiscal Year 2019 Small Business Goal Achievement**

The Defense Human Resources Activity (DHRA) is committed to considering small business first in all contracting actions. DHRA recognizes that small businesses are critical to success in support of the war fighter and are key drivers of the United States' economy. Small business prime and subcontractors are critical to the success of the enterprise's varied missions.

This memorandum sets forth our FY20/21 socioeconomic goals and provides a report of our FY19 goal achievements.

FY 2020/21 DHRA Small Business Goals

Socioeconomic Category	Prime Contracting	Subcontracting (DoD Goal)
All Small Business	42%	32%
Service-Disabled Veteran-Owned Small Business	3%	3%
HUBZone Small Business	2.2%	3%
Small Disadvantaged Business	5%	5%
Women-Owned Small Business	5%	5%

In FY19, DHRA executed over 50% of contracting actions with small businesses, exceeding goals in nearly every socio-economic category.

FY2019 DHRA Small Business Achievement

Socioeconomic Category	Goal	Achievement
All Small Business	50%	50.5%
Service-Disabled Veteran-Owned Small Business	3%	8.6%
HUBZone Small Business	2.2%	1.9%
Small Disadvantaged Business	5%	29.6%
Women-Owned Small Business	5%	7.9%

The responsibility for ensuring DHRA delivers on our small business commitment is shared by the entire enterprise; this can be accomplished by working closely with our Office of Small Business Programs (OSBP), planning early for acquisitions, engaging in industry outreach activities, and conducting robust market research. Maintaining a strong and diverse industrial base will foster competition, cost savings, agility, and modernization, fulfilling an important responsibility to our service members, civilian customers, and the American taxpayer.

Component and program directors are expected to support DHRA industry outreach activities and designate a point of contact to serve as a liaison with the OSBP, led by Tammy J. Proffitt. Ms. Proffitt can be reached at 571-372-2591, tammy.j.proffitt2.civ@mail.mil.

Thank you for your support of small business.

William H. Booth
Director