



# Lumen Technologies, Inc.

**2023 Report and 2024 Goals**

**State of California Public Utilities Commission (CPUC)**

## Introduction

Lumen is committed to actively identifying and encouraging business opportunities for purchasing products and services from Women, Minorities, Disabled Veterans, Lesbian, Gay, Bisexual, and Transgender Business Enterprises People with disabilities ("WMDVLGBTPDBE"), according to the CPUC General Order 156 ("GO 156"). Lumen has also established a nationwide Federal Small & Diverse Business Subcontracting Plan according to FAR 19.704 and FAR Clause 52.219-9.

As part of Lumen Technologies, Inc.'s Procurement organization, the Supplier Diversity organization implements and manages the WMDVLGBTPDBE goals internally, focusing specifically on utilizing the WMDVLGBTPDBE firm's indirect business and encouraging our prime suppliers to develop sub-contracting plans to use diverse suppliers in support of their contracts with us. We also assist suppliers in their growth by providing mentorship, training, and development opportunities through corporate memberships with minority and small business agencies.

To accomplish the objectives and requirements outlined in GO 156, Lumen Technologies, Inc.'s. In addition, Lumen Technologies, Inc. purchased a new reporting system to deliver consistent and efficient reporting, which combined all previous methods and tools into one solution for both Federal and Commercial (Corporate) reporting, along with many different states and their requirements for public utility reporting.

Lumen Technologies, Inc.'s Supplier Diversity team meets regularly with the Procurement teams to discuss any WMDVLGBTPDBE issues or questions; to assist with the Request for Proposal ("RFP") bidding processes, and to ensure that the Procurement teams understand and incorporate Lumen Technologies, Inc.'s WMDVLGBTPDBE initiatives. The Supplier Diversity organization also works directly with Lumen Technologies, Inc.'s business unit managers to ensure personnel involved in procurement decisions are trained in using WMDVLGBTPDBE suppliers. In addition, lumen Technologies, Inc. requests that all new suppliers complete a supplier certification form to represent their business size, structure, classification, and diversity certification status.

Lumen Technologies, Inc.'s Supplier Diversity team works with internal stakeholders by training them on how to use internal tools to identify diverse resources (available both on Lumen Technologies, Inc.'s internal webpage and on external resources such as the CPUC's Clearinghouse) and familiarize employees with California GO 156 and the associated plan requirements. In addition, the program initiatives, goals, and outcomes are provided on an internal company website. Additionally, Lumen Technologies, Inc. has updated its internal procurement document templates (i.e., RFX, Purchase Order, and Agreements) and updated the language necessary to support communications to its suppliers related to Lumen Technologies, Inc.'s commitment to its supplier diversity programs.

## GO 156-2023 ANNUAL REPORT AND 2024 PLAN FOR LUMEN TECHNOLOGIES, INC.

**9.1.1** Description of WMDVLGBTPDBE Program activities engaged in during the previous calendar year. This description shall include both internal and external activities.

### **Internal Activities:**

## **Training and Education**

In 2023, Lumen Technologies, Inc. continued to improve its vendor registration portal functionality in order to improve the supplier diversity data that is collected. In addition, follow-up/reinforcement of training was provided through emails, phone calls, video conference calls, and knowledge sharing sessions for Procurement Managers and Stakeholders.

## Employee Communication

In 2023, Lumen Technologies, Inc. maintained and updated its internal Procurement and Supplier Diversity webpages for visibility to all employees. The webpage gives employees access to the company's supplier diversity initiatives and the goals set for meeting state and federal objectives. As new information presented itself, it was posted to the site and updated throughout the year. In addition, quarter-end diversity spending results were distributed to the Procurement department to demonstrate the status of diversity goals and enable customer reporting.

## Data Quality and Reporting

In 2023, Lumen Technologies, Inc. continued its efforts to improve its WMDVLGBTDBE data quality by enhancing its systems for reporting. The selection of a new supplier diversity system was imperative to continue our transformation mission in 2023 and represents our commitment to excellence.

## Procurement Processes

The Supplier Diversity team continued to meet with vital corporate departments to review processes and approaches to identify opportunities for improvement. The goal remained to incorporate the identification, inclusion, and selection of diverse suppliers into the company's operations more seamlessly. The team also assessed methods to identify varying needs of the soliciting entities so that the Supplier Diversity team could more quickly evaluate and implement those requirements. Other activities included reviewing and revising language in all the company's RFP/Bid and contract documents to ensure that the most up-to-date disclosure requirements and flow-down provisions are incorporated.

## Tier 2 Program

Lumen Technologies, Inc. has retained a robust Tier II program for more than a decade for the Corporate Plan.

### External Activities:

## BUSINESS ORGANIZATION INVOLVEMENT

- Lumen Technologies, Inc. maintains membership and involvement with the Mountain Plains Minority Supplier Development Council ("MPMSDC") and an active presence at Town Hall meetings, the Business Alliance Forum, and the Business Opportunity Fair.
- Lumen Technologies, Inc. attended WMDVLGBTDBE Business Opportunity Workshops, Minority Business Enterprise Seminars, and Trade Fairs when applicable.
- Lumen Technologies, Inc. maintains its corporate membership with WBENC (Women's Business Entrepreneur's National Council).

- Lumen Technologies, Inc. obtained has a corporate membership with NaVOBA (National Veterans Owned Business Association).

SIC Cat.	SIC Category Description	SIC Cat.	SIC Category Description	SIC Cat.	SIC Category Description	SIC Cat.	SIC Category Description
14	Mining and Quarrying of Nonmetallic Minerals, Except Fuels	40	Railroad Transportation	64	Food Stores	96	Administration of Economic Programs
15	Building Construction General Contractors & Operative Builders	41	Local and Suburban Transit and Interurban Highway Passenger Transportation	65	Real Estate	97	National Security and International Affairs
16	Heavy Construction	42	Motor Freight Transportation and Warehousing	67	Holding and Other Investment Offices	99	No classifiable Establishments
17	Construction-Special Trade Contractors	43	United States Postal Service	70	Hotels, Rooming Houses, Camps, and Other Lodging Places		
20	Food and Kindred Products	44	Water Transportation	72	Personal Services		
21	Tobacco Products	45	Transportation by Air	73	Business Services		
22	Textile Mill Products	46	Pipelines, Except Natural Gas	75	Automotive Repair, Services, and Parking		
23	Apparel & Other Finished Products Made From Fabrics & Similar Materials	47	Transportation Services	76	Miscellaneous Repair Services		
24	Lumber and Wood Products, Except Furniture	48	Communications	78	Motion Pictures		
25	Furniture and Fixtures	49	Electric, Gas, and Sanitary Services	79	Amusement and Recreation Services		
26	Paper and Allied Products	50	Wholesale Trade-durable Goods	80	Health Services		
27	Printing, Publishing, and Allied Industries	51	Wholesale Trade-non-durable Goods	81	Legal Services		
28	Chemicals and Allied Products	52	Building Materials, Hardware, Garden Supply, and Mobile Home Dealers	82	Educational Services		
29	Petroleum Refining and Related Industries	53	General Merchandise Stores	83	Social Services		
30	Rubber and Miscellaneous Plastics Products	54	Food Stores	84	Museums, Art Galleries, and Botanical and zoological gardens		
31	Leather and Leather Products	55	Automotive Dealers and Gasoline Service Stations	86	Membership Organizations		
32	Stone, Clay, Glass, and Concrete Products	56	Apparel and Accessory Stores	87	Engineering, Accounting, Research Management, and Related Services		
33	Primary Metal Industries*	57	Home Furniture, Furnishings, and Equipment Stores	88	Private Households		
34	Fabricated Metal Products, Except Machinery and Transportation Equipment	58	Eating and Drinking Places	89	Miscellaneous Services		
35	Industrial & Commercial Machinery & Computer Equipment	59	Miscellaneous Retail	91	Executive, Legislative, and General Government, Except Finance		
36	Electronic and Other Electrical Equipment and Components, Except Computer Equipment	60	Depository Institutions	92	Justice, Public Order, and Safety		
37	Transportation Equipment	61	Non-depository Credit Institutions	93	Public Finance, Taxation, and Monetary Policy		
38	Measuring, Analyzing, and Controlling Instruments. Photographic, Medical & Optical Goods; Watches & Clocks	62	Security and Commodity Brokers, Dealers, Exchanges, and Services	94	Administration of Human Resource Programs		
39	Miscellaneous Manufacturing Industries	63	Insurance Carriers	95	Administration of Environmental Quality and Housing Programs		
99	Miscellaneous						

- Lumen Technologies, Inc. obtained a new corporate membership with the Colorado LGBTQ Chamber of Commerce in 2024.
- Lumen Technologies, Inc. is a corporate founder and member of the Technology Industry Group, known for its mentorship of WMDVLGBTBDBE businesses, yearly presence at the NMSDC Summit, and annual scholarships for Tuck/Dartmouth are awarded to selected WMDVLGBTBDBE businesses.
- Lumen Technologies is an active member of the Disability:In: Persons with Disabilities Businesses.
- Lumen Technologies, Inc. participated in video conferences with the Joint Utilities to discuss GO 156 agenda items and B2GNow Clearinghouse results.
- Jay Sheldon Wesley, Global Supplier Diversity Manager on January 6, 2020, was appointed to the Board of Directors of the National Veterans Business Association (NaVOBA); in his role is to expand and develop bid ready service-disabled veteran and veteran own suppliers, with a continued concentration in California in 2024.

**9.1.2** A summary of WMDVLGBTBDBE purchases and contracts, with breakdowns by ethnicity by product and service categories compared with total utility contract dollars awarded to outside vendors in those categories.  
Annual results are in attachment A hereto.

**9.1.2(a)** Attachment (A) herein breakdown the spending by Ethnicity, North America Industry Classification System (NAICS), and Standard Industrial Classification (SIC)

**Unless otherwise described in this report, Lumen Technologies, Inc. utilizes the following WMDVLGBTBDBE Procurement SIC Code Legend:**

**ER CPUC Go 156 (JUNE 2015) SECTION 8.3, NUMERICAL GOALS WILL BE EXCUSED FOR THE FIRST FIVE YEARS FOR WMDVLGBTBDBE'S SO THAT PARTICIPATION IN PROCUREMENT PROGRAMS CAN BE ESTABLISHED AND IMPLEMENTED TO GATHER DATA AND EXPERIENCE TO SET MEANINGFUL TARGET GOALS.**

9.1.3 PROGRAM EXPENSES

Expense Category	Description	2023 Actuals
Wages, Employee Expense	Payroll-related costs of employees working on WMDVLGBTPDBE matter.	\$111,000
Program Expenses & Training	Printing, postage, supplies, outreach, and other costs directly related to programs, including costs associated with training employees (internal) and suppliers (external)	\$0
Reporting Expenses	Computer, accounting, printing, and other expenses in preparing reports to CPUC.	\$2,500
Consultants and Contractors	Costs of hiring consultants and contractors to assist with the WMDVLGBTPDBE program.	\$0
Other	Software system and Corporate Memberships.	\$60,750
<b>Total</b>		<b>\$174,250</b>

9.1.4 A description of progress in meeting or exceeding set goals and an explanation of any circumstances that may have caused the utility to fall off its goals.

Lumen Technologies, Inc.	Year of Report: 2023	G.O. #156 Sec. 9.1.4
<b>WMDVLGBTPDBE RESULTS AND GOALS</b>		

Diversity Category	Year of Report 2023	Year of Goal 2024
Minority Men	3.59%	4.00%
Minority Women	0.76%	1.00%
Minority Business Enterprise (MBE)	4.37%	5.00%
Person with Disabilities Business	0.06 %	1.00%
Women Business Enterprise (WBE)	11.86%	12.00%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	0.00%	1.00%
Disabled Veteran Business (DVBE)	2.90%	3.50%
<b>TOTAL WMDVLGBTBE</b>	<b>19.19%</b>	<b>22.50%</b>

Lumen Technologies increased reportable spending from 12.68% in 2022 to 19.19% in 2023. Lumen Supplier Diversity Officer captured companies operating in California and Supplier Clearinghouse certified. Lumen's 3rd party provider (Gainfront) helped Lumen increase 1st tier suppliers' 2nd tier diversity spending, resulting in 33% in 2023. Lumen will continue its good-faith effort to increase effort through outreach in 2024 to increase spending in all diverse categories, especially PED and LGBTQ-owned businesses.

- 9.1.5** Lumen Technologies, Inc. shall provide a list of WMDVLGBTPDBE complaints received during the past year, accompanied by a brief description of the nature of each complaint and its resolution or current status. Lumen Technologies, Inc is not aware of any WMDVLGBTPDBE complaints in 2023.
- 9.1.6** A summary will be prepared for purchases and contracts for products and services in excluded categories. Lumen Technologies, Inc. understands that the GO 156 Ruling ended the exclusion category on November 14, 2003. Lumen Technologies, Inc. does not intend to exclude any product/service category from its purchase base other than those expressly stated in General Order 156, Section 8, such as payments to other utilities, government fees, and taxes.
- 9.1.7.** A description of any efforts made to recruit WMDVLGBTPDBE suppliers of products and services in procurement categories where WMDVLGBTPDBE utilities have been low, such as legal, financial services, professional services, HR Benefits, fuel procurement, and areas that are considered highly technical, but we shall continue to expand in 2024.

Lumen Technologies, Inc. is continuing to take steps to recruit WMDVLGBTPDBE suppliers and work towards meeting its aspirational goals. As a result, Lumen Technologies, Inc. is expanding and investing in its Global Corporate Supplier Diversity Program Office (GCSDO) in 2024 as follows:

- A higher level of participation in the Joint Utilities Group
  - Continue to develop awareness and training for Global Procurement Teams
  - Enhance the supplier diversity portal to make it more user friendly (internally and externally)
  - Issue invitations to the 8,500 plus suppliers in Supplier Clearinghouse to register in Lumen Technologies, Inc.'s supplier diversity program portal to increase the opportunities to participate in Lumen's bidding activities.
  - The Global Supplier Diversity Program Office plans to set up an expanded supplier development program for each direct and indirect goods and services category to make these suppliers bid ready.
- 9.1.8** Lumen Technologies, Inc. shall retain all documents and data they rely on in preparing their WMDVLGBTPDBE annual report no longer than three years or conformance with Lumen Technologies, Inc.'s document retention policies and shall provide these documents and data to the Commission upon request. Lumen Technologies, Inc. was compliant with this provision.
- 9.1.9** Each utility that elects to report fuel procurement separately must file with the executive director by March

1 of each year, beginning in 1991, a separate detailed and verifiable report on WMDVBE participation in the fuel of each year, starting in 1991, a separate detailed and verifiable report on WMDVBE participation in fuel markets. These reports must include, at a minimum, the results of purchases in each fuel category. Utilities shall report renewable and nonrenewable energy procurement in reporting of fuel procurement. Markets. These reports must include, at a minimum, the results of purchases in each fuel category. Utilities shall report renewable and nonrenewable energy procurement in reporting of fuel procurement.

- Utilities shall report renewable and nonrenewable energy procurement in reporting of fuel procurement.
- Lumen Technologies, Inc. is not reporting renewable and nonrenewable energy procurement separately in the 2024 plan.

## CPUC Go 156 - ANNUAL PLAN FOR 2024

Lumen Technologies, Inc. recognizes its obligation to provide CPUC with annual detailed and verifiable plans concerning its WMDVLGBTPDBE procurement in all related categories. Lumen Technologies, Inc. has been a strong advocate for diversity in the workplace and outside/inside procurements for goods and services. Therefore, Lumen Technologies, Inc. will honor the CPUC GO 156 reporting requirements and the annual plan.

### 10.1.1 SHORT, MID, AND LONG-TERM GOALS SET AS REQUIRED BY SECTION 8,

#### *SUPRA*

Lumen Technologies, Inc. plans to use historical information from prior years, along with its anticipated company spending for the coming plan year, knowledge of significant initiatives and opportunities, and input from key corporate departments, regional leadership, and local management in establishing its annual goals and objectives. While economic factors and influences outside the company's control affect overall purchasing decisions, Lumen Technologies, Inc. will seek opportunities to improve stated goals and the resulting accomplishments year-over-year. As a continued commitment to reporting to the CPUC, Lumen Technologies, Inc. will assume responsibility for Short, Mid, and Long-Term Goals already set and increase them as follows:

Term Goal	DBE	MBE	WBE	DVBE	LGBT
Short Term	1.00%	5.50%	12.0%	.50%	.50%
Mid Term	1.00%	7.0%	13.0%	.50%	.50%
Long Term	1.50%	10.0%	15.0%	1.5%	1.5%

\*The stated goals are not legally enforceable requirements or quotas of any kind and failure to meet or exceed them, or any other portion of this plan is not subject to any penalty.

- Per CPUC GO 156 (June 2015) SECTION 8.3, numerical goals will be excused for the first five years for LGBTBE's so that participation in procurement programs can be established and implemented to gather data and experience to set meaningful target goals.
- Lumen Technologies, Inc. will annually report its supplier diversity for all its California operations to the CPUC as outlined in the Commission's General Order 156 and have an aspirational goal of 22.5% annual utilization of minority-owned business enterprises ("MBEs") as described in General





Order 156. In addition, Lumen Technologies, Inc. will conduct a yearly meeting with ORA, TURN, and Greenlining (and the CPUC's Communications Division if it desires) to discuss the annual 2023 supplier diversity CPUC reports).

**10.1.2** A description of WMDVLGBTDBE Program activities planned for the following calendar year. This description shall include both internal and external activities. In 2023, Lumen Technologies, Inc. continued to work with California business units to identify opportunities to expand the use of WMDVLGBTDBE vendors.

To meet its 2024 goals, Lumen Technologies, Inc. is in the process of establishing the following *internal* activities:

1. Local Goals and Objectives.

Lumen Technologies, Inc. has re-established supplier diversity goals and objectives in North America in support of its Federal Commercial Plan, our Corporate Plan, as well as various individual plans that are still required under previous obligations. However, Lumen Technologies, Inc. is also aware that the CA Plan and goals contain components that must be applied to each market to be meaningful. Therefore, in 2024, the Supplier Diversity Team, North American Procurement Organization, and C.A. Local Management will, through collaborative planning and implementation sessions, continue efforts to reinforce the supplier diversity goals for each of the California markets that will ultimately contribute to the overall 2024 Plan. The reinforcement process will engage, challenge, and establish local accountability to identify new and diverse sources of supply for employees who make purchasing decisions.

2. Training and Education.

Lumen Technologies, Inc. plans to continue to train its North American Procurement decision-makers on the requirements and benefits of having a supplier diversity program, ensuring the Program is successful for the 2024 reporting year. The goal of the training will be to educate Lumen Technologies, Inc. personnel on the existence and importance of the Corporate Supplier Diversity Program, the CA Plan, and associated goals and requirements, along with providing access and visibility to available tools and resources in support of purchasing decisions.

Specific topics to be covered in 2024 market-specific diversity training include:

- Visibility to the goals and requirements stated within the 2024 Annual Plan submitted to the CPUC.
- We will be training on crucial sections of GO 156 and employee responsibility.
- WMDVLGBTDBE Prime Contractor Outreach.
- CPUC Clearinghouse as a resource tool for validating the existing and location of potential diverse suppliers.
- Government Fiscal Year 2024 Annual Plan submitted to the GSA/SBA and approved.
- We will continue to target diverse opportunities for underutilized businesses.
- Local diversity leaders and resources.

### **3. WMDVLGBTPDBE Prime Contractor Outreach**

Lumen Technologies, Inc. intends to strengthen its Supplier Diversity Outreach in 2024. Some of the efforts the company plans to undertake include:

- a. We are actively expanding the company's California source pools by leveraging the CPUC Clearinghouse and the California Department of General Services (DGS), Supplier Diversity Website supplier databases.
- b. Lumen Technologies, Inc. plans to participate in supplier diversity seminars, conferences, workshops, and renewing membership(s) with supplier diversity councils. In addition, supporting outreach efforts through contacts with minority and small business trade associations, attendance at minority, veteran-owned, service-disabled veteran-owned, lesbian, gay, bisexual and transgender-owned, minority-owned, and women-owned business procurement conferences and trade fairs nationally and locally within critical markets (i.e., California).
- c. Partner with the Federal Small Business Administration, and the California state counterpart, to seek alternative sources for supply or opportunities to further mature Lumen Technologies, Inc.'s diversity program.
- d. Lumen Technologies, Inc. will partner with an Ethnic Business Association or Ethnic Chamber to seek alternative sources for supply or opportunities to further mature Lumen Technologies, Inc.'s diversity program.

### **4. Subcontracting Program**

Lumen Technologies, Inc. plans to broaden its Tier 2 subcontracting program to encourage prime contractors to expand their utilization of WMDVLGBTPDBE subcontractors, according to GO 156 §6.3. Lumen Technologies, Inc. will focus on prime contractors with whom the company has historically spent over \$500,000 on products and services and \$1,000,000 for construction services.

### **5. Employee Communication**

Lumen Technologies, Inc. has created a dedicated internal company website for supplier diversity to incorporate resources for employees to be able to increase opportunities to include diverse suppliers in bids through the use of internal bid lists, links to external sites (such as the CPUC and DGS Supplier Diversity website), and other informational tools specific to supplier diversity efforts. In addition, Lumen Technologies, Inc. will continue to conduct training sessions and awareness throughout the year.

### **6. Contracting**

Lumen Technologies, Inc. will continue to identify bid opportunities, include supplier diversity provisions in its RFXs, provide self-certification forms, and incorporate diversity requirements in its due diligence processes.

## 7. Data Quality

Lumen Technologies, Inc.'s Global Procurement team has aligned with our Accounts Payable teams to ensure data quality exists in our current purchasing platform as part of the integration activities.

## 8. Supplier Certification

Lumen Technologies, Inc. plans to use the CPUC Clearinghouse, including the certification process, and encourage the company's existing diverse suppliers to submit for certification.

Lumen Technologies, Inc. is in the process of establishing the following *external* actions:

- a) AS APPLICABLE, attend WMDVLGBTBDBE Business Opportunity Workshops, Minority Business Enterprise Conference seminars, and trade fairs.
- b) Contact diverse and small business trade associations and development organizations.
- c) Identify and work with primary contacts at small and diverse trade associations to improve networking and sourcing opportunities.

**10.1.3** Lumen Technologies, Inc. plans to continue to recruit WMDVLGBTBDBE suppliers of products and services where WMDVLGBTBDBE utilization is low, such as legal, financial services, fuel procurement, HR Benefits, construction professional services and areas that are considered highly technical.

- Lumen Technologies, Inc. plans to meet and work with key departments that purchase products or services in areas where WMDVLGBTBDBE utilization has been low to help design procurement "packages" that permit and encourage participation in WMDVLGBTBDBE concerns.
- Directly or indirectly counsel WMDVLGBTBDBE suppliers and California employees on areas that present subcontracting opportunities.

**10.1.4** Plans for seeking and recruiting WMDVLGBTBDBE suppliers of products and services in any "EXCLUDED CATEGORY" of products and services, which have been excluded from the procurement dollar base used to set a goal because of the established unavailability of WMDVLGBTBDBE suppliers. There are plans to seek and or recruit WMDVLGBTBDBE suppliers of products and services where WMDVLGBTBDBE suppliers are currently unavailable.

Lumen Technologies, Inc. has challenges finding diverse suppliers in some business areas.

**10.1.5** Lumen Technologies, Inc. shall encourage both prime contractors and grantees to engage WMDVLGBTBDBE suppliers in subcontractors, all categories which provide subcontracting opportunities.



Lumen Technologies, Inc. is committed to providing increased opportunities for diverse businesses. Still, in some cases, the company is challenged by supply chain realities that may impede the ability to buy directly from WMDVLGBTPDBE suppliers. In those cases, Lumen Technologies, Inc. will rely upon its prime contractors' Tier 2 subcontracting activities to expand supplier diversity efforts.

Lumen Technologies, Inc. remains committed to achieving the maximum practical utilization of WMDVLGBTPDBE vendors in all categories and sees Tier 2 purchases as an opportunity to expand business opportunities. However, it should be noted that the award of subcontracts is at the sole discretion of the prime contractor.

**10.1.6** Lumen Technologies, Inc. plans for complying with the WMDVLGBTPDBE Program guidelines have been established by the Commission as required by public utilities Section 8283(C). The Executive Director's Office will be responsible for developing, periodically refining, and recommending such guidelines for the Commission's adoption in an appropriate procedural forum.

Lumen Technologies, Inc. shall monitor any changes to the program guidelines to ensure continued compliance.

This 2023 Report and 2024 Plan was SUBMITTED by:

Signature: \_\_\_\_\_

Typed Name: Jay Sheldon Wesley, MPA, MBA

Title: Global Corporate Supplier Diversity Manager

Address: 1025 Eldorado Blvd. Broomfield, Colorado 80020

Email: [jay.wesley@lumen.com](mailto:jay.wesley@lumen.com)

Date Signed: \_\_\_\_\_

Attachment A

Supplier Diversity Annual Report and Annual Plan

Name of Utility Lumen Technologies	Report Year: 2023	GO 156 Section 9.1.2
Supplier Diversity Results by Ethnicity		

			[Year] of Report			
			Direct Spend <sup>1</sup> \$	Sub Spend <sup>2</sup> \$	Total \$	%
1	<b>Minority Male</b>	African American	\$ 81,193	\$ 28,577	\$ 109,770	1.81%
2		Asian Pacific American	\$ 10,959,739	\$ 3,583,749	\$ 14,543,488	2.52%
3		Hispanic American	\$ 6,067,374	\$ -	\$ 6,067,374	1.05%
4		Native American	\$ -	\$ -	\$ -	
5		<b>Total Minority Male</b>		\$ 17,108,306	\$ 3,583,749	\$ 20,692,055
6	<b>Minority Female</b>	African American	\$ -	\$ -	\$ -	
7		Asian Pacific American	\$ -	\$ -	\$ -	0.000%
8		Hispanic American	\$ -	\$ 4,375,586	\$ 4,375,586	0.76%
9		Native American	\$ -	\$ -	\$ -	
10		<b>Total Minority Female</b>		\$ -	\$ 4,375,586	\$ 4,375,586
					\$ -	
11	Total Minority Business Enterprise (MBE)		\$ 17,108,306	\$ 7,959,335	\$ 25,067,641	4.35%
					\$ -	
12	Women Business Enterprise (WBE)		\$ 34,088,253	\$ 34,274,665	\$ 68,362,918	11.86%
					\$ -	
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$ -	\$ -	\$ -	
					\$ -	
14	Disabled Veteran Business Enterprise (DVBE)		\$ 240,102	\$ 16,500,522	\$ 16,740,624	2.90%
					\$ -	
15	Persons with Disabilities Business Enterprise (PDBE)		\$ 340,987	\$ -	\$ 340,987	0.06%
					\$ -	
16	8(a)*		\$ 106,450	\$ -	\$ 106,450	0.02%
					\$ -	
17	<b>Total Supplier Diversity Spend</b>		\$ 51,884,098	\$ 58,734,522	\$ 110,618,620	19.19%
18	Net Procurement**		\$ 576,486,122.00			100%

Supplier Diversity Annual Report and Annual Plan

Name of Utility	Report Year: 2023	GO 156 Section 9.1.2
Number of Diverse Suppliers and Revenue Reported to the Supplier Clearinghouse		

Number of Diverse Suppliers	Number of Diverse Suppliers Data													
	Revenue Reported to the Supplier Clearinghouse							Utility-Specific [Year] Summary						
	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	8(a)*	Total	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	8(a)*	Total
Under \$1 million	24	21	0	4	1	1	51	0	0	0	0	0	0	0
Under \$5 million	5	2	0	0	0	0	7	0	0	0	0	0	0	0
Under \$10 million	0	1	0	0	0	0	1	0	0	0	0	0	0	0
Above \$10 million	0	1	0	0	0	0	1	0	0	0	0	0	0	0
<b>Total</b>	<b>29</b>	<b>25</b>	<b>0</b>	<b>4</b>	<b>1</b>	<b>0</b>	<b>59</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

Revenue of Diverse Suppliers	Revenue and Payment Data													
	Revenue Reported to the Supplier Clearinghouse							Utility-Specific [Year] Summary						
	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	8(a)*	Total	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	8(a)*	Total
Under \$1 million	\$ 3,619,608	\$ 2,194,645	\$ -	\$ 240,102	\$ 340,987	\$ 106,450	\$ 6,501,792	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Under \$5 million	\$ 13,488,529	\$ 7,438,326	\$ -	\$ -	\$ -	\$ -	\$ 20,926,855	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Under \$10 million	\$ -	\$ 7,283,482	\$ -	\$ -	\$ -	\$ -	\$ 7,283,482	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Above \$10 million	\$ -	\$ 17,171,969	\$ -	\$ -	\$ -	\$ -	\$ 17,171,969	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
<b>Total</b>	<b>\$ 17,108,137</b>	<b>\$ 34,088,422</b>	<b>\$ -</b>	<b>\$ 240,102</b>	<b>\$ 340,987</b>	<b>\$ 106,450</b>	<b>\$ 51,884,098</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>

**NOTES:**

\* 8(a) - Firms classified as 8(a) by the Small Business Administration include non-WMDVLTBTPDBE. Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).  
 \*\* Net Procurement includes purchase orders, non-purchase orders, and credit card dollars.

Totals may not add due to rounding.

		Report Year: 2023			GO 156 Section 9.1.2					
					[Year] of Report					
					Product		Service		Total	
					\$	%	\$	%	\$	%
1	Minority Male	African American	Sub	\$ -		\$ 28,577	0.005%	\$ 28,577	0.005%	
2		Asian Pacific American	Sub	\$ -		\$ 3,583,749	0.62%	\$ 3,583,749	0.62%	
3		Hispanic American	Sub	\$ -		\$ -		\$ -		
4		Native American	Sub	\$ -		\$ -		\$ -		
5		<b>Total Minority Male</b>	Sub	\$ -		\$ 3,612,326	0.63%	\$ 3,612,326	0.63%	
6	Minority Female	African American	Sub	\$ -		\$ -		\$ -		
7		Asian Pacific American	Sub	\$ -		\$ -		\$ -		
8		Hispanic American	Sub	\$ -		\$ 4,375,586	0.76%	\$ 4,375,586	0.76%	
9		Native American	Sub	\$ -						
10		<b>Total Minority Female</b>	Sub	\$ -		\$ 4,375,586	0.76%	\$ 4,375,586	0.76%	
			Sub							
11	Total Minority Business Enterprise (MBE)		Sub	\$ -		\$ 7,987,912.00	1.39%	\$ 7,987,912	1.39%	
			Sub							
12	Women Business Enterprise (WBE)		Sub	\$ -		\$ 34,274,665	5.39%	\$ 34,274,665	5.95%	
			Sub							
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		Sub	\$ -		\$ -		\$ -		
			Sub							
14	Disabled Veteran Business Enterprise (DVBE)		Sub	\$ -		\$ 16,500,522	2.86%	\$ 16,500,522	2.86%	
			Sub							
15	Persons with Disabilities Business Enterprise (DBE)		Sub	\$ -		\$ -		\$ -		
			Sub							
16	8(a)*		Sub	\$ -		\$ -		\$ -		
			Sub							
17	<b>Total Supplier Diversity Spend</b>		Sub	\$ -		\$ 58,763,099.00	10.19%	\$ 58,763,099	10.19%	
18	Net Procurement**					\$ 576,487,122.00				
19	Net Product Procurement					\$0.00				
20	Net Service Procurement					\$ 576,487,122.00				

**NOTES:**

\* 8(a) - Firms classified as 8(a) by the Small Business Administration include non-WMDVLGBTDBE. Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).

\*\* Net Procurement includes purchase orders, non-purchase orders, and credit card dollars.

<sup>1</sup> Direct - Means Direct Procurement: when a utility directly procures from a supplier.

<sup>2</sup> Sub - Means Subcontractor Procurement: when a prime contractor, in contract with a utility, procures from a subcontractor to fulfil its contractual obligation(s).

% - Percentage of Net Procurement.

Totals may not add due to rounding.







			Asian		African American		Hispanic		Native American		Minority Business	Woman Business			Disabilities	Other 8(a)**	Total	
			Men	Women	Men	Women	Men	Women	Men	Women	Enterprise (MBE)	Entrprise (WBE)					*LGBTBE	**DVBE
811490	75	Automotive Repair Services & Parking	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
541330	86	Membership Organizations	\$ 1,720	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,720	\$ 1,720
541613	86	Membership Organizations	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
541330	87	Engineering, Accounting, Research, Management & Related Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
541330	87	Engineering, Accounting, Research, Management & Related Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
721110	87	Engineering, Accounting, Research, Management & Related Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
921110	87	Engineering, Accounting, Research, Management & Related Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
<b>Total Amount</b>			<b>\$10,959,739</b>	<b>\$ -</b>	<b>\$ 81,193</b>	<b>\$ -</b>	<b>\$ 6,067,374</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 34,088,253</b>	<b>\$ -</b>	<b>\$ 240,102</b>	<b>\$ -</b>	<b>\$ 106,450</b>	<b>\$ 51,884,098</b>	<b>\$ 51,884,098</b>

<b>Total Product Procurement</b>	<b>\$24,533,180</b>
<b>Total Service Procurement</b>	<b>\$27,350,918</b>
<b>Net Procurement***</b>	<b>\$576,486,122</b>

NOTE: \*\*FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLTBE

\*\*\*NET PROCUREMENT INCLUDES PURCHASE ORDER, NON-PURCHASE ORDER, AND CREDIT CARD DOLLARS  
TOTAL DOLLARS - TOTAL PROCUREMENT DOLLAR AMOUNT IN THE SPECIFIC SIC CATEGORY  
% - PERCENTAGE OF TOTAL DOLLARS