



ILLINOIS  
AMERICAN WATER

# 2024 ANNUAL REPORT TO THE ILLINOIS COMMERCE COMMISSION

Supplier Diversity Pursuant to  
Section 5-117 of the Public Utilities Act

**Rebecca Losli, P.E., President**  
Illinois American Water

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I am pleased to present Illinois American Water’s 2024 Annual Supplier Diversity Report to the Illinois Commerce Commission pursuant to Section 5-117 of the Public Utilities Act. Our commitment to fair and equitable inclusion in our procurement processes has yielded significant results achieving a total diverse spend of **\$76,009,891**, which represents **27% of our total procurement spend**. We congratulate our **Women Business Enterprises who achieved a 15% increase over 2023** and our spend with Illinois-based businesses reached **\$118,650,812**, an increase of **12%**.

These metrics underscore our commitment to fostering an inclusive supply chain. We have made significant strides in increasing our spend with suppliers across various categories and we remain dedicated to further enhancing these efforts in the coming years.

As you can see in these pages, our teams’ dedication, enthusiasm, and perseverance have driven significant progress toward our 2024 goals. We are confident that this momentum will carry us strongly into the future.

By working together, we are expanding and strengthening our supplier base, creating a more sustainable and dynamic business environment that benefits everyone.

Thank you for your continued support.

Sincerely,

**REBECCA LOSLI, P.E.**  
President  
Illinois American Water



**Total Diverse Spend**  
**\$76,009,891**

**27%** of total  
procurement spend

Increased Spend in the WBE Category



**MBE**  
**\$17,593,669**



**WBE**  
**\$40,953,513**

**15% Increase** in  
YOY total spend goal



**VBE**  
**\$17,462,709**



**Professional Services**  
**\$7,523,142**

**29% Increase** in YOY  
diverse professional  
services spend



**Illinois-based Businesses**  
**\$118,650,812**

- + Increased spend with all diverse-owned businesses YOY **by 1%**
- + YOY spend with diverse-owned Illinois-based businesses increased by **12%**
- + Increased YOY spend with WBE Illinois-based businesses **by 8%**

III. TERMS & DEFINITIONS

<b>BOOSTER STATION</b>	A booster station is a collection of booster pumps strategically located in a water distribution system. Pump stations work to maintain consistent pressure and provide adequate flow. These stations may also move water from ponds, reservoirs and water towers into the system.
<b>CERTIFIED</b>	Means currently certified as MWDVBE by an authorized certifying body, such as the National Minority Supplier Development Council (NMSDC) or its affiliate regional councils, the Women’s Business Enterprise National Council (WBENC).
<b>CONTROL</b>	Means overall fiscal/legal responsibility and exercising the power to make policy decisions.
<b>DISABILITY-OWNED BUSINESS ENTERPRISE (DOBE)</b>	Businesses that are 51% owned, controlled, operated and managed by a person(s) with a disability.
<b>DISADVANTAGED BUSINESS ENTERPRISE (DBE)</b>	Typically a business recognized and certified by a government agency – be it federal, state, or local. Certification confirms that the business has met specific requirements set by the government to qualify for certain benefits or programs. These businesses are owned and operated by individuals who face economic or social disadvantages, such as women, minorities, individuals with disabilities, or others facing systemic barriers. These disadvantages may arise from factors like limited access to education, employment opportunities, lack of training, residence or business location.
<b>HISTORICALLY UNDERUTILIZED BUSINESS (HUB)</b>	Means a business located in a “historically underutilized business zone,” owned and controlled by one or more U.S. citizens and at least 35% of its employees must reside in a HUBZone. It must appear on the list of Qualified HUBZone Small Business Concerns maintained by the SBA.
<b>LESBIAN, GAY, BISEXUAL AND/OR TRANSGENDER-OWNED BUSINESS ENTERPRISE (LGB/LGBTBE)</b>	Means a business that is majority (at least 51.0%) owned, operated, managed and controlled by a lesbian, gay, bisexual and/or transgender (LGBT) person or persons who are either U.S. citizens or lawful permanent residents, exercises independence from any non-LGBT business enterprise, has a principal place of business (headquarters) in the United States and has been formed as a legal entity in the United States.
<b>LIFT STATION</b>	Facilities designed to move wastewater from lower to higher elevation through pipes.
<b>MINORITY-OWNED BUSINESS ENTERPRISE (MBE)</b>	Means a business concern in which at least 51.0% of the ownership and control is held by individuals who are members of a minority group and of which at least 51% of the net profits accrue to members of a minority group. Such persons include, but are not limited to, Black Americans, Hispanic Americans, Asian Pacific Americans (persons with origins from Japan, China, the Philippines, Vietnam, Korea, Samoa, Guam, the former U.S. Trust Territory of the Pacific Islands [Republic of Palau, the Commonwealth of the Northern Mariana Islands, Republic of the Marshall Islands, Federated States of Micronesia], Laos, Cambodia [Kampuchea], Taiwan, Burma, Thailand, Malaysia, Indonesia, Singapore, Brunei, Macao, Hong Kong, Fiji, Tonga, Kiribati, Tuvalu or Nauru), Subcontinent Asian Americans (persons with origins from India, Pakistan, Bangladesh, Sri Lanka, Bhutan, Republic of Maldives or Nepal), Native Americans (American Indians, Alaska Natives, Aleuts and Native Hawaiians) and members of other groups designated by the U.S. Small Business Administration as minorities.

III. TERMS & DEFINITIONS

<b>OWNED</b>	Means at least 51.0% of the business or, in the case of a publicly owned business, at least 51.0% of the stock is owned by a minority, woman or service-disabled veteran.
<b>RFI, RFQ, RFP</b>	Request for information, quote or proposal.
<b>SERVICE-DISABLED VETERAN-OWNED BUSINESS ENTERPRISE (SDVBE)</b>	Means a business concern that is (a) at least 51.0% owned by one or more service-disabled veterans or, in the case of any publicly owned business, at least 51.0% of the stock of which is owned by one or more service-disabled veterans or (b) in the case of a veteran with a permanent and severe disability, the spouse or permanent caregiver of such veteran.
<b>SMALL DISADVANTAGED BUSINESS (SDB)</b>	Means a “for profit” business that qualifies as “small” per the SBA Table of Small Business Size Standards Matched to North American Industry Classification System Codes. That is at least 51.0% unconditionally owned by one or more U.S. citizens who are socially and economically disadvantaged individuals. Whose management and daily business operations are controlled by one or more U.S. citizens who are socially and economically disadvantaged individuals. The personal net worth of each individual claiming economic disadvantage is less than \$750,000 (except for tribes, Alaska Native Corporation-Owned Concerns [ANCs], Community Development Corporation-Owned Concerns [CDCs] and Native Hawaiian Corporation-Owned Concerns [NHOs]). Note: ANCs, NHOs or CDCs must meet the “ownership,” “management” and “control” criteria in Title 13 of the Code of Federal Regulations, Part 124.109, 124.110 and 124.111, respectively.
<b>SMALL BUSINESS (SBE/SMB)</b>	Depending on the industry, “small” is defined by either the number of employees or average annual receipts of a business concern. Website references for size standards by NAICS code is: <a href="https://www.sba.gov/federal-contracting/contracting-guide/size-standards">sba.gov/federal-contracting/contracting-guide/size-standards</a>
<b>SMALL DISADVANTAGED BUSINESS 8A (SDB-8A)</b>	Means a designation given to small companies owned by socially and economically disadvantaged persons, so that they may bid and obtain federal government contracts and other assistance to develop their business. The business owner must be eligible under the same rules and guidelines set down by the federal government.
<b>VETERAN-OWNED BUSINESS ENTERPRISE (VBE)</b>	Means a business concern that is at least 51.0% owned and controlled or, in the case of a publicly owned business, at least 51.0% of the stock is owned by an owner or owners who are veterans of the U.S. military, ground, naval or air service, who (a) served on active duty for a period of more than 180 days and were discharged or released with other than a dishonorable discharge or (b) were discharged or released from active duty because of a service-connected disability.
<b>WOMEN-OWNED BUSINESS ENTERPRISE (WBE)</b>	Means a business concern that is at least 51.0% owned and controlled by a woman or women or, in the case of any publicly owned business, at least 51% of the stock is owned by a woman or women. Such women’s business enterprise shall further be classified as either minority or non-minority women-owned business, depending upon the greater portion of ownership.

# SUMMARY OF MINORITY-OWNED, WOMEN-OWNED, VETERAN-OWNED AND SMALL BUSINESS ENTERPRISE GOALS AND SPENDING IN THE 2024 CALENDAR YEAR

## A. American Water – Expenditures & Vendor Utilization

Table A demonstrates the total expenditures of American Water and all 13 of its corporate entities.

Regulated business spend with certified diverse suppliers was 21.4% of total sourceable spend. This reflects 0.6% below the 2024 goal of 22.0%. A total of \$42.5M in HUBZone, Disabled-Owned, LGBTQ and DBE spend was excluded from the chart below but was included in the total diverse spend for American Water regulated businesses.

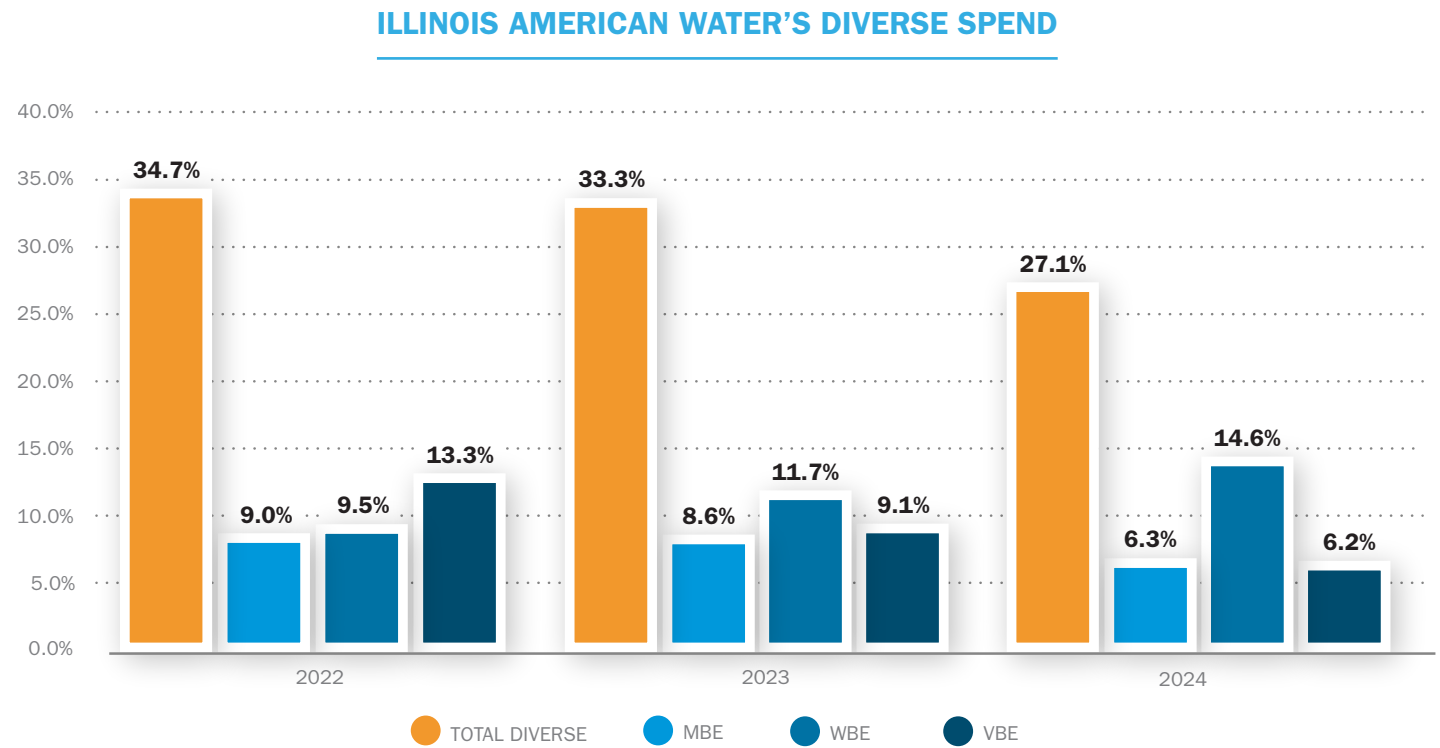
The overall spend performance includes the contribution of Illinois American Water and the expenditures and vendor utilization demonstrated in Section B on page 9.

AMERICAN WATER EXPENDITURES & VENDOR UTILIZATION				
AMERICAN WATER (ALL SUPPLIERS)				
OVERALL SPEND TOTAL: \$3,507,070,510				
SPEND CATEGORY	TIER I (DIRECT)	TIER II	TOTAL	PERCENT OF TOTAL SPEND
MBE	\$73,560,328	\$57,283,673	\$130,844,001	3.7%
WBE	\$368,344,353	\$80,634,414	\$448,978,767	12.8%
VBE	\$70,211,491	\$27,198,049	\$97,409,540	2.8%
TOTAL M/W/VBE/SDV	\$512,116,172	\$165,116,136	\$677,232,308	19.3%
SMB	\$368,412,420	\$30,884,560	\$399,296,980	11.4%
TOTAL – ALL CATEGORIES	\$880,528,592	\$196,000,696	\$1,076,529,288	30.7%

## B. Illinois American Water Expenditures & Vendor Utilization

ILLINOIS AMERICAN WATER EXPENDITURES & VENDOR UTILIZATION				
ILLINOIS AMERICAN WATER (ALL SUPPLIERS)				
OVERALL SPEND TOTAL: \$280,468,384				
SPEND CATEGORY	TIER I (DIRECT)	TIER II	TOTAL	PERCENT OF TOTAL SPEND
MBE	\$3,787,573	\$13,806,095	\$17,593,669	6.3%
WBE	\$31,173,876	\$9,779,638	\$40,953,513	14.6%
VBE/SDV	\$17,052,913	\$409,796	\$17,462,709	6.2%
TOTAL M/W/VBE/SDV	\$52,014,362	\$23,995,529	\$76,009,891	27.1%
SMB	\$42,564,393	\$76,528	\$42,640,921	15.2%
TOTAL – ALL CATEGORIES	\$94,578,755	\$24,072,058	\$118,650,812	42.3%

\*Note: \$1.7M DBE and \$8.5 SDB spend has been excluded from chart but reported on the uniform appendix.



VBE category references throughout this report will include spend with both veteran- and service-disabled veteran-owned businesses.

C. Illinois American Water Expenditures with Illinois-based Diverse Vendors

Within the state of Illinois, expenditures with diverse-owned businesses decreased from 69% in 2023 to 56.4% in 2024. We will continue active participation and engagement with local and regional advocacy partners.

ILLINOIS AMERICAN WATER						
EXPENDITURES AND VENDOR UTILIZATION WITH ILLINOIS-BASED VENDORS						
TOTAL OVERALL SPEND \$280,468,384		TOTAL DIVERSE SPEND \$118,650,812		TOTAL ILLINOIS-BASED SPEND \$92,182,032		
SPEND CATEGORY	TIER I (DIRECT)	TIER II	TOTAL	% OF TOTAL SPEND	% OF DIVERSE SPEND	% OF IL-BASED SPEND
MBE	\$1,441,024	\$12,293,969	\$13,734,992	4.9%	11.6%	14.9%
WBE	\$15,974,369	\$7,858,458	\$23,832,828	8.5%	20.1%	25.9%
VBE/SDV	\$14,000,547	\$409,214	\$14,409,761	5.1%	12.1%	15.6%
TOTAL M/W/VBE/SDV	\$31,415,940	\$20,561,641	\$51,977,581	18.5%	43.8%	56.4%
SMB	\$40,139,059	\$65,393	\$40,204,452	14.3%	33.9%	43.6%
TOTAL – ALL CATEGORIES	\$71,554,999	\$20,627,033	\$92,182,032	32.9%	77.7%	100.0%

\*Note: \$1.7M DBE and \$8.5 SDB spend has been excluded from chart but reported on the uniform appendix.

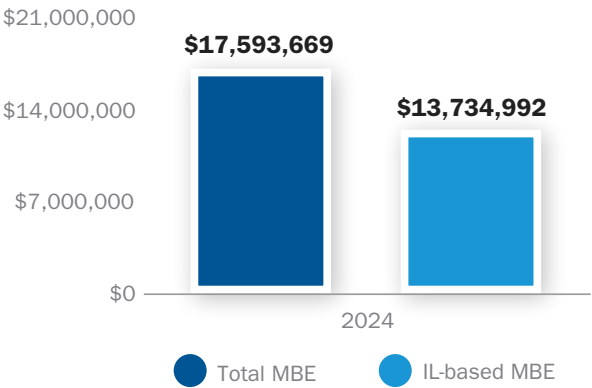
Table C demonstrates the overall diverse category spend, the overall diverse spend, and Illinois-based ONLY diverse spend. All diverse spend is “certified” suppliers only.

D. M/W/VBE Spend by Product/Service Category with Illinois-based Enterprises

ILLINOIS AMERICAN WATER					
ILLINOIS-BASED MINORITY BUSINESS ENTERPRISES BY CATEGORY					
PRODUCT/SERVICE	AFRICAN AMERICAN	HISPANIC AMERICAN	ASIAN AMERICAN	NATIVE AMERICAN	TOTAL
CONSTRUCTION	\$12,168,960				\$12,168,960
DIRECT MATERIALS	\$170,945				\$170,945
FACILITY SERVICES AND MAINT	\$76,359				\$76,359
MAINTENANCE, REPAIR AND OPERATING SUPPLIES (MRO)	\$19,889	\$704,914			\$724,803
PROFESSIONAL SERVICES	\$593,926				\$593,926
TOTAL	\$13,030,078	\$704,914	\$0	\$0	\$13,734,992

ILLINOIS AMERICAN WATER’S 2024 ILLINOIS-BASED MBE SPEND

4.9% of Total Procurement Spend



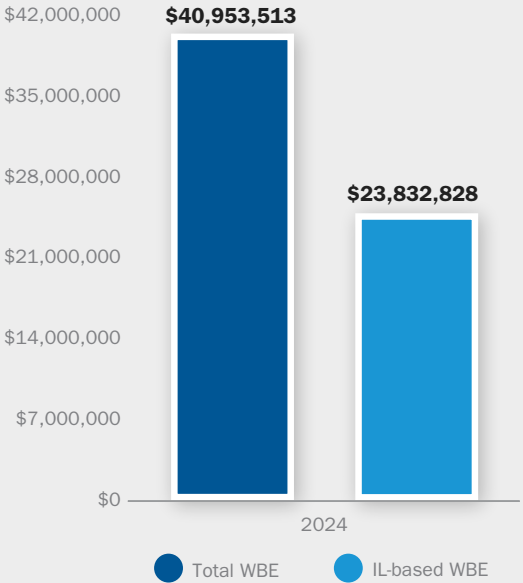


ILLINOIS AMERICAN WATER	
ILLINOIS-BASED WOMEN BUSINESS ENTERPRISES BY CATEGORY	
PRODUCT/SERVICE	TOTAL
CHEMICALS	\$1,828,430
CONSTRUCTION	\$15,951,279
CORPORATE SERVICES	\$83,148
FACILITY SERVICES AND MAINT	\$5,737,434
INSTRUMENTATION AND CONTROLS	\$74,037
MAINTENANCE, REPAIR AND OPERATING SUPPLIES (MRO)	\$30,870
PROFESSIONAL SERVICES	\$111,050
RENTALS	\$16,581
TOTAL	\$23,832,828

ILLINOIS AMERICAN WATER	
ILLINOIS-BASED VETERAN BUSINESS ENTERPRISES BY CATEGORY	
PRODUCT/SERVICE	TOTAL
CONSTRUCTION	\$13,971,533
FACILITY SERVICES AND MAINT	\$1,675
MAINTENANCE, REPAIR AND OPERATING SUPPLIES (MRO)	\$7,999
PROFESSIONAL SERVICES	\$428,554
TOTAL	\$14,409,761

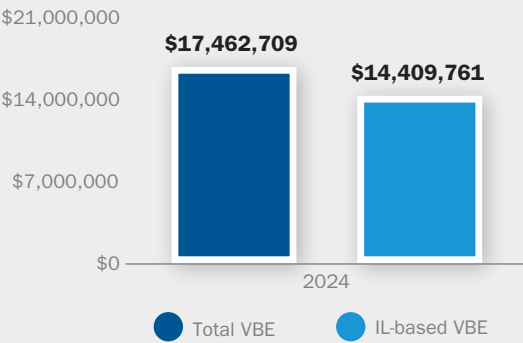
ILLINOIS AMERICAN WATER’S 2024 ILLINOIS-BASED WBE SPEND

8.5% of Total Procurement Spend



ILLINOIS AMERICAN WATER’S 2024 ILLINOIS-BASED VBE SPEND

5.1% of Total Procurement Spend

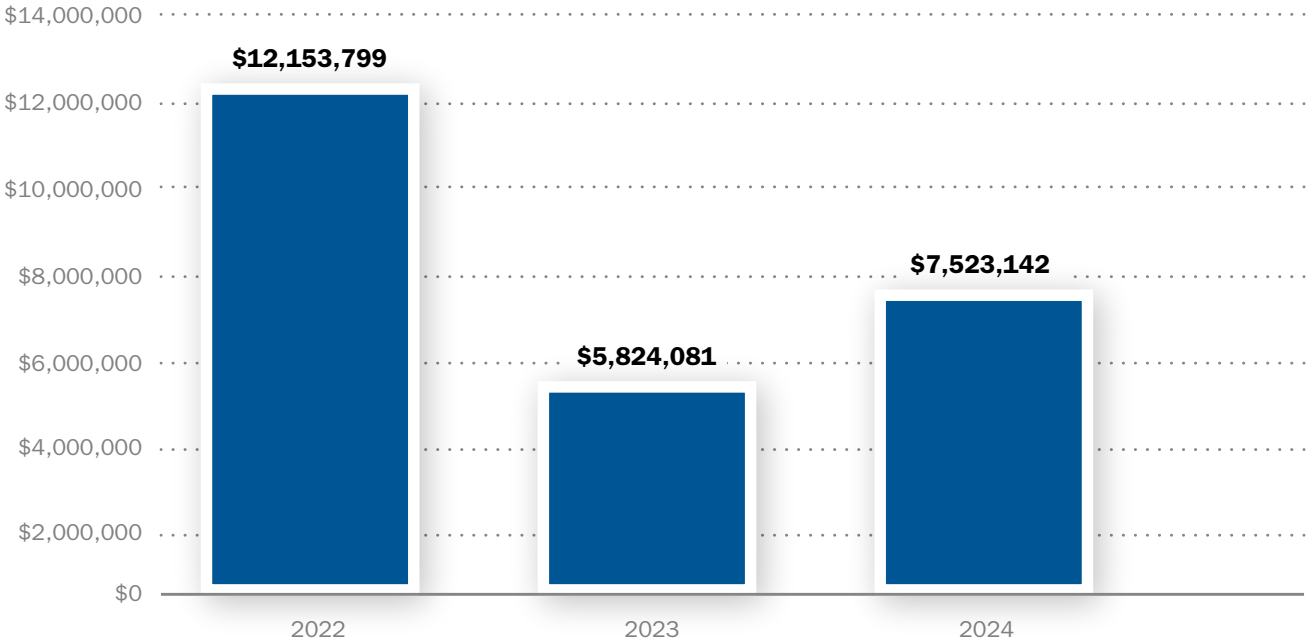


\*Note: VBE category includes SDV – service-disabled veteran-owned businesses.

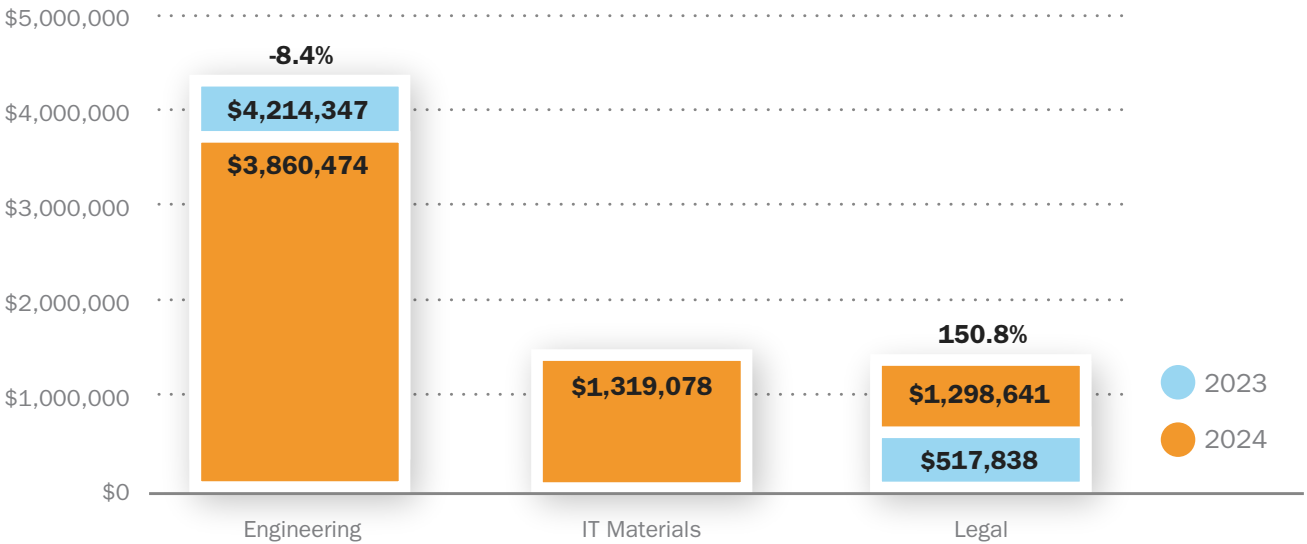
E. Professional Services

In 2024, professional services spending increased by 29%, from \$5.8 million in 2023 to \$7.5 million. The top three spending categories were Engineering, IT Materials and Legal. The increase in IT Materials spending reflects American Water’s efforts to consolidate critical products and service categories across its footprint.

HISTORICAL TOTAL SPEND DATA 2022–2024

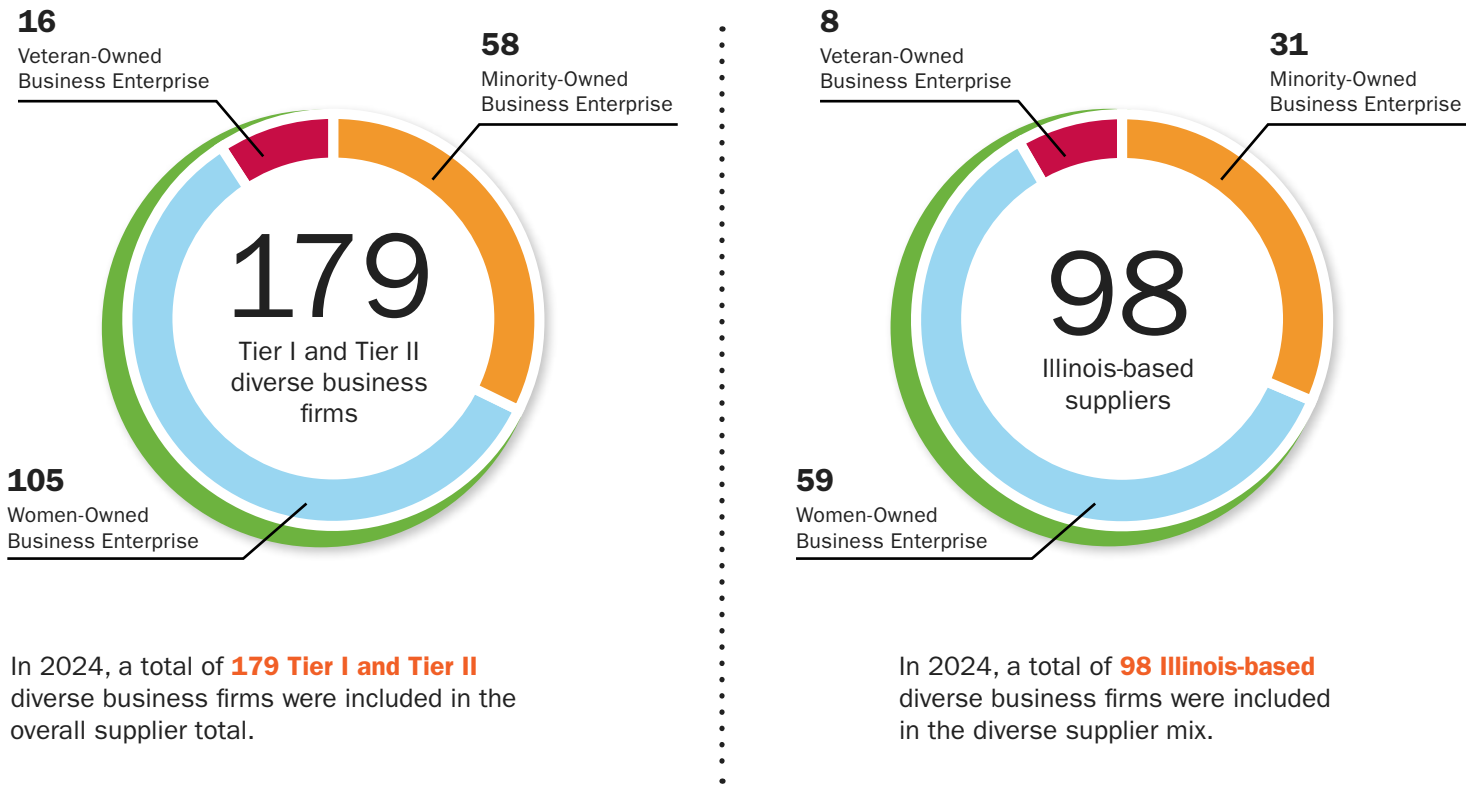


CATEGORY YOY SPEND 2023–2024



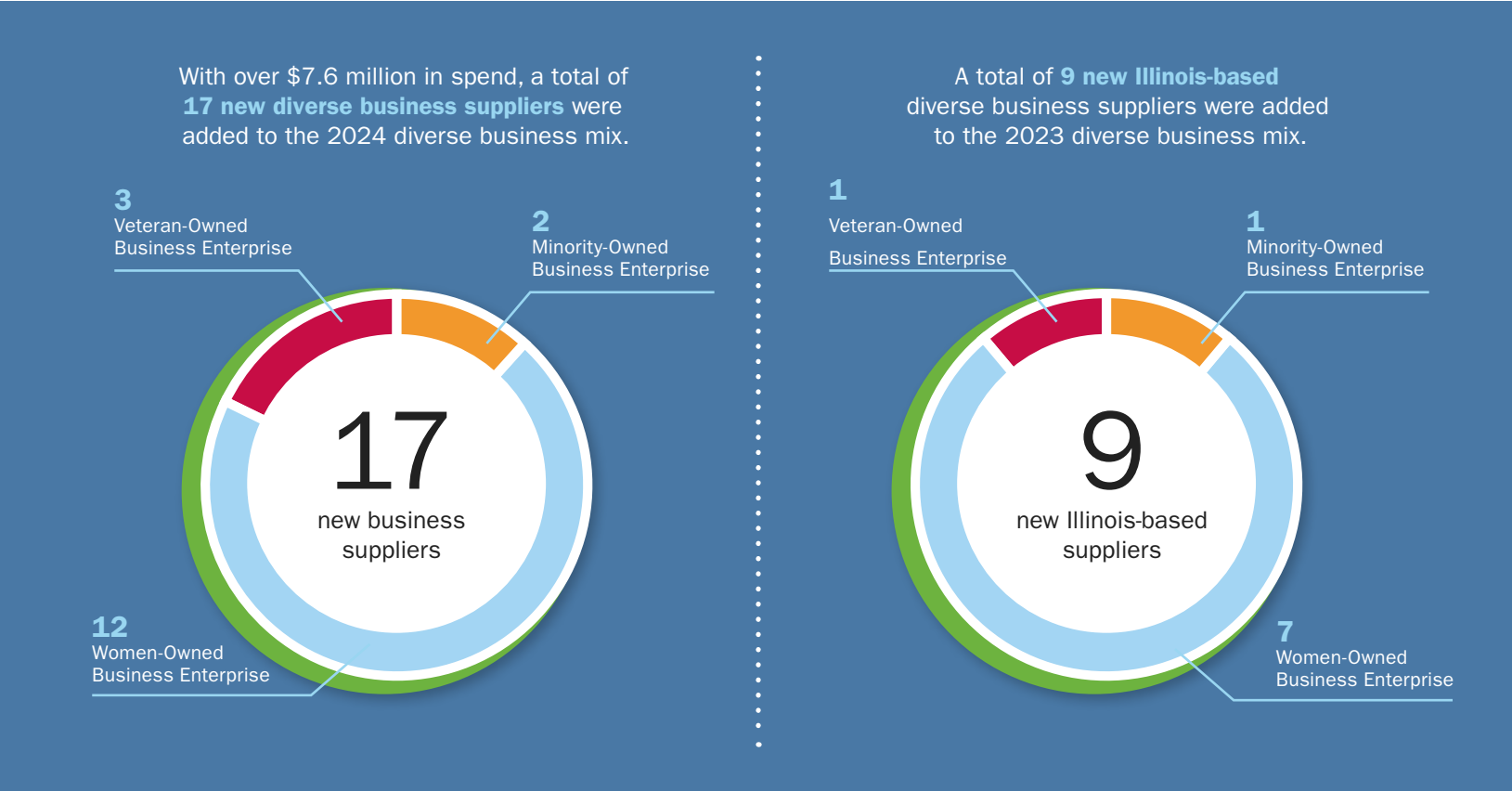
F. Diversity Mix of Illinois-based Diverse Business Enterprises

With over 1,300 suppliers, the 2024 diverse business mix is as follows:



G. New Diverse Suppliers in 2024

Illinois American Water maintained its commitment to identifying viable partnerships.



NEW DIVERSE SUPPLIERS FOR ILLINOIS AMERICAN WATER INCLUDE VENDORS EITHER NEW TO THE COMPANY OR NEW TO A DIVERSE CATEGORY IN 2024.

KEY NEW DIVERSE SUPPLIERS INCLUDE:

- + Alexander Chemical Corp
- + Doyle Security Systems
- + Elliott Electric Supply
- + Great Western Abatement
- + Greencastle Associates Consulting
- + Hagerman & Company
- + Jak Creative Design
- + Kimhec
- + Martin Equipment
- + MZI Group
- + NEI Global Relocation
- + Pi-Lit Technologies
- + Prelude Solutions
- + Seiler Excavating Inc
- + Syn Tech Systems
- + Tarlton Corp
- + Topless Tree Service



H. 2024 External Events Participation



Illinois utility executives discuss opportunities in Clean Energy during the main session panel: L-R, Moderator, Larry Ivory – Illinois Black Chamber of Commerce, Rebecca Losli – Illinois American Water, Wendall Dallas – Nicor Gas, Torrence Hinton – formerly of Peoples Gas, Dwayne Pickett – Constellation



Field Management and Talent Acquisition teams discuss career opportunities with Illinois American Water



Illinois American Water Production team member provides an overview of the water distribution system and assets

QUARTER 1: JANUARY–MARCH

February

**Clean Energy Business Summit** – Hosted by the Illinois Minority Business Development Agency Business Center. The Summit brought together minority businesses, corporations and government contract holders at the local and national levels to showcase and connect business, to share business and partnership opportunities possible through Clean Energy Initiatives.

March

**CONSTRUCT Infrastructure Career Fair** – Hosted at IBEW Union Hall in Chicago for over 85 CONSTRUCT participants. The job fair is held in the middle of the 11-week CONSTRUCT Infrastructure program to encourage participants to plan for permanent career placement immediately following program completion.

QUARTER 2: APRIL–JUNE

April

**CONSTRUCT Infrastructure Academy** – Illinois American Water Production and Field Operations team members support the CONSTRUCT Infrastructure Academy and 11-week training program. CONSTRUCT provides the required knowledge and experience to compete for entry-level positions in construction and utility industry.

April

**Craft Academy & CONSTRUCT Infrastructure Program Graduation**

April

**American Association of Blacks in Energy Annual Conference**

April

**Illinois Chamber Roundtable Discussion “Engines for Economic Growth: Innovation and Energy”** – Roundtable discussion among Illinois businesses and utilities on the role of energy in economic development, innovation driving Illinois growth, the diverse workforce for the future and successful collaboration across sectors.

QUARTER 2: APRIL–JUNE

May

**“Boots to Business: Reboot Be More Veterans Women Entrepreneurship Summit”** sponsored by the **Small Business Administration and Black Colleges and Employers** – Illinois American Water Resource Partner, Presenter and Mentor for program participants taking business ideas from concept to actionable plans.

May

**National Association of Minority Contractors Association** – Wisconsin Chapter Utilities Infrastructure Supplier Diversity Symposium, Participated in matchmaker events with diverse suppliers servicing Midwestern states.

May

**National Utilities Diversity Council Symposium**

June

**National Association of Minority Contractors** – Chicago Chapter Members meeting presenter

QUARTER 3: JULY–SEPTEMBER

July

**Federal Reserve Bank Smart Money Week** – Panel speaker

August

**Illinois Black Chamber of Commerce Annual Convention** – Matchmaker Meetings

August

**Women’s Energy Summit**

September

**Crain’s 2024 Equity The Business Case for DEI Event**

September

**AmerICANs in Action** – American Water’s month of service program encourages American Water employees to lead or take part in team-based volunteer projects in their local community during the month of September. Chicago Metro employees volunteered September 25–27 at the West Suburban Community Pantry in Woodridge, IL.



Illinois Chamber Roundtable Discussion “Engines for Economic Growth: Innovation and Energy” panelists Rebecca Losli – President of Illinois American Water, Wendell Dallas – President & CEO, Nicor Gas, Tom O’Neil – Partner, Jenner & Block, Lou Sandoval – President & CEO, Illinois Chamber of Commerce, Dan Seals – CEO, Intersect Illinois, Charles Smith – CEO, CS Insurance – Vice Chair, World Business Chicago



Rebecca Losli – Rising Star Panel speaker, not pictured, Rachel Bretz (center pink blazer) named American Water Rising Star with American Water women in leadership)



AmerICANs in Action at West Suburban Community Pantry in Woodridge, IL



QUARTER 4: OCTOBER–DECEMBER

- October**  
**NAACP Banquet – Peoria, IL**
- October**  
**IUBDC Supplier Showcase at Ameren Facilities, Collinsville, IL** – Illinois Utilities Business Diversity Council hosted its first Supplier Showcase event at the Ameren-Illinois facility in Collinsville. Suppliers showcased capabilities in a 5-minute power pitch to representatives of IUBDC member utilities.
- October**  
**Black Energy Awareness Month, ComEd Commercial Center, Oakbrook, IL** – AABE Chapters across the U.S. celebrate Black Energy Awareness Month (B.E.A.M), which is an initiative spotlighting the importance of educating our communities on the role energy plays in our daily lives. Illinois American Water supported a panel discussion to provide young girls an opportunity to hear from professional industry women about the various STEM-related careers and roles that women are mastering in the energy space.
- October**  
**AABE Midwest Policy Summit – St. Louis, MO**
- December**  
**IUBDC Annual Networking and Awards Event**

QUARTERLY

- Illinois Utilities Business Diversity Council Quarterly Board Meetings**
- National Minority Supplier Diversity Council – Utility Industry Group Meetings**



Utility Supply Chain and Operations representatives participating with matchmaking meetings with diverse business owners following the pitch presentations



Polished Pebbles Girls Mentoring Program



ComEd, The Will Group and Illinois American Water Women in Leadership

American Water Works Company, Inc. and its subsidiary and affiliated companies are committed to creating a procurement process that is accessible and fair to all suppliers based on their ability to meet the company's performance, price and quality requirements. Our employees are responsible for identifying, qualifying, selecting and managing the procurement process for goods and services to assure that qualified suppliers are appropriately included. Our employees must comply fully with all company policies and practices relating to the inclusion of diverse suppliers.

We also strongly encourage our prime contractors and major suppliers to create a competitive procurement process that provides opportunities for diverse supplier sub-contractors and businesses. Excellence in supplier diversity will lead to excellence in supply chain management and will advance American Water's financial and operational goals while providing opportunities for success to a wide range of businesses in the communities we serve.

Diversity Inclusion Policies

1. Has an established corporate policy
2. Has top corporate management support
3. Develops a Corporate Supplier Diversity Strategic Plan
4. Maintains comprehensive internal and external communications about the program
5. Regularly identifies opportunities for diverse suppliers in strategic sourcing and supply chain opportunities
6. Establishes a comprehensive minority supplier development process
7. Tracks, reports and sets goals
8. Establishes a continuous improvement plan
9. Has a Second Tier Program
10. Recognizes achievements of buyers and suppliers

Diversity Supplier Development

1. Provides feedback/performance reviews on RFP submissions
2. Delivers an industry or Company specific education program (Internal University)
3. Provides formal mentoring program
4. Provides technical and/or quality program review and support
5. Works with existing diverse suppliers to expand their utilization within the Company (across disciplines or geographic regions)
6. Conducts supplier recognition awards
7. Encourages joint ventures and strategic alliances with diverse suppliers
8. Utilizes diverse suppliers directly and indirectly across a broad variety of product and service categories





A. Supplier Diversity Language

American Water’s Procurement Policy and supplier diversity practices support its supply chain efforts to include diverse suppliers in subcontracting opportunities. The supplier diversity utilization goals for diverse suppliers are 25.0%, with 10.0% specific to MBEs in Tier II spending for all competitive bidding events and finalized agreements.

The American Water Supplier Diversity Subcontracting Plan is a required submittal with all Requests for Proposals, quarterly reports and final payment applications.

B. Organizational Responsibilities

- 1. It is the responsibility of the Senior Manager, Corporate Supplier Diversity and Illinois American Water Program Director of Supplier Diversity to provide overall program management, strategy development, implementation and monitoring to assist Supply Chain and business unit partners in their efforts to increase opportunities and contract awards to small and diverse businesses. The governance of the corporate supplier diversity program is the responsibility of the Senior Manager, Corporate Supplier Diversity who reports to the Chief Procurement Officer.
- 2. Supply Chain shall assist business units with the identification and inclusion of diverse suppliers in the sourcing of services and materials. They shall also facilitate cross-functional category teams with members representing Supply Chain, Supplier Diversity, Engineering and other business units as appropriate.
- 3. It is the responsibility of the American Water business unit representative to work with Supply Chain, Tier I and Tier II suppliers and business advocacy groups to ensure opportunities are provided to diverse suppliers. The business unit is also responsible for the day-to-day oversight of these suppliers.

C. Reporting/Metrics

Corporate Supply Chain will run monthly Tier I reports and quarterly reports that will include Tier I and Tier II diverse supplier spend with the following features:

- + Automation of quarterly subcontractor diverse spend reporting
- + Key word, NAICS and other segment Search Options that allow the supplier diversity and procurement teams better visibility into the products and service capabilities of diverse business owners
- + Percentage of competitive procurement events that include a qualified diverse supplier
- + Percentage per diversity classification (e.g., women-owned, minority-owned, veteran-owned, etc.) of the included diverse suppliers
- + Percentage of contracts awarded to diverse suppliers
- + Participation in supplier diversity outreach activities (e.g., trade shows, networking events)
- + Year-over-year comparisons of MBE, WBE and VBE spend (\$ and %)

D. Diverse Spend Collection

Tier I spend data is recorded through American Water’s procurement system when payment is made to a supplier.

In accordance with the American Water Supplier Diversity Subcontracting Plan and the current fully executed contract, Tier I prime suppliers are required to submit quarterly Tier II diversity spend reporting through the Supplier Diversity Portal [amwater.com/corp/Partners-Suppliers/Supplier-Diversity/](http://amwater.com/corp/Partners-Suppliers/Supplier-Diversity/). Diversity spend data is collected during the bidding process through the Supplier Diversity Subcontracting Plan.

QUARTER	MONTH	REPORT DUE DATE
First Quarter	January–March	April 30
Second Quarter	April–June	July 30
Third Quarter	July–September	October 30
Fourth Quarter	October–December	January 30

Prime/Tier I Suppliers report sub/Supplier/Tier II Supplier spend at: [amwater.com/corp/Partners-Suppliers/Supplier-Diversity/](http://amwater.com/corp/Partners-Suppliers/Supplier-Diversity/).

E. Exclusions

Illinois American Water includes all categories and services except property taxes, purchased water and non-competitive power services to define the overall procurement volume. Note Section VII. Areas of Procurement for a defined list of categories purchased.





Illinois American Water aims to achieve 30% of total procurement spending with diverse suppliers in 2025. To support future growth, the focus on the development of suppliers critical to the supply chain became the focus and catalyst for American Water to launch the Supplier Development program in the fourth quarter of 2024, which will expand to Illinois American Water.

Additionally, American Water will host its annual supplier diversity symposium and awards event in Camden, New Jersey, in May 2025. Illinois-based suppliers will showcase their capabilities to American Water’s teams and prime contractors, promoting inclusion in competitive bidding events. This event underscores our commitment to fostering strong, diverse supplier relationships and enhancing our competitive edge.

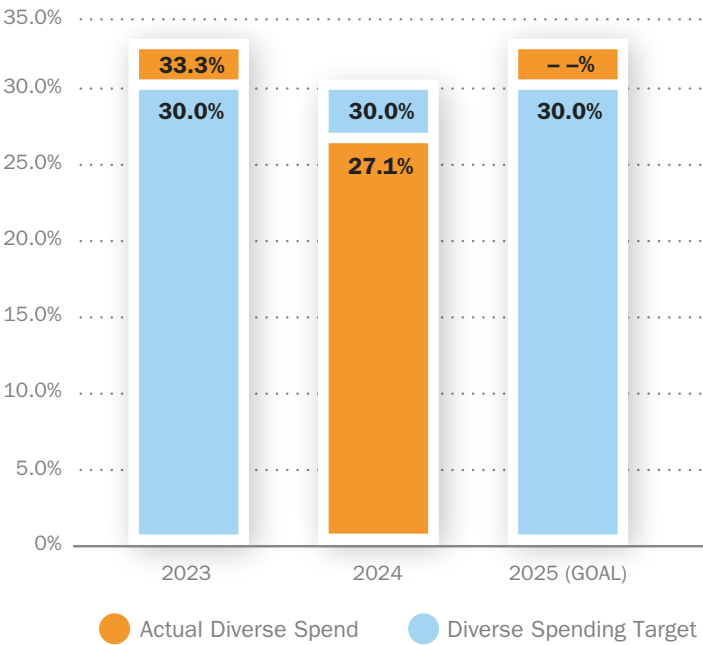
Illinois American Water will continue to participate in supplier sourcing and best practice sharing events with Illinois Business Diversity Council, Supplier Diversity Advocacy and Community Based organizations to identify new diverse vendors.

EXHIBIT A: ILLINOIS AMERICAN WATER COMPANY TARGETED GOALS

AMERICAN WATER WORKS SERVICE COMPANY, INC., ITS SUBSIDIARY AND AFFILIATED COMPANIES		
2023 GOAL TARGET	2024 GOAL TARGET	2025 GOAL TARGET
22.0%	22.0%	20.0%
ILLINOIS AMERICAN WATER COMPANY		
30.0%	30.0%	30.0%

2025 Goals are estimated targets that are subject to change based on adjustments made to operational plans that impact the expected procurement of goods and services.

EXHIBIT B: ILLINOIS AMERICAN WATER'S DIVERSITY PERCENTAGE OF SPEND WITH CERTIFIED SUPPLIERS




The goal and growth strategy will continue to focus on the fundamentals that have ensured success:

- + Optimize business results by providing greater supplier spend and visibility
- + Communicate about the program and promote organic growth with internal champions
- + Encourage Illinois American Water internal business leaders, suppliers and contractors to speak with one voice, that inclusion is part of American Water’s business plan
- + Attend Supplier Diversity National Advocacy Programs that support the Illinois American Water Diversity Program strategy
- + Host and/or co-host supplier diversity workshops in local Illinois communities
- + Pair best-in-class diverse suppliers with American Water key suppliers (national and local)
- + Support the goals and objectives of the Illinois Utilities Business Diversity Council
- + Provide additional exposure to Water Industry Associations and Diversity Advocacy Organizations
- + Utilize and recognize certified diverse spend








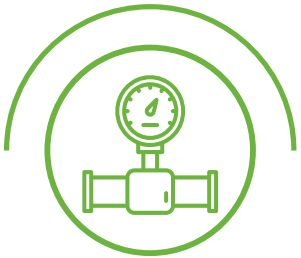
### Professional Services

- + Engineering
- + Legal
- + Material Testing
- + IT



### Materials

- + Rock and Sand
- + Ready Mix Concrete
- + PVC/HDPE Pipe
- + DI Pipe
- + Valves
- + Pumps
- + Mechanical Process Equipment
- + Electrical Supplies and Equipment



### General

- + Specialty IT Equipment (e.g., instrumentation and office)
- + Janitorial Service
- + Pest Control Services
- + Safety Equipment
- + Temporary Utilities/Facilities



### Operations and Maintenance

CIVIL	MECHANICAL	
<ul style="list-style-type: none"><li>+ Earthwork and Grading</li><li>+ Paving</li><li>+ Fencing</li><li>+ Landscaping (Arborist)</li><li>+ Structural Concrete</li><li>+ Iron Work</li><li>+ Masonry</li><li>+ Facility Remodeling</li></ul>	<ul style="list-style-type: none"><li>+ Plumbing</li><li>+ HVAC</li><li>+ Process Mechanical</li><li>+ Electrical</li><li>+ Traffic Control</li><li>+ Filter Maintenance</li><li>+ Media Replacement</li></ul>	<ul style="list-style-type: none"><li>+ Waste (Residual) Disposal</li><li>+ Paintings and Coatings</li><li>+ Steel Storage Tanks</li><li>+ Elevated Water Tank Build/Painting/Rehabilitation</li><li>+ Ground Tank Maintenance</li></ul>

National Supplier Diversity | What Does American Water Buy?

PRODUCTS

- + MRO/Integrated Supply (Maintenance, Repair and Operations)
- + Air, Hand and Machine Tools
- + Hardware
- + Filters
- + Storage Materials
- + Safety Materials
- + Fire Protection
- + Medical Equipment
- + Bearings, Bushings, Wheels and Gears
- + Gaskets, Seals and Packing
- + Laboratory Equipment and Supplies
- + Soil, Stone, Sand
- + Uniforms and Clothing
- + Hydrants

INSTRUMENTATION AND CONTROLS

- + Pressure Gauges
- + Regulators
- + Sensors
- + Transmitters
- + Digital Controls (DCS and SCADA)
- + Control Valves
- + Analyzers/Monitors
- + Pressure Safety Valves
- + Instrument Spare Parts

ROTATING EQUIPMENT AND SPARE PARTS

- + Air Compressors and Parts
- + Pumps, Parts and Accessories
- + Engineered Diesel and Natural Gas Engines
- + Electric Generators
- + Process Fans
- + Centrifuges
- + Rotating Equipment Spare Parts

UNDERGROUND INFRASTRUCTURE

- + Pipe, Flanges and Fittings
- + Valves
- + Valve Parts and Accessories

ELECTRICAL COMPONENTS, ACCESSORIES AND SUPPLIES

- + Instrument, Electrical Wire and Cable
- + Lamps, Light Bulbs and Components
- + Switch Gear Systems
- + Power Supply Transformers
- + Electric Motors
- + Switches
- + Relays

IT (HARDWARE, SOFTWARE, SERVICES)

- + PCs
- + Projectors
- + Printers
- + Photocopiers
- + Network
- + Telecom Supplies
- + IT/Electronics Miscellaneous
- + Software Programs
- + Satellite Communications

FACILITY MATERIALS

- + Cleaning and Janitorial
- + Furniture and Furnishings
- + Paper Supplies
- + Security Equipment
- + Office Supplies
- + Signs and Tags (Published Products)
- + Published Materials
- + Trailers
- + Kitchen Supplies

FLEET AND FLEET PARTS

- + Standard Vehicles (Truck)
- + Light Fleet (Truck)
- + Light Vehicle Tires (Truck)
- + Contractor Fleet Rental (Truck)
- + Medium Duty Fleet (Work Trucks)
- + Fleet Maintenance
- + Fuel
- + Title and Registration Program
- + Fleet Violations
- + Accident Management
- + Fleet Data Management
- + Lease Vehicles

CHEMICALS, GASES AND FLUIDS

- + Gases
- + Misc. Bulk Chemicals
- + Water Treatment
- + Paints, Primers and Finishes
- + Fuels and Lubricants

SERVICES

- + Utilities
- + Natural Gas
- + Electric
- + Water
- + Cable
- + Network Lines (T1)

MAINTENANCE SERVICES

- + General Contractors
- + Electrical Labor
- + PVF Maintenance and Repair
- + Carpenters
- + Pump Maintenance and Repair
- + Valve Cleaning and Refurbishment
- + Instrumentation and Controls
- + Craft Laborers
- + Tank Repair Services
- + Insulators
- + Pipe Liner Installation

SUPPORT SERVICES AND RENTALS

- + Crane Rental
- + Vacuum Excavation Equipment Rental
- + Tank Services
- + Painting/Sandblasting
- + Trailers and Mobile Office
- + Off Site Warehousing
- + Chemical Delivery
- + Pump Rental
- + Shoring Rental
- + Industrial Vehicle Repair and Rental
- + Light Civil Construction
- + External Lab Services
- + General Rental Items
- + Generator Rentals
- + Tool Rental
- + Equipment Operators

PROFESSIONAL SERVICES

- + Corporate Consulting
- + Training
- + Legal Services (Regulatory Experience)
- + HR
- + Financial Services
- + Insurance
- + Administrative Services/Staff Augmentation
- + Tax Services (Property Tax and Filing)
- + Marketing
- + Benefits
- + Temporary Labor
- + Auditing Services
- + Relocation Services
- + Field Contract Coordinator
- + Real Estate Advisory Services

FACILITY SERVICES

- + Security and Surveillance
- + Pest Control
- + Exterior Window Cleaning (5 Stories)
- + Facility Building Repair and Maintenance
- + Janitorial
- + Other Unspecified Facilities Services
- + Roofing Services
- + Furniture Liquidation
- + Telecom Services (Office and Remote)
- + IT Support
- + Elevator Maintenance
- + Bottled Water Service
- + Building Lease
- + HVAC Services

CONSTRUCTION SERVICES

- + Construction Contractors
- + Construction/Mechanical Paving and Concrete Labor
- + Surveyors
- + Construction Consultants
- + Mechanical Construction
- + On-site Tank Construction
- + Horizontal Directional Drilling
- + Paving and Restoring

PROCUREMENT METHOD	DEPARTMENT	CONTRACT TYPE	PROJECT DESCRIPTION	ANTICIPATED RFP RELEASE DATE
RFP	Engineering	Construction and Engineering Services	Lead Service Replacements throughout Numerous Districts in Illinois–2025 (approx 1,500 services)	Q1–2025
RFP	Engineering	Construction and Engineering Services	Sante Fe Wastewater Treatment Facility Sludge Press Improvements	Q1–2025
RFP	Engineering	Construction and Engineering Services	Tolono Condit Lift Station Replacement	Q1–2025
RFP	Engineering	Construction and Engineering Services	Alton River House Intake Improvements	Q2–2025
RFP	Engineering	Construction and Engineering Services	Alton Water Treatment Facility Chemical Improvement Project	Q2–2025
RFP	Engineering	Construction and Engineering Services	Belleville French Village Pump Station Improvements	Q2–2025
RFP	Engineering	Construction and Engineering Services	East St. Louis Water Treatment Plant Conventional Filter Valve Replacement (Multi Year)	Q2–2025
RFP	Engineering	Construction and Engineering Services	Fisher Waste Facility Clearwell and High Service Pump Improvement Project	Q2–2025
RFP	Engineering	Construction and Engineering Services	Grafton Chautauqua #2 Lift Station Site Improvements	Q2–2025
RFP	Engineering	Construction and Engineering Services	Homer Glen Meadowview East Lift Station Replacement	Q2–2025
RFP	Engineering	Construction and Engineering Services	Homer Township DeBoer Woods Lift Station Replacement	Q2–2025
RFP	Engineering	Construction and Engineering Services	Jerseyville Northside Interceptor Lift Station Improvements	Q2–2025
RFP	Engineering	Construction and Engineering Services	Sterling East Water Treatment Plant Ion Exchange Rehabilitation Project	Q2–2025
RFP	Engineering	Construction and Engineering Services	Alton Wastewater Facility RAS/WAS Pump Station Improvement Project	Q3–2025
RFP	Engineering	Construction and Engineering Services	Champaign Bradley Avenue Water Treatment Plant High Service Pump Improvements	Q3–2025
RFP	Engineering	Construction and Engineering Services	Glasford Wastewater Facility Improvements	Q3–2025
RFP	Engineering	Construction and Engineering Services	Granite City Water Treatment Plant Chemical Improvement Project	Q3–2025
RFP	Engineering	Construction and Engineering Services	Livingston Elevated Tank Replacement Project	Q3–2025
RFP	Operations	Construction Service	Tank Painting	Q3–2025
RFP	Engineering	Construction and Engineering Services	Village of Harden Water Treatment Plant Pressure Filter Replacement Project	Q3–2025



PROCUREMENT METHOD	DEPARTMENT	CONTRACT TYPE	PROJECT DESCRIPTION	ANTICIPATED RFP RELEASE DATE
RFP	Engineering	Construction and Engineering Services	Broadlands Standpipe Replacement Project	Q4–2025
RFP	Engineering	Construction and Engineering Services	Godfrey Wastewater Headworks Improvement Project	Q4–2025
RFP	Engineering	Construction and Engineering Services	Lead Service Replacements throughout Numerous Districts in Illinois–2026 (approx 1,900 services)	Q4–2025
RFP	Engineering	Construction and Engineering Services	St. Joseph Storage Tank Project	Q4–2025
RFP	Engineering	Construction and Engineering Services	Sterling West Water Treatment Plant Improvements (Well and Treatment)	Q4–2025
RFP	Engineering	Construction and Engineering Services	Cario Transmission Main Improvements–Elm St	Q2–2026
RFP	Engineering	Construction and Engineering Services	Champaign Russel Street Pump Station Improvements	Q2–2026
RFP	Engineering	Construction and Engineering Services	Granite City 1.0 M Elevated Tank	Q2–2026
RFP	Engineering	Construction and Engineering Services	Lincoln Advanced Treatment Improvement Project	Q2–2026
RFP	Engineering	Construction and Engineering Services	Peoria Griswold Well Site Advanced Water Treatment Improvements	Q2–2026
RFP	Engineering	Construction and Engineering Services	Peoria Illinois River Station Water Treatment Plant Advanced Water Treatment Improvements	Q4–2026
RFP	Engineering	Construction and Engineering Services	Sewer Collection Main Rehabilitation Projects within Various Districts in Illinois–2025 (approx 5 miles)	Various
RFP	Engineering	Construction and Engineering Services	Water Main Replacement Projects within Various Districts in Illinois–2025 (approx 20 miles)	Various
RFP	Engineering	Construction and Engineering Services	Sewer Collection Main Rehabilitation Projects within Various Districts in Illinois–2026 (approx 5 miles)	Various
RFP	Engineering	Construction and Engineering Services	Water Main Replacement Projects within Various Districts in Illinois–2026 (approx 20 miles)	Various
RFP	Engineering	Construction and Engineering Services	Wastewater Lift Station Replacement and Improvement Projects (various locations)	Various

The water utility industry in Illinois faced a range of challenges and opportunities in 2024, significantly impacting diverse suppliers. Aging infrastructure, including pipes, treatment plants and distribution systems, required substantial investment for maintenance and upgrades. Cybersecurity threats were a growing concern due to increased digitization, necessitating robust measures to protect sensitive data and ensure uninterrupted services. Additionally, regulations around water quality and emerging contaminants like PFAs and microplastics demanded advanced treatment processes, pushing suppliers to stay ahead of regulatory changes and provide innovative solutions.

On the opportunity side, the demand for advanced technologies in water treatment and distribution opened doors for suppliers to introduce cutting-edge solutions such as smart metering, real-time monitoring and efficient water management systems. Collaborative efforts with utilities and other stakeholders fostered innovation and enhanced capabilities and market reach through mentoring programs and partnerships. As the industry evolves, diverse suppliers are well-positioned to address these challenges and contribute to a more resilient and sustainable future.







National Organizations

- + Women’s Business Enterprise National Council (WBENC) [wbenc.org](http://wbenc.org)
- + National Minority Supplier Development Council (NMSDC) [nmsdc.org](http://nmsdc.org)
- + Disability:IN [disabilityin.org](http://disabilityin.org)
- + National LGBT Chamber of Commerce (NGLCC) [nglcc.org](http://nglcc.org)
- + National Veteran Business Development Council (NVBDC) [nvbdc.org](http://nvbdc.org)
- + National Veteran-Owned Business Association (NaVOBA) [navoba.org](http://navoba.org)
- + Supplier Clearinghouse [thesupplierclearinghouse.com](http://thesupplierclearinghouse.com)

Government Organizations

- + U.S. Small Business Administration (SBA) [sba.gov](http://sba.gov)
- + U.S. Department of Veterans Affairs Office of Small and Disadvantaged Business Utilization (OSDBU) [vetbiz.va.gov](http://vetbiz.va.gov)

Regional Organizations

- + Illinois Department of Central Management Services (CMS) [cms.illinois.gov](http://cms.illinois.gov)
- + Illinois Department of Transportation (IDOT) [idot.illinois.gov](http://idot.illinois.gov)
- + Cook County [cookcounty.diversity-compliance.com](http://cookcounty.diversity-compliance.com)
- + City of Chicago [chicago.mwdbe.com](http://chicago.mwdbe.com)
- + Mid-States MSDC [midstatesmsdc.org](http://midstatesmsdc.org)
- + Chicago MSDC [chicagomsdc.org](http://chicagomsdc.org)
- + LGBT Chamber of Commerce of Illinois [lgbtcc.com](http://lgbtcc.com)
- + City of St. Louis [stlouis-mo.gov](http://stlouis-mo.gov)
- + Missouri Department of Transportation [modot.org](http://modot.org)



**Executive Officer**  
Rebecca Losli, P.E.  
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Nacional Group

Success isn't just about building structures, according to Brian Ortiz, founder and CEO of Nacional Group. It's about building relationships. "We are a general contracting business, but what really sets us apart is our willingness to adapt to our clients' needs," he says. That adaptability has helped build the company since its founding in 2011, with projects in 20 states and partnerships with more than 30 Fortune 500 companies.

It's also what has made Nacional Group's relationship with Illinois American Water (ILAW) a natural fit. In fact, it grew out of just that – a relationship. Ortiz had worked with Jennifer Morrison of ILAW when she led supplier diversity at another utility company. "Several years ago, she heard about a mentorship program we had developed, and she attended our closing session," he remembers. "We reconnected, she got us plugged in, and in a short time, we were doing projects for ILAW."

Unlike traditional pipeline utility contractors, Nacional Group focuses on building-related projects, including the decommission of old facilities, interior renovations and site improvements. One particularly challenging project was installing an epoxy floor in a fully functioning facility with employees on-site. Nacional Group not only came in with a highly competitive bid, they deftly handled the complexities of keeping the facility running and people working during the project.

"It's an inconvenient job, with moving people around and taking measures to make sure that workers are not inconvenienced," he says. "We don't want to interrupt our customers' work because, at the end of the day, what they do pays for what we do."

Since completing that project, Nacional is in the process of renovating a system control room that is used to monitor the entire Chicago Metro territory, where their most critical operations are located.

That same sense of responsibility drives Ortiz to help other small and minority-owned businesses tackle common challenges in the construction industry, such as owner/operators wearing many hats, managing cash flow and navigating complex safety regulations. That's why Nacional Group sponsors a mentorship program to address those and other issues.

"We specifically want to help other companies by using our own experience to make those things a little bit easier and more manageable to handle," he says. "And one of the things we like about working with ILAW is their outreach programs that have allowed a lot of small businesses to get their first crack at doing this kind of work."

The most rewarding part of Ortiz's work is not limited to completing projects – it's creating opportunities for others.



Archview

Archview Environmental Solutions offers a wide range of services. "We handle remediation, site prep, demolition and even asbestos, lead and mold abatement," says founder Alan Jackson. "But really," he adds with a smile, "at our core, we're here to solve problems."

That commitment to problem-solving has made Archview's partnership with Illinois American Water (ILAW) a perfect fit since 2023. Jackson participated in the Advanced Management Executive Program at Northwestern University's Kellogg School of Management, where he connected with ILAW's president, Rebecca Losli.

"We had a great conversation," he recalls. "In fact, it was almost like divine intervention. We were scheduled to be at their Jerseyville facility the very next day." A strong working relationship quickly took shape, and Jackson credits ILAW for having a dynamic impact on Archview's business.

Their work with ILAW has included safety solutions, site design and infrastructure support. One standout project involved custom-designed stairs for a clarifier – a critical structure that requires extraordinarily safe access for workers. "ILAW prioritizes safety above all else," he says. "They needed a solution that allowed workers to access the clarifier while maintaining confined-space safety protocols." Archview helped design and

install the stairs, as well as maintain continuous air monitoring. "It was a complex challenge," he says. "But at the end of the day, we were there to elevate ILAW's safety experience." Archview's growth has been rapid. Since its founding in 2021, the company has completed over 150 projects totaling more than \$10 million while also selling \$6 million in equipment and safety training.

That success is also tied to Archview's certification with the National Minority Supplier Development Council (NMSDC). "It's not just about corporate connections," Jackson says. "It's about the resources that help us grow and deliver the best possible service."

For Jackson, working with ILAW is more than a business arrangement – it's a catalyst for improvement. "It's been a great relationship," he says. "It's been absolutely fantastic to have a partner like ILAW who understands small contractors like us, which in turn drives us to become an even better company. And not just in the projects that we're completing or the equipment we're selling, but in creating more value for them as we move along."

Ultimately, what Jackson loves most is the impact his work has on both clients and his own team. "When you're seen as a value-add, not a commodity, that's when the doors open and real opportunities happen."





“We built this company by delivering great work, and now by helping other minority-owned businesses do the same.”

— Brian Ortiz  
Founder and CEO





“It's been absolutely fantastic to have a partner like ILAW who understands small contractors like us, which in turn drives us to become an even better company.”

— Alan Jackson  
President





### XIII. ILLINOIS COMMERCE COMMISSION WEBSITE

Pursuant to Section 5-117 of the Public Utilities Act (220 ILCS 5/5-117), Illinois American Water hereby submits to the Illinois Commerce Commission its 2024 Annual Supplier Diversity Report. The Commission shall publish the report on its website and shall maintain the report for at least five years.

Section 5-117 reports are due annually on April 15, beginning in 2015. 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 reports on April 15. For more information on Illinois American Water's Annual Supplier Diversity Reports, please visit the ICC Supplier Diversity web page at [icc.illinois.gov/filings/mwvs](http://icc.illinois.gov/filings/mwvs).

Illinois American Water complies with all federal and state civil rights laws and laws that prohibit discrimination based on any legally protected characteristic.



## Illinois American Water (Tier I and Tier II)

[illegible]

This spreadsheet does not contain actual formulas.  
The Uniform Appendix Grand Total and Percentage includes \$1.7M in DBE Tier II spend & \$8.5M in SDB Tier 1 spend.  
The Uniform Appendix Total Sourceable Spend column is comprised of all Tier I columns (MBE Tier I, WBE Tier I, SDV/VBE Tier I, SDB Tier I and Small Business Tier I) + Total Non-Diverse Prime.

## XIV. UNIFORM APPENDIX





2024 Report

Making an  
**IMPACT** in our communities!



Combined, Illinois American Water and the American Water Charitable Foundation contributed over

**\$737k** IN ILLINOIS

EMPLOYEES ENGAGED IN OUR COMMUNITIES

**588**  
hours

Employees volunteered more than **580 hours** in the community.

- donated 135+ lbs of food to the West Suburban Community Food Pantry (Woodridge)
- helped dispose of 40+ tires (and other waste) at the Vermillion River Cleanup (Pontiac)
- donated 936 containers of Clorox wipes to the East Side Health District (East St. Louis) to be distributed to residents in cleaning supply kits
- installed 360 plants in the Red Oak Rain Garden (Urbana), helping to create nature-based educational opportunities

GIVING BACK

Illinois American Water contributed over **\$340,500** to **171** organizations

in our communities through grants, scholarships, general charitable contributions and programming support.<sup>1</sup>

We contributed \$137,261 to fund our customer assistance program.

**H2O Help to Others Program:** Since 1996, we have been assisting customers experiencing financial hardship to help keep their water and/or wastewater services flowing. In 2024, approximately \$114,976 was provided to 1,151 households in need.



**Firefighting Support Grants**

\$96,609 to 97 fire departments

**Public Safety Sponsorships**

\$5,499 to 2 organizations



**Education & Workforce Development**

\$28,800 to

27 organizations



**Health & Wellness**

\$7,211 to

3 organizations



**Community Sustainability**

\$65,198 to

41 organizations



American Water Charitable Foundation contributed over **\$396,800** to **229** organizations in Illinois<sup>2</sup>

- **\$330,575** awarded to 38 organizations through AWCF's "Keep Communities Flowing" grant programs.
- Together, AWCF and employees donated **\$83,209** to 191 nonprofit organizations in Illinois through the foundation's employee matching gift program. This includes more than \$2,527 that employees donated through United Way.

<sup>1</sup> These amounts may be subject to recovery in a future potential rate case(s).  
<sup>2</sup> The American Water Charitable Foundation is registered with the IRS as a 501(c)(3) private foundation. The Foundation is funded by American Water shareholders and has no impact on customer rates. For more information, visit [amwater.com/awcf](http://amwater.com/awcf).

03/2025



Illinois American Water's pillars of commitment, consistency, clarity, courage and conviction allow employees to work collectively to build the desired culture. At all levels, the Company strives to understand, value and provide opportunities to each employee, and to foster an environment where all employees are celebrated regardless of their background or life experiences.

**Respect and dignity for all are at the core of who we are – anything less is unacceptable.**

We at Illinois American Water are committed to doing our part to contribute to a more just and inclusive society.

**OUR DIVERSITY IS OUR STRENGTH.**



ILLINOIS  
AMERICAN WATER