

Annual Report on Business Diversity

for the Illinois Commerce Commission

Ameren Illinois Company
10 Executive Drive
Collinsville, IL 62234

Richard J. Mark, Chairman and President
Ameren Illinois Company

2020

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I. PRESIDENT'S MESSAGE



In 2020, the COVID-19 pandemic required Ameren Illinois to pivot quickly with how we operated our business. During these unparalleled times, we remained steadfast on utilizing diverse-owned businesses as integral partners for supporting our operations. Diverse businesses were instrumental in providing Ameren IL with the right personal protective equipment (PPE) and materials necessary for keeping our co-workers and communities healthy and safe. We spent nearly \$3.3 million with diverse businesses for safety products including N95 masks, hand-sanitizers, gloves and disinfectant wipes. More than half of our \$3.3 million spending in the safety category alone was with a minority business operating a distribution center located in Bloomington, IL.

Moreover, 2020 marked the third year of the Ameren Illinois Energy Efficiency plan pursuant to the Future Energy Jobs Act. The execution of our Energy Efficiency plan yielded \$13.5 million in spend with diverse businesses last year. The growth of our workforce training and development initiative contributed to Ameren Illinois exceeding \$8 million in additional spend with diverse contractors operating as program allies for the business and residential energy efficiency programs. In addition, our Smart Savers residential initiative that provides smart thermostats at no cost to qualifying customers, resulted in delivery of over 11,600 thermostats to our customers.

Overall, Ameren Illinois spent \$432M with diverse-owned businesses in 2020. This is a 19% increase over 2019. Our 2020 diverse spending had a total economic output in Illinois of \$931.4 million and supported 4520 Illinois jobs. (See Economic Impact Study, Appendix B).

Now, more than ever, as stewards of our communities, Ameren Illinois must focus our efforts on identifying and providing opportunities for more local and diverse businesses. As the president of Ameren Illinois Company, I am resolved to increasing opportunities for diverse businesses, and I expect my business line leadership, Supplier Diversity team, and the supply chain to continue to work together at including diverse businesses in the work we award.

Ameren Illinois values the connection we have to the communities we serve. We believe creating a culture where diverse businesses can flourish is a social-economic imperative for our region and our state because it helps lead the way to a sustainable energy future.

A handwritten signature in black ink that reads "Richard J. Mark".

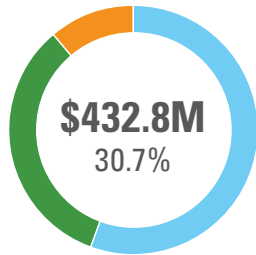
Richard J. Mark
Chairman & President
Ameren Illinois Company

II. AMEREN ILLINOIS BUSINESS DIVERSITY AT A GLANCE

2020

Economic Impact

\$432,854,530 Total Diverse Spend



- **WBE Spend:** \$241 Million
 - **MBE Spend:** \$143.6 Million
 - **VBE Spend:** \$48.1 Million
- 19% increase in total diverse spend over 2019
 - \$931.4M in value-added economic activity in Illinois triggered as a result of diverse spend
 - » Of that, \$273.6M was household earnings



State of Illinois

- 406 diverse businesses in Illinois
- \$169M in spend with businesses located in Illinois
- 79 new supplier relationships
- 4,520 jobs supported

Supplier Education and Development



- \$5K scholarship awarded for the Minority Business Executive Program at Dartmouth College
- 15 Dartmouth scholarships awarded since 2009
 - » 11 MBEs
 - » 4 WBEs
- \$101.1M spent with 15 Dartmouth suppliers located in Illinois

Diverse Performance in Key Categories

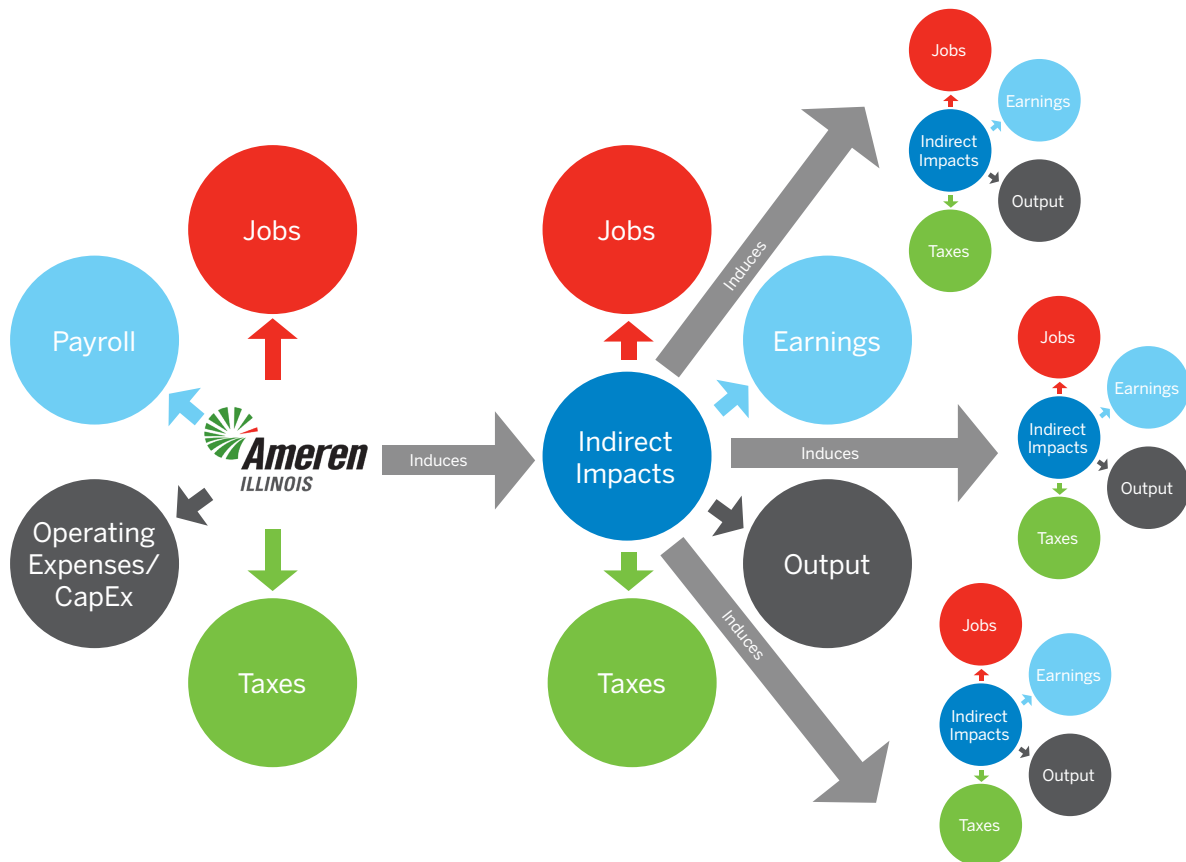
Investment Banking \$195K*	Information Technology \$23.4M	Engineering & Architectural Services \$15.5M	Environmental \$4.7M	Legal \$2.4M	HR \$6.7K
Professional Services \$14.9M	Energy Delivery Maintenance & Construction Services \$138.3M	Gas Construction \$36.3M	Facilities Maintenance & Construction Services \$3.5M	Pole Line Hardware \$31.6M	Meter Services \$8.5M

*Fees from \$375 million in bond offerings co-managed by four diverse investment banking companies
(See Diverse Expenditures by Category and Classification, Appendix A.)

ECONOMIC IMPACT OVERVIEW

INTRODUCTION

Economic impacts manifest themselves in a number of ways. They are triggered through the spending of a business or a consumer (or other economic entities) on purchases of goods and services. This spending also supports other businesses that use that money a “second time” to pay for their operations which, in turn, continues a multiplier effect as that money continues to be re-spent (or “ripples”) through the economy. Moreover, employees are paid wages and salaries and their subsequent household spending in their communities triggers multiplier effects.



DIRECT ECONOMIC IMPACTS are represented here by the dollars spent by Ameren Illinois with diverse suppliers.

INDIRECT ECONOMIC IMPACTS measure the “multiplier effect” of the diverse supplier spending. The direct spending on diverse service providers and contractors ripples through the service territory supporting other businesses and jobs; employees spend a large portion of their incomes near their homes at local businesses such as retail stores, restaurants, mechanics, housing and other services. Thus, every dollar and each job related to Ameren Illinois’ spending on diverse suppliers will contribute to additional job support across multiple economic sectors.

TABLE 1: ECONOMIC IMPACTS OF AMEREN ILLINOIS COMPANY'S
DIVERSE SUPPLIER SPENDING IN ITS ILLINOIS SERVICE TERRITORY, 2020

2020 Total Economic Impact in Illinois		
	IMPACT ON SERVICE TERRITORY	IMPACT ON STATE
OUTPUT	\$757,996,000	\$931,457,000
EARNINGS	\$221,219,000	\$273,680,000
JOBS	3,530	4,520

Output: Total dollar change in the Illinois economy due to diverse spending from Ameren Illinois' operations.

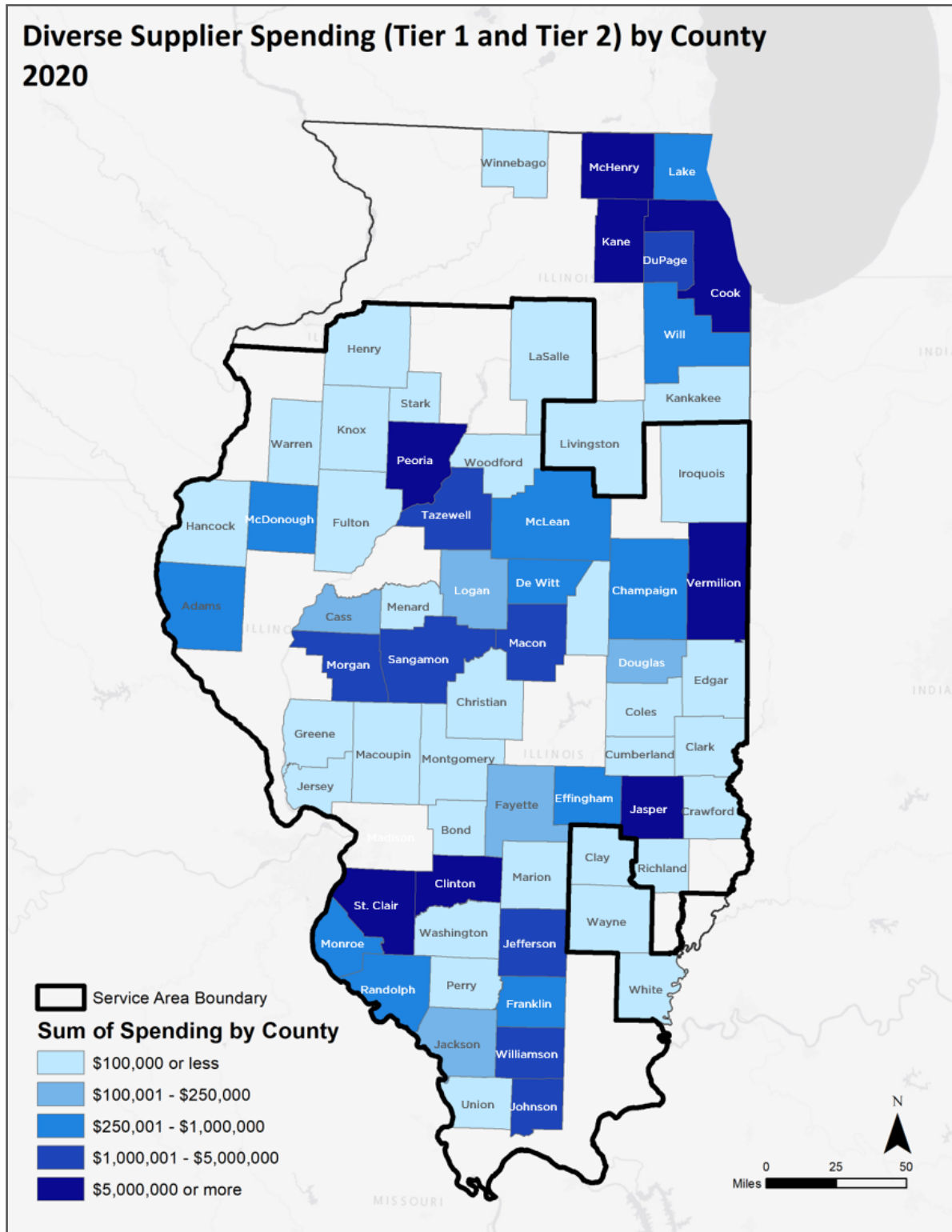
Household Earnings: Total dollar change in earnings of households in Illinois due to diverse spending by Ameren Illinois.

Jobs: Total change in number of jobs held by Illinois residents.

Three-Year Economic Impacts of Ameren Illinois Diverse Supplier Spending in the State of Illinois (2018-2020)				
	2018	2019	2020	3-YEAR TOTAL ¹
IN 2020 DOLLARS				
Total Direct Spending	\$370,300,000	\$367,180,000	\$432,855,000	\$1,170,335,000
Indirect Output	\$768,315,000	\$786,940,000	\$931,457,000	\$2,486,712,000
Indirect Earnings	\$215,021,000	\$231,336,000	\$273,680,000	\$720,037,000
Indirect Jobs	\$3,600	\$3,930	\$4,520	\$4,020
Total Economic Output	\$1,138,616,000	\$1,154,119,000	\$1,364,312,000	\$3,657,047,000

¹ In this case, indirect jobs reflect a three-year average, since a single job/position is likely carried over from year to year; adding indirect jobs supported over the three year period would result in double and triple counting of a single position.

2020 DIVERSE SPENDING BY ILLINOIS COUNTY



Appendix B: 2020 Economic Impact Report

SUCCESS STORIES

Johnson Blumberg & Associates, LLC

“It is clear that Ameren is not just checking the box, they are allowing us to grow, to get that opportunity.”

Kenneth J. Johnson

Partner at Johnson, Blumberg & Associates, LLC (JB&A)

Kenneth J. Johnson, Partner at Johnson, Blumberg & Associates, LLC (JB&A), a certified minority law firm based in Chicago IL is a long way from selling tee shirts as he did in college. Today, along with his partner, Erik E. Blumberg, he is the founding partner and owner of a law firm licensed to practice in 6 states, including IL, and which handles matters in commercial & general litigation, default litigation, immigration & compliance, REO and energy & utilities regulations. JB&A represents energy and public utility providers, including Ameren. JB&A has assisted Ameren Illinois in a contested ICC case related to Ameren Illinois' bad debt recovery rider, and is currently representing Ameren Illinois in an electric vehicle tariff docket, Rider EVCP (Optional Electric Vehicle Charging Program). Ameren Illinois is seeking approval from the Illinois Commerce Commission to implement and administer optional charging programs to customers who own or will own electric vehicles and adopt electric transportation technology in Ameren Illinois' service territory.

Ken acknowledges that Ameren has provided Johnson, Blumberg & Associates a unique opportunity to learn and grow in the energy and utility regulatory arena. Under the leadership of Chonda Nwamu, Senior Vice President, General Counsel and Secretary for Ameren Corporation, Ameren is intentionally allowing JB&A to show what they can do. Ken states, "Sometimes you just need an opportunity to grow in those areas. It is clear that Ameren is not just checking the box, they are allowing us to grow, to get that opportunity."



SUCCESS STORIES

Cabrera Capital Markets

“This is about minority firms getting an opportunity. Companies need to get **REAL** opportunities to grow their business and to create wealth, so they can hire and give back to their communities.”

Martin Cabrera

CEO and Founder, Cabrera Capital Markets

Growing up on the southwest side of Chicago, Martin was never exposed to investments or the stock market. He thought he was going to become an architect, until he played the Stock Market Game in his senior year of high school and it changed his whole life. It was not clear, then, that he was destined to become an investment banking leader, but today, Mr. Cabrera is the CEO and Founder of Cabrera Capital Markets (CCM). Cabrera Capital Markets is one of the largest Latino-owned investment banks in the United States, providing global investment banking and institutional brokerage services to a substantial and diversified client base including many US corporations, like Ameren, where they began working in 2019 on Ameren’s debt issuance. With eight offices and a broad array of financial services, one of their differentiators is that they provide corporate clients with access to institutional money managers in Asia and Europe.

Although they have achieved tremendous success as a diverse investment bank, the value that Cabrera Capital Markets brings is multi-dimensional. According to Mr. Cabrera, we are “committed to providing client solutions and building our communities.” Martin believes that Ameren is within the top 10% percent of companies that are getting it right with regard to diversity and inclusion in the financial space, but as an advocate he reminds us all that “This is about minority firms getting an opportunity. Companies need to get **REAL** opportunities to grow their business and to create wealth, so they can hire and give back to their communities.”



SUCCESS STORIES

Leidos and Walker-Miller Energy Services

“We design programs that empower people and enrich communities while we are meeting the established metrics. As collaborators with Ameren and Leidos, we bring our long-standing commitment to diversity, equity and inclusion to life, driving energy efficiency for all.”

Carla Walker-Miller

CEO, Walker-Miller Energy Services

If you are looking for a model of what diversity and inclusion looks like in the energy efficiency space, you might have just found it. In support of Ameren Illinois president, Richard Mark's vision of 'energy efficiency for all', Leidos, a global enterprise with more than 30 years as a leader in energy efficiency has partnered with Walker-Miller Energy Services, a minority and woman-owned enterprise (M/WBE), to install energy efficient equipment throughout the service territory and engage members of the community in a way that drives diversity across the state. While Leidos is Ameren Illinois' prime implementer for energy efficiency and Walker-Miller is the diverse tier 2 supplier, there is something uncommon about this arrangement. Leidos and Walker-Miller operate as true partners — as one enterprise — in a seamless, supportive, mutually beneficial arrangement that not only provides energy efficient solutions to all, including underserved communities, but it also focuses on workforce development, community engagement and diversity. In 2020, as implementers of Ameren Illinois' Energy Efficiency Program, Leidos, Walker-Miller Energy Services and Ameren Illinois installed more than 45,000 smart thermostats in homes and businesses, shared energy efficiency information with over 130,000 customers and fostered the investment of over \$21M with diverse suppliers that serve as Program Allies.



III. TERMS AND DEFINITIONS

Key Terms and Definitions	
AABE	American Association of Blacks in Energy
B&CS	Ameren Business & Corporate Services segment responsible for opportunities in HR, Finance, Building Services, Digital, Communications, etc.
CDT	Contract Development Team responsible for the implementation and execution of RFPs
CMSDC	Chicago Minority Supplier Development Council
Corporation	The investor-owned utility whose Illinois company operations are regulated by the ICC
EEI	Edison Electric Institute
Excluded Expenditures	Payments made for goods and services that are excluded from the calculations used in reporting diverse and total expenditures
Expenditures	The actual accounts payable dollars (spend) paid for the procurement of goods and services during a given reporting period
ILBCC	Illinois Black Chamber of Commerce
Long-term goal	Performance criteria established three to five years beyond the current reporting period
M/W/V/SBE Expenditures	The actual accounts payable dollars paid for the procurement of goods and services from third parties (M/W/V/SBEs) secured by the Corporation, either directly or through subcontracting
Minority Business Enterprise (MBE)	A business enterprise that is at least 51% owned by a minority individual or group; or if a publicly owned business, at least 51% of the stock of which is owned by one or more minority groups, and whose management and daily business operations are controlled by one or more of such individuals
NMSDC	National Minority Supplier Development Council
Prime Contractor	A supplier who invoices the Corporation directly for goods and services rendered
RFI, RFQ, RFP	Solicited requests for information, quotes, and proposals
Small Business Enterprise (SBE)	A business enterprise that is independently owned and operated, is organized for profit, and is not dominant in its field. Depending on the industry, size standard eligibility is based on the average number of employees for the preceding 12 months or on sales volume averaged over a three-year period
Subcontract	A contract between a party to an original contract and a third party to provide all or a specific part of the goods or services required in the original contract

Subcontractor	A supplier with a subcontract with the prime contractor who invoices the prime contractor for services rendered
Supplier Diversity Goals	Established annual corporate and business segment supplier diversity utilization goals
Tier II Initiative	Process in which prime suppliers are expected to share in the supplier diversity goals of the Corporation by providing meaningful subcontracting opportunities to diverse suppliers in support of their contractual obligations to the Corporation
Veteran Business Enterprise (VBE)	A business enterprise that is at least 51% owned by one or more veterans, including service-disabled veterans. In the case of a publicly owned business, at least 51% of the stock is owned by one or more veterans and/or service-disabled veterans, and whose management and daily business operations are controlled by one or more of such individuals
WBDC	Women's Business Development Center
WBENC	Women's Business Enterprise National Council
Woman Business Enterprise (WBE)	A business enterprise that is at least 51% owned by a woman or women; or, if a publicly owned business, at least 51% of the stock of which is owned by one or more women, and whose management and daily business operations are controlled by one or more of such individuals

Schedule of Exclusions from Expenditures Reported

Board of Directors	Fuel/Coal/Interchange
Civic	Government and Regulatory
Confidential	Municipality/Utility
Contributions	Nuclear Fuel
Corporation (Intra-Entity Payments)	Rail Leasing
Customer Accounts	Rail Maintenance
Employee – Other Payments	Railroad
Facilities' Site Utilities	Real Estate
Fuel Works Supplier	Telecom Services

IV. SUMMARY OF WOMAN-OWNED, MINORITY-OWNED, VETERAN-OWNED, AND SMALL BUSINESS ENTERPRISE GOALS AND SPENDING IN CALENDAR YEAR 2020

TABLE 2: AMEREN CORPORATION'S
M/W/V/SBE EXPENDITURES AND VENDOR UTILIZATION
(in millions)

Ameren Corporation with All Suppliers					
				% OF OVERALL	
SPEND CATEGORY	TOTAL			ACTUAL*	GOAL*
Overall	\$2,848,235,440			28.4%	22.0%
	DIRECT	TIER II	TOTAL	ACTUAL	GOAL
MBE	\$193,109,919	\$83,067,005	\$276,176,925	9.7%	—
WBE	\$348,541,755	\$109,751,529	\$458,293,283	16.1%	—
VBE	\$54,801,571	\$19,676,562	\$74,478,133	2.6%	—
Total M/W/VBE	\$596,453,245	\$212,495,096	\$808,948,341	28.4%	22.0%
SBE	\$401,484,872	—	\$401,484,872	14.1%	—
Total All Categories	\$997,938,117	\$212,495,096	\$1,210,433,213	42.5%	—

*Note: Actual and Goal percentages reflected do not include small businesses.

**TABLE 3: AMEREN ILLINOIS COMPANY'S
M/W/V/SBE EXPENDITURES AND VENDOR UTILIZATION**
(in millions)

Ameren Illinois Company with All Suppliers					
				% OF OVERALL	
SPEND CATEGORY	TOTAL			ACTUAL*	GOAL*
Overall	\$1,408,103,984			30.7%	20.0%
	DIRECT	TIER II	TOTAL	ACTUAL	GOAL
MBE	\$101,064,813	\$42,566,967	\$143,631,780	10.2%	—
WBE	\$174,925,387	\$66,109,663	\$241,035,050	17.1%	—
VBE	\$34,359,534	\$13,828,166	\$48,187,700	3.4%	—
Total M/W/VBE	\$310,349,734	\$122,504,796	\$432,854,530	30.7%	20.0%
SBE	\$187,015,235	—	\$187,015,235	13.3%	—
Total All Categories	\$497,364,968	\$122,504,796	\$619,869,764	44.0%	—

*Note: Actual and Goal percentages reflected do not include small businesses.

BREAKOUT OF MINORITY SPENDING BY GENDER
(in millions)

Ameren Illinois Spend with Minority Men and Women								
CLASSIFICATION	DIRECT		TIER II		TOTAL \$		TOTAL %*	
	Men	Women	Men	Women	Men	Women	Men	Women
Asian Pacific American	\$13,803,926	\$36,050	\$529,049	—	\$14,332,975	\$36,050	11%	—
African American	\$49,634,530	\$1,751,595	\$32,365,756	\$5,401,986	\$82,000,286	\$7,153,580	62%	64%
Hispanic American	\$29,732,686	\$2,692,999	\$2,541,397	\$1,311,816	\$32,274,083	\$4,004,815	24%	36%
Native American	\$3,352,240	\$60,786	\$416,965	—	\$3,769,205	\$60,786	3%	1%
Total Minority	\$96,523,383	\$4,541,430	\$35,853,166	\$6,713,801	\$132,376,549	\$11,255,232	100%	100%

*Note: Total % of minority spend by classification.

DIVERSE SPENDING HISTORICAL PERFORMANCE

While Table 3 represents the 2020 snapshot of Ameren Illinois' diverse spending, Figure 1 below illustrates the three-year historical performance of Ameren Illinois' diverse spending by diverse-business classification.

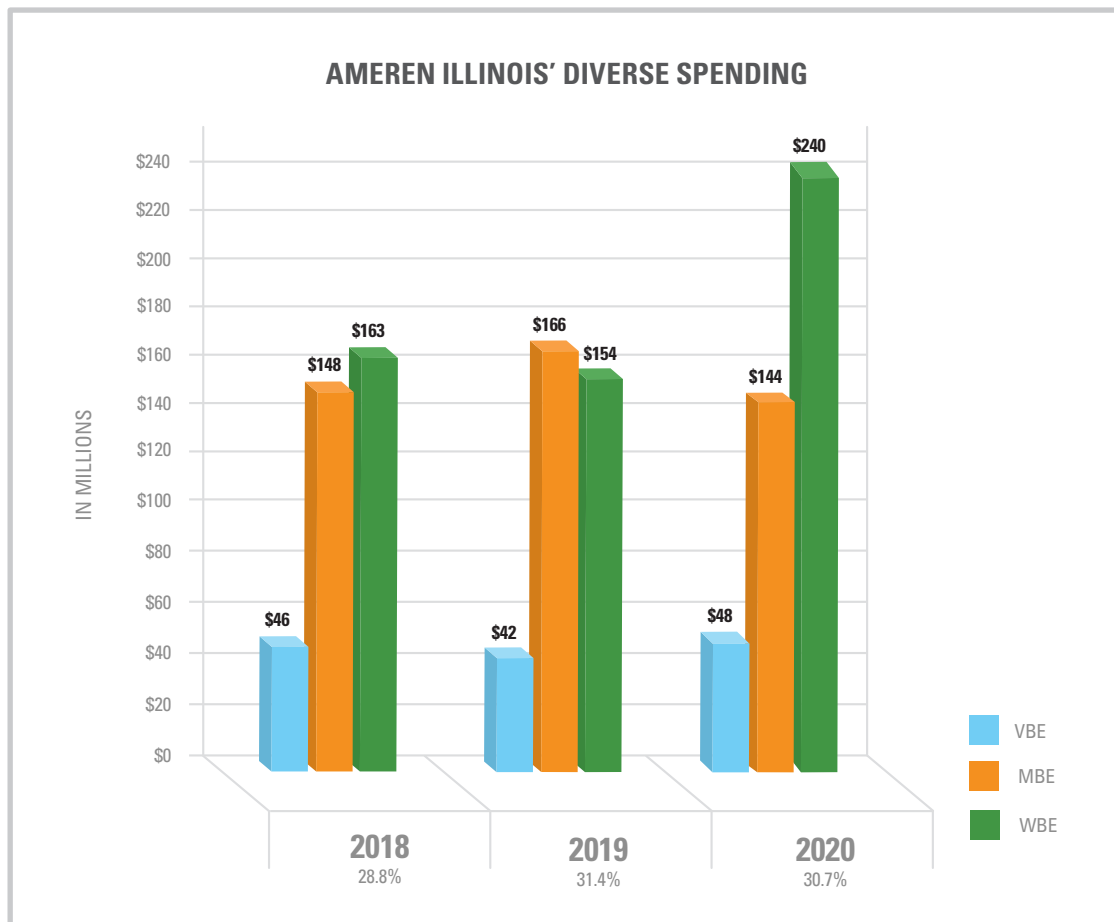


Figure 1: Three-Year Diverse Dollars by Classification

Richard J. Mark, Chairman & President, Ameren Illinois, lends a hand to support Ameren Illinois' Energy Efficiency Plan.



KEY OPPORTUNITIES FOR DIVERSE SPENDING

Key opportunities and results for diverse business spending in Illinois include the following:

1. Energy Infrastructure Modernization Act (EIMA).

The 2020 performance year goal for minority and woman-owned business enterprises was established at \$16.5 million of electric capital dollar expenditures paid to minority- and woman-owned businesses, as provided for and approved in the Ameren Illinois Multi-Year Performance Metrics Plan. For the 2020 performance year, Ameren Illinois paid \$211.1 million of electrical capital expenditures to minority- and woman-owned businesses.

2. Qualifying Infrastructure Program (QIP).

Ameren Illinois' 2020 performance of \$63.0 million in diverse spend achieved the 2020 goal of \$16.3 million. The 2020 diverse spend continued to be strong due to gas construction projects and ongoing investment in the gas Advanced Metering Infrastructure (AMI) program.

3. Energy Efficiency Plan.

2020 marked the third year of the Ameren Illinois energy efficiency plan pursuant to the Future Energy Jobs Act. Ameren Illinois completed the year with over \$13.5 million in spend with diverse business enterprises. In addition, continued workforce training and development contributed to Ameren Illinois exceeding \$8 million in additional spend with diverse contractors operating as program allies for the business and residential energy efficiency programs. Smart Savers, a key residential initiative offering smart thermostats at no cost to qualifying customers, based on their income, resulted in delivery of over 11,600 thermostats to customers. A notable accomplishment in Smart Savers was 61% of total spend with the contractor network went to diverse, local businesses.

4. New Contract Opportunities with Ameren Illinois.

In 2020, Ameren Illinois created new opportunities for approximately 79 diverse businesses in key categories, including:

- Energy Delivery Maintenance and Construction Services
- Meter Services
- Pole Line Hardware
- Professional Services
- Safety
- Vegetation Management Services

TABLES 4–6: AMEREN ILLINOIS COMPANY’S M/W/VBE
SPEND BY PRODUCT/SERVICE CATEGORY

(in millions)

Spending with Minority Business Enterprises (MBE)					
CATEGORY	African American	Hispanic American	Asian American	Native American	TOTAL
ED - Electrical - Maintenance and Construction Services - Overhead Distribution	\$30,481,088	\$25,717,830	\$211,593	\$1,074,976	\$57,485,487
IT - Materials	\$16,192,643	\$646,443	\$0	\$0	\$16,839,086
Engineering & Architectural Services	\$7,405,233	\$2,968,688	\$810,157	\$6,282	\$11,190,361
Staff Augmentation	\$7,836,679	\$996,352	\$0	\$0	\$8,833,031
Substation Materials	\$1,221,305	\$114,265	\$7,484,778	\$0	\$8,820,347
Customer Facing Services	\$8,256,034	\$18,055	\$0	\$0	\$8,274,089
Professional Services	\$1,970,290	\$419,132	\$5,328,666	\$0	\$7,718,088
Transformers	\$3,379,899	\$0	\$141,458	\$0	\$3,521,357
Gas Services	\$497,786	\$2,225,266	\$0	\$0	\$2,723,052
Facilities Management	\$1,063,728	\$760,954	\$122,658	\$507,436	\$2,454,776
Total Top 10 MBE Spend	\$78,304,686	\$33,866,984	\$14,099,310	\$1,588,694	\$127,859,675

*Note: Only the top 10 spend categories are listed.



Spending with Woman Business Enterprises (WBE)	
PRODUCT/SERVICE	
ED - Electrical - Maintenance and Construction Services - Overhead Distribution	\$60,581,129
Wire & Cable	\$40,399,170
Pole Line Hardware & Accessories	\$31,685,376
Gas Services	\$30,968,228
Vegetation Management Services	\$12,004,061
Poles & Towers	\$10,135,172
Meter Services	\$8,501,620
Substation Materials	\$5,471,190
Facilities Management	\$5,409,915
Staff Augmentation	\$5,214,608
Total Top 10 WBE Spend	\$210,370,468

***Note:** Only the top 10 spend categories are listed.

Spending with Veteran Business Enterprises (VBE)	
PRODUCT/SERVICE	
ED - Electrical - Maintenance and Construction Services - Overhead Distribution	\$20,246,485
Professional Services	\$6,366,452
Poles & Towers	\$2,910,026
Substation Materials	\$2,849,302
Environmental Services	\$2,823,937
Gas Services	\$2,642,619
Legal	\$2,269,505
Engineering & Architectural Services	\$1,722,106
Vegetation Management Services	\$1,401,591
Transformers	\$1,327,344
Total Top 10 VBE Spend	\$44,559,368

***Note:** Only the top 10 spend categories are listed.

TABLE 7: AMEREN ILLINOIS COMPANY'S M/W/V/SBE EXPENDITURES AND
VENDOR UTILIZATION WITH ILLINOIS-BASED SUPPLIERS

(in millions)

Ameren Illinois Company with Illinois-Based Suppliers					
				% OF OVERALL	
SPEND CATEGORY	TOTAL			ACTUAL*	GOAL
Overall	\$476,340,303			35.5%	—
	DIRECT	TIER II	TOTAL	ACTUAL	GOAL
MBE	\$27,546,615	\$9,330,471	\$36,877,086	7.7%	—
WBE	\$62,009,740	\$41,562,089	\$103,571,829	21.7%	—
VBE	\$24,277,590	\$4,297,774	\$28,575,365	6.0%	—
Total M/W/VBE	\$113,833,945	\$55,190,334	\$169,024,279	35.5%	—
SBE	\$47,512,279	\$0	\$47,512,279	10.0%	—
Total All Categories	\$161,346,224	\$55,190,334	\$216,536,558	45.5%	—

*Note: Actual percentage reflected does not include small businesses.

In 2020, Ameren Illinois hosted an open house for the new \$22M Gas Operating Center in Peoria IL, which was constructed by Givisco-River City, a certified diverse-owned joint venture.



TABLES 8–10: M/W/VBE SPEND BY PRODUCT/SERVICE CATEGORY

(in millions)

Spending with Illinois-Based Minority Business Enterprises (MBE)					
Category	African American	Hispanic American	Asian American	Native American	TOTAL
ED - Electrical - Maintenance and Construction Services - Overhead Distribution	\$23,835,049	\$3,395,220	\$102,126	\$5,992	\$27,338,386
Engineering & Architectural Services	\$2,425,211	\$216,411	\$550,992	\$0	\$3,192,613
Facilities Management	\$362,625	\$760,954	\$106,618	\$60,748	\$1,290,945
Fleet Materials	\$1,256,256	\$0	\$0	\$0	\$1,256,256
Professional Services	\$0	\$86,520	\$858,891	\$0	\$945,411
Facilities Maintenance & Construction Services	\$756,262	\$0	\$0	\$0	\$756,262
Customer Facing Services	\$662,643	\$0	\$0	\$0	\$662,643
Environmental Services	\$491,469	\$2,500	\$0	\$0	\$493,969
Substation Materials	\$316,443	\$112,226	\$7,598	\$0	\$436,267
Other	\$861	\$115,389	\$23	\$4,955	\$121,228
Total Top 10 MBE Spend	\$30,106,820	\$4,689,219	\$1,626,248	\$71,694	\$36,493,981

***Note:** Only the top 10 spend categories are listed.

Spending with Illinois-Based Woman Business Enterprises (WBE)	
PRODUCT/SERVICE	
ED - Electrical - Maintenance and Construction Services - Overhead Distribution	\$48,615,647
Wire & Cable	\$10,314,863
Gas Services	\$9,516,384
Meter Services	\$8,501,620
Vegetation Management Services	\$6,934,006
ED - Electrical - Maintenance and Construction Services - Underground	\$4,410,819
Facilities Management	\$2,528,024
Engineering & Architectural Services	\$2,200,713
Substation Materials	\$2,068,371
Other	\$2,029,229
Total Top 10 WBE Spend	\$97,119,676

***Note:** Only the top 10 spend categories are listed.

Spending with Illinois-Based Veteran Business Enterprises (VBE)	
PRODUCT/SERVICE	
ED - Electrical - Maintenance and Construction Services - Overhead Distribution	\$18,565,729
Professional Services	\$2,456,370
Environmental Services	\$2,363,183
Substation Materials	\$2,058,938
Vegetation Management Services	\$1,120,080
Facilities Maintenance & Construction Services	\$1,064,082
Engineering & Architectural Services	\$336,946
Gas Services	\$238,135
Other	\$107,986
Tools	\$83,708
Total Top 10 VBE Spend	\$28,395,157

***Note:** Only the top 10 spend categories are listed.

V. POLICIES AND METHODOLOGY

A. Purpose

The purpose of this section is to set forth the Ameren corporate policy for Supplier Diversity in the procurement of non-fuel materials, services, and asset leases.

B. Scope

1. This policy applies to all Ameren companies, which include:
 - a. Ameren Illinois
 - b. Ameren Missouri
 - c. Ameren Services
 - d. Ameren Transmission
2. Employee travel and entertainment expenses are not included in this policy.
3. This policy supersedes all previous Supplier Diversity policies.

C. Definitions

1. **Third-party certifying organizations recognized by Ameren:**
 - a. Ameren does not certify diverse suppliers and relies upon third-party certifying organizations.
 - b. Ameren recognizes certification from the National Minority Supplier Development Council (NMSDC) and its affiliate councils; the Women's Business Enterprise National Council (WBENC) and its affiliate councils; and federal, state, and local government certifying agencies. Contact the Supplier Diversity team for more information on certifying organizations.
2. **Supplier Diversity organization:** Works within Supply Chain to support contract development teams and business partner personnel in identifying diverse suppliers for inclusion in the sourcing and procurement processes.
3. **Contract Development Team:** Members may include the project manager, plant/facility manager, and representatives from Sourcing, Procurement, and Corporate Legal. Corporate Legal coordinates input from Credit; Tax, Finance/ Accounting; Health, Safety, and Environmental; Risk Management; and other applicable departments.

(SEE APPENDIX D FOR COMPLETE SUPPLIER DIVERSITY POLICY & METHODOLOGY.)

VI. SUPPLIER DIVERSITY GOALS AND STRATEGIES

A. Primary Goals

ACCESS, DEVELOPMENT and SUSTAINABILITY are the primary goals of Ameren's Supplier Diversity development process.

Ameren's Supplier Diversity organization uses specific goals with comprehensive internal and external strategies to nurture and increase qualified diverse-supplier participation within the supply chain. We believe executing on these goals will lead to long-term diverse-business partnerships.

Ameren Supplier Diversity strategies to increase diverse-business utilization include the following:

- 1. Establishing and supporting corporate Supplier Diversity goals.**
 - a. Establish business partner goals and a scorecard to support the corporate goals.
 - b. Formalized multi-tiered supplier program.
 - c. Webinars to inform suppliers of goals and expectations for the year.
- 2. Creating access and development opportunities.**
 - a. Conduct business partner quarterly engagement meetings.
 - b. Diverse business vendor presentations to Ameren business partners.
 - c. Diverse business mentoring and curriculum-based training.
 - d. Supplier Diversity symposiums/summits.
- 3. Driving long-term sustainability.**
 - a. Dartmouth Scholarship Awards for diverse suppliers.
 - b. Prime/diverse supplier connections.
 - c. Supplier Relationship Management (SRM).
 - d. Participation in diverse supplier organizations.

B. Key Diverse Business Strategies

- 1. Ameren Illinois Diverse Business Steering Committee.** This committee consists of Illinois operations' vice president and director-level leadership, stakeholders from across the enterprise, and Supplier Diversity. The committee ensures that major sourcing decisions impacting Illinois receive appropriate business diversity and economic impact considerations. (See Appendix E for members.)
- 2. Formalized multi-tier strategy.** Ameren requires prime suppliers to share in our commitment to providing opportunities for diverse suppliers. Ameren's Tier II initiative requires our prime suppliers to deliver a diverse business utilization plan when competing for Ameren work. The plan identifies the level of expenditures with diverse suppliers who are participating as subcontractors/ consultants on Ameren contracts. Prime suppliers are required to report Tier II diverse spend monthly.

Ameren's Tier II initiative also facilitates engagements with our key prime suppliers/ contractors to manage and strengthen our prime/diverse supplier relationships. Along with our business segment stakeholders and our key prime supplier/contractors, Ameren Supplier Diversity executives participate in individualized conferences designed to accomplish the following:

- a. Report out Tier II past performance.
- b. Discuss opportunities for increased participation.
- c. Reset Tier II expectations.
- d. Promote the goods and services of diverse suppliers who are capable of doing business with prime suppliers.

To facilitate overall participation in Ameren's Tier II initiative across the Ameren system, Supplier Diversity hosts matchmaker events with Ameren prime suppliers and diverse companies to encourage prime/diverse partnerships.

In the event a prime supplier does not meet established goals and/or demonstrate through the quality, intensity, and appropriateness of their efforts why the goal was not met, Ameren corrective actions include removing the prime supplier from future bid opportunities.

- 3. Diverse-business mentoring.** Diverse-business mentoring is a curriculum-based initiative designed specifically to nourish and create business scale and capacity among emerging Ameren diverse businesses with specific business needs. The curriculum will include safety, project management, bidding and estimating, and getting paid.

Emerging diverse companies are matched with Ameren business leaders and prime suppliers who have the experience and expertise to assist these companies with their specific business needs. From the mentoring relationship, emerging diverse businesses can realize opportunities for continued growth and enjoy an expanded support network.

- 4. Diverse business goal-setting.** Ameren employs an integrated planning process where Supply Chain and Supplier Diversity, and the internal business partners analyze opportunities and develop annual corporate and business segment goals for diverse-business expenditures. These goals are then approved by senior management and measured, monitored, and reported throughout the year. The process, in part, requires the Ameren Supplier Diversity team to analyze the categories of spend included in the business segments' annual budget forecast. The business segments' forecasts indicate total "sourceable" spending, which includes capital and O&M dollars, excluding labor.

Within the segments' budget forecasts are project breakdowns by cost that provide insight to the Supplier Diversity team on specific opportunities in the business.

The Supplier Diversity team also considers Tier II opportunities in the analysis and baseline dollars with diverse suppliers that occur as a result of year-over-year spending in the business (e.g., safety products, MRO, etc.).

The Supplier Diversity team analyzes these factors for spending to identify opportunity-rich categories for increased diverse-supplier participation before establishing a dollar and percentage goal for the business.

Once the diverse spend goals are established, they are formally communicated throughout Ameren by the Supplier Diversity organization and the business partner stakeholders. Supplier Diversity goals are included as key performance indicators (KPI) on business segment scorecards.

Goals are adjusted directionally on an annual basis to account for opportunities added or ending.

MBE-specific goals are created as targets based, in part, on the following:

- a. Location of the opportunity.
- b. Availability of suppliers for the opportunity.

- 5. Business partner engagement meetings.** Ameren's Supplier Diversity organization conducts regular business partner engagement meetings to introduce diverse suppliers and provide opportunities to conduct supplier presentations. This process provides new and incumbent diverse suppliers direct access to the business stakeholders and promotes diverse supplier/business partner relationships.

The business partner meetings also provide the Supplier Diversity executives the forum to discuss categories for diverse-supplier participation, a business partner diverse-spending profile, and an analysis of how the business segments are achieving their Supplier Diversity goals.

- 6. Marketing/Communications strategy.** Ameren Supplier Diversity executed an internal marketing campaign designed to raise awareness, highlight the capabilities of our diverse businesses, and share their personal stories regarding how Ameren's investments have a positive economic impact on their businesses and communities.

7. **Supplier Diversity symposiums and summits.** Ameren’s signature events are its Supplier Diversity symposiums and summits. Ameren hosts Supplier Diversity symposiums and summits to increase the level of diverse-supplier participation. These events provide diverse suppliers with access to senior leadership, business partners, prime suppliers, and the Supply Chain.
8. **Dartmouth Tuck Scholarship Awards.** Annually, Supplier Diversity awards scholarships to the Tuck Executive Education Minority Business Programs at Dartmouth College in Hanover, NH. These scholarships are awarded to incumbent diverse suppliers to promote their growth, development, and sustainability in our network. Ameren Corporation has awarded 23 scholarships to incumbent diverse suppliers since 2009.

C. Participation in Diverse Supplier Organizations

Ameren actively participates in a number of external organizations that support and promote the capabilities of diverse suppliers. Supplier Diversity personnel and Ameren business partners are involved in certification committees, business expos, and other activities to advise both diverse and non-diverse suppliers on Ameren’s diverse-supplier opportunities and expectations.

Ameren also subscribes to a “Supplier Locator” national database that assists the Supplier Diversity executives in identifying certified diverse suppliers by business category.



VII. AREAS OF PROCUREMENT

A. Key categories of procurement in 2020 include the following:

1. Energy Delivery Maintenance and Construction Services—Distribution
2. Engineering Services
3. Environmental Services
4. Facilities Maintenance and Construction Services
5. Fleet Materials
6. Gas Construction and Services
7. Transmission Line Construction and related activities
8. Vegetation Management Services
9. Tier II contract opportunities

B. Finance

In 2020, Ameren Illinois worked with three minority and one disabled veteran-owned investment banking companies that co-managed \$375 million in bond offerings.

C. Legal

Ameren's Legal Department is committed to advancing diversity in the legal profession and has proactively implemented measures and metrics to increase its use of diverse legal professionals and to develop a pipeline of diverse legal talent within Ameren and within its third-party suppliers of legal services.

Legal Services is committed:

1. to recruiting and retaining diverse attorneys and legal staff;
2. to directing a greater percentage of the legal and related services it purchases to diverse attorneys and suppliers; and
3. to facilitate increased opportunities for diverse attorneys and vendors to ensure a robust pipeline of diverse legal professionals and services.

Legal Department Key Activities in 2020:

- Actively sought opportunities to engage diverse-owned law firms.
 - With an intentional focus on increasing diverse suppliers, conducted a Law Firm Rationalization Project to identify a preferred panel of law firms. The results of this project yielded an increase in our diverse-owned firms and diverse relationship partners from majority owned firms.
 - Added three new diverse-owned firms and three diverse relationship partners from majority firms.
 - 53% of our core panel firms are diverse-owned firms.
 - Joined the National Association of Minority and Women Owned Law Firms (NAMWOLF) Program and pledged to set a goal of at least five percent of our outside counsel spend with Certified Minority and Women Owned Law Firm.
 - Attended the NAMWOLF Annual Meeting to engage with diverse firms.
 - Met individually with twelve diverse-owned law firms regarding new business opportunities.
 - Held Implicit Bias training and seminar for the Legal department.
 - Began a Diverse Pipeline Summer Internship Law Program and hosted two diverse law students.
- Increased work with current diverse-owned law firms by awarding new legal projects.
- Modified Outside Counsel Billing Guidelines and internal practices to expressly articulate an expectation that our partner law firms (minority certified and majority firms) retain and assign diverse women and minority attorneys to support Ameren matters.
- Tracked diversity demographic data of legal professional timekeepers working on Ameren matters at diverse and majority-owned law firms to facilitate staffing of diverse professionals.

Measurement and Metrics:

- Developed an internal Legal Department “Supplier Diversity Scorecard” with quantifiable measures to track internal performance on supplier diversity actions and to track Legal Department spend with diverse-owned suppliers.
- Developed a Law Firm Scorecard that includes a diversity component to measure and compare performance of majority-owned law firms retained by Ameren with regard to their commitment to diversity including adherence to the diversity language in the Outside Counsel Guidelines.

Diverse Outreach and Utilization Actions:

- Developed and maintained a database of diverse-owned law firms in the region.
- Conducted one-on-one meetings with diverse law firms regarding potential new business.
- Attended/participated at legal diverse supplier conferences.
- Participated in benchmark meetings of General Counsel from local companies to collectively discuss common issues including efforts to increase supplier diversity in legal services.
- Invited diverse attorneys to provide on-site legal education training to Ameren Legal Department employees to develop relationships.
- Targeted specific legal projects to be handled by diverse-owned law firms.

As we look forward, we will continue to be intentional as we strive to increase the use of diverse legal professionals and to build a pipeline of diverse legal talent.

FOCUSED ON THE FUTURE: Chonda Nwamu, Ameren Senior Vice President, General Counsel and Secretary welcomed Chicago, IL based diverse law firm, Johnson Blumberg & Associates to visit Ameren to present an innovative topic to directors of Legal which led to the onboarding of JB&A as a legal supplier.



VIII. CHALLENGES FINDING QUALITY VENDORS

A McKinsey & Company article indicated that the COVID-19 pandemic aftermath may aggravate pre-existing financial conditions facing minority-owned small businesses. According to the article, the pandemic could disproportionately affect many minority businesses because they were already experiencing underlying challenges that make it difficult to run and scale successfully.¹

The long-term impacts of COVID-19 coupled with the complexity of the utility critical infrastructure create dynamics that may compound the challenges utilities face with identifying or utilizing diverse businesses with scale to perform utility specific work.

Dynamics impacting diverse business participation in critical utility categories include:

- Highly mature markets
- Low growth
- Low industry margins
- Technical expertise
- Safety

The availability of diverse suppliers who have successfully overcome these barriers, and who perform in categories that drive more than two-thirds of utility investments is limited to a few local/regional diverse businesses. If any of these diverse businesses are involved in a merger or acquisition with non-diverse ownership, exits the industry, or succumbs to the economic pressures of COVID-19, then significant diverse spending is lost from the utility's diverse spend profile.

Additionally, an appetite for increased diversity spending amongst industries creates demands that can strain the resources and capacity of diverse suppliers. Little consideration for true diverse business availability in the marketplace can encourage unacceptable business practices intended for the appearance of diverse-business participation, but are merely "pass-through" arrangements with no commercially useful value. These practices undermine the spirit and intent of business diversity and can weaken bona-fide diverse businesses' ability to compete and enjoy long-term success in any industry.

Moreover, shifts in key stakeholder expectations favor local community impact where diverse and local businesses demonstrate efforts to hire a diverse workforce and are active with social responsibility in the utility communities.

¹McKinsey & Company. (2020, May 27). COVID-19's effect on minority-owned small businesses in the United States. Retrieved from [mckinsey.com](https://www.mckinsey.com).

This focus supersedes the goal of increasing diverse spend and considers more sustainable outcomes.

In response, business diversity practitioners are beginning to adjust processes that not only seek to increase diverse spend but also drive local community impact amongst the supplier base. This will require managing the expectations of suppliers, regardless of diversity, to have a vested interest in the utility's service territory deeper than contributing to diverse spend alone.

The wisdom in this approach:

- Supports building and maintaining a local/regional diverse workforce
- Encourages local/regional community investments

Now, more than ever, access to capital, business development and deepening business relationships will be critical to the long-term health and sustainability of diverse owned businesses and their ability to overcome any lasting effects of the COVID-19 pandemic.

The Illinois Commerce Commission could advocate public policies that not only support increased spending with diverse businesses but also support community investment that drives more diversity in the workforce. Championing a strong workforce diversity strategy complements supplier diversity and can lead to long-term sustainability for all Illinois communities.



IX. CERTIFICATIONS ACCEPTED

(SEE SECTION V, POLICIES AND METHODOLOGY, DEFINITIONS PART B.)

X. POINT OF CONTACT

The point of contact for Ameren's Supplier Diversity Program is:

Byron Witherspoon, PMP, Director, Supplier Diversity
bwitherspoon@ameren.com

XI. ILLINOIS COMMERCE COMMISSION WEBSITE

Pursuant to Section 5-117 of the Public Utilities Act (220 ILCS 5/5-117 Section F), Ameren Illinois Company hereby submits to the Illinois Commerce Commission its 2019 Annual Supplier Diversity Report. Reports are due annually on April 15, beginning in 2015.

The Commission shall publish the report on its website and shall maintain the report for at least five years. The Public Utilities Act, 220 ILCS 5/1-10 et seq., 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 Ameren Illinois' Annual Supplier Diversity Reports, please visit the ICC Supplier Diversity webpage at icc.illinois.gov/filings/mwvs/.

APPENDIX A

DIVERSE EXPENDITURES BY CATEGORY AND CLASSIFICATION

DIVERSE EXPENDITURES BY CATEGORY AND CLASSIFICATION

(in millions)

[illegible]

APPENDIX B

2020 ECONOMIC IMPACT STUDY OF AMEREN ILLINOIS DIVERSE SPENDING

A STUDY OF AMEREN ILLINOIS
SUPPLIER DIVERSITY PROGRAM'S ECONOMIC
IMPACTS ON ILLINOIS AND SERVICE TERRITORY (2020)

MARCH 24, 2021

PREPARED FOR



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APPENDIX

- A. 2018 AND 2019 ECONOMIC IMPACTS OF DIVERSE SPENDING BY SERVICE TERRITORY AND STATE
- B. 2020 TIER ONE AND TIER TWO DIVERSE SPENDING BY ILLINOIS COUNTY

SUMMARY OF ECONOMIC IMPACTS

Ameren Illinois spent \$432.9 million in 2020 on Tier One and Tier Two diverse suppliers to support its operations. The following table summarizes the economic impacts of this spending on Ameren Illinois' service territory and the state of Illinois based on RIMS-II economic impact modeling methodology as established by the U.S. Department of Commerce.

Table 1. Economic Impacts of Ameren Illinois Supplier Diversity Spending, 2020

	<i>Service Territory</i>		<i>State of Illinois</i>	
Direct Spending	\$	432,855,000	\$	432,855,000
Indirect Output	\$	757,996,000	\$	931,457,000
Indirect Earnings	\$	221,219,000	\$	273,680,000
Indirect Jobs		3,530		4,520
Total Economic Output	\$	1,190,851,000	\$	1,364,312,000

INTRODUCTION

AMEREN'S SUPPLIER DIVERSITY PROGRAM

Ameren Corporation (“Ameren”) is a Fortune 500 company headquartered in St. Louis, Missouri with approximately 2.4 million electric customers and 900,000 gas customers across its 64,000 square mile Two-State Service Territory (“service territory”) that stretches across Missouri and Illinois. Ameren is the holding company of Ameren Illinois, based in Collinsville, Illinois and Ameren Missouri, based in St. Louis, Missouri.

In order to provide energy services to its customers, Ameren Illinois purchases goods and services from a wide range of suppliers and contractors, which, in turn, have a significant impact on the local economy. As part of its procurement process, Ameren Illinois is committed to supporting diverse suppliers (i.e.; minority, women, veteran, service disabled veteran & LGBT owned businesses) through its Supplier Diversity Program. Ameren Illinois sets annual Supplier Diversity goals in which a percentage of all business spending supports qualified diverse-owned businesses. In 2020, Ameren Illinois surpassed its goal of 20.0 percent by achieving 30.7 percent, or \$432.9 million, in diverse supplier spending.

The focus of the present study is to isolate the economic impacts of this diverse supplier spending by Ameren Illinois.

SCOPE OF WORK

Previously, Development Strategies (DS) was commissioned by Ameren to quantify the economic impacts of Ameren Illinois' Supplier Diversity Program. The following analysis is based on modeling and methodologies established by DS, but conducted internally by Ameren staff.

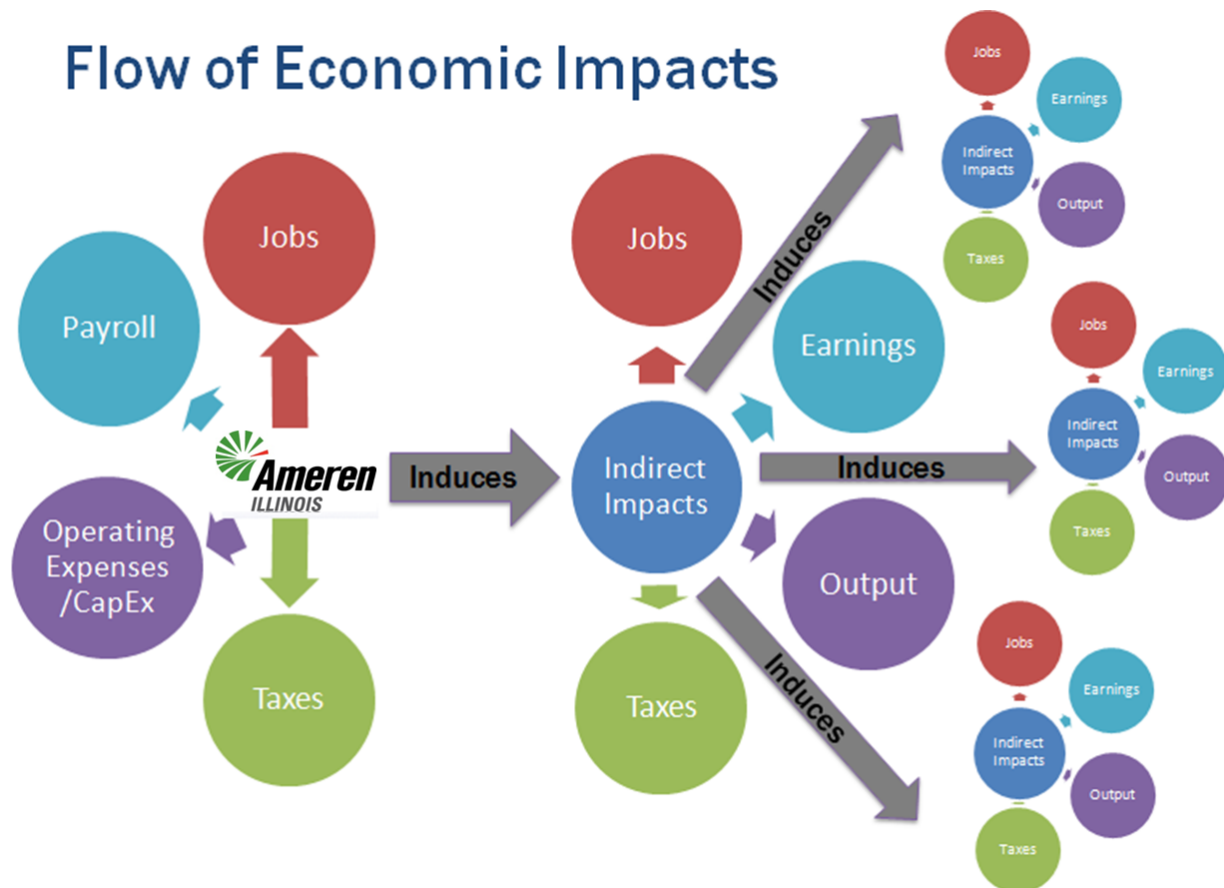
Consistent with the previous studies, the inputs to the economic impact modeling were based on direct spending for diverse suppliers in 2020 and do not consider any operational costs associated with managing the program. Typically, studies such as this use a blended annual average across several years to account for fluctuations in operational spending that can occur due to a number of factors such as significant weather events that require substantial emergency repair or planned plant and other infrastructure upgrades to meet regulatory guidelines. However, the ultimate goal of this analysis is provide a framework for a standard, replicable model that can be applied to annual Ameren operations moving forward and to establish baseline data for analyzing historic trends.

Details of methodology, data sources, and critical assumptions made to complete the analysis are included where appropriate.

ECONOMIC IMPACT OVERVIEW

INTRODUCTION

Economic impacts manifest themselves in a number of ways. They are triggered through the spending of a business or a consumer (or other economic entities) on purchases of goods and services. This spending also supports other businesses that use that money a “second time” to pay for their operations which, in turn, continues a multiplier effect as that money continues to be re-spent (or “ripples”) through the economy. Moreover, employees are paid wages and salaries and their subsequent household spending in their communities triggers multiplier effects.



Direct economic impacts are represented here by the dollars spent by Ameren Illinois with diverse suppliers.

Indirect economic impacts measure the “multiplier effect” of the diverse supplier spending. The direct spending on diverse service providers and contractors ripples through the service territory supporting other businesses and jobs; employees spend a large portion of their incomes near their homes at local businesses such as retail stores, restaurants, mechanics, housing and others services. Thus, every dollar and each job related to Ameren Illinois’ spending on diverse suppliers will contribute to additional job support across multiple economic sectors.

METHODOLOGY

In order to maintain and expand capital facilities and distribute electricity and natural gas services, Ameren Illinois makes purchases of goods and services that trigger further economic activity throughout its service area in the form of income for employees and additional expenditures by supplier businesses. Employees, in turn, spend their wages mostly near where they live, supporting further economic activity at retail shops, home repair contractors, and other service providers and establishments. This subsequent spending causes “multiplier effects” in the economy that can be estimated for defined geographic areas using *multiplier coefficients*, which are obtained from the U.S. Department of Commerce’s *Regional Input-Output Multiplier System* (RIMS or RIMS-II).

The RIMS and RIMS-II multipliers are derived from a comprehensive and complex set of inputs that are updated regularly based on the normal submission of business and employment data that make up the National Income and Products Accounts (NIPA). Such data is catalogued at the county level throughout the nation, so the RIMS-II multipliers are calculated for public use for every county. They can also be aggregated for groups of counties to create a regional analysis (such as for metropolitan areas or labor market areas or entire states). Multiplier coefficients for smaller geographies are not available.

To calculate the indirect impacts of economic activity in a targeted geographic area (in this case Ameren Illinois’ service area and the state of Illinois), multiplier coefficients are applied to the direct impact dollars. These multipliers take into account an amount of “leakage” from the state economy because some wages and expenditures will be spent outside of the state. Eventually, all of the direct spending leaks out of the state, but each passing round of spending creates added multiplier effects, though in diminishing degrees.

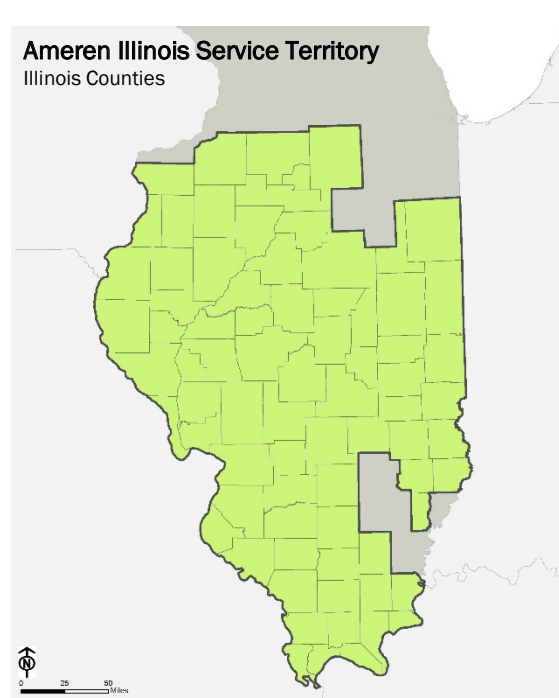
Economic impacts are demonstrated through multiplier effects in three primary ways:

1. **Output** is a measure of the impact on a specific geographic area’s economic activity generated from the spending and re-spending triggered by business and household spending. The output dollars summarize *total new or added economic activity at all points of the production process* rather than just the effects on, say, gross state product (which is a measure of value to the ultimate purchaser). Output is a more robust and larger indicator of economic activity than Gross State Product (GSP).
2. **Household Earnings** is a measure of how much of the total output is attributable to new income generated for households living in the targeted geographic area.
3. **Jobs** supported in the targeted geographic area by direct expenditures and multiplier effects of the subject (in this case Ameren Illinois’ diverse suppliers/contractors).

GEOGRAPHIC STUDY AREA

Ameren Illinois' operations primarily occur within its Illinois service territory of central and southern Illinois; therefore, its spending on diverse suppliers is the most “felt” in the service territory, and thus, state of Illinois.¹

Ameren Illinois' service territory does not conform to county boundaries; however, since RIMS-II multipliers can only be obtained for individual counties or combinations of counties, for the purposes of this analysis, the service area boundaries were reconfigured to align with county boundaries.



MULTIPLIERS

Multipliers are determined not only for geographic areas but also for a wide array of economic sectors within those geographic areas (RIMS-II has multipliers for some 62 different sectors).² It is important, therefore, to determine the most applicable economic sectors for Ameren Illinois' diverse supplier/contractor spending. Ameren Illinois categorizes its diverse spending by 1) operations and maintenance and 2) capital expenditures. The *utility* multipliers are applied to Ameren Illinois' diverse suppliers that support non-labor operations and maintenance, since this set of multipliers best represents the operational activities of a utility company such as Ameren Illinois.³ Unfortunately, there is no “capital expenditure” sector within RIMS-II; therefore, the *construction* multipliers are applied to all capital expenditures.

¹ Though some of the contractors are based outside of the service territory, the goods and services provided support operations within the service territory and state, so all of this spending is considered *direct spending*. For measuring the indirect impacts, the multipliers themselves account for any leakage (indirect spending outside of the service territory or state).

² The Service Territory multipliers and the State of Illinois multipliers are based on 2018 economic data.

³ Ameren Illinois' diverse suppliers represent a broad range of sectors such as professional services or retail trade, but since the goods and/or services support Ameren Illinois' non-labor operations, the *utility* multipliers best present this type of spending. This is methodology is also consistent with Ameren's concurrent study on the economic impacts of Ameren Corporation in which the *utility* multipliers are applied to all non-labor operational spending.

Table 2. RIMS-II Multipliers

<i>Sector</i>	<i>Output</i>	<i>Earnings</i>	<i>Employment</i>
<i>Illinois Service Area</i>			
Utilities	1.5063	0.2811	3.7457
Construction	1.9077	0.6581	11.4664
<i>State of Illinois</i>			
Utilities	1.7657	0.3671	5.4775
Construction	2.3988	0.8018	14.2615

Source: U.S. Department of Commerce

The multipliers are applied to each spending category of Ameren Illinois' diverse suppliers depending on target geography and the expenditures occurring *within* that target geography. The *output* multipliers listed represent the per dollar impact of direct spending in the service territory economy. For instance, \$1,000,000 in expenditures for contractors supporting the *utilities* industry in the service territory generates an additional \$1,506,000 of economic activity in the area's economy, including \$281,000 in wages (*earnings* multiplier).

The *employment* multiplier measures how many jobs are supported *per million dollars in expenditures*. Thus, for the *utilities* sector, \$1,000,000 in expenditures supports approximately four jobs in service territory (3.745 to be exact), $[(\$1,000,000 \times 3.745) \div 1,000,000]$.⁴

⁴ The most up-to-date RIMS-II multipliers from the U.S. Department of Commerce for the Service Territory and State of Illinois are based on 2018 economic activity. Therefore, the model used in this report inflates the million dollars from 2018, or jobs per \$1,036,800, in 2020 dollars, using the national Consumer Price Index (CPI).

ECONOMIC IMPACTS OF AMEREN ILLINOIS SUPPLIER DIVERSITY (2020)

INPUTS

The inputs to the economic impact modeling are based on reported expenditures by Ameren Illinois on diverse suppliers in 2020. Table 3 shows the spending between Tier One and Tier Two suppliers. Tier One suppliers directly provide services to Ameren Illinois. Tier Two suppliers provide services to Ameren Illinois contractors, although this

Table 3. Ameren Illinois Diverse Supplier Expenditures, 2020

Tier One	\$ 310,350,000
Tier Two	\$ 122,505,000
Total	\$ 432,855,000

spending is considered direct since the terms, obligations, and allocations to these contractors are managed through Ameren Illinois. According to Ameren, of this spending, it is assumed that 61 percent supported capital projects; therefore, of the \$432.9 million in diverse supplier spending in 2020, it is assumed that \$264.0 million supported capital projects, which is used in the economic impact modeling.

ECONOMIC IMPACTS

The multipliers on Table 2 are applied to the expenditure inputs summarized in Table 3, and Tables 4 and 5, below, summarize these impacts on the service territory and state of Illinois in 2020. Similar tables for 2018 and 2019 are in the Appendix to this report.

Illinois Service Territory

The top of Table 4 on the next page shows the direct expenditures by Ameren Illinois on diverse suppliers in its service territory of \$432.9 million in 2020.

- The \$432.9 million in Ameren Illinois' direct expenditures to diverse suppliers triggered an additional \$758.0 million in value added economic activity in its service territory, of which \$221.2 million was household earnings that supported 3,530 jobs in the service area (average wage of \$63,000). The multipliers vary for different types of major expenditures shown at the top of the table. The "blended" economic activity multiplier is 1.8, indicating that the indirect economic impact of diverse supplier spending was over one and a half times Ameren Illinois' direct spending within the service territory.
- The estimated total output (economic activity) triggered by Ameren Illinois' spending on diverse suppliers (\$432.9 million) and the added multiplier effects (\$758.0 million) was \$1.191 billion for its service territory.
- Of that amount, Ameren Illinois' spending on diverse suppliers triggered \$221.2 million in household earnings for workers in its service territory.
- In total, Ameren Illinois spending on diverse suppliers supported approximately 3,530 indirect jobs for service area residents.

Table 4. Economic Impacts of Ameren Illinois' Diverse Supplier Spending on its Illinois Service Territory, 2020

	Non-Labor Capital Expenditures ¹	Non-Labor Operational Expenditures	Total Diverse Supplier Spending ²
Direct Spending	\$ 264,042,000	\$ 168,813,000	\$ 432,855,000
<i>Multipliers (see explanatory notes below)</i>			
Output	1.908	1.506	1.751
Earnings	0.658	0.281	0.511
Employment	11.466	3.746	8.455
<i>Added Economic Impact on Service Territory</i>			
Output	\$ 503,713,000	\$ 254,283,000	\$ 757,996,000
Earnings	\$ 173,766,000	\$ 47,453,000	\$ 221,219,000
Indirect Jobs Held by Service Territory Residents	2,920	610	3,530
<i>Total Economic Impact on Service Area</i>			
Output			\$ 1,190,851,000
Earnings ³			\$ 221,219,000
Total Indirect Jobs Held by Service Territory Residents ³			3,530

Output - Total dollar change in the Illinois service territory's economy due to expenditures for Ameren Illinois' operations

Employment - Total change in the number of jobs held by Illinois service territory residents per \$1 million of direct spending for Ameren Illinois' operations (adjusted to 2020 dollars)

¹ Assumes that 61 percent of total diverse supplier spending is to support capital projects

² Includes Direct and Tier Two diverse supplier spending

³ Only includes indirect earnings and jobs since this study only considers direct non-labor contractor spending by Ameren Illinois

State of Illinois

The top of Table 5 on the next page shows the direct expenditures by Ameren Illinois on diverse suppliers in the entire state of Illinois of \$432.9 million in 2020.

- The \$432.9 million in Ameren Illinois' direct expenditures to diverse suppliers triggered an additional \$931.5 million in value added economic activity in the state, of which \$273.7 million was household earnings that supported 4,520 jobs in the state (average wage of \$70,000). The multipliers vary for different types of major expenditures shown at the top of the table. The "blended" economic activity multiplier is 2.2, indicating that the indirect economic impact of diverse supplier spending was over twice Ameren Illinois' direct spending within the state.
- The estimated total output (economic activity) triggered by Ameren Illinois' spending on diverse suppliers (\$432.9 million) and the added multiplier effects (\$931.5 million) was just over \$1.364 billion for the state.
- Of that amount, Ameren Illinois' spending on diverse suppliers triggered \$273.7 million in household earnings for workers in the state.
- In total, Ameren Illinois spending on diverse suppliers supported approximately 4,520 indirect jobs for state residents.

Table 5. Economic Impacts of Ameren Illinois' Diverse Supplier Spending on the State of Illinois, 2020

	<i>Non-Labor Capital Expenditures¹</i>	<i>Non-Labor Operational Expenditures</i>	<i>Total Diverse Supplier Spending²</i>
Direct Spending	\$ 264,042,000	\$ 168,813,000	\$ 432,855,000
<i>Multipliers (see explanatory notes below)</i>			
Output	2.399	1.766	2.152
Earnings	0.802	0.367	0.632
Employment	14.262	5.478	10.827
<i>Added Economic Impact on Illinois</i>			
Output	\$ 633,384,000	\$ 298,073,000	\$ 931,457,000
Earnings	\$ 211,709,000	\$ 61,971,000	\$ 273,680,000
Indirect Jobs Held by Service Territory Residents	3,630	890	4,520
<i>Total Economic Impact on Illinois</i>			
Output			\$ 1,364,312,000
Earnings ³			\$ 273,680,000
Total Indirect Jobs Held by Illinois Residents ³			4,520

Output - Total dollar change in the Illinois economy due to expenditures for Ameren Illinois' operations

Earnings - Total dollar change in earnings of households in Illinois due to expenditures for Ameren Illinois' operations

Employment - Total change in the number of jobs held by Illinois residents per \$1 million of direct spending for Ameren Illinois' operations (adjusted to 2020 dollars)

¹ Assumes that 61 percent of total diverse supplier spending is to support capital projects

² Includes Direct and Tier Two diverse supplier spending

³ Only includes indirect earnings and jobs since this study only considers direct non-labor contractor spending by Ameren Illinois

TOTAL ECONOMIC IMPACTS OF AMEREN ILLINOIS SUPPLIER DIVERSITY (2018-2020)

From 2018 to 2020, Ameren Illinois spent a total of \$1.170 billion million, in 2020 dollars, on diverse suppliers as presented in Table 6 and Table 7.⁵ The total economic impacts during this three-year period are described below.

Illinois Service Territory

The \$1.170 billion in total direct spending on diverse suppliers over this three-year period generated \$2.051 billion in indirect economic output in the service territory, of which, \$588.1 million was household earnings for service territory residents. In total, this spending generated more than \$3.22 billion in direct and indirect economic output in the service territory, supporting an average of 3,183 indirect jobs annually.

Table 6. Three-Year Economic Impacts of Ameren Illinois Diverse Supplier Spending on Service Territory (2018-2020)

	2018	2019	2020	3-Year Total ¹
Reported				
Total Direct Spending	\$ 357,157,000	\$ 362,253,000	\$ 432,855,000	\$ 1,152,265,000
Indirect Output	\$ 624,042,000	\$ 637,680,000	\$ 757,996,000	\$ 2,019,718,000
Indirect Earnings	\$ 171,894,000	\$ 186,154,000	\$ 221,219,000	\$ 579,267,000
Indirect Jobs	2,890	3,130	3,530	3,180
Total Economic Output	\$ 981,199,000	\$ 999,933,000	\$ 1,190,851,000	\$ 3,171,983,000
In 2020 dollars				
Total Direct Spending	\$ 370,300,000	\$ 367,180,000	\$ 432,855,000	\$ 1,170,335,000
Indirect Output	\$ 647,007,000	\$ 646,352,000	\$ 757,996,000	\$ 2,051,355,000
Indirect Earnings	\$ 178,220,000	\$ 188,686,000	\$ 221,219,000	\$ 588,125,000
Indirect Jobs	2,890	3,130	3,530	3,183
Total Economic Output	\$ 1,017,307,000	\$ 1,013,532,000	\$ 1,190,851,000	\$ 3,221,690,000

¹ In this case, indirect jobs reflects a three-year average, since a single job/position is likely carried over from year to year; adding indirect jobs supported over the three year period would result in double and triple counting of a single position

⁵ The actual reported direct spending and economic impacts for 2018 and 2019 were brought to 2020 dollars using the Consumer Price Index (CPI) resulting in a 3.68 percent increase for 2018 and 1.36 percent increase for 2019.

State of Illinois

The \$1.170 billion in total direct spending on diverse suppliers over this three-year period generated \$2.487 billion in indirect economic output in the state of Illinois, of which, \$720.0 million was household earnings for state residents. In total, this spending generated nearly \$3.657 billion in direct and indirect economic output in the state, supporting an average of 4,020 indirect jobs annually.

Table 7. Three-Year Economic Impacts of Ameren Illinois Diverse Supplier Spending on the State of Illinois (2018-2020)

	2018	2019	2020	3-Year Total ¹
Reported				
Total Direct Spending	\$ 357,157,000	\$ 362,253,000	\$ 432,855,000	\$ 1,152,265,000
Indirect Output	\$ 741,045,000	\$ 776,381,000	\$ 931,457,000	\$ 2,448,883,000
Indirect Earnings	\$ 207,389,000	\$ 228,232,000	\$ 273,680,000	\$ 709,301,000
Indirect Jobs	3,600	3,930	4,520	4,020
Total Economic Output	\$ 1,098,202,000	\$ 1,138,634,000	\$ 1,364,312,000	\$ 3,601,148,000
In 2020 dollars				
Total Direct Spending	\$ 370,300,000	\$ 367,180,000	\$ 432,855,000	\$ 1,170,335,000
Indirect Output	\$ 768,315,000	\$ 786,940,000	\$ 931,457,000	\$ 2,486,712,000
Indirect Earnings	\$ 215,021,000	\$ 231,336,000	\$ 273,680,000	\$ 720,037,000
Indirect Jobs	3,600	3,930	4,520	4,020
Total Economic Output	\$ 1,138,616,000	\$ 1,154,119,000	\$ 1,364,312,000	\$ 3,657,047,000

¹ In this case, indirect jobs reflects a three-year average, since a single job/position is likely carried over from year to year; adding indirect jobs supported over the three year period would result in double and triple counting of a single position

APPENDIX

A. 2019 and 2018 ECONOMIC IMPACTS OF DIVERSE SPENDING BY SERVICE TERRITORY AND STATE**Economic Impacts of Ameren Illinois' Diverse Supplier Spending on its Illinois Service Territory, 2019**

	<i>Non-Labor Capital Expenditures¹</i>	<i>Non-Labor Operational Expenditures</i>	<i>Total Diverse Supplier Spending²</i>
Direct Spending	\$ 220,974,000	\$ 141,279,000	\$ 362,253,000
<i>Multipliers (see explanatory notes below)</i>			
Output	1.919	1.513	1.760
Earnings	0.661	0.283	0.514
Employment	12.165	4.064	9.007
<i>Added Economic Impact on Service Territory</i>			
Output	\$ 423,939,000	\$ 213,741,000	\$ 637,680,000
Earnings	\$ 146,130,000	\$ 40,024,000	\$ 186,154,000
Indirect Jobs Held by Service Territory Residents	2,580	550	3,130
<i>Total Economic Impact on Service Area</i>			
Output			\$ 999,933,000
Earnings ³			\$ 186,154,000
Total Indirect Jobs Held by Service Territory Residents ³			3,130

Output - Total dollar change in the Illinois service territory's economy due to expenditures for Ameren Illinois' operations

Earnings - Total dollar change in earnings of households in the Illinois service territory due to expenditures for Ameren Illinois'

Employment - Total change in the number of jobs held by Illinois service territory residents per \$1 million of direct spending for Ameren Illinois' operations (adjusted to 2019 dollars)

¹ Assumes that 61 percent of total diverse supplier spending is to support capital projects

² Includes Direct and Tier Two diverse supplier spending

³ Only includes indirect earnings and jobs since this study only considers direct non-labor contractor spending by Ameren Illinois

Economic Impacts of Ameren Illinois' Diverse Supplier Spending on the State of Illinois, 2019

	<i>Non-Labor Capital Expenditures¹</i>	<i>Non-Labor Operational Expenditures</i>	<i>Total Diverse Supplier Spending²</i>
Direct Spending	\$ 220,974,000	\$ 141,279,000	\$ 362,253,000
<i>Multipliers (see explanatory notes below)</i>			
Output	2.388	1.760	2.143
Earnings	0.799	0.366	0.630
Employment	14.864	5.735	11.309
<i>Added Economic Impact on Illinois</i>			
Output	\$ 527,730,000	\$ 248,651,000	\$ 776,381,000
Earnings	\$ 176,580,000	\$ 51,652,000	\$ 228,232,000
Indirect Jobs Held by Service Territory Residents	3,150	780	3,930
<i>Total Economic Impact on Illinois</i>			
Output			\$ 1,138,634,000
Earnings ³			\$ 228,232,000
Total Indirect Jobs Held by Illinois Residents ³			3,930

Output - Total dollar change in the Illinois economy due to expenditures for Ameren Illinois' operations

Earnings - Total dollar change in earnings of households in Illinois due to expenditures for Ameren Illinois'

Employment - Total change in the number of jobs held by Illinois residents per \$1 million of direct spending for Ameren Illinois' operations (adjusted to 2019 dollars)

¹ Assumes that 61 percent of total diverse supplier spending is to support capital projects

² Includes Direct and Tier Two diverse supplier spending

³ Only includes indirect earnings and jobs since this study only considers direct non-labor contractor spending by Ameren Illinois

Economic Impacts of Ameren Illinois' Diverse Supplier Spending on its Illinois Service Territory, 2018

	<i>Non-Labor Capital Expenditures¹</i>	<i>Non-Labor Operational Expenditures</i>	<i>Total Diverse Supplier Spending²</i>
Direct Spending	\$ 217,866,000	\$ 139,291,000	\$ 357,157,000
<i>Multipliers (see explanatory notes below)</i>			
Output	1.894	1.517	1.747
Earnings	0.604	0.290	0.481
Employment	11.171	4.161	8.447
<i>Added Economic Impact on Service Territory</i>			
Output	\$ 412,682,000	\$ 211,360,000	\$ 624,042,000
Earnings	\$ 131,569,000	\$ 40,325,000	\$ 171,894,000
Indirect Jobs Held by Service Territory Residents	2,330	560	2,890
<i>Total Economic Impact on Service Area</i>			
Output			\$ 981,199,000
Earnings ³			\$ 171,894,000
Total Indirect Jobs Held by Service Territory Residents ³			2,890

Output - Total dollar change in the Illinois service territory's economy due to expenditures for Ameren Illinois' operations

Earnings - Total dollar change in earnings of households in the Illinois service territory due to expenditures for Ameren Illinois'

Employment - Total change in the number of jobs held by Illinois service territory residents per \$1 million of direct spending for Ameren Illinois' operations (adjusted to 2018 dollars)

¹ Assumes that 61 percent of total diverse supplier spending is to support capital projects

² Includes Direct and Tier Two diverse supplier spending

³ Only includes indirect earnings and jobs since this study only considers direct non-labor contractor spending by Ameren Illinois

Economic Impacts of Ameren Illinois' Diverse Supplier Spending on the State of Illinois, 2018

	<i>Non-Labor Capital Expenditures¹</i>	<i>Non-Labor Operational Expenditures</i>	<i>Total Diverse Supplier Spending²</i>
Direct Spending	\$ 217,866,000	\$ 139,291,000	\$ 357,157,000
<i>Multipliers (see explanatory notes below)</i>			
Output	2.287	1.743	2.075
Earnings	0.721	0.362	0.581
Employment	13.937	5.720	10.522
<i>Added Economic Impact on Illinois</i>			
Output	\$ 498,303,000	\$ 242,742,000	\$ 741,045,000
Earnings	\$ 156,994,000	\$ 50,395,000	\$ 207,389,000
Indirect Jobs Held by Service Territory Residents	2,850	750	3,600
<i>Total Economic Impact on Illinois</i>			
Output			\$ 1,098,202,000
Earnings ³			\$ 207,389,000
Total Indirect Jobs Held by Illinois Residents ³			3,600

Output - Total dollar change in the Illinois economy due to expenditures for Ameren Illinois' operations

Earnings - Total dollar change in earnings of households in Illinois due to expenditures for Ameren Illinois'

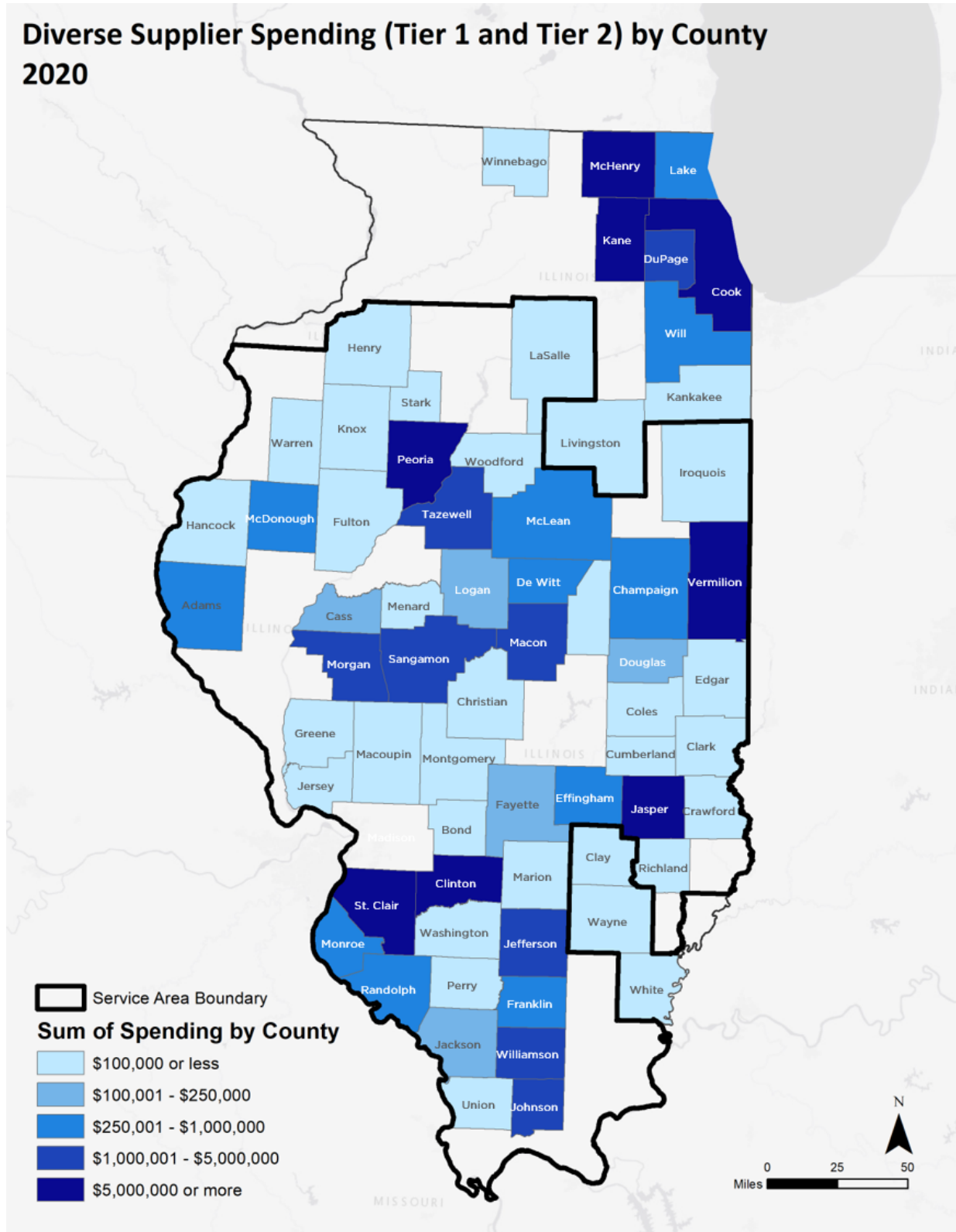
Employment - Total change in the number of jobs held by Illinois residents per \$1 million of direct spending for Ameren Illinois' operations (adjusted to 2018 dollars)

¹ Assumes that 61 percent of total diverse supplier spending is to support capital projects

² Includes Direct and Tier Two diverse supplier spending

³ Only includes indirect earnings and jobs since this study only considers direct non-labor contractor spending by Ameren Illinois

B. 2020 TIER ONE AND TWO DIVERSE SPENDING BY ILLINOIS COUNTY



APPENDIX C

DEFINITIONS OF SUPPLY CHAIN PROCUREMENT CATEGORIES

DEFINITIONS OF SUPPLY CHAIN PROCUREMENT CATEGORIES

Product/Service Description	
Advertising Services	Promotional, news, publicity
Chemicals, Lubricants, and Gases	Specialty gases, bulk gases, grease, demineralized water chemicals, transformer oil
Construction and Building Materials	Sand, gravel, rock, steel shapes, bar stock, steel fabrication, scrap, lumber, bricks and tiles, sewer pipes and tiles, ebony, asbestos, transite, marble and Masonite, plumbing fixtures and supplies, fire clay
Control and Instrumentation	Pressure gauges, flow meters, SCADA, DCS, strip chart recorders, CEMs
Customer-Facing Services	Call center, billing, factoring A/R, locating, energy efficiency programs, credit and collections
Electrical Components and Supplies	Low-voltage switches, light fixtures, connectors, control cables, stationary batteries, UPS systems, panel fabrication
Energy Delivery Gas Materials	Gas-specific pipes, valves, and fittings; risers, regulators, anodes
Energy Delivery Maintenance and Construction Services—Distribution	Overhead distribution line and substation construction and maintenance, concrete and asphalt repair and restoration, relay testing and engineering, pole inspections and repairs, pole and tower painting, equipment rentals, traffic control services, and crane services for overhead energy delivery distribution work less than 100kV
Energy Delivery Maintenance and Construction Services—Transmission	Directional boring, line construction, transmission substation work, pole inspection, pole painting, rock drilling, tower painting, relay testing, electrical testing, inspection and restoration, etc. for overhead energy delivery work greater than 100kV
Energy Delivery Maintenance and Construction Services—Underground	Hydro-excavation, underground locating, directional boring and trenching, duct banks, underground substation work, and rock drilling for underground energy delivery work
Energy Delivery Underground Materials	Conduit, vaults, precast concrete structures, junction boxes, lead shields and sleeves, pedestals, manholes, frames, bends, spacers, coilable duct, covers, grates
Engineering and Architectural Services	Civil, electrical, mechanical, chemical
Environmental Services	Hazardous waste cleanup, remediation, industrial hygiene testing
Facilities Maintenance and Construction Services	Fencing, buildings, painting, new construction, roofing, concrete, asphalt, pavement replacement, excavation/grading, electrical work and construction, crane services for construction, demolition and/or demolition cleanup (excludes remediation), rental equipment

Facilities Management	Janitorial, maintenance, pest control, trash service, catering/food service, meetings, snow removal, office furniture, decorating, picture framing, landscaping, HVAC, plumbing, rental equipment
Fasteners and Hardware	Screws, nuts, bolts, washers, nails, abrasives, glass, buckets, cans, funnels, kettles, measures, pans, oilers, spouts, plugs, plates, studs
Filters	Oil, air, gas, oil processing, automotive, gasoline, miscellaneous
Fleet Materials	Trucks, earth movers, rails, tires, parts
Fleet Services	Engine repair, auto body, towing, general vehicle maintenance
Fuel	Coal, electric, nuclear fuel, natural gas, liquids, diesel, kerosene, derivatives and associated transportation
Gas Services	New construction, maintenance, trenching, gas well work, snubbing
General Maintenance and Construction Services	New construction, maintenance, industrial cleaning, scaffolding, fencing
Human Resource Services	Medical services, drug testing, benefits, life insurance, medical insurance
Insurance	Insurance of property, liability, D&O, fiduciary
IT Materials	Desktops, laptops, servers, LAN/WAN equipment, routers, software
IT Services	IT consulting, programming, network design, implementation services
Materials to Support Power Plant Maintenance, Repair, and Operations	Small industrial electrical components, fuses, cleaning supplies, welding supplies, hoisting equipment, electrical appliances
Meter Services	Contract meter reading
Office Supplies	Office supplies and equipment, including: copiers, faxes, A/V equipment, packing supplies, photographic equipment, photographic supplies, printed materials, printing services, labels, decals, and tags
Other	Category/description not elsewhere classified
Pole Line Hardware and Accessories	Anchors, arrestors, brackets, connectors, cutouts, insulators, guy-wire, pedestals, transformer pads, fuse links
Poles and Towers	Wood, towers, and crossarms
Professional Services	Expert testimony, management consulting, tax and auditing services, training, payroll services
Real Estate	Brokers' fees, title insurance, easements, ROW, appraisal services

Safety	First aid, goggles, glasses, fire extinguishers, fall protection, personal protective equipment, uniforms, electrostatic gloves, hot-wire cutters, respirators, respirator cartridges, safety line hoses, basket liners, lineman sleeves, hotline sticks, lift poles, insulated hoods, traffic cones, barriers, ice melt
Staff Augmentation	Temporary labor: clerical, technical and general
Street Lighting	Steel, fiberglass and concrete poles; luminaires; photo cells; street light brackets
Substation Materials	Air break switches, steel structures, power control cable, relays, remote terminal units (RTUs), insulators, switchgear, breakers, circuit breakers, re-closures, capacitors
Surveying	Surveying (aerial and land), gas surveying, mapping, soil boring/testing, concrete testing, other site-testing services
Telecom Materials	Telecom equipment, phone accessories, switches, optical cables, batteries, antennae, connector plugs, coaxial cable, printable tape
Telecom Services	Wireless, radio, local, and long-distance voice and data services; communication tower maintenance
Tools	Saws, wire cutters, wrenches, screwdrivers, hammers, drills, drill bits, ladders, chainsaws, trimmers, mowers, leaf blowers, rope, rigging, lifting accessories
Transformers	Distribution and power transformers, transformer services, network protectors, network protectors' key components
Transportation	Bus, helicopter, truckload and less than truckload freight; small package, air express, air cargo, courier
Travel	Hotels, airlines, rental cars, airport charges, taxis/limos, aircraft maintenance, travel agents
Vegetation Management	Power line tree trimming, substation mowing, bare ground weed control
Wire and Cable	Primary and secondary cable, bare conductors

APPENDIX D

SUPPLIER DIVERSITY POLICY AND METHODOLOGY

POLICIES AND METHODOLOGY

A. Purpose

The purpose of this section is to set forth the Ameren corporate policy for Supplier Diversity in the procurement of non-fuel materials, services, and asset leases.

B. Scope

1. This policy applies to all Ameren companies, which include:
 - a. Ameren Illinois
 - b. Ameren Missouri
 - c. Ameren Transmission
2. Employee travel and entertainment expenses are not included in this policy.
3. This policy supersedes all previous Supplier Diversity policies.

C. Definitions

1. **Third-party certifying organizations recognized by Ameren:**
 - a. Ameren does not certify diverse suppliers and relies upon third-party certifying organizations.
 - b. Ameren recognizes certification from the National Minority Supplier Development Council (NMSDC) and its affiliate councils; the Women's Business Enterprise National Council (WBENC) and its affiliate councils; and federal, state, and local government certifying agencies. Contact the Supplier Diversity team for more information on certifying organizations.
2. **Supplier Diversity organization:** Works within Supply Chain to support contract development teams and business partner personnel in identifying diverse suppliers for inclusion in the sourcing and procurement processes.
3. **Contract Development Team:** Members may include the project manager, plant/facility manager, and a representative from Sourcing, Procurement, and Corporate Legal. Corporate Legal coordinates input from Credit; Tax, Finance/Accounting; Health, Safety, and Environmental; Risk Management; and other applicable departments.

D. Responsibilities

Supplier Diversity Organization

1. Sourcing for diverse suppliers.

- a. Organize and administer diverse-supplier sourcing strategies to include the following:
 - Participating as a member of contract development teams.
 - Identifying qualified diverse suppliers to include in procurement projects.
 - Providing insight into market and industry availability of diverse suppliers for specific commodities and services.
 - Sharing expectations and requirements with prospective diverse suppliers as they relate to procurement opportunities.
 - Sharing supplier information with the contract development team for the project and developing Tier II subcontracting opportunities.
 - Debriefing suppliers and providing feedback after contract award or non-award.

2. Build awareness within Ameren.

- a. Developing and communicating Supplier Diversity goals and policy.
- b. Continuing engagement of supply services groups and business segments.
- c. Integrating Supplier Diversity into all procurement strategies.
- d. Measuring, tracking, and reporting progress monthly and quarterly to all levels within the organization.
- e. Providing support, data, and analysis to other Ameren departments as required.

3. Community and industry awareness and interaction.

- a. Representing Ameren with community organizations, events, and initiatives related to Supplier Diversity in the Ameren service territory and nationally as required (e.g., minority/women's business councils, chambers of commerce).
- b. Supporting requirements set forth by government (local, state, federal) and utility service commissions as required.
- c. Supporting Supplier Diversity efforts of utility-related industry groups.

4. Developing competency and capacity for program growth.

- a. Integrating Supplier Diversity into procurement strategies.
- b. Building a Tier II initiative.
- c. Establishing a formal mentoring program for existing suppliers when deemed necessary and/or advisable.

5. Creating a sustainable process.

- a. Building on successful diverse-supplier relationships to grow long-term, sustainable spend opportunities.
- b. Providing Supplier Diversity training for supply services groups and business segments.
- c. Monitoring compliance of Supplier Diversity language in contracts and ensuring contracts are updated.
- d. Leading Supplier Diversity symposiums and summits.
- e. Administering recognition programs for outstanding business segments, buyers, and corporate partners.

Business Segments

1. Building awareness within Ameren.

- a. Communicating business segment leadership messages supporting and illustrating the importance of Supplier Diversity.
- b. Identifying and utilizing Business Segment Champions.
- c. Including Supplier Diversity in upcoming procurement projects.

2. Developing competency and capacity for program growth.

- a. Meeting with prospective diverse suppliers for future procurement opportunities.
- b. Evaluating progress relative to goals.
- c. Maintaining level of awareness.

3. Creating a sustainable process.

- a. Identifying opportunities for expanding the scope of work with successful diverse suppliers.
- b. Attending and participating in training classes, seminars, etc.
- c. Maintaining level of awareness regarding most recent Supplier Diversity requirements/ language.
- d. Participating in and attending Supplier Diversity events.
- e. Participating in recognition programs.

Sourcing and Supply Chain Operations

1. Building awareness within Ameren.

- a. Communicating leadership messages supporting and illustrating the importance of Supplier Diversity.
- b. Developing competency and capacity for program growth.
- c. Incorporating Supplier Diversity into Sourcing and general procurement process.
- d. Ensuring Supplier Diversity is included in events and meetings with business segment partners.
- e. Meeting with identified prospective diverse suppliers for future procurement opportunities.
- f. Maintaining level of awareness.
- g. Evaluating progress relative to goals.

2. Creating a sustainable process.

- a. Identifying opportunities for expanding the scope of work with successful diverse suppliers.
- b. Attending and participating in training.
- c. Ensuring contracts contain the most recent Supplier Diversity requirements/language.
- d. Participating in and attending Supplier Diversity events.
- e. Participating in recognition programs.

E. Policy Requirements

- 1. Supplier Diversity follows the same policy requirements outlined in the Procurement Policy.
- 2. Notwithstanding anything contained in this Policy or in the Procurement Policy to the contrary, the corporation shall at all times comply with any and all applicable federal, state, and local laws and regulations to the extent such apply in any given situation.

F. Deviations

Deviations from this policy must be approved, in writing, by the vice president, Supply Chain/chief procurement officer in advance of commitments to suppliers or other non-Ameren entities.

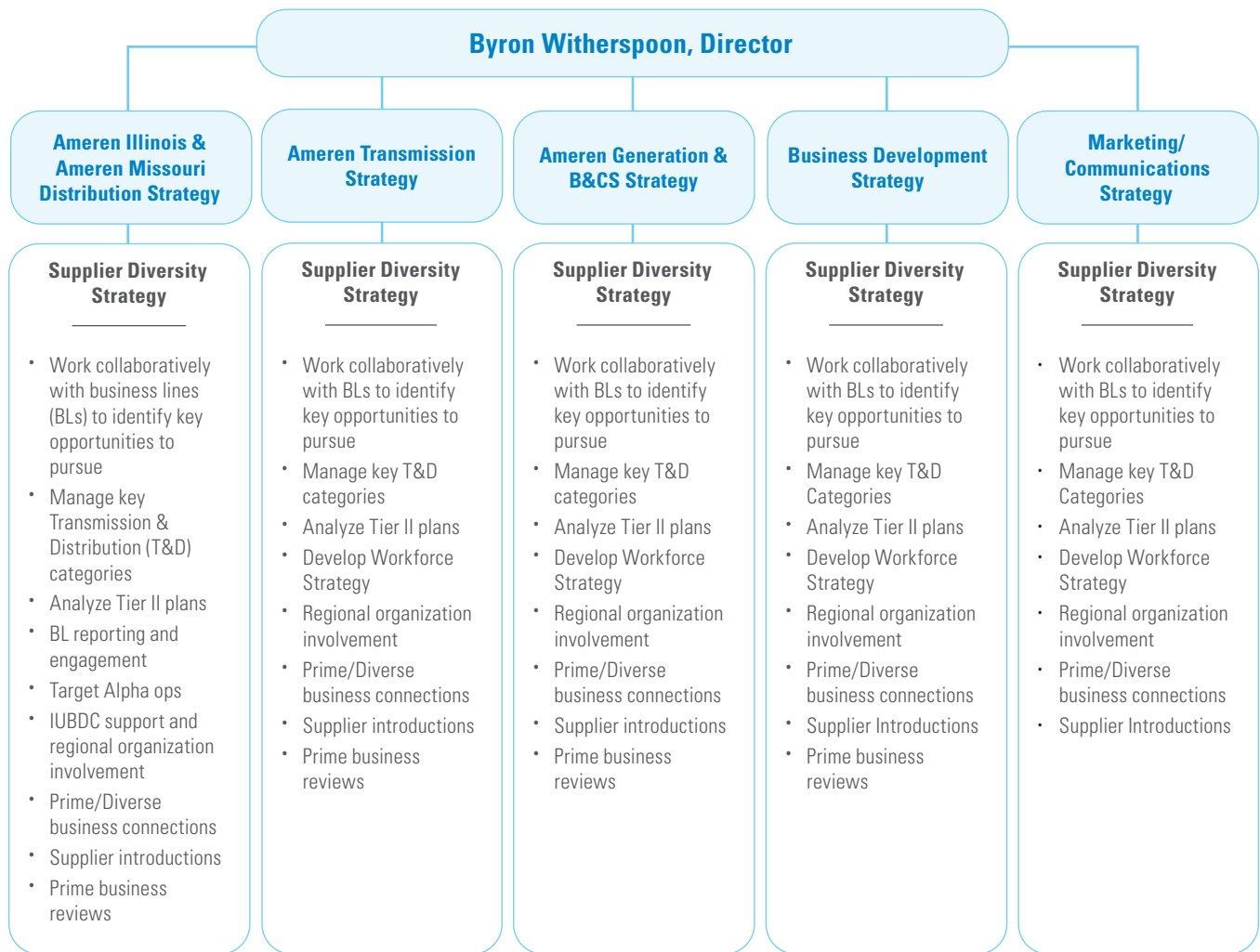
APPENDIX E

ORGANIZATIONAL CHART

AMEREN ILLINOIS SUPPLIER DIVERSITY STEERING COMMITTEE



ORGANIZATIONAL CHART



APPENDIX F

ORGANIZATION PARTICIPATION

ORGANIZATION PARTICIPATION

Ameren actively engages with a number of organizations that support and promote the capabilities of diverse suppliers:

- **American Association of Blacks in Energy**
aabe.org
- **Chicago Minority Supplier Development Council**
chicagomsdc.org
- **Edison Electric Institute**
eei.org
- **Hispanic Chamber of Commerce of Metropolitan St. Louis**
hccstl.com
- **Illinois State Black Chamber of Commerce**
ilbcc.org
- **Illinois Hispanic Chamber of Commerce**
ihccbusiness.net
- **National Minority Supplier Development Council**
nmsdc.org
- **Women's Business Development Center**
wbdc.org