

AQUA

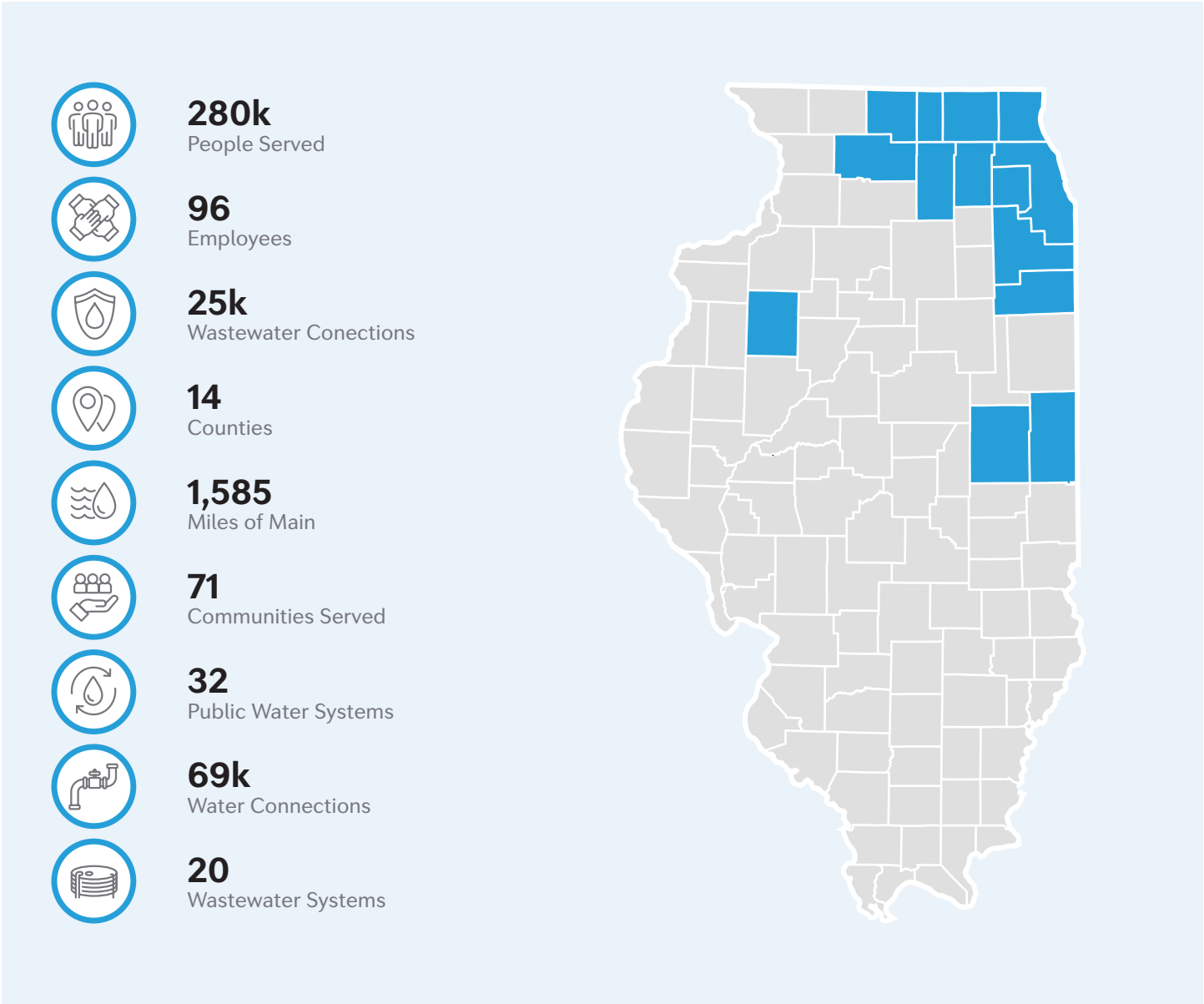
An  Essential Utilities Company

2024 SUPPLIER DIVERSITY



AQUA ILLINOIS

Aqua Illinois at a Glance



Illinois Service Area

- | | | |
|------------------|-----------------|------------------|
| Boone County | Kane County | Ogle County |
| Champaign County | Kankakee County | Vermilion County |
| Cook County | Knox County | Will County |
| Dekalb County | Lake County | Winnebago County |
| DuPage County | McHenry County | |



President's Message

At Aqua, our mission is to sustain life and improve economic prosperity by safely and reliably delivering Earth's most essential resource to our customers and communities. As a dedicated partner to 71 communities in 14 counties across Illinois, we take pride in investing in the places we call home.

2024 was a transformative year as we made significant investments in water and wastewater infrastructure to enhance service reliability and improve water quality across the state.

A key driver of this success is our partnership with a diverse supplier base that strengthens our operations and supports our local economy.

Last year, we significantly increased engagement with Tier I and Tier II suppliers, growing our spend across diverse professional services by nearly 30 percent, construction by nearly 74 percent, and women-owned business enterprises (WBE) by over 217 percent.

As a result, our total reportable spend rose from nearly \$12 million in 2023 to over \$16 million in 2024. We're also proud that our diverse spend increased from \$7.2 million in 2023 to \$12.8 million in 2024 — a 78% increase resulting from our efforts to contract with diverse suppliers.

Serving 280,000 residents inspires us to partner with suppliers that reflect our communities. We're proud of the progress we made in 2024 and look forward to building on this momentum in 2025 with a \$351 million capital improvement program over the next five years.

We're proud to be stewards of natural resources and active contributors to local economic growth, delivering on that responsibility every day. We invite you to explore this report to learn more about our continued progress and commitment to the communities we serve.

A handwritten signature in dark ink, appearing to read 'D.C. Carter'.

David C. Carter
President, Aqua Illinois

Terms and Definitions

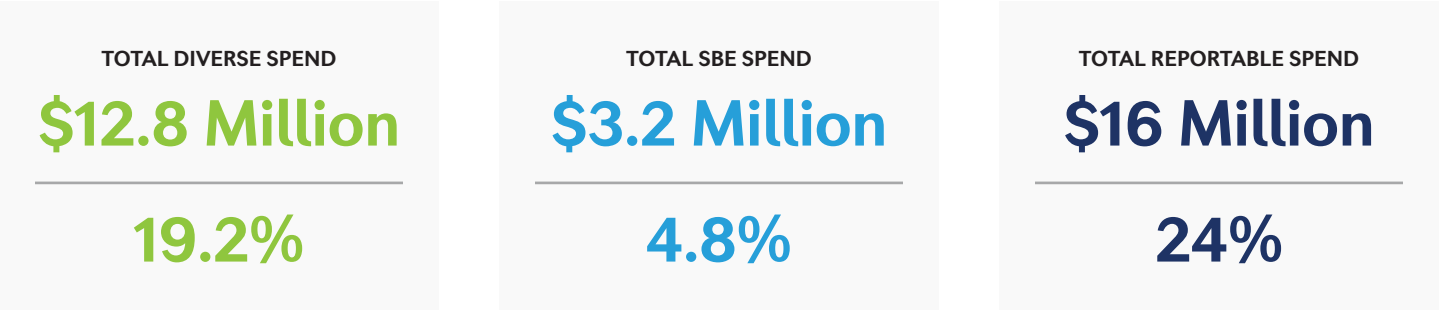
A diverse supplier is defined as any business that is owned by a United States Citizen and 51% owned, managed, and controlled by one of the following: (MBE) African American, Hispanic American, Native American, Asian American, or a (WBE) woman or (VBE) veteran. For purposes of this report, we are including (SBE) small business enterprise, which is a business that is defined by either the number of employees or average annual receipts of a business concern.

Aqua only recognizes and uses suppliers that are certified as divers – MBE, WBE, or VBE.

SUPPLIER DIVERSITY CLASSIFICATION	
Minority Owned Business Enterprise (MBE)	A person or persons who is/are United States Citizens or lawful permanent residents and is/are African American, Hispanic American, Asian American, Native American
Women Owned Business Enterprise (WBE)	A woman or women who is/are United States Citizens or lawful permanent residents of the United States
Veteran Owned Business Enterprise (VBE)	One or more veterans who is/are United States Citizens or lawful permanent residents of the United States



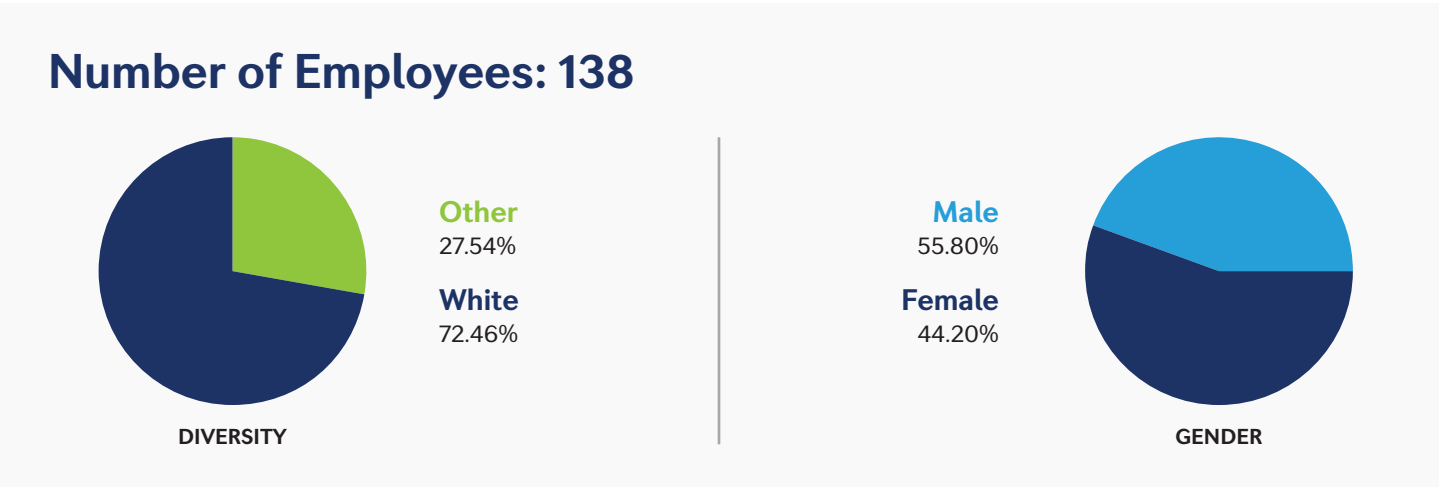
Dashboard



VENDOR CLASSIFICATION	2024	% OF TOTAL*
MBE	\$569,192.89	0.80%
WBE	\$8,427,750.83	12.60%
VBE	\$3,843,794.14	5.70%
Total Diverse	\$12,840,737.86	19.20%
SBE	\$3,228,469.70	4.80%
Total Reportable	\$16,069,207.56	24.00%

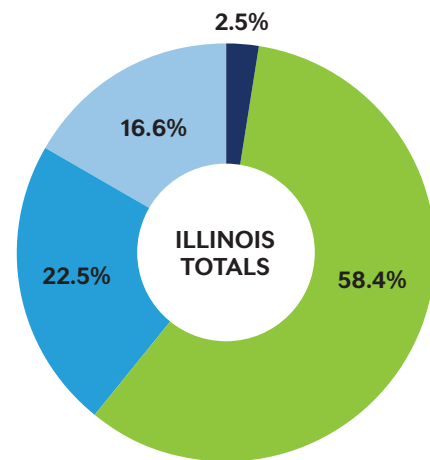
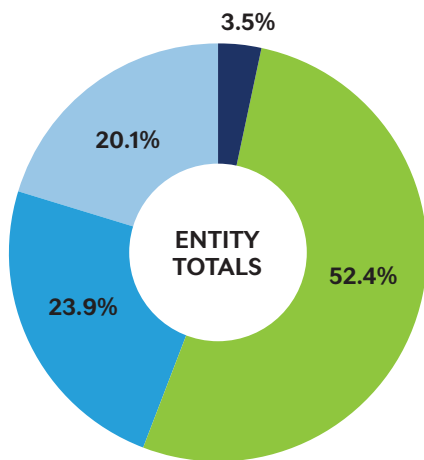
*Percent of Total Eligible Spend

2024 TOTAL DISCRETIONARY SPEND - \$67,020,129



Summary of Spending/Activity

2024 DATA BY REPORTABLE CATEGORY			
CATEGORY	DIVERSE SPEND	SBE SPEND	TOTAL
Building & Grounds	\$73,369.66	\$5,920.42	\$79,290.08
Chemicals	\$465,211.70	\$49,230.56	\$514,442.26
Construction	\$10,377,880.33	\$1,592,525.86	\$11,970,406.19
Direct Material	\$102,456.74	\$572,616.17	\$675,072.91
Information Technology	\$15,878.56	\$1,607.96	\$17,486.52
Professional Services	\$1,572,150.85	\$650,262.20	\$2,222,413.05
Technical Services	\$151,612.08	\$314,044.51	\$465,656.59
Vehicles and Equipment	\$82,177.94	\$42,262.02	\$124,439.96
TOTAL	\$12,840,737.86	\$3,228,469.70	\$16,069,207.56



2024 ENTITY TOTALS – % OF REPORTABLE		
VENDOR CLASSIFICATION	SPENDING	% OF TOTAL DIVERSE SPEND AND SBE
MBEs	\$569,192.89	3.5%
WBEs	\$8,427,750.83	52.4%
VBEs	\$3,843,794.14	23.9%
SBEs	\$3,228,469.70	20.1%
Total Reportable	\$16,069,207.56	

2024 ILLINOIS TOTALS – % OF REPORTABLE		
VENDOR CLASSIFICATION	SPENDING	% OF TOTAL DIVERSE SPEND AND SBE
MBEs	\$351,127.03	2.5%
WBEs	\$8,203,737.00	58.4%
VBEs	\$3,160,743.19	22.5%
SBEs	\$2,338,978.62	16.6%
Total Reportable	\$14,054,585.84	



Policies and Methodology

At Aqua, the core values of integrity, respect, and excellence are embedded within our business practices and our behavior. We proudly hold ourselves accountable to fair and transparent business practices and strive to operate as a socially responsible corporate citizen. We also expect our suppliers and contractors to demonstrate the same commitment to these values.

We recognize that supplier diversity is essential to our long-term procurement and supply chain strategy, and it plays a key role in supporting our local communities. We have strategies in place to further build and enhance relationships with more diverse suppliers, and we encourage them to compete for materials and services throughout all of Aqua. It is Aqua's policy to develop partnering relationships with diverse firms to:

- Enhance the supply chain via lower costs, increased response time, higher level of quality, etc.
- Support local businesses in building brand equity and retaining existing or generating increased market share.

Additionally, our employees with procurement responsibilities are encouraged to consider diverse businesses during bid processes and to encourage Aqua's existing suppliers to do the same. Aqua encourages any certified diverse supplier that may have services of value to Aqua to apply as a supplier.

Aqua also submits an annual report of its diverse supplier spend to the Illinois Commerce Commission, which also tracks Aqua's Tier II spend dollar amount and percentage.

Aqua strongly encourages all of its existing suppliers to utilize diverse partners where available and appropriate, as well as submit their diverse spend dollar amount and percentage (of Aqua project/contract) through Aqua's automated Tier II reporting tool, the Supplier IO UniTier Tier II Platform, on an annual basis, no later than January 31.



Supplier Diversity Goals

Since 2020, these efforts have directly resulted in many advancements made to the supplier diversity program, including:

- ★ Increased VBE spend by 40.3% or \$1,103,437
- 🏠 Increased building and grounds by 91% or \$37,785
- 🏗️ Increased direct materials by 470% or \$56,636
- 👤 Increased professional services by 83.5% or \$1,011,349
- 🔄 Increased reportable spend by 63.4% or \$6,232,588

Aqua has taken proactive steps internally to increase our engagement with diverse suppliers in the procurement process. These actions include:

- Leadership commitment and accountability through messaging, policies, and behavior that advances diversity and inclusion goals and objectives.
- Promoting business and community diversity in the Aqua supplier base by actively supporting diverse suppliers and contributing to diverse groups through our charitable giving program.
- Regularly reviewing a 12-month rolling spend of all vendor relationships exceeding a threshold of \$50,000 to identify opportunities to solicit bids from diverse vendors as services are renewed.



Areas of Focus for the Next Calendar Year

Aqua is committed to supporting our local communities by providing services and creating jobs for businesses where our customers live and work. In 2025, we will continue to seek out diverse suppliers in our communities to partner with us in building and maintaining essential services. As part of our ongoing mission, we aim to increase our spending with diverse suppliers each year, reflecting our dedication to strengthening our communities.

Certifications Accepted

State or local governments certifying agencies and the following:

National Minority Supplier Development Council (NMSDC)

1359 Broadway
Suite 1000
New York, NY 10018
Telephone: (212) 944-2430
www.nmsdc.org

National Veteran Business Development Certification (NVBDC)

325 E. Crescent Lane
Detroit, MI 48207
Telephone: 888-CERTIFIED
www.nvbdc.org

National Veteran Owned Business Association (NaVOBA)

313-315 N. Main Street
Carnegie, PA 15106
Telephone: 724-3-NAVOBA
(724-362-8622)
www.navoba.org

Women's Business Enterprise Center (WBEC)

1315 Walnut Street
Suite 1116
Philadelphia, PA 19107

Aqua Contact – Elizabeth Walsh
Email: ewalsh@wbeceast.com
Telephone: (215) 790-5060
<https://wbceast.com/>

Women's Business Enterprise National Council (WBENC)

1120 Connecticut Ave., NW
Suite 1000
Washington, DC 20036
Telephone: (202) 872-5515
www.wbenc.org



Point of Contact

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ICC Website

www.icc.illinois.gov



Success Stories

whittsturtevant

"As a veteran-owned business, Whitt Sturtevant takes pride in delivering quality professional services alongside partners like Aqua Illinois. Our long-standing relationship with Aqua is built on a shared commitment to serving local communities with excellence and helping to ensure Aqua customers receive the reliable services they deserve."

Anne Mitchell, Partner at Whitt Sturtevant (VBE)

BERGER

"We've had the privilege of partnering with Aqua Illinois for years to support local communities impacted by water main breaks. Throughout our work together, the Aqua team has been a steadfast partner, prioritizing the support of women-owned businesses like Berger in delivering reliable service to their customers. Their commitment to both exceptional customer service and diversity in their partnerships has allowed us to make a meaningful impact in helping our communities. We're proud to work with Aqua and we're always at the ready to support their service operations across Illinois."

Julie Berger-Chamberlin, President of BERGER Contractors (WBE)

Uniform Appendix Aqua Illinois

(Tier I and Tier II Diverse Suppliers)

DIVERSITY ATTRIBUTES	COMPANY NAME	STATE	AMOUNT	CATEGORY
MBE	American Infrastructure	IL	\$102,785	Professional Services
MBE	Cavalry Maintenance & Cleaning	IL	\$67,215	Building & Grounds
MBE	Civil Design, Inc.	WI	\$39,387	Professional Services
MBE	Danville Tile And Drainage	IL	\$73,729	Direct Material
MBE	Diversity Sourcing Solutions LLC	IL	\$47,346	Professional Services
MBE	EP Logistics	GA	\$39	Direct Material
MBE	GR Consulting LLC	IL	\$60,000	Professional Services
MBE	Kang Haggerty LLC	PA	\$119,977	Professional Services
MBE	Mays Chemical Company, Inc.	IN	\$38,832	Chemicals
MBE	SHI Corp.	GA	\$3,245	Direct Material
MBE	SHI International Corp	TX	\$15,879	Information Technology
MBE	Unique Industrial Product Co	GA	\$708	Direct Material
MBE	United Scientific Supplies Inc	IL	\$52	Direct Material
VBE	Airy's Inc	IL	\$139,090	Construction
VBE	BC Systems	IL	\$149,848	Technical Services
VBE	Creative Security Systems, Inc.	GA	\$4	Direct Material
VBE	Gene Wren Construction LLC	IL	\$2,871,805	Construction
VBE	Indirect	WI	\$50	Construction
VBE	Structured Solutions LLC	IN	\$143,940	Construction
VBE	Whitt Sturtevant LLP	OH	\$539,057	Professional Services
WBE	Alexander Chemicals Co.	IL	\$419,511	Chemicals

Tier I and Tier II Diverse Suppliers (continued)

DIVERSITY ATTRIBUTES	COMPANY NAME	STATE	AMOUNT	CATEGORY
WBE	Anderson Lock Co Ltd.	IL	\$1,764	Technical Services
WBE	Bain Enterprises	OH	\$2,258	Direct Material
WBE	Berger Excavating Contractors	IL	\$415,625	Construction
WBE	Bilco Safety Products Inc	PA	\$5,290	Construction
WBE	Carus LLC	IL	\$6,869	Chemicals
WBE	Certified Safety Manufacturing, Inc	IL	\$1,459	Direct Material
WBE	Circular Water Solution LLC	PA	\$6,070	Professional Services
WBE	Civil Design, Inc	MO	\$145,586	Professional Services
WBE	Continental Resources	GA	\$39	Direct Material
WBE	Corporate Claims Management	PA	\$4,396	Vehicles and Equipment
WBE	Discountcell Inc	GA	\$28	Direct Material
WBE	EJ Equipment Inc	IL	\$63,545	Vehicles and Equipment
WBE	Elliott Electric, Inc.	IL	\$213,749	Construction
WBE	Emergent Safety Supply	IL	\$600	Construction
WBE	G A Rich & Sons	IL	\$60,879	Construction
WBE	G A Rich & Sons Inc	IL	\$47,005	Construction
WBE	GA Rich & Sons	IL	\$4,926,678	Construction
WBE	Glesco Electric, Inc.	IL	\$18,650	Construction
WBE	Gordon Electric Supply	IL	\$11,677	Direct Material
WBE	Gosia Cartage	IL	\$240,322	Professional Services
WBE	Hygieneering, Inc	IL	\$4,744	Professional Services
WBE	Ims Technology Services, Inc.	PA	\$318	Building & Grounds
WBE	Indirect	WI	\$55	Construction

Tier I and Tier II Diverse Suppliers (continued)

DIVERSITY ATTRIBUTES	COMPANY NAME	STATE	AMOUNT	CATEGORY
WBE	Indirect	IL	\$17	Construction
WBE	Indirect	IL	\$254	Construction
WBE	Kim Construction Company Inc	IL	\$5,500	Construction
WBE	M & J Underground	IL	\$322,384	Construction
WBE	Morreale Communications	IL	\$213,622	Professional Services
WBE	Paige Marketing Communications	NY	\$40,693	Professional Services
WBE	Painters USA Inc	IL	\$11,016	Construction
WBE	Priority Products	IL	\$364	Construction
WBE	Runco Office Supply And	IL	\$5,836	Building & Grounds
WBE	Schomburg & Schomburg Constr.	IL	\$844,592	Construction
WBE	Stenstrom Excavation & Blacktop Gro	IL	\$28,625	Construction
WBE	Suburban Consulting Engineers	NJ	\$61	Professional Services
WBE	Technical Maintenance Inc	GA	\$45	Direct Material
WBE	Terratec Engineering, LLC	WI	\$12,500	Professional Services
WBE	Titan Industries, Inc.	IL	\$311,611	Construction
WBE	Titan Industries, Inc.	IL	\$350	Construction
WBE	Tyndale Enterprises Inc	PA	\$6,674	Direct Material
WBE	West Side Tractor Sales	IL	\$14,237	Vehicles and Equipment
WBE	Work Zone Safety, Inc	IL	\$9,750	Construction
WBE	Xtreme Seeding Inc	IL	\$2,500	Direct Material

Uniform Appendix Aqua Illinois

(Small Business Suppliers)

COMPANY NAME	STATE	AMOUNT	CATEGORY
3E Company Environmental	IL	\$12,000	Professional Services
Adedge Water Technologies LLC	IL	\$232,005	Professional Services
AHW LLC	IL	\$2,560	Construction
Applied Ehs Management, Inc.	PA	\$33,166	Professional Services
Aubrey Daniels International Inc	GA	\$13,616	Professional Services
Automatech, Inc	MA	\$87,766	Professional Services
Boller Construction Company Inc	IL	\$1,093,497	Construction
Calumet City Plumbing Co, Inc.	IL	\$1,041	Construction
Conserve FS	IL	\$2,539	Construction
Courtesy Electric Inc	IL	\$2,000	Building & Grounds
CSG Global Consulting	PA	\$1,608	Information Technology
Daniel L. Ribbe Trucking	IL	\$49,775	Construction
Dixon Engineering, Inc.	MI	\$49,465	Professional Services
Dot Compliance LLC	PA	\$27,000	Vehicles & Equipment
Drennan Excavating, LLC	IL	\$890	Construction
Exeter Supply Co. Inc.	PA	\$4,955	Direct Material
Flow-Technics, Inc	IL	\$2,400	Direct Material
Fontus Blue, Inc	OH	\$2,600	Construction
Frank J Strahl & Sons Inc	IL	\$487	Construction
Henry, Meisenhelmer & Gende, Inc.	IL	\$103,531	Professional Services
Hungerford & Terry Inc	NJ	\$9,169	Construction

Small Business Suppliers (continued)

COMPANY NAME	STATE	AMOUNT	CATEGORY
Hydra-Stop LLC.	IL	\$11,144	Direct Material
Integrated Lakes Management Inc	IL	\$1,125	Professional Services
Intercon Truck Equipment Inc	PA	\$13,073	Vehicles & Equipment
LAI, Ltd	IL	\$14,474	Technical Services
M.E. Simpson Co. Inc.	IN	\$18,923	Construction
Marc Kresmery Construction LLC	IL	\$141,851	Construction
Midwest Salt, LLC	IL	\$29,336	Chemicals
Midwest Well Service, Inc.	WI	\$443,968	Direct Material
National Energy Control	IN	\$991	Vehicles & Equipment
Nature Environmental Services	IL	\$9,110	Professional Services
Omni-Pump Repairs, Inc.	IL	\$84,742	Direct Material
Owens Excavating & Trucking	IL	\$17,507	Construction
Pendergast Safety Equipment	PA	\$2,102	Direct Material
Pittsburg Tank & Tower Maint.Co, IN	KY	\$57,078	Technical Services
Rahn Equipment Co	IL	\$1,198	Vehicles & Equipment
River City Industrial	VA	\$0	Direct Material
Rogers Supply Co., Inc.	IL	\$896	Direct Material
Scantek Inc.	PA	\$1,070	Technical Services
Seiler Instrument & MFG Co.	MO	\$1,100	Building & Grounds
Servpro Of Kankakee County	IL	\$2,821	Building & Grounds
Smith & Loveless Inc	KS	\$21,418	Direct Material
Superior Excavating Co	IL	\$251,686	Construction
Tecorp Inc	IL	\$141,000	Technical Services

Small Business Suppliers (continued)

COMPANY NAME	STATE	AMOUNT	CATEGORY
Trotter And Associates, Inc	IL	\$17,999	Professional Services
Viking Chemical Co	IL	\$19,894	Chemicals
Water Remediation Technology	CO	\$100,423	Technical Services
Watersurplus	IL	\$90,480	Professional Services
Weldstar Co	IL	\$990	Direct Material

Buying Plan

Over the next five years, Aqua Illinois has more than \$351 million planned in capital investment. Our priority capital projects include our ongoing lead service line replacement program, water main replacement program, upgrades to our Kankakee Water Treatment Plant and University Park Wastewater Treatment Plant, and the expansion of our Hawthorn Woods Wastewater Treatment Plant.

This wide range of projects and services will enable us to strengthen our communities and engage more diverse supplies to bolster our local economy.

PROCUREMENT METHOD	DEPARTMENT	CONTRACT TYPE	NAICS	PROCUREMENT CATEGORY	PROJECT DESCRIPTION	ANTICIPATED RFP RELEASE DATE
Invitation to Bid	Engineering	Construction	237110	Water and Sewer Line and Related Structures Construction	University Parkway Watermain Replacement	Jun-25
Invitation to Bid	Engineering	Construction	237110	Water and Sewer Line and Related Structures Construction	CH 9 Watermain and Forcemain Relocation	Jul-25
Invitation to Bid	Engineering	Construction	237110	Water and Sewer Line and Related Structures Construction	Indianola Well	Jul-25
Invitation to Bid	Engineering	Construction	237110	Water and Sewer Line and Related Structures Construction	Plum Creek WWTP Improvements	Sep-25
Invitation to Bid	Engineering	Construction	237110	Water and Sewer Line and Related Structures Construction	Woodlawn Iron Removal Plant	Dec-26
Invitation to Bid	Engineering	Construction	237110	Water and Sewer Line and Related Structures Construction	Sun River Terrace Iron Removal Plant	Aug-25
Invitation to Bid	Engineering	Construction	237110	Water and Sewer Line and Related Structures Construction	North Maine 2025 I&I Reduction Program	May-25
Invitation to Bid	Engineering	Construction	237110	Water and Sewer Line and Related Structures Construction	Bourbonnais 2025 I&I Reduction Program	May-25
Invitation to Bid	Engineering	Construction	237110	Water and Sewer Line and Related Structures Construction	Kankakee WTP Filter Improvements Phase II	Jan-26

Buying Plan (continued)

PROCUREMENT METHOD	DEPARTMENT	CONTRACT TYPE	NAICS	PROCUREMENT CATEGORY	PROJECT DESCRIPTION	ANTICIPATED RFP RELEASE DATE
Invitation to Bid	Engineering	Construction	237110	Water and Sewer Line and Related Structures Construction	Hawthorn Woods Gilmer Road Water and Sewer Extensions	TBD
Invitation to Bid	Engineering	Construction	237110	Water and Sewer Line and Related Structures Construction	Hawthorn Woods Old McHenry Road Watermain Replacement & District Metering	Aug-25
Invitation to Bid	Engineering	Construction	237110	Water and Sewer Line and Related Structures Construction	Hawthorn Woods Old McHenry Road Watermain Relocation at RR	Feb-26
Invitation to Bid	Engineering	Construction	237110	Water and Sewer Line and Related Structures Construction	Candlewick Well #3	Jun-25
Invitation to Bid	Engineering	Construction	237110	Water and Sewer Line and Related Structures Construction	Candlewick WTP Improvements	Nov-25
Invitation to Bid	Engineering	Construction	237110	Water and Sewer Line and Related Structures Construction	Harlem Street Lift Station Replacement	Oct-25
Invitation to Bid	Engineering	Construction	237110	Water and Sewer Line and Related Structures Construction	Lead Service Line Investigation and Identification - Statewide	Various
RFP	Engineering	Design	541330	Engineering Services	Bourbonnais 2026 I&I Reduction Program	Feb-25
RFP	Engineering	Design	541330	Engineering Services	North Maine 2026 I&I Reduction Program	Feb-25
RFP	Engineering	Design	541330	Engineering Services	Central Division Watermain Replacements	Jun-25
RFP	Engineering	Design	541330	Engineering Services	Northern Division Watermain Replacements	Jun-25
RFP	Engineering	Design	541330	Engineering Services	East Central Division Watermain Replacements	Jun-25

AQUASM

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An  Essential Utilities Company

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