



# ComEd 2024 Supplier Diversity Report



Report Pursuant to  
220 ILCS 5/5-117  
Prepared for the Illinois  
Commerce Commission  
April 15, 2025

<b>Section 1</b>	Executive Summary. . . . .	3
<b>Section 2</b>	Terms and Definitions . . . . .	4
<b>Section 3</b>	ComEd 2024 Summary of Spend . . . . .	6
<b>Section 4</b>	Policies and Processes . . . . .	19
<b>Section 5</b>	ComEd’s Diverse Business Plan for 2025 . . . . .	20
<b>Section 6</b>	Areas of Procurement for the Next Calendar Year and 2025 Buying Plan . . . . .	24
<b>Section 7</b>	Certifications Accepted . . . . .	27
<b>Section 8</b>	Points of Contact . . . . .	28
<b>Section 9</b>	Supplier Success Stories . . . . .	29
<b>Section 10</b>	ICC Website . . . . .	34
<b>Section 11</b>	Uniform Appendix A . . . . .	35

# Executive Summary

Commonwealth Edison Company (“ComEd”) is providing this Report in accordance with 220 ILCS 5/5-117. The ComEd Supplier Diversity Report offers insight into the progress ComEd has made in connecting women-, minority- and veteran-owned businesses to the opportunities to build a more sustainable energy future in our region.

In 2024, ComEd spent \$797 million with diverse suppliers, which was 37% of our total contracting spend. ComEd relied on 580 diverse suppliers and 282 suppliers who are based in Illinois .

The topline numbers in our diverse suppliers spend saw a dip compared to previous years, but the Illinois Commerce Commission (ICC) approval of ComEd’s revised grid plan in December 2024 has provided the certainty needed for us to continue our work, creating more opportunities for diverse suppliers. ComEd’s contractors and diverse suppliers are important partners as we build the infrastructure needed to manage the growth in our region’s electricity load, as well as to enhance energy efficiency across our territory, which is key to delivering affordable service.

ComEd’s spending numbers tend to change from year to year. We may also make changes to the programs through which we identify and support diverse businesses. But, what does not change is that, at ComEd, we recognize that having a diverse set of contractors, as well as a diverse workforce, brings a diversity of experience and a diversity of ideas.

When ComEd provides opportunities for diverse contractors, we strengthen diverse communities and our ability to serve them. For decades, ComEd has fostered economic development through our procurement process, which we will continue well into the future.

The highlights below reflect key metrics of ComEd’s 2024 diverse supplier spend.

- **\$4.8 Billion** – ComEd’s total direct spend with diverse suppliers 2017-2024
- **\$797 Million** – ComEd’s total 2024 diverse supplier spend
- **37%** – ComEd’s 2024 diverse supplier spend as a percentage of total supply chain spend
- **\$589 Million** – ComEd’s total 2024 Tier 1 diverse supplier spend
- **105** – Total number of new diverse suppliers in 2024
- **580** – Total number of Tier 1 and Tier 2 diverse suppliers
- **\$208 Million** – ComEd’s total 2024 Tier 2 diverse supplier spend
- **\$97 Million** – ComEd’s 2024 small business enterprise spend
- **\$456 Million** – ComEd’s total 2024 diverse supplier spend in Illinois
- **\$894 Million** – ComEd’s 2024 combined spend with diverse suppliers and small business enterprises

# Terms and Definitions

In accordance with the Proposed Guidelines and Uniform Template for the Section 5-117 Report, the purpose of this section is to define key terms utilized by the ComEd Diverse Business Empowerment Team.

ComEd defines diverse suppliers per the guidelines of the National Minority Supplier Development Council, the Women's Business Enterprise National Council, and the U.S. Small Business Administration.

## Minority-Owned

A for-profit enterprise, regardless of size, physically located in the United States, which is 51% owned, operated, and controlled by minority group members, defined by the following:

### Asian-Indian-Owned Business Enterprise

A U.S. citizen whose origins are from India, Pakistan, or Bangladesh

### Asian-Pacific-Owned Business Enterprise

A U.S. citizen whose origins are from Japan, China, Indonesia, Malaysia, Taiwan, Korea, Vietnam, Laos, Cambodia, the Philippines, Thailand, Samoa, Guam, the U.S. Trust Territories of the Pacific, or the Northern Marianas

### African-American-Owned Business Enterprise

A U.S. citizen having origins in any of the Black racial groups of Africa

### Hispanic-Owned Business Enterprise

A U.S. citizen of Hispanic heritage, from any of the Spanish-speaking areas of the following regions: Mexico, Central America, South America, or the Caribbean Basin

### Native-American-Owned Business Enterprise

A person who is an American Indian, Eskimo, Aleut, or Native Hawaiian, and is regarded as such by the community of which the person claims to be a part

## Women-Owned Business Enterprise

An independent business concern that is at least 51% owned and controlled by one or more women who are U.S. citizens or Legal Resident Aliens; whose business formation and principal place of business are in the U.S. or its territories; and whose management and daily operation is controlled by one or more of the women owners.



## U.S. Small Business Administration

As defined by the Small Business Act, a small business concern is "one that is independently owned and operated, and which is not dominant in its field of operation".

## Small Business

Depending on the industry, "small" is defined by either the number of employees or average annual receipts of a business concern. Website reference for size standards by NAICS code can be found at [www.sba.gov/document/support-table-size-standards](http://www.sba.gov/document/support-table-size-standards).

## Veteran-Owned Business

A business that is at least 51% owned, operated, and controlled by one or more veterans.

## LGBTQ-Owned Business

A business that is at least 51% owned, operated, managed and controlled by a LGBTQ person or persons who are either U.S. citizens or lawful permanent residents.

## Subcontractor

Any party or person (who is not an employee of the prime contractor) who enters into any agreement or arrangement with a prime contractor.

## Diverse Supplier

Any legal entity that is: (i) organized to engage in commercial transactions; (ii) at least 51% owned and controlled by one or more individuals who are socially and economically disadvantaged; and (iii) managed by, and the daily business operations controlled by, one or more of the socially and economically disadvantaged individuals who own it.

### Prime Contractor / Supplier

Any party or person (who is not an employee of the utility) who enters into any agreement or arrangement with the utility for the furnishing of supplies or services for the use of real or personal property which, in whole or in part, is necessary to the performance of any one or more contracts.

### Control

Exercising the power to make policy decisions (determined by the certifying entities).

### Operate

Being actively involved in the day-to-day management and not merely acting as officers or directors.

### Tier 1

Prime contract spend with a diverse supplier.

### Tier 2

Subcontracted spend by a non-diverse prime contractor with a diverse supplier.

### Indirect Tier 2 Spend

Spend, which cannot be identified in support of specific Prime Requirements (e.g., production support products and services such as temporary staffing, and facilities support services)

### New Diverse Supplier

Any diverse supplier with zero diverse spend in the previous calendar year

### Professional Services / High-Margin Strategy

ComEd's Professional Services/"high-margin" strategy with diverse suppliers focuses on eight categories of professional services areas. These categories are: advertising and marketing; business consulting; legal; banking; engineering and technical consulting; financial services; HR services; and IT professional services. The high-margin strategy was undertaken because these businesses typically have higher profit margins and, therefore, have an increased capacity to contribute to community economic development (jobs and community-based organization support).

### Exclusion

Any non-souceable payment made for goods and services not included in total supply chain spend.



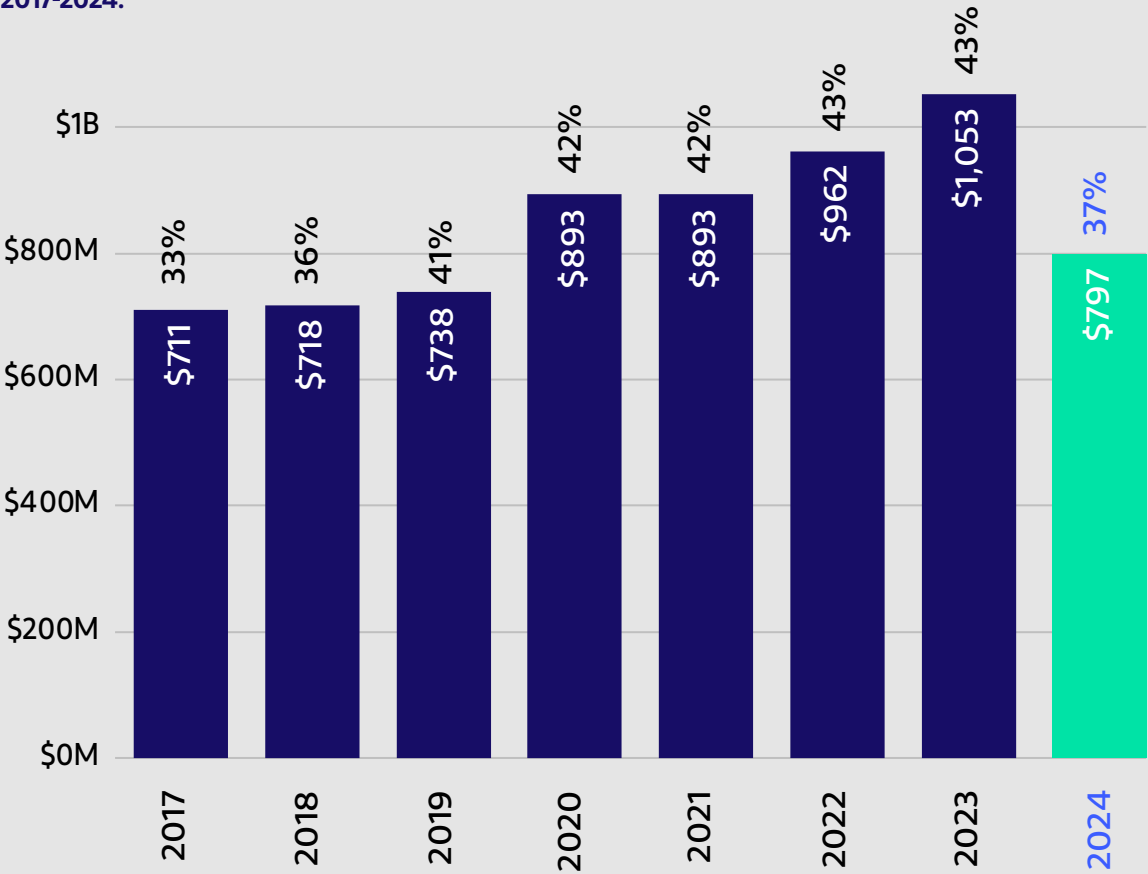
# ComEd 2024 Summary of Spend

In accordance with the Proposed Guidelines and Uniform Template for the Section 5-117 Report, this section will provide an overview of ComEd 2024 diverse supplier spend highlighting spending activity in Professional Services and Energy Efficiency, along with various outreach activities.

In spite of the many challenges faced in 2024, such as decrease in overall spend, acquisitions of prime diverse suppliers, and expiring diverse certifications, ComEd achieved a spend of \$797 million, which is 37% of ComEd's total contracting spend.

## Total diverse supplier spend

The chart reviews ComEd's diverse supplier spend over the past 8 years, reflecting ComEd's growth of \$4.8 billion in annual diverse supplier direct spend during the eight-year span from 2017-2024.

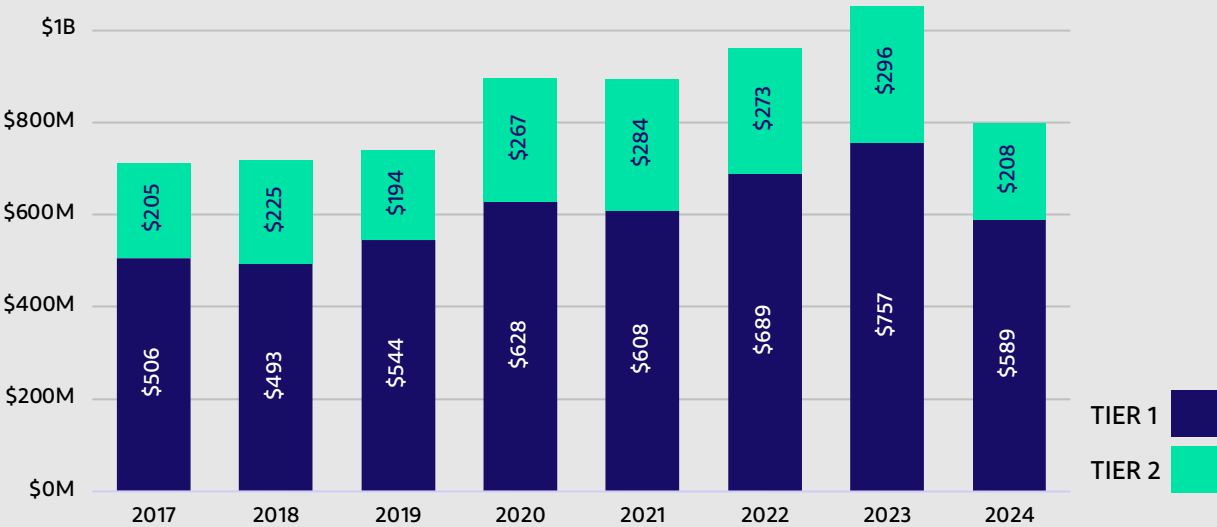


Dollar figures in bar graph are in millions. Percentage figures represent percentage of total ComEd spend for that year.

ComEd prioritizes and partners with Illinois-based businesses. ComEd recognizes that growing local businesses contributes greatly to Illinois’ economic growth. In 2024, ComEd spent \$456 million with Illinois-based diverse suppliers, which is 56% of the total spend with diverse suppliers.

The chart and table below reflect ComEd’s spend over the past eight years—segmented by Tier 1 prime suppliers and Tier 2 subcontractors.

ComEd Tier 1 and Tier 2 diverse spend



Illinois vs. Non-Illinois diverse spend

	ILLINOIS		NON-ILLINOIS		\$ TOTAL
	\$ MILLIONS	PERCENT	\$ MILLIONS	PERCENT	
2023 TIER 1	\$474	63%	\$283	37%	\$757
2023 TIER 2	\$147	50%	\$149	50%	\$296
2024 TIER 1	\$342	58%	\$247	42%	\$589
2024 TIER 2	\$114	55%	\$94	45%	\$208

## Breakdown of ComEd Diverse Supplier Spend in 2024

Units are in millions of dollars

Certification	Prime Supplier (Tier 1)		Subcontractor (Tier 2)		Actual Total Dollars	
	2023	2024	2023	2024	2023	2024
MBE	\$628	\$439	\$160	\$106	\$788	\$545
WBE	\$102	\$134	\$102	\$79	\$204	\$213
VBE	\$27	\$16	\$13	\$8	\$40	\$24
Indirect	-	-	\$21	\$15	\$21	\$15
<b>TOTAL</b>	<b>\$757</b>	<b>\$589</b>	<b>\$296</b>	<b>\$208</b>	<b>\$1,053</b>	<b>\$797</b>

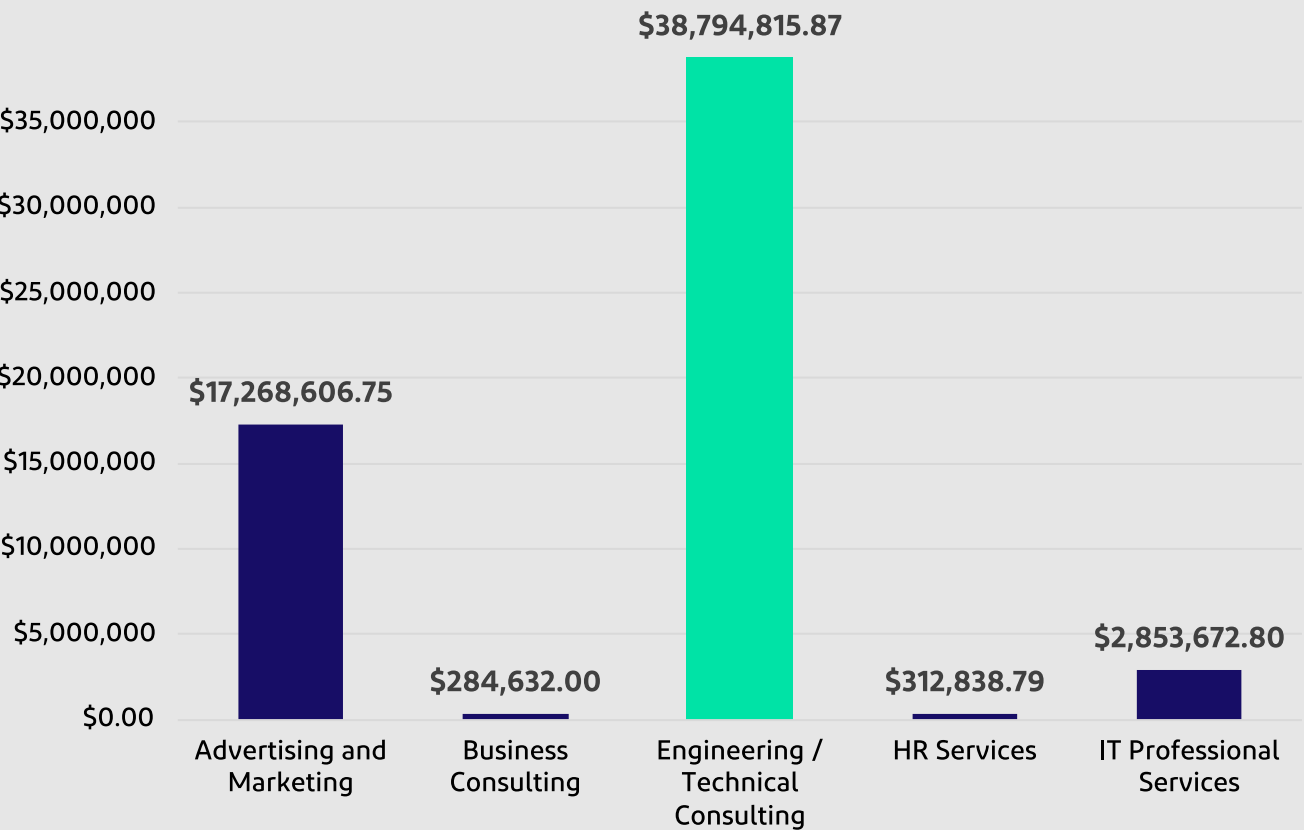
Certification	Prime Suppliers		Subcontractor (Tier 2)		Actual Total Dollars	
	2023	2024	2023	2024	2023	2024
SBE	\$109	\$96	\$2	\$1	\$111	\$97
<b>MBE/WBE/VBE/SBE</b>	<b>\$866</b>	<b>\$685</b>	<b>\$298</b>	<b>\$209</b>	<b>\$1,164</b>	<b>\$894</b>



### ComEd’s Professional Services/High-Margin Strategy

In 2024, ComEd’s Tier 1 spend with diverse, professional services suppliers was approximately \$59.5 million. During 2024, ComEd renewed its \$40 million credit facility with 14 minority- and community-owned banks located in communities ComEd serves. More than half of these banks were based in Illinois. ComEd also spent \$1.62 million with diverse law firms.

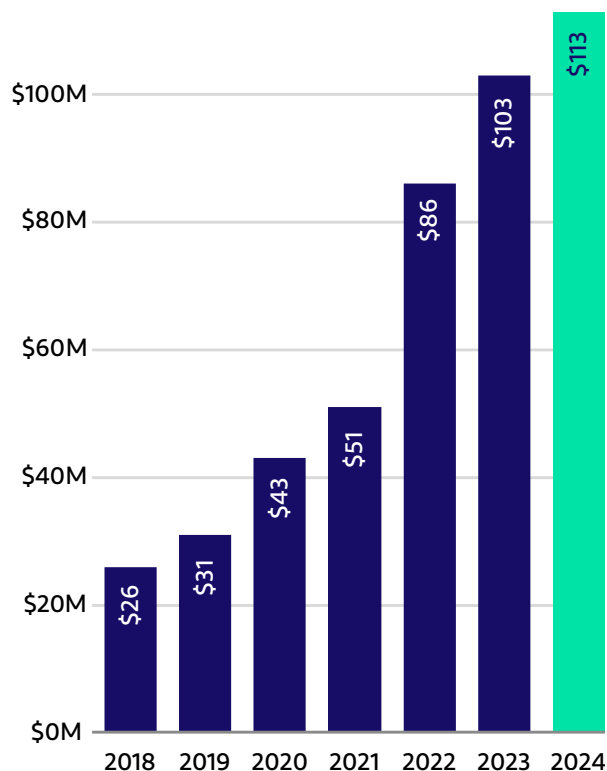
Professional Services/High-Margin Strategy



## Energy Efficiency

The Energy Efficiency (EE) Program consists of customer offerings designed to reduce energy use in the Residential, Small Business, Commercial, Industrial, Public Sector, and Income Eligible markets. Through education, marketing, and outreach services, implemented in part by contracted suppliers, customers can access program offerings to help drive energy savings and lower their energy bills. Energy efficiency offerings include instant discounts, rebates, home and facility assessments, technical services, whole-building solutions, and more.

## Energy Efficiency Total Diversity Spend



# 10%

This spend alone represents a year-over-year increase of nearly 10%

## 2024 Recap

In 2024, ComEd continued providing opportunities for diverse Energy Efficiency suppliers. ComEd spent \$113 million or 36% of total expenditure, an increase of \$10 million from the previous year with diverse Energy Efficiency suppliers. Of the \$113 million spent, \$36 million or 32% was spent with minority-owned enterprises, \$70.6 million or 62% were with women-owned enterprises, and \$6.4 million or 6% with veteran-owned enterprises.

One of these programs includes ComEd's Market Development Initiative (MDI), which launched in 2023 and has continued to support workforce development initiatives to expand business and employment opportunities for diverse and local small businesses in the communities that ComEd serves.

MDI completed a total of three cohorts in 2024. This included one 'Newcomer' cohort for those new to the energy efficiency arena and two 'Skilled' cohorts for those looking to expand their business in the clean energy space. Fifty-five participants graduated from the program, all earning three Building Professional Institute (BPI) certifications. As a result of the training, seven graduates obtained full-time energy efficiency roles and 46 graduates took on additional responsibilities within their current roles. In addition, two advanced training sessions were held for MDI graduates from both ComEd and Nicor Gas providing additional skills training and the opportunity to earn an additional advanced certification. Community Based Organizations (CBO) continue to be an area of focus as CBOs share information about the program in the communities they serve as well as offer wraparound services such as childcare, diverse certification assistance, accounting assistance, and marketing/branding assistance. These efforts combined help enable participants attend training. In 2024, 17 CBO partnerships were created, 20 outreach events were held by CBOs, and three CBO roundtables held – the last being held in late 2024 in Rockford, IL. Several community events were held throughout 2024 to educate community members on the MDI offering and to assist in diverse business development, including a collaboration with Bank of America for a webinar

series and an in-person event in Chicago, IL. Additionally in 2024, in partnership with Walker-Miller Energy Services, ComEd implemented the sixth full year of the Energy Efficiency Service Provider (EESP) Incubator Program. The EESP Incubator is designed to support business opportunities for diverse contractors, create local jobs, and positively impact local economic development. Participants receive training on each offering in ComEd's Energy Efficiency Program portfolio and are assisted with the process to join the ComEd Energy Efficiency Service Provider network.

A total of 142 participants have graduated from the program since its inception in 2019, with 102 being accepted into the EESP network.



## ComEd Outreach and Community Activities

The following list of community outreach activities offers a representative look at the types of meetings and other events sponsored, chaired, or attended by ComEd representatives during 2024 to support engagement in the communities we serve:

### January – December 2024

The ComEd Energy Force Ambassador Program is a one-of-a-kind program that trains adults with developmental disabilities to serve as ambassadors for ComEd's Energy Efficiency Program. ComEd provided training about the basics of energy efficiency and sustainable energy sources for the selected ambassadors. Following their training, ambassadors helped the public understand the benefits of energy efficiency and conservation at home through engaging tabling activations and presentations at community events. The ambassadors reach more than 50,000 people each year.

**Hope Fest** – ComEd took part in Hope Fest, organized by New Life Covenant Northwest, at the church's Belmont-Cragin location. The event was one in a series of community resource fairs ComEd was involved in during 2024, building on the service region. With over 380 attendees, this fest marks a significant milestone as the first event held in a predominantly Spanish-speaking neighborhood. ComEd bridged the language gap with three bilingual representatives and bilingual materials highlighting ComEd's commitment to making vital information accessible in residents' native language.

### February

**CSU ComEd Scholars Celebration** – ComEd launched the ComEd Scholars program at Chicago State University in 2023. The first ComEd scholars received their awards on February 2, 2024. Four students majoring in Physics-Engineering and Computer Science were awarded a fill-in-the-gap scholarship to cover educational costs not covered by financial aid. ComEd scholars were also invited



to join the ComEd Scholars Mentoring Program with ComEd professionals and encouraged to apply for internships at ComEd and its parent company, Exelon.

**Valentines for the Community** – Each February, ComEd, in partnership with Exelon, spreads love to the community through the Valentines to the Community campaign. Throughout the month, employees are encouraged to engage in acts of kindness and share them on an internal platform. For each act posted, employees will earn one hour of volunteer time. In recognition of employees' generosity and support for the community, Exelon also makes a \$10,000 donation to Feeding America.

## March

**Polar Plunge** – The ComEd Coolers plunged at North Avenue Beach on March 3 for the 24th Annual Chicago Polar Plunge. This marquee employee engagement event is an annual tradition for ComEd with 13 years participating to benefit Special Children's Charities. ComEd/Exelon has a longstanding partnership with this organization. Nate Simon joined the ComEd Coolers as the VIP Cooler. Nate is a 22-year-old Special Olympian and CEO of 21 Pineapples, a shirt company dedicated to raising awareness for those who have Down Syndrome.

**Women in Construction Week** –In celebration of Women in Construction Week, ComEd Workforce Development hosted 60 young girls from three community partner, Polish Pebbles, Ladies of Virtue and Lumity, to our Chicago Training Center for a fun-filled day of engagement and exposure with professional women. Students had an opportunity to hear from a panel of six professionals in leadership and union roles, visited the Smart Energy Hub and took part in a circuit building experience. They also had an opportunity to watch female field workers participate in pole climbing lessons.

## April

**National Volunteer Month** – Every April, employees volunteer with the energy, commitment and passion that reflects ComEd's dedication as a strong community partner. April is a time of year dedicated to making a meaningful impact in our communities. Each year, we encourage all employees to dedicate time this month to foster stronger connections with colleagues and give back to the communities we serve.

**CONSTRUCT** – CONSTRUCT is an 11-week program that prepares participants for entry-level roles in the energy and construction industries. It introduces participants to a variety of technical training, prepares them for industry-required



testing that is often a prerequisite for employment and provides job readiness and life skills training. This program is facilitated by ComEd and operated in conjunction with 40+ construction and related companies and 8 community-based nonprofit organizations.

ComEd graduated 69 CONSTRUCT Infrastructure Academy and 9 Craft Academy participants. Over 60% of these graduates were residents of the city of Chicago and 64% are now employed.

**Craft Academy** – Craft Academy is a 5-week program that refines the climbing, math, test-taking and interviewing skills needed for the Construction Worker or Overhead Helper position at ComEd. Graduates can apply to receive a scholarship to Dawson Technical Institute to obtain the electrical theory and additional hands-on climbing skills needed to advance a career in the electric utility industry.

**CONSTRUCT Youth Academy** – In 2024, CONSTRUCT Youth Academy successfully launched its second year of programming, with two dynamic cohorts held in June and July. Seventy-nine high school juniors and seniors completed this 3-week program dedicated to

equipping them with the knowledge and skills needed to pursue rewarding careers in the trade and energy sectors. Working in collaboration with the YMCA of Metropolitan Chicago and Goodwill, this unique experience provides students with insights into ComEd’s operations and the transition towards cleaner, more sustainable energy solutions.

**Chicago Minority Supplier Diversity Council -** ComEd’s Diverse Business Empowerment team was a planning committee member, sponsor, and exhibitor at the Chicago Business Opportunity Fair 56 (CBOF 56).

ComEd and Exelon’s senior leadership attended the Chicago Minority Supplier Development Council’s (CMSDC) Annual Legends Awards. ComEd and Gil Quiniones received the award as CMSDC’s 2024 Corporation/ CEO of the Year.

**Switch on Summer** – ComEd and the Chicago Park District hosted the 10th annual Switch on Summer event, which celebrates the start of summer with the official turning on of Chicago’s iconic Buckingham Fountain. The event also included the official announcement for the Chicago Park District’s Night Out in the Parks



summer programming. Night Out in the Parks is the premiere event series that activates parks across the city throughout the summer with cultural events and performances. The family-friendly event featured performances from Night Out in the Parks artists.

## June

ComEd partnered with University of Illinois Chicago (UIC) CHANCE to expose underrepresented students to a college-level curriculum that includes an introduction to Engineering (mechanical, electrical, civil and computer engineering), Math and English courses as well as a robust and active mentorship program as part of a 5-week summer program (June – July) that is held onsite at UIC’s campus. ComEd employees volunteer at student sessions and network with the students, providing exposure to careers in STEM. UIC CHANCE students also get to visit the Powering Lives Community Center to learn more about energy.

## July

ComEd Youth Ambassadors program hosted the STEM summer enrichment program where teens had the opportunity to network with ComEd professionals, learn about clean energy

technologies and apply those lessons to a variety of projects. Now in its 11<sup>th</sup> year, the Youth Ambassador Program served 74 Chicago teens. Since 2013, 1,221 local teens have completed the program. The Youth Ambassador program is one example of the myriad education and job training programs ComEd supports to help meet future demand for skilled clean energy workers in Illinois.

## August

To help lift up ComEd communities, the ComEd Scholars program supports northern Illinois students looking to attain their collegiate education goals by pursuing STEM degrees at UIC and Illinois Tech. Additionally, the ComEd Scholars program supports STEM, business, finance, and accounting degrees at Chicago State University and DePaul University. ComEd Scholars receive funding designed to fill the tuition gap not covered by financial aid and are encouraged to apply for internships at ComEd and its parent company, Exelon. ComEd Scholars are also invited to participate in a mentorship program with ComEd professionals. By supporting students from underserved communities, ComEd hopes these students will gain the education necessary to develop the innovations that help local communities succeed in the future. The Internship program runs from June to August.



**ComEd Youth Ambassador Program** – ComEd Youth Ambassador Program, in partnership with After School Matters, offers a chance for youth to dive into the world of solar power and energy management. Participants not only learn about these critical areas but also engage with their communities as ambassadors, informing peers and neighbors about solar energy options and efficient energy use. The curriculum is designed to provide a comprehensive understanding of electrical energy generation and distribution, with a focus on the integration of renewable energies and smart grid innovations. Participants built solar panel cars, solar ovens, and electric garages to showcase to family and leadership. The program was invited to the inaugural South Side STEM Showcase at Pullman Historical National Park, hosted by Argonne National Laboratory, where students displayed their projects.

**Illinois Black Chamber of Commerce** – ComEd attended and participated in the Diverse Supplier Matchmaker event at the Illinois Black Chamber of Commerce 2024 Conference.

**Chicago Minority Supplier Development Council (CMSDC)** – ComEd’s EDBE Team hosted the Chicago Minority Supplier Development Council’s

(CMSDC) Quarterly Supplier Diversity Mastermind Session. This event allows Supplier Diversity Professionals across various industries to share best practices, learn about new innovations in the industry, and broaden their Diverse Supplier network. This event featured a Chief Procurement Officer (CPO) panel, which Exelon’s SVP and Chief Supply Officer Dave O’Brien and BMO’s CPO Dave Zaccagnini led.

ComEd attended CMSDC’s Dolores Saxton Fundraiser Golf Outing which helped raised over \$60K in scholarships for minority high school seniors who attend Chicago Public Schools.

## September – December

**ComEd Cause of the Year** – ComEd’s continued its Cause of the Year initiative. Employees selected suicide prevention as ComEd’s 2024 Cause of the Year. In 2024, suicide was the 11th leading cause of death in the United States. Our collective efforts helped make a positive impact on families affected by suicide loss across our service territory. ComEd partnered with the American Foundation for Suicide Prevention Illinois Chapter to raise funds and awareness for suicide prevention, research, advocacy, and mental health resources. The Cause of the Year executive sponsor was Scott Vogt, ComEd’s VP of Strategy and Energy Policy.



## October

ComEd attended Chicago United's Bridge Awards on October 19th and October 20th. ComEd also participated in Open House Chicago, a city-wide initiative led by the Chicago Architecture Center, which opens the doors to popular commercial, historic, cultural or otherwise notable Chicagoland buildings for the public to explore. ComEd's Chicago North building featured the Powering Lives Community Center showcase, "Our Energy, Our Future." This self-guided exhibit with interactive displays encouraged guests to learn how energy is used and distributed throughout Chicago and the path toward a clean and renewable future. ComEd welcomed nearly 450 attendees.

The Illinois Utilities Business Diversity Council (IUBDC) held its first Supplier Showcase at the Ameren Illinois office in Collinsville, IL. The event provided a forum to connect high-potential suppliers with IUBDC member companies.

## November

**Power Up Academy** – Power Up Academy graduated nine participants, including eight Chicago residents of which seven have gained employment. Graduates will now earn up to 13 college credit hours at the City Colleges of Chicago for their participation that can be applied towards an associate degree. This achievement minimizes the financial burden of college for our graduates and reaffirms the essential role workforce programs play in building the workforce of tomorrow.

Power Up Academy, is a 14-week training program designed to build a pipeline of technical

talent for an equitable clean energy economy. This program is operated in partnership with Revolution Workshop (a Chicago-based workforce agency), City Colleges of Chicago and six engineering contractors of choice (EOCs). Since inception, the program has graduated 24 participants. Over 80% are working.

**Take Charge Program** – ComEd, in partnership with Hire360, launched Take Charge, an Electrical Vehicle pre-apprentice training program. This first-of-its-kind program prepares local residents for careers supporting the fast-growing electric vehicle (EV) industry in Illinois. Graduates from across the Chicagoland area completed the 8-week training program, preparing them to meet entry-level trades roles at ComEd and at the International Brotherhood of Electrical Workers (IBEW) Local 134.

## December

**Powering Communities Grant Program** – ComEd hosted the Powering Communities Grant Program Celebration honoring 2024 recipients from the Green Region (23 grants awarded), Powering the Arts (18 grants awarded), Powering Safe Communities (25 grants awarded), and Powering the Holidays (24 grants awarded) programs. Across these programs in 2024, ComEd awarded 90 grants and over \$645,000.

The Green Region program in partnership with Openlands supports non-profits, educational and public agencies in their efforts to plan for, protect and improve open space. The Powering Safe Communities program in partnership with the Metropolitan Mayors Caucus (MMC) supports municipal and public safety and clean transportation projects. ComEd also partners



with MMC on the Powering the Holidays program, which awards grants for community-based holiday lights events. The Powering the Arts program in partnership with the League of Chicago Theatres recognizes that increased access to the arts enhances the vibrancy of local communities.

In partnership with the League of Chicago Theatres, the Powering the Arts program recognizes nonprofit organizations, theaters, arts programs, cultural organizations, and youth centers working to boost public awareness, community programming, and enjoyment of the arts.

The Powering Safe Communities program in partnership with the Metropolitan Mayors Caucus supports municipal safety initiatives throughout the ComEd region that promote public safety and access to clean transportation.

In partnership with the Metropolitan Mayors Caucus, the Powering the Holidays program

celebrates the unique character of local communities by supporting holiday events that promote cultural exchange and foster inclusivity.



## Policies and Processes



ComEd's Office of Diverse Business Empowerment (CDBE) and ComEd's Diversity Council is responsible for ComEd's diverse supplier program. ComEd's processes help provide diverse suppliers with meaningful opportunities to compete for contracts and subcontracts. ComEd deploys a competitive bidding process and encourages prime contractors to seek opportunities for diverse Tier 2 suppliers to compete for their business.

### Policies & processes purposes

- A) Encourage greater economic opportunity for diverse suppliers.
- B) Promote competition among suppliers to enhance economic efficiency in the procurement of ComEd contracts.
- C) Examine, clarify, and expand ComEd's diverse supplier.

### Exclusions & calculations

Payments made for the goods and services listed below are non-sourceable and considered "Exclusions" and, therefore, are not included in any of the calculations made in this report.

- Employee expenses (salary, benefits, expense reimbursements, performance awards, petty cash, etc.)
- Parent, associated and/or subsidiary companies (charges for services rendered to the parent,

i.e., accounting, engineering, tax, advertising costs, etc.)

- Government agencies (taxes, street opening fees, license fees, etc.)
- Energy rebates/incentives or non-sourceable payment made for goods and services not included in total supply chain spend
- Fines
- Utility services (gas, electric, water, and telephone)
- Purchases from foreign-owned companies outside of the U.S. that do not add value to a product once shipped to the United States or do not manufacture a product in the U.S.
- Charities and philanthropic contributions
- U. S. Post Office
- Power or commodity purchases (gas and/or electricity for resale or nuclear fuels)
- Legal claims

## ComEd's Diverse Business Plan for 2025



In accordance with the Proposed Guidelines and Uniform Template for Section 5-117 Annual Report, the purpose of this section is to address the ComEd Diverse Business Empowerment's plan to increase participation in 2025.

### Strategic Supplier Diversity Plan

The ComEd Strategic Supplier Diversity Plan is a framework across multiple work streams to drive increased diverse supplier inclusion. In 2025, ComEd will continue with the elements that have been successful and add actions to areas that have not had the same success in performance.

#### Increase impact

- Identify opportunities for Large Projects and Clean Energy Law-related spend categories, where potential diverse suppliers can be developed.
- Work within the Exelon/ComEd Sourcing Process to identify contract and development opportunities where new diverse suppliers can compete for work, especially in historically underrepresented categories.
- Partnering with vendors by funding educational opportunities and training.
- Focus on the creation of jobs in the communities that ComEd's serve.
- Develop local diverse suppliers to increase local economic impact.
- Encouraging non-diverse prime suppliers

to engage in their own efforts to provide opportunities for utilization of diverse suppliers.

#### Increase participation

- Identify diverse suppliers that offer high-quality, cost-competitive goods and services and share opportunities regarding the needs of the company.
- Broaden the diverse supplier pool and outreach efforts by collaborating with local and national organizations such as the Illinois Utilities Business Development Council, Chicago United, Associations for Service Veterans, Chicago Minority Business Development Council, Hispanic American Construction Industry Association, and others.
- Continue enhancing diverse supplier development initiatives. These include: the launch of the second cohort of the Empowerment Academy class, which is the ComEd diverse supplier development program. Also included is the Foundation Program, which introduces MBE suppliers to the utility industry, as well as the Tier 2 Institute, which is a program to help Prime Contractor identify diverse subcontractors who may be able to compete for subcontracts.

### Engage and encourage potential vendors

- Continue the execution of comprehensive marketing and training programs that promote alliances with local and national diverse supplier advocacy organizations.
- Host and attend workshops, conferences, and fairs with prime and diverse suppliers to grow ComEd's network of diverse suppliers who can compete for our business.

### Increase visibility

- Increase recognition and awareness of the results of the programs and alliances with local and national diverse-supplier advocacy organizations.



## Plans For Identifying And Developing Diverse Suppliers' Low Utilization Categories

To increase diverse-supplier opportunities in underutilized categories in 2025, ComEd plans to:

<b>A</b>	Leverage ComEd's position as a board member of Chicago United.
<b>B</b>	Leverage ComEd's position as a board member of the Chicago Minority Supplier Diversity Council to promote diverse supplier inclusion best practices.
<b>C</b>	Inform high-potential diverse suppliers for opportunities to compete for work in low-utilization categories, such as Environmental Services, Vegetation Management, Professional Services, Information Technology, and Energy Efficiency.
<b>D</b>	Conduct meetings with top prime suppliers to discuss expanding opportunities for diverse suppliers to compete for subcontracts.
<b>E</b>	Invite sourcing and key decision-makers to networking workshops with diverse suppliers.
<b>F</b>	Encourage emerging regional diverse suppliers to obtain certification through recognized third-party organizations.
<b>G</b>	Continue to monitor diverse supplier spend.
<b>H</b>	Attend outreach events and build relationships with diverse suppliers.
<b>I</b>	Maximize ComEd's involvement with the IUBDC.
<b>J</b>	Continue to work with national and regional advocacy organizations to identify qualified diverse suppliers.
<b>K</b>	Develop diverse suppliers by sponsoring training and development programs (Empowerment Academy & Foundations Program).

## Illinois Utilities Business Diversity Council (IUBDC)

The Illinois Utilities Business Diversity Council (IUBDC) was established on June 11, 2015, as a platform for best practice sharing and information exchange among Illinois utility companies. Its primary focus is on promoting the growth and utilization of diverse businesses within the state. The founding members of the IUBDC include Ameren Illinois, ComEd, Illinois American Water, Nicor Gas, North Shore Gas, and Peoples Gas.

The Council's vision is to enhance the effectiveness of business diversity initiatives among utility companies and to encourage diverse businesses to build meaningful relationships with utilities. This collaboration aims to foster a strong economy and create a supportive environment for the growth of diverse businesses. The IUBDC provides education, information, and technical assistance to serve as a valuable resource for utility stakeholders on business diversity matters.

In 2024, the IUBDC published a 2023 Economic Impact Report highlighting that utility spending on diverse businesses resulted in a \$3.5 billion impact on the Illinois economy. This report demonstrates how utilities' spending with diverse suppliers are significantly contributing to economic growth, job creation, and the financial well-being of our communities and state. It reveals that purchases from diverse businesses by IUBDC member utilities totaled \$1.7 billion in 2023, which included over \$881.2 million spent with diverse suppliers based in Illinois. This

spending positively impacted the local economy by creating nearly 19,000 jobs and generating \$1.5 million in employee wages.

The IUBDC also actively seeks opportunities to connect utility procurement specialists with diverse suppliers to meet their sourcing needs. The IUBDC Supplier Mapping Tool serves as a registration portal where suppliers can create unique company profiles, allowing procurement specialists at member utilities to identify registered businesses for potential opportunities.

The IUBDC believe that when utilities collaborate to serve the state, we become stronger and better equipped to meet the needs of our customers, and the IUBDC plays a vital role in making this collaboration happen.

For more information, please visit the updated IUBDC website at [iubdc.com](https://iubdc.com)



# Areas of Procurement for the Next Calendar Year

Listed below are some of the materials and services ComEd purchases:

## Materials & services

- Advertising and Marketing
- Chemicals, Fuels, and Gases
- Construction and Maintenance
- Distribution Transformers Consulting
- Electrical Distribution Equipment
- Fleet and Rental Equipment
- Electric Construction and Maintenance
- Meters
- Engineering Services

## Operations/industrial

- Distribution/T&S Construction
- Office Furniture
- Environmental Services
- Pipe, Valves, and Fittings
- Facilities Services
- Transmission and Substation Materials
- Human Resources
- Wire and Cable
- Information Technology
- Engineering Services
- Vegetation Management

## 2025–2026 Buying Plan

In accordance with the Proposed Guidelines and Uniform Template for Section 5-117 Annual Report, the purpose of this section is to include a buying plan identifying the goods and services ComEd intends to buy in the next 6 to 18 months. The buying plan is intended to assist entrepreneurs and companies to understand upcoming opportunities to work with ComEd.

### Disclaimer:

This Buying Plan includes ComEd's non-exhaustive list of potential projects that qualify for open bidding through end of year 2026. Additional open bidding projects may be planned, commenced, or completed within this timeframe. ComEd does not guarantee that every project listed will be sourced, commenced, and or completed. ComEd does not guarantee that every project listed will be sourced, commenced, and or completed by end of year 2026. ComEd cannot guarantee that projects listed will not be amended. Amendments include but are not limited to changes in scope, cost, location, and or duration. All projects are subject to the needs of the business executed at ComEd's discretion.

For more information on becoming a supplier with ComEd, please visit

[Becoming a Supplier for Exelon - Suppliers - Exelon \(exeloncorp.com\)](#)

## Section 6

Sourcing Type	Major categories of goods and related services used by the utility as part of its existing systems and processes.	Overview of the goods or services that will be included within the sourcing action.	An indication of which quarter(s) the sourcing action will occur in over the next 18 months.	An indication whether the contract term will span a single year or multiple (two to five) years.
Open Bid - ComEd sourcing event	Beneficial Electrification	Provide implementation support for Plan 2 of the Beneficial Electrification portfolio	Q2-2025	Multiple
Open Bid - ComEd sourcing event	Beneficial Electrification	Provide R&D support for Plan 2 of the Beneficial Electrification portfolio	Q2-2025	Multiple
Open Bid - ComEd sourcing event	Energy Efficiency	Provide R&D support for Plan 7 of the Energy Efficiency Program	Q2-2025	Multiple
Open Bid - ComEd sourcing event	Engineering Services	Network digital grid - Field engineering and Radio Frequency (RF) remediation	Q1-2025	Multiple
Open Bid - ComEd sourcing event	A&M	Advertising and communications	Q1-2025	Multiple
Open Bid - ComEd sourcing event	IT Software	IT Software	Q1-2025	Multiple
Open Bid - ComEd sourcing event	Supplemental Labor	Supplemental labor	Q1-2025	Multiple
Open Bid - Exelon wide sourcing event	Distribution, Transmission, and Substation Construction Services	Provide contractor of choice for transmission, substation and distribution related work	All quarters in the next 18 months	Multiple
Open Bid - ComEd sourcing event	Distribution, Transmission, and Substation Construction Services	Provide contractor of choice for ComEd DA, CEMI, TPA, Wood Poles, Mainline, Frame & Cover, Facility Protection related work	All quarters in the next 18 months	Multiple
Open Bid - Exelon wide sourcing event	Engineering Services	Provide Fire Protection Services Design related work	Q1-2025	Multiple
Open Bid - Exelon wide sourcing event	Engineering Services	Provide Project Management of Choice/Category Management of Choice Portfolio Rebid related work	Q2-2025	Multiple
Open Bid - Exelon wide sourcing event	Distribution, Transmission, and Substation Construction Services	Provide contractor of choice for Locating related work	Q1-2025	Multiple
Open Bid - Exelon wide sourcing event	Distribution, Transmission, and Substation Construction Services	Provide contractor of choice for Wood Pole ITR related work	Q3-2025	Multiple
Open Bid - Exelon wide sourcing event	Power Transformers	All Power Transformers	Q2 2025	Multiple

## Section 6

Sourcing Type	Major categories of goods and related services used by the utility as part of its existing systems and processes.	Overview of the goods or services that will be included within the sourcing action.	An indication of which quarter(s) the sourcing action will occur in over the next -18 months.	An indication whether the contract term will span a single year or multiple (two to five) years.
Open Bid - Exelon wide sourcing event	Distribution Class Padmount Switchgear (EDE)	All distribution class Padmount Switchgears currently on blankets with manufacturers	Q4 2024	Multiple
Open Bid - Exelon wide sourcing event	Distribution Class Reclosers (EDE)	All distribution class Reclosers currently on blankets with manufacturers	Q2 2025	Multiple
Open Bid - Exelon wide sourcing event	IT Hardware	IT related Hardware, Software and limited Services	Q1 2025 - Q4 2025	Multiple
Open Bid - Exelon wide sourcing event	IT Hardware	Audio/Visual related components and Services	Q1 2024 - Q4 2025	Multiple
Open Bid - Exelon wide sourcing event	IT Professional Services	EAM/ IFS system integration, testing, related services	Q1 2025- Q2 2026	Both single and multiple
Open Bid - Exelon wide sourcing event	Training	Online platform for training and development	Q2 2025 - Q4 2025	Multiple
Open Bid - Exelon wide sourcing event	Customer Services	3rd Party Collections	Q2 2025 - Q4 2025	5 years
Open Bid - Exelon wide sourcing event	IT Software	Vulnerability Testing	Q2 2025 - Q4 2025	Multiple
Open Bid - Exelon wide sourcing event	IT Telecom	Telecomm Expense Management	Q2 2025 - Q4 2025	Multiple
Open Bid - ComEd sourcing event	Real Estate & Facilities	Power Distribution Unit (PDU) Replacement	Q1 2025 - Q3 2025	Multiple
Open Bid - ComEd sourcing event	Real Estate & Facilities	LC2 2nd Floor Garage/Ramp Repairs	Q1 2025 - Q3 2025	Multiple
Open Bid - ComEd sourcing event	Real Estate & Facilities	Commercial Center Parking Garage Repairs	Q1 2025 - Q3 2025	Multiple
Open Bid - ComEd sourcing event	Real Estate & Facilities	Janitorial Services	Q2 2025 - Q4 2025	Multiple
Open Bid - ComEd sourcing event	Real Estate & Facilities	Facilities Management	Q3 2025 - Q4 2025	Multiple
Open Bid - Exelon wide sourcing event	Real Estate & Facilities	Architectural Engineering Design Contractors of Choice	Q2 2025	Multiple
Open Bid - Exelon wide sourcing event	Real Estate & Facilities	General Construction Contractors of Choice	Q4 2025	Multiple
Open Bid - Exelon wide sourcing event	Wire & cable	High Voltage Cable RFP	Q2 2025	Multiple

# Certifications Accepted

To participate in ComEd's Supplier Diversity Program, suppliers must be certified. While ComEd does not certify diverse suppliers, the company recognizes certifications from national, state, and local organizations. ComEd, however, does not accept self-certification. If registering as a minority-, woman- or service-disabled, veteran-owned business, the business must provide certification documentation through a third-party certification organization or office recognized by ComEd. These include:

- National Minority Supplier Development Council (NMSDC)
- Women's Business Enterprise National Council (WBENC)
- Associations for Service Veterans (NVBDC)
- Federal, state, and local government offices
- Public utility commissions
- National Gay & Lesbian Chamber of Commerce (NGLCC)

Suppliers who are already third-party certified as a minority-, woman-, veteran- or service-disabled business can register immediately.

**Disclaimer:** Supplier database registration does not guarantee business opportunities and does not result in an "approved" supplier status.

## National advocacy organizations

- Rainbow PUSH Trade Bureau (Illinois)
- The National Minority Supplier Development Council (and regional affiliates)
- The Women's Business Enterprise National Council (and regional affiliates)
- Billion Dollar Roundtable
- Edison Electric Institute (Business Diversity Program)
- National Association of Minority and Women Owned Law Firms
- National Utility Diversity Council (NUDC)

## Regional advocacy organizations

- Illinois Black Chamber of Commerce
- Illinois Hispanic Chamber of Commerce
- Hispanic American Construction Industry Association
- The Chicago Women's Business Development Center
- Chicago United (The Five Forward Program)

ComEd supplier-diversity personnel and other employees actively participate in certification committees, business expos, matchmakers, and many other activities in the State of Illinois. Conferences and trade shows hosted and/or attended include:

- ComEd's Grid Resiliency Supplier Summit
- ComEd's Small Business Institute at Prairie State College
- Federation of Women Contractors Small Business Forum
- Chicago Minority Supplier Development Council Business Opportunity Fair
- Illinois Hispanic Chamber of Commerce Business Expo
- National Minority Supplier Development Annual Trade Show
- Women Business Development Center Expo
- Illinois Black Chamber Expo
- Annual Illinois Legislative Latino Caucus Foundation Conference
- Illinois Utilities Business Diversity Council
- Congressional Black Caucus Annual Legislative Conference
- Rainbow PUSH Annual Wall Street Week and Annual Convention
- National Association of Regulatory Utility Commissioners Annual Meeting

# Points of Contact

For additional information on how to get involved in ComEd's Supplier Diversity Program, please contact ComEd's Diverse Business Empowerment Office by emailing us at [supplier.diversity@exeloncorp.com](mailto:supplier.diversity@exeloncorp.com), or visit our website at [www.exeloncorp.com/suppliers](http://www.exeloncorp.com/suppliers). In addition, you may contact the following individuals:

**Executive Sponsor**  
**Lewis Binswanger**

ComEd Senior Vice President,  
Governmental, Regulatory  
and External Affairs  
Chase Tower  
10 S. Dearborn  
Suite 4900  
Chicago, IL 60603

**Point of Contact**  
**Jason Decker**

ComEd Vice President, Regulatory  
Policy and Strategy  
Chase Tower  
10 S. Dearborn  
Suite 4900  
Chicago, IL 60603

**Point of Contact**  
**Cherise Conley**

ComEd Manager,  
Diverse Business Empowerment  
ComEd  
3 Lincoln Center  
Oakbrook, IL 60181



# Supplier Success Stories

Exelon and ComEd helping suppliers achieve scale and enhance performance

## Four Supplier Success Stories



**David A. Gupta**  
Founder & Executive Chairman

**SDI Presence LLC**  
Chicago, IL  
<https://www.sdipresence.com/>

SDI brings a robust 25+ year resume of critical IT and project management services and delivery methodologies for mission-critical business operations. Utilities, tollways, and airports trust SDI to design, build, and support enterprise IT applications and infrastructure.



**Darryl Henry**  
President & CEO

**Diversified Technology Inc.**  
Chicago, IL  
<https://divtech.com/>

Diversified Technology Inc. (DTI) is a leading IT solutions and digital transformation provider specializing in enterprise automation, enterprise resource planning, workflow optimization, and cloud-based technology solutions.



**Ishalina Moore**  
President & CEO

**Sparkle Palace Construction & Project Management**  
Chicago, IL  
<https://sparklepalaceconstruction.co/>

Sparkle Palace Construction & Project Management is a woman and minority-owned firm that delivers high-quality craftsmanship, efficient project management, and exceptional customer service.



**Anthony Simmons**  
Owner & Founder

**II Bulls Mechanical Services Inc.**  
Chicago, IL  
<https://twobullsinc.com/>

II Bulls Mechanical Services Inc. is a minority-owned and operated business. Specializing in heating and air conditioning contracting, the company operates within the Construction and Special Trade Contractors sector.

# Supplier Success Stories

**Exelon IT Empowerment Academy helps create next-level success stories for leading tech firms.**

## When did you start working with ComEd, and what was most valuable about your experience in the Exelon IT Empowerment Academy?

**SDI Presence LLC** SDI started as the IT division of one of the largest MBE Mechanical Engineering firms in the US in the early 1990s, introducing technology to enhance productivity and customer services. We secured our first direct ComEd engagement in 1996 for Automated Mapping/Facilities Management. Last year, after participating in Exelon's IT Empowerment Academy, we secured our first direct contract with Exelon/ComEd. Project scope included performing enhancements to the Exelon Management Model, a platform used by 20,000 employees that contains over 2,000 documents, and we helped the company design and implement updates to improve navigation and employee engagement.

**Diversified Technology Inc.** DTI began working with Exelon in 2008, and we started supporting ComEd in 2021. Participating in the IT Empowerment Academy provided us with a look into how DTI can broaden our footprint within the organization. DTI has established itself as a trusted partner in the public utilities market, leveraging our extensive experience and expertise to support nearly 20 utility companies across North America. Our deep understanding of the unique challenges and evolving needs within the utility sector allows us to provide tailored solutions that enhance operational efficiency, regulatory compliance, and customer service.

## What is your biggest challenge and where do you see your business in 10 years?

**SDI Presence LLC** We are challenging ourselves to continue to profitably scale the firm while managing a high level of customer satisfaction. We have added



### SDI Presence LLC

**David A. Gupta**  
Founder & Executive Chairman



### Diversified Technology Inc.

**Darryl Henry**  
President & CEO

new leadership with extensive experience in growing IT services firms, specifically in the areas of operations and business development. We have also invested in technologies that our customers have included in their future IT roadmaps for success, including Co-Pilot, ServiceNow, and Unified Data Platforms.

Today, SDI is a lower-risk highly competitive alternative to large Systems Integrators. We anticipate that in 10 years we will have grown and developed even deeper technical capabilities, innovative and unique IT-based solutions, and a wider national presence. As we grow, we are looking to maintain the aspects of SDI that have made us different in our space: flexibility, ease of doing business, commitment to client success, and positive community impact.

**Diversified Technology Inc.** Our biggest challenge is trying to shift our primary focus from Tier 2 to a stronger emphasis on Tier 1. Through our existing partnerships with top-tier firms like Accenture and Deloitte, we've gained invaluable insights and support. They provide us with constructive feedback and also collaborate with us as subcontractors on engagements.

We see ourselves advancing into new sectors within the energy industry, including oil and gas, renewables, and emerging sustainable energy solutions. Our vision includes expanding our service offerings as a prime contractor, developing new technology-driven practice areas. By leveraging innovation and strategic partnerships, we aim to diversify our capabilities and drive consistent revenue growth. This expansion will allow us to capitalize on new opportunities in the evolving energy landscape.

### How is your company making an impact on your customers and in the communities where you operate?

**SDI Presence LLC** Since our founding, SDI has committed to being present in the communities we serve and to making a positive impact. We take the support of our communities very seriously – that is why we added “Presence” to our company name in 2016.

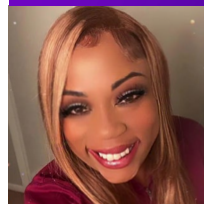
A major way we are playing a critical role in the success of underserved communities is through the Xchange Chicago program, for which we serve as co-founder, operator, and an IT career enabler. Xchange drives inclusive economic growth by establishing an onshore IT delivery center focused on creating IT career pathways for residents of Chicago’s South and West Sides.

By leveraging existing IT spending from major corporations, Xchange is generating family-sustaining jobs, reducing reliance on offshoring, and developing a diverse tech talent pipeline. SDI provides IT service delivery expertise to ensure that Xchange apprentices receive real-world, project-based experience while supporting major clients.

**Diversified Technology Inc.** DTI creates a meaningful impact on our customers and in the communities we serve by driving innovation, enhancing cultural competency, promoting economic growth, and upholding social responsibility. We achieve this through the DTI Cohort Program, a strategic initiative designed to bridge the diversity gap within our clients’ workforces. It not only cultivates a more inclusive talent pipeline but also empowers underrepresented professionals with opportunities for career advancement, strengthening both businesses and communities.

# Supplier Success Stories

**Sparkle Palace Construction and II Bulls Mechanical Services are graduates of ComEd's Market Development Initiative (MDI).**



**Sparkle Palace Construction & Project Management**

**Ishalina Moore**  
President & CEO



**II Bulls Mechanical Services Inc.**

**Anthony Simmons**  
Owner & Founder

**When did you start working with ComEd, and what was most valuable about your experience in ComEd's Market Development Initiative (MDI)?**

**Sparkle Palace Construction** We became a vendor for ComEd in 2024 following our certification as an Energy Efficiency Service Provider. Our expertise spans residential and commercial remodeling and rehabilitation, and we're offering energy efficiency services as part of our partnership with ComEd.

The MDI program provided us with strategic insights, industry connections, and hands-on learning opportunities that have directly contributed to the growth of our company. It provided access to industry leaders and expert guidance, which has helped us fine-tune business strategies, improve operational efficiency, and strengthen our positioning in energy and construction. The MDI program's emphasis on capacity building, financial planning, and contract readiness is helping us refine our approach to large-scale projects.

**II Bulls Mechanicals Services** We started working with ComEd in 2018 after we became ICC certified. This certification has allowed us to expand our capabilities and better serve customers through ComEd's energy efficiency programs. ICC certification has also enabled us to ensure that our installations meet the highest standards for energy efficiency and safety. By working with ComEd, we've been able to offer solutions that improve the comfort and sustainability of our customers' homes and businesses, help them control energy usage and costs and reduce their carbon footprint.

**What is your biggest challenge and where do you see your business in 10 years?**

**Sparkle Palace Construction** As a Black woman-owned construction firm, breaking into high-value contracts, securing bonding, and gaining access to capital has been an uphill battle. While we have the experience and expertise to compete at the highest levels, the barriers to entry in large-scale construction are high. Our best approach to overcoming this challenge is centered on building our own pathways, and that requires securing strategic partnerships and new certifications.

We're also investing in training and upskilling to ensure that we are not only meeting but exceeding industry standards. Through Urban ROOTS Alliance, we are helping to develop the next generation of skilled tradespeople and creating a sustainable workforce pipeline.

**II Bulls Mechanicals Services** Our biggest challenge as a small HVAC company has been maintaining a consistent workforce of skilled technicians. The demand for experienced professionals in the HVAC industry is high, and it can be difficult to find and retain top talent, so we've made investments in training and certification programs. We've also built strong partnerships with local technical schools to create a pipeline of apprentices who are eager to learn and grow with us.

In the next 10 years, I see our HVAC business significantly expanding. We will have a larger team serving a broader market area and offering a wider range of HVAC solutions. In 10 years, we won't just be a successful construction firm, we'll be a

legacy brand that has transformed lives, reshaped industries, and redefined what leadership looks like in the construction sector.

### **How is your company making an impact on your customers and in the communities where you operate?**

**Sparkle Palace Construction** I like to say our superpower is “expertise plus impact”. We have a relentless focus on delivering exceptional customer service. We have built strong, long-lasting relationships with our clients by listening to their needs and providing tailored solutions that make a difference. What’s more, we are not just a company, we are a movement. Our greatest strength is our ability to blend technical expertise with a deep commitment to community impact.

Securing contracts with ComEd, Peoples Gas, and the Cook County Land Bank Authority is a testament to our ability to compete on a larger scale. But our biggest win is proving that women and minority-owned businesses belong in every conversation, at every table, and on every job site.

**II Bulls Mechanical Services** We focus on delivering high-quality service and earning the confidence of customers. We make every effort to not only enhance the comfort of customers but to deliver tangible results, including saving money, and that goes a long way to show we put customer interests first. We are also involved in community outreach and regularly sponsor events and support causes that matter to our customers and neighbors.

## ICC Website

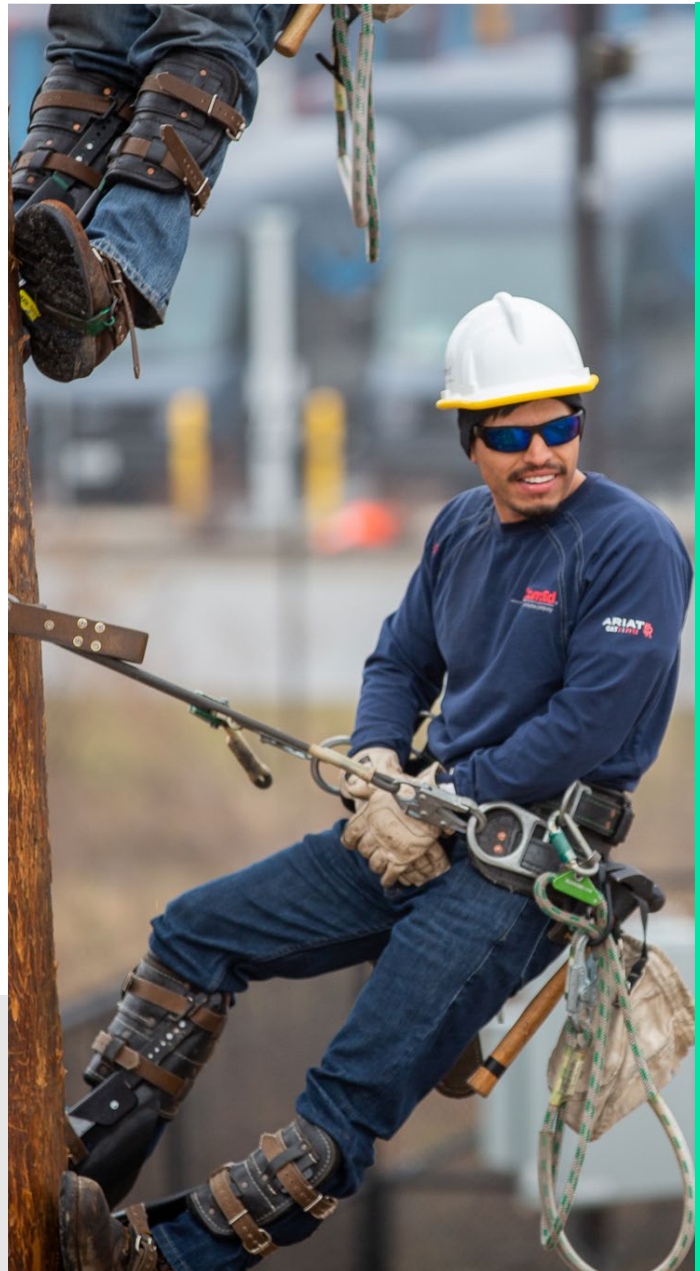
Section 5-117 of the Public Utilities Act 220 ILCS 5/5-117, effective on August 26, 2014, requires regulated gas, electric, and water utilities that have 100,000 customers or more to submit annual reports “on all procurement goals and actual spending for minority-owned, women-owned, veteran-owned, and small business enterprises in the previous calendar year,” and the utilities’ plan for implementing and realizing their goals for the following year.

### Section 5-117(f) requires that the ICC publish on its website:

- 1.) A list of the points of contact for the utilities.
- 2.) The annual reports for a period of five years.
- 3.) A list of the certifications recognized and accepted by the utilities.

Section 5-117 Reports are due annually on April 15, beginning in 2016. Section 5-117 also requires the ICC and participating utilities to hold an Annual Policy Meeting that is open to the public on the subject of supplier diversity. The policy meeting will follow submission of the April 15 reports.

For more information on ComEd’s Annual Supplier Diversity Reports, please visit the ICC Supplier Diversity webpage at [icc.illinois.gov/filings/mwvs/](http://icc.illinois.gov/filings/mwvs/)



# Uniform Appendix A

Units are in millions of dollars

Total Expenditures	Direct	Sub K	Total \$	Total %
Minority Business Enterprise -MBE**	\$439,463,705	\$106,215,808	\$545,679,514	23%
Women Business Enterprise -W BE	\$134,227,585	\$78,931,199	\$213,158,784	9%
Subtotal MBE &WBE	\$573,691,290	\$185,147,007	\$758,838,298	31%
Veteran Business Enterprise	\$15,751,651	\$7,616,436	\$23,368,086	1%
Total MBE, WBE, VBE*	\$589,442,941	\$192,763,443	\$797,286,550	33%
Small Business Enterprise - SBE	\$95,974,492	\$981,110	\$96,955,601	4%
Gross Procurement			\$2,424,642,956	100%

\*Total MBE, WBE AND VBE Spend Includes Indirect Tier 2. | \*\*Includes MBE Tier 1 & MBE Direct Tier 2



CATEGORY	MBE			VETERAN		
	TIER 1	TIER 2	MBE TOTAL	TIER 1	TIER 2	VETERAN TOTAL
ADVERTISING AND MARKETING	\$14,592,966.32	\$143,011.53	\$14,735,977.85	\$0.00	\$0.00	\$0.00
BUSINESS CONSULTING	\$274,632.00	\$0.00	\$274,632.00	\$0.00	\$0.00	\$0.00
CHEMICALS/FUELS/GASES/LUBRICANTS	\$354,202.28	\$0.00	\$354,202.28	\$9,482,454.86	\$0.00	\$9,482,454.86
CLOTHING	\$31,801.72	\$0.00	\$31,801.72	\$0.00	\$0.00	\$0.00
CUSTOMER SERVICE	\$1,402,373.24	\$106,061.00	\$1,508,434.24	\$0.00	\$0.00	\$0.00
DIESEL EQUIPMENT	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
DISTRIBUTION CONSTRUCTION	\$167,159,203.12	\$6,002,505.60	\$173,161,708.72	\$417,003.22	\$510,024.05	\$927,027.27
DISTRIBUTION TRANSFORMERS	\$27,519,675.27	\$34,477.00	\$27,554,152.27	\$0.00	\$0.00	\$0.00
ELEC DISTRIBUTION EQUIPMENT	\$47,360,563.64	\$17,954.00	\$47,378,517.64	\$0.00	\$0.00	\$0.00
ELECTRIC VEHICLE SUPPLY EQUIPMENT	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
ELECTRIFICATION	\$420,828.00	\$0.00	\$420,828.00	\$0.00	\$0.00	\$0.00
ENERGY EFFICIENCY	\$18,208,486.69	\$24,412,276.94	\$42,620,763.63	\$2,704,198.27	\$6,928,666.75	\$9,632,865.02
ENGINEERING / TECHNICAL CONSULTING	\$17,426,840.10	\$7,832,344.86	\$25,259,184.96	\$858,637.31	\$0.00	\$858,637.31
ENVIRONMENTAL SERVICES	\$14,265,581.69	\$7,509,153.93	\$21,774,735.62	\$0.00	\$0.00	\$0.00
EQUIPMENT RENTAL	\$3,016,220.80	\$0.00	\$3,016,220.80	\$0.00	\$0.00	\$0.00
FACILITIES	\$14,591,800.10	\$4,362,673.76	\$18,954,473.86	\$0.00	\$0.00	\$0.00
FINANCIAL SERVICES	\$0.00	\$12,862.00	\$12,862.00	\$41,500.00	\$0.00	\$41,500.00
FLEET	\$1,770,979.37	\$0.00	\$1,770,979.37	\$0.00	\$0.00	\$0.00
FREIGHT	\$2,564,619.32	\$0.00	\$2,564,619.32	\$11,121.77	\$0.00	\$11,121.77
GAS CONSTRUCTION	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
GAS DISTRIBUTION EQUIPMENT	\$5,566.64	\$0.00	\$5,566.64	\$0.00	\$0.00	\$0.00
GENCO CONSTRUCTION	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
HEAVY HAULING AND LIFTING SERVICES	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
HR SERVICES	\$8,000.00	\$0.00	\$8,000.00	\$0.00	\$0.00	\$0.00
IT HARDWARE	\$5,924,894.48	\$375,671.77	\$6,300,566.25	\$0.00	\$0.00	\$0.00
IT OUTSOURCING	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
IT PROFESSIONAL SERVICES	\$2,145,488.09	\$2,744,164.30	\$4,889,652.39	\$0.00	\$0.00	\$0.00
IT SOFTWARE	\$661,272.83	\$0.00	\$661,272.83	\$0.00	\$0.00	\$0.00
IT TELECOM	\$6,728,089.30	\$0.00	\$6,728,089.30	\$10,000.00	\$0.00	\$10,000.00
MAINTENANCE SERVICES	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
METERS	\$187,130.26	\$0.00	\$187,130.26	\$0.00	\$0.00	\$0.00
MRO	\$32,856,197.46	\$0.00	\$32,856,197.46	\$170,856.66	\$0.00	\$170,856.66
OFFICE SERVICES	\$640,120.07	\$0.00	\$640,120.07	\$0.00	\$0.00	\$0.00
OFF-SITE TESTING SERVICES	\$0.00	\$0.00	\$0.00	\$1,593,467.95	\$0.00	\$1,593,467.95
OVERHEAD CRANES	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
POLES	\$281,971.00	\$0.00	\$281,971.00	\$0.00	\$0.00	\$0.00
POWER TRANSFORMERS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
SUBSCRIPTIONS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
SUPPLEMENTAL LABOR	\$0.00	\$5,118,867.12	\$5,118,867.12	\$0.00	\$0.00	\$0.00
T&S CONSTRUCTION	\$39,601,860.04	\$15,693,855.49	\$55,295,715.53	\$312,447.03	\$96,524.71	\$408,971.74
T&S MATERIALS	\$13,554,637.11	\$0.00	\$13,554,637.11	\$149,963.74	\$0.00	\$149,963.74
TRAINING	\$60,064.00	\$0.00	\$60,064.00	\$0.00	\$0.00	\$0.00
UNCATEGORIZED	\$3,500.00	\$0.00	\$3,500.00	\$0.00	\$0.00	\$0.00
UNITED SCRAP	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
VEGETATION MANAGEMENT	\$5,749,326.14	\$4,106,086.17	\$9,855,412.31	\$0.00	\$81,220.00	\$81,220.00
WIRE AND CABLE	\$96,100.85	\$27,743,842.78	\$27,839,943.63	\$0.00	\$0.00	\$0.00
GRAND TOTAL	\$439,464,991.93	\$106,215,808.25	\$545,680,800.18	\$15,751,650.81	\$7,616,435.51	\$23,368,086.32

CATEGORY	WOMAN			INDIRECT	TOTAL DIVERSE	TOTAL SPEND	DIVERSE %
	TIER 1	TIER 2	WOMAN TOTAL	INDIRECT TOTAL			
ADVERTISING AND MARKETING	\$2,675,640.43	\$0.00	\$2,675,640.43		\$17,411,618.28	\$24,714,773.89	70%
BUSINESS CONSULTING	\$10,000.00	\$0.00	\$10,000.00		\$284,632.00	\$4,049,198.30	7%
CHEMICALS/FUELS/GASES/LUBRICANTS	\$9,131.49	\$0.00	\$9,131.49		\$9,845,788.63	\$15,715,660.88	63%
CLOTHING	\$4,400,302.93	\$0.00	\$4,400,302.93		\$4,432,104.65	\$4,786,639.31	93%
CUSTOMER SERVICE	\$198,820.24	\$0.00	\$198,820.24		\$1,707,254.48	\$34,667,388.71	5%
DIESEL EQUIPMENT	\$0.00	\$0.00	\$0.00		\$0.00	\$11,721.10	0%
DISTRIBUTION CONSTRUCTION	\$7,784,569.70	\$9,602,398.28	\$17,386,967.98		\$191,475,703.97	\$301,132,248.86	64%
DISTRIBUTION TRANSFORMERS	\$0.00	\$1,866,620.11	\$1,866,620.11		\$29,420,772.38	\$74,464,363.61	40%
ELEC DISTRIBUTION EQUIPMENT	\$673,547.42	\$1,597,446.87	\$2,270,994.29		\$49,649,511.93	\$104,576,547.02	47%
ELECTRIC VEHICLE SUPPLY EQUIPMENT	\$0.00	\$0.00	\$0.00		\$0.00	\$203,473.20	0%
ELECTRIFICATION	\$265,063.43	\$0.00	\$265,063.43		\$685,891.43	\$1,230,580.43	56%
ENERGY EFFICIENCY	\$45,079,255.67	\$29,356,456.96	\$74,435,712.63		\$126,689,341.28	\$309,128,905.74	41%
ENGINEERING / TECHNICAL CONSULTING	\$20,509,338.46	\$6,347,579.40	\$26,856,917.86		\$52,974,740.13	\$144,499,325.93	37%
ENVIRONMENTAL SERVICES	\$3,507,782.40	\$6,828,122.42	\$10,335,904.82		\$32,110,640.44	\$70,839,620.00	45%
EQUIPMENT RENTAL	\$11,787,086.75	\$0.00	\$11,787,086.75		\$14,803,307.55	\$50,963,344.25	29%
FACILITIES	\$5,252,507.26	\$4,995,937.98	\$10,248,445.24		\$29,202,919.10	\$83,773,774.41	35%
FINANCIAL SERVICES	\$0.00	\$0.00	\$0.00		\$54,362.00	\$580,571.43	9%
FLEET	\$4,311,504.77	\$0.00	\$4,311,504.77		\$6,082,484.14	\$87,181,270.44	7%
FREIGHT	\$49,577.02	\$0.00	\$49,577.02		\$2,625,318.11	\$12,517,481.00	21%
GAS CONSTRUCTION	\$1,440,220.04	\$0.00	\$1,440,220.04		\$1,440,220.04	\$3,133,620.82	46%
GAS DISTRIBUTION EQUIPMENT	\$0.00	\$0.00	\$0.00		\$5,566.64	\$39,275.24	14%
GENCO CONSTRUCTION	\$464,382.85	\$0.00	\$464,382.85		\$464,382.85	\$1,292,693.21	36%
HEAVY HAULING AND LIFTING SERVICES	\$610,490.14	\$0.00	\$610,490.14		\$610,490.14	\$610,490.14	100%
HR SERVICES	\$304,838.79	\$0.00	\$304,838.79		\$312,838.79	\$1,925,599.14	16%
IT HARDWARE	\$221,065.95	\$0.00	\$221,065.95		\$6,521,632.20	\$12,505,014.11	52%
IT OUTSOURCING	\$12,791.25	\$0.00	\$12,791.25		\$12,791.25	\$2,559,299.61	0%
IT PROFESSIONAL SERVICES	\$708,184.71	\$227,877.00	\$936,061.71		\$5,825,714.10	\$11,072,952.73	53%
IT SOFTWARE	\$105,216.85	\$0.00	\$105,216.85		\$766,489.68	\$24,931,675.75	3%
IT TELECOM	\$1,576,272.53	\$0.00	\$1,576,272.53		\$8,314,361.83	\$25,202,657.05	33%
MAINTENANCE SERVICES	\$0.00	\$0.00	\$0.00		\$0.00	\$25,563.25	0%
METERS	\$40,216.00	\$0.00	\$40,216.00		\$227,346.26	\$8,111,793.64	3%
MRO	\$111,370.30	\$0.00	\$111,370.30		\$33,138,424.42	\$38,420,578.41	86%
OFFICE SERVICES	\$1,402,715.98	\$0.00	\$1,402,715.98		\$2,042,836.05	\$2,593,802.85	79%
OFF-SITE TESTING SERVICES	\$0.00	\$0.00	\$0.00		\$1,593,467.95	\$1,593,467.95	100%
OVERHEAD CRANES	\$3,222.40	\$0.00	\$3,222.40		\$3,222.40	\$10,248.85	31%
POLES	\$0.00	\$0.00	\$0.00		\$281,971.00	\$9,304,751.76	3%
POWER TRANSFORMERS	\$0.00	\$0.00	\$0.00		\$0.00	\$48,699,072.22	0%
SUBSCRIPTIONS	\$0.00	\$0.00	\$0.00		\$0.00	\$646,370.74	0%
SUPPLEMENTAL LABOR	\$0.00	\$6,582,518.08	\$6,582,518.08		\$11,701,385.20	\$23,086,904.46	51%
T&S CONSTRUCTION	\$17,409,725.23	\$8,945,649.29	\$26,355,374.52		\$82,060,061.79	\$140,183,829.29	59%
T&S MATERIALS	\$455,789.62	\$0.00	\$455,789.62		\$14,160,390.47	\$222,094,627.89	6%
TRAINING	\$1,771,356.25	\$0.00	\$1,771,356.25		\$1,831,420.25	\$5,031,174.34	36%
UNCATEGORIZED	\$34,120.37	\$0.00	\$34,120.37	\$15,080,166.15	\$15,117,786.52	\$2,184,068.31	692%
UNITED SCRAP	\$1,037,634.34	\$0.00	\$1,037,634.34		\$1,037,634.34	\$1,037,634.34	100%
VEGETATION MANAGEMENT	\$3,843.58	\$1,782,645.36	\$1,786,488.94		\$11,723,121.25	\$167,965,983.93	7%
WIRE AND CABLE	\$0.00	\$797,947.07	\$797,947.07		\$28,637,890.70	\$80,291,913.91	36%
GRAND TOTAL	\$134,227,585.15	\$78,931,198.82	\$213,158,783.97	\$15,080,166.15	\$797,287,836.62	\$2,159,591,952.45	36.9%

