



INCLUSION & DIVERSITY

2018 ANNUAL REPORT
for Illinois Commerce Commission




ILLINOIS
AMERICAN WATER
WE KEEP LIFE FLOWING™

II. DASHBOARD

FROM 2017 TO 2018, OVERALL DIVERSE SPEND INCREASED BY **17%**

OVER **\$72M** OF SUPPLY SPEND IS WITH **DIVERSE SUPPLIERS**

52% OF TOTAL SPEND*

FROM 2017 TO 2018, OVERALL PERCENTAGE GROWTH OF M/W/VBES

INCREASED ALMOST **7%**

FROM 2017 TO 2018, OVERALL MBE DIRECT PRIME OPPORTUNITIES

INCREASED FROM **\$1.6M** TO **\$7.2M** ALMOST **5x** SINCE 2017

SINCE 2014, INCREASE IN DIVERSE-CERTIFIED SPEND

DIVERSE SPEND INCREASED MORE THAN **20x**

MBE SPEND INCREASED MORE THAN **25x**

WBE SPEND INCREASED MORE THAN **4x**



SINCE 2014, THE DIVERSE HIRE POPULATION AVERAGE HAS REMAINED CONSISTENT



HISPANICS/LATINOS

54%

AFRICAN-AMERICAN

45%

VETERANS

***270%**

MORE THAN TRIPLED

80% OF THE SPEND WE CONTRACT WITH ALL **DIVERSE SUPPLIERS** IS WITH DIVERSE SUPPLIERS HEADQUARTERED WITHIN THE STATE OF **ILLINOIS**



32% OF OVERALL SPEND WITH M/W/VBES IS PERFORMED THROUGH M/W/VBES HEADQUARTERED WITHIN THE STATE OF ILLINOIS

AROUND **30+%**

* Sourceable spend

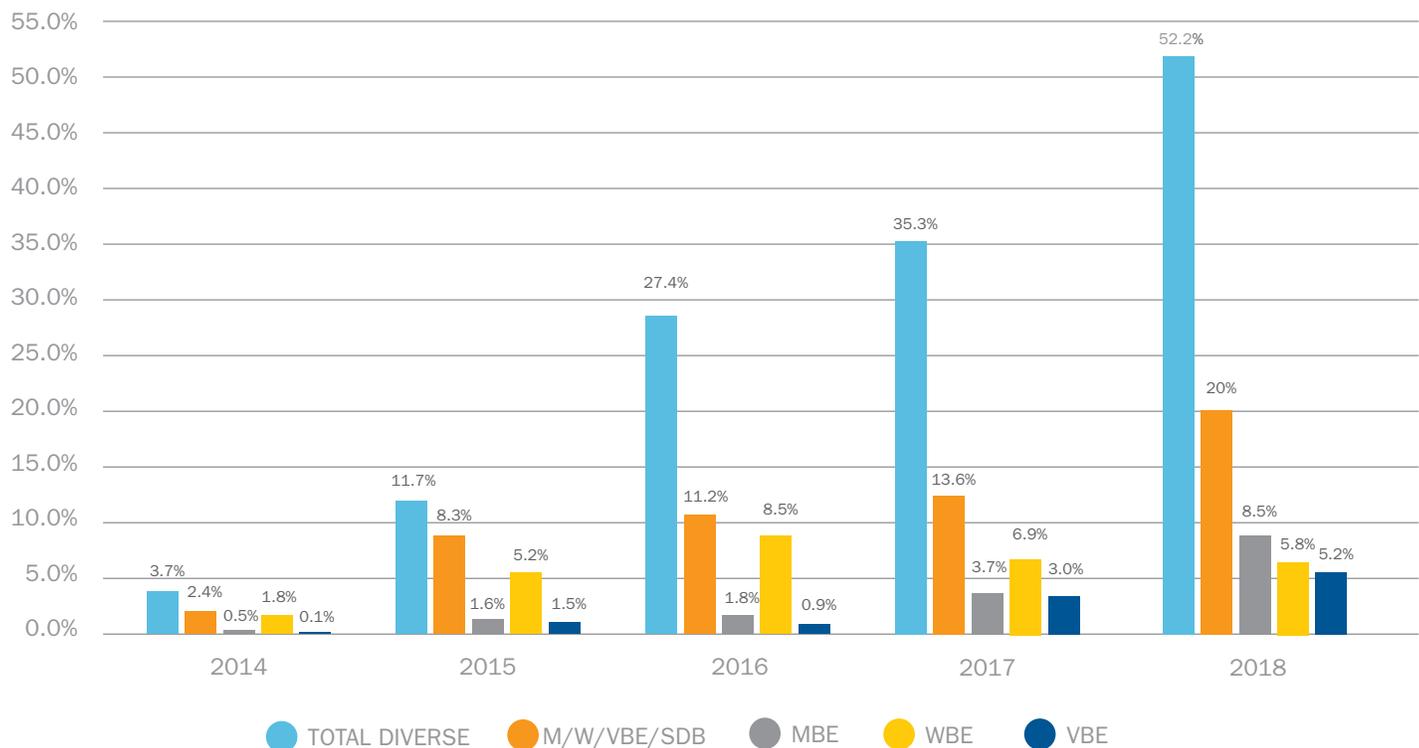
* Data cleansing and process improvements resulted in the identification of current veteran employees.

B. ILLINOIS AMERICAN WATER EXPENDITURES & VENDOR UTILIZATION

Illinois American Water				
EXPENDITURES WITH ALL CERTIFIED SUPPLIERS (2018)				
				% OF OVERALL SPEND
SPEND CATEGORY	TOTAL			
OVERALL	\$138,277,399			
	DIRECT(TIER I)	TIER II	TOTAL	ACTUAL
MBE	\$7,219,628	\$4,522,208	\$11,741,836	8.49%
WBE	\$5,849,019	\$2,060,717	\$7,909,736	5.72%
VBE	\$7,085,024	\$166,257	\$7,251,281	5.24%
SDB	\$771,424	\$430,915	\$1,202,339	0.87%
TOTAL M/W/VBE AND SDB	\$20,925,095	\$7,180,097	\$28,105,192	20.33%
SMB	\$43,583,605	\$427,569	\$44,011,174	31.83%
TOTAL DIVERSE - ALL CATEGORIES	\$64,508,700	\$7,607,666	\$72,116,366	52.15%

Note: In 2019, all suppliers certified in the category of “SDB” will be further identified and included in either the “MBE”, “WBE” or “VBE” category moving forward.

Illinois American Water’s Diverse Spend



Five-Year Diverse Spend: “Total Diverse” category includes SMB