



# Supplier Diversity Report 2019



# Supplier Diversity Report 2019

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I am pleased to present Nicor Gas' 2019 Supplier Diversity Report.

We started on our supplier diversity journey more than six years ago with an annual supplier diversity spend of less than \$10 million a year. Today, I could not be more pleased with our commitment, our planning and our execution around this key business imperative.

In 2019, we achieved nearly \$462 million in minority-, woman- and veteran-owned spend, which represents 47% of the Company's sourceable spend. This is an approximate 34% increase over 2018. We believe the accomplishments achieved in 2019 is a direct reflection of our commitment to supplier diversity as a corporate value.

While we believe that this is a compelling financial achievement, we do not believe that this is the end of our journey. As we work to make significant and sustainable progress in diversifying our partner base, and fully embrace diversity within our organization, we realize that our financial accomplishments do not tell the true story of the impacts from our efforts.

At Nicor Gas, we make an intentional effort to open doors for diverse businesses across all areas of our business and provide education and mentoring opportunities, knowing the positive social and economic impact this engagement will have on our communities. Such as the case with Pipe Strong, LLC, our contracting partner for gas distribution and pipeline construction services. Nicor Gas is currently mentoring them and has a plan to grow them internally to become a strategic partner. Since we've begun our relationship with Pipe Strong in 2018, Pipe Strong has increased their number of working crews from two to 25. This is just one story of many of how we are making a difference in the lives of our diverse partners.

The year 2019 was our largest investment year to date since our infrastructure improvement initiative, also known as Investing in Illinois, began in 2014. We increased our diverse spend related to this initiative from \$125 million in 2018 to \$279 million in 2019 with diverse partners. Because we've been able to invest in critical infrastructure and make improvements, we are a stronger utility today, and we've ensured that our customers will have safe, reliable natural gas service well into the future.

Supporting the business diverse community is a strategic business imperative for our company. We remain committed to ingraining business diversity into our culture and working closely with all our stakeholders to explore new ways of engaging diverse businesses. We're creating jobs, investing in infrastructure and system integrity, and we're supporting diverse businesses and positively impacting the lives of families within the communities we serve. The result of these combined efforts is what makes Nicor Gas one of the most efficient utilities in the country.

Thank you for taking the time to review the Nicor Gas 2019 Supplier Diversity Report.



Melvin D. Williams  
President, Nicor Gas

## Achievements



**\$462M**

Total Diverse Spend resulting in **47.2%** of total spend for 2019

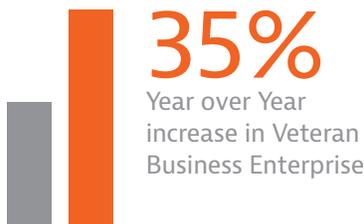
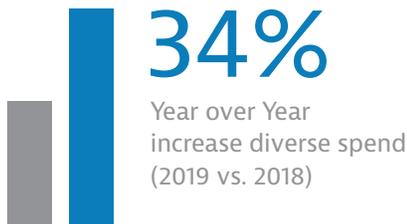


**123\***

new diverse firms added to our procurement database of them 51 Illinois based firms.

**30.9%** of these new diverse firms were engaged either through our bidding process or our Tier 1 and Tier 2 spend.

*\* 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 2019



In 2019, Nicor Gas achieved nearly \$462 million in diverse spend with MWVBEs, or 47.23% of the Company's overall spend.

Nicor Gas 2019 Expenditures (all Business Partners)					
Total Dollars (\$ in thousands)					
Overall Spend			\$977,552	% of Overall Spend	
Diversity Classification	Direct Spend	Tier 2 Spend	Grand Total	Actual	Goal
MBE	\$225,477	\$71,415	\$296,892	30.37%	19.92%
WBE	\$130,648	\$23,955	\$154,603	15.82%	13.94%
VBE	\$7,175	\$3,072	\$10,247	1.05%	1.10%
<b>Grand Total</b>	<b>\$363,300</b>	<b>\$98,442</b>	<b>\$461,742</b>	<b>47.23%</b>	<b>34.96%</b>

Nicor Gas 2019 Expenditures (Illinois-based Business Partners)					
Total Dollars (\$ in thousands)					
Total Illinois Base Spend			\$461,742	% of Overall Illinois Spend	
Diversity Classification	Direct Spend	Tier 2 Spend	Grand Total	Actual	Goal
MBE	\$64,545	\$26,127	\$90,672	19.64%	
WBE	\$19,040	\$18,393	\$37,433	8.11%	
VBE	\$5,118	\$2,363	\$7,481	1.62%	
<b>Grand Total</b>	<b>\$88,703</b>	<b>\$46,884</b>	<b>\$135,586</b>	<b>29.36%</b>	<b>n/a</b>

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.

Our overall spend with IL-based MWVBes was 29.3%. Additionally, we had a 14.2% year-over-year increase in MWVBE spend for Professional Services, with a 22% increase in Professional Services spend with MBEs from the prior year.

<b>Professional Services Spend by Classification and Category</b>				
<b>Total Dollars (\$ in thousands)</b>				
<b>SCG Category</b>	<b>MBE</b>	<b>WBE</b>	<b>VBE</b>	<b>Grand Total</b>
AD AGENCIES	\$0	\$42	\$0	\$42
BACKGROUND CHECKS & DRUG TESTING	\$0	\$33	\$0	\$33
COLLECTION AGENCY	\$0	\$204	\$0	\$204
COMMERCIAL PRINTING & FINISHING	\$22,998	\$63	\$0	\$23,061
DIRECT MAIL	\$0	\$1,533	\$0	\$1,533
ENERGY EFFICIENCY: CONSUMER ENERGY PROGRAMS	\$761	\$14,271	\$0	\$15,648
ENGINEERING ANALYSIS SERVICES	\$3,529	\$4,471	\$0	\$8,000
ENGINEERING DESIGN AND PERMITTING SERVICES	\$794	\$53	\$0	\$848
ENVIRONMENTAL SERVICES	\$2,173	\$1,676	\$5	\$3,854
FINANCIAL CONSULTING SERVICES	\$0	\$0	\$0	—
GENERAL CONSULTING SERVICES	\$0	\$244	\$0	\$244
GENERAL TRAVEL EXPENSES	\$0	\$4	\$0	\$4
HAZARDOUS MATERIALS HANDING AND DISPOSAL SERVICES	\$4	\$0	\$0	\$4
HR CONSULTING	\$0	\$164	\$0	\$164
HW PURCHASE / MAINTENANCE	\$3	\$112	\$0	\$115
IT CONSULTING	\$2	\$0	\$0	\$2
IT OUTSIDE SERVICES	\$459	\$113	\$0	\$572
LEGAL SERVICES	\$193	\$157	\$0	\$350
MARKETING EVENTS AND SPONSORSHIPS	\$65	\$68	\$0	\$133
MEDIA BUY	\$16	\$0	\$0	\$16
MEDICAL SERVICES	\$0	\$82	\$0	\$82
MISCELLANEOUS BPO	\$8	\$487	\$0	\$494
SURVEY SERVICES	\$304	\$757	\$0	\$1,061
SW PURCHASE AND MAINTENANCE (PREMISE)	\$273	\$0	\$0	\$273
TEMPORARY LABOR	\$5,948	\$1,200	\$0	\$7,148
TRAINING AND EDUCATION	\$3,317	\$786	\$2	\$4,106
<b>Grand Total</b>	<b>\$51,512</b>	<b>\$37,009</b>	<b>\$794</b>	<b>\$89,315</b>

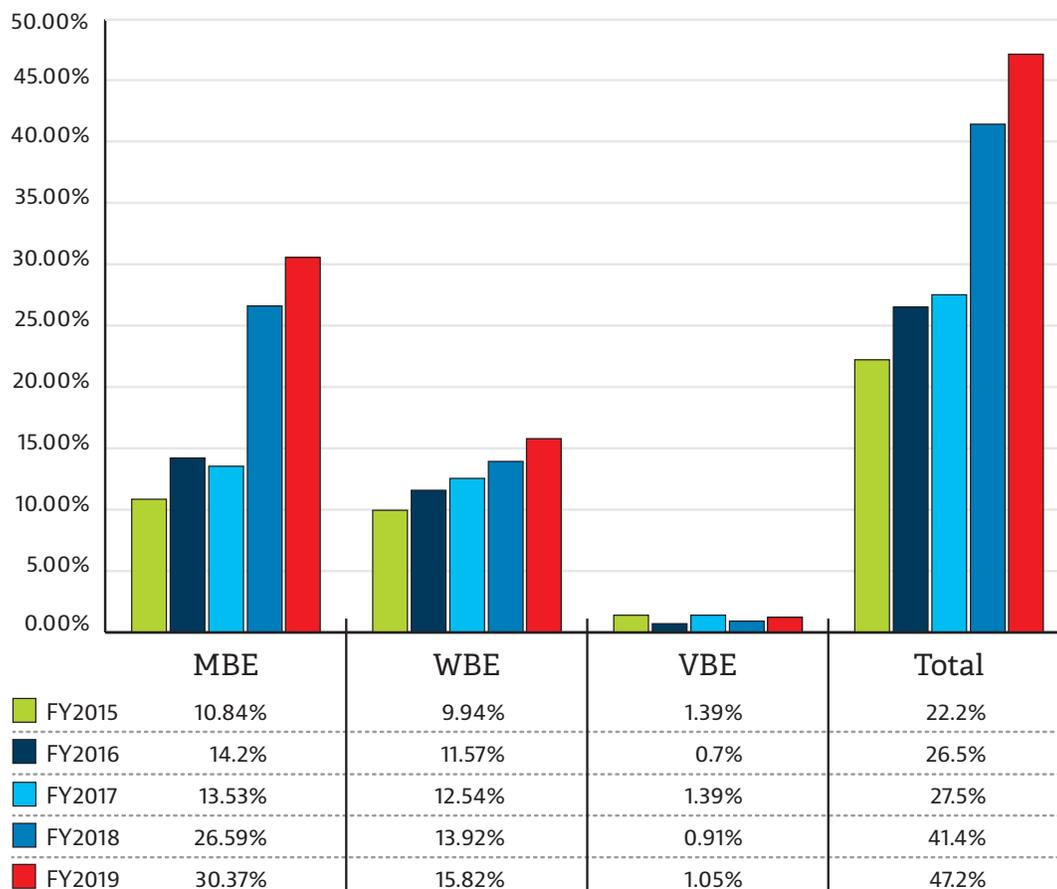
Diverse approaches that meet the demands of our ever-changing industry are essential to continue to safely and reliably deliver natural gas to our customers. In 2019, we defined four key strategic priorities and identified initiatives, action plans and goals to:

1. Strengthen our partnerships and increase engagement
2. Enhance our performance measurement and analysis
3. Continuous process improvements
4. Align people and evolve our culture

These strategic priorities were designed to focus on supporting efforts that promote capacity building and value creation, track, measure, and report metrics that support our corporate strategic goals and objectives, enhance existing and create new processes for greater efficiencies and accountability, and build awareness both internally and externally around our company's commitment to Supplier Diversity.

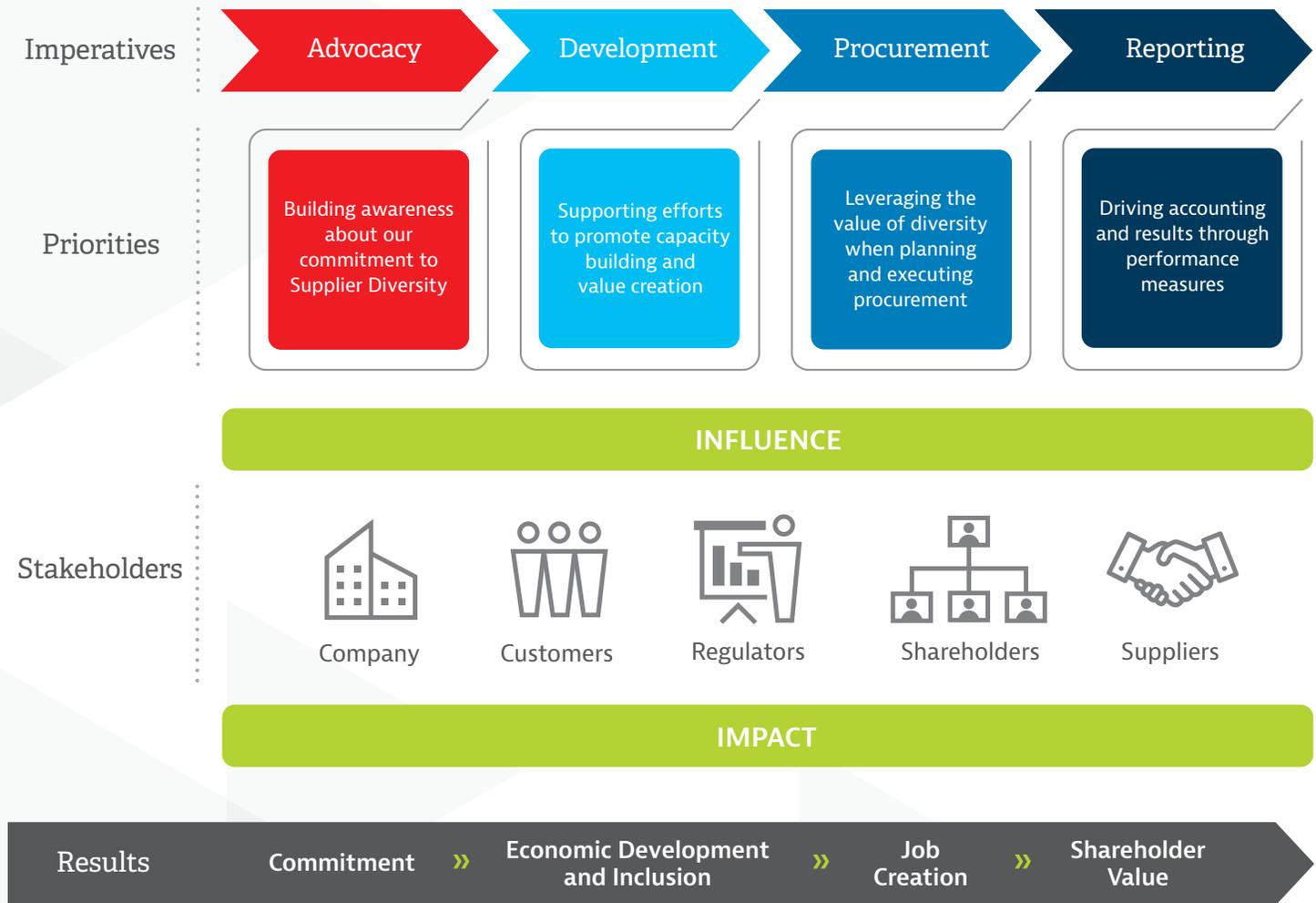
We will continue to build on these strategic priorities through 2020 and beyond, as they will play a major role in our sustainability strategy to ensure economic equity. The five-year spend trend shows the results of our commitment to expand the inclusion, development and utilization of diverse businesses.

## Illinois MWVBE 5-Year Spend Trend



## Respecting Diversity and Promoting 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 2019, Nicor Gas attended the **National LGBT Chamber of Commerce International Business & Leadership Conference (NGLCC)** for the first time as a corporate sponsor where the focus was on creating a truly inclusive economy that fosters a strong community within a healthy environment. Through participation in workshops that focused on the future of sustainability and matchmaking sessions, representatives from Nicor Gas' Supplier Diversity team met several LGBTBEs representing professional development, engineering and marketing firms. Nicor Gas is currently doing business with an LGBTBE certified company who is also a part of the Company's Supplier Diversity Business Development Program (SDBDP) cohort.

In addition, Nicor Gas attended the **National Association of Minority and Women Owned Law Firms (NAMWOLF) Annual Meeting & Law Firm Expo** as a business partner sponsor for the first time. Through this event, Nicor Gas gained exposure to over 190 minority- and women-owned law firms from 42 states and participated in the conference matchmaking session where they met one-on-one with five legal firms, four of which were Illinois-based. Post-conference, the four Illinois-based law firms engaged in face-to-face capabilities sessions with Nicor Gas' legal team. The Company plans to continue its efforts of fostering greater diversity and inclusion in this area in 2020.

### Illinois Utilities Business Diversity Council (IUBDC)

Nicor Gas' partnership with the IUBDC 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 2019, Nicor Gas participated in a two-day conference in support of the **Illinois Black Chamber of Commerce (ILBCC) 14th Annual Convention**. In addition to engaging in the conference matchmaking session with numerous minority-owned businesses, we participated on the Doing Business With...Utilities, Universities, Healthcare, Casinos panel discussion where IUBDC charter member utilities – Ameren Illinois, ComEd, Illinois American Water, North Shore Gas and Peoples Gas – engaged in meaningful dialogue with conference participants. Topics of discussion included: the importance of diversity and its impact, progress and success to date, requirements for doing business with the utilities, and shared best practices.

Nicor Gas also supported the **IUBDC Original Equipment Manufacturer (OEM) Suppliers Workshop** to educate OEM and materials partners on sourcing services and materials from diverse and historically underutilized companies and developing partnerships with diverse OEM suppliers. The workshop also provided time for representatives of IUBDC charter member utilities to meet one-on-one with the leaders of OEM suppliers to discuss supplier requirements and opportunities.

Additionally, Nicor Gas Supplier Diversity professionals along with other members of the IUBDC, attended the **Shades of Green Forum** which brought together a diverse group of industry professionals from the utility and energy sectors in support of building diversity in the energy industry. IUBDC members participated as panelists during an interactive workshop and discussed best practices, strategies and the realities of doing business in today's utility industry with a focus on moving organizations further along the path of diversity, inclusion and equity.

## Outreach Events

To engage with diverse businesses, prime partners and advocacy leaders and organizations throughout the year, Nicor Gas participated in several events including:



- CMSDC Chicago Business Opportunity Fair
- Midwest Energy Solutions Conference
- Quad County Urban League Women's Empowerment Summit
- Prairie State College Veteran Resources Fair
- WBENC Summit & Salute NMSDC Leadership Awards Banquet
- Chicago United National Thought Leader in Inclusion Event
- Edison Electrical Institute Annual Business Diversity Conference
- HACIA Annual Awards Banquet American Association of Blacks in Energy Conference
- Illinois Hispanic Chamber of Commerce Making the Connection Business Conference
- WBENC National Conference
- Illinois Black Chamber of Commerce Business Opportunity Fair
- WBDC Pitch Connections & Networking Event
- NMSDC Conference & Business Opportunity Fair
- Federation of Women's Contractors Annual Awards Event
- Illinois Latino Annual Legislative Caucus
- National Veterans Small Business Engagement Conference & Expo

## 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):

- **Soar** – the newest Nicor Gas ERG, 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.
- **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.
- **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.

In 2019, the Nicor Gas Supplier Diversity team invited members from **jHOLA!** to participate in the Illinois Hispanic Chamber of Commerce (IHCC) Signature Breakfast. Not only did members from **jHOLA!** get the opportunity to network with other ILHCC members and meet minority and women owned businesses, but they also increased their awareness about the importance of MBEs and their impact in the community after hearing the great success story of Richard Montanez, vice president of Multicultural Sales & Community Activation at PepsiCo North America.



## Development

With a continued commitment to the development and utilization of diverse businesses, Nicor Gas relaunched its **Supplier Diversity Business Development Program (SDBDP)** to reconvene and again recognize the important contributions of our diverse business partners to our company, our communities and our economy.

Nicor Gas' SDBDP is dedicated to helping diverse partners achieve their strategic goals through the provision of mentoring, individualized management consultations, education and technical assistance. By leveraging the knowledge and commitment across our organization, Nicor Gas provided program participants with the tools, resources and expertise needed to grow their businesses through strategic partnerships with leaders in and outside our organization.

**"Tell me, I'll forget. Teach me, I'll remember. Engage me, I'll understand."**

*– Jim Vickers, President, BTS*

Business Technical Services (BTS) President, Jim Vickers, participated in the 2016 SDBDP cohort, spoke to Nicor Gas' SDBDP 2019 cohort about his personal experience, his partnership with Nicor Gas, the benefits of the SBDBP as well as provided guidance on how best do business with Nicor Gas. When referring to the importance of mentorship and building a sustainable partnership, Jim shared the following quote with the participants, "Tell me, I'll forget. Teach me, I'll remember. Engage me, I'll understand."

## NPL Partner Alliance Event

As part of its partner alliance with NPL Construction Co., Nicor Gas worked with NPL on a "Getting Your Business to the Next Level" event which allowed three diverse businesses – 5366 Logistics Corp. (VBE), DCH Construction & Hauling (MWBE), LLC and Reyco (MBE) – a unique opportunity to highlight their business to key customer prospects, learn strategies to move their business forward and get to know other business leaders with the same focus. Additionally, participants received guidance on working with NPL and Nicor Gas as a diverse supplier.



The group was founded on three key principles; continuous education and learning, promoting a culture of diversity and inclusion within the industry, and serving the communities in which we live. The partner alliance meets approximately three times per year to:

- Discuss business issues, learn from each other, share best practices and improve how each company executes work.
- Promote diversity and an inclusive culture and share strategies for increasing diverse participation and awareness of business opportunities for diverse suppliers and promote opportunities to increase diversity in the workforce.
- Work together on service projects focused on improving our local communities and contributing to those in need.
- Discuss current safety issues, industry events and activities.

## 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, held two cohorts in 2019 and grew with contractor partners KS Energy and INTREN. The objective of the program is to remove the barriers to success by bringing detailed career information and personalized training/ education for entry into career pathways that industries utilize to create pools of diverse potential employees.



Graduates from the Academy's July cohort had the opportunity to attend the NPL/Nicor Gas Partner Alliance Quarterly Meeting and network with key decision makers.

Since launching in 2018 with partners NPL Construction Co. and the Quad County Urban League, 44% of Career Academy graduates have been offered jobs either through Nicor Gas or its 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.

In 2019, we completed a thorough assessment of our sourcing needs in order to identify the level of diverse representation within sourcing categories. Closely examining these opportunities allows us to strategically engage and develop diverse businesses in order to support operational needs, while growing our network of diverse business partners for future procurement opportunities.

### AGB Investigative Services (MBE)

AGB Investigative Services, is a nationwide full-service security provider and operator of Illinois Board of Education certified training programs headquartered in Chicago and serves corporate, small business and government entities with focus on expanding economic opportunities in underserved communities. The company employs more than 750 full-time workers, providing state-approved training and professional opportunities in the communities they serve. In 2019, Nicor Gas entered into a new partnership with AGB and look forward to building a long-term sustainable partnership.

## **Burns & McDonnell/ Professional Environmental Engineers, Inc. (MBE)**

Burns & McDonnell Engineering Company, Inc. is a full-service engineering, architecture, construction, environmental and consulting solutions firm with more than 7,000 employees worldwide with a mission unchanged since 1898 to make their clients successful.

Burns & McDonnell's relationship with Nicor Gas began in 1999 when Nicor Gas needed an environmental consulting firm to assist with Manufactured Gas Plant (MGP) site remediation. Burns & McDonnell was already working with diverse suppliers and had a philosophy of not only to hire a diverse subcontractor, but to hire a subcontractor that would be a good partner and become part of the team.

"What we learned along the way was that the smaller companies were more team oriented and willing to invest the time to really understand what we're looking for," said Joan Gonzalez, Chicago Remediation Services Department Manager. "Safety is our number one priority, so if a company exhibits the willingness to also put safety first and make it an ingrained cultural value, and if they have the appropriate technical knowledge, we know they can be a good fit and we can mentor them."

Forming strong partnerships is a large part of Burns & McDonnell's philosophy that leads to successful projects. They dedicate experienced leaders to look for diverse companies that share their philosophy and willingness to build long-term relationships that will become valued extensions of their own team. A diverse company starts as a Tier relationship with Burns & McDonnell and through mentorship can move into a Tier 1. Such as the case with contracting partner Professional Environmental Engineers, Inc. (PE), who Burns & McDonnell continues to this day to support and grow their relationship. PE is a minority and women owned small business that is a full-service environmental engineering and consulting firm that specializes in providing cost-effective solutions for governmental and commercial clientele.

Backed by the support of Burns & McDonnell, PE soon began working with Nicor Gas and assisting them with their environmental needs. Today, PE is considered Nicor Gas' Prime Partner for its routine stormwater program and has grown in employee size here locally.

## **Pipe Strong, LLC (MBE)**

In 2017, Nicor Gas identified the need for more diverse representation in its pipeline contracting partners. When Benton-Georgia, LLC., a non-union, leading gas distribution and pipeline contractor in Douglasville, Georgia, and current partner of Nicor Gas' parent company, Southern Company Gas, approached Nicor Gas with the idea of providing a local partner in Illinois, Nicor Gas accepted the offer. The result of this extended partnership was the establishment of Pipe Strong, LLC.

Pipe Strong is a union gas distribution and pipeline construction services company based in Schaumburg, Illinois that provides Nicor Gas with distribution and pipeline construction and services lines for new business and modernization work, and meter work including meter move outs and rebuilds through Nicor Gas' Meter Modernization program. Additionally, Nicor Gas is mentoring Pipe Strong and has a plan to incrementally grow them internally to become a strategic partner of the company.

"PE has had a handful of companies that assisted us over our 22 years of existence, but we had never truly experienced "mentorship" until we met Joan Gonzalez and Burns & McDonnell. They took us under their wing five years ago at a Nicor Gas Supplier Diversity event and have epitomized the definition of mentor ever since. They have shown remarkable commitment in providing guidance, direction, and support to PE and have facilitated our growth and development as a company and as an environmental provider to Nicor Gas. We would not be where we are today without them."

*– Philippe Cade, President, Professional Environmental Engineers, Inc.*

"As a result of the mentoring provided by Nicor Gas management, we understand the importance of an established and effective safety culture, providing quality services and what it means to be a diversified supplier. We are committed to growing our business within the gas utility industry and becoming a trusted supplier of these services," said Doug Chidley, President, Pipe Strong.

Since the company was hired by Nicor Gas in 2018, Pipe Strong has expanded its business from two to 25 crews and provides services for local distribution utilities, transmission pipeline and downstream operators in the Chicagoland area.

## 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 support our supplier diversity efforts. Primary partners participating in second-tier opportunities are required to report their monthly spending with diverse partners.

## Sourcing Database

Employees who make and/or influence purchasing decisions have access to a sourcing database that contains contact information for businesses nationwide. This sourcing database enables employees to search by product, service, company name or business classification, which helps us identify businesses to include in RFPs, Request for Quotes (RFQs) and Request for Information (RFI) documents.



**123\***  
new diverse firms  
added to our procurement  
database of them  
51 Illinois based firms.

**30.9%** of these new diverse firms were engaged either through our bidding process or our Tier 1 and Tier 2 spend.

*\* Includes Southern Company Gas numbers*

## Energy Efficiency

The Nicor Gas Energy Efficiency Program actively engages diverse businesses in program design, implementation and support activities, and identifies opportunities to assist and leverage the Company's Supplier Diversity resources to enhance utilization and success of diverse businesses.



### Energy Efficiency Program

Diverse spend, as a percentage of total eligible spend within the Nicor Gas Energy Efficiency Program, continues to grow thanks to the number of relationships we have with diverse vendors.

In 2019, the total eligible spend paid to product and service providers was \$26.6 million, of which \$16.4 million was spent with Direct and Tier 2 diverse suppliers.

## 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 2018, we leveraged the following programs as catalysts to increase diverse partnerships in our business:

### Meter Modernization

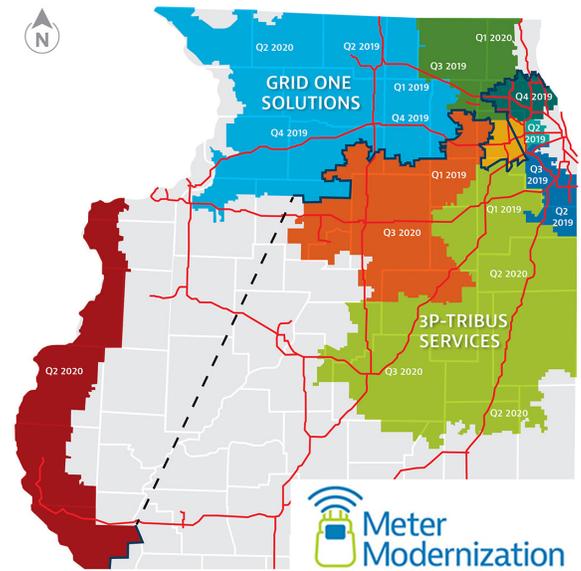
Launched in 2018, Nicor Gas' Meter Modernization program is a major project that involves the installation of a small, two-way communication device on customers' existing natural gas meters to gather automated meter reads.

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.

Through 2019, 1.7 million devices have been installed.

The remaining installations are targeted to be completed by 2020, resulting in more than 2 million devices installed throughout Nicor Gas' northern Illinois territory.

Meter Modernization Deployment Map



Service Territories

- |   |  |  |  |
|---|--|--|--|
| <span style="color: red;">■</span> Carthage   | <span style="color: orange;">■</span> Fox Valley | <span style="color: green;">■</span> Northwest     | <span style="color: lightgrey;">■</span> Misc. |
| <span style="color: yellow;">■</span> Central | <span style="color: cyan;">■</span> Metro        | <span style="color: lightgreen;">■</span> Southern |  |
| <span style="color: blue;">■</span> Eastern   | <span style="color: darkgreen;">■</span> North   | <span style="color: lightblue;">■</span> Western   |  |



**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 752 miles of aging natural gas main and more than 99,850 natural gas service lines.

In 2019, nearly 1,450 employees and contractors worked on this initiative. At this same time, our total diverse Investing in Illinois spend totaled nearly \$279 million, or 48% of the company's overall diverse spend. Compared to the previous years, 2019 was our largest investment year since the inception of the initiative.

## 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.

### Volunteer Day

The Nicor Gas Supplier Diversity team, along with two of our diverse business partners, CSI 3000 and Trinidad Construction, joined together to package care kits for the United Way of Metropolitan Chicago.



### Saratoga Tower

The Nicor Gas Energy Efficiency Program helped fund the installation of energy efficiency upgrades at Saratoga Tower, a 95-unit senior public housing building.

The improvements are estimated to save more than \$41,000 per year in combined electric and natural gas utility costs. Saratoga Tower employees and residents celebrated the completed projects with an ice cream social, supported by Nicor Gas. The project was administered by Resource Innovations, a diverse partner that works with Nicor Gas to manage the implementation of numerous energy efficiency initiatives.

## 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 buy-outs)
- 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.

## 2020 MWVBE Goals

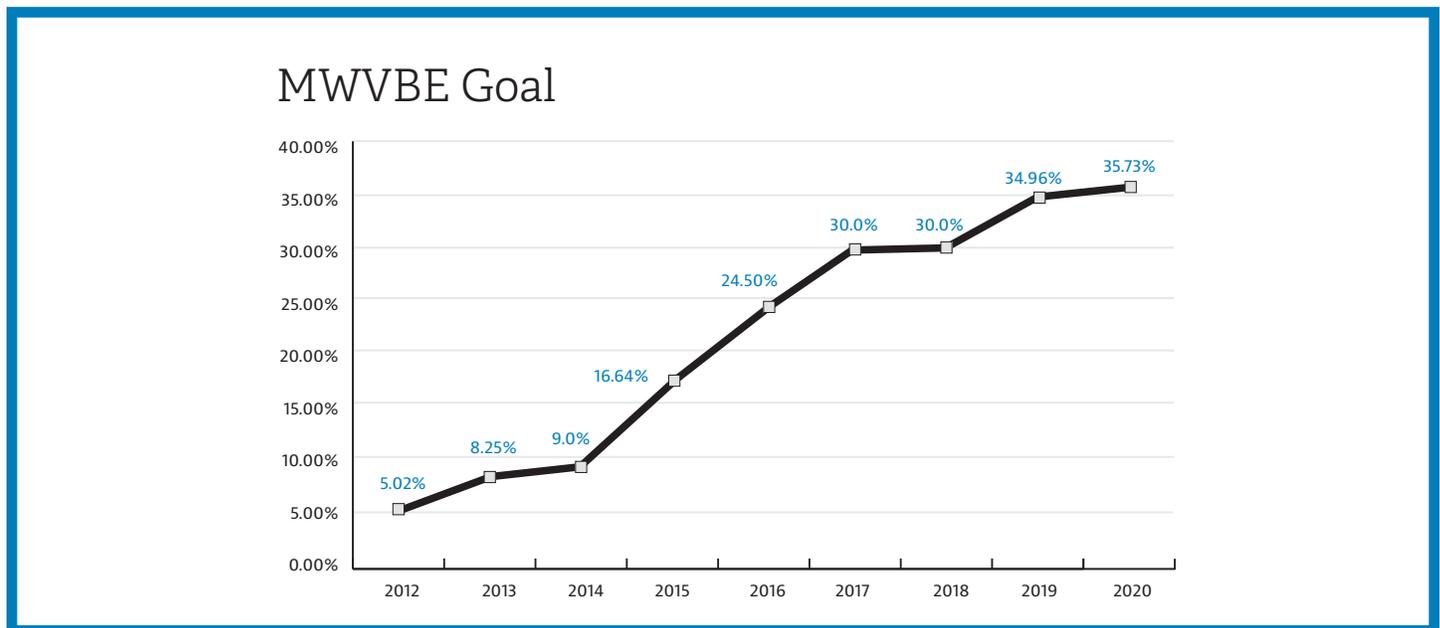
In 2019, Nicor Gas had an aggressive goal to achieve 34.96% MWVBE spend for the reporting period, while challenging our prime partners to also increase their respective diverse spend goals.

Over the past four years, Nicor Gas has shown a steady increase in diverse spend goals as well as actuals. As reflected in the charts below, we have increased our diverse spend goal by more than 80% (up from 16.64% to 30%) since 2015, while increasing spend with MWVBes by more than \$245 million (up from \$101 million to \$346 million) during this four-year period.

Diversity Class	FY 2016	FY 2017	FY 2018	FY 2019
MBE	14.20%	13.48%	26.59%	30.37%
WBE	11.57%	12.60%	13.92%	15.82%
VBE	0.70%	1.39%	0.91%	1.05%
<b>MWVBE</b>	<b>26.47%</b>	<b>27.47%</b>	<b>41.42%</b>	<b>47.23%</b>
GOAL	24.50%	30.00%	30.00%	34.96%

We will continue to hold ourselves accountable for achieving critical business imperatives and set aggressive goals for ourselves and for our partners. To that end, we have set the 2020 goal for MWVBE spend at 35.73% of the Company's overall eligible spend.

2020 MWVBE Spend Targets			
MBE	WBE	VBE	Total Diverse
19.69%	14.81%	1.23%	35.73%



## 2020 Strategic Initiatives

At Nicor Gas, we recognize that supplier diversity success is not only measured in dollars, but also in the developmental opportunities that we create for our diverse business partners. While aggressive goal setting is a part of our strategic plan, our endeavor continues to be broader than achieving a specific number.

In 2020, Nicor Gas will continue to seek opportunities for diverse businesses and be intentional in establishing and enabling sustainable and collaborative partnerships with diverse businesses that align with our sourcing requirements and business objectives. This will be achieved in the following ways:

### 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 by at least \$1 million in 2020, excluding construction projects.

## IUBDC

Nicor Gas will continue to partner with the IUBDC on events to enhance opportunities for diverse businesses across Illinois utilities. In 2020, 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.

## Supplier Diversity Business Development Program (SDBDP)

With a continued commitment to economic development and creating an environment of transparency, Nicor Gas will implement its SDBDP, a program dedicated to helping businesses reach their goals through mentoring, individualized management consultations and education and training opportunities. This program's aim is to enrich companies 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 addition, as part of the SDBDP, Nicor Gas will provide MBEs and WBEs with one-on-one mentoring. While we implement a competitive selection process, we choose the best candidates for our program that will benefit from the knowledge and experience of our subject matter experts. These diverse businesses will acquire the knowledge needed to understand our business and the industry and build capacity.

## Supplier Diversity Conferences and Tradeshows

Nicor Gas will continue to actively participate in many supplier diversity conferences and tradeshows that provide opportunities to develop relationships, identify qualifying businesses and further promote business opportunities. Nicor Gas supports the efforts of organizations that promote the interests of MWVBEs, including the following:

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

## Volunteer Week

Nicor Gas will continue to 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 work side-by-side to host an entire week of 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 2020, 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

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

Section 5-117 of the Public Utilities Act 220 ILCS 5/5-117, effective Aug. 26, 2014, requires regulated gas, electric and water utilities that have 100,000 customers or more to submit annual reports “on all procurement goals and actual spending for minority-owned, women-owned, veteran-owned, and small business enterprises in the previous calendar year,” and the utilities’ plan for implementing and realizing their goals for the following year.

Section 5-117(f) requires that the ICC publish on its website:

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

Section 5-117 reports are due annually April 15, beginning in 2016.

Section 5-117 also requires the ICC and participating utilities to hold an Annual Policy Meeting that is open to the public on the subject of Supplier Diversity. The policy meeting will follow submission of the April 15 reports.

For more information about Nicor Gas’ Annual Supplier Diversity Reports, please visit the ICC Supplier Diversity webpage at <http://www.icc.illinois.gov/filings/mwvs>.

Tier 1 & Tier II Product Service Description	African American		Asian		Caucasian		Hispanic		Native American		VBE	WBE	MBE	Total VBE	Total WBE	Total MBE	Total Diverse Spend	Total Non-Diverse Prime	Total Spend
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women									
ABOVE GROUND GAS STORAGE – EQUIPMENT MAINTENANCE & REPAIR SERVICES	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$4,035	\$4,036
ABOVE GROUND PIPELINE – MAINTENANCE AND REPAIR SERVICES	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$1,130	\$1,130
ACCOUNTING & AUDITING SERVICES	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$1,048	\$1,048
AD AGENCIES	\$0	\$0	\$0	\$0	\$0	\$42	\$0	\$0	\$0	\$0	\$0	\$42	\$0	\$0	\$42	\$0	\$42	\$145	\$187
ARCHITECTURAL ENGINEERING & INTERIOR DESIGN SERVICES	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$15	\$15
BACKGROUND CHECKS & DRUG TESTING	\$0	\$0	\$0	\$0	\$0	\$33	\$0	\$0	\$0	\$0	\$0	\$33	\$0	\$0	\$33	\$0	\$33	\$0	\$33
BELOW GROUND PIPELINE – MAINTENANCE AND REPAIR SERVICES	\$0	\$0	\$0	\$0	\$0	\$1,420	\$2,072	\$0	\$0	\$0	\$0	\$1,420	\$2,078	\$0	\$1,420	\$2,078	\$3,498	\$3,643	\$7,141
BENEFITS ADMINISTRATION	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$3	\$3
BILLING SERVICES	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$529	\$529
BUILDING CONSTRUCTION	\$1,548	\$1,441	\$263	\$0	\$0	\$212	\$2,194	\$0	\$0	\$0	\$682	\$1,652	\$4,004	\$682	\$1,652	\$4,004	\$6,338	\$21,822	\$28,160
CHEMICALS GASES LUBRICANTS FLUIDS & AGGREGATES	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$102	\$0	\$0	\$102	\$0	\$0	\$102	\$1,818	\$1,920
COLLECTION AGENCY	\$0	\$0	\$0	\$0	\$0	\$204	\$0	\$0	\$0	\$0	\$0	\$204	\$0	\$0	\$204	\$0	\$204	\$267	\$471
COMMERCIAL PRINTING & FINISHING	\$0	\$0	\$0	\$0	\$0	\$63	\$0	\$22,998	\$0	\$0	\$0	\$63	\$22,998	\$0	\$63	\$22,998	\$23,061	\$0	\$23,061
CONSTRUCTION INSPECTION SERVICES	\$1,585	\$0	\$0	\$0	\$0	\$918	\$14,324	\$0	\$243	\$0	\$0	\$918	\$16,152	\$0	\$918	\$16,152	\$17,069	\$336	\$17,405
CORROSION – INTEGRITY REMEDIATION SERVICES – ABOVE GROUND	\$0	\$320	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$320	\$0	\$0	\$320	\$320	\$320	\$644	\$964
CORROSION – INTEGRITY REMEDIATION SERVICES – BELOW GROUND	\$0	\$0	\$0	\$0	\$0	\$1,380	\$337	\$0	\$0	\$0	\$0	\$1,380	\$337	\$0	\$1,380	\$337	\$1,717	\$453	\$2,170
DINING & VENDING	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$383	\$383
DIRECT MAIL	\$0	\$0	\$0	\$0	\$0	\$1,533	\$0	\$0	\$0	\$0	\$0	\$1,533	\$0	\$0	\$1,533	\$0	\$1,533	\$1,885	\$3,418
DOCUMENT MANAGEMENT & SHREDDING SERVICES	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$158	\$158
ELBOWS	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$227	\$0	\$0	\$227	\$0	\$0	\$227	\$1,790	\$2,017
ELECTRICAL SERVICES	\$0	\$0	\$0	\$0	\$0	\$1,409	\$84	\$18	\$0	\$0	\$5	\$1,427	\$82	\$5	\$1,427	\$82	\$1,515	\$538	\$2,053
EMPLOYEE INSURANCE & BENEFITS	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$1	\$1
ENERGY EFFICIENCY: CONSUMER ENERGY PROGRAMS	\$0	\$0	\$200	\$0	\$0	\$14,271	\$561	\$0	\$0	\$0	\$616	\$14,271	\$761	\$616	\$14,271	\$761	\$15,648	\$14,525	\$30,173
ENERGY SERVICES: GOVERNMENTAL CONTRACTING – BUILDING CONSTRUCTION & REPAIR	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$139	\$139
ENGINEERING ANALYSIS SERVICES	\$3,146	\$12	\$92	\$0	\$0	\$4,466	\$284	\$0	\$0	\$0	\$0	\$4,471	\$3,529	\$0	\$4,471	\$3,529	\$8,000	\$30,415	\$38,415
ENGINEERING DESIGN AND PERMITTING SERVICES	\$0	\$794	\$0	\$0	\$0	\$53	\$0	\$0	\$0	\$0	\$0	\$53	\$794	\$0	\$53	\$794	\$848	\$290	\$1,138
ENVIRONMENTAL SERVICES	\$9	\$768	\$10	\$0	\$0	\$1,676	\$1,344	\$0	\$0	\$0	\$5	\$1,676	\$2,173	\$0	\$1,676	\$2,173	\$3,854	\$10,942	\$14,797
EQUIPMENT / MATERIAL INSPECTIONS AND ANALYSIS SERVICES	\$98	\$0	\$0	\$0	\$0	\$59	\$0	\$0	\$0	\$0	\$0	\$59	\$98	\$0	\$59	\$98	\$157	\$5,600	\$5,757
EQUIPMENT RENTAL	\$7,060	\$0	\$0	\$0	\$0	\$113	\$347	\$0	\$0	\$0	\$9	\$113	\$7,407	\$9	\$113	\$7,407	\$7,529	\$1,139	\$8,668
FACILITIES SERVICES – INDOOR	\$26,062	\$13	\$0	\$0	\$0	\$3,883	\$159	\$0	\$0	\$0	\$0	\$3,883	\$26,235	\$0	\$3,883	\$26,235	\$30,117	\$2,505	\$32,622
FACILITIES SERVICES – OUTDOOR	\$467	\$0	\$0	\$0	\$0	\$18	\$8	\$0	\$0	\$0	\$0	\$18	\$474	\$0	\$18	\$474	\$492	\$592	\$1,085
FENCING BARRIER INSTALLATION SERVICES	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$154	\$154
FINANCIAL CONSULTING SERVICES	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$861	\$862

Tier 1 & Tier II Product Service Description	African American		Asian		Caucasian		Hispanic		Native American		VBE	WBE	MBE	Total VBE	Total WBE	Total MBE	Total Diverse Spend	Total Non-Diverse Prime	Total Spend
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women									
FLEET EQUIPMENT	\$0	\$4	\$0	\$0	\$0	\$2,897	\$0	\$0	\$0	\$0	\$0	\$2,902	\$0	\$0	\$2,902	\$0	\$2,902	\$1,954	\$4,855
FLEET MANAGEMENT SERVICES	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$1,864	\$0	\$0	\$1,864	\$0	\$0	\$1,864	\$439	\$2,303
FLOWERS GIFTS & MISC	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
FUEL (OIL & GAS)	\$7,346	\$0	\$3,595	\$0	\$0	\$2,421	\$0	\$0	\$0	\$0	\$0	\$2,421	\$10,940	\$0	\$2,421	\$10,940	\$13,362	\$179	\$13,541
GAS STORAGE (SHOP FABRICATED ONLY)	\$0	\$0	\$0	\$0	\$0	\$74	\$0	\$0	\$0	\$0	\$0	\$74	\$0	\$0	\$74	\$0	\$74	\$498	\$571
GENERAL CONSULTING SERVICES	\$0	\$0	\$0	\$0	\$0	\$244	\$0	\$0	\$0	\$0	\$0	\$0	\$244	\$0	\$244	\$0	\$244	\$1,523	\$1,767
GENERAL INDUSTRIAL SUPPLIES / MRO	\$0	\$0	\$0	\$0	\$0	\$1,259	\$0	\$0	\$0	\$0	\$412	\$1,259	\$0	\$412	\$1,259	\$0	\$1,671	\$2,457	\$4,128
GENERAL TRAVEL EXPENSES	\$0	\$0	\$0	\$0	\$0	\$4	\$0	\$0	\$0	\$0	\$0	\$4	\$0	\$0	\$4	\$0	\$4	\$0	\$4
GROUND TRANSPORTATION	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$23	\$23
HAZARDOUS MATERIALS HANDING AND DISPOSAL SERVICES	\$4	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$4	\$0	\$0	\$4	\$4	\$607	\$611
HR CONSULTING	\$0	\$0	\$0	\$0	\$0	\$164	\$0	\$0	\$0	\$0	\$0	\$164	\$0	\$0	\$164	\$0	\$164	\$0	\$164
HW PURCHASE / MAINTENANCE	\$0	\$0	\$3	\$0	\$0	\$112	\$0	\$0	\$0	\$0	\$0	\$112	\$3	\$0	\$112	\$3	\$115	\$51	\$166
INDUSTRIAL CONTROLS AND SOLUTIONS	\$0	\$0	\$0	\$0	\$0	\$773	\$168	\$0	\$0	\$0	\$0	\$773	\$168	\$0	\$773	\$168	\$941	\$2,011	\$2,952
IT CONSULTING	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$2	\$0	\$0	\$0	\$2	\$0	\$0	\$2	\$2	\$188	\$191
IT OUTSIDE SERVICES	\$0	\$0	\$0	\$0	\$0	\$113	\$0	\$0	\$459	\$0	\$0	\$113	\$459	\$0	\$113	\$459	\$572	\$1,753	\$2,326
LAND ACQUISITION SERVICES	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$9	\$9
LEAK SURVEY SERVICES	\$0	\$0	\$0	\$0	\$0	\$52	\$0	\$0	\$0	\$0	\$0	\$52	\$0	\$0	\$52	\$0	\$52	\$280	\$332
LEGAL SERVICES	\$148	\$0	\$0	\$0	\$0	\$157	\$45	\$0	\$0	\$0	\$0	\$157	\$193	\$0	\$157	\$193	\$350	\$4,548	\$4,898
MARKET RESEARCH	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
MARKETING EVENTS AND SPONSORSHIPS	\$0	\$65	\$0	\$0	\$0	\$68	\$0	\$0	\$0	\$0	\$0	\$68	\$65	\$0	\$68	\$65	\$133	\$133	\$266
MATERIAL HANDLING EQUIPMENT	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$210	\$210
MEALS & ENTERTAINMENT	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
MEDIA BUY	\$16	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$16	\$0	\$0	\$16	\$16	\$0	\$16
MEDICAL SERVICES	\$0	\$0	\$0	\$0	\$0	\$82	\$0	\$0	\$0	\$0	\$0	\$82	\$0	\$0	\$82	\$0	\$82	\$365	\$446
METER SET - MAINTENANCE AND REPAIR SERVICES	\$0	\$0	\$0	\$0	\$0	\$1,569	\$20,820	\$0	\$0	\$0	\$0	\$1,569	\$20,820	\$0	\$1,569	\$20,820	\$22,389	\$20,486	\$42,875
METERS AND ASSEMBLIES	\$0	\$0	\$0	\$0	\$0	\$53,351	\$0	\$0	\$0	\$0	\$0	\$53,351	\$0	\$0	\$53,351	\$0	\$53,351	\$30,638	\$83,989
MISCELLANEOUS ADMIN	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$497	\$497
MISCELLANEOUS BPO	\$0	\$0	\$0	\$0	\$0	\$487	\$8	\$0	\$0	\$0	\$0	\$487	\$8	\$0	\$487	\$8	\$494	\$26	\$520
NON-DESTRUCTIVE EXAMINATION (NDE) SERVICES	\$0	\$0	\$0	\$0	\$0	\$2,965	\$0	\$0	\$0	\$0	\$0	\$2,965	\$0	\$0	\$2,965	\$0	\$2,965	\$2,330	\$5,295
OFFICE EQUIPMENT	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$63	\$63
OFFICE FURNITURE	\$0	\$0	\$0	\$0	\$0	\$909	\$0	\$0	\$0	\$0	\$0	\$909	\$0	\$0	\$909	\$0	\$909	\$57	\$966
OFFICE SUPPLIES	\$0	\$548	\$0	\$0	\$0	\$94	\$0	\$0	\$0	\$0	\$0	\$94	\$548	\$0	\$94	\$548	\$643	\$150	\$793
OFF-ROAD VEHICLES	\$5,252	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$2	\$0	\$5,252	\$2	\$0	\$5,252	\$5,253	\$8,827	\$14,080
OTHER	\$1,851	\$286	\$2,358	\$0	\$0	\$10,573	\$7,478	\$6	\$388	\$0	\$171	\$10,490	\$12,401	\$171	\$10,490	\$12,401	\$23,062	\$20,000	\$43,062
OTHER EQUIPMENT AND INSTALLATION SERVICES	\$0	\$0	\$0	\$0	\$0	\$276,194	\$0	\$0	\$0	\$0	\$0	\$276,194	\$0	\$0	\$276,194	\$0	\$276,194	\$0	\$276,194
OTHER NATURAL GAS MATERIAL	\$619	\$0	\$0	\$0	\$0	\$3	\$0	\$0	\$0	\$0	\$966	\$0	\$619	\$966	\$3	\$619	\$1,588	\$7,516	\$9,103
PARKING TICKETS & TOLLS	\$0	\$0	\$0	\$0	\$0	\$0	\$7	\$0	\$0	\$0	\$0	\$0	\$7	\$0	\$0	\$7	\$7	\$654	\$661

Tier 1 & Tier II Product Service Description	African American		Asian		Caucasian		Hispanic		Native American		VBE	WBE	MBE	Total VBE	Total WBE	Total MBE	Total Diverse Spend	Total Non-Diverse Prime	Total Spend
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women									
PAVING RESTORATION MAINTENANCE AND REPAIR SERVICES	\$0	\$0	\$0	\$0	\$0	\$77	\$58	\$0	\$0	\$0	\$8	\$77	\$58	\$8	\$77	\$58	\$144	0	\$144
PAVING RESTORATION MAINTENANCE AND REPAIR SERVICES	\$0	\$4,116	\$0	\$0	\$0	\$17,674	\$1,521	\$0	\$0	\$0	\$0	\$17,674	\$5,637	\$0	\$17,674	\$5,637	\$23,311	\$4,834	\$28,145
PIPE & TUBING (STEEL / PLASTIC)	\$0	\$0	\$0	\$0	\$0	\$3,328	\$0	\$0	\$0	\$0	\$572	\$3,328	\$0	\$572	\$3,328	\$0	\$3,900	\$34,897	\$38,797
PIPELINE CONSTRUCTION SERVICES	\$13,570	\$43	\$0	\$0	\$0	\$375	\$110,893	\$1,208	\$446	\$0	\$679	\$466	\$125,466	\$679	\$466	\$125,466	\$126,611	\$201,320	\$327,931
PIPELINE DRILLING SERVICES	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$1,732	\$1,732
PIPELINE EQUIPMENT (SHOP FABRICATED ONLY)	\$0	\$0	\$0	\$0	\$0	\$358	\$0	\$0	\$0	\$0	\$309	\$358	\$0	\$309	\$358	\$0	\$667	\$6,600	\$7,267
PIPELINE INTEGRITY ASSESSMENT (INTERIOR / EXTERIOR)	\$0	\$0	\$0	\$0	\$0	\$0	\$363	\$0	\$0	\$0	\$0	\$363	\$0	\$0	\$0	\$363	\$363	\$2,002	\$2,365
PIPELINE SAFETY EQUIPMENT	\$3	\$0	\$0	\$0	\$0	\$101	\$0	\$0	\$0	\$0	\$399	\$101	\$3	\$399	\$101	\$3	\$503	\$356	\$859
POSTAGE & POSTAGE EQUIPMENT	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$13	\$13
PROJECT AND PROGRAM MANAGEMENT SERVICES	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$2,033	\$2,033
PUBLIC RELATIONS	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$329	\$329
RAIL DELIVERY (INFRASTRUCTURE MATERIALS)	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$119	\$119
RECRUITING OUTPLACEMENT & RELOCATION SERVICES	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$47	\$47
REGULATORS	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$1,295	\$1,295
RIGHT OF WAY INSPECTION MAINTENANCE AND REMEDIATION SERVICES	\$12	\$0	\$0	\$0	\$0	\$12	\$0	\$0	\$0	\$0	\$0	\$12	\$12	\$0	\$12	\$12	\$24	\$0	\$24
RIGHT OF WAY INSPECTION MAINTENANCE AND REMEDIATION SERVICES	\$0	\$0	\$0	\$0	\$0	\$11,714	\$0	\$0	\$0	\$0	\$0	\$11,714	\$0	\$0	\$11,714	\$0	\$11,714	\$5,480	\$17,194
SAFETY EQUIPMENT	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
SAFETY SERVICES	\$44	\$0	\$0	\$0	\$0	\$34	\$0	\$0	\$0	\$0	\$0	\$34	\$44	\$0	\$34	\$44	\$78	\$80	\$159
SECURITY SERVICES (NON INFRASTRUCTURE)	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$570	\$571
SIGNAGE AND DISPLAYS	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$25	\$25
SMALL PARCEL SHIPPING COURIER AND SERVICES	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$17	\$17
STORAGE / PLANT CONSTRUCTION SERVICES	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$2,060	\$2,060
SURVEY SERVICES	\$12	\$0	\$292	\$0	\$0	\$757	\$0	\$0	\$0	\$0	\$0	\$757	\$304	\$0	\$757	\$304	\$1,061	\$258	\$1,319
SURVEYING SERVICES	\$0	\$0	\$378	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$378	\$0	\$0	\$378	\$378	\$0	\$378
SW PURCHASE AND MAINTENANCE (PREMISE)	\$72	\$0	\$0	\$0	\$0	\$0	\$201	\$0	\$0	\$0	\$0	\$0	\$273	\$0	\$0	\$273	\$273	\$253	\$526
TELECOMMUNICATIONS EQUIPMENT AND INSTALLATION AND MAINTENANCE SERVICES	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$170	\$170
TEMPORARY LABOR	\$525	\$0	\$173	\$0	\$0	\$1,200	\$2,681	\$0	\$2,568	\$0	\$0	\$1,200	\$5,948	\$0	\$1,200	\$5,948	\$7,148	\$3,173	\$10,321
TRAFFIC CONTROL AND SECURITY SERVICES	\$0	\$8	\$0	\$0	\$0	\$5,544	\$16	\$0	\$0	\$0	\$0	\$5,544	\$24	\$0	\$5,544	\$24	\$5,568	\$3,806	\$9,375
TRAINING AND EDUCATION	\$2,964	\$44	\$304	\$0	\$0	\$786	\$4	\$0	\$0	\$0	\$2	\$786	\$3,317	\$2	\$786	\$3,317	\$4,106	\$726	\$4,832
TRUCKING / AIR DELIVERY (INFRASTRUCTURE MATERIALS)	\$2	\$0	\$0	\$0	\$0	\$303	\$15,039	\$0	\$0	\$0	\$2,348	\$303	\$15,041	\$2,348	\$303	\$15,041	\$17,692	\$423	\$18,115

Tier 1 & Tier II Product Service Description	African American		Asian		Caucasian		Hispanic		Native American		VBE	WBE	MBE	Total VBE	Total WBE	Total MBE	Total Diverse Spend	Total Non-Diverse Prime	Total Spend
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women									
UNIFORMS & UNIFORM LAUNDRY SERVICES	\$0	\$0	\$0	\$0	\$0	\$353	\$0	\$30	\$0	\$0	\$0	\$353	\$30	\$0	\$353	\$30	\$383	\$182	\$565
UTILITY LOCATE SERVICES	\$377	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$377	\$0	\$0	\$377	\$377	\$18,464	\$18,842
VALVES EXTENSIONS AND ACTUATION	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$5,521	\$5,521
VEHICLE MAINTENANCE & REPAIR	\$0	\$0	\$0	\$0	\$0	\$11	\$0	\$0	\$0	\$0	\$3	\$11	\$0	\$3	\$11	\$0	\$15	\$48	\$63
VEHICLE PARTS	\$0	\$0	\$0	\$0	\$0	\$55	\$0	\$0	\$0	\$0	\$868	\$55	\$0	\$868	\$55	\$0	\$923	\$2,010	\$2,933
VOICE & DATA SERVICES	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$586	\$586
WASTE MANAGEMENT	\$0	\$0	\$0	\$0	\$0	\$44	\$665	\$0	\$0	\$0	\$0	\$44	\$665	\$0	\$44	\$665	\$708	\$100	\$808
<b>Grand Total \$</b>	<b>\$72,791</b>	<b>\$8,463</b>	<b>\$7,668</b>	<b>\$0</b>	<b>\$0</b>	<b>\$153,127</b>	<b>\$181,681</b>	<b>\$24,260</b>	<b>\$4,113</b>	<b>\$0</b>	<b>\$10,247</b>	<b>\$154,603</b>	<b>\$296,892</b>	<b>\$10,247</b>	<b>\$154,603</b>	<b>\$296,892</b>	<b>\$461,742</b>	<b>\$515,810</b>	<b>\$977,552</b>
<b>Grand Total %</b>	<b>7.45%</b>	<b>0.87%</b>	<b>0.78%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>15.66%</b>	<b>18.59%</b>	<b>2.48%</b>	<b>0.42%</b>	<b>0.00%</b>	<b>1.05%</b>	<b>15.82%</b>	<b>30.37%</b>	<b>1.05%</b>	<b>15.82%</b>	<b>30.37%</b>	<b>47.23%</b>	<b>52.77%</b>	<b>100.00%</b>

**Nicor Gas 2019 Total Expenditures Dollars (\$ in thousands)**

General Diversity Class	Direct Spend	Tier 2	Total \$	Total %
Minority Business Enterprise (MBE)	\$130,648	\$23,955	\$154,603	15.82%
Women Business Enterprise (WBE)	\$225,477	\$71,415	\$296,892	30.37%
Subtotal: MBE + WBE	\$356,124	\$95,370	\$451,495	46.19%
Veteran Business Enterprise (VBE)	\$7,175	\$3,072	\$10,247	1.05%
Total: MBE, WBE, VBE	\$363,300	\$98,442	\$461,742	47.23%
Small Business Enterprise (SBE)	\$21,658	\$240	\$21,897	2.24%
<b>Gross Procurement</b>	<b>\$384,957</b>	<b>\$98,682</b>	<b>\$483,639</b>	<b>49.47%</b>

**Nicor Gas 2019 Expenditures by Product/Service Category (\$ in thousands)**

	MBE	WBE	VBE	Total Diverse Spend	Non-Diverse Spend	Total Spend
Facilities	\$32,008	\$8,303	\$687	\$40,999	\$26,984	\$67,983
Fleet	\$37,942	\$5,806	\$2,746	\$46,493	\$15,349	\$61,843
Materials	\$0	\$1,259	\$412	\$1,671	\$2,457	\$4,128
Pipeline & Construction Services	\$175,429	\$102,226	\$5,609	\$283,264	\$371,991	\$655,254
Professional Services	\$51,512	\$37,009	\$794	\$89,315	\$99,029	\$188,344
<b>Grand Total</b>	<b>\$296,892</b>	<b>\$154,603</b>	<b>\$10,247</b>	<b>\$461,742</b>	<b>\$515,810</b>	<b>\$977,552</b>

**Nicor Gas 2019 Expenditures by Race-Male (\$ in thousands)**

	Direct Spend	Tier 2	Total \$	Total %
AFRICAN AMERICAN	\$41,203	\$313,588	\$72,791	7.45%
ASIAN AMERICAN	\$4,358	\$3,310	\$7,668	0.78%
CAUCASIAN	\$7,175	\$2,370	\$9,545	0.98%
HISPANIC AMERICAN	\$169,899	\$11,782	\$181,681	18.59%
NATIVE AMERICAN	\$3,271	\$842	\$4,113	0.42%
<b>Total Minority Men</b>	<b>\$225,907</b>	<b>\$49,891</b>	<b>\$275,798</b>	<b>28.21%</b>
	MBE	VBE	Total \$	Total %
Facilities	\$31,447	\$687	\$32,134	3.29%
Fleet	\$37,942	\$2,746	\$40,688	4.16%
Materials	\$0	\$412	\$412	0.04%
Pipeline & Construction Services	\$170,398	\$5,006	\$175,404	17.94%
Professional Services	\$26,465	\$695	\$27,160	2.78%
<b>Grand Total</b>	<b>\$266,252</b>	<b>\$9,546</b>	<b>\$275,798</b>	<b>28.21%</b>

**Nicor Gas 2019 Male Spend by Race and Product/Service Category (\$ in thousands)**

	AFRICAN AMERICAN	ASIAN AMERICAN	CAUCASIAN	HISPANIC AMERICAN	NATIVE AMERICAN	Total \$
Facilities	\$28,076	\$263	\$686	\$3,109	\$0	\$32,134
Fleet	\$19,658	\$3,595	\$2,746	\$14,689	\$0	\$40,688
Materials	\$0	\$0	\$412	\$0	\$0	\$412
Pipeline & Construction Services	\$16,310	\$378	\$5,006	\$153,015	\$695	\$175,404
Professional Services	\$8,747	\$3,432	\$695	\$10,868	\$3,417	\$27,160
<b>Grand Total</b>	<b>\$72,791</b>	<b>\$7,668</b>	<b>\$9,545</b>	<b>\$181,681</b>	<b>\$4,113</b>	<b>\$275,798</b>

**Nicor Gas 2019 Expenditures by Race-Female (\$ in thousands)**

	Direct Spend	Tier 2	Total \$	% of Total Spend
AFRICAN AMERICAN	\$8,114	\$349	\$8,463	0.87%
ASIAN AMERICAN	\$36	\$57	\$94	0.01%
CAUCASIAN	\$129,207	\$23,920	\$153,127	15.66%
HISPANIC AMERICAN	\$36	\$24,224	\$24,260	2.48%
<b>Total Minority Women</b>	<b>\$137,393</b>	<b>\$48,551</b>	<b>\$185,944</b>	<b>19.02%</b>

**Nicor Gas 2019 Female Spend by Race and Product/Service Category (\$ in thousands)**

	MBE	VBE	WBE	Total \$	% of Total Spend
Facilities	\$562	\$0	\$8,303	\$8,865	0.91%
Fleet	\$0	\$0	\$5,806	\$5,806	0.59%
Materials	\$0	\$0	\$1,259	\$1,259	0.13%
Pipeline & Construction Services	\$5,031	\$602	\$102,226	\$107,859	11.03%
Professional Services	\$25,047	\$99	\$37,009	\$62,155	6.36%
<b>Grand Total</b>	<b>\$30,640</b>	<b>\$701</b>	<b>\$154,603</b>	<b>\$185,944</b>	<b>19.02%</b>

**Nicor Gas 2019 Female Spend by Race and Product/Service Category (\$ in thousands)**

	AFRICAN AMERICAN	ASIAN AMERICAN	CAUCASIAN	HISPANIC AMERICAN	Total \$
Facilities	\$2,003	\$0	\$6,844	\$18	\$8,865
Fleet	\$4	\$0	\$5,801	\$0	\$5,806
Materials	\$0	\$0	\$1,259	\$0	\$1,259
Pipeline & Construction Services	\$4,487	\$0	\$102,135	\$1,238	\$107,859
Professional Services	\$1,969	\$94	\$37,088	\$23,004	\$62,155
<b>Grand Total</b>	<b>\$8,463</b>	<b>\$94</b>	<b>\$153,127</b>	<b>\$24,260</b>	<b>\$185,944</b>

**Nicor Gas 2019 Expenditures (all Business Partners)**
**Total Dollars (\$ in thousands)**

Overall Spend			\$977,552	% of Overall Spend	
Diversity Classification	2	1	Grand Total	Actual	Goal
SBE	\$240	\$21,658	\$21,897	2.24%	5.63%
<b>Grand Total</b>	<b>\$240</b>	<b>\$21,658</b>	<b>\$21,897</b>	<b>2.24%</b>	<b>5.63%</b>

**Nicor Gas 2019 Expenditures (Illinois-based Business Partners)**
**Total Dollars (\$ in thousands)**

Total Illinois Base Spend			\$461,742	% of Overall Diverse Spend	
Diversity Classification	2	1	Grand Total	Actual	Goal
SBE	\$150	\$8,442	\$8,591	0.88%	
<b>Grand Total</b>	<b>\$150</b>	<b>\$8,442</b>	<b>\$8,591</b>	<b>0.88%</b>	

**Nicor Gas 2019 Professional Services Spend by Classification and Category**
**Total Dollars (\$ in thousands)**

Nicor Gas Category	MALE	Grand Total
Facilities	\$954	\$954
Fleet	\$1,475	\$1,475
Materials	\$1,098	\$1,098
Pipeline & Construction Services	\$12,326	\$12,326
Professional Services	\$6,043	\$6,043
<b>Grand Total</b>	<b>\$21,897</b>	<b>\$21,897</b>

**Nicor Gas 2019 SBE Expenditures by Gender and Service/Product Category**
**Total Dollars (\$ in thousands)**

	CAUCASIAN	HISPANIC AMERICAN	Grand Total
<b>Nicor Gas Category</b>	<b>MALE</b>	<b>MALE</b>	
Facilities	\$954	\$0	\$954
Fleet	\$1,475	\$0	\$1,475
Materials	\$1,098	\$0	\$1,098
Pipeline & Construction Services	\$12,326	\$0	\$12,326
Professional Services	\$6,001	\$42	\$6,043
<b>Grand Total</b>	<b>\$33,085</b>	<b>\$42</b>	<b>\$21,897</b>

**Nicor Gas 2019 Professional Services Spend by Ethnicity and Category**
**Total Dollars (\$ in thousands)**

	CAUCASIAN	HISPANIC AMERICAN	Grand Total
<b>Nicor Gas Category</b>			
PROFESSIONAL SERVICES	\$6,001	\$42	\$6,043
<b>Grand Total</b>	<b>\$6,001</b>	<b>\$42</b>	<b>\$6,043</b>

