

SUPPLIER DIVERSITY REPORT



2015

FOUNDATIONAL PRINCIPLES



Advocacy

Building awareness around our commitment to Supplier Diversity

Development

Supporting efforts to promote capacity building and value creation

Procurement

Leveraging diversity when evaluating sourcing decisions

Reporting

Holding ourselves accountable through aggressive performance measures

2015 INITIATIVES

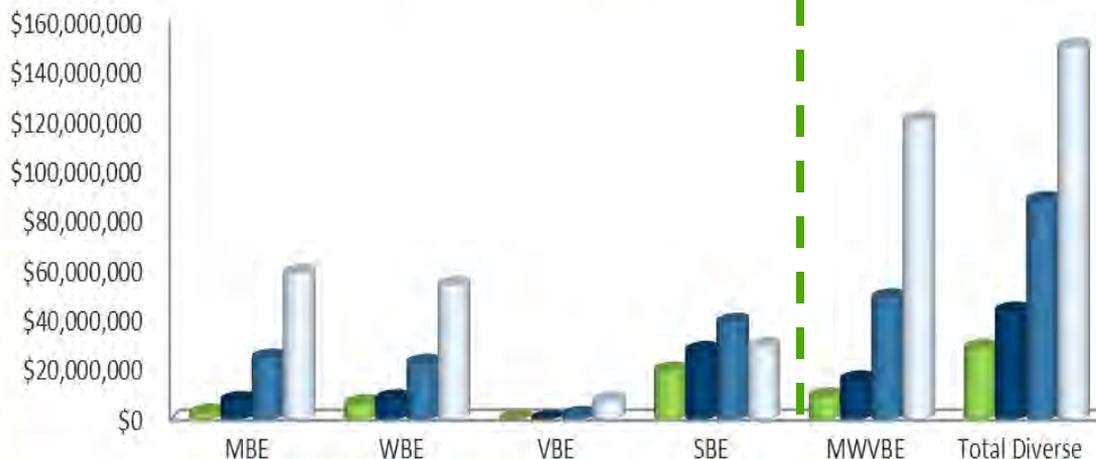
- Strategic planning influenced growth and maturity
- Heightened internal diversity focus through corporate values, compensation program and procurement processes
- Partner engagement increased awareness and commitment
- Matchmaking event supported development and subcontracting
- Expanded emphasis on supplier development
- Collaboration elevated through the Illinois Utilities Business Diversity Council



2015 PERFORMANCE



MWVSB E Historical Spend



2016 INITIATIVES

- Enhance focus on people, process and culture
- Refine supplier engagement and development strategies
- Drive second-tier maturity through engagement, reporting and development
- Leverage best practices through utility partnerships



ORGANIZATIONAL DIVERSITY



