



Supplier Diversity Report 2020



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| | |
|----|---|
| 3 | A Message from the President and CEO |
| 4 | Dashboard |
| 5 | Terms and Definitions |
| 7 | Summary of Spending/Activity in 2020 |
| 10 | Acting On Our Pillars |
| 20 | Policies and Methodology |
| 22 | Supplier Diversity Goals |
| 25 | Areas of Procurement for 2021 |
| 26 | Challenges and Opportunities |
| 27 | Certifications Accepted |
| 28 | Points of Contact |
| 29 | Illinois Commerce Commission (ICC) Website |
| 30 | Appendix A <ul style="list-style-type: none">• Total Expenditures |
| 38 | Appendix B <ul style="list-style-type: none">• Male/Female Expenditures |
| 40 | Appendix C <ul style="list-style-type: none">• Small Business Enterprise Expenditures |

I am pleased to present Nicor Gas' 2020 Supplier Diversity Report.

Our supplier diversity journey began more than seven years ago with annual supplier diversity spend of less than \$10 million a year. While this year was unique and required all of us to think and act in new ways, we remained focused on our commitment and navigated through 2020 successfully.

In 2020, we achieved over \$449 million in minority-, woman- and veteran-owned spend, which represents 47.2% of the Company's sourceable spend. Despite the rapidly transforming environment due to the ongoing pandemic, we progressed forward on building and developing relationships with diverse partners and subcontractors which is evident in the new strategies we adopted to advocate for diverse businesses effectively through virtual events such as:

- **From Supplier to Strategic Partner** – a Women's Business Development Center (WBDC) summit.
- **Fueling Forward: Resources for Small and Diverse Businesses** – a Nicor Gas hosted webinar to provide our diverse businesses with some necessary tools and resources to help them navigate during the pandemic.
- **Businesses of Tomorrow** – an LGBT Illinois Chamber of Commerce webinar.

Additionally, we continued to provide education, transparency, access and mentoring to the diverse business community through virtual development and matchmaking events such as:

- **Friends in Utilities Networking (FUN)** – a virtual networking lunch as part of its partner alliance with NPL Construction Company.
- **Pitch Perfect** – a two-day "pitch perfect" friendly competition for members of the women-owned business community in partnership with the WBDC.

This year we pursued to build upon our commitment to our customers and our communities by investing nearly \$135 million to replace approximately 980 miles of aging natural gas main and more than 111,000 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 very intentional around building and developing relationships with diverse partners and subcontractors and realize the important role they play in helping us to improve efficiencies, spur economic growth and drive innovation.

Thank you for taking the time to review the Nicor Gas 2020 Supplier Diversity Report.



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

Achievements

**\$449M**

Total diverse spend resulting in **47.2%** of total spend for 2020.

**35%**

Year over Year increase in professional services with our veteran business partners. Spend mainly in the area of energy efficiency.

**41.5%**

of the diverse spend was with Illinois-based companies.

**85^{*}**

new diverse firms added to our procurement database of them 21 Illinois-based firms.



Outstanding Procurement Partner by the Illinois Black Chamber of Commerce.

** 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 entity 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 2020



In 2020, Nicor Gas achieved over \$449 in diverse spend with MWVBEs, or 47.2% of the Company's overall spend.

| Nicor Gas 2020 Expenditures (all Business Partners) | | | | | |
|---|------------------|------------------|------------------|--------------------|---------------|
| Total Dollars (\$ in thousands) | | | | | |
| Overall Spend | | | \$952,730 | % of Overall Spend | |
| Diversity Classification | Tier 1 | Tier 2 | Grand Total | Actual | Goal |
| MBE | \$228,288 | \$78,035 | \$306,322 | 32.15% | 19.69% |
| WBE | \$97,707 | \$26,979 | \$124,686 | 13.09% | 14.81% |
| VBE | \$8,756 | \$9,467 | \$18,223 | 1.91% | 1.23% |
| Grand Total | \$334,751 | \$114,480 | \$449,232 | 47.15% | 35.73% |

| Nicor Gas 2020 Expenditures (Illinois-based Business Partners) | | | | |
|--|------------------|-----------------|------------------|--------------------|
| Total Dollars (\$ in thousands) | | | | |
| Nicor Gas Total Diverse Spend | | | \$449,232 | % of Diverse Spend |
| Diversity Classification | Tier 1 | Tier 2 | Grand Total | |
| MBE | \$87,830 | \$25,046 | \$112,876 | 25.1% |
| WBE | \$39,421 | \$22,205 | \$61,625 | 13.7% |
| VBE | \$6,064 | \$5,843 | \$11,907 | 2.7% |
| Grand Total | \$133,314 | \$53,094 | \$186,408 | 41.5% |

Summary of Spending/Activity in 2020 (continued)



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 2019, we were very intentional in our efforts to engage with diverse businesses in this category and focused on identifying potential opportunities particularly in legal services, which led to opportunities in 2020.

Of our overall diverse spend, 41.5% was with Illinois-based MWVBes. We are continuing to focus and increase our diverse spend in the area of professional services. In 2020, we saw a 35% increase in VBE professional services spend in energy efficiency.

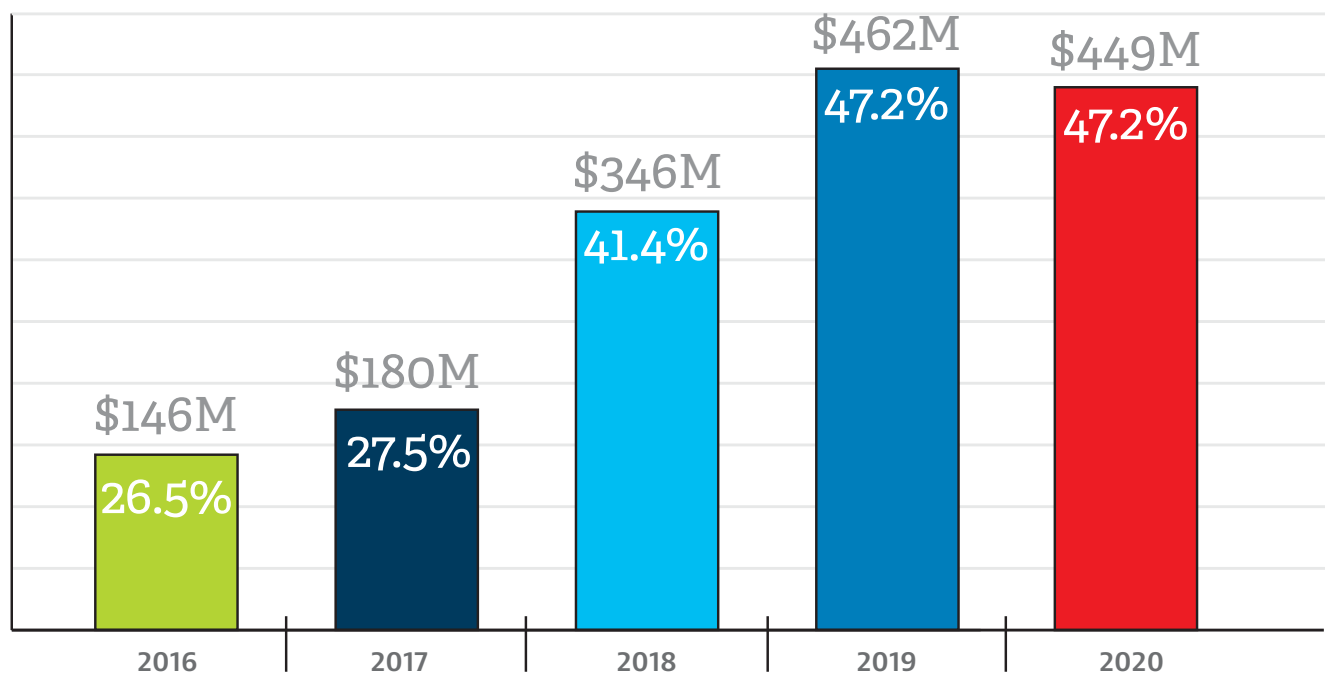
| Professional Services Spend by Classification and Category | | | | |
|--|-----------------|-----------------|----------------|-----------------|
| Total Dollars (\$ in thousands) | | | | |
| SCG Category | MBE | WBE | VBE | Grand Total |
| AD AGENCIES | \$62 | \$8 | \$0 | \$70 |
| BACKGROUND CHECKS & DRUG TESTING | \$0 | \$15 | \$0 | \$15 |
| COLLECTION AGENCY | \$0 | \$152 | \$0 | \$152 |
| COMMERCIAL PRINTING & FINISHING | \$16,479 | \$21 | \$0 | \$16,500 |
| DIRECT MAIL | \$14 | \$1,396 | \$12 | \$1,422 |
| ENERGY EFFICIENCY: CONSUMER ENERGY PROGRAMS | \$1,973 | \$16,493 | \$853 | \$19,319 |
| ENGINEERING ANALYSIS SERVICES | \$7,499 | \$10,545 | \$25 | \$18,069 |
| ENGINEERING DESIGN AND PERMITTING SERVICES | \$360 | \$82 | \$0 | \$442 |
| ENGINEERING SERVICES | \$194 | \$0 | \$0 | \$194 |
| ENVIRONMENTAL SERVICES | \$4,673 | \$4,700 | \$7 | \$9,381 |
| FINANCIAL CONSULTING SERVICES | \$126 | \$0 | \$0 | \$126 |
| GENERAL CONSULTING SERVICES | \$0 | \$404 | \$0 | \$404 |
| GENERAL TRAVEL EXPENSES | \$0 | \$5 | \$0 | \$5 |
| HAZARDOUS MATERIALS HANDING AND DISPOSAL SERVICES | \$876 | \$14 | \$0 | \$890 |
| HR CONSULTING | \$29 | \$0 | \$0 | \$29 |
| HW PURCHASE / MAINTENANCE | \$1 | \$166 | \$0 | \$167 |
| IT CONSULTING | \$130 | \$0 | \$7 | \$137 |
| IT OUTSIDE SERVICES | \$0 | \$18 | \$2 | \$20 |
| LEGAL SERVICES | \$303 | \$94 | \$0 | \$397 |
| MARKETING RESEARCH | \$69 | \$44 | \$0 | \$112 |
| MARKETING EVENTS AND SPONSORSHIPS | \$71 | \$357 | \$0 | \$429 |
| MEDIA BUY | \$0 | \$706 | \$0 | \$706 |
| MEDICAL SERVICES | \$0 | \$7 | \$0 | \$7 |
| MISCELLANEOUS BPO | \$9 | \$632 | \$165 | \$806 |
| OTHER | \$856 | \$66 | \$2 | \$924 |
| PUBLIC RELATIONS | \$0 | \$137 | \$0 | \$137 |
| RECRUITING, OUTPLACEMENT AND RELOCATION SERVICES | \$0 | \$53 | \$0 | \$53 |
| STAFFING | \$7,651 | \$20 | \$0 | \$7,671 |
| SURVEY SERVICES | \$176 | \$2 | \$0 | \$178 |
| SW PURCHASE AND MAINTENANCE (PREMISE) | \$42 | \$139 | \$0 | \$181 |
| TELECOMMUNICATIONS EQUIPMENT AND INSTALLATION AND MAINTENANCE SERVICES | \$13 | \$204 | \$0 | \$217 |
| TEMPORARY LABOR | \$7,622 | \$854 | \$0 | \$8,476 |
| TRAINING AND EDUCATION | \$1,937 | \$37 | \$0 | \$1,975 |
| VOICE & DATA SERVICES | \$0 | \$829 | \$0 | \$829 |
| Grand Total | \$51,166 | \$38,248 | \$1,073 | \$90,487 |

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

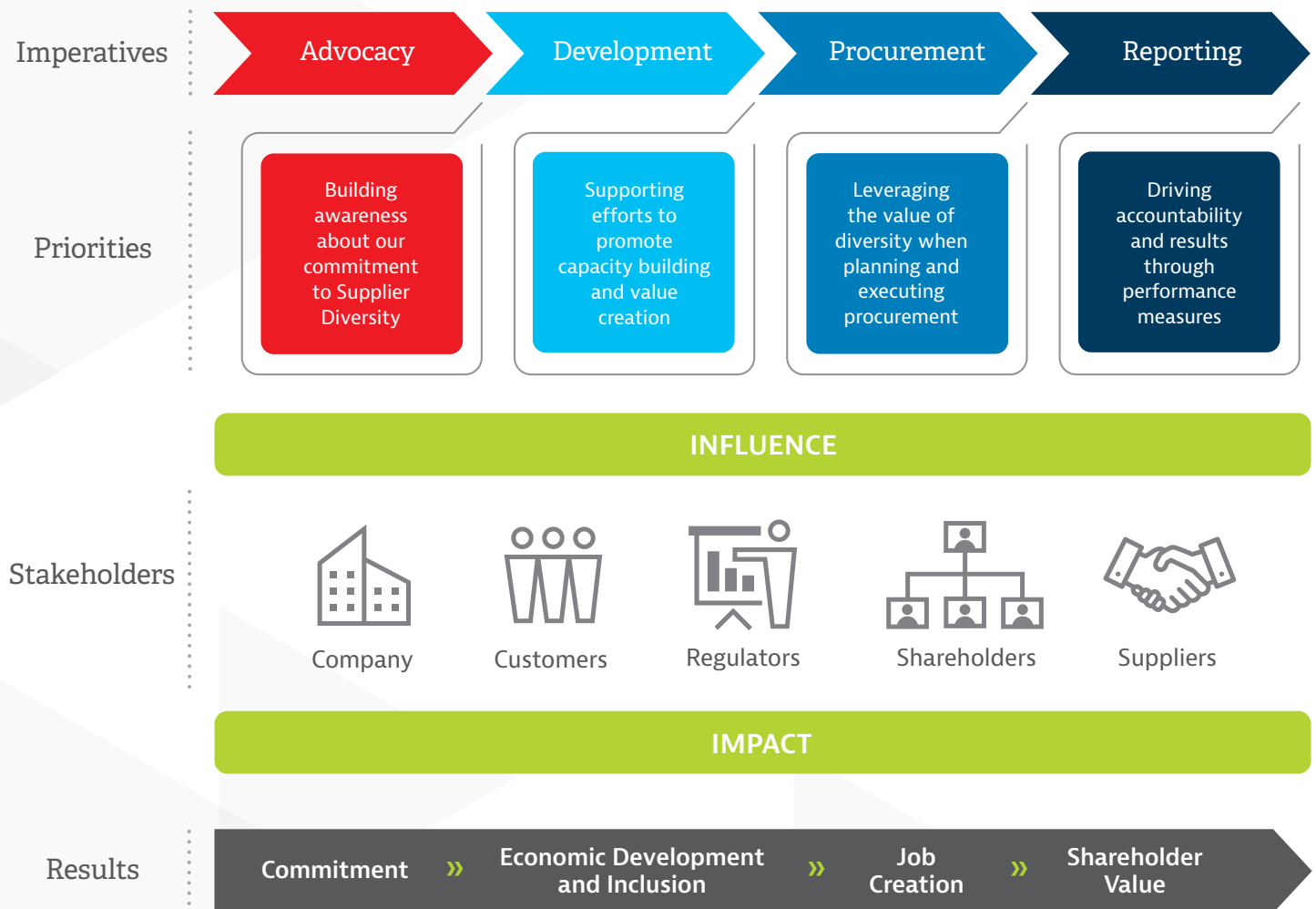
At Nicor Gas, not only was it important to continue supporting efforts that promoted capacity building and value creation for our diverse business partners, but it was equally critical that we continued to demonstrate our commitment to work towards economic equity. The five-year spend trend below shows 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, we still managed to achieve 47.2% with our MWVBEs.

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 four foundational principles: **Advocacy, Development, Procurement** and **Reporting**.



Advocacy

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, it also creates qualitative and quantitative value for our company and our shareholders. Through our advocacy 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 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.

In 2020, an overwhelming number of corporations and businesses were faced with developing a business continuity plan to successfully navigate the transition to a virtual environment during the COVID-19 pandemic. Similarly, advocacy agencies and organizations were faced with the very same dilemma and as a result, adopted new strategies to advocate for diverse businesses effectively through events such as virtual panel discussions, webinars, conferences and matchmakers.

In an effort to provide our diverse businesses with some necessary tools and resources to help them navigate during the pandemic, Nicor Gas hosted a virtual webinar entitled, ***Fueling Forward: Resources for Small and Diverse Businesses*** which featured speakers from the Chicago Minority Supplier Business Development Council, the Minority Businesses Development Agency Business Center, and the Women's Business Development Center (WBDC) of Aurora. Representatives from these organizations tackled important topics related to preparing their business for future funding opportunities, PPE procurement, and other valuable information pertaining to additional available resources for small and diverse businesses.

In addition, Nicor Gas participated as a panelist at the ***WBDC Summer Summit, From Supplier to Strategic Partner*** virtual event. This virtual panel discussion focused on the benefits of diverse businesses forming teaming partnerships to compete for contract opportunities in the private and public sectors. WBDC Corporate partners and industry experts shared their valuable insights on teaming opportunities, expectations and how strategic partnerships can be structured to drive innovation and provide added value and solutions.

To continue strengthening our partnership with the **LGBT Illinois Chamber of Commerce**, Nicor Gas participated as a panelist at a virtual webinar entitled ***Businesses of Tomorrow***. The panelists shared their experiences and insights on the challenges their organizations faced considering the pandemic and civil unrests, the opportunities developed out of those challenges, as well as how their organizations were planning to adapt to future needs.





Illinois Utilities Business Diversity Council (IUBDC)

As a member company of the IUBDC, Nicor Gas continues to play an important role in its efforts to reach out and engage with community business leaders through IUBDC events, committee initiatives and meetings.

In 2020, the COVID-19 pandemic greatly impacted commerce across the nation, especially for small and diverse-owned businesses. To help our supplier community navigate through the unprecedented times, the IUBDC partnered with the WBDC to provide an informational webinar. On April 23, more than 50 attendees including minority and women business owners took part in the SBA Disaster Loans Webinar. The webinar featured Access to Capital experts from the WBDC who shared valuable information about the COVID-19 Relief Stimulus Package, including the three pillars of the CARES Act for small businesses. Information on the Paycheck Protection Program, the Economic Injury Disaster Loan Program and the SBA Debt Relief Program were discussed.

The IUBDC continued to support the diverse business community through matchmaking. In partnership with the Chicago Minority Supplier Development Council, the IUBDC hosted a Materials & OEM Virtual Matchmaker event. Thirty matchmaker meetings were held between minority businesses and IUBDC utilities' prime partners. The September 23 event was an overall success proving that even a global pandemic could not prevent us from hosting a meaningful event.

Outreach Events

Engaging with diverse businesses, prime partners, and advocacy leaders and organizations looked very different through much of 2020. Nevertheless, Nicor Gas participated in several virtual events including:

| | | | | |
|---|---|---|---|---|
| Diversity Inc. Supplier Diversity: New Trends, Innovative Solutions |  | 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 | Edison Electrical Institute Business Diversity Best Practices Meeting |
| IUBDC OEM Matchmaker | LGBTCC of Illinois "Businesses of Tomorrow" panel discussion |  | WBDC July Summer Summit "From Supplier to Strategic Partner" |  |

Work 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. 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 the support of supplier diversity initiatives. Through our cultural awareness events, sponsorship and community involvement, volunteer activities, leadership talks, and the strategic initiatives led by our six employee resource groups (ERGs):



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 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 provided program participants with the tools, resources and expertise needed to grow their businesses through strategic partnerships with leaders inside and outside our organization.

Despite facing one of the greatest pandemics this world has ever experienced, it was important for us to continue the development program. We took this challenge and created an opportunity to form new and innovative ways to develop our partners through digital adoption. Since the development program began in 2015, SDBDP has enriched more than 30 diverse businesses in all areas necessary to advance their business growth, and equip them with the education, supportive networks and customized services needed to support their prospects of doing business with us. In 2020, we conducted our first virtual graduation to celebrate the 14 diverse businesses in the program along with their mentors in the cohort. More importantly, several of these diverse businesses secured contracts between 2019–2020 with a total spend of \$67.1 million within various categories to include gas equipment, pipeline services and engineering across our footprint.

NPL Construction Company (NPL) Partner Alliance Event

As part of its partner alliance with NPL, Nicor Gas worked with the construction company on hosting a virtual **Friends in Utilities Networking (FUN)** lunch. The event included a showcase of three diverse businesses, an overview of Nicor Gas Career Academy's fourth cohort, trivia and a scavenger hunt. Over 50 participants from NPL and Nicor Gas attended the event along with current and potential partners of both organizations.

In addition to hosting networking events such as the FUN lunch, the NPL Partner Alliance creates opportunities for diverse businesses to support each other, make valuable connections, participate in development opportunities and volunteerism.

Pitch Perfect

Nicor Gas' Supplier Diversity team, in partnership with the WBDC, hosted a two-day "pitch perfect" friendly competition for members of the women-owned business community. Participants learned about Nicor Gas and the WBDC, how to properly pitch their business to suppliers and win contracting opportunities and networked with fellow members of the women-owned business community. Following Day One of the event, which included practicing their business pitch in front of a small audience and videotaping of their speech, participants were given approximately four weeks to adjust their pitch based on audience feedback.



On Day Two of the event, each participant pitched their businesses to a panel of Nicor Gas and WBDC judges who evaluated them on information content including how well they clearly stated their business value proposition, defined key business differentiators and communicated business facts and data, as well as their presentation skills. Awards were given to the three highest scores. Landmark Pest Management business owner, Rebecca Fyffe, won the grand prize of \$5,000.

A Diverse Workforce

The **Nicor Gas Career Academy**, a six-week job-readiness program designed to prepare participants for entry-level work in the utility industry, pivoted their curriculum in 2020 and held its first virtual cohort. The Career Academy continues to be a success through the help of our partners: the Quad County Urban League, NPL, KS Energy Services, INTREN and most recently, Pipe Strong and the International Brotherhood of Electrical Workers (IBEW). The objective of the program is to remove the barriers to success by bringing detailed career information and personalized training and education for entry into career pathways that industries utilize to create pools of diverse potential employees.

Since launching in 2018, more than 50% of Career Academy graduates have been offered jobs either through Nicor Gas or our contracting partners.

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 diversity, equity and inclusion in all aspects of our company, supplier diversity professionals are getting 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.

Facilities — Powers & Sons Construction Company, Inc.

May 2020 marked the completion of our Glenwood, IL facilities project in which we replaced an aging building with a new, 42,000 square-foot single floor office, operations and fleet space. Our success was attributed to working with the Village of Glenwood to acquire the land and our partner, Powers & Sons Construction to see the project through to fruition. Power & Sons Construction Company, a local minority-owned business has been around since 1967 and recognized by many publications and organizations for their successes in the construction industry, including *Black Enterprise* and *Minority Business News* for their stellar accomplishments. The more than \$28 million dollar project finished both on time and on budget despite the challenges of the pandemic and the additional safety measures required.

Beaman Incorporated

During the Nicor Gas Pitch Perfect event, Robin Beaman, founder and president of Beaman Incorporated, a local women-owned strategic communications firm with expertise in public relations with expanded skillsets in digital marketing, advertising, mobility, and high-level business strategy solutions shared her expertise in community engagement. At the time, Nicor Gas was in the concept stage of developing the Nicor Gas Smart Neighborhood®, a research and development project created in partnership with the **Department of Energy's National Renewable Energy Laboratory** and **Habitat for Humanity**.

"The Nicor Perfect Pitch competition is an excellent example of Nicor's commitment to supporting and growing local women-owned businesses. They understand that we contribute to the overall economic growth and well-being of Chicagoland communities. That competition was the beginning of a productive collaboration with Beaman Incorporated. We are excited Meena Beyers selected our team to lead the community engagement and public relations strategy for Smart Neighborhood. Our success, innovative thinking, and diverse perspectives in problem solving have led to new business opportunities and an extended contract."

— Robin Beaman, President,
Beaman Incorporated

After hearing Robin's pitch, Nicor Gas was convinced Beaman Incorporated could assist with taking the project to the next level, as it required a different level of community engagement than what Nicor Gas had done in the past. Not only did Robin and her team come through on this initiative, but the team at Beaman took on three additional community-based projects. In addition, the team went above and beyond and created a playbook for successful community engagement that Nicor Gas could use for future initiatives. "I was so impressed that Robin was thinking about the sustainability and long-term success of our efforts and offering solutions that will help us build internal expertise and capacity as well," said Meena Beyers, vice president, Business and Community Development, Nicor Gas.

Over the course of the next several months, Robin and her team began to work with other departments at Nicor Gas. While every deliverable was different and required a different approach, the Beaman team committed to learning so that the results exceeded expectations. They've brought new and impactful ideas drawn from their deep experience and connections, which is why Nicor Gas extended its contract and expanded its scope of work with the Beaman team to weave together community engagement and public relations for some of Nicor Gas' most important and impactful initiatives.

"Our experience with Robin and the Beaman team demonstrates the value of partnering with a company that brings new and diverse perspectives and experiences," said Meena. "While we started our relationship with a single project in mind, it has blossomed into a collaborative partnership that has helped us advance a variety of strategic initiatives."

Sourcing

COVID-19 impact on our Supply Chain

The pandemic created significant challenges to supply chains all over the world. Our relationship with our supply chain partners has never been more important. Thanks to the relationship with our supply chain partners we did not see an impact to our supply base due to COVID-19. Many of our partners pivoted their production to meet personal protective equipment needs such as hand sanitizer and face masks. The pandemic may have limited our ability to meet with diverse partners through face to face meetings, but we committed to continuing to develop the partnerships needed for long-term sustainability.

In 2020, a COVID-19 Project Team was formed as a reaction to the need for additional personal protective equipment (PPE) to keep employees safe while at their onsite work location. Inventory goals were established based on the number of employees who were expected to return onsite. Buyers were asked to purchase items to meet the goals in a similar manner they would when preparing for a storm. However, specific operating companies were soon competing for the same items from the same supplier. To ensure each operating company was able to meet their PPE goal, category managers partnered with buyers to help streamline the buying efforts for the entire Southern Company enterprise versus each operating company. It was later determined to establish one category manager and a small team of buyers to purchase and store on behalf of Southern Company.

Second-Tier Program

We expect our primary partners to provide meaningful contracting opportunities to firms owned by minorities and women. 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. In 2020 we saw a 16% increase in our Tier 2 spend which reflects the commitment of our partners.

Heels and Hardhats Contracting Corp./Endurance Utility Services

Heels and Hardhats Contracting, owned and founded by Jackie and Cyndi Richter, is a 100% woman-owned and operated contracting business, providing a wide variety of special contracting services including flagging, silt fencing, concrete services, traffic control, vegetation management and erosion control.

As a consistent subcontractor of prime partners NPL and Pipe Strong, Nicor Gas was introduced to Heels and Hardhats in 2014 through NPL's Tier 2 diversity program. Heels and Hardhats continued to grow under NPL's mentorship and guidance, moving into becoming a direct service provider to Nicor Gas for paint and coating services in our storage area. Additionally, Heels and Hardhats has partnered with other partners to provide traffic control services and cathodic protection infrastructure construction.

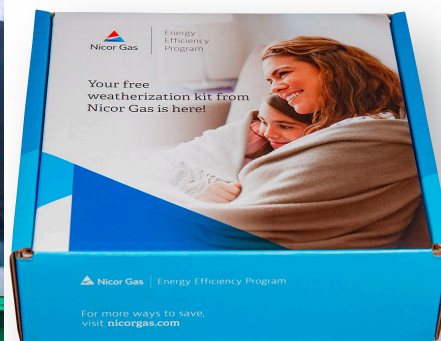
In 2019, Jackie started her second company, Endurance Utility Services, which was built on a dream of continuing equality for women in the trades and mentoring youth in the construction industry. In 2020, Endurance Utility Services successfully secured their first large scale restoration project providing landscape restoration on The Galena Territory project as a Tier 1 contractor for Nicor Gas.

Heels and Hardhats is a certified DBE, WBE, FBE and LGBTBE; while Endurance Utility Services is in the process of being certified for all these as well. Both companies are members of the various unions in our service territory, including IUOE Local 150, Construction and General Laborers and IBEW.

"What started as something as simple as giving a starving contractor a chance led to an opportunity for us to prove that our company can bring value. It gave us a chance to perform, grow and succeed," said Jackie. "It was just what we needed – that one simple chance given to us by NPL changed the future of our company."

Energy Efficiency

In 2020, the Nicor Gas Energy Efficiency Program shipped more than 37,000 weatherization kits to Nicor Gas residential customers. Each kit included weatherstripping, outlet gaskets, rope caulk and a door sweep that prevents costly air drafts from entering the home. The natural gas that was saved by these kits is the equivalent amount used by 1,000 average homes for a year! The kits are assembled and shipped by diverse partner, Group O, a Hispanic-owned minority business enterprise that provides supply chain and logistics management solutions.



"With NPL introducing my companies to Nicor Gas, we were given a much larger chance - to be mentored in the energy industry. I was so blessed to be part of the management mentoring across tNicor Gas and the Southern Company Gas system. **Nicor Gas' Supplier Diversity Program is not just a sign on a door or website, it's the culture they cultivate and how they support diverse people and the communities they serve.** The opportunities that NPL and Nicor Gas have given us has allowed us to grow into a diverse workforce of over 100 employees today. Those 100 families represent people that have utility bills. Today we are able to give those ever so important chances and opportunities to our employees and vendors in the way we were so blessed to have."

— **Jackie L Richter**
President, Endurance Utility Services and Heels and Hardhats Contracting

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 2020, 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 2.2 million natural gas meters have been upgraded as part of Nicor Gas' Meter Modernization program. Remaining installations, which 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, are expected to be complete by the end of 2021.

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 980 miles of aging natural gas main and more than 111,000 natural gas service lines.

In 2020, nearly 1,450 employees and contractors worked on this initiative. At this same time, our total diverse Investing in Illinois spend totaled nearly \$135 million, or 43% of the company's Investing in Illinois spend.

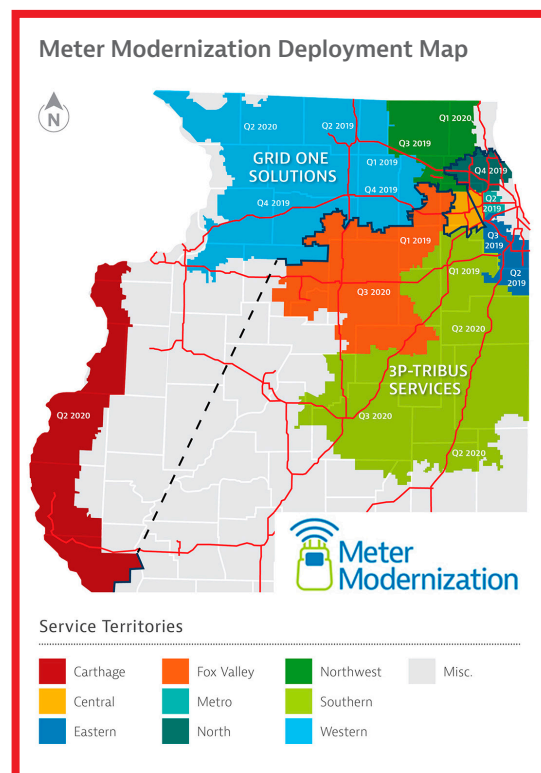
Community Outreach

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 in the communities we serve.

Warm Homes, Warmer Hearts

As the colder temperatures approached our area in December 2020, we wanted to ensure our customers and our communities were provided with the necessary warmth, relief and food security. Throughout the month, in partnership with many organizations, we rolled out our 'Warm Homes, Warmer Hearts' campaign – a company-wide holiday giving effort.

Warm Homes,
Warmer Hearts.



- **We partnered with non-profit Operation Warm** to deliver brand-new winter coats to students at qualifying schools. For every furnace rebate application received in October, the Nicor Gas Energy Efficiency Program pledged to donate a new coat. With over 1,500 applications and another \$15,000 donation from Nicor Gas, more than 2,000 coats were given to a child in need.
- **We hosted a webinar for small and diverse businesses called 'Fueling Forward.'** This workshop informed small and diverse businesses on the CARES Act resources available to them, how to prepare for funding opportunities and more. **123 total people registered from 97 different companies – 75 people attended.**
- In partnership with **United Way of Metro Chicago**, we distributed holiday meals to families who could use the extra help this year.
- As part of **Energy to Give**, Nicor Gas employees volunteered and dropped off toys and nonperishable food items for nonprofit organizations in our service territory.
- We also hosted a virtual **Home Savings and Safety Forum** to connect customers to energy efficiency, energy assistance, safety and community resources in partnership with community-based organizations and local fire departments.
- **Care Package Deliveries (Shipt)** — In December 2020 through February 2021, Nicor Gas assisted approximately 2000 customers in need by donating gifts of food and household essentials and providing information on free energy-saving kits.
- **Mobile food pantries** — In partnership with the Northern Illinois Food Bank and the Greater Chicago Food Depository, Nicor Gas sponsored 12 mobile pantry trucks and pop-up market distributions to offer free groceries to neighborhoods throughout northern Illinois.



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, and reporting;
- 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.

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)

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

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.

2021 MWVBE Goals

In 2020, Nicor Gas had an aggressive goal to achieve 35.73% MWVBE spend for the reporting period, while challenging our prime partners to also increase their respective diverse spend goals.

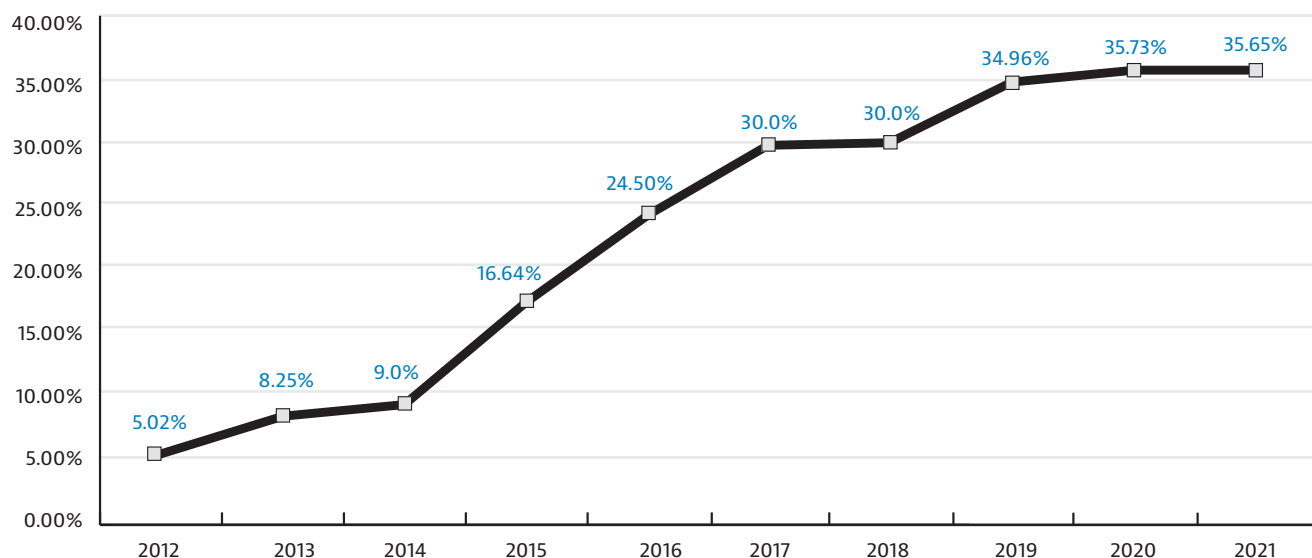
We will continue to hold ourselves accountable for achieving critical business imperatives and set aggressive goals for ourselves and for our partners.

Nicor Gas adopted our parent Company's methodology around setting their Supplier Diversity goals. The performance scales were determined by applying the following methodologies:

The Tier 1 and Tier 2 seven-year adjusted average calculation excludes the lowest and highest performance years from the previous seven years ending 2020. While our corporate calculation methodology for setting goals has changed, Nicor Gas is committed to challenging ourselves and increasing our support of diverse businesses year over year. Our continuous improvement goal for 2021 is 49%.

| 2021 Goals | | | | |
|------------|--------|--------|-------|--------|
| | MWBE | WBE | VBE | Goal |
| GOAL 2021 | 21.02% | 13.43% | 1.20% | 35.65% |

MWVBE Goal



2021 Strategic Initiatives

In 2020, Tom Fanning, Chairman, President and CEO of Southern Company rolled out a *“Moving to Equity”* framework to confront systemic racial barriers and bias across institutions and society as a means to racial justice, diversity, equity and inclusion. A key aspect of the framework is our elevated commitment to increasing our MBE spend and total diverse spend overall with local businesses in our industry and communities. At Nicor Gas we recognize the road to racial equity is a journey, a collaborative effort, and collective commitment from all, not just the supplier diversity professionals. The framework outlines the following strategic initiatives which we will hold ourselves accountable:

- Increase business with diverse and Black-owned businesses
- Mentor and develop diverse and Black-owned businesses
- Drive racial equality in our majority-owned supplier base
- Ensure our processes enable diverse and Black-owned businesses to work with us

In 2021, we will continue to drive awareness around these key initiatives and set goals that align with the our *Moving to Equity* framework as we continue to drive towards supplier sustainability and inclusive growth.

Fueling Equity Initiatives

Nicor Gas has partnered with the Clean Energy Trust to sponsor the Multicultural Innovator Award to help accelerate the growth of an Illinois-based startup in clean energy founded by or has a CEO who identifies as black, indigenous and/or a person of color. While only one company will be selected to receive a \$25,000 grant and a year of mentoring and support from the Clean Energy Trust and Nicor Gas, the company anticipates that the process will result in opportunities to support or partner with multiple companies.

BTS Mechanical, an MBE and current partner to Nicor Gas, has helped with the concept development of the Nicor Gas Smart Neighborhood. As a partner in this project, BTS will expand their current services to include solar installation, providing a growth opportunity for an existing partner and enabling BTS to hire from the local community and build skills in an emerging industry. Beaman & Associates, Inc., EV Noire, and Resource Innovations are all diverse business partners that are also part of the Smart Neighborhood project.

DBP Steering Committee

Through the continued efforts of our 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 that will potentially generate Tier 1 diverse spend.

IUBDC

As a key participating member, Nicor Gas will continue to actively participate in IUBDC events to enhance opportunities for diverse businesses across Illinois utilities. In 2021, we have 18 company representatives actively serving in various capacities including Board of Directors, Advisory and Strategic Planning, Education and Best Practices, Engagement, and 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.

2021 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.

Diversity Conferences and Tradeshow

Nicor Gas will continue to actively support local advocacy organizations through participation in virtual conferences, panels and tradeshow 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 together to host activities to benefit the communities served by Nicor Gas. This 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. Nicor Gas has made intentional efforts in 2019 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 which continues to grow year-over-year by two percent.

In 2021, 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 MWVBes 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
- Little to no experience with natural gas utilities
- Limited access to capital required to grow to scale
- Reluctance to undergo the lengthy process of becoming a certified diverse business enterprise
- Union requirements
- Pressure for high spend long-term versus unbundling

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
- 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

Michelle G. Muhammad

Director, Supplier Diversity–Southern Company Gas

630.388.3676

mmuhamm@southernco.com

Leonard Smith

Director, SCM Shared Services–Southern Company Gas

ljsmith@southernco.com

205.992.5646

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 | Tier | 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 | \$81 | \$1,323 | | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$1,404 | |
| 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 | \$8 | \$914 | | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$922 | |
| 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 | \$0 | \$511 | | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$511 | |
| AD AGENCIES | Y | \$51 | \$0 | \$0 | \$0 | \$0 | \$8 | \$11 | \$0 | | \$0 | \$0 | \$62 | \$0 | \$62 | \$6,583 | \$1,022 | \$7,606 | \$0 | \$0 | \$0 | \$70 | \$69 | \$1 | \$0 | \$236 | | \$62 | \$0 | \$62 | \$7 | \$0 | \$7 | \$0 | \$0 | \$0 | \$69 | \$69 | \$0 | \$0 | \$162 | \$231 | \$304 | | | |
| AUTO RENTAL | Y | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$1 | | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$1 | | |
| BACKGROUND CHECKS & DRUG TESTING | Y | \$0 | \$0 | \$0 | \$0 | \$0 | \$15 | \$0 | \$0 | | \$0 | \$0 | \$0 | \$0 | \$0 | \$14,939 | \$0 | \$14,939 | \$0 | \$0 | \$0 | \$15 | \$15 | \$0 | \$945 | \$63,517 | | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$69 | \$14,193 | \$14,263 | \$64,477 | | |
| BELOW 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 | \$401 | \$2,559 | | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$401 | \$1,177 | \$1,577 | \$2,959 | | | | |
| BENEFITS ADMINISTRATION | Y | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$38 | | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$38 | | |
| BILLING SERVICES | Y | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$571 | | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$478 | \$478 | \$571 | | |
| BUILDING CONSTRUCTION | N | \$141 | \$0 | \$3,818 | \$0 | \$3,136 | \$33 | \$16,279 | \$0 | | \$0 | \$0 | \$14,283 | \$5,954 | \$20,237 | \$26,600 | \$5,981 | \$32,581 | \$860,839 | \$2,275,059 | \$3,135,898 | \$23,406 | \$15,171 | \$8,235 | \$0 | \$16,381 | | \$13,209 | \$1,941 | \$15,151 | \$0 | \$0 | \$0 | \$860,839 | \$2,275,059 | \$3,136 | \$18,287 | \$14,070 | \$4,217 | \$0 | \$16,370 | \$34,657 | \$31,552 | | | |
| CHEMICALS GASES LUBRICANTS FLUIDS & AGGREGATES | N | \$0 | \$0 | \$0 | \$0 | \$69 | \$5 | \$0 | \$0 | | \$0 | \$0 | \$0 | \$0 | \$0 | \$4,887 | \$0 | \$4,887 | \$69,070 | \$120 | \$69,190 | \$74 | \$74 | \$120 | \$36 | \$889 | | \$0 | \$0 | \$0 | \$0 | \$0 | \$5 | \$69,070 | \$0 | \$69 | \$74 | \$74 | \$0 | \$1 | \$53 | \$128 | \$998 | | | |
| COLLECTION AGENCY | Y | \$0 | \$0 | \$0 | \$0 | \$0 | \$152 | \$0 | \$0 | | \$0 | \$0 | \$0 | \$0 | \$0 | \$152,090 | \$0 | \$152,090 | \$0 | \$0 | \$0 | \$152 | \$152 | \$0 | \$0 | \$255 | | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$185 | \$185 | \$407 | | | |
| COMMERCIAL PRINTING & FINISHING | Y | \$0 | \$0 | \$0 | \$0 | \$0 | \$21 | \$138 | \$16,479 | | \$0 | \$0 | \$0 | \$16,479 | \$16,479 | \$0 | \$20,992 | \$20,992 | \$0 | \$0 | \$0 | \$16,500 | \$0 | \$16,500 | \$0 | \$9 | | \$0 | \$0 | \$0 | \$0 | \$2 | \$2 | \$0 | \$0 | \$0 | \$2 | \$0 | \$2 | \$0 | \$0 | \$2 | \$0 | \$9 | | |
| CONSTRUCTION INSPECTION SERVICES | N | \$0 | \$0 | \$0 | \$0 | \$0 | \$30 | \$0 | \$0 | | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$30,467 | \$30,467 | \$0 | \$0 | \$0 | \$30 | \$0 | \$30 | \$0 | \$1,124 | | \$0 | \$0 | \$0 | \$0 | \$30 | \$30 | \$0 | \$0 | \$0 | \$30 | \$0 | \$30 | \$0 | \$0 | \$30 | \$0 | \$1,124 | | |
| CORPORATE INSURANCE | Y | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$5 | | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$5 | | |
| CORROSION – INTEGRITY REMEDIATION SERVICES – ABOVE GROUND | N | \$163 | \$108 | \$0 | \$0 | \$0 | \$114 | \$0 | \$0 | | \$0 | \$0 | \$163 | \$108 | \$271 | \$0 | \$114,028 | \$114,028 | \$0 | \$0 | \$0 | \$385 | \$163 | \$223 | \$0 | \$478 | | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$478 | \$478 | \$641 | |
| 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 | \$793 | | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$793 | \$793 | \$793 | |
| DINING & VENDING | N | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$512 | | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$507 | \$507 | \$512 | | | |
| DIRECT MAIL | Y | \$0 | \$83 | \$0 | \$0 | \$12 | \$1,396 | \$14 | \$0 | | \$0 | \$0 | \$14 | \$0 | \$14 | \$1,392,311 | \$4,177 | \$1,396,488 | \$0 | \$11,560 | \$11,560 | \$1,422 | \$1,406 | \$16 | \$0 | \$7,611 | | \$0 | \$0 | \$0 | \$300 | \$3 | \$303 | \$0 | \$0 | \$0 | \$303 | \$300 | \$3 | \$0 | \$7,595 | \$7,898 | \$9,017 | | | |
| DOCUMENT MANAGEMENT & SHREDDING SERVICES | N | \$0 | \$0 | \$0 | \$0 | \$0 | \$8 | \$0 | \$0 | | \$0 | \$0 | \$0 | \$0 | \$0 | \$8,148 | \$0 | \$8,148 | \$0 | \$0 | \$0 | \$8 | \$8 | \$0 | \$0 | \$193 | | \$0 | \$0 | \$0 | \$132 | \$0 | \$132 | \$0 | \$0 | \$0 | \$132 | \$132 | \$0 | \$0 | \$149 | \$150 | \$201 | | | |
| ELBOWS | N | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$2,193 | | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$2,193 | \$2,193 | \$2,193 |
| ELECTRICAL SERVICES | N | \$0 | \$0 | \$0 | \$0 | \$6 | \$1,634 | \$75 | \$51 | | \$0 | \$0 | \$0 | \$75 | \$75 | \$743,742 | \$941,320 | \$1,685,062 | \$0 | \$6,354 | \$6,354 | \$1,767 | \$744 | \$1,023 | \$0 | \$94 | | \$0 | \$0 | \$0 | \$368 | \$436 | \$803 | \$0 | \$2,480 | \$2,480 | \$806 | \$368 | \$438 | \$0 | \$0 | \$806 | \$838 | | | |
| 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 | \$0 | \$160 | | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$160 | | |
| ENERGY EFFICIENCY: CONSUMER ENERGY PROGRAMS | Y | \$556 | \$0 | \$90 | \$0 | \$853 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

| 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 | | | | | | | | | |
| MEDIA BUY | Y | \$0 | \$0 | \$0 | \$0 | \$0 | \$706 | \$0 | \$0 | | \$0 | \$0 | \$0 | \$0 | \$0 | \$705,500 | \$0 | \$705,500 | \$0 | \$0 | \$0 | \$706 | \$706 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$706 |
| MEDICAL SERVICES | Y | \$0 | \$0 | \$0 | \$0 | \$0 | \$7 | \$0 | \$0 | | \$0 | \$0 | \$0 | \$0 | \$0 | \$6,603 | \$0 | \$6,603 | \$0 | \$0 | \$0 | \$7 | \$7 | \$0 | \$0 | \$64 | \$0 | \$0 | \$0 | \$4 | \$0 | \$4 | \$0 | \$0 | \$0 | \$4 | \$4 | \$0 | \$0 | \$3 | \$7 | \$71 | | |
| METER SET - MAINTENANCE AND REPAIR SERVICES | N | \$28,181 | \$0 | \$0 | \$0 | \$0 | \$3,838 | \$22,295 | \$0 | | \$0 | \$0 | \$50,476 | \$0 | \$50,476 | \$3,838,299 | \$0 | \$3,838,299 | \$0 | \$0 | \$0 | \$54,315 | \$54,315 | \$0 | \$0 | \$11,723 | \$28,181 | \$0 | \$28,181 | \$3,838 | \$0 | \$3,838 | \$0 | \$0 | \$0 | \$32,019 | \$32,019 | \$0 | \$0 | \$5,613 | \$37,632 | \$66,038 | | |
| METERS AND ASSEMBLIES | N | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$549 | \$13,349 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$6,266 | \$6,266 | \$13,897 | | |
| 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 | \$10 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$10 | | | |
| MISCELLANEOUS BPO | Y | \$9 | \$0 | \$0 | \$0 | \$165 | \$632 | \$0 | \$0 | | \$0 | \$0 | \$0 | \$9 | \$9 | \$0 | \$631,875 | \$631,875 | \$0 | \$165,061 | \$165,061 | \$806 | \$0 | \$806 | \$0 | \$0 | \$0 | \$0 | \$0 | \$632 | \$632 | \$0 | \$165,061 | \$165,061 | \$797 | \$0 | \$797 | \$0 | \$0 | \$797 | \$0 | | | |
| NON-DESTRUCTIVE EXAMINATION (NDE) SERVICES | N | \$0 | \$0 | \$0 | \$0 | \$0 | \$2,372 | \$0 | \$0 | | \$0 | \$0 | \$0 | \$0 | \$0 | \$2,372,303 | \$0 | \$2,372,303 | \$0 | \$0 | \$0 | \$2,372 | \$2,372 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$2,372 | \$0 | \$2,372 | \$0 | \$0 | \$0 | \$2,372 | \$2,372 | \$0 | \$0 | \$0 | \$2,372 | | |
| OFFICE EQUIPMENT | N | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$59 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$35 | \$35 | \$59 | | | | |
| OFFICE FURNITURE | N | \$0 | \$0 | \$0 | \$0 | \$28 | \$837 | \$0 | \$0 | | \$0 | \$0 | \$0 | \$0 | \$0 | \$818,539 | \$18,108 | \$836,647 | \$28 | \$0 | \$28 | \$837 | \$819 | \$18 | \$0 | \$0 | \$0 | \$0 | \$157 | \$18 | \$18 | \$0 | \$0 | \$0 | \$18 | \$157 | \$18 | \$0 | \$0 | \$18 | \$819 | | | |
| OFFICE SUPPLIES | N | \$0 | \$0 | \$0 | \$0 | \$0 | \$141 | \$152 | \$0 | | \$0 | \$0 | \$152 | \$0 | \$152 | \$140,716 | \$353 | \$141,070 | \$0 | \$0 | \$0 | \$293 | \$293 | \$353 | \$0 | \$121 | \$0 | \$0 | \$0 | \$0 | \$141 | \$353 | \$141 | \$0 | \$0 | \$0 | \$141 | \$141 | \$353 | \$0 | \$28 | \$169 | \$414 | |
| OFF-ROAD VEHICLES | N | \$5,241 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | | \$0 | \$0 | \$5,241 | \$0 | \$5,241 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$5,241 | \$5,241 | \$0 | \$0 | \$5,421 | \$4,988 | \$0 | \$4,988 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$4,988 | \$4,988 | \$0 | \$0 | \$5,421 | \$10,409 | \$10,662 | | |
| OTHER | Y | \$1 | \$0 | \$39 | \$0 | \$2 | \$62 | \$816 | \$4 | | \$0 | \$0 | \$0 | \$856 | \$856 | \$15,557 | \$50,471 | \$66,028 | \$2,250 | \$58 | \$2,308 | \$924 | \$18 | \$906 | \$1,247 | \$18,461 | \$0 | \$852 | \$852 | \$6 | \$43 | \$49 | \$0 | \$0 | \$0 | \$901 | \$6 | \$895 | \$188 | \$8,397 | \$9,485 | \$19,726 | | |
| OTHER EQUIPMENT AND INSTALLATION SERVICES | N | \$0 | \$0 | \$0 | \$0 | \$0 | \$23 | \$0 | \$0 | | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$22,537 | \$22,537 | \$0 | \$0 | \$0 | \$23 | \$0 | \$23 | \$59 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$59 | \$0 | \$59 | \$59 | | | |
| OTHER NATURAL GAS MATERIAL | N | \$0 | \$0 | \$0 | \$0 | \$3,067 | \$387 | \$0 | \$0 | | \$0 | \$0 | \$0 | \$0 | \$0 | \$387,020 | \$0 | \$387,020 | \$0 | \$3,066,990 | \$3,066,990 | \$3,454 | \$387 | \$3,067 | \$140 | \$8,489 | \$0 | \$0 | \$0 | \$387 | \$0 | \$387 | \$0 | \$0 | \$0 | \$387 | \$387 | \$0 | \$116 | \$2,463 | \$2,967 | \$9,016 | | |
| PARKING TICKETS & TOLLS | Y | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$366 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$366 | | |
| PAVING RESTORATION MAINTENANCE AND REPAIR SERVICES | N | \$0 | \$0 | \$0 | \$0 | \$0 | \$167 | \$510 | \$0 | | \$0 | \$0 | \$0 | \$510 | \$510 | \$0 | \$166,964 | \$166,964 | \$0 | \$0 | \$0 | \$677 | \$0 | \$677 | \$0 | \$0 | \$0 | \$510 | \$510 | \$0 | \$167 | \$167 | \$0 | \$0 | \$0 | \$677 | \$0 | \$677 | \$0 | \$0 | \$677 | \$0 | | |
| PAVING RESTORATION MAINTENANCE AND REPAIR SERVICES | N | \$3,831 | \$0 | \$0 | \$0 | \$0 | \$14,292 | \$0 | \$0 | | \$0 | \$0 | \$3,831 | \$0 | \$3,831 | \$14,290,229 | \$1,687 | \$14,291,916 | \$0 | \$0 | \$0 | \$18,123 | \$18,121 | \$2 | \$2,802 | \$38 | \$3,831 | \$0 | \$3,831 | \$14,290 | \$0 | \$14,290 | \$0 | \$0 | \$0 | \$18,121 | \$18,121 | \$0 | \$2,802 | \$33 | \$20,957 | \$20,962 | | |
| PIPE & TUBING (STEEL / PLASTIC) | N | \$0 | \$0 | \$0 | \$0 | \$55 | \$3,242 | \$79 | \$0 | | \$0 | \$0 | \$79 | \$0 | \$79 | \$3,242,379 | \$0 | \$3,242,379 | \$55,128 | \$0 | \$55,128 | \$3,376 | \$3,376 | \$0 | \$504 | \$3,743 | \$0 | \$0 | \$0 | \$0 | \$0 | \$55,128 | \$0 | \$55 | \$55 | \$55 | \$0 | \$504 | \$1,310 | \$1,869 | \$7,623 | | | |
| PIPELINE CONSTRUCTION SERVICES | N | \$508 | \$106 | \$259 | \$8 | \$3,541 | \$4,969 | \$88,187 | \$119 | | \$294 | \$0 | \$88,011 | \$1,081 | \$89,091 | \$4,655,105 | \$324,846 | \$4,979,951 | \$3,423,150 | \$117,521 | \$3,540,671 | \$97,612 | \$96,089 | \$1,523 | \$1,752 | \$240,479 | \$506 | \$977 | \$1,483 | \$4,655 | \$314 | \$4,969 | \$3,423,150 | \$3,423 | \$9,875 | \$8,584 | \$1,291 | \$0 | \$0 | \$9,875 | \$338,320 | | | |
| PIPELINE DRILLING SERVICES | N | \$0 | \$0 | \$0 | \$0 | \$411 | \$1,527 | \$0 | \$0 | | \$0 | \$0 | \$0 | \$0 | \$0 | \$1,527,395 | \$0 | \$1,527,395 | \$0 | \$411,318 | \$411,318 | \$1,939 | \$0 | \$1,939 | \$0 | \$3,245 | \$0 | \$0 | \$0 | \$1,409 | \$1,409 | \$0 | \$0 | \$0 | \$1,409 | \$0 | \$988 | \$2,397 | \$3,245 | | | | | |
| PIPELINE EQUIPMENT (SHOP FABRICATED ONLY) | N | \$0 | \$0 | \$0 | \$0 | \$0 | \$122 | \$0 | \$0 | | \$0 | \$0 | \$0 | \$0 | \$0 | \$9,450 | \$112,443 | \$121,893 | \$0 | \$0 | \$0 | \$122 | \$9 | \$112 | \$11 | \$7,088 | \$0 | \$0 | \$0 | \$9 | \$0 | \$9 | \$0 | \$0 | \$0 | \$9 | \$9 | \$0 | \$1 | \$10 | \$7,109 | | | |
| PIPELINE INTEGRITY ASSESSMENT (INTERIOR / EXTERIOR) | N | \$0 | \$0 | \$0 | \$0 | \$0 | \$338 | \$1,410 | \$0 | | \$0 | \$0 | \$1,410 | \$0 | \$1,410 | \$0 | \$338,129 | \$338,129 | \$0 | \$0 | \$0 | \$1,749 | \$1,410 | \$338 | \$0 | \$434 | \$0 | \$0 | \$0 | \$0 | \$338 | \$338 | \$0 | \$0 | \$0 | \$338 | \$0 | \$338 | \$0 | \$0 | \$338 | \$1,845 | | |
| PIPELINE SAFETY EQUIPMENT | N | \$25 | \$0 | \$0 | \$0 | \$870 | \$141 | \$7 | \$0 | | \$0 | \$0 | \$25 | \$7 | \$33 | \$140,718 | \$0 | \$140,718 | \$869,550 | \$0 | \$869,550 | \$1,043 | \$1,035 | \$7 | \$134 | \$645 | \$0 | \$0 | \$0 | \$81 | \$0 | \$81 | \$0 | \$0 | \$0 | \$81 | \$81 | \$0 | \$75 | \$612 | \$768 | \$1,815 | | |
| POSTAGE & POSTAGE EQUIPMENT | N | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$5 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$5 | \$5 | \$5 | | | | |
| PROJECT AND PROGRAM MANAGEMENT SERVICES | Y | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$1,443 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$1,443 | | |
| PUBLIC RELATIONS | Y | \$0 | \$0 | \$0 | \$0 | \$0 | \$137 | \$0 | \$0 | | \$0 | \$0 | \$0 | \$0 | \$0 | \$136,936 | \$0 | \$136,936 | \$0 | \$0 | \$0 | \$137 | \$137 | \$0 | \$198 | \$610 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$360 | \$360 | \$944 | | | |
| 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 | \$0 | \$122 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$25 | \$25 | \$122 | | | |
| RECRUITING OUTPLACEMENT & RELOCATION SERVICES | Y | \$0 | \$0 | \$0 | \$0 | \$0 | \$53 | \$0 | \$0 | | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$52,749 | \$52,749 | \$0 | \$0 | \$0 | \$53 | \$0 | \$53 | \$0 | \$158 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$30 | \$30 | \$158 | | | | |
| REGULATORS | N | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$8,249 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$8,249 | |
| RIGHT OF WAY INSPECTION MAINTENANCE AND REMEDIATION SERVICES | N | \$3,326 | \$1 | \$0 | \$83 | \$243 | \$9,392 | \$335 | \$0 | | \$0 | \$0 | \$3,744 | \$3,744 | \$7,067,934 | \$2,324,495 | \$9,392,429 | \$0 | \$243,124 | \$243,124 | \$13,380 | \$7,068 | \$6,312 | \$140 | \$4,285 | \$0 | \$9,225 | \$3,744 | \$3,744 | \$7,068 | \$2,269 | \$9,336 | \$0 | \$243,124 | \$243,124 | \$13,324 | \$7,068 | \$6,256 | \$140 | \$3,934 | \$17,398 | \$11,493 | | |
| SAFETY SERVICES | N | \$0 | \$0 | \$0 | \$0 | \$0 | \$998 | \$0 | \$0 | | \$14 | \$0 | \$14 | \$14 | \$0 | \$997,604 | \$997,604 | \$0 | \$0 | \$0 | \$1,011 | \$0 | \$1,011 | \$182 | \$1 | \$0 | \$14 | \$14 | \$0 | \$998 | \$998 | \$0 | \$0 | \$0 | \$1,011 | \$0 | \$1,011 | \$182 | \$1 | \$1,195 | \$183 | | | |
| SECURITY SERVICES (NON INFRASTRUCTURE) | N | \$14 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | | \$0 | \$0 | \$14 | \$14 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$14 | \$0 | \$14 | \$1 | \$1,222 | \$0 | \$14 | \$14 | \$0 | \$0 | \$0 | \$0 | \$0 | \$14 | \$0 | \$14 | \$0 | \$458 | \$471 | \$1,224 | | | |
| SMALL PARCEL SHIPPING COUTIER AND SERVICES | N | \$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 | \$4 | \$4 | \$4 | | | | | | |
| STAFFING | Y | \$0 | \$0 | \$0 | \$0 | \$0 | \$7 | \$0 | \$0 | | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$7 | \$7 | \$0 | \$0 | \$0 | \$7 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | | | |
| STORAGE / PLANT CONSTRUCTION SERVICES | N | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$53 | \$268 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$53 | \$0 | \$53 | \$321 | | | | |
| SURVEY SERVICES | Y | \$69 | \$0 | \$107 | \$0 | \$0 | \$2 | \$0 | \$0 | | \$0 | \$0 | \$0 | \$176 | \$176 | \$2,036 | \$0 | \$2,036 | \$0 | \$0 | \$0 | \$178 | \$2 | \$176 | \$273 | \$320 | \$0 | \$107 | \$107 | \$0 | \$0 | \$0 | \$0 | \$0 | \$107 | \$0 | \$107 | \$166 | \$68 | \$340 | \$595 | | | |
| SW PURCHASE AND MAINTENANCE (PREMISE) | Y | \$42 | \$0 | \$0 | \$0 | \$0 | \$139 | \$0 | \$0 | | \$0 | \$0 | \$0 | \$42 | \$42 | \$0 | \$138,903 | \$138,903 | \$0 | \$0 | \$0 | \$181 | \$0 | \$181 | \$54 | \$896 | \$0 | \$42 | \$42 | \$0 | \$0 | \$0 | \$0 | \$0 | \$42 | \$0 | \$42 | \$0 | \$321 | \$363 | \$950 | | | |
| TELECOMMUNICATIONS EQUIPMENT AND INSTALLATION AND MAINTENANCE SERVICES | Y | \$3,164 | \$13 | \$990 | \$0 | \$2,015 | \$26,325 | \$27,499 | \$7,651 | | \$0 | \$0 | \$31,653 | \$7,664 | \$39,317 | \$26,325,343 | \$0 | \$26,325,343 | \$2,015,253 | \$0 | \$2,015,253 | \$67,658 | \$59,994 | \$7,664 | \$1,718 | \$62,249 | \$27,568 | \$0 | \$27,568 | \$510 | \$0 | \$510 | \$1,648,307 | \$0 | \$1,648 | \$29,726 | \$29,726 | \$0 | \$843 | \$21,829 | \$52,399 | \$123,961 | | |
| TEMPORARY LABOR | Y | \$393 | \$0 | \$115 | \$0 | \$0 | \$854 | \$3,286 | \$0 | | \$3,827 | \$0 | \$7,384 | \$2,622 | \$851,663 | \$2,490 | \$854,154 | \$0 | \$0 | \$0 | \$8,476 | \$8,235 | \$241 | \$0 | \$2,976 | \$0 | \$3 | | | | | | | | | | | | | | | | | |

Nicor Gas 2020 Expenditures by Product/Service Category
Total Dollars (\$ in thousands)

| Nicor Gas Category | MBE | WBE | VBE | Total Diverse Spend | Non-Diverse Spend | Total Spend |
|----------------------------------|------------------|------------------|-----------------|---------------------|-------------------|------------------|
| Facilities | \$50,240 | \$7,982 | \$3,162 | \$61,384 | \$19,196 | \$80,580 |
| Fleet | \$26,546 | \$4,344 | \$3,518 | \$34,409 | \$9,214 | \$43,623 |
| Materials | \$79 | \$4,995 | \$4,160 | \$9,234 | \$25,372 | \$34,606 |
| Pipeline & Construction Services | \$178,292 | \$69,116 | \$6,309 | \$253,717 | \$196,917 | \$450,634 |
| Professional Services | \$51,566 | \$38,248 | \$1,073 | \$90,487 | \$190,768 | \$281,255 |
| Grand Total | \$306,322 | \$124,686 | \$18,223 | \$449,232 | \$441,467 | \$890,698 |

Nicor Gas 2020 Expenditures by Ethnicity
Total Dollars (\$ in thousands)

| Nicor Gas Category | AFRICAN AMERICAN | CAUCASIAN | HISPANIC AMERICAN | NATIVE AMERICAN | ASIAN PACIFIC AMERICAN | Grand Total |
|----------------------------------|------------------|------------------|-------------------|-----------------|------------------------|------------------|
| Facilities | \$27,683 | \$11,092 | \$18,790 | — | \$3,818 | \$61,384 |
| Fleet | \$21,834 | \$7,854 | \$1,590 | \$595 | \$2,546 | \$34,409 |
| Materials | — | \$9,156 | \$79 | — | — | \$9,234 |
| Pipeline & Construction Services | \$38,229 | \$73,521 | \$140,469 | \$307 | \$1,191 | \$253,717 |
| Professional Services | \$10,639 | \$39,318 | \$35,381 | \$3,928 | \$1,222 | \$90,487 |
| Grand Total | \$98,374 | \$140,941 | \$196,309 | \$4,831 | \$8,776 | \$449,232 |

| Expenditures by Race-Male (\$ in thousands) | | | | |
|---|------------------|-----------------|------------------|------------------|
| | Tier 1 | Tier 2 | Total \$ | % of Total Spend |
| AFRICAN AMERICAN | \$61,365 | \$34,084 | \$95,449 | 10.02% |
| ASIAN PACIFIC AMERICAN | \$3,843 | \$4,742 | \$8,585 | 0.90% |
| CAUCASIAN | \$8,756 | \$9,467 | \$18,223 | 1.91% |
| HISPANIC AMERICAN | \$158,660 | \$13,245 | \$171,904 | 18.04% |
| NATIVE AMERICAN | \$4,420 | \$411 | \$4,831 | 0.51% |
| Total Minority Men | \$237,044 | \$61,949 | \$298,992 | 31.38% |

| Male Spend by MWVBE and Product/Service Category (\$ in thousands) | | | | |
|--|------------------|-----------------|------------------|------------------|
| | Tier 1 | Tier 2 | Total \$ | % of Total Spend |
| Facilities | \$29,232 | \$17,937 | \$47,169 | 4.95% |
| Fleet | \$10,020 | \$14,723 | \$24,743 | 2.60% |
| Materials | \$561 | \$1 | \$561 | 0.06% |
| Pipeline & Construction Services | \$180,014 | \$14,643 | \$194,657 | 20.43% |
| Professional Services | \$17,218 | \$14,645 | \$31,862 | 3.34% |
| Grand Total | \$237,044 | \$61,949 | \$298,992 | 31.38% |

| Male Spend by Race and Product/Service Category (\$ in thousands) | | | | | | |
|---|------------------|------------------------|-----------------|-------------------|-----------------|------------------|
| Nicor Gas Category | AFRICAN AMERICAN | ASIAN PACIFIC AMERICAN | CAUCASIAN | HISPANIC AMERICAN | NATIVE AMERICAN | Total \$ |
| Facilities | \$27,557 | \$156 | \$3,142 | \$16,313 | \$0 | \$47,169 |
| Fleet | \$19,801 | \$2,545 | \$1,791 | \$11 | \$595 | \$24,743 |
| Materials | \$0 | \$0 | \$561 | \$0 | \$0 | \$561 |
| Pipeline & Construction Services | \$39,283 | \$1,100 | \$11,248 | \$142,719 | \$307 | \$194,657 |
| Professional Services | \$8,807 | \$4,784 | \$1,481 | \$12,862 | \$3,928 | \$31,862 |
| Grand Total | \$95,449 | \$8,585 | \$18,223 | \$171,904 | \$4,831 | \$298,992 |

| Expenditures by Race-Female (\$ in thousands) | | | | |
|---|-----------------|-----------------|------------------|------------------|
| | Tier 1 | Tier 2 | Total \$ | % of Total Spend |
| AFRICAN AMERICAN | \$1,893 | \$1,032 | \$2,926 | 0.31% |
| ASIAN PACIFIC AMERICAN | \$0 | \$191 | \$191 | 0.02% |
| CAUCASIAN | \$95,814 | \$26,904 | \$122,718 | 12.88% |
| HISPANIC AMERICAN | \$0 | \$24,405 | \$24,405 | 2.56% |
| Total Minority Women | \$97,707 | \$52,532 | \$150,239 | 15.77% |

| Female Spend by MWVBE and Product/Service Category (\$ in thousands) | | | | |
|--|-----------------|-----------------|------------------|------------------|
| | Tier 1 | Tier 2 | Total \$ | % of Total Spend |
| Facilities | \$5,859 | \$2,231 | \$8,090 | 0.85% |
| Fleet | \$2,047 | \$2,297 | \$4,344 | 0.46% |
| Materials | \$4,303 | \$693 | \$4,995 | 0.52% |
| Pipeline & Construction Services | \$58,155 | \$11,475 | \$69,631 | 7.31% |
| Professional Services | \$27,343 | \$35,835 | \$63,178 | 6.63% |
| Grand Total | \$97,707 | \$52,532 | \$150,239 | 15.77% |

| Female Spend by Race and Product/Service Category (\$ in thousands) | | | | | |
|---|------------------|------------------------|------------------|-------------------|------------------|
| Nicor Gas Category | AFRICAN AMERICAN | ASIAN PACIFIC AMERICAN | CAUCASIAN | HISPANIC AMERICAN | Total \$ |
| Facilities | \$109 | \$0 | \$7,930 | \$51 | \$8,090 |
| Fleet | \$9 | \$0 | \$4,336 | \$0 | \$4,336 |
| Materials | \$0 | \$0 | \$4,995 | \$0 | \$4,995 |
| Pipeline & Construction Services | \$2,109 | \$91 | \$67,212 | \$220 | \$69,631 |
| Professional Services | \$699 | \$100 | \$38,245 | \$24,134 | \$62,155 |
| Total \$ | \$2,926 | \$191 | \$122,718 | \$24,405 | \$150,239 |

| Nicor Gas 2020 Expenditures <i>(all Business Partners)</i> | | | | | |
|--|-----------------|--------------|-----------------|--------------------|--------------|
| Total Dollars (\$ in thousands) | | | | | |
| Overall Spend | | | \$952,730 | % of Overall Spend | |
| Diversity Classification | 1 | 2 | Grand Total | Actual | Goal |
| SBE | \$61,544 | \$487 | \$62,031 | 6.51% | 5.63% |
| Grand Total | \$61,544 | \$487 | \$62,031 | 6.51% | 5.63% |

| Nicor Gas 2020 Expenditures <i>(Illinois-based Business Partners)</i> | | | | | |
|---|-----------------|--------------|-----------------|----------------------------|------|
| Total Dollars (\$ in thousands) | | | | | |
| Total Illinois Base Spend | | | \$449,232 | % of Overall Diverse Spend | |
| Diversity Classification | 1 | 2 | Grand Total | Actual | Goal |
| SBE | \$11,323 | \$127 | \$11,451 | 1.20% | |
| Grand Total | \$11,323 | \$127 | \$11,451 | 1.20% | |

| Professional Services Spend by Classification and Category | | |
|--|-----------------|-----------------|
| Total Dollars (\$ in thousands) | | |
| Nicor Gas Category | MALE | Grand Total |
| Facilities | \$127 | \$127 |
| Fleet | \$1,329 | \$1,329 |
| Materials | \$1,053 | \$1,053 |
| Pipeline & Construction Services | \$7,550 | \$7,550 |
| Professional Services | \$51,971 | \$51,971 |
| Grand Total | \$62,031 | \$62,031 |

| Professional Services Spend by Ethnicity and Category | | |
|---|-----------------|-----------------|
| Total Dollars (\$ in thousands) | | |
| Nicor Gas Category | CAUCASIAN | Grand Total |
| Professional Services | \$51,971 | \$51,971 |
| Grand Total | \$51,971 | \$51,971 |

