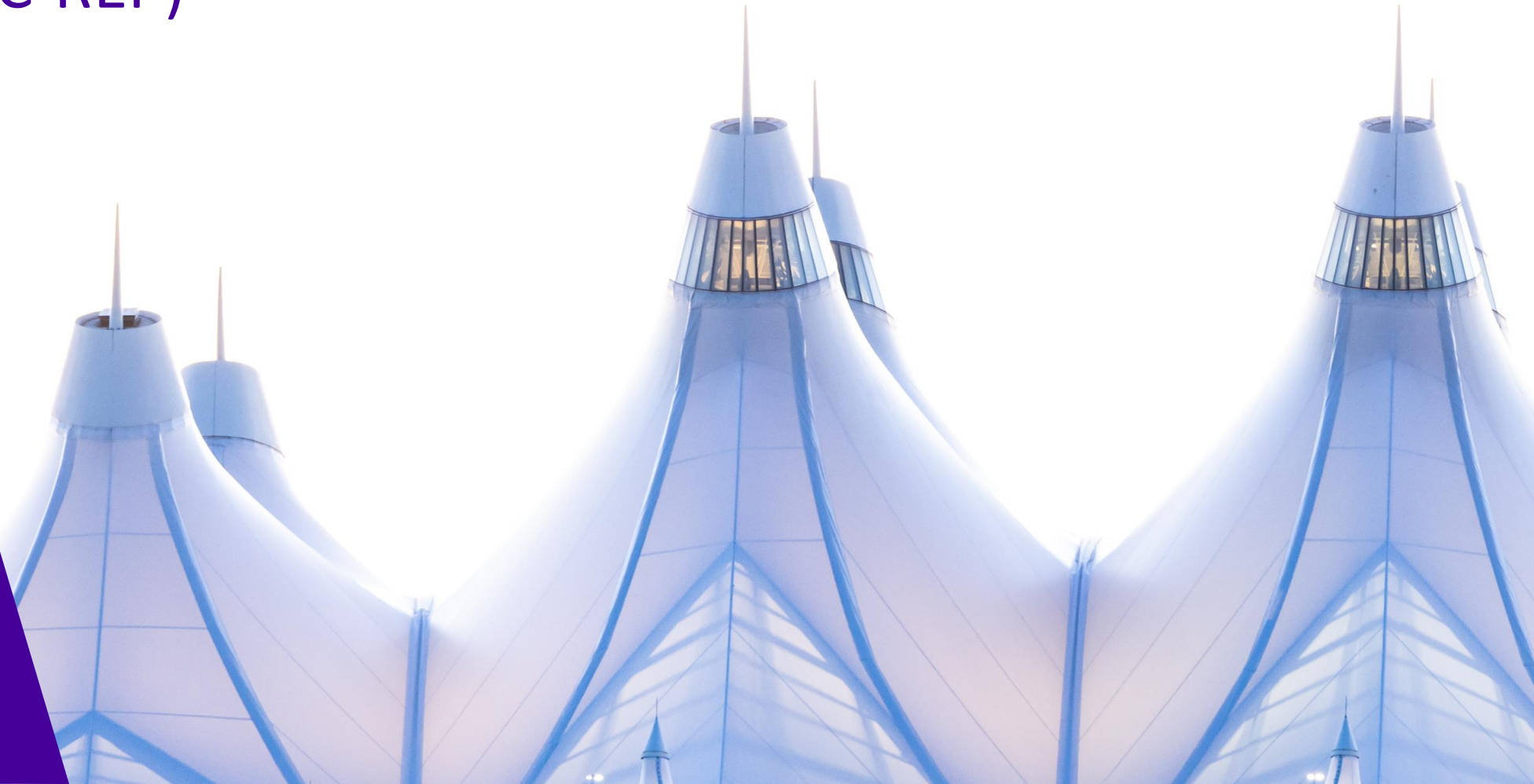




DENVER INTERNATIONAL AIRPORT

ADAMS COUNTY REGIONAL ECONOMIC PARTNERSHIP (AC-REP)

MARCH
2025



AGENDA

- DEN Overview
- CEEA Overview & Programs
- Small Business Programs & Resources

DEN BY THE NUMBERS



3RD-BUSIEST AIRPORT IN NORTH AMERICA

6TH-BUSIEST AIRPORT IN THE WORLD (ACI CY 2023)

PASSENGERS

69 million
2019

33.7 million
2020

58.8 million
2021

69.3 million
2022

77.8 million
2023



100 MILLION ANNUAL PASSENGERS

MISSION: THROUGH THE POWER OF OUR PEOPLE, BE THE BEST IN CLASS

SUSTAINABILITY & RESILIENCY | EQUITY, DIVERSITY, INCLUSION & ACCESSIBILITY
OPERATIONAL EXCELLENCE | ENHANCING THE CUSTOMER EXPERIENCE

1

EMPOWERING OUR PEOPLE



Provide necessary tools and growth opportunities, enabling our employees to excel in their roles and contribute to DEN's success

Recruit, train, and support ongoing learning, innovation, and professional growth

Establish and preserve belonging and inclusion as cornerstones of DEN's employee culture

2

GROWING OUR INFRASTRUCTURE



Build facilities and infrastructure through well-coordinated planning and new service delivery models

Grow revenue across existing and new streams to maintain financial resiliency

Become the most environmentally sustainable airport in the world

3

MAINTAINING WHAT WE HAVE



Ensure longevity, reliability, and performance of existing facilities and assets

Consistently surprise and delight our customers by providing an exceptional experience at DEN

Leverage data-driven insights to inform decision-making processes, optimize operations, and drive innovation

4

EXPANDING OUR GLOBAL CONNECTIONS

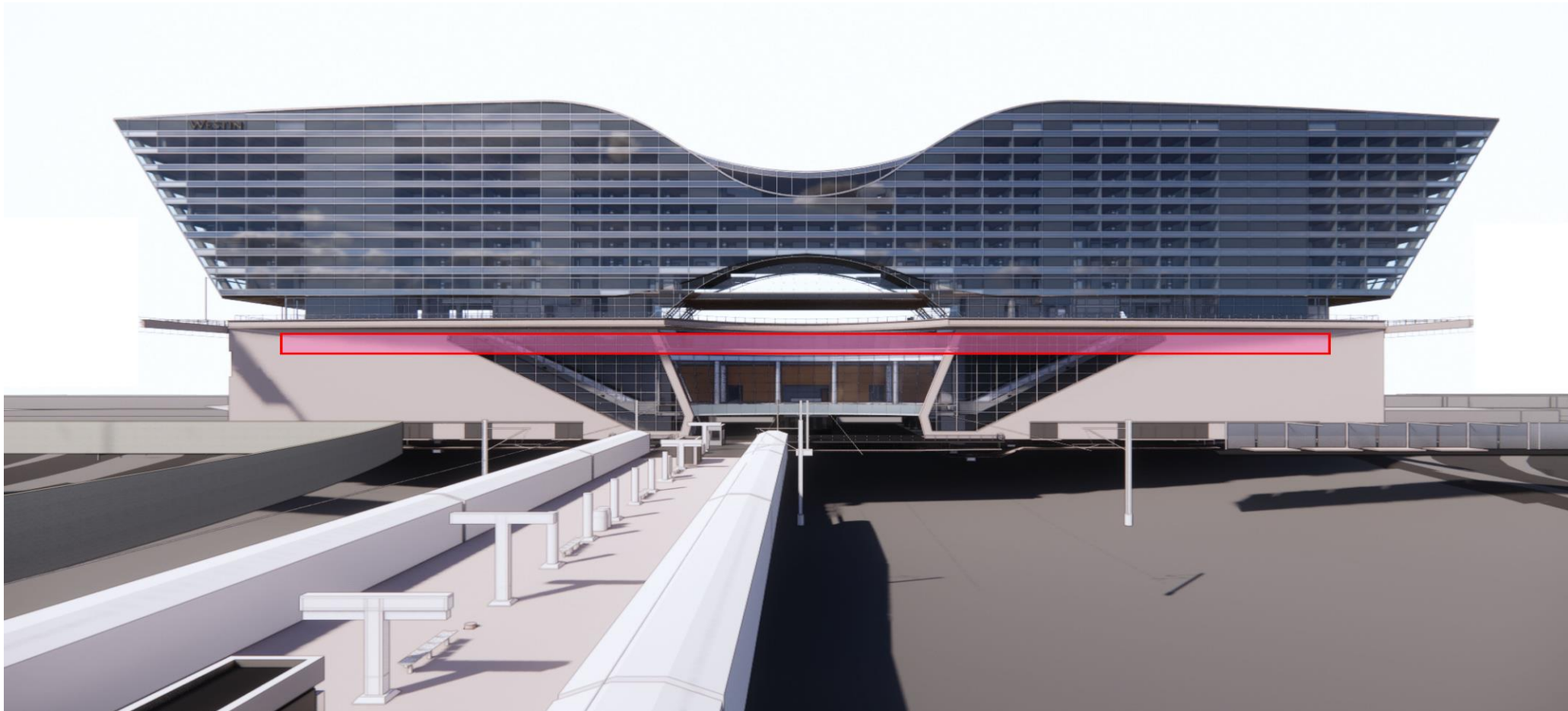


Expand our air network to the continent of Africa, and other unserved international destinations

Leverage our strong performance to grow our domestic air network

VISION 100 DEN 

CEEA'S LOCATION



HOW CEEA WAS BUILT (INFRASTRUCTURE)



Approval from City Council - \$40M to build CEEA

Approved through the Great Hall Phase 3 construction



Best Practice Research, Stakeholder & Community Engagement

Tours of multiple facilities and over 100 stakeholder meetings to influence design



Build out of programming

Business Development Training Academy, Career Pathways and Research & Innovation which also influenced design.



Construction Groundbreaking

Rendering Reveal: Nov. 2022
Groundbreaking: Dec. 2023
Expected completion: Q4 2025

GOALS OF CEEA

Serve as an accelerator for economic and workforce development through:

- **Career Pathways**
 - Prepare the next generation for careers in the aviation industry
- **Research & Innovation**
 - Advance aviation best practices to lead the industry with a global impact
- **Business Development Training Academy**
 - Support small, minority, and women owned businesses through full lifecycle training on doing business at DEN



CEEA RENDERINGS: PRE-FUNCTION SPACE

Function of the space:

- Networking events
- Business Development events
- Informal meeting space
- Community gathering space
- Café space



CEEA RENDERINGS: RESEARCH & INNOVATION LAB

Function of the space:

- Maker space
- Lectures & university courses
- Visioning lab for employee use



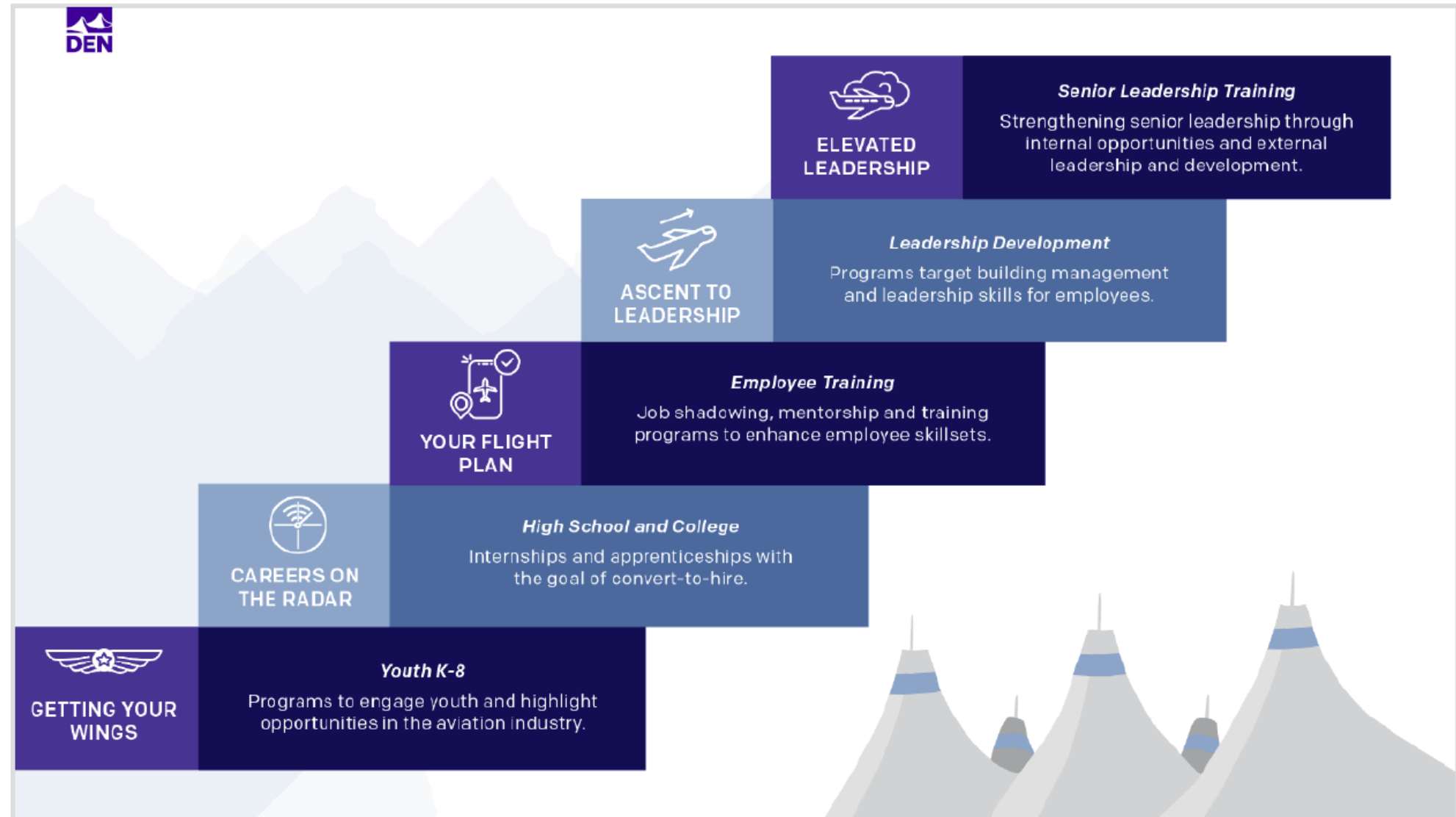
CEEA RENDERINGS: HALL OF EQUITY

Function of the space:

- Largest gathering space (up to 300)
- Employee town halls
- CEEA Speaker Series
- Eno AirMAX
- LeadershipDEN



CAREER PATHWAYS



CAREER PATHWAYS: Youth and Employee Programs

Overview:

- Comprehensive suite of workforce development initiatives
- Empower, educate, employ diverse future workforce
- Youth: K-12 and College
- Employee: Entry Level to Executive Development
- Leading a current Child Care Feasibility Study

Highlights:

- **Youth:** Project Takeoff, Aviation Learning Day, DEN Academy, Aviation Career Workshops, DENtern Internships
- **Employee:** Job Shadowing, Mentorship, Speaker Series, New Heights, Industry Certifications, LeadershipDEN, EnoAirMAX, Executive Coaching, External Leadership Programs



CAREER PATHWAYS: YOUTH PROGRAMS

4,600+

students
impacted
since 2023

“Thank you so much for showing us **all the possibilities** that this workforce offers! I had so much fun!”

46

Intern
Convert-to-
hire since
2022

“Thank you so much for this opportunity, you’ve helped me **build my character** and look at things differently, love that I was able to spend this summer and experience this”

11

Intern
Convert-to-
hire to DEN
since 2022

“Your stories and career experience has **truly inspired me**. Thanks for giving us a great and informative experience”



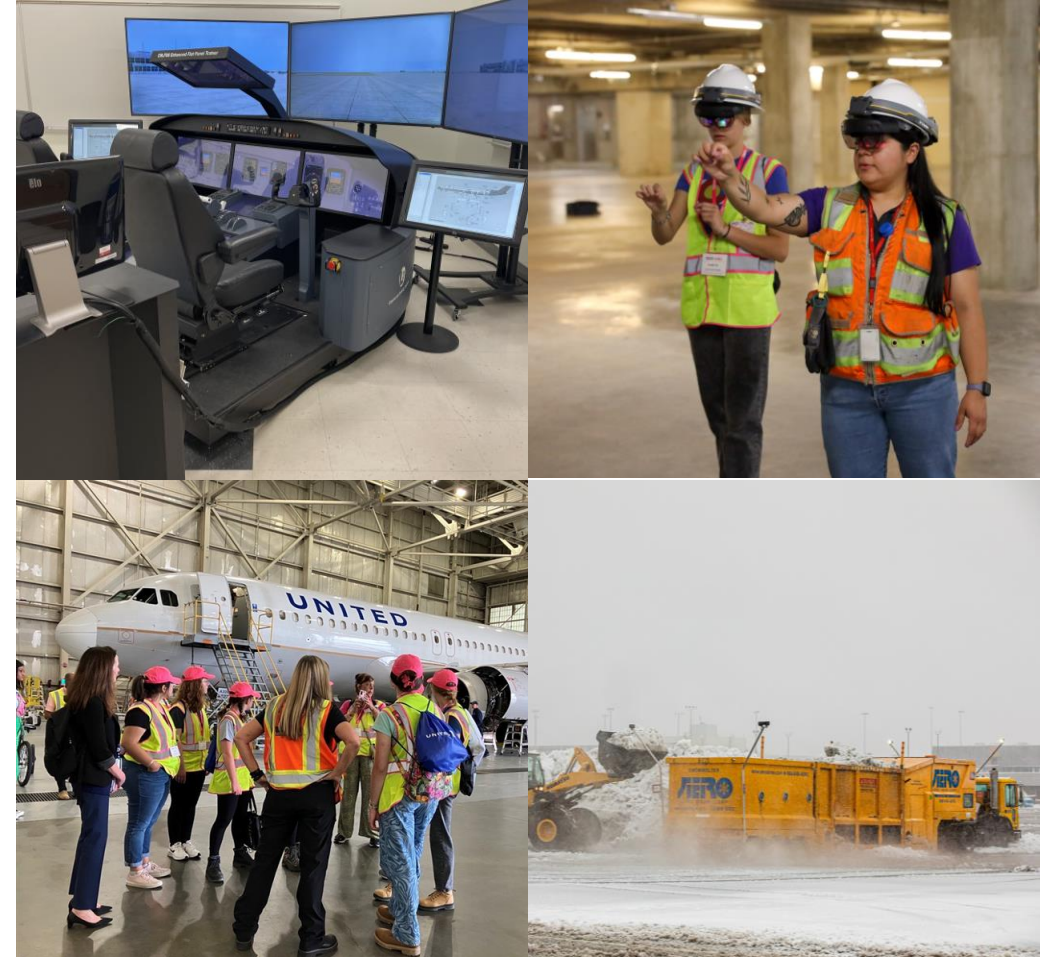
RESEARCH AND INNOVATION

Overview:

- Research global aviation megatrends for adoption at DEN.
- Create programs to empower employees to adopt best practices and create everyday innovators.
- Two focus areas: Innovation Learning and Piloting

Highlights and Successes:

- Innovation Council implemented in 2024
- Business Challenges for University Students
- DENtern and LeadershipDEN Aviation Megatrends Research Projects



BUSINESS DEVELOPMENT TRAINING ACADEMY (BDTA)

Overview:

- Uses a systemic approach to create, educate, and cultivate a learning experience and network
- Supports small businesses through full lifecycle training in a 9-week program
- Supports building a pipeline of certified firms that can grow into contract opportunities at DEN

Highlights and Successes:

- Two industry tracks: Architecture/Engineering/Construction (AEC) and Concessions
- Three levels of matriculated cohorts: 100, 200, 300
- Total of 134 student businesses have completed BDTA since program inception in 2022



DEN AND ADAMS COUNTY SMALL BUSINESSES

- **189** businesses are certified as socially and/or economically disadvantaged with a primary physical address in Adams County (DBE, MWBE, ACDBE, SBE, SBEC)
- **4** prime contracts and **428** subcontracts (active) at DEN have been awarded to Adams County certified firms
- **11** concessions at DEN are owned and/or operated by Adams County certified firms

BUSINESS DEVELOPMENT TRAINING ACADEMY (BDTA)



65 Companies graduated
in 2024!



2025 Applications Now Open

- Concourse 200
- Concessions 201



SMALL BUSINESS CERTIFICATIONS

Certification Governance and Types

Federal Programs

- Based on the Code of Federal Regulations (CFR) Parts 26 and 23:
 - Disadvantaged Business Enterprise (DBE)
 - Airport Concessionaire Disadvantaged Business Enterprise (ACDBE)

City and County of Denver (Local) Programs

- Governed by Denver Revised Municipal Code (DRMC) Articles III, V, and VI:
 - Minority/Women Owned Business (MWBE)
 - Small Business Enterprise (SBE)
 - Small Business Enterprise Concessionaire (SBEC)
 - Emerging Business Enterprise (EBE)

Taking Flight at DEN

Monthly event showcasing multiple procurement opportunities, set for the 2nd Thursday of each month at 1 p.m.

- ✓ January 23
- ✓ February 13
- **March 13**
- **April 10**
- **May 8**
- **June 12**
- **July 17**
- **August 14**
- **September 11**
- **October 9**
- **November 13**
- **December 11**



MEET THE PRIMES

Virtual outreach event held twice a month to connect Prime firms at DEN with local, small, and historically underutilized firms, scheduled for the 3rd Thursday at 1 p.m.

- ✓ February 13 - Concessions Prime Operators
- April 17 - Rental Car Company
- June 19 - General Contractors
- August 21 - Construction Specialty Trade Contractor (MEP, Painting, Millwork, Drywall, Acoustical, Flooring, Concrete, Metals, Glass Glazing, Trucking, More)
- October 16 - Airlines, Real Estate, Commercial Development and Hotelier
- December 18 - Architecture, Engineering, and Professional Services



Navigating the ACDBE Series: Pathways to Concessions

Bi-monthly virtual outreach event held on the third Thursday at 1 p.m. guides ACDBEs on doing business at DEN.

Pathways to Concessions 2025:

- ✓ January 16 – ACDBE 101
- March 20 – ACDBE 201
- May 15 – Joint Ventures 101
- July 17 – Joint Ventures 201
- September 18 – Concessions Connections
- November 20 – B2G Compliance



COMMUNITY PANELIST PROGRAM

Volunteer program for those who want to participate in a procurement evaluation panel.

- Great experience for potential primes
- Attain an understanding of the evaluation process
- Become familiar with DEN's values
- Gain experience with DEN's interview format

Scan to sign up today!



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THANK YOU!