



Supplier Diversity Report 2021



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I am pleased to present Nicor Gas' 2021 Supplier Diversity Report.

In 2021, Nicor Gas achieved over \$414 million in minority-, woman- and veteran-owned spend, which represents 45.8% of the Company's sourceable spend.

Despite being in another pandemic year, our strategic priorities and initiatives around Supplier Diversity remained unchanged. We continued to progress forward to increase our advocacy and engagement efforts by strengthening our partnerships with external advocacy agencies and organizations. This is evident in the creative ways we connected prime partners with diverse subcontractors, and provided education, transparency, access and mentoring to the diverse business community.

- **Women in Construction Matchmaker** – a virtual networking event to connect Federation of Women Contractors (FWC) members with decision makers at Nicor Gas and our construction partner organizations Precision Pipeline, NPL, Pipestrong and KS Energy Services.
- **Illinois Manufacturing Association' Diversity, Equity and Inclusion (DE&I) series** – an event to help educate suppliers and organizations from different industries. Nicor Gas partnered with United Scrap Metal and the Women's Business Development Council (WBDC) for a panel discussion as a part of the DE&I series.
- **Let's Talk Engineering** – Nicor Gas partnered with the Hispanic American Construction Industry Association (HACIA) to host a virtual networking event to provide the Hispanic and Latinx business communities the opportunity to learn how to be successful when doing business with a major utility such as Nicor Gas and connect these businesses with larger engineering firms in the hopes for gaining subcontracting opportunities.

Additionally, as part of Southern Company's '**Moving to Equity**' effort, Nicor Gas made a bold decision this year to elevate our approach to forging stronger partnerships with local, small and diverse businesses to spur economic growth, workforce development and equity among our supplier base while reducing supply chain risk. This resulted in expanding our foundational pillars and adding a fifth one to reflect our intention and elevate our commitment around these efforts as well as Environmental, Social and Governance (ESG).

We pursued to build upon our commitment to our customers and our communities by investing over \$135 million to replace approximately 1,008 miles of aging natural gas distribution main and more than 121,000 natural gas service lines through our infrastructure improvement initiative, Investing in Illinois. Additionally, more than 2.2 million natural gas meters have been upgraded as part of Nicor Gas' Meter Modernization program, our company's largest technology investment. Through these multi-year programs, we are making investments in the continued safety and reliability of our system, the regional economy and providing opportunities to drive diverse business participation throughout our Company.

Supplier Diversity continues to be a strategic business imperative for our Company, and we remain committed to embracing and promoting diversity, equity and inclusion as a corporate value. We are proud of our strong, long-term, trusting relationships with suppliers, which drive value for customers and our company.

Thank you for taking the time to review the Nicor Gas 2021 Supplier Diversity Report.



John O. Hudson, III
President and CEO, Nicor Gas

Achievements

**\$414M**

total diverse spend
resulting in **45.8%** of
total spend for 2021.

**\$2.7M**

spent on
Professional Services
over the last three years.

**49%**

of the diverse
spend was with
Illinois-based
companies.

**90***

new diverse firms
added to our procurement
database of them
24 Illinois-based firms.



2021 Top 15
Women in Power
Impacting Diversity by
DiversityPlus Magazine

**\$1.6B**

spend with
Diverse Businesses
since 2018.

* Includes Southern Company Gas numbers

Certification

A minority-, woman- or veteran-, LGBT-owned, or small business enterprise (MWVLSBE), whose ownership, control and operation has been verified by a qualified, independent third party.

Minority Business Enterprise (MBE)

A business enterprise that is at least 51% owned by a minority individual or group(s); or if a publicly owned business, at least 51% of the stock is owned by one or more minority groups, and whose management and daily business operations are controlled by one or more of such individuals. The categories of minority include, but are not limited to: African American, Hispanic American, Native American, Asian/Pacific-American and Asian-Indian American.

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 is owned by one or more women, and whose management and daily business operations are controlled by one or more of such individuals.

Veteran Business Enterprise (VBE)

A business enterprise that is at least 51% owned by one or more veterans, including service-disabled veterans with honorable service affirmed by the U.S. Department of Veterans Affairs. In the case of a publicly owned business, at least 51% of the stock is owned by one or more veterans, including service-disabled veterans with honorable service affirmed by Veterans Affairs, and whose management and daily business operations are controlled by one or more such individuals.

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. Refer to the Small Business Administration, Small Business Sizing Standards.

LGBT Business Enterprise (LGBTBE)

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

Ethnic Groups

- **African American** – persons having origin in any Black racial groups.
- **Asian/Pacific-Americans** – persons having origin in India, Pakistan, Bangladesh, Japan, China, Philippines, Vietnam, Korea, Samoa, Guam, the United States Trust Territories of the Pacific, Northern Marianas, Laos, Cambodia or Taiwan
- **Caucasian Americans** – persons having origin in Europe or people who are White.
- **Hispanic Americans** – persons of Mexican, Puerto Rican, Cuban, South or Central American, Caribbean and other Spanish culture or origin
- **Native Americans** – persons having origin in any of the original peoples of North America or the Hawaiian Islands, in particular, American Indians, Eskimos, Aleuts and Native Hawaiians

Company

The investor-owned utility (i.e., Nicor Gas, Southern Company Gas) or other regulated entities with Illinois operations regulated by the Illinois Commerce Commission.

Expenditures

The actual accounts payable dollars (spend) paid (less excluded expenditures) for the procurement of goods and services during the given report period.

- **Indirect Expenditures** – expenditures incurred by a prime partner that are necessary to the operation of their business (overhead) or are associated with a commercially available product they provide directly to the Company.
- **Excluded Expenditures** – payments made for goods and services that are excluded from the calculations used in reporting diverse and total expenditures.
- **MWVBE Expenditures** – the actual accounts payable dollars paid for the procurement of goods and services from third parties, including Minority Business Enterprises (MBEs), Women Business Enterprises (WBEs), Veteran Business Enterprises (VBEs) secured by a company, either directly or through subcontracting.

Prime Partner (Direct Spend)

A business partner who invoices the company directly for goods and services rendered.

Subcontractor

A business that invoices the Company's prime partners for goods and services rendered.

Second-Tier Program (Tier 2)

The process in which prime partners are encouraged to share in supplier diversity goals of the Company by providing meaningful subcontracting opportunities to diverse partners in support of its contractual obligations to the Company.

Professional Services

Knowledge-based organizations that provide highly specialized services across many industries. These businesses generally require professional licensure and/or degrees in the arts and sciences.

Professional Services Categories

Legal Services, Financial Services, Human Resources Services, Information Technology Services, Engineering & Technical Services, Communications/Marketing and Management Consulting.

Summary of Spending/Activity in 2021



In 2021, Nicor Gas achieved over \$414 in diverse spend with MWVBEs, or 45.8% of the Company's overall spend.

Nicor Gas 2021 Expenditures <i>(all Business Partners)</i>					
Total Dollars (\$ in thousands)					
Overall Spend			\$952,730	% of Overall Spend	
Diversity Classification	Tier 1	Tier 2	Grand Total	Actual	Goal
MBE	\$209,064	\$80,625	\$289,689	31.99%	21.02%
WBE	\$74,457	\$25,742	\$104,199	11.51%	13.43%
VBE	\$11,331	\$9,699	\$21,030	2.32%	1.20%
Grand Total	\$298,853	\$116,066	\$414,919	45.82%	35.65%

Of our overall diverse spend, 49% was with Illinois-based MWVBEs. In addition to the work we do at Nicor Gas, our parent company, Southern Company, is also committed to supporting Illinois-based businesses. In 2021, Southern Company spent \$17 million with third party certified Illinois-based diverse businesses." Furthermore, Southern Company Gas spent \$6.6 million with Illinois-based diverse businesses.

Nicor Gas 2021 Expenditures <i>(Illinois-based Business Partners)</i>				
Total Dollars (\$ in thousands)				
Nicor Gas Total Diverse Spend			\$449,232	% of Diverse Spend
Diversity Classification	Tier 1	Tier 2	Grand Total	
MBE	\$101,036	\$23,268	\$124,303	30.0%
WBE	\$8,815	\$9,135	\$17,320	4.2%
VBE	\$41,887	\$19,218	\$61,105	14.7%
Grand Total	\$151,107	\$51,621	\$202,728	48.9%

Summary of Spending/Activity in 2021 (continued)



We are continuing to focus and increase our diverse spend in professional services. Over the past few years, we recognized that our engagement with diverse businesses in the professional services category was an area where we have experienced some challenges. In 2021, we continued to be intentional in our efforts to engage with diverse businesses and focused on identifying potential opportunities particularly in legal services. In addition, an Illinois-based legal firm is participating in our 18-month Supplier Diversity Business Development Program (SDBDP) and is being mentored by a key business decision maker from the General Counsel department. We believe this protégé relationship is the beginning of establishing of a long-term mutually beneficial partnership.

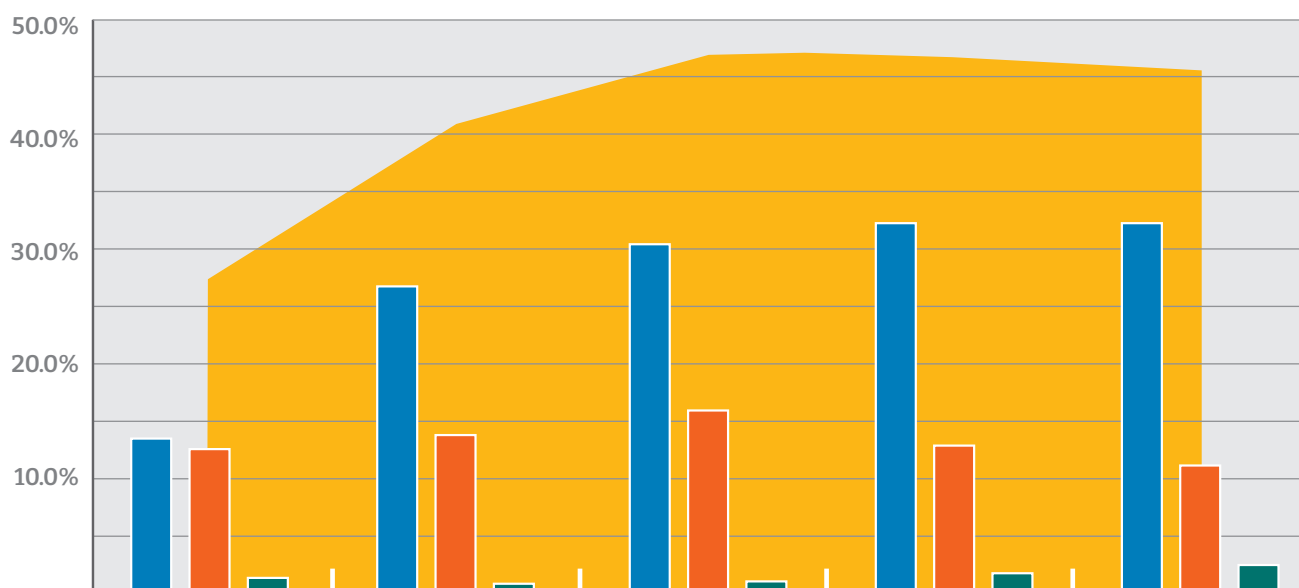
Professional Services Spend by Classification and Category				
Total Dollars (\$ in thousands)				
SCG Category	MBE	WBE	VBE	Grand Total
AD AGENCIES	\$0	\$0	\$0	\$0
BACKGROUND CHECKS & DRUG TESTING	\$741	\$0	\$2	\$743
COMMERCIAL PRINTING & FINISHING	\$0	\$0	\$0	\$0
DIRECT MAIL	\$6	\$0	\$801	\$807
ENERGY EFFICIENCY: CONSUMER ENERGY PROGRAMS	\$1,068	\$1,123	\$17,475	\$19,666
ENGINEERING ANALYSIS SERVICES	\$5,285	\$30	\$7,844	\$13,160
ENGINEERING DESIGN AND PERMITTING SERVICES	\$117	\$0	\$185	\$303
ENGINEERING SERVICES	\$1,876	\$0	\$161	\$2,036
ENVIRONMENTAL SERVICES	\$4,704	\$75	\$6,126	\$10,905
GENERAL CONSULTING SERVICES	\$0	\$0	\$34	\$34
GENERAL TRAVEL EXPENSES	\$0	\$0	\$9	\$9
HAZARDOUS MATERIALS HANDING AND DISPOSAL SERVICES	\$1,035	\$0	\$7	\$1,042
HW PURCHASE / MAINTENANCE	\$0	\$0	\$27	\$27
IT CONSULTING	\$38	\$14	\$0	\$51
IT OUTSIDE SERVICES	\$0	\$0	\$195	\$195
LEGAL SERVICES	\$718	\$0	\$67	\$785
MARKET RESEARCH	\$0	\$0	\$70	\$70
MARKETING EVENTS AND SPONSORSHIPS	\$124	\$3	\$56	\$183
MEDIA BUY	\$1,315	\$0	\$0	\$1,315
MEDICAL SERVICES	\$0	\$0	\$48	\$48
MISCELLANEOUS BPO	\$84	\$0	\$239	\$322
NON SOURCEABLE AND OTHER	\$2	\$0	\$102	\$105
PUBLIC RELATIONS	\$135	\$0	\$36	\$171
RECRUITING, OUTPLACEMENT & RELOCATION SERVICES	\$0	\$0	\$144	\$144
SAFETY	\$47	\$0	\$1	\$48
STAFFING	\$25,460	\$0	\$3,385	\$28,845
SURVEY SERVICES	\$474	\$0	\$0	\$474
SW PURCHASE AND MAINTENANCE (PREMISE)	\$214	\$0	\$12	\$226
TELECOMMUNICATIONS EQUIPMENT AND INSTALLATION AND MAINTENANCE SERVICES	\$0	\$0	\$200	\$200
TEMPORARY LABOR	\$6,463	\$0	\$1,077	\$7,540
TRAINING AND EDUCATION	\$1,402	\$0	\$16	\$1,418
VOICE & DATA SERVICES	\$0	\$0	\$0	\$0
Grand Total	\$51,309	\$1,244	\$38,320	\$90,873

While the pandemic presented an overwhelming number of challenges for businesses and organizations globally, our strategic priorities and initiatives around Supplier Diversity remained unchanged despite having to shift how we conducted business. Action plans and goals to support our strategic initiatives included:

- Strengthening our partnerships and increasing our engagement with our external advocacy agencies and organizations
- Enhancing our performance measurements and analysis
- Continuous process improvements
- Aligning people and evolving our culture internally

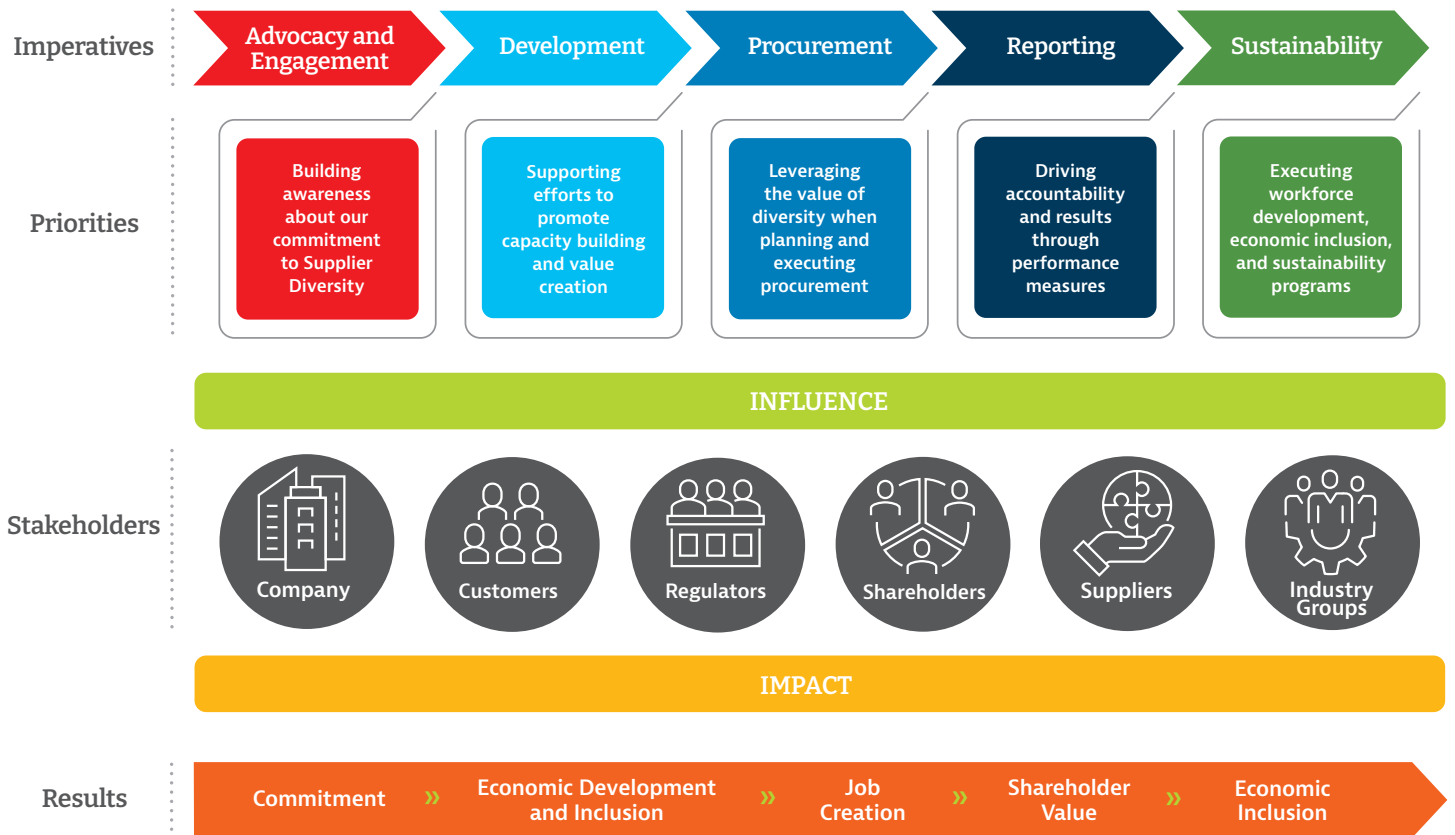
At Nicor Gas, not only was it important to continue supporting efforts that promoted capacity building and value creation for our diverse business partners, it was equally critical that we continued to demonstrate our commitment to work towards economic equity. The five-year spend trend below shows the results of our commitment to expand the inclusion, development and utilization of diverse businesses. While we saw a slight decrease in our diverse spend largely in part due to the decrease in our overall sourceable spend, and our large capital projects included in Investing in Illinois and Meter Modernization ramping down.

Nicor Gas 5-Year Spend Trend



Respecting Diversity and Promoting Equity and Inclusion

We value and seek diversity in our employees, contractors and outsource partners. We are committed to treating all individuals with respect and dignity and seek to foster an inclusive workplace that draws upon diverse backgrounds and experiences and embraces a wide range of thought processes. Supplier Diversity at Nicor Gas is based upon five foundational principles: **Advocacy, Development, Procurement, Reporting** and **Sustainability**.



Advocacy and Engagement

We believe supplier diversity brings innovation, quality, and overall competitive value to our organization. Having a diverse supplier base that represents the communities we serve not only makes good business sense, but it also creates qualitative and quantitative value for our company and our shareholders. Through our advocacy and engagement efforts, we build awareness about our commitment to supplier diversity by providing education and access to diverse businesses.

Nicor Gas is endeavoring to have diverse representation in all levels of procurement within our organization. One of the ways we do this is through an active advocacy and engagement effort in support of different organizations that promote the ideals of supplier diversity and development. We partner with external advocacy organizations through participation in industry-related panels, summits, boards, procurement fairs, caucuses, town hall meetings and tradeshows.

As the global pandemic continued in 2021, it was imperative that we remain committed to finding non-traditional ways to engage and advocate for the diverse business community. Virtual capability sessions with diverse businesses, supply chain representatives, supplier diversity professionals, and procurement decision makers became the norm and proved to be effective. Additionally, we found creative ways to connect our prime partners with diverse subcontractors.

In March, Nicor Gas partnered with the Federation of Women Contractors (FWC) in hosting a Speed Networking event. The event featured informative presentations on the topics of the history of FWC, an overview of construction at Nicor Gas by Kevin Gammill, vice president of Construction for Southern Company Gas, an overview of the Women in Construction subgroup of Nicor Gas' employee resource group Inspire, as well as networking sessions. Networking breakout sessions included procurement decision makers from Nicor Gas Construction Operations along with some of our key prime construction partners; Precision Pipeline, NPL, Pipestrong and KS Energy Services.

In addition to providing resources for the diverse business community, advocacy and engagement extends to educating suppliers and organizations from other industries. On July 20, 2021, Nicor Gas partnered with United Scrap and Metal and the Women's Business Development Council (WBDC) for a panel discussion as a part of the Illinois Manufacturing Association's Diversity, Equity and Inclusion series. Panelists discussed topics such as supply chain diversity best practices, tools and resources available, and business resiliency.

Nicor Gas also partnered with HACIA to replicate the successful speed networking event hosted earlier in the year with FWC. This time, the event was focused on the importance of engineering services and why supplier diversity is a business imperative for Nicor Gas. Southern Company Gas' Vice President of Engineering and Construction, Steve Murphy, spoke at the event and emphasized the expectation that all our partners share in this business imperative. The matchmaker event also included an interview with one of our prime partners who is also a member of HACIA and a local Hispanic-owned business, d'Escoto, Inc. Fred d'Escoto, president of d'Escoto, Inc., shared his journey of becoming a prime partner to Nicor Gas, and gave the audience his perspective and advice on "what it takes to do business with Nicor Gas." Hosting matchmaking events such as this event is one of the ways we support our prime partners in identifying local, diverse businesses to potentially partner with now and in the future.





Fueling Equity

Southern Company Gas began its Fueling Equity video series featuring three former members of the Southern Company Gas Supplier Diversity Business Development Program. **Milhouse Engineering**, an African American owned engineering firm headquartered in Illinois, began inspections for Nicor Gas following completion of the Southern Company Gas Supplier Diversity Program in 2012. They now handle larger transmission and distribution work throughout the Southern Company Gas system and recently began working with our sister company, Georgia Power.

Campos EPC, a Hispanic American owned engineering firm, continues to grow within our organization. Marco Campos, owner of Campos EPC, completed the 2019-2020 cohort of the business development program. Benefitting from the valuable mentorship he received throughout the program was key to forming our successful partnership. Campos's passion for philanthropy, particularly in support of women and under-represented minorities pursuing STEM related fields, influenced him to want to provide opportunities for diverse groups.

"This is important to the Southern Company system as well. There's only one other company nationwide we've felt this type of mentorship and development for diverse businesses, so hats off to Southern Company Gas," Marco concluded.

Campos EPC is currently working on several design projects for Nicor Gas and Southern Company Gas.

Jackie Richter, owner of female-owned and operated contracting businesses **Heels and Hardhats** and **Endurance Utility**, began contracting as a Tier 2 supplier with NPL, a Prime supplier for Nicor Gas. NPL introduced Richter and her team to Nicor Gas directly.

After completing Southern Company Gas' supplier diversity program, Heels and Hardhats went from being a subcontractor to a Tier 1 supplier for our system. For more than 15 years, our Supplier Diversity program has opened doors for diverse and minority-owned businesses by way of mentoring programs and developmental support with the goal of helping them prosper and reach long-term sustainability.

Illinois Utilities Business Diversity Council (IUBDC)

As a member company of the IUBDC, Nicor Gas continues to play an essential role in its efforts to grow business opportunities for diverse suppliers through collaboration, technical development, and sharing of best practices.

A new economic impact study conducted by the IUBDC – including Ameren Illinois, Aqua, ComEd, Illinois American Water, Nicor Gas, People's Gas, and North Shore Gas – showed 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.



Additionally, the IUBDC companies supported an average of nearly 20,000 jobs every year from 2017-2020, providing a total of \$1.1 billion in employee wages.

In 2021, the IUBDC hosted an education and best practice workshop series for environmental and supply chain professionals across all the member utilities. During this two-part series, representatives shared opportunities and challenges impacting environmental services. Topics of discussion included: holding non-diverse suppliers accountable for diversity goals, opportunities for new diverse supplies, and supplier success stories.

Outreach Events

Engaging with diverse businesses, prime partners, and advocacy leaders and organizations looked very different through much of 2021. Nevertheless, Nicor Gas participated in several virtual events including:

Illinois Manufacturers' Association (IMA) Diversity, Equity and Inclusion series		Illinois Black Chamber of Commerce Business Opportunity Fair and Annual Convention		WBDC Virtual Matchmaker
	CMSDC Chicago Business Opportunity Fair		NMSDC Conference and Business Opportunity Exchange	
Women in Construction Matchmaker with the Federation of Women Contractors		HACIA Engineering Matchmaker		Edison Electrical Institute Business Diversity Best Practices Meeting

Workplace Culture

While our external advocacy efforts are important in developing viable long-term business partnerships, we realize that the success of our supplier diversity imperative is dependent on each member of our Nicor Gas family.

At Nicor Gas, we have a proud history of important work in diversity, equity and inclusion (DE&I). Our collective DE&I efforts are frame-worked through **Fueling Equity**, where we are taking actionable and measurable steps to advance DE&I across multiple areas of our business as opposed to looking at DE&I from a singular lens. Fueling Equity is an effort that reflects our understanding that **when you know better, you do better**. It is about all of us, both as individuals and as a collective.

Under Fueling Equity, we are advancing DE&I across multiple critical functions of the business that include:

- Workplace Culture
- Talent Recruitment
- Community Engagement
- Supplier Diversity
- Talent Development

We strive to provide an inclusive work culture where our employees are educated on the importance of diversity and inclusion and feel empowered to serve as champions in support of supplier diversity initiatives. On an individual level, all employees advance Fueling Equity and change our workplace culture through three basic tenets of Listen, Learn, Lead. **LISTEN** to our colleagues so that we can **LEARN** about the barriers that prevent them from contributing to their full potential and what we can all do to help and support them, and then **LEAD** by being allies and advocates.

We have six employee resource groups (ERGs) at Nicor Gas that support our DE&I initiatives through cultural awareness events, sponsorship and community involvement, volunteer activities and leadership talks:



En Rapport – Established in 1989, En Rapport is Nicor Gas’ oldest ERG, which focuses on African American issues in the workplace and provides opportunities for networking, community activism and professional and personal development.



Soar – recruits, retains and advances Asian American and Pacific Islander (AAPI) employees within the Company as well as promotes the Company among the AAPI communities it serves.



VetNet – a community of veteran and military supporters who are champions for active, reserve, and former members of the military and their families, and the diverse skillsets they have.



Inspire – focuses on women’s issues and works to inspire women to fulfill their personal and professional potential.



EnERgy – for young career professionals, with the goal to attract, retain and foster these young professionals through networking and relationship building opportunities.



¡HOLA! – promotes Hispanic/Latino culture and provides a platform for broadening and deepening the Company’s understanding of business opportunities in this diverse market.

Through joint efforts, our ERG members assist in educating the business community, advocating the use of diverse suppliers, encouraging the growth and development of diverse employees and supporting the Company’s procurement goals.

Development

Supplier Diversity Business Development Program (SDBDP)

At Nicor Gas, we believe diverse businesses bring innovation, quality and overall competitive value to our organization. Helping diverse suppliers to develop their business and understand the gas industry will create a strong pipeline of diverse businesses to service our business needs. Our Supplier Diversity Business Development Program (SDBDP) is dedicated to helping diverse partners achieve their strategic goals through the provision of mentoring, individualized management consultations, education and technical assistance. By leveraging the knowledge and commitment across our organization, Nicor Gas provides program participants with the tools, resources and expertise needed to grow their businesses through strategic partnerships with leaders inside and outside our organization.

On June 30, 2021, the newest cohort of diverse businesses started their SDBDP cohort virtually. While virtual sessions are not the most ideal for this program, we could not let the COVID-19 pandemic delay our commitment to helping diverse businesses become stronger, more agile and better-informed companies.

This 18-month cohort continued to meet virtually through the remainder of 2021 and will complete the program in 2022. Of the 33 participating companies, 16 have potential to support the natural gas industry, nine of which can support Nicor Gas directly and six of those companies are headquartered in Illinois.

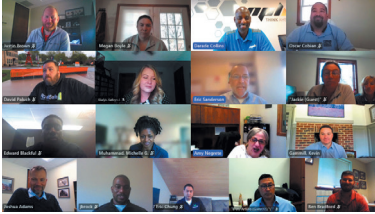
In 2021, Nicor Gas was also able to provide an opportunity for three diverse suppliers to participate in the **Tuck School of Business at Dartmouth Leadership and Strategic Impact Program (LSI)**. With a focus on the minority business community, the program aims to build high-performing minority businesses and help them to grow to scale. Program participants engage in week-long sessions focused on accounting principles, marketing, negotiations and organizational structures.

NPL Construction Company (NPL) Partner Alliance Event

Forty attendees gathered on a virtual call to connect and engage in the second-ever "Friends in Utilities Networking" (FUN) virtual luncheon. The event was co-sponsored by the NPL Partner Alliance and Nicor Gas, with attendees joining from several current and prospective partners, subcontractors and internal team members.

Kevin Gammill, vice president of construction with Southern Company Gas, started with an introduction to Southern Company, explaining how Nicor Gas has provided services to Illinoisans for over four decades. He also spoke on the importance of supplier diversity.





“At Nicor Gas, supplier diversity truly is a strategic business imperative for us. We’re committed to supporting diverse business because it acts as a job stimulant for job creation and economic development, particularly within our local economies,” said Kevin. “We also value the innovation, efficiency, and creativity that diverse business enterprises bring. We focus on long-term sustainable business alliances, like we have with NPL, and really develop activities to support capacity of building our diverse business partners.”

A highlight of the first FUN lunch was the opportunity for NPL, Nicor Gas and other prime contractors present to learn about and meet other companies to partner with. This tradition continued for the second lunch, with Amy Negrete from iLink Resources and Arturo Saenz from Specialty Consulting, Inc., introducing their firms and capabilities.

A Diverse Workforce

We’re building a workforce reflective of the communities we serve, delivering industry-leading service to our customers and stakeholders through innovation, creativity and diverse perspectives. In 2018, Nicor Gas, in partnership with International Brotherhood of Electrical Workers (IBEW) Local 19, NPL Construction Co. and the Quad County Urban League (QCUL), launched the **Nicor Gas Career Academy**. This six-week job-readiness program focuses on natural gas operations integrated with core math concepts, employability skills as well as personal and professional development. The objective of the program is to help diverse candidates develop the skills and learn the tools needed to prepare them for entry level work in the utility industry. With 120 graduates and a 50% hire rate, the Career Academy continues to be a successful program thanks to the help of our partners: QCUL, NPL, KS Energy Services, INTREN, Pipe Strong and IBEW Local 19.

Procurement

We are committed to supporting diverse businesses because it acts as a stimulant for job creation and economic development, which in turn creates opportunities to grow our business within our local economies.

The COVID-19 crisis, in conjunction with the national tragedy events and social unrest of 2020, caused our organization to not only take a closer look at our supply chain processes in how we procure goods and services, but to also identify meaningful ways to deal with racial inequities. While we were faced with numerous challenges because of the pandemic, it provided several opportunities to reinvent and de-risk future supply chain disruptions as well as reduce inequities in the procurement pipeline.

As part of our commitment to economic inclusion and building long-term sustainable relationships that promote DE&I in all aspects of our company, supplier diversity professionals are involved at the beginning of contract work

to ensure small and diverse businesses are included in the bidding process with a focus on increasing the inclusion rate as well as working with primary partners to identify opportunities for subcontracting and developing subcontractors into primary suppliers.

In 2021, Southern Company Gas introduced new practices into the RFP bid process which requires bidders to include their workforce diversity commitment.

Trinidad Construction

Trinidad Construction is a full-service general contracting and construction management firm. With people, safety and diversity at their core, Trinidad specializes in the execution of complex projects including building renovation, new building development and new addition buildouts. Some examples of their work include the remodel of the third floor at Nicor Gas' headquarters in Naperville, Illinois and its adjacent Technical Training Center, as well as the new regional office in DeKalb, Illinois.

As a certified Minority Business Enterprise (MBE), Trinidad has a firm understanding of the importance of creating opportunities for people from all backgrounds and communities. Trinidad's model is "Good People, Who Care." Their workforce of highly skilled union carpenters, laborers, cement masons and brick layers coupled with their project management team of construction managers and engineers, allows them to provide quality work and the ability to self-perform large portions of the scope on every job.

Trinidad Construction and Nicor Gas' relationship began in 2011 at an outreach event to find contractors for a small industrial project in Nicor Gas' underground storage fields. Trinidad was new to the utility industry and at that time had only completed a few projects in this specialized field. Nicor Gas was able to give Trinidad their first of many "first" opportunities. This project led to three years of partnerships between the two companies, with Trinidad executing numerous industrial projects, in hyper-sensitive areas with incredible safety measures in place. Sharing in Nicor Gas' values of Safety First, Unquestionable Trust, Total Commitment and Superior Performance, Trinidad quickly became a Master Service Contractor for Nicor Gas.

To date, Trinidad has received over \$50 million dollars in contracted business partner spend from Nicor Gas. This partnership has allowed Trinidad to significantly grow its workforce. Their commitment to bringing diversity into our company and industry has had an invaluable impact on the lives of their team.

"Individuals that once worked as laborers and carpenters are now serving in management roles within our business. They are providing a better life for their family, as a direct result of their professional development on Nicor Gas' projects", said Brian Ortiz, founder and president, Trinidad Construction.

"Trinidad's relationship with Nicor Gas is more than a contractor/owner engagement – this is a true partnership. Nicor gave us our first opportunity... which has allowed our team to learn and grow along the way."



"Trinidad's relationship with Nicor Gas is more than a contractor/owner engagement – this is a true partnership. Nicor gave us our first opportunity...which has allowed our team to learn and grow along the way."

— *Brian Ortiz, founder and president, Trinidad Construction*



STERLING

“Due to Nicor Gas’ initiatives to promote diversity partnerships to their suppliers, Sterling has gained approximately an additional \$5 million in revenue per year for the past three years from Nicor Suppliers.”

— *Rama Kavaliauskas,*
president, Sterling Engineering

Sterling Engineering

For over 50 years, Sterling Engineering has provided technical workforce solutions through engineering, project management, and staffing services. Their founding principles of respect for clients and employees, along with a commitment to quality, have built a culture that provides a competitive advantage to clients and rewarding careers for their employees.

Sterling was introduced to Nicor Gas at a WBENC conference in 2017. Although there were no available opportunities at the time, the Nicor Gas Supplier Diversity team remained engaged and provided support for Sterling to assist them with other opportunities in the energy industry.

The support, education and advocacy efforts garnered by the Nicor Gas’ Supplier Diversity team, has allowed Sterling to have a platform as a diverse woman owned business in the industry. The events sponsored by Nicor Gas, Southern Company Gas, or its affiliates, have brought great new relationships and enhanced existing client partnerships for Sterling Engineering.

After five years of engagement, Sterling was able to secure an agreement with Southern Company Gas in 2020 to support technical projects. Today, Sterling is providing Southern Company Gas with designers to assist in planning, designing and development projects for gas distribution systems and engineers to evaluate the performance of gas distribution and transmission systems.

Nicor Gas’ commitment to creating a community of diverse suppliers has afforded Sterling the opportunity to establish partnerships with several of Nicor Gas’ Tier 1 partners. One relationship in particular allowed Sterling to expand its business nationally by adding more than 100 new employees within 17 states and the direct hire placement of over 50 designers/engineers.



Energy Efficiency Program

Energy Efficiency

During the program’s last four-year cycle ending in 2021, the total eligible spend paid to product and service providers was \$100.3 million, of which \$64.7 million was spent with direct (Tier 1) diverse suppliers and \$2.4 million was spent with Tier 2 diverse suppliers. The total diverse spend was \$67.1 million, or 66.9% of total eligible spend.

Infrastructure Improvement Programs

Through our multi-year infrastructure modernization and improvement programs, we are making investments in the continued safety and reliability of our system, the regional economy and providing opportunities to drive diverse business participation throughout our Company. In 2021, we continue to leverage the following programs as catalysts to increase diverse partnerships in our business:

Meter Modernization

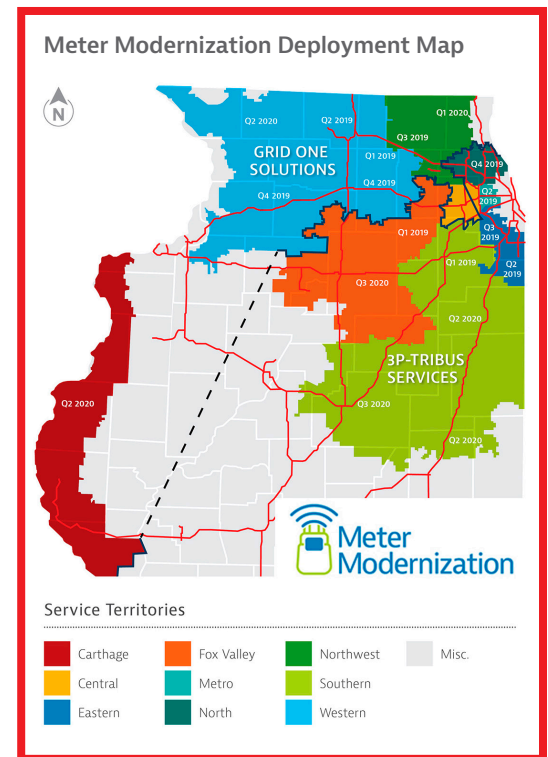
Launched in 2018, Nicor Gas' Meter Modernization program is a major project that involves the installation of a small, two-way communication device on customers' existing natural gas meters to gather automated meter reads.

Nicor Gas partnered with 3Phase Line Construction, LLC, an MBE, to complete a portion of the installations. Nicor Gas also partnered with Diversified Utility Sales of America, a WBE, to procure the communication devices and to provide additional inventory related services.

To date, more than 2.23 million natural gas meters have been upgraded as part of Nicor Gas' Meter Modernization program. The final installations have been planned for completion within the next 12 months and are largely contingent on prerequisite meter work such as moving the meter from an inside location to an outside location or reconfiguring the meter itself to accommodate the device. Building on the knowledge gained in the initial rollout of the Meter Modernization program, Nicor Gas continues to complete the remaining installations in partnership with 3Phase Line Construction, LLC.

Investing in Illinois is a multiyear program to replace aging natural gas pipelines, move natural gas meters from inside homes and businesses to outside, upgrade natural gas storage systems and refurbish stations that regulate the natural gas pressure in our system. Since the beginning of the program in December 2014, in addition to upgrading our natural gas transmission and storage systems, we have replaced approximately 1,008 miles of aging natural gas distribution main and more than 121,000 natural gas service lines.

Since 2015, between 800 and 1,500 employees and contractors per year worked on this initiative. At this same time, our total diverse Investing in Illinois spend totaled over \$135 million, or 41% of the company's Investing in Illinois spend.



Community Outreach

At Nicor Gas, we believe that part of our corporate responsibility is to give back to our communities and our philanthropic focus is designed to make a meaningful impact on the communities we serve.

Clean, safe, reliable and affordable energy is a basic need of our customers – and delivering that energy to our customers connects us to them in a personal way. That connection drives us to support other basic needs of our customers – from providing bill payment assistance, to addressing food insecurity.

Through our investments in food banks, homeless shelters, transitional housing programs, clothing and energy assistance, we help ensure that customers aren't worried about where their next meal will come from or where they will sleep for the night. When customers don't have to prioritize putting food on the table, making their rent or mortgage payment, or buying warm clothing for the winter, they are comfortable in their homes, able to use and enjoy our product.

We spent **\$2.84M** with non-profit organizations, plus **\$670K+** on memberships to chambers of commerce, economic development organizations and other social organizations.

About **\$1.8M** of that spend directly supported our objective of enabling economic opportunity, including:

\$130K
in education, including Junior Achievement and the National Energy Education Development Project

\$108K
supporting local chambers of commerce

\$100K
supporting supplier and workforce diversity organizations

\$260K
supporting local and state-wide economic development organizations

\$130K
in workforce development programs

\$250K
with United Way of Metro Chicago, specifically supporting their neighborhood networks, the United Neighborhood Equity Fund, and other equity programming

Reporting

We hold ourselves accountable and measure our progress because we realize that the success of supplier diversity is determined by the efforts we demonstrate and the impact we have with our diverse partners.

Throughout the year, the Nicor Gas Supplier Diversity team reviews the certification status of its prime partners as well as a relative sample of vendors submitted as subcontractors by the Company's prime partners.

The Supplier Diversity team, along with senior leaders across Southern Company Gas, continues its ongoing engagement and business diversity assessments with select prime partners' executive teams. The purpose of these engagements is to:

- Ensure alignment with our shared objectives for advocacy, development, diversity and inclusion, reporting and sustainability;
- Review and discuss prime contractor business diversity progress (advocacy engagements, supplier development progress, reporting compliance and performance to goals), and provide assistance when needed;
- Discuss forecasted opportunities, projections, and barriers to increasing diverse business development and utilization.

Sustainability

The sustainability pillar is focused on supporting the creation and execution of comprehensive strategies and programs to improve company efforts in support of diverse suppliers' impact on the workforce and economy and developing supply chain programs for supplier sustainability. Efforts include advising and influencing leaders within the organization on emerging workforce and economic development issues and opportunities while implementing strategies that will yield desired outcomes. The overarching goal is to work closely with Environmental, Social and Governance (ESG) programs including partnering with suppliers to improve and "green-up" the Southern Company supply chain.



Nicor Gas's procurement activities span across all categories of the business. The Nicor Gas Supply Chain and Supplier Diversity teams are aligned with each department in the organization and partner on all procurement activities in support of the entire Company. To categorize procurement activity, we have established six primary categories:

- Facilities
- Fleet
- Materials
- Pipeline & Construction Services
- Professional Services
- Other (uncategorized spend)

Prime Partner Pipeline (Tier 2)

We expect our prime partners to provide meaningful contracting opportunities to firms owned by minority, women, and veterans. Because we understand the value added by the development of diverse businesses, we promote supplier diversity throughout our existing supply base. We consider second-tier supplier diversity by our primary partners to be an important component of our Supplier Diversity initiatives. We evaluate supplier diversity in our Request for Proposal (RFP) decision matrix, and we expect our primary partners to support our supplier diversity efforts. Primary partners participating in second-tier opportunities are required to report their monthly spending with diverse partners.

The objective of the Prime Partner Pipeline is to facilitate the development and utilization of diverse businesses through strategic partnerships with our key prime partners. Partnerships with many of our prime partners have helped to:

- Increase awareness of prime partners' subcontracting activities with MWVBEs
- Influence the increased utilization of diverse partners
- Generate access to a pipeline of future prospective prime partners

Additionally, our Prime Partner Pipeline requires partners to provide a utilization (subcontracting) plan for each bid that is presented to the Company, and we strongly encourage our partners to abide by the proposals that are outlined in their respective utilization plans should they be awarded a bid. Because supplier diversity and past performance are key components of our scoring matrix during the bidding process, failure to meet the Company's expectations around second-tier utilization is taken into consideration when evaluating future procurement opportunities.

Methodology for Assigning Certified Spend

Expenditures with certified diverse businesses that qualify for multiple diversity categories are assigned by an internal reporting hierarchy to ensure the expenditures are only reflected once. The order of assigning expenditures to the appropriate category is defined by race (MBE) first, gender (WBE) second, and any other qualified certification status such as LGBT, third (e.g., an African American woman-owned business certified and minority- and woman-owned is recordable as an MBE, not a WBE). In the event of expenditures with a certified minority woman who is also a veteran, these expenses are assigned as either MBE, WBE or VBE, depending on the certification provided.

Excluded Expenditures

For determining expenditures relative to the calculations used in this report, any expenses incurred related to the following were excluded:

- Claims
- Easements
- Employee expenses, including salary, medical benefits, expense reimbursements, performance awards petty cash, dividend payment, etc.
- Employee garnishments
- Employee tuition reimbursement benefits
- Fines and penalties
- Inter-entity payments
- Natural gas capacity contracts
- Organization membership dues
- Other fees for utility services (natural gas, electric, water and telephone)
- Parent associated and/or subsidiary companies (charges for services rendered to the parent, i.e.: accounting, engineering, tax, advertising costs, etc.)
- Payments to government entities (taxes, street opening fees, license fees, permits, etc.)
- Philanthropic contributions
- Pipeline transmission (interstate/intrastate)
- Power or commodity purchases (natural gas and/or electricity for resale or nuclear fuels)
- Purchase or lease of real property (including lease buyouts)
- Purchases from foreign-owned companies outside of the U.S. (that do not add value to a product once shipped to the U.S. or manufacture a product in the U.S.)
- Rail transportation
- Revenue accounts (refunds due to customers)
- Cash rebates paid directly to customers
- United States Postal Service fees

Southern Company Gas' Supplier Diversity goals are not based solely on numbers and percentages, but on several factors that include reviewing past performance, setting aggressive targets based on anticipated spend, and being intentional about creating sustainable opportunities for MWVBes.

Our five-year strategic plan allows us to forecast projected spend, upcoming opportunities, expiring contracts, developmental opportunities for diverse businesses, opportunities to expand our prime partner engagement, and proactively seek any challenges.

2022 MWVBE Goals

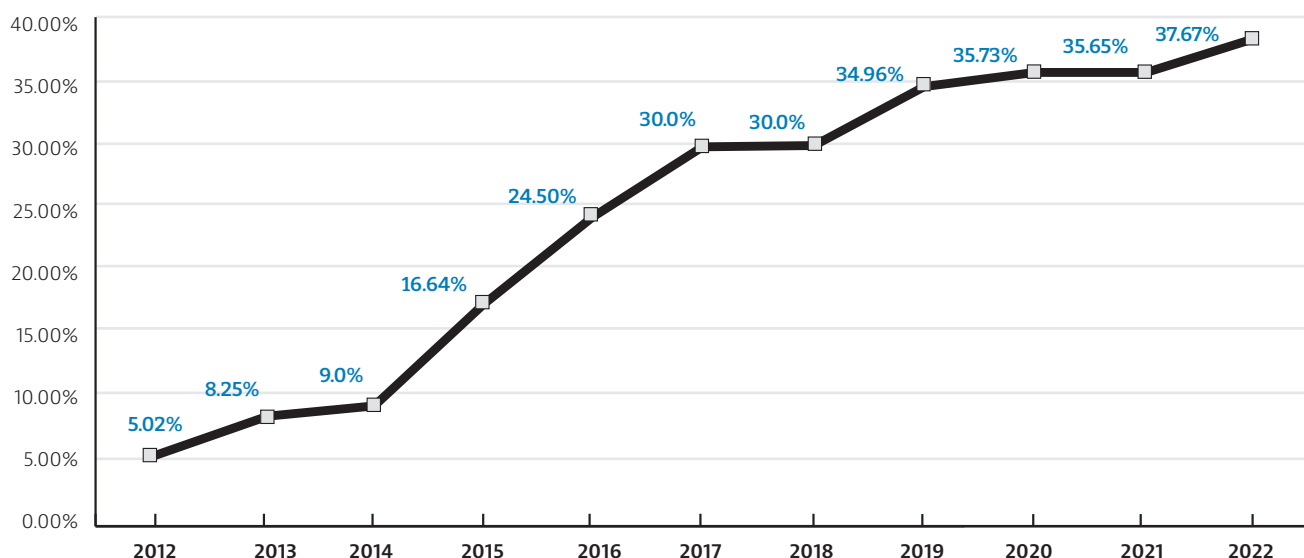
In 2021, Nicor Gas had an aggressive goal to achieve 35.65% MWVBE spend for the reporting period, while challenging our prime partners to also increase their respective diverse spend goals.

In 2022, we will continue to hold ourselves accountable for achieving critical business imperatives and set aggressive goals for ourselves and for our partners.

In 2022, Nicor Gas will continue to show our commitment to the diverse business community with a goal to spend at least 37.67% with MWVBes.

2022 Goals				
	MBE	WBE	VBE	Goal
GOAL 2022	23.82%	12.52%	1.33%	37.67%

MWVBE Goal



DBP Steering Committee

Through the continued efforts of our Diverse Business Partnership (DBP) steering committee, we will continue to:

- Identify long-term sustainable business alliances
- Invest in developmental activities that support capacity building of diverse businesses
- Develop a framework that enables Nicor Gas to continuously grow work with diverse businesses
- Educate employees on how to identify and establish relationships with diverse partners
- Work through challenges that include the diverse businesses onboarding process and educating partners about our business

The quantitative result of these efforts will help drive projects drive projects and potentially generate Tier 1 diverse spend.

IUBDC

In December of 2021, Nicor Gas' President and CEO, John Hudson was officially named Chairman of the IUBDC. With a focus on enhancing opportunities for diverse businesses across Illinois utilities, Nicor Gas will continue to actively participate in IUBDC efforts. We currently have more than 20 company representatives actively serving in various capacities including Board of Directors, Advisory and Strategic Planning, Education and Best Practices, Engagement, Communications and Events. This combined effort will allow Nicor Gas to continue to utilize the IUBDC to ensure we are developing and incorporating best-in-class policies, structure and outcomes.

2022 Demand Planning & Forecasting

In 2020, the demand planning function was created to align with our One SCM (Supply Chain Management) mission, which is to be the bridge between Supply Chain and our business partners. This bridge allows for us to capture business needs during the planning stage which includes the supplier diversity professionals. This new collaborative planning and forecasting process focuses on all critical spend categories with the intent on identifying long-term demand opportunities which allows us to proactively engage and develop new diverse suppliers and prepare them for future opportunities.

In 2021, the demand planning and forecasting team developed a new tool that aids in our ability to identify areas in our organization for potential opportunities for growth of diverse suppliers.

Advocacy Partnerships

Nicor Gas will continue to actively support local advocacy organizations through participation in conferences, panels and tradeshows that provide opportunities to develop relationships, identify qualifying businesses and further promote business opportunities. Nicor Gas supports the efforts of organizations that promote the interests of MWVBEs, including the following:

- American Association of Blacks in Energy – local and national chapters
- Chicago Minority Supplier Development Council
- Chicago United
- Chicago Urban League
- Edison Electrical Institute
- Federation of Women Contractors
- Hispanic-American Construction Industry Association
- Illinois Black Chamber of Commerce
- Illinois Hispanic Chamber of Commerce
- Illinois Legislative Latino Caucus Foundation
- Illinois Utilities Business Diversity Council
- LGBT Chamber of Commerce of Illinois
- National Association of Minority and Women Owned Law Firms (NAMWOLF)
- National Minority Supplier Diversity Council
- Quad County African American Chamber of Commerce
- Quad County Urban League
- Rainbow PUSH Coalition
- Women's Business Development Center
- Women's Business Enterprise National Council

Volunteer Week

Nicor Gas will continue to safely facilitate and host outreach events involving our prime partners, diverse businesses and the diverse communities that we serve. Every year, Nicor Gas leaders, employees, friends and families host activities to benefit the communities served by Nicor Gas. These community outreach project is just one of many ways that we foster relationships with our diverse business partners that share our commitment to community involvement.

While Nicor Gas continues to seek opportunities to attract and advance diverse partners across all areas of our business, there are certain areas where diverse representation has traditionally been low. These areas include Material Supplies, Legal, Consulting and other Professional Service categories. Since 2019, Nicor Gas has made intentional efforts to increase diverse representation in the Professional Services arena. In fact, Nicor Gas continues to work with our prime partners through our Tier 2 program to increase Professional Services spend with MWVBEs.

In 2022, Nicor Gas will continue to align ourselves with professional organizations and industry groups that support business diversity amongst underutilized areas of our business. We will partner with various advocacy organizations, our peer utilities that make up the IUBDC, and our prime partners to host and/or attend diversity-related summits and events that are geared toward the advancement of diverse business enterprises.

Furthermore, we will continue to leverage our prime partners to support the development and increased utilization of diverse businesses that align with subcontracting needs and requirements. This includes expanding our list of prime partners that utilize subcontracting scorecards to measure supplier diversity results, encouraging prime partners to sponsor diverse business enterprises for scholarship opportunities and host their own diversity summits to increase engagement.

Given the unique skillset required to provide services within the gas utility industry, it is not uncommon for businesses to experience challenges in establishing and maintaining viable operations with the utility being the sole focus of their business. This is even more pronounced when considering the limited number of MWVBs competing for certain opportunities within the utility industry.

Common contributors that pose challenges for the utility in finding diverse vendors:

- Limited number of diverse construction firms with natural gas transmission pipeline experience
- Limitations on smaller diverse firms to grow beyond current capacity
- Limited experience with natural gas utilities
- Reluctance to undergo the lengthy process of becoming a certified diverse business enterprise
- Union requirements
- Pressure for high spend long-term versus unbundling
- Diverse supplier acquisitions

Common challenges for diverse businesses:

- Lack of communication following registration as a certified diverse business enterprise
- Lack of feedback from the utilities on bid lots
- Limited access to capital required to grow to scale
- Untimely information on opportunities

Nicor Gas continues to work with diverse firms to overcome these challenges by offering mentoring and training on the natural gas industry; sponsorships for scholarship opportunities; connecting diverse suppliers with advocacy organizations, such as National Minority Supplier Development Council and Women's Business Enterprise National Council; and exploring new procurement contracts, such as sole-sourcing and partnerships to create opportunities for diverse businesses. Implementing our strategic roadmap will allow us to better identify these diverse firms.

Recognized Certifications

- National LGBT Chamber of Commerce (NGLCC)
- National Minority Supplier Development Council and its regional affiliates
- Women's Business Enterprise National Council and its regional affiliates
- National Women Business Owners Corporation (NWBOC)
- U.S. Department of Veterans Affairs
- U.S. Small Business Administration's 8(a) Program
- U.S. Pan Asian-American Chamber of Commerce
- State and County Department of Transportation
- City certifications
- County certifications
- State certifications
- Other third-party certifications

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Click [here](#) for information on how to register as an MWVSBE with Southern Company Gas.

Section 5-117 of the Public Utilities Act 220 ILCS 5/5-117, effective Aug. 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:

- A list of the points of contact for the utilities;
- The annual reports for a period of five years; and
- A list of the certifications recognized and accepted by the utilities

Section 5-117 reports are due annually 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 about Nicor Gas' Annual Supplier Diversity Reports, please visit the ICC Supplier Diversity webpage at <http://www.icc.illinois.gov/filings/mwvs>.

Tier 1 & Tier 2 Combined Unless Specified		African American		Asian American		Caucasian		Hispanic American			Native American		Total MBE			Total WBE			Total VBE			Total Diverse Spend (MBE+WBE+VBW)	Total Diverse Tier 1	Total Diverse Tier 2	Total Small Business	Total non-Diverse Tier 1		Illinois MBE			Illinois WBE			Illinois VBE			Illinois Diverse Spend	Illinois Diverse Tier 1	Illinois Diverse Tier 2	Illinois Small Business	Illinois non-Diverse Tier 1	Illinois Total Spend	Total Spend	
Product Service Description	Professional Services (Y/N)	Men	Women	Men	Women	Men	Women	Men	Women		Men	Women	Tier 1	Tier 2	Total (Calculated)	Tier 1	Tier 2	Total (Calculated)	Tier 1	Tier 2	Total (Calculated)							Tier 1	Tier 2	Total (Calculated)	Tier 1	Tier 2	Total	Tier 1	Tier 2	Total								
ABOVE GROUND GAS STORAGE – EQUIPMENT MAINTENANCE & REPAIR SERVICES	N	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$37		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$37	
ABOVE GROUND PIPELINE – MAINTENANCE AND REPAIR SERVICES	N	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$1,597		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$1,597
ACCOUNTING & AUDITING SERVICES	Y	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$1,118		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$1,118
AD AGENCIES	Y	\$0	\$0	\$0	\$0	\$188	\$0	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$188	\$0		\$0	\$0	\$0	\$7	\$0	\$7	\$0	\$0	\$0	\$0	\$0	\$0	\$38	\$0	\$38	\$188		
ADMINISTRATIVE PRODUCTS AND SERVICES	Y	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$34		\$0	\$0	\$0	\$7	\$0	\$7	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$34		
ASSET PROTECTION SERVICES	Y	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$207		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$207
BACKGROUND CHECKS & DRUG TESTING	Y	\$10	\$0	\$0	\$0	\$677	\$2	\$0	\$0		\$731	\$0	\$741	\$0	\$741	\$2	\$0	\$2	\$0	\$0	\$0	\$743	\$743	\$0	\$677	\$71,525		\$10	\$0	\$10	\$0	\$0	\$0	\$0	\$0	\$0	\$10	\$10	\$0	\$5	\$13,035	\$13,050	\$72,945	
BELOW GROUND PIPELINE – MAINTENANCE AND REPAIR SERVICES	N	\$0	\$0	\$0	\$0	\$803	\$0	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$803	\$16,841		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$803	\$14,747	\$15,549	\$17,643		
BILLING SERVICES	Y	\$0	\$0	\$0	\$0	\$205	\$0	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$205	\$497		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$702
BUILDING CONSTRUCTION	N	\$0	\$0	\$105	\$0	\$576	\$1,113	\$25,253	\$0		\$828	\$0	\$15,774	\$0	\$15,774	\$0	\$1,113	\$1,113	\$576	\$3,485	\$4,061	\$20,948	\$16,350	\$4,598	\$0	\$497		\$15,671	\$7195	\$22,867	\$0	\$0	\$0	\$576	\$3,485	\$4,061	\$26,928	\$16,247	\$10,680	\$0	\$403	\$27,330	\$16,847	
BUSINESS AND FINANCIAL SERVICES	Y	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$2,833		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$2,833
CHEMICALS GASES LUBRICANTS FLUIDS & AGGREGATES	N	\$0	\$0	\$0	\$0	\$193	\$3	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$3	\$63	\$0	\$63	\$66	\$66	\$0	\$130	\$832		\$0	\$0	\$0	\$3	\$0	\$3	\$63	\$0	\$63	\$66	\$66	\$0	\$0	\$335	\$401	\$1,027		
COLLECTION AGENCY	Y	\$0	\$0	\$0	\$0	\$198	\$0	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$198	\$231		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$143	\$143	\$429	
COMMERCIAL PRINTING & FINISHING	Y	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$9		\$0	\$0	\$0	\$0	\$3	\$3	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$9	
CONSTRUCTION INSPECTION SERVICES	N	\$0	\$0	\$3,622	\$0	\$0	\$0	\$14,765	\$0		\$0	\$0	\$18,387	\$0	\$18,387	\$0	\$0	\$0	\$0	\$0	\$0	\$18,387	\$18,387	\$0	\$0	\$1,157		\$14,765	\$0	\$14,765	\$0	\$30	\$30	\$0	\$0	\$0	\$14,765	\$14,765	\$5	\$0	\$0	\$14,765	\$19,544	
CORROSION – INTEGRITY REMEDIATION SERVICES – ABOVE GROUND	N	\$137	\$466	\$0	\$0	\$0	\$673	\$0	\$0		\$0	\$0	\$137	\$0	\$137	\$673	\$0	\$673	\$0	\$0	\$0	\$810	\$810	\$0	\$0	\$215		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$215	\$215	\$1,025	
CORROSION – INTEGRITY REMEDIATION SERVICES – BELOW GROUND	N	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$1,891		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$1,891	\$1,891	\$1,891	
DINING & VENDING	N	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$343		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$343
DIRECT MAIL	Y	\$0	\$0	\$0	\$0	\$2	\$799	\$6	\$0		\$0	\$0	\$6	\$0	\$6	\$796	\$5	\$801	\$0	\$0	\$0	\$807	\$802	\$5	\$0	\$2,237		\$0	\$0	\$0	\$160	\$0	\$160	\$0	\$0	\$0	\$160	\$160	\$0	\$0	\$2,183	\$2,343	\$3,039	
DOCUMENT MANAGEMENT & SHREDDING SERVICES	N	\$0	\$0	\$0	\$0	\$0	\$4	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$4	\$0	\$4	\$0	\$0	\$0	\$4	\$4	\$0	\$142		\$0	\$0	\$0	\$4	\$0	\$4	\$0	\$0	\$0	\$4	\$4	\$0	\$0	\$0	\$4	\$4	\$146	
ELBOWS	N	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$3,485		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$3,485	\$3,485	\$3,485
ELECTRICAL SERVICES	N	\$0	\$0	\$0	\$0	\$75	\$1,509	\$33	\$52		\$0	\$0	\$0	\$0	\$0	\$635	\$928	\$1,562	\$0	\$74	\$74	\$1,636	\$635	\$1,001	\$0	\$90		\$0	\$0	\$0	\$361	\$0	\$361	\$0	\$1	\$1	\$362	\$361	\$1	\$0	\$0	\$362	\$725	
EMPLOYEE INSURANCE & BENEFITS	Y	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$12		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$12	
ENERGY EFFICIENCY: CONSUMER ENERGY PROGRAMS	Y	\$0	\$0	\$95	\$0	\$1,123	\$17,475	\$973	\$0		\$0	\$0	\$973	\$0	\$973	\$17,475	\$0	\$17,475	\$1,123	\$0	\$1,123	\$19,572	\$19,572	\$0	\$0	\$7,689		\$0	\$0	\$0	\$4													



Tier 1 & Tier 2 Combined Unless Specified		African American		Asian American		Caucasian		Hispanic American			Native American		Total MBE			Total WBE			Total VBE			Total Diverse Spend (MBE+WBE+VBW)	Total Diverse Tier 1	Total Diverse Tier 2	Total Small Business	Total non-Diverse Tier 1		Illinois MBE			Illinois WBE			Illinois VBE			Illinois Diverse Spend	Illinois Diverse Tier 1	Illinois Diverse Tier 2	Illinois Small Business	Illinois non-Diverse Tier 1	Illinois Total Spend	Total Spend	
Product Service Description	Professional Services (Y/N)	Men	Women	Men	Women	Men	Women	Men	Women		Men	Women	Tier 1	Tier 2	Total (Calculated)	Tier 1	Tier 2	Total (Calculated)	Tier 1	Tier 2	Total (Calculated)						Tier 1	Tier 2	Total (Calculated)	Tier 1	Tier 2	Total	Tier 1	Tier 2	Total									
GENERAL TRAVEL EXPENSES	Y	\$0	\$0	\$0	\$0	\$0	\$9	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$9	\$9	\$0	\$0	\$0	\$9	\$0	\$9	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
GROUND TRANSPORTATION	Y	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$4		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$4	
HAZARDOUS MATERIALS HANDING AND DISPOSAL SERVICES	Y	\$0	\$0	\$0	\$0	\$0	\$7	\$1,035	\$0		\$0	\$0	\$0	\$0	\$0	\$7	\$0	\$7	\$0	\$0	\$0	\$7	\$7	\$0	\$0	\$4,116		\$0	\$1,035	\$1,035	\$7	\$0	\$7	\$0	\$0	\$0	\$0	\$1,042	\$7	\$1,035	\$0	\$4,025	\$5,066	\$4,123
HR CONSULTING	Y	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$3	\$161		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$164
HR SERVICES	Y	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$86		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$86	
HW PURCHASE / MAINTENANCE	Y	\$0	\$0	\$1	\$0	\$0	\$27	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$27	\$0	\$27	\$0	\$0	\$0	\$27	\$27	\$0	\$0	\$26		\$0	\$0	\$0	\$27	\$0	\$27	\$0	\$0	\$0	\$27	\$27	\$0	\$0	\$0	\$27	\$52	
INDUSTRIAL CONTROLS AND SOLUTIONS	N	\$0	\$0	\$0	\$181	\$1,379	\$192	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$192	\$0	\$192	\$0	\$0	\$0	\$192	\$192	\$0	\$1,379	\$330		\$0	\$22	\$22	\$0	\$0	\$0	\$0	\$0	\$0	\$22	\$0	\$22	\$1,304	\$322	\$1,649	\$1,900	
IT CONSULTING	Y	\$0	\$0	\$23	\$0	\$14	\$0	\$0	\$0		\$15	\$0	\$23	\$0	\$23	\$0	\$0	\$0	\$14	\$0	\$14	\$37	\$37	\$0	\$0	\$0		\$23	\$0	\$23	\$0	\$0	\$0	\$14	\$0	\$14	\$37	\$37	\$0	\$0	\$0	\$37	\$37	
IT OUTSIDE SERVICES	Y	\$0	\$0	\$0	\$0	\$0	\$195	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$195	\$0	\$195	\$0	\$0	\$0	\$195	\$195	\$0	\$0	\$497		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$268	\$268	\$692
IT PRODUCTS AND SERVICES	Y	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$94		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$94	
LAND ACQUISITION SERVICES	Y	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
LEAK SURVEY SERVICES	N	\$0	\$0	\$0	\$0	\$0	\$2,193	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$2,193	\$0	\$2,193	\$0	\$0	\$0	\$2,193	\$2,193	\$0	\$0	\$0		\$0	\$0	\$0	\$2,193	\$0	\$2,193	\$0	\$0	\$0	\$2,193	\$2,193	\$0	\$0	\$0	\$0	\$2,193	\$0
LEGAL AND REGULATORY SERVICES	Y	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$294		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$294
LEGAL SERVICES	Y	\$718	\$0	\$0	\$0	\$0	\$67	\$0	\$0		\$0	\$0	\$718	\$0	\$718	\$67	\$0	\$67	\$0	\$0	\$0	\$785	\$785	\$0	\$0	\$1,024		\$718	\$0	\$718	\$0	\$0	\$0	\$0	\$0	\$0	\$718	\$718	\$0	\$0	\$575	\$1,293	\$1,809	
MARKET RESEARCH	Y	\$0	\$0	\$0	\$0	\$0	\$70	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$70	\$70	\$0	\$0	\$0	\$70	\$0	\$70	\$14		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$14
MARKETING EVENTS AND SPONSORSHIPS	Y	\$30	\$0	\$94	\$0	\$6	\$56	\$0	\$0		\$0	\$0	\$124	\$0	\$124	\$38	\$18	\$56	\$3	\$0	\$3	\$183	\$164	\$18	\$3	\$389		\$124	\$0	\$124	\$0	\$0	\$0	\$0	\$0	\$0	\$124	\$124	\$0	\$0	\$87	\$211	\$556	
MARKETING SERVICES	Y	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$319		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$319
MEDIA BUY	Y	\$0	\$0	\$0	\$0	\$0	\$0	\$1,315	\$0		\$0	\$0	\$1,315	\$0	\$1,315	\$0	\$0	\$0	\$0	\$0	\$0	\$1,315	\$1,315	\$0	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$1,315
MEDICAL SERVICES	Y	\$0	\$0	\$0	\$0	\$0	\$48	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$48	\$0	\$48	\$0	\$0	\$0	\$48	\$48	\$0	\$3		\$0	\$0	\$0	\$48	\$0	\$48	\$0	\$0	\$0	\$48	\$48	\$0	\$0	\$3	\$50	\$50		
METER SET - MAINTENANCE AND REPAIR SERVICES	N	\$31,849	\$0	\$0	\$0	\$0	\$5,820	\$13,451	\$0		\$0	\$0	\$45,300	\$0	\$45,300	\$5,820	\$0	\$5,820	\$0	\$0	\$0	\$51,120	\$51,120	\$0	\$0	\$8,063		\$31,849	\$0	\$31,849	\$5,820	\$0	\$5,820	\$0	\$0	\$0	\$37,669	\$37,669	\$0	\$0	\$8,063	\$45,732	\$59,183	
METERS AND ASSEMBLIES	N	\$0	\$0	\$0	\$0	\$0	\$35	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$35	\$35	\$0	\$0	\$0	\$35	\$0	\$35	\$19,259		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$522	\$522	\$19,259	
MISCELLANEOUS ADMIN	Y	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
MISCELLANEOUS BPO	Y	\$84	\$0	\$0	\$0	\$0	\$239	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$239	\$239	\$0	\$0	\$0	\$239	\$0	\$239	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
MRO SUPPLIES	N	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$82		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$82
NON SOURCEABLE AND OTHER	Y	\$2	\$0	\$0	\$0	\$149	\$102	\$1	\$0		\$0	\$0	\$2																															

Tier 1 & Tier 2 Combined Unless Specified		African American		Asian American		Caucasian		Hispanic American			Native American		Total MBE			Total WBE			Total VBE			Total Diverse Spend (MBE+WBE+VBW)	Total Diverse Tier 1	Total Diverse Tier 2	Total Small Business	Total non-Diverse Tier 1		Illinois MBE			Illinois WBE			Illinois VBE			Illinois Diverse Spend	Illinois Diverse Tier 1	Illinois Diverse Tier 2	Illinois Small Business	Illinois non-Diverse Tier 1	Illinois Total Spend	Total Spend		
Product Service Description	Professional Services (Y/N)	Men	Women	Men	Women	Men	Women	Men	Women		Men	Women	Tier 1	Tier 2	Total (Calculated)	Tier 1	Tier 2	Total (Calculated)	Tier 1	Tier 2	Total (Calculated)							Tier 1	Tier 2	Total (Calculated)	Tier 1	Tier 2	Total	Tier 1	Tier 2	Total									
RAIL DELIVERY (INFRASTRUCTURE MATERIALS)	N	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$134		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$134		
RECRUITING OUTPLACEMENT & RELOCATION SERVICES	Y	\$0	\$0	\$0	\$0	\$0	\$144	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$144	\$144	\$0	\$0	\$0	\$144	\$0	\$144	\$0	\$60		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$4	\$4	\$60		
REGULATORS	N	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$6,680		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$6,680	
RIGHT OF WAY INSPECTION MAINTENANCE AND REMEDIATION SERVICES	N	\$646	\$1	\$0	\$0	\$3	\$12,402	\$2	\$0		\$0	\$0	\$0	\$0	\$0	\$7,895	\$4,507	\$12,402	\$0	\$0	\$0	\$12,402	\$7,895	\$4,507	\$3	\$4,494		\$0	\$648	\$648	\$7,895	\$0	\$7,895	\$0	\$0	\$0	\$8,543	\$7,895	\$648	\$22	\$4,323	\$12,888	\$12,392		
SAFETY	N	\$47	\$0	\$0	\$0	\$0	\$1	\$0	\$0		\$0	\$0	\$47	\$0	\$47	\$1	\$0	\$1	\$0	\$0	\$0	\$48	\$48	\$0	\$0	\$18		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$66		
SAFETY SERVICES	N	\$0	\$0	\$0	\$0	\$0	\$813	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$813	\$813	\$0	\$0	\$0	\$813	\$0	\$813	\$0	\$179		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$179	\$179	\$179			
SECURITY SERVICES (NON INFRASTRUCTURE)	N	\$7	\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$0	\$0	\$5	\$0	\$5	\$0	\$0	\$0	\$0	\$0	\$0	\$5	\$5	\$0	\$1,673		\$5	\$2	\$7	\$0	\$0	\$0	\$0	\$0	\$0	\$7	\$5	\$2	\$0	\$967	\$974	\$1,678			
SMALL PARCEL SHIPPING COURIER AND SERVICES	N	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$7		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$7	\$7	\$7				
STAFFING	Y	\$0	\$0	\$0	\$0	\$0	\$3,385	\$0	\$25,460		\$0	\$0	\$0	\$0	\$0	\$3,385	\$7	\$3,385	\$0	\$0	\$0	\$3,385	\$3,385	\$0	\$0	\$7,544		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$10,929	
STORAGE / PLANT CONSTRUCTION SERVICES	N	-\$227	\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$0	\$0	-\$227	\$0	-\$227	\$0	\$0	\$0	\$0	\$0	\$0	-\$227	-\$227	\$0	\$149		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	-\$78		
STORAGE AND PIPELINE SERVICES	N	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$194		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$194		
SURVEY SERVICES	Y	\$321	\$0	\$83	\$0	\$219	\$0	\$70	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$219	\$5		\$0	\$83	\$83	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$83	\$0	\$83	\$219	\$0	\$302	\$224	
SW PURCHASE AND MAINTENANCE (PREMISE)	Y	\$214	\$0	\$0	\$0	\$102	\$12	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$12	\$12	\$0	\$0	\$0	\$12	\$0	\$12	\$102	\$958		\$0	\$214	\$214	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$214	\$0	\$214	\$0	\$131	\$346	\$1,061
TELECOMMUNICATIONS	Y	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$20		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$20		
TELECOMMUNICATIONS EQUIPMENT AND INSTALLATION AND MAINTENANCE SERVICES	Y	\$0	\$0	\$0	\$0	\$1,509	\$200	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$196	\$4	\$200	\$0	\$0	\$0	\$200	\$196	\$4	\$1,509	\$56,253		\$0	\$0	\$0	\$192	\$0	\$192	\$0	\$0	\$0	\$192	\$192	\$0	\$513	\$17,753	\$18,458	\$57,959		
TEMPORARY LABOR	Y	\$805	\$0	\$111	\$0	\$0	\$1,077	\$2612	\$0		\$2,935	\$0	\$5,809	\$0	\$5,809	\$1,077	\$0	\$1,077	\$0	\$0	\$0	\$6,886	\$6,886	\$0	\$60	\$2,216		\$0	\$2	\$2	\$1,059	\$0	\$1,059	\$0	\$0	\$0	\$1,062	\$1,059	\$2	\$0	\$270	\$1,332	\$9,162		
TRAFFIC CONTROL AND SECURITY SERVICES	N	\$16	\$0	\$0	\$0	\$297	\$5,384	\$0	\$0		\$0	\$0	\$16	\$0	\$16	\$572	\$4,812	\$5,384	\$0	\$297	\$297	\$5,697	\$588	\$5,109	\$0	\$990		\$5	\$0	\$0	\$572	\$0	\$572	\$0	\$297	\$297	\$869	\$572	\$297	\$0	\$990	\$1,859	\$1,578		
TRAINING AND EDUCATION	Y	\$11	\$0	\$0	\$0	\$36	\$16	\$1,390	\$0		\$0	\$0	\$11	\$0	\$11	\$11	\$5	\$16	\$0	\$0	\$0	\$27	\$22	\$5	\$36	\$205		\$0	\$1,390	\$1,390	\$0	\$8	\$8	\$0	\$0	\$0	\$1,390	\$0	\$1,390	\$7	\$78	\$1,476	\$262		
TRUCKING / AIR DELIVERY (INFRASTRUCTURE MATERIALS)	N	\$0	\$0	\$0	\$0	\$5,243	\$439	\$19,355	\$0		\$678	\$0	\$16,680	\$0	\$16,680	\$0	\$439	\$439	\$0	\$5,243	\$5,243	\$22,362	\$16,680	\$5,682	\$0	\$2		\$16,680	\$859	\$17,539	\$0	\$0	\$0	\$0	\$0	\$5,243	\$5,243	\$22,782	\$16,680	\$6,102	\$0	\$1	\$22,783	\$16,682	
UNIFORMS & UNIFORM LAUNDRY SERVICES	N	\$0	\$0	\$0	\$0	\$0	\$819	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$819	\$0	\$819	\$0	\$0	\$0	\$819	\$819	\$0	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$819			
UTILITY LOCATE SERVICES	N	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$17,768		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$17,768	
VALVES EXTENSIONS AND ACTUATION	N	\$0	\$0	\$0	\$0	\$2,032	\$0	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$2,032	\$329		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$86	\$0	\$86	\$2,362
VEHICLE MAINTENANCE & REPAIR	N	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$44		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$43	\$43	\$44			
VEHICLE PARTS	N	\$0	\$0	\$0	\$0	\$389	\$579	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$579	\$0	\$579	\$0	\$0	\$0	\$579	\$579	\$0	\$389	\$1,752		\$0	\$0	\$0	\$579	\$0	\$579	\$0	\$0	\$0	\$579	\$579	\$0	\$63	\$0	\$642	\$2,719		
VOICE & DATA SERVICES	Y	\$0	\$0	\$0	\$0	\$9	\$829	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$9	\$804		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$813	
WASTE MANAGEMENT	N	\$0	\$0	\$0	\$0	\$0	\$214	\$55	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$214	\$214	\$0	\$0	\$0	\$214	\$0	\$214	\$0	\$220		\$0	\$0	\$55	\$0	\$0	\$0	\$0	\$0	\$0	\$55	\$0	\$55	\$0	\$220	\$274	\$220		
Total \$		\$89,711	\$1,320	\$10,589	\$181	\$34,287	\$104,132	\$160,231	\$25,668		\$5,537	\$0	\$209,064	\$0	\$209,064	\$78,457	\$25,742	\$104,199	\$11,331	\$9,699	\$21,030	\$334,294	\$298,853	\$35,441	\$16,799	\$589,550		\$101,036	\$23,268	\$124,303	\$41,887	\$0	\$41,887	\$8,185	\$9,135	\$17,320	\$183,509	\$151,107	\$32,402	\$6,348	\$344,606	\$534,464	\$905,452		
Total %		9.91%	0.15%	1.17%	0.02%	3.79%	11.50%	17.70%	2.83%		0.61%	0.00%	23.09%	0.00%	23.09%	8.66%	2.84%	11.51%	1.25%	1.07%	2.32%	36.92%	33.01%	3.91%	1.86%	65.11%		11.16%	2.63%	13.73%	4.63%	0.00%	4.63%	0.90%	1.01%	1.91%	20.27%	16.69%	3.58%	0.70%	38.06%	59.03%	100.00%		

Nicor Gas 2021 Expenditures by Product/Service Category
Total Dollars (\$ in thousands)

Nicor Gas Category	MBE	WBE	VBE	Total Diverse Spend	Non-Diverse Spend	Total Spend
Facilities	\$41,217	\$2,422	\$4,132	\$47,772	\$3,314	\$51,086
Fleet	\$23,610	\$4,706	\$6,687	\$35,003	\$3,353	\$38,356
Materials	\$75	\$2,818	\$2,263	\$5,156	\$14,023	\$19,180
Pipeline & Construction Services	\$170,340	\$50,598	\$6,647	\$227,585	\$337,546	\$565,131
Professional Services	\$42,664	\$38,351	\$1,168	\$82,183	\$217,450	\$299,633
Grand Total	\$277,907	\$98,895	\$20,897	\$397,699	\$575,686	\$973,386

Nicor Gas 2021 Expenditures by Ethnicity
Total Dollars (\$ in thousands)

Nicor Gas Category	AFRICAN AMERICAN	CAUCASIAN	HISPANIC AMERICAN	NATIVE AMERICAN	ASIAN PACIFIC AMERICAN	Grand Total
Facilities	\$17,453	\$3,006	\$26,380	\$828	\$105	\$47,772
Fleet	\$17,820	\$11,393	\$2,308	\$678	\$2,804	\$35,003
Materials	\$75	\$5,081	—	—	—	\$5,156
Pipeline & Construction Services	\$43,969	\$57,245	\$121,336	\$351	\$4,685	\$227,585
Professional Services	\$10,445	\$39,519	\$25,597	\$3,681	\$2,942	\$82,183
Grand Total	\$89,762	\$116,244	\$175,621	\$5,537	\$10,536	\$397,699

Expenditures by Race-Male (\$ in thousands)

	Tier 1	Tier 2	Total \$	% of Total Spend
AFRICAN AMERICAN	\$55,144	\$34,366	\$89,510	9.89%
ASIAN PACIFIC AMERICAN	\$5,096	\$2,219	\$7,315	0.81%
CAUCASIAN	\$9,969	\$6,218	\$16,187	1.79%
HISPANIC AMERICAN	\$140,229	\$19,837	\$160,066	17.68%
NATIVE AMERICAN	\$5,193	\$344	\$5,537	0.61%
ASIAN SUBCONTINENT AMERICAN	\$2,822	\$8	\$2,830	0.31%
ASIAN AMERICAN	\$204	—	\$204	0.02%
Total Minority Men	\$218,658	\$62,991	\$281,649	31.11%

Male Spend by MWVBE and Product/Service Category (\$ in thousands)

	Tier 1	Tier 2	Total \$	% of Total Spend
Facilities	\$16,690	\$28,628	\$47,169	5.21%
Fleet	\$7,768	\$22,534	\$24,743	2.73%
Materials	\$1,507	\$15	\$561	0.06%
Pipeline & Construction Services	\$172,563	\$5,249	\$194,657	21.50%
Professional Services	\$20,129	\$6,565	\$31,862	3.52%
Grand Total	\$218,658	\$62,991	\$281,649	31.11%

Male Spend by Race and Product/Service Category (\$ in thousands)

Nicor Gas Category	AFRICAN AMERICAN	ASIAN PACIFIC AMERICAN	CAUCASIAN	HISPANIC AMERICAN	NATIVE AMERICAN	ASIAN SUBCONTINENT AMERICAN	ASIAN AMERICAN
Facilities	\$17,453	\$105	\$649	\$26,285	\$828	—	—
Fleet	\$17,820	—	\$6,677	\$2,323	\$678	\$2,804	—
Materials	\$75	—	\$1,447	—	—	—	—
Pipeline & Construction Services	\$44,763	\$4,685	\$6,677	\$121,336	\$351	—	—
Professional Services	\$9,399	\$2,525	\$737	\$10,122	\$3,681	\$27	\$204
Grand Total	\$89,510	\$7,315	\$16,187	\$160,066	\$5,537	\$2,830	\$204

Expenditures by Race-Female (\$ in thousands)				
	Tier 1	Tier 2	Total \$	% of Total Spend
AFRICAN AMERICAN	—	\$1,320	\$1,320	0.15%
ASIAN PACIFIC AMERICAN	—	\$159	\$159	0.02%
CAUCASIAN	\$78,446	\$24,015	\$102,461	11.32%
HISPANIC AMERICAN	\$12	\$25,656	\$25,668	2.83%
ASIAN AMERICAN	—	\$22	\$22	—
Total Minority Women	\$78,457	\$51,173	\$129,630	14.32%

Female Spend by MWVBE and Product/Service Category (\$ in thousands)				
	Tier 1	Tier 2	Total \$	% of Total Spend
Facilities	\$1,160	\$2,307	\$3,467	0.38%
Fleet	\$3,636	\$1,313	\$4,950	0.55%
Materials	\$2,154	\$1,805	\$3,959	0.44%
Pipeline & Construction Services	\$41,219	\$11,102	\$52,321	5.78%
Professional Services	\$30,288	\$34,646	\$64,933	7.17%
Grand Total	\$78,457	\$51,173	\$129,630	14.32%

Female Spend by Race and Product/Service Category (\$ in thousands)					
Nicor Gas Category	AFRICAN AMERICAN	ASIAN PACIFIC AMERICAN	CAUCASIAN	HISPANIC AMERICAN	ASIAN AMERICAN
Facilities	—	—	\$3,415	\$52	—
Fleet	—	—	\$4,950	—	—
Materials	—	—	\$3,959	—	—
Pipeline & Construction Services	\$466	—	\$51,710	\$145	—
Professional Services	\$853	\$159	\$38,428	\$25,471	\$22
Total \$	\$1,320	\$159	\$122,718	\$25,668	\$22

Nicor Gas 2021 Expenditures <i>(all Business Partners)</i>				
Total Dollars (\$ in thousands)				
Overall Spend			\$905,452	% of Total Spend
Diversity Classification	1	2	Grand Total	Goal
SBE	\$16,738	\$809	\$17,548	1.9%
Grand Total	\$16,738	\$809	\$17,548	

Nicor Gas 2021 Expenditures <i>(Illinois-based Business Partners)</i>				
Total Dollars (\$ in thousands)				
Total Illinois Base Spend			\$414,938	% of Total Spend
Diversity Classification	1	2	Grand Total	Goal
SBE	\$5,881	\$468	\$6,349	1.5%
Grand Total	\$5,881	\$468	\$6,349	

SBE Expenditures by Gender and Service/Product Category				
Total Dollars (\$ in thousands)				
Nicor Gas Category	FEMALE	MALE	UNKNOWN	Grand Total
Facilities	\$3,718	\$45,391	\$3,314	\$52,423
Fleet	\$5,832	\$31,893	\$3,440	\$41,165
Materials	\$2,818	\$7,954	\$14,062	\$24,834
Pipeline & Construction Services	\$54,227	\$185,010	\$360,758	\$599,995
Professional Services	\$64,754	\$30,193	\$208,653	\$303,600
Grand Total	\$131,349	\$300,441	\$590,227	\$1,022,016

Professional Services Spend by Ethnicity and Category							
Total Dollars (\$ in thousands)							
Nicor Gas Category	AFRICAN AMERICAN	CAUCASIAN	HISPANIC AMERICAN	NATIVE AMERICAN	ASIAN AMERICAN	UNKNOWN	Grand Total
Professional Services	\$10,455	\$43,578	\$34,482	\$3,681	\$2,751	\$208,653	\$303,600
Grand Total	\$10,455	\$43,578	\$34,482	\$3,681	\$2,751	\$208,653	\$303,600

