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AN EXELON COMPANY

# Building Equity

ComEd 2021 Supplier Diversity Report



Report Pursuant to  
220 ILCS 5/5-117  
Prepared for the Illinois  
Commerce Commission  
April 15, 2022



Empowering Those  
Who Power Communities

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# Message from the CEO

## A Cleaner Energy Future Builds Equity For All



Gil Quiniones, CEO, ComEd

What's especially exciting about the transition to clean energy is the broad range of opportunities and benefits it creates for all families, businesses, and communities throughout northern Illinois. We embrace this historic moment with the clear understanding that a cleaner energy future must include everyone. If it doesn't build equity for all, it is not for us. Our longstanding commitment to local businesses owned by people of color, women, military veterans, and others is one example of how we make a difference in our communities. We are proud to report on our progress to our regulators, to all ComEd suppliers, and to everyone we are privileged to serve.

In 2021, our diverse suppliers contributed in countless ways, including continued support of our response to the challenges of the pandemic. Our spend with diverse suppliers reached \$893 million. This represents 42 percent of our total supply chain spend of \$2.1 billion in 2021 – matching the record percentage that we achieved in 2020. **Since 2012, ComEd has spent more than \$6.4 billion with diversity-certified suppliers**, and we are constantly looking for opportunities to increase diverse supplier partnerships. Last year, we added 153 new diversity-certified partners, bringing the total to 662. And our senior leadership team is helping

to create new development opportunities for new diversity-certified suppliers.

Diverse suppliers are becoming more involved in key spend categories, including the expansion of our advanced communication network, which is critical to grid security, reliability, and resilience, and the addition of renewable energy and technologies that drive our digital world. Opportunities for diverse suppliers are also growing in energy efficiency as a result of Illinois' new energy law, which will support new programs to help customers reduce energy usage and costs with a focus on assisting customers in need. More opportunities are emerging for diverse suppliers as a result of new businesses moving into or expanding in the region and in professional services, construction, and engineering, as well.

I want to thank all of our diverse supplier partners for their commitment to helping us deliver superior performance and value to ComEd customers. Together, we are demonstrating the power of our clean energy transition to build equity in meaningful ways.

Sincerely,

Gil Quiniones, CEO

\$6.4B

ComEd's total diversity-certified supplier spend 2012-2021

\$893MM

ComEd's total 2021 diversity-certified supplier spend

42%

ComEd's 2021 diversity-certified supplier spend represented 42% of total supply chain spend

\$609MM

ComEd's total 2021 Tier 1 diversity-certified supplier spend

72%

ComEd's 2021 diversity-certified supplier spend with Illinois suppliers

# ComEd Diverse Supply Chain 2021 Dashboard

In accordance with the Proposed Guidelines and Uniform Template for the Section 5-117 Report, this section highlights key metrics and results of the 2021 ComEd Diverse Business Empowerment Program.

The infographic icons to the left and below illustrate what ComEd's commitment to diversity-certified suppliers means to the Illinois economy and to the economic vitality of the communities in which we operate. This report demonstrates how the economic activity we generate benefits our employees, companies, cities, and towns throughout the state.

Our continued commitment to diversity-certified supplier inclusion contributed to another year of positive growth in the company and in our communities.

\$284MM

ComEd's total 2021 Tier 2 diversity-certified supplier spend

\$641MM

ComEd's total 2021 diversity-certified supplier spend in Illinois

\$105MM

ComEd's 2021 small business enterprise spend

\$998MM

ComEd's 2021 combined spend with diversity-certified suppliers and small business enterprises

153

total number of new diversity-certified suppliers in 2021

662

Total number of Tier 1 and Tier 2 diversity-certified suppliers

# Terms and Definitions

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

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

### Minority-owned

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

#### Asian-Indian-owned business enterprise

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

#### Asian-Pacific-owned business enterprise

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

#### African-American-owned business enterprise

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

#### Hispanic-owned business enterprise

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

#### Native-American-owned business enterprise

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

#### Woman-owned business enterprise

An independent business concern that is at

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

### U.S. Small business administration

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

### Small business

Depending on the industry, “small” is defined by either the number of employees or average annual receipts of a business concern. Website reference for size standards by NAICS code can be found at [www.sba.gov/services/contractingopportunities/sizestandardstopics/index.html](http://www.sba.gov/services/contractingopportunities/sizestandardstopics/index.html)

### Veteran-owned business

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

### LGBTQ-owned business

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

### Subcontractor

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

### Diversity-certified supplier

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

### Prime contractor/supplier

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

### Goal

A target which, when achieved, indicates progress in a preferred direction. A goal is neither a quota nor a set-aside

### Long-Term Goal

A goal applicable to a period of five (5) years

### Mid-Term Goal

A goal applicable to a period of three (3) years

### Control

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

### Operate

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

### Tier 1

Prime contract spend with a diverse supplier

### Tier 2

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

### Indirect Tier 2 Spend

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

### New Diverse Supplier

Any diversity-certified supplier with zero diverse spend in the previous calendar year

### Professional services/high-margin strategy

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

### Exclusion

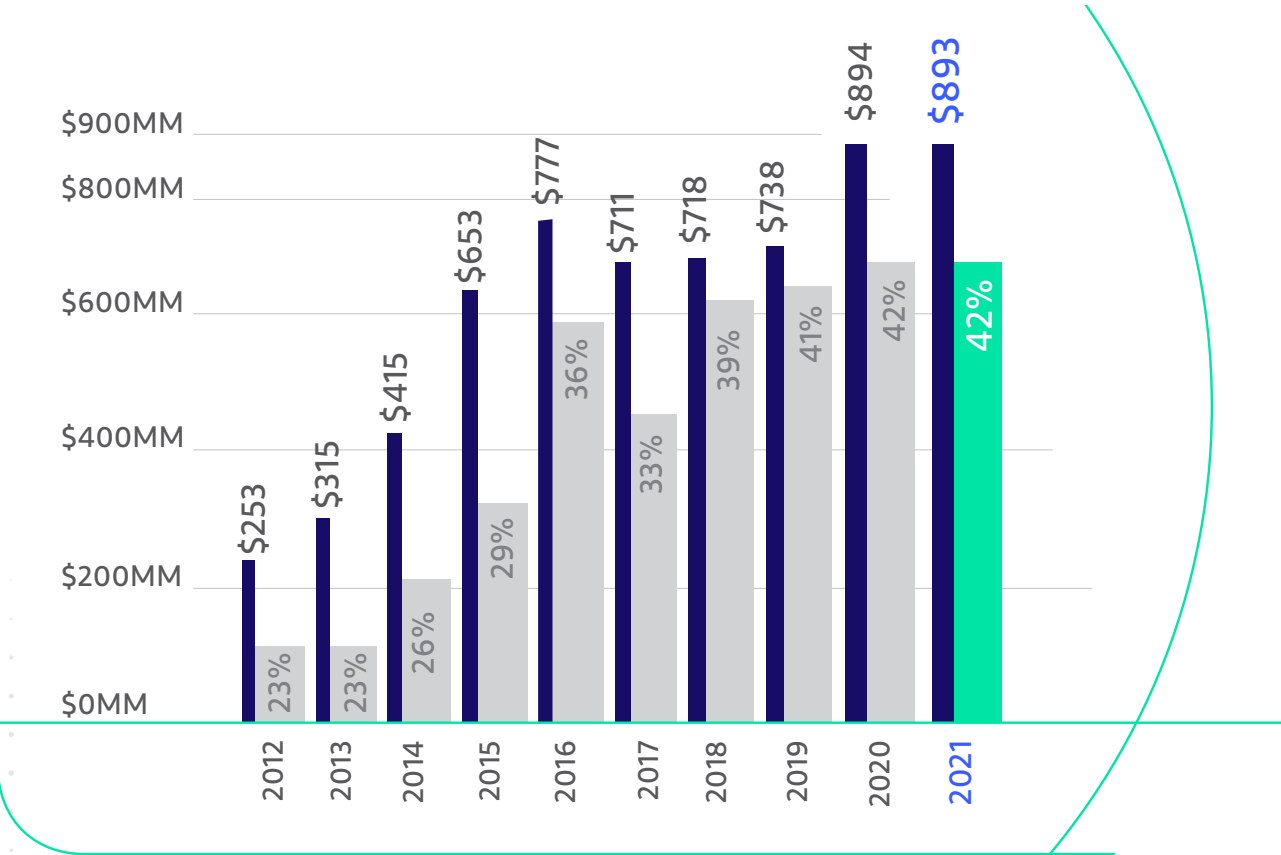
Any non-sourceable payment made for goods and services not included in total supply chain spend



# Creating Opportunities and Positively Impacting the Communities We Serve

## ComEd 2021 Summary of Spending Activity

In accordance with the Proposed Guidelines and Uniform Template for the Section 5-117 Report, the purpose of this section is to supplement 2021 included data specifically highlighting spending activity in Professional Services, Large Capital Projects, and Energy Efficiency; the number of new diverse suppliers (highlighted in the ComEd dashboard, Section II); list/description of internal and external (company-sponsored and/or company-supported) outreach activities impacting diverse suppliers and communities.



The chart above reviews ComEd’s diverse supplier spend over the past ten years, reflecting an upward trajectory of ComEd’s consistent achievement of its diverse supplier spend goals. ComEd’s 2021 expenditures represent a growth of \$6.4 billion in annual diversity-certified supplier spend during the nine-year span from 2012-2021.

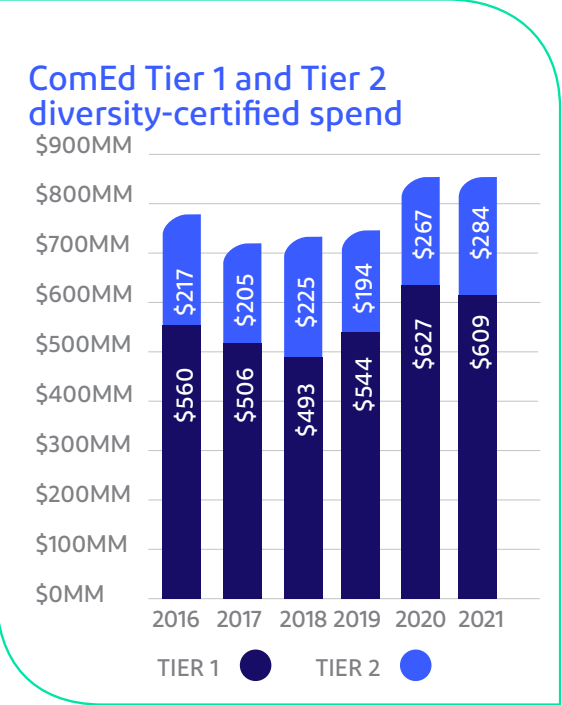
Dollar figures in bar graph above and throughout this report are in millions. Percentage figures to the right represent percentage of total ComEd spend for that year.

2021 was another great year for ComEd’s partnership with diversity-certified suppliers as total diverse spend reached \$893 million, maintaining the 42% of total spend achieved in 2020. Maintaining the percentage of diversity-certified supplier inclusion is a core value and

ComEd’s 2021 performance is a reflection of this value. This represents ComEd’s commitment to increase our impact and participation with diverse suppliers.

The chart to the left reflects ComEd’s spend over the past four years—segmented by Tier 1 prime suppliers and Tier 2 subcontractors.

ComEd prioritizes and partners with Illinois-based diversity-certified businesses. ComEd recognizes that growing local and diverse businesses contributes greatly to Illinois’ economic growth. In 2021, ComEd spent \$641 million with Illinois-based diversity-certified suppliers, which represented more than 71 percent of total spend with diverse suppliers: this is a \$30 million or 5% increase in spend with Illinois-based diversity-certified suppliers as compared to 2020’s spend of \$611 million.



Illinois vs. Non-Illinois diverse spend based on supplier remit to address

	ILLINOIS		NON-ILLINOIS		\$ TOTAL
	\$ MILLIONS	PERCENT	\$ MILLIONS	PERCENT	
2020 TIER 1	\$445	71%	\$182	29%	\$627
2020 TIER 2	\$166	62%	\$101	38%	\$267
2020 TOTAL	\$611	68%	\$283	32%	\$894
2021 TIER 1	\$457	75%	\$152	25%	\$609
2021 TIER 2	\$184	65%	\$100	35%	\$284
2021 TOTAL	\$641	72%	\$252	28%	\$893

Key Highlights Driving ComEd Diversity-Certified Supplier Spend in 2021 Include a \$40 Million Year-Over-Year Increase in Dollar Spend with Illinois Based Diversity-Certified Suppliers.

Units are in millions of dollars

Certification	Prime Supplier (Tier 1)		Subcontractor (Tier 2)		Actual Total Dollars	
	2020	2021	2020	2021	2020	2021
MBE	\$326	\$504	\$119	\$117	\$445	\$621
WBE	\$290	\$91	\$107	\$147	\$397	\$238
VBE	\$12	\$14	\$4	\$4	\$16	\$18
Indirect	-	-	\$36	\$16	\$36	\$16
TOTAL	\$628	\$609	\$266	\$284	\$894	\$893

Certification	Prime Supplier		Subcontractor (Tier 2)		Actual Total Dollars	
	2020	2021	2020	2021	2020	2021
SBE	\$113	\$105	\$1	\$0	\$113	\$105
MBE/WBE/VBE/SBE	\$741	\$714	\$266	\$284	\$1,007	\$998



Minority-Owned Business Enterprise Spend Details By Ethnic Group

In 2021, ComEd spent a total of \$469 million or 53% with diversity-certified Minority-Owned Business Enterprises (MBEs). See tables below for additional details on ComEd's 2021 MBE Tier 1 spend by ethnic group.

African American Tier 1

Top Suppliers	Top Spend Categories	Summary
Nash Bros Construction Co, Inc.	T&S Construction	\$89MM in Tier 1 Spend 15% Total Diverse Tier 1 Spend
PMI Energy Solutions LLC	Distribution Construction	
KDM Engineering	Engineering / Technical Consulting	
Electrical Resource Management Inc.	Engineering / Technical Consulting	
Trice Construction Co.	T&S Construction	

Hispanic American Tier 1

Top Suppliers	Top Spend Categories	Summary
Intren, Inc.	Distribution Construction	\$308MM in Tier 1 Spend 51% Total Diverse Tier 1 Spend \$195MM Year-Over-Year increase
Dynamic Utility Solutions LLC	Distribution Construction	
Henkels & McCoy, Inc.	Distribution Construction	
Paco Communications, Inc.	Advertising and Marketing	
Ruiz Construction Systems Inc.	T&S Construction	

Asian American Tier 1

Top Suppliers	Top Spend Categories	Summary
Zones Corporate Solutions	IT Hardware	\$22MM in Tier 1 Spend 4% Total Diverse Tier 1 Spend
Sonoma Underground Services Inc.	Distribution Construction	
Southern States Equipment Co.	T&S Materials	
Qualitech Engineering, LLC	Engineering / Technical Consulting	
Anb Enterprises, Inc.	Energy Efficiency	

Native American Tier 1

Top Suppliers	Top Spend Categories	Summary
Choctaw Kaul Distribution Co.	Elec Distribution Equipment	\$83MM in Tier 1 Spend 14% Total Diverse Tier 1 Spend
	MRO	
	T&S Materials	
	Bolting/Fasteners	
	IT Telecom	

Woman-owned Tier 1 Spend

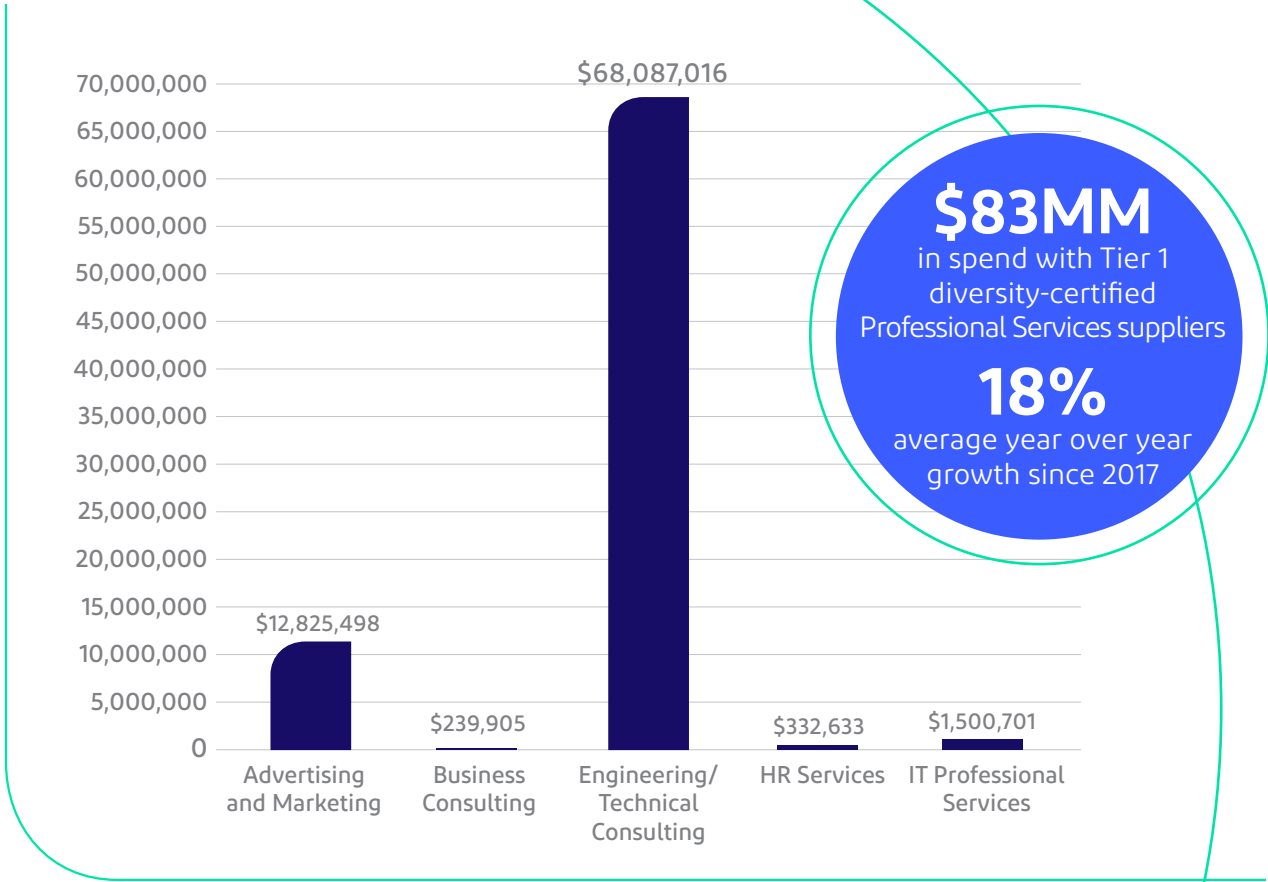
Top Suppliers	Top Spend Categories	Summary
Primera Engineering	Engineering / Technical Consulting	\$91MM in Tier 1 Spend 15% of Diverse Tier 1 Spend
CJ Drilling, Inc.	T&S Construction	
Scale Construction Inc.	T&S Construction	
Heels and Hardhats Contracting	Distribution Construction	
Loescher Heating & Air Conditioning	Facilities	

ComEd’s Professional Services/ High-Margin Strategy

In 2021, ComEd’s Tier 1 spend with diversity-certified, professional services suppliers was approximately \$83 million, which is a \$14 million or 20% increase, from 2020’s spend of \$69 million. During 2021, ComEd renewed its \$32.5 million credit facility with 12 minority- and community-owned banks in communities

ComEd serves. More than half of these banks were based in Illinois and include First Bank of Chicago, Illinois Bank and Trust, Northwest Bank and Trust, First Eagle Bank, International Bank of Chicago, American Metro, GN Bank, Byron Bank, United Fidelity Bank, and Pacific Global Bank. ComEd also spent \$1,034,488.68 with diversity-certified law firms.

Professional Services / High-Margin Strategy



Large Capital Projects  
Grid Reliability Drives C&I Customers to ComEd Region

ComEd’s Economic Development Team is on a roll. In 2021, it was recognized by *Site Selection* magazine as one of the Top 20 Utilities in Economic Development (out of more than 3,300 utilities) – the seventh time in the last eight years ComEd has been so recognized.

In 2021, ComEd helped bring more than 16 new commercial projects that will collectively support 4,700 new jobs and generate more than \$3 billion in customer investments in the region. Projects include six new data centers that were attracted to northern Illinois for several reasons: superior grid reliability, competitive electricity rates, and access to clean energy options, in addition to its central location, strong educational institutions, and a diverse economy. This growing sector is creating opportunities for diverse-owned companies and diversity-certified suppliers, such as Environmental Design International, a woman-owned company specializing in environmental consulting and civil engineering; McKissack & McKissack, the oldest minority-owned architecture and construction company in the United States; and Meade Electric, a leader in diversity advocacy that maintains hundreds of active diversity-certified supplier relationships.

ComEd is investing to meet the requirements of these large commercial customers. A new substation in Elk Grove Village began operations last year to meet the needs of the growing data center sector in the western O’Hare Market Area. Diverse supplier Ruiz Construction Systems served as general contractor on the project, one of ComEd’s largest substations. Another substation was recently completed to support the new Facebook Dekalb Campus.

ComEd helped bring six new data centers to northern Illinois in 2021, including the new Facebook Data Center Campus in Dekalb pictured above. ComEd constructed a new transmission substation to meet the power demands of the new facility and provide a network upgrade for the area.

Current projects include two new Microsoft data center campuses in Elk Grove and Hoffman Estates. Also coming to Elk Grove Village is Texas-based Skybox Datacenters and in Northlake, Aligned Data Centers is constructing a new facility.

“ComEd does more than supply electricity to customers, it also contributes to economic development in Chicago and throughout our northern Illinois region,” said Diana Sharpe, vice president of Large Customer Services and Economic and Workforce Development for ComEd. “We find that Illinois’ commitment to a clean energy future is also an incentive to companies looking for a new home. We’re happy to explain how Illinois’ new energy law and smart energy solutions create opportunities for C&I customers to conserve energy, reduce costs, and enhance their business performance.”

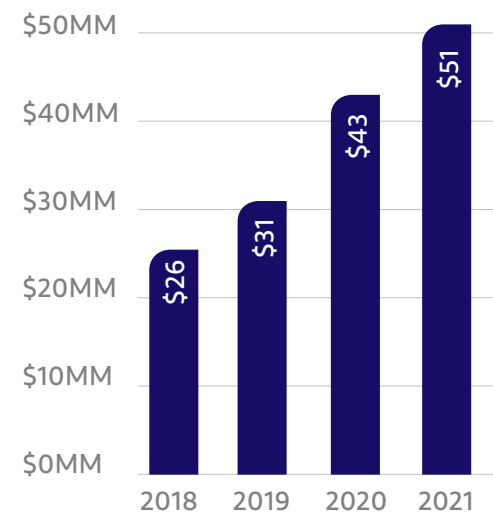
Numerous other companies announced last year their plans to construct new facilities in northern Illinois. These include Amazon, General Mills, and Procter & Gamble, which are constructing distribution and logistics centers; Lion Electric, a manufacturer of electric vehicles and school buses; Air Liquide, a supplier of industrial gases and chemicals; and indoor agriculture leaders BrightFarms and 4Front Ventures.



### Energy Efficiency

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

#### Energy Efficiency Total Diversity Spend



90%

increase in spend over  
the past 5 years



### 2021 Recap

In 2021, ComEd Energy Efficiency continued its focus on growing diversity-certified suppliers and achieved \$50.46 million of total expenditure, a year-over-year increase of \$7.61 million or 18%. Of the \$50.46 million achieved, \$32.20 million or 63% were women-owned enterprises, \$16.87 million or 33% were minority-owned enterprises, and \$2.04 million or 4% were veteran-owned enterprises. ComEd Energy Efficiency annual expenditures with diversity-certified suppliers have increased by 91% since 2018.

ComEd Energy Efficiency continued to prioritize workforce development initiatives in 2021 to expand business and employment opportunities for diverse and local small businesses in the communities we serve. ComEd Energy Efficiency launched the second full year of the Energy Efficiency Service Provider (EESP) Incubator Program and partnered with a Minority Women-Owned business to deliver the program and share firsthand the learnings of growing a small business within the Energy

Efficiency industry. This program is designed to educate and train contractors and distributors on ComEd's Energy Efficiency Portfolio offerings so they can participate in EE offerings and grow their businesses as they help their customers save energy and lower their utility bill. Participating organizations are educated on how to best represent the ComEd Energy Efficiency Program to customers and complete energy efficiency projects by leveraging existing workforce development frameworks, community-based agency partnerships, and mentorships offered by other vendors within the Energy Efficiency portfolio. Since program inception, 65 diverse businesses have graduated from the program with 41 of them, or 63%, being accepted into the EESP network, resulting in 125 projects completed.

Lastly in 2021, ComEd Energy Efficiency launched the Plan 6 Energy Efficiency program RFP covering the 2022-2025 program years, which resulted in key areas of expansion, in addition to specific community impact commitments.



**U.S. Secretary of Energy Jennifer M. Granholm (center) visited a community solar project in December in Kankakee County where she talked about the Administration's Infrastructure Law and efforts to lower energy costs. ComEd, Fosler Solar, and Trajectory Energy are collaborating on the Gar Creek Solar project to increase customer access to community solar regardless of income levels. The Secretary is pictured with ComEd SVP Melissa Washington (left) and Lisa Aprati, external affairs manager. The project includes two solar arrays with a combined solar generation capacity of 3.5 megawatts.**

## Milhouse Engineering Helps ComEd Deliver Energy Savings for Customers

Voltage Optimization (VO) enables ComEd to deliver power with more precision to customers whether they're running a clothes dryer at home or operating a factory assembly line. It's the ultimate energy efficiency solution, and Chicago-based Milhouse Engineering is helping ComEd with one of the largest VO deployments in the nation. Founded by Wilbur Milhouse in 2001, Milhouse is the largest African-American owned engineering firm in the U.S., with nearly 400 team members serving three countries and 12 industries.

A combination of advanced software, sensors and smart devices, VO is playing an important role in modernizing substation communications as it replaces legacy equipment. VO is integrated into the smart grid to monitor and regulate voltage levels and it creates the option of lowering voltage to a consistent level that is 3 percent lower, resulting in energy savings of up to 2 percent annually for an average ComEd customer. What's more, less energy consumption also means lower carbon dioxide emissions, especially in the commercial and industrial sector.

"ComEd's VO team is responsible for programming, activating and performance monitoring of newly upgraded VO substations, which assist in meeting our year-end efficiency goals," said Emily Kramer, senior manager of project management, distribution grid optimization. "We have eight people on our team and we work closely with colleagues throughout the company. We're fortunate to be able to partner with Milhouse in the design

and implementation of the VO program at the substation and distribution feeder level." "Enabling customers to reduce their energy consumption and costs may be the most visible benefits of VO, but it also provides ComEd visibility into other distribution voltage issues that need to be addressed so VO is critical to the company's effort to drive continuous progress," said Juan Campos, director of Substation in the Power Department at Milhouse. "We're proud to partner with ComEd on a program that is adding measurable value to them and to their customers.."

Since the VO program began in 2018, the team has enabled 185 stations in the VO platform. This includes more than 500 feeders, 5,345 VO capacitor banks, and 894 VO regulators, resulting in more than 725,000 MWh of energy savings. The program calls for deploying VO on almost 500 substations. In 2021, VO was activated on 42 substations and 530 feeders for a total of 270,000MWh of annual energy savings for customers -- equal to eliminating more than 191,000 metric tons of carbon dioxide. A MWh is enough to power the average American home for 1.2 months, so last year the VO team saved the equivalent of what it would take to power 2.1 million homes for 1.2 months. The VO program is scheduled for completion in 2026.



**Milhouse Engineering works on-site at ComEd substations where Voltage Optimization is being integrated into the smart grid system to monitor and regulate voltage levels and create energy savings of up to 2 percent annually for residential and commercial customers. Pictured above (l-r) are Juan Campos, director, Milhouse; Achila Jayasuri, manager, Milhouse; Anna Jaskowiak, engineering technician, ComEd; Manny Ramirez, manager, Milhouse; Rommel Noguera, director, ComEd; and Aaron Giza, manager, ComEd.**

**Juan Campos, director, Milhouse Engineering, observes a relay panel designed by his team at a ComEd transmission substation in Itasca. Milhouse provides engineering designs for system upgrades required by ComEd's Voltage Optimization program.**



## ComEd Internal and External Outreach and Community Activities

The following list of community outreach activities offers a representative look at the types of meetings and other events sponsored, chaired, or attended by ComEd representatives during 2021 to further our goal of promoting diversity-certified businesses and engagement in the communities we serve:

### January 2021 – December 2021

The ComEd Energy Force Ambassador Program is a one-of-a-kind program that trained adults with developmental disabilities to serve as ambassadors for ComEd's Energy Efficiency Program. ComEd provided training about the basics of energy efficiency, our smart grid, and sustainable energy sources for all the selected ambassadors. Following their training, ambassadors helped the public understand the benefits of energy efficiency and conservation at home. They taught people simple, energy-saving tips by creating fun, interactive demonstrations. The 2021 cohort had a record 88,000 customer interactions through 245 engagements.

### January 2021 – December 2021

Create a Spark Freshmen and Sophomores program launched in January and ended in June of 2021, engaging a combined total of 156 students and 58 mentors for an 80-hour program. Create a Spark Juniors and Seniors program both launched in September and concluded in December, engaging a combined total of 109 students and 18 mentors for a total of 75 hours. Throughout the Create a Spark program, high school students from HFS Chicago Scholars and other local nonprofits connected with ComEd's vast talent resources; mentors inform students about the energy industry and the many career pathways available.

### February 2021

In February 2021, African-American high school students from Chicagoland participated in ComEd's Solar Spotlight. Working with ComEd professionals, students learned about solar energy and participated in hands-on activities to

measure solar activity. Students then applied their learnings to a special project, creating solar suitcases that provide solar-powered energy to charge phones and tablets and create a light source for community centers and schools. These suitcases are sent to underprivileged nations that have less reliable energy.

### April 2021

The Learning from Leaders program utilized video conferencing with students across ComEd's service territory connecting with engineers, project managers, finance experts, marketing analysts and so many more. Students engage in mini lessons on topics ranging from microgrids to team leadership from all departments across ComEd. They discuss education, career trajectory, and get professional tips from a ComEd employee.

### June 2021

Attended and sponsored the Chicago Minority Supplier Development Council virtual Chicago Business Opportunity Fair.

ComEd and the Chicago Park District hosted the 7th annual Switch on Summer celebration with an in-person and a virtual Facebook event that celebrated the official start of summer. The family-friendly event featured video performances and messages from some of Chicagoland's most popular nonprofit and cultural organizations.



ComEd in partnership with UIC CHANCE exposes underrepresented students to a college-level curriculum that includes an introduction to Engineering (mechanical, electrical, civil, and computer engineering), math and English courses as well as a robust and active mentorship program as part of a 5-week summer program (June – July) that is held onsite at UIC's campus. Employees from the company speak at student sessions regarding careers at the company and their own career paths. The ultimate goal is to recruit these students to pursue STEM related careers at UIC and expose them to career opportunities at ComEd.

### July 2021

Attended and participated in the IUBDC virtual Environmental Services webinar.

To safely bring STEM education to students during the COVID-19 pandemic, ComEd continued the ComEd STEM Home Labs, the virtual program that provided Chicagoland African-American and Hispanic students with STEM engagement at home. ComEd STEM Home Labs is a five-month series, with each month featuring a new project focused on the principles and application of solar energy, electricity, and circuitry. Prior to their session, students receive their STEM Home Lab kits in a custom package, complete with materials and instructions tailored to each project to ensure all students can follow along at the same pace.

### August 2021

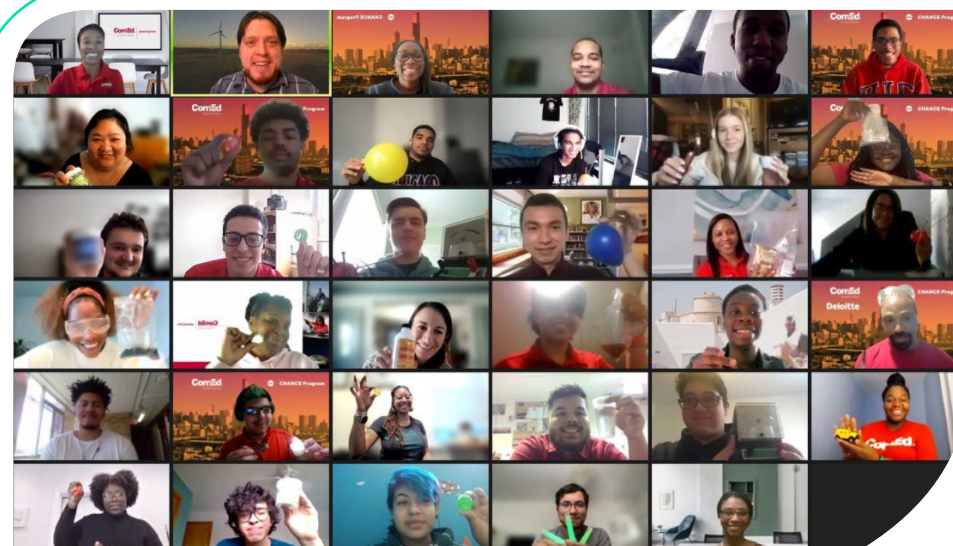
ComEd held a virtual session called Getting Back into the STEM of Things for young women in the Chicagoland area. The event introduced high school students to renewable energy and engineering topics. The session involved a hands-on activity mentored by ComEd STEM professionals during which students learned about the real-world application of energy concepts through building a smart house powered by solar energy. It also included a panel discussion by ComEd female STEM professionals to inspire high school girls who have an interest in STEM.

### October 2021

Sponsored STEM Fest, the in-person event that celebrates science, technology, engineering, and math with hands-on activities, exhibits, and talks.

### December 2021

For the third year in a row, the ComEd Scholars program provided scholarships to diverse engineering students from the Illinois Institute of Technology (Illinois Tech), DePaul University, and the University of Illinois Chicago (UIC) to help these students fill the tuition gap not covered by financial aid. In 2021, launched the collegiate high school mentorship component, which partnered with NEED to create a series of in-home projects that our cohort can work on, alongside our ComEd mentors.



## Policies and Methodology

ComEd's Office of Diverse Business Empowerment (CDBE) and ComEd's Diversity Council maintain and consistently report on diversity-certified supplier activities and accomplishments to internal and external stakeholders. ComEd's methodology helps to sustain viable and prosperous diversity-certified suppliers by providing them with significant and measurable opportunities to participate in and compete for contracts and subcontracts. ComEd deploys a competitive bidding process and encourages prime contractors to support diverse Tier 2 suppliers.



### Policies & methodology purposes

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

ComEd has a specific sourcing procedure governing supplier diversity, which is part of the Company Management Model. This procedure provides sourcing professionals with the Diverse Business Empowerment mission, vision, and goals; identifies the roles of sourcing and Diverse Business Empowerment professionals; and illustrates the key processes necessary to make the Diverse Business Empowerment program successful.

### Contract compliance audit activity

ComEd's Supplier Code of Conduct sets forth our expectations and minimum standards for all suppliers and subcontractors. We require suppliers to conduct audits and inspections to verify various aspects of performance, ranging through safety, code compliance, and Tier 2 diversity compliance. We require prior approval of all agents, employees, and subcontractors that are granted access to ComEd facilities. In addition, ComEd performs monthly Key Performance Indicator Meetings with prime vendors and maintains a system of spot audits for contract compliance.

These spot audits serve to ensure that the invoices submitted by our suppliers align with contractual arrangements. Any deviations from the contract may impact profitability and operational effectiveness. Contract compliance audits also provide a unique opportunity to assess supplier data for insights and intelligence that can quickly add up to substantial margin enhancements.

In summary, ComEd maintains ambitious diversity-certified supplier goals and a rigorous inclusion process. The ComEd diversity-certified supplier program is rooted in the understanding that diversity provides our business with a significant competitive advantage, in terms of enriching our communities.



### Exclusions & calculations

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

- Employee expenses (salary, benefits, expense reimbursements, performance awards, petty cash, etc.)
- Parent, associated and/or subsidiary companies (charges for services rendered to the parent, i.e., accounting, engineering, tax, advertising costs, etc.)
- Government agencies (taxes, street opening fees, license fees, etc.)
- Energy rebates/incentives or non-sourceable payment made for goods and services not included in total supply chain spend
- Fines
- Utility services (gas, electric, water, and telephone)
- Purchases from foreign-owned companies outside of the U.S. that do not add value to a product once shipped to the United States or do not manufacture a product in the U.S.
- Charities and philanthropic contributions
- U. S. Post Office
- Power or commodity purchases (gas and/or electricity for resale or nuclear fuels)
- Legal claims



# ComEd Supplier Diversity Goals

In accordance with the Proposed Guidelines and Uniform Template for Section 5-117 Annual Report, the purpose of this section is to address the ComEd Diverse Business Empowerment's plan to increase participation in 2021; highlighting short-, mid-, and long-term goals; plans to engage and encourage potential diversity-certified suppliers.

## ComEd's short-, mid-, and long-term goals

The goal of ComEd's supplier diversity process is to ensure that diversity-certified suppliers are included in the ComEd procurement process. We seek to:

- Benchmark best practices among industry-leading supplier-diversity programs
- Identify diversity-certified suppliers that offer high-quality, cost-competitive goods and services and match them with the needs of the company
- Ensure that all qualified diverse suppliers have an opportunity to compete for ComEd business
- Sustain supplier-diversity momentum
- Leverage our spend to increase impact with communities that we serve
- Become a recognized industry leader in diverse-supplier inclusion as a natural part of our business culture

## 2022 Supplier Diversity Plan

The ComEd Strategic Plan is a framework across multiple work streams to drive increased diverse supplier inclusion. In 2022, ComEd will continue with the elements that have been successful and add actions to areas that have not had the same success in performance.

### A Increase impact

- Continue to achieve minimum of 42% diversity-certified supplier expenditures of total procurement
- Focus on areas of spend that have not met our target
- Identify High-Impact Commitments that can be made in Large Projects and Clean Energy Law related spend categories, where potential diversity-certified suppliers can be developed
- Work within the Exelon/ComEd Sourcing Process to identify, prioritize, and address contract and development opportunities for new diversity-certified suppliers, especially in historically underrepresented categories

- Improve the internal reporting for better tracking of performance and forecasting of diverse spend opportunities
- Partnering with vendors by funding educational opportunities and training
- Focus on the creation of jobs in the communities that we serve
- Engagement with non-diverse prime suppliers on developing and executing subcontracting plans to increase the utilization of diverse suppliers
- Expand the use of the target market sourcing approach where applicable

### B Increase participation

- Broaden the diversity-certified supplier pool and outreach efforts by collaborating with local and national organizations such as the Illinois Utilities Business Development Council, Chicago United, Associations for Service Veterans, and others
- Increase number of diverse suppliers in categories of work that do not have a robust representation
- Enhance communications and accountability with ComEd internal and external stakeholders to ensure awareness of supplier-diversity performance and goals
- Continue enhancing diversity-certified supplier development initiatives including the launch of the second cohort of the ComEd diverse supplier development program

### C Engage and encourage potential vendors

- Continue the execution of comprehensive marketing & training programs that promote alliances with local and national diverse supplier advocacy organizations

- Host and attend workshops, conferences, and fairs with prime and diverse suppliers to grow ComEd's contract inclusion opportunities

### D Increase visibility

- Increase recognition and awareness of the results of the programs & alliances with local and national diverse-supplier advocacy organizations.
- Enhance communication strategy around supplier diversity program efforts, milestones, and achievements with internal and external stakeholders.
- Align with Corporate Communications to ensure that our diverse supplier spend commitment is part of our overarching goals of Diversity, Equity, and Inclusion; and part of ComEd Culture



Plans For Identifying And Developing Diversity-Certified Suppliers' Low Utilization Categories

To increase diverse-supplier opportunities in underutilized categories in 2022, ComEd plans to:

- A Leverage ComEd’s position as a board member of Chicago United.
- B Leverage ComEd’s position as a board member of the Chicago Minority Supplier Development Council, to promote diversity-certified supplier inclusion best practices.
- C Target high-potential diverse suppliers for opportunities in low-utilization categories, such as Environmental Services, Vegetation Management, and Information Technology.
- D Conduct meetings with top prime suppliers to increase their subcontracting performance.
- E Invite sourcing and key decision-makers to networking workshops with diversity-certified suppliers.
- F Encourage emerging regional diverse suppliers to obtain certification through recognized third-party organizations.
- G Continue to provide monthly diverse-supplier data reports to executive leadership.
- H Attend outreach events and build relationships with diverse suppliers.
- I Maximize its involvement with the IUBDC.
- J Continue to work with national and regional advocacy organizations to identify qualified diversity-certified suppliers.
- K Develop diverse suppliers by sponsoring training and development academy (Empowerment Academy).

Illinois Utilities Business Diversity Council (IUBDC)

The Illinois Utilities Business Diversity Council (IUBDC) was formed June 11, 2015, as a forum for best practice sharing and information exchange among Illinois’ utilities with a focus on advancing the growth and utilization of diverse businesses in the state of Illinois. The founding members of the IUBDC include Ameren Illinois, ComEd, Illinois American Water, Nicor Gas, North Shore Gas, and Peoples Gas.

The Council’s vision is to advance the effectiveness of business diversity initiatives among our respective utility companies, and to encourage diverse businesses to forge effective working relationships with utilities to help develop a strong economy and a productive environment for growth and access to diverse businesses. The Council will provide education, information, and technical assistance, as an active resource for utility stakeholders on issues of business diversity.

In April 2021, a new economic impact study conducted by the Illinois Utilities Business Diversity Council – including Ameren Illinois, Aqua, ComEd, Illinois American Water, Nicor Gas, People’s Gas, and North Shore Gas – shows Illinois utilities’ diverse supplier spend contributed \$11.8 billion to the Illinois GDP from 2017-2020, with \$4 billion in purchases from Illinois-based diverse businesses. From 2017 to 2020, the seven electric, gas, and water utilities combined spent an average year-over-year increase of \$576 million – more than a 28% increase each year on average.

Businesses owned by people of color, women and veterans are playing a major role in the efforts of all Illinois utilities to modernize energy infrastructure, meet the evolving needs of customers, and support the transition to clean energy in Illinois

As the IUBDC continues to focus on enabling diverse businesses seeking to grow in the utility industry, in July 2021 it held a virtual environmental services webinar; an event that was well attended by IUBDC companies’ procurement and environmental services departments.

For more information, please visit the updated IUBDC website at iubdc.com



## Areas of Procurement for the Next Calendar Year

ComEd seeks to improve the availability of competitive goods and services to its operations. We provide equitable opportunities for diverse suppliers through active, competitive procurement of materials, equipment, and services. Listed at right are some of the materials and services we purchase:

### Materials & services

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

### Operations/industrial

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



## Challenges and Opportunities

The utility industry's safety standards and start-up capital requirements often create challenges for smaller and start-up firms, a category into which many diversity-certified firms fall. In addition, there are a limited number of diversity-certified firms that meet the criteria to work in the electric transmission business. Understanding the challenge, ComEd works to overcome these hurdles by creating plans for identifying and developing diversity-certified suppliers, particularly those in the low utilization categories.



## Certifications Accepted

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

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

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

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

### National advocacy organizations

- Rainbow PUSH Trade Bureau (Illinois)
- The National Minority Supplier Development Council (and regional affiliates)
- The Women's Business Enterprise National Council (and regional affiliates)
- American Association of Blacks in Energy Entrepreneurship Committee
- National Association of Minority and Women Owned Law Firms
- National Association of Women Business Owners
- Human Rights Campaign
- The Congressional Black Caucus (Washington, D.C.)
- The Elite Service-Disabled Veteran-Owned Business (SDVOB) Network

### Regional advocacy organizations

- Illinois Hispanic Chamber of Commerce
- Hispanic American Construction Industry Association
- The Chicago Women's Business Development Center
- Chicago United (The Five Forward Program)
- U.S. Pan Asian American Chamber of Commerce (Midwest Region)

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

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

# Points of Contact

For additional information on how to get involved in ComEd's Supplier Diversity Program, please contact ComEd's Diverse Business Empowerment Office at (312) 394-2622, email us at [supplier.diversity@exeloncorp.com](mailto:supplier.diversity@exeloncorp.com), or visit our website at [www.exeloncorp.com](http://www.exeloncorp.com), and click on the "Suppliers" link on the home page. In addition, you may contact the following individuals:

**Executive Sponsor**  
**Melissa Washington**

ComEd Senior Vice President,  
Customer Operations  
Chase Tower  
10 S. Dearborn  
Suite 4900  
Chicago, IL 60603

**Point of Contact**  
**Dwayne Pickett**

ComEd Director, Regulatory Solutions  
Chase Tower  
10 S. Dearborn  
Suite 4900  
Chicago, IL 60603

**Point of Contact**  
**Vernice Lewis**

Exelon Corporation Director,  
Diverse Business Empowerment  
PECO  
2301 Market St.  
Philadelphia, PA 19101

# Let's Talk About It



Lexi Southall, President  
Brieser Construction



Carla Walker-Miller,  
President/CEO  
Walker-Miller Energy Services



Carole Zordani, President and  
Owner Scale Construction Inc.



Rashod Johnson,  
Ardmore Roderick



Katherine Latham,  
Managing Partner  
Talman Consultants, LLC



RaKina Payne,  
O.W.L. Subsid Inc.

**Brieser Construction**  
Civil Contractor

Founded: 1978 • Employees: N/A  
Address:  
24101 S Municipal Dr. Channahon, IL 60410  
Phone: 815.521.0900  
Website: [www.brieserconstruction.com](http://www.brieserconstruction.com)  
**Lexi Southall, President**

**Walker-Miller Energy Services**  
Walker-Miller Energy Services (Walker-Miller), one of the largest African-American and woman-owned energy efficiency companies in the United States

Founded: 2000 • Employees: 156  
Address: 8045 Second Ave. Detroit, MI 48202  
Phone: 313.366.853  
Website: [www.wmenergy.com](http://www.wmenergy.com)  
**Carla Walker-Miller, President/CEO**

**Scale Construction Inc.**  
Scale Construction Inc. has been in business for over 30 years with experience in General Contracting, Construction Management, Design/Build, Engineering and Construction consulting, and when needed, self-performs trades.

Founded: 1990 • Employees: 10  
Address:  
2869 S Archer Avenue, 2nd floor Chicago IL 60608  
Phone: 312.491.9500  
Website: [www.scaleconstruction.com](http://www.scaleconstruction.com)  
**Carole Zordani, President and Owner**

**The Roderick Group, Inc. dba Ardmore Roderick**  
Ardmore Roderick (AR) is a full-service Infrastructure Engineering, Project Management, and Construction Management firm that specializes in utility, aviation, transportation, infrastructure, and buildings & facilities projects. Our team has extensive experience in power distribution design, utility locating, and more.

Founded: 2001 • Employees: 242  
Address:  
1500 W. Carroll Ave., Suite 1500, Chicago, IL 60607  
Phone: 312.795.1400  
Website: [www.ardmoreroderick.com](http://www.ardmoreroderick.com)  
**Rashod Johnson**

**Talman Consultants, LLC**  
Talman Consultants, LLC is a WBENC- and WDBE-certified utility engineering design consulting firm. Talman serves as a strategic partner for utility leaders, helping them make smarter investment decisions to secure a competitive advantage. The firm's comprehensive and collaborative concept to construction model ensures that clients design to build.

Founded: 2016 • Employees: 70  
Address:  
141 W Jackson Blvd, Suite 1600A, Chicago, IL 60604  
Phone: 773.825.6261  
Website: [www.talmanconsultants.com](http://www.talmanconsultants.com)  
**Katherine Latham, Managing Partner**

**O.W.L. Subsid Inc.**  
Chipping and tree stump removal services

Founded: 2015 • Employees: 11  
Address:  
9449 S Kedzie Suite 392, Evergreen Park, IL 60805  
Phone: 773.904.2950  
Website: n/a  
**RaKina Payne**

**How do you seek to distinguish your company from your competition?**

**Ardmore Roderick**  
Our staff is 60% diverse and we empower and encourage our staff to engage, inspire, and recruit the next crop of diverse engineers. This commitment reinforces our core value centered on innovation as it always leads to multiple approaches to problem solving and meeting customer expectations.

**Walker-Miller Energy Services**  
Our culture is based on my personal values, which start with recognizing the value of all people.  
  
Our philosophy of kind excellence includes inviting people who are underrepresented into the energy efficiency industry and making sure they feel welcome. We believe that a company that serves all people should reflect the rich diversity of our country. In 2018, we established a \$15 per hour minimum wage and have since raised it to \$17. We were one of very few companies during the early days of the COVID crisis that did not furlough or lay off any team members. Internally, we strive to deliver extraordinary experiences to each other and that translates to extraordinary experiences for our customers and the communities we serve.

**Scale Construction Inc.**  
President and Owner of Scale Construction Inc. We have a 360 view of a construction project. We understand how to put work in the ground, not just manage the work. Over our 32 years in business, we have worked as subcontractors, self-performing trades, general contractors, construction managers, and engineers. We leverage our experience to work with our clients in a true team approach to deliver their projects successfully. Our emphasis on pre-planning and upfront coordination with all building team members allows for an efficient workflow.

**O.W.L. Subsid Inc.**  
Our company seeks to distinguish itself by offering opportunities and harnessing the talent from an underappreciated and overlooked demographic.

## Do you have any advice to ComEd about its supplier diversity initiatives? What works well, what could be improved?

### Talman Consultants, LLC

ComEd's supplier diversity initiatives demonstrate leadership and play an important part of our industry's overall efforts to boost diversity. Today's engineering challenges are complex. And the very best solutions are going to be developed by people from many backgrounds working together in new ways. For that reason, ComEd should continue to place particular focus on programs and meaningful incentives that encourage partners to build diverse teams.

### Ardmore Roderick

ComEd's aggressive diverse supplier spend goals have helped firms like ours achieve success with larger projects and programs like the Program Management and Engineering of Choice programs. We would find it beneficial for increased access and engagement with ComEd Leadership.

### Walker-Miller Energy Services

The greatest change I have seen in supplier diversity is that it is no longer just the job of the Supplier Diversity Department. ComEd's energy efficiency team is empowered and expected to identify and engage diverse suppliers, and empowers its contractors to do the same.

### Scale Construction Inc.

As an MBE/WBE company that has been in Chicago for over 32 years, we know full well the struggles of small and diverse companies. Diversity was not even in the conversation when we started, let alone a reality. ComEd has made diversity an important factor. My advice would be to continue to recognize the value of diverse firms.

### O.W.L. Subsid Inc.

We believe ComEd could consider a comprehensive lockstep mentorship program to facilitate smaller subcontracting businesses in industry development such as training, equipment purchase, finance, and bidding to name a few. Supplier diversity can have a greater impact in Illinois by being inclusive of and pulling from a broader variety of sources.

## What is key to the relationship between a non-diverse prime contractor and their Tier 2 supplier?

### Brieser Construction

For us, it is performance. Nothing more, nothing less. If your safety, quality, and customer service standards are in order, your business relationships will remain healthy and intact!

### Talman Consultants, LLC

Civil engineers have a critical role to play in addressing the many complex issues facing modern utility and infrastructure projects. Perhaps the most important thing we can do as suppliers is to make sure that our planning processes are inclusive of all stakeholders. The ability to get subject matter experts out of their silos and connected to each other will make or break modern broadband infrastructure projects.

### Ardmore Roderick

A true partnership between a non-diverse prime contractor and a Tier 2 supplier is key. Project opportunities larger than the typical low percentage support services provides the experience necessary for the Tier 2 supplier to grow.

### Scale Construction Inc.

The key to the relationship is mutual respect. When we are Tier 2 we want to be acknowledged for our contribution just as we do when we are a prime. At times, the team needs to rely on the larger company's resources, which can benefit the team as a whole.

### Walker-Miller Energy Services

Respect – by far – is key. There is an undeniable power differential between most majority-owned Tier 1 suppliers and minority-owned Tier 2 suppliers. Tier 1 suppliers have long-standing utility relationships, financial resources, established teams, back-office systems and processes. But gone are the days when a non-diverse prime could add a Tier 2 supplier to the team for show, only to abandon them at the earliest convenience. Tier 2 suppliers now have more opportunities to learn from Tier 1 suppliers, but also to deliver value, to innovate and grow as contributing team members.

### O.W.L. Subsid Inc.

The key to a healthy relationship between a non-diverse prime contractor and their Tier 2 supplier is transparency, communication, and trust, and a very solid mentorship program.

## How is your company helping to make a positive impact on your community?

### Talman Consultants, LLC

Talman Consultants is proud to partner with Off the Street Club (OTSC), Chicago's oldest boys and girls club serving more than 3,000 kids in one of the most dangerous neighborhoods in the country, West Garfield Park. Through weekly tutoring and engineering-focused events, we are creating pathways for any child in the area interested in exploring science and engineering.

### Ardmore Roderick

We are no stranger to public outreach and community involvement; both project-based, and volunteer-driven. We are currently in the process of building a School Partnership Program with Benjamin E. Mays Elementary Academy through Children First Fund: The Chicago Public Schools Foundation. Mays Elementary is located on the southside of Chicago in Englewood and educates 300 students who primarily come from disadvantaged or underprivileged families.

### Walker-Miller Energy Services

We are always pushing the envelope to normalize equity and model excellence. We use our platform to help people who are statistically underrepresented in energy realize that they are a critical part of the solution.

We aggressively recruit, train, and promote women, Black and Brown people, people who identify as LGBTQ and other marginalized groups. As part of our company DEI journey, we are in the process of evaluating our entire company to become more welcoming to people living with disabilities, a group that crosses all diversity demographics and that has one of the highest unemployment rates in the country.

### Scale Construction Inc.

We are a diverse company with a diverse subcontractor base. Our subcontractor and building team relationships stem from 30-plus years of business. We have been members and serve on the boards of HACIA, a Hispanic construction trade organization, and WCOE and FWC, women trade organizations. Our community has supported us, and we have supported them. Diversity has been a part of our company culture since our beginning. Scale president Carole Raffin Zordani started the HACIA scholarship foundation over 20 years ago.

### O.W.L. Subsid Inc.

We are helping to make a positive impact in our community by providing opportunities and exposing individuals to a profession that may have been previously unknown to them while also allowing them to take care of their families.

## Where do you see your business in 5 or 10 years? Where do you see growth opportunities?

### Brieser Construction

We do not have a goal of growth in terms of size and revenue. Our goal is to continue refining and perfecting our performance in relation to safety, quality, and customer service. If that results in revenue growth, great. Our biggest focus is to stay in our lane and relentlessly pursue our already-established values.

### Talman Consultants, LLC

The U.S. infrastructure investment will present a once-in-a-generation opportunity to shrink our country's digital divide. As federal infrastructure spending discussions began, Talman Consultants fast-tracked existing R&D initiatives to make sure we have the right technology and processes in place to help our clients manage broadband infrastructure projects at an unprecedented scale. Legislation aimed at making sure public money is going to the most underserved communities is going to greatly influence project locations, and it will be essential for civil engineers to build designs that balance public and private interests.

### Ardmore Roderick

We are designers, construction and program managers, however, we are evolving into a full-service EPC Vendor role in which we will own the process of planning, engineering, procurement, and construction. This is where we see the most growth opportunities and we anticipate annual revenues of \$300-\$400 million in the next five years.

### Walker-Miller Energy Services

Because building energy efficiency is key to fighting climate change and facilitating decarbonization, the growth opportunities in energy efficiency are endless. Our position as thought leaders in Energy Equity positions us to help prevent a growing energy divide, like the digital divide created decades ago and still unsolved. Unless the industry intentionally builds equity into the front end of the transition and budgets for it, the historically excluded will continue to be excluded. We must not repeat the errors of the past.



# ICC Website

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

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

- 1 A list of the points of contact for the utilities.
- 2 The annual reports for a period of 5 years.
- 3 A list of the certifications recognized and accepted by the utilities.

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

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



# Uniform Appendix A

Minority Men	Direct	Subcontractor	Total \$	Total %
Asian Pacific American	\$22.29	\$0	\$22.29	5%
African American	\$61	\$0	\$61	14%
Hispanic American	\$272.56	\$0	\$272.56	62%
Native American	\$83.34	\$0	\$83.34	19%
Total Minority Men	\$439.19	\$0	\$439.19	100%

Minority Women	Direct	Subcontractor	Total \$	Total %
Asian Pacific American	\$1.9K	\$0	\$1.9K	0%
African American	\$28.41	\$0	\$28.41	45%
Hispanic American	\$34.98	\$0	\$34.98	55%
Native American	\$0	\$0	\$0	0%
Total Minority Women	\$63.39	\$0	\$63.39	100%

Total Expenditures	Direct	Subcontractor	Total \$	Total %
Minority Business Enterprise - MBE**	\$503	\$117	\$620	29%
Women Business Enterprise - WBE	\$91	\$147	\$238	11%
Subtotal MBE &WBE	\$594	\$264	\$857	40%
Veteran Business Enterprise	\$14	\$4	\$18	1%
Total MBE, WBE, VBE*	\$609	\$284	\$893	42%
Small Business Enterprise - SBE	\$105	\$0	\$105	5%
Gross Procurement			\$2,126	100%

\*Total Diverse Spend Includes Indirect Tier 2. | \*\*Includes MBE Tier 1 & MBE Direct Tier 2

CATEGORY	PROFESSIONAL SERVICES	AFRICAN AMERICAN				ASIAN			
		FEMALE	MALE	TIER 2	TOTAL	FEMALE	MALE	TIER 2	TOTAL
ADVERTISING AND MARKETING	Yes			\$34,500.00	\$34,500.00				\$0.00
BOLTING/FASTENERS	No				\$0.00				\$0.00
BUSINESS CONSULTING	Yes				\$0.00				\$0.00
CHEMICALS/FUELS/GASES/LUBRICANTS	No				\$0.00				\$0.00
CLOTHING	No				\$0.00				\$0.00
CUSTOMER SERVICE	No		\$262,074.54		\$262,074.54		\$49,339.00		\$49,339.00
DISTRIBUTION CONSTRUCTION	No	\$3,016,289.12	\$18,195,618.23	\$10,877,048.72	\$32,088,956.07		\$2,193,701.48	\$2,876.00	\$2,196,577.48
DISTRIBUTION TRANSFORMERS	No			\$11,023,577.11	\$11,023,577.11			\$98,291.35	\$98,291.35
ELEC DISTRIBUTION EQUIPMENT	No	\$1,988.82		\$9,493.00	\$11,481.82		\$19,231.12		\$19,231.12
ELECTRIC VEHICLE SUPPLY EQUIPMENT	No				\$0.00				\$0.00
ELECTRICAL EQUIPMENT	No				\$0.00				\$0.00
ENERGY EFFICIENCY	No	\$493,080.66		\$1,958,361.33	\$2,451,441.99		\$1,378,430.72	\$7,536,149.86	\$8,914,580.58
ENGINEERING/TECHNICAL CONSULTING	Yes	\$11,593,163.99	\$10,217,107.00	\$4,824,349.25	\$26,634,620.24		\$2,174,296.10	\$91,544.50	\$2,265,840.60
ENVIRONMENTAL SERVICES	No	\$5,425,758.96	\$13,380.50	\$636,630.50	\$6,075,769.96		\$714.00	\$119,894.09	\$120,608.09
EQUIPMENT RENTAL	No		\$723,794.00		\$723,794.00				\$0.00
FACILITIES	No	\$3,222,890.15	\$8,378,071.46	\$1,005,010.09	\$12,605,971.70		\$896,314.26	\$185,253.58	\$1,081,567.84
FINANCIAL SERVICES	No				\$0.00				\$0.00
FLEET	No		\$6,322,980.61		\$6,322,980.61				\$0.00
FREIGHT	No	\$3134	\$109,544.76		\$109,576.10	\$114.45	\$269,777.83		\$269,892.28
GAS CONSTRUCTION	No			\$2,351,610.00	\$2,351,610.00				\$0.00
GAS DISTRIBUTION EQUIPMENT	No				\$0.00				\$0.00
GENCO CONSTRUCTION	No		\$27,022.00		\$27,022.00				\$0.00
HEAVY HAULING AND LIFTING SERVICES	No		\$1,620.00		\$1,620.00		\$103,822.50		\$103,822.50
HR SERVICES	Yes				\$0.00				\$0.00
INSTRUMENTATION/CONTROLS	No				\$0.00				\$0.00
IT HARDWARE	No				\$0.00		\$5,955,960.99	\$7.00	\$5,955,967.99
IT OUTSOURCING	No				\$0.00				\$0.00
IT PROFESSIONAL SERVICES	Yes			\$49,987.50	\$49,987.50		\$335,947.03	\$85,120.00	\$421,067.03
IT SOFTWARE	No				\$0.00		\$757,822.39		\$757,822.39
IT TELECOM	No	\$4,000.00			\$4,000.00		\$1,901,410.43		\$1,901,410.43
LIBRARY SERVICES	No				\$0.00				\$0.00
MAINTENANCE SERVICES	No				\$0.00				\$0.00
MECHANICAL/HVAC MATERIAL	No				\$0.00				\$0.00
METEOROLOGICAL DATA & MO	No				\$0.00				\$0.00
METERS	No				\$0.00				\$0.00
MRO	No		\$4,695,756.05		\$4,695,756.05	\$1,790.85	\$2,521,269.28		\$2,523,060.13
OFFICE SERVICES	No	\$548,589.78			\$548,589.78		\$4,817.98		\$4,817.98
OFF-SITE TESTING SERVICES	No				\$0.00				\$0.00
OVERHEAD CRANES	No				\$0.00				\$0.00
PIPE & FITTINGS	No				\$0.00				\$0.00
POLES	No		\$156,567.00		\$156,567.00			\$7,177,575.40	\$7,177,575.40
SCAFFOLDING	No				\$0.00				\$0.00
SECURITY GUARDS	No		\$15,520.00		\$15,520.00				\$0.00
STRUCTURAL STEEL	No				\$0.00				\$0.00
SUPPLEMENTAL LABOR	No			\$16,769,142.07	\$16,769,142.07			\$2,567,176.82	\$2,567,176.82
SWITCHYARD	No				\$0.00				\$0.00
T&S CONSTRUCTION	No	\$4,103,341.34	\$11,834,961.84	\$61,326.87	\$15,999,630.05		\$170,160.23		\$170,160.23
T&S MATERIALS	No		\$46,751.16	\$97,938.00	\$144,689.16		\$3,555,221.93	\$26,706.00	\$3,581,927.93
TRAINING	No				\$0.00				\$0.00
TURBINE/GENERATOR	No				\$0.00				\$0.00
UNCATEGORIZED	No				\$0.00		\$5,000.00		\$5,000.00
UNITED SCRAP	No				\$0.00				\$0.00
VEGETATION MANAGEMENT	No			\$3,001,767.78	\$3,001,767.78				\$0.00
WELDING	No				\$0.00				\$0.00
WIRE AND CABLE	No				\$0.00			\$4,119,643.92	\$4,119,643.92
GRAND TOTAL		\$28,409,134.16	\$61,000,769.15	\$52,700,742.22	\$142,110,645.53	\$1,905.30	\$22,293,237.27	\$22,010,238.52	\$44,305,381.09

CATEGORY	PROFESSIONAL SERVICES	HISPANIC				NATIVE AMERICAN		
		FEMALE	MALE	TIER 2	TOTAL	MALE	TIER 2	TOTAL
ADVERTISING AND MARKETING	Yes		\$11,990,079.63	\$34,500.00	\$12,024,579.63			\$0.00
BOLTING/FASTENERS	No				\$0.00	\$738,637.91		\$738,637.91
BUSINESS CONSULTING	Yes				\$0.00			\$0.00
CHEMICALS/FUELS/GASES/LUBRICANTS	No				\$0.00	\$432,786.02		\$432,786.02
CLOTHING	No				\$0.00	\$16,369.69		\$16,369.69
CUSTOMER SERVICE	No		\$1,124,826.89	\$78,559.00	\$1,203,385.89			\$0.00
DISTRIBUTION CONSTRUCTION	No	\$32,404,780.14	\$195,974,477.17	\$3,037,598.12	\$231,416,855.43		\$214,291.51	\$214,291.51
DISTRIBUTION TRANSFORMERS	No				\$0.00		\$11,539.77	\$11,539.77
ELEC DISTRIBUTION EQUIPMENT	No			\$48,710.22	\$48,710.22	\$45,860,376.79		\$45,860,376.79
ELECTRIC VEHICLE SUPPLY EQUIPMENT	No				\$0.00			\$0.00
ELECTRICAL EQUIPMENT	No				\$0.00			\$0.00
ENERGY EFFICIENCY	No		\$126.50	\$983,646.73	\$983,773.23			\$0.00
ENGINEERING/TECHNICAL CONSULTING	Yes		\$9,173,274.24	\$1,187,705.68	\$10,360,979.92		\$710,620.00	\$710,620.00
ENVIRONMENTAL SERVICES	No	\$5,800.00	\$9,357,722.96	\$2,591,774.62	\$11,955,297.58			\$0.00
EQUIPMENT RENTAL	No		\$24,078.73		\$24,078.73			\$0.00
FACILITIES	No	\$1,473,072.25	\$18,866,961.97	\$12,353,401.78	\$32,693,436.00			\$0.00
FINANCIAL SERVICES	No				\$0.00			\$0.00
FLEET	No		\$266,797.00		\$266,797.00	\$22,019.93		\$22,019.93
FREIGHT	No	\$224.40			\$224.40	\$124,750.51		\$124,750.51
GAS CONSTRUCTION	No			\$2,255,911.09	\$2,255,911.09			\$0.00
GAS DISTRIBUTION EQUIPMENT	No				\$0.00	\$832.85		\$832.85
GENCO CONSTRUCTION	No		\$89,986.50		\$89,986.50			\$0.00
HEAVY HAULING AND LIFTING SERVICES	No				\$0.00			\$0.00
HR SERVICES	Yes				\$0.00			\$0.00
INSTRUMENTATION/CONTROLS	No				\$0.00			\$0.00
IT HARDWARE	No		\$28,375.00		\$28,375.00	\$6,977.87		\$6,977.87
IT OUTSOURCING	No				\$0.00			\$0.00
IT PROFESSIONAL SERVICES	Yes			\$357,349.50	\$357,349.50			\$0.00
IT SOFTWARE	No				\$0.00			\$0.00
IT TELECOM	No	\$19,830.00	\$3,601,619.76	\$23,781.00	\$3,645,230.76	\$638,044.45		\$638,044.45
LIBRARY SERVICES	No				\$0.00			\$0.00
MAINTENANCE SERVICES	No				\$0.00			\$0.00
MECHANICAL/HVAC MATERIAL	No				\$0.00	\$562.69		\$562.69
METEOROLOGICAL DATA & MO	No				\$0.00			\$0.00
METERS	No	\$16,747.00			\$16,747.00	\$167,524.92		\$167,524.92
MRO	No				\$0.00	\$26,340,657.63		\$26,340,657.63
OFFICE SERVICES	No		\$10,280.47		\$10,280.47	\$12,847.94		\$12,847.94
OFF-SITE TESTING SERVICES	No				\$0.00			\$0.00
OVERHEAD CRANES	No				\$0.00			\$0.00
PIPE & FITTINGS	No				\$0.00			\$0.00
POLES	No				\$0.00			\$0.00
SCAFFOLDING	No				\$0.00			\$0.00
SECURITY GUARDS	No				\$0.00			\$0.00
STRUCTURAL STEEL	No				\$0.00			\$0.00
SUPPLEMENTAL LABOR	No			\$650,960.21	\$650,960.21			\$0.00
SWITCHYARD	No				\$0.00			\$0.00
T&S CONSTRUCTION	No	\$1,000,641.54	\$21,719,343.76	\$1,151,645.97	\$23,871,631.27			\$0.00
T&S MATERIALS	No	\$58,640.00	\$2,003.00		\$60,643.00	\$8,893,563.03		\$8,893,563.03
TRAINING	No				\$0.00			\$0.00
TURBINE/GENERATOR	No				\$0.00			\$0.00
UNCATEGORIZED	No				\$0.00			\$0.00
UNITED SCRAP	No				\$0.00			\$0.00
VEGETATION MANAGEMENT	No		\$328,932.96	\$260,745.69	\$589,678.65			\$0.00
WELDING	No				\$0.00			\$0.00
WIRE AND CABLE	No			\$42,642.00	\$42,642.00	\$86,056.02	\$720,730.48	\$806,786.50
GRAND TOTAL		\$34,979,735.33	\$272,558,886.54	\$25,058,931.61	\$332,597,553.48	\$83,342,008.25	\$1,657,181.76	\$84,999,190.01

CATEGORY	PROFESSIONAL SERVICES	VETERAN			WOMEN		
		TIER 1	TIER 2	TOTAL	TIER 1	TIER 2	TOTAL
ADVERTISING AND MARKETING	Yes			\$0.00	\$835,418.38	\$22,410.35	\$857,828.73
BOLTING/FASTENERS	No			\$0.00	\$47,845.27		\$47,845.27
BUSINESS CONSULTING	Yes			\$0.00	\$239,904.94		\$239,904.94
CHEMICALS/FUELS/GASES/LUBRICANTS	No	\$8,026,926.53		\$8,026,926.53	\$16,210.35	\$91,196.92	\$107,407.27
CLOTHING	No			\$0.00	\$2,801,042.59		\$2,801,042.59
CUSTOMER SERVICE	No			\$0.00	\$45,037.92		\$45,037.92
DISTRIBUTION CONSTRUCTION	No	\$321,241.82	\$890,239.00	\$1,211,480.82	\$7,001,201.47	\$10,898,091.49	\$17,899,292.96
DISTRIBUTION TRANSFORMERS	No		\$140,670.82	\$140,670.82		\$1,225,835.43	\$1,225,835.43
ELEC DISTRIBUTION EQUIPMENT	No			\$0.00	\$551,368.86	\$375,181.88	\$926,550.74
ELECTRIC VEHICLE SUPPLY EQUIPMENT	No			\$0.00	\$71,800.00		\$71,800.00
ELECTRICAL EQUIPMENT	No			\$0.00		\$9,034.02	\$9,034.02
ENERGY EFFICIENCY	No		\$2,546,097.11	\$2,546,097.11	\$3,129,474.78	\$32,016,340.45	\$35,145,815.23
ENGINEERING/TECHNICAL CONSULTING	Yes	\$807,575.49		\$807,575.49	\$34,121,599.42	\$4,116,621.05	\$38,238,220.47
ENVIRONMENTAL SERVICES	No			\$0.00	\$637,143.03	\$11,676,049.50	\$12,313,192.53
EQUIPMENT RENTAL	No	\$1,857.69		\$1,857.69	\$1,547,871.95		\$1,547,871.95
FACILITIES	No		\$314,984.00	\$314,984.00	\$6,272,472.16	\$9,679,969.76	\$15,952,441.92
FINANCIAL SERVICES	No	\$10,040.00		\$10,040.00			\$0.00
FLEET	No			\$0.00	\$364,597.41		\$364,597.41
FREIGHT	No	\$6,294.70		\$6,294.70	\$42,730.16	\$284,108.03	\$326,838.19
GAS CONSTRUCTION	No			\$0.00		\$343,508.21	\$343,508.21
GAS DISTRIBUTION EQUIPMENT	No			\$0.00			\$0.00
GENCO CONSTRUCTION	No			\$0.00	\$1,502,240.56		\$1,502,240.56
HEAVY HAULING AND LIFTING SERVICES	No			\$0.00	\$1,313,810.86		\$1,313,810.86
HR SERVICES	Yes			\$0.00	\$332,633.37		\$332,633.37
INSTRUMENTATION/CONTROLS	No			\$0.00			\$0.00
IT HARDWARE	No			\$0.00	\$886,286.47		\$886,286.47
IT OUTSOURCING	No			\$0.00	\$2,760.00		\$2,760.00
IT PROFESSIONAL SERVICES	Yes	\$564,492.00	\$42,291.92	\$606,783.92	\$600,262.45	\$3,703,553.50	\$4,303,815.95
IT SOFTWARE	No			\$0.00	\$66,217.02		\$66,217.02
IT TELECOM	No	\$1,000,655.75	\$86,461.04	\$1,087,116.79	\$299,488.04	\$750,310.20	\$1,049,798.24
LIBRARY SERVICES	No			\$0.00			\$0.00
MAINTENANCE SERVICES	No			\$0.00	\$42,420.01		\$42,420.01
MECHANICAL/HVAC MATERIAL	No			\$0.00			\$0.00
METEOROLOGICAL DATA & MO	No			\$0.00			\$0.00
METERS	No			\$0.00	\$62,406.97		\$62,406.97
MRO	No	\$146,851.85		\$146,851.85	\$63,802.97	\$8,375,954.35	\$8,439,757.32
OFFICE SERVICES	No			\$0.00	\$2,069,039.35		\$2,069,039.35
OFF-SITE TESTING SERVICES	No	\$1,701,937.87		\$1,701,937.87			\$0.00
OVERHEAD CRANES	No			\$0.00	\$60,327.49		\$60,327.49
PIPE & FITTINGS	No			\$0.00		\$1,655,775.72	\$1,655,775.72
POLES	No			\$0.00		\$165,984.01	\$165,984.01
SCAFFOLDING	No			\$0.00			\$0.00
SECURITY GUARDS	No			\$0.00			\$0.00
STRUCTURAL STEEL	No			\$0.00			\$0.00
SUPPLEMENTAL LABOR	No			\$0.00		\$2,352,187.06	\$2,352,187.06
SWITCHYARD	No			\$0.00			\$0.00
T&S CONSTRUCTION	No	\$1,169,450.39	\$48,801.00	\$1,218,251.39	\$17,265,937.63	\$32,846,267.26	\$50,112,204.89
T&S MATERIALS	No	\$77,587.47		\$77,587.47	\$2,793,017.23	\$3,285,580.73	\$6,078,597.96
TRAINING	No			\$0.00	\$2,235,897.89		\$2,235,897.89
TURBINE/GENERATOR	No			\$0.00			\$0.00
UNCATEGORIZED	No	\$8,440.88		\$8,440.88	\$1,068,813.04	\$25,154.55	\$1,093,967.59
UNITED SCRAP	No			\$0.00	\$2,281,342.79		\$2,281,342.79
VEGETATION MANAGEMENT	No		\$45,650.00	\$45,650.00	\$470,057.58	\$5,892,076.51	\$6,362,134.09
WELDING	No			\$0.00			\$0.00
WIRE AND CABLE	No			\$0.00		\$16,846,943.41	\$16,846,943.41
GRAND TOTAL		\$13,843,352.44	\$4,115,194.89	\$17,958,547.33	\$91,142,480.41	\$146,638,134.39	\$237,780,614.80

CATEGORY	PROFESSIONAL SERVICES	MBE OTHER	INDIRECT	DIRECT	TOTAL DIVERSE	TOTAL CATEGORY SPEND	CATEGORY DIVERSE %
		TIER 1	TOTAL	TIER 2			
ADVERTISING AND MARKETING	Yes				\$12,916,908.36	\$26,338,075.54	49%
BOLTING/FASTENERS	No				\$786,483.18	\$1,161,435.83	68%
BUSINESS CONSULTING	Yes				\$239,904.94	\$10,731,132.90	2%
CHEMICALS/FUELS/GASES/LUBRICANTS	No				\$8,567,119.82	\$12,003,256.58	71%
CLOTHING	No				\$2,817,412.28	\$2,863,535.58	98%
CUSTOMER SERVICE	No				\$1,559,837.35	\$8,946,093.27	17%
DISTRIBUTION CONSTRUCTION	No			\$3,757,100.63	\$288,784,554.90	\$418,856,311.58	69%
DISTRIBUTION TRANSFORMERS	No			\$335,636.29	\$12,835,550.77	\$34,829,431.32	37%
ELEC DISTRIBUTION EQUIPMENT	No				\$46,866,350.69	\$116,197,286.81	40%
ELECTRIC VEHICLE SUPPLY EQUIPMENT	No				\$71,800.00	\$133,235.50	54%
ELECTRICAL EQUIPMENT	No				\$9,034.02	\$513,912.04	2%
ENERGY EFFICIENCY	No			\$1,063,377.29	\$51,105,085.43	\$191,773,085.75	27%
ENGINEERING/TECHNICAL CONSULTING	Yes			\$764,968.00	\$79,782,824.72	\$155,886,408.95	51%
ENVIRONMENTAL SERVICES	No			\$6,282.86	\$30,471,151.02	\$72,563,164.51	42%
EQUIPMENT RENTAL	No				\$2,297,602.37	\$30,563,488.70	8%
FACILITIES	No			\$2,671,281.49	\$65,319,682.95	\$142,553,689.11	46%
FINANCIAL SERVICES	No				\$10,040.00	\$565,744.08	2%
FLEET	No				\$6,976,394.95	\$66,169,417.17	11%
FREIGHT	No	\$83,652.49			\$921,228.67	\$8,015,059.59	11%
GAS CONSTRUCTION	No			\$837,892.89	\$5,788,922.19	\$923,971.00	627%
GAS DISTRIBUTION EQUIPMENT	No				\$832.85	\$107,770.88	1%
GENCO CONSTRUCTION	No				\$1,619,249.06	\$1,796,916.51	90%
HEAVY HAULING AND LIFTING SERVICES	No				\$1,419,253.36	\$1,419,253.36	100%
HR SERVICES	Yes				\$332,633.37	\$4,404,716.65	8%
INSTRUMENTATION/CONTROLS	No				\$0.00	\$8.74	0%
IT HARDWARE	No	\$50,700.52			\$6,928,307.85	\$14,848,997.76	47%
IT OUTSOURCING	No				\$2,760.00	\$1,884,386.85	0%
IT PROFESSIONAL SERVICES	Yes			\$2,076.98	\$5,741,080.88	\$16,881,780.59	34%
IT SOFTWARE	No				\$824,039.41	\$26,246,035.29	3%
IT TELECOM	No				\$8,325,600.67	\$27,032,978.99	31%
LIBRARY SERVICES	No				\$0.00	\$1,281,056.86	0%
MAINTENANCE SERVICES	No				\$42,420.01	\$342,722.12	12%
MECHANICAL/HVAC MATERIAL	No				\$562.69	\$28,757.82	2%
METEOROLOGICAL DATA & MO	No				\$0.00	\$39,221.00	0%
METERS	No				\$246,678.89	\$7,236,484.20	3%
MRO	No			\$28,901.71	\$42,174,984.69	\$39,137,103.28	108%
OFFICE SERVICES	No				\$2,645,575.52	\$3,850,320.95	69%
OFF-SITE TESTING SERVICES	No				\$1,701,937.87	\$1,729,292.34	98%
OVERHEAD CRANES	No				\$60,327.49	\$73,554.77	82%
PIPE & FITTINGS	No				\$1,655,775.72	\$250,432.68	661%
POLES	No			\$27,587.00	\$7,527,713.41	\$7,619,975.69	99%
SCAFFOLDING	No				\$0.00	\$230,804.02	0%
SECURITY GUARDS	No				\$15,520.00	\$15,520.00	100%
STRUCTURAL STEEL	No				\$0.00	\$258,157.20	0%
SUPPLEMENTAL LABOR	No			\$678,403.81	\$23,017,869.97	\$38,404,929.83	60%
SWITCHYARD	No				\$0.00	\$21,950.00	0%
T&S CONSTRUCTION	No			\$1,101,078.57	\$92,472,956.40	\$211,200,131.48	44%
T&S MATERIALS	No	\$1,166,414.48			\$20,003,423.03	\$143,770,165.44	14%
TRAINING	No	\$4,975.39			\$2,240,873.28	\$3,762,391.34	60%
TURBINE/GENERATOR	No				\$0.00	\$9,768.33	0%
UNCATEGORIZED	No	(\$467,029.20)	\$16,870,912.47		\$17,511,291.74	\$20,972,870.70	83%
UNITED SCRAP	No				\$2,281,342.79	\$2,281,342.79	100%
VEGETATION MANAGEMENT	No			\$4,063,867.85	\$14,063,098.37	\$164,977,727.00	9%
WELDING	No				\$0.00	\$9,820.00	0%
WIRE AND CABLE	No				\$21,816,015.83	\$82,623,844.85	26%
GRAND TOTAL		\$838,713.68	\$16,870,912.47	\$15,338,455.37	\$892,800,013.76	\$2,126,338,926.12	42%

\*MBE Tier 1 & MBE Direct Tier 2 cannot be broken down by ethnicity or gender. | \*\*Total Diverse Spend Includes Indirect Tier 2.

# Supplier Diversity Report 2021