



2022 ANNUAL REPORT ON BUSINESS DIVERSITY

for the Illinois Commerce Commission

LEONARD P. SINGH

Chairman and President
Ameren Illinois Company
10 Richard Mark Way
Collinsville, IL 62234

Submitted by
Byron Witherspoon, PMP
*Director, Supplier Diversity &
Supply Chain Sustainability*



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I. PRESIDENT'S MESSAGE



In my first year as president of Ameren Illinois, I have been pleased by the strong commitment our company has shown in executing a strategy that prioritizes diversity and inclusivity in our supply chain. This commitment has never been more significant as electric and natural gas utilities across the state prepare to make significant investments in their systems to transition to more renewable forms of energy in support of the state's clean energy goals.

From visiting with diverse business leaders to understand their concerns, to delivering a strong message to both our suppliers and our employees about the importance of making thoughtful investments in the communities we serve, my goal is to ensure that we have a pipeline of diverse resources that is ready and able to perform work safely throughout our 43,700-square-mile territory.

In 2022, we spent \$524 million with diverse-owned businesses; a 15% increase over 2021. 38% of our overall diverse spend was with companies located in Illinois. The impact of Ameren Illinois' purchases with diverse businesses cannot be overstated. Our investments supported 4,456 jobs that paid employees \$317.3M in wages.

Moreover, in 2022 Ameren Illinois kicked off the implementation of our 2022-2025 Energy Efficiency Plan with a continued focus on equitable procurement. Through intentional expansions with existing businesses, as well as partnerships with new diverse vendors, we facilitated more than \$15 million in contracts with diverse businesses performing energy efficiency services.

Nurturing an environment where local and diverse businesses can grow and develop is critical for Ameren Illinois' long-term success. I am committed to championing excellence in increasing diverse business utilization throughout our business. Equity with diverse business participation is a social-economic imperative that is good for our region, our State, and helps lead the way to a sustainable energy future.

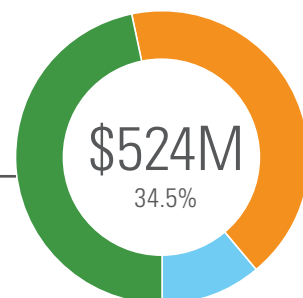
A handwritten signature in black ink, appearing to read 'P. Singh'.

Leonard P. Singh

Chairman & President, Ameren Illinois

II. AMEREN ILLINOIS BUSINESS DIVERSITY AT A GLANCE

ECONOMIC IMPACT **\$523,928,021** Total Diverse Spend



Diverse Spend Breakdown

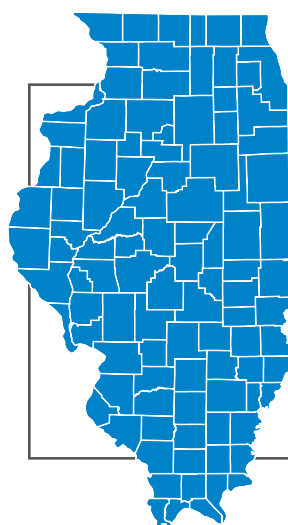
- **WBE Spend: \$245M**
- **MBE Spend: \$221M**
- **VBE Spend: \$58M**

% Increase Diverse Spend (2021 vs 2022)

- 2021 Diverse Spend: **\$457,024,620**
- 2022 Diverse Spend: **\$523,928,021**
- % Increase: **15%**

Economic Impact

- Total Production: **\$931,700,000**
- Total Wages Earned: **\$317,300,000**



DIVERSE ILLINOIS BUSINESS & SPEND

- **355** diverse businesses in Illinois
- **\$193.8M** in spend with businesses located in Illinois
- **73** new supplier relationships
- **4456** jobs supported
- **\$15k** scholarships awarded
Dartmouth Scholarships Awarded: 15
 - » MBE: **11**
 - » WBE: **4**
- **\$116.7M** Spent with Dartmouth Suppliers

DIVERSE PERFORMANCE IN KEY CATEGORIES

Investment Banking \$505K*	Information Technology \$15.4M	Engineering & Architectural Services \$22.3M	Environmental \$19.2M	Legal \$3.6M	Vegetation Management Services \$14.9M
Professional Services \$16.6M	Energy Delivery Maintenance & Construction Services \$190M	Gas Services \$67.4M	Facilities Maintenance & Construction Services \$8M	Pole Line Hardware \$33.7M	Meter Services \$1.6M

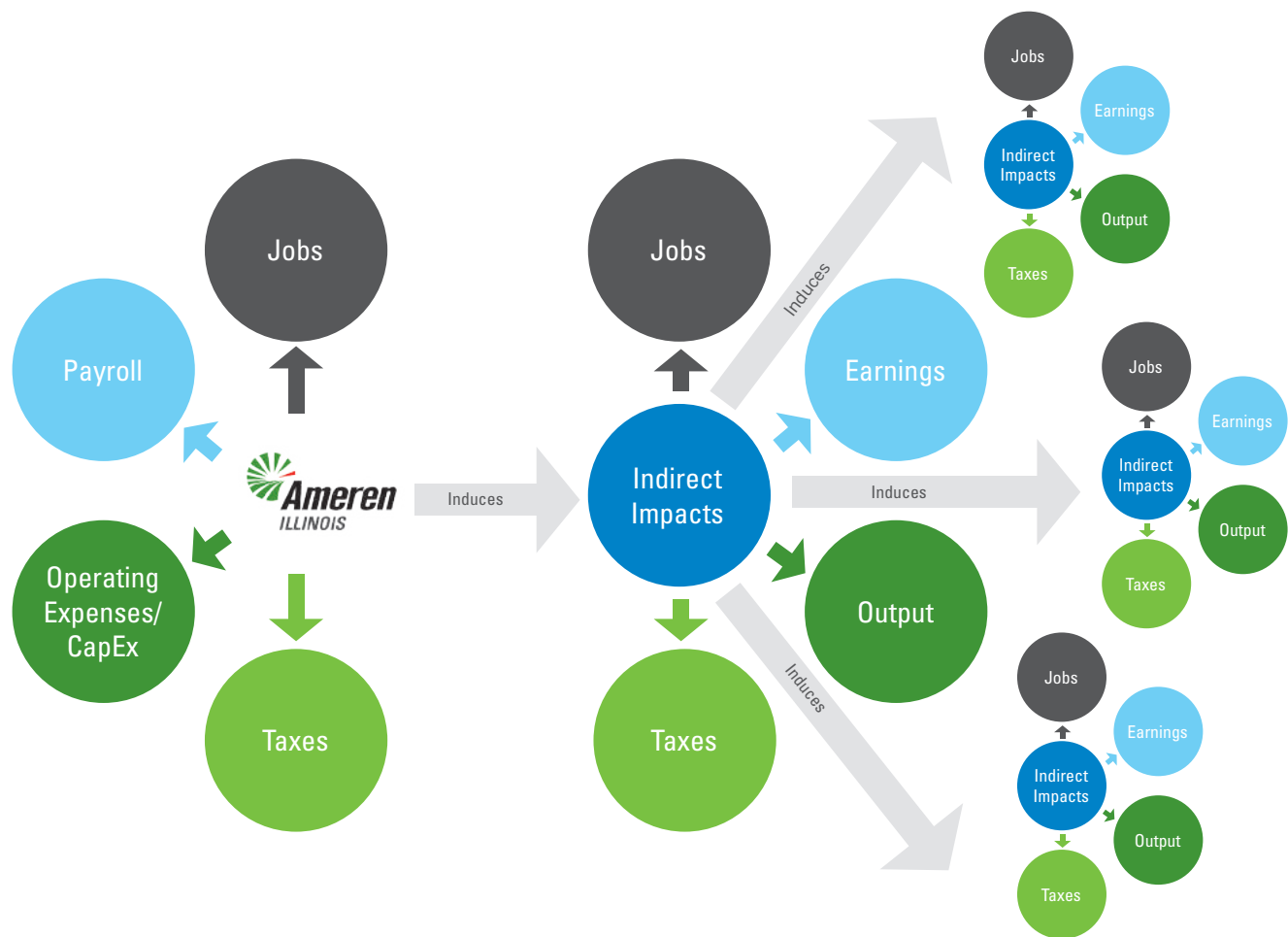
*Fees from \$850M in bond offerings co-managed by eight diverse investment banking companies. (See Diverse Expenditures by Category and Classification, Appendix A).



ECONOMIC IMPACT OVERVIEW

INTRODUCTION

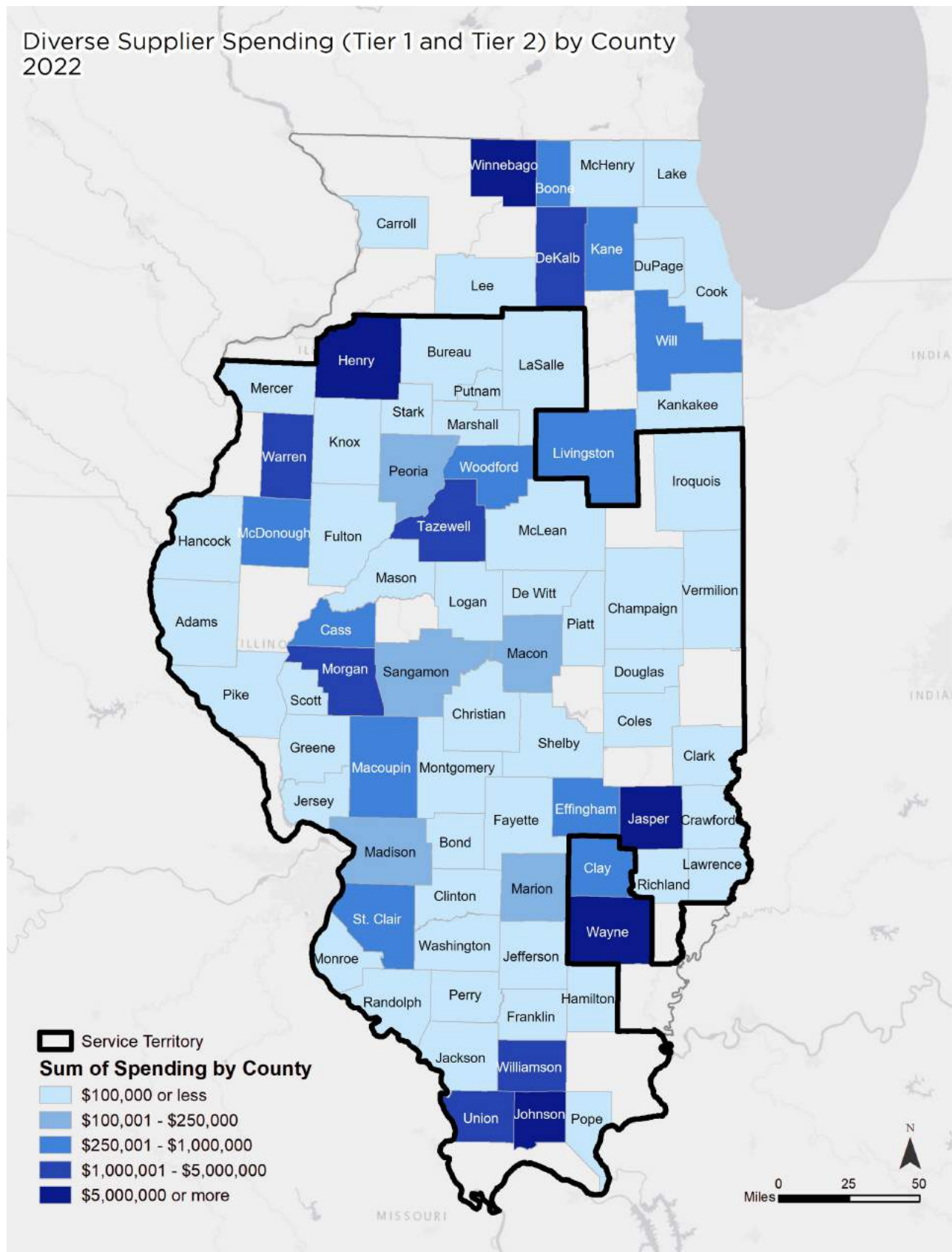
Economic impacts manifest themselves in a number of ways. They are triggered through the spending of a business or a consumer (or other economic entities) on purchases of goods and services. This spending also supports other businesses that use that money a “second time” to pay for their operations which, in turn, continues a multiplier effect as that money continues to be re-spent (or “ripples”) through the economy. Moreover, employees are paid wages and salaries and their subsequent household spending in their communities triggers multiplier effects.



DIRECT ECONOMIC IMPACTS are represented here by Ameren Illinois’ spending with diverse suppliers.

INDIRECT ECONOMIC IMPACTS measure the “multiplier effect” of our company’s diverse supplier spending. This direct spending with diverse service providers ripples through the service territory supporting other businesses and jobs. Employees spend a large portion of their incomes near their homes at local businesses such as retail stores, restaurants, mechanics, housing and other services. Thus, every dollar and each job related to Ameren Illinois’ spending on diverse suppliers will contribute to additional job support across multiple economic sectors.

Diverse Supplier Spending (Tier 1 and Tier 2) by County 2022



DIVERSE SUPPLIER SUCCESS STORIES



**HIGHTOWERS
PETROLEUM CO.**

"Fueling America's Petroleum Needs!"

"At Hightowers Petroleum, we want to ensure that we not only have diverse contractors in our supply chain, but also diverse manufacturers in our supply chain as well."

*— Stephen Hightower
President & CEO*

HIGHTOWERS PETROLEUM

If you see a teenager who is frequently dressed in a suit and tie, don't think of it as strange....THINK "BOSS". Such was the case with 16 year old Stephen Hightower who started his entrepreneurial career working for his family's home-based janitorial business. By the age of 18, he had negotiated his first deal, and today, he owns multiple companies, most notably, Hightowers Petroleum Company which is a fuel distribution and logistics company launched in 1984 that provides fuel services in every state across America and internationally. Hightowers Petroleum also powers some of Ameren's operations, providing fuel management (fleet card) services as a tier 2 supplier serving Ameren Illinois.

Still sporting his trademark suit and tie, Stephen Hightower is a diverse supplier helping to lead the expansion of the traditional fuel category to include renewable fuels. His company is also expanding its services to provide turnkey solutions in the Electric Vehicle infrastructure transformation including, "make ready", EV charging stations, engineering, software and hardware selection, EV charging station installation, and maintenance. His services can include "Charging as a Service" which is similar to a full-term comprehensive lease, with no investment in the project, except for real estate for the units. Then a revenue share!

Mr. Hightower has three children, nephew and two grandchildren working in the business, and he is a clear example of how corporate investment in diverse businesses can multiply exponentially and positively impact generations to come.

DIVERSE SUPPLIER SUCCESS STORIES



"Ameren has afforded a lot of growth in my business and these projects allow us to provide consistent work for my employees who may otherwise not have jobs."

*— William "Bill" Mason Jr.
President*

MASON'S LANDSCAPING

Leading the business he started with his father over 30 years ago in the heart of East St. Louis, Illinois William "Bill" Mason Jr., is not only restoring the natural beauty of our land but also restoring the lives of his employees.

Mason's Landscaping* is a land management and restoration company specializing in erosion control, commercial street improvement, sod installation, and land restoration after utility work is completed. In 2022, Mason's negotiated a contract with Ameren Illinois to provide land clearing and restoration services for the 17-acre 2.5 megawatt East St. Louis Solar Energy Center. Mason's Landscaping partnered with Terra 5 Construction, a woman-owned commercial construction business specializing in earthwork, general building, and remodeling. Together the team cleared the massive site, then returned after the installation of the solar panels to restore the land, erect steel fencing and complete the earthwork and landscaping. Mr. Mason is proud that his company now has crews that are dedicated to Ameren. According to Mason, "Ameren has afforded a lot of growth in my business and these projects allow us to provide consistent work for my employees who may otherwise not have jobs. Now, they are learning great skills such as scheduling, proper equipment operation, planning, safety, and they can now beautify their own homes."

*Please click the link to view the video.

III. TERMS AND DEFINITIONS

AABE	American Association of Blacks in Energy
B&CS	Ameren Business & Corporate Services segment responsible for opportunities in HR, Finance, Building Services, Digital, Communications, etc.
CDT	Contract Development Team responsible for the implementation and execution of RFPs
CMSDC	Chicago Minority Supplier Development Council
Corporation	The investor-owned utility whose Illinois company operations are regulated by the ICC
EEI	Edison Electric Institute
Excluded Expenditures	Payments made for goods and services that are excluded from the calculations used in reporting diverse and total expenditures
Expenditures	The actual accounts payable dollars (spend) paid for the procurement of goods and services during a given reporting period
ILBCC	Illinois Black Chamber of Commerce
IUBDC	Illinois Utility Business Diversity Council
Long-term goal	Performance criteria established three to five years beyond the current reporting period
M/W/V/SBE Expenditures	The actual accounts payable dollars paid for the procurement of goods and services from third parties (M/W/V/SBEs) secured by the Corporation, either directly or through subcontracting
Minority Business Enterprise (MBE)	A business enterprise that is at least 51% owned by a minority individual or group; or if a publicly owned business, at least 51% of the stock of which is owned by one or more minority groups, and whose management and daily business operations are controlled by one or more of such individuals
NMSDC	National Minority Supplier Development Council
Prime Contractor	A supplier who invoices the Corporation directly for goods and services rendered
RFI, RFQ, RFP	Solicited requests for information, quotes, and proposals

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

Subcontract

A contract between a party to an original contract and a third party to provide all or a specific part of the goods or services required in the original contract

Subcontractor

A supplier with a subcontract with the prime contractor who invoices the prime contractor for services rendered

Supplier Diversity Goals

Established annual corporate and business segment supplier diversity utilization goals

Tier II Initiative

Process in which prime suppliers are expected to share in the supplier diversity goals of the Corporation by providing meaningful subcontracting opportunities to diverse suppliers in support of their contractual obligations to the Corporation

Veteran Business Enterprise (VBE)

A business enterprise that is at least 51% owned by one or more veterans, including service-disabled veterans. In the case of a publicly owned business, at least 51% of the stock is owned by one or more veterans and/or service-disabled veterans, and whose management and daily business operations are controlled by one or more of such individuals

WBDC

Women's Business Development Center

WBENC

Women's Business Enterprise National Council

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 of which is owned by one or more women, and whose management and daily business operations are controlled by one or more of such individuals

Schedule of Exclusions from Expenditures Reported

Board of Directors	Fuel/Coal/Interchange
Civic	Government and Regulatory
Confidential	Municipality/Utility
Contributions	Nuclear Fuel
Corporation (Intra-Entity Payments)	Rail Leasing
Customer Accounts	Rail Maintenance
Employee - Other Payments	Railroad
Facilities' Site Utilities	Real Estate
Fuel Works Supplier	Telecom Services

IV. SUMMARY OF WOMAN-OWNED, MINORITY-OWNED, VETERAN-OWNED, AND SMALL BUSINESS ENTERPRISE GOALS AND SPENDING IN CALENDAR YEAR 2022

TABLE 2: AMEREN CORPORATION'S M/W/V/SBE EXPENDITURES AND VENDOR UTILIZATION (in dollars)

AMEREN CORPORATION WITH ALL SUPPLIERS					
				% OF OVERALL	
SPEND CATEGORY	TOTAL			ACTUAL*	GOAL*
Overall	\$3,494,082,295			31.4%	29.3%
	DIRECT	TIER II	TOTAL	ACTUAL	GOAL
MBE	\$358,898,913	\$134,857,319	\$493,756,232	14.1%	—
WBE	\$344,743,097	\$164,812,705	\$509,555,802	14.6%	—
VBE	\$70,670,705	\$21,927,501	\$92,598,206	2.7%	—
Total M/W/VBE	\$774,312,715	\$321,597,525	\$1,095,910,240	31.4%	29.3%
SBE	\$473,726,276	\$0	\$473,726,276	13.6%	—
Total All Categories	\$1,248,038,991	\$321,597,525	\$1,569,636,516	44.9%	—

*Note: Actual and Goal percentages reflected do not include small businesses.

TABLE 3: AMEREN ILLINOIS COMPANY'S M/W/V/SBE EXPENDITURES AND VENDOR UTILIZATION (in dollars)

AMEREN ILLINOIS COMPANY WITH ALL SUPPLIERS					
				% OF OVERALL	
SPEND CATEGORY	TOTAL			ACTUAL*	GOAL*
Overall	\$1,517,740,690			34.5%	29.3%
	DIRECT	TIER II	TOTAL	ACTUAL	GOAL
MBE	\$184,515,413	\$36,551,993	\$221,067,406	14.6%	—
WBE	\$180,372,401	\$64,513,846	\$244,886,247	16.1%	—
VBE	\$48,500,114	\$9,474,254	\$57,974,368	3.8%	—
Total M/W/VBE	\$413,387,928	\$110,540,093	\$523,928,021	34.5%	29.3%
SBE	\$172,710,465		\$172,710,465	11.4%	—
Total All Categories	\$586,098,393	\$110,540,093	\$696,638,486	45.9%	—

*Note: Actual and Goal percentages reflected do not include small businesses.

BREAKOUT OF MINORITY SPENDING BY GENDER

AMEREN ILLINOIS SPEND WITH MINORITY MEN AND WOMEN								
CLASSIFICATION	DIRECT		TIER II		TOTAL \$		TOTAL %*	
	Men	Women	Men	Women	Men	Women	Men	Women
Asian Pacific American	\$12,920,578	\$170,729	\$3,612,362	\$1,096,002	\$16,532,940	\$1,266,731	8%	6%
African American	\$45,338,680	\$705,478	\$18,254,936	\$10,627,274	\$63,593,616	\$11,332,752	32%	57%
Hispanic American	\$117,425,587	\$5,771,009	\$1,213,175	\$1,583,668	\$118,638,762	\$7,354,677	59%	37%
Native American	\$2,183,351	\$0	\$3,384	\$10,599	\$2,186,735	\$10,599	1%	0%
Total Minority	\$177,868,196	\$6,647,216	\$23,083,857	\$13,317,543	\$200,952,053	\$19,964,759	100%	100%

*Note: Total % of minority spend by classification.



DIVERSE SPENDING HISTORICAL PERFORMANCE

While Table 3 represents the 2022 snapshot of Ameren Illinois’ diverse spending, Figure 1 below illustrates the three-year historical performance of Ameren Illinois’ diverse spending by diverse-business classification.

AMEREN ILLINOIS’ DIVERSE SPENDING

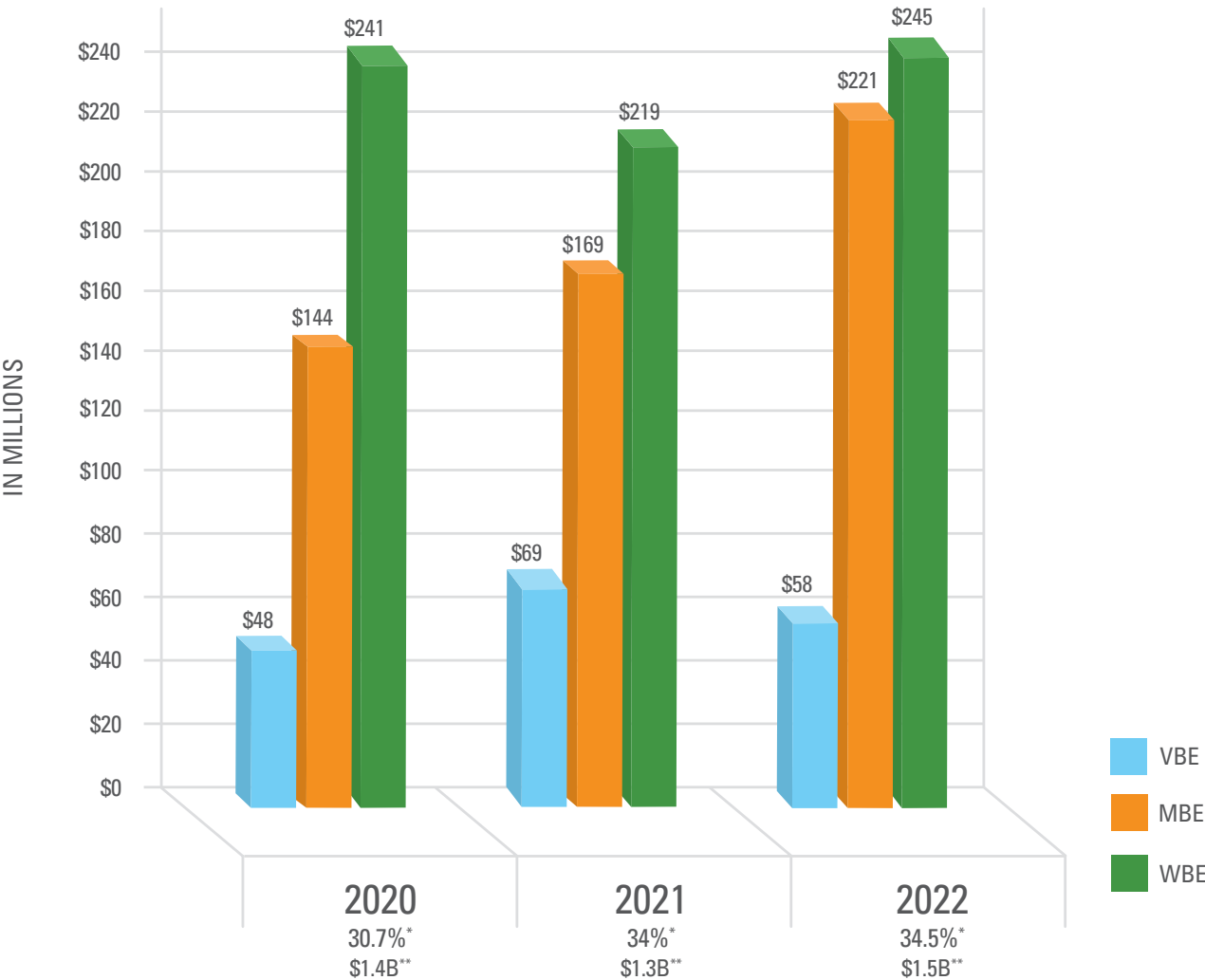


Figure 1: Three-Year Diverse Dollars by Classification
* Diverse spend as percentage of total sourceable spend
** Total overall sourceable spend

KEY OPPORTUNITIES FOR DIVERSE SPENDING

Key opportunities and results for diverse business spending in Illinois include the following:

1. Energy Infrastructure Modernization Act (EIMA)

The 2022 performance year goal for minority and woman-owned business enterprises was established at \$16.9 million of electric capital dollar expenditures paid to minority and woman-owned businesses, as provided for and approved in the Ameren Illinois Multi-Year Performance Metrics Plan. For the 2022 performance year, Ameren Illinois paid \$283.4 million of electrical capital expenditures to minority and woman-owned businesses.

2. Qualifying Infrastructure Program (QIP)

Ameren Illinois' 2022 performance of \$108.5 million in diverse spend achieved the 2022 goal of \$16.8 million. The 2022 diverse spend continued to be strong due to gas construction projects.

Ameren Illinois' 2023 performance objective is to increase its level of spend in these three categories as compared to the 2022 goal. This moderate increase is reasonable due to the expected mix of gas projects planned to be completed in 2023.

3. Energy Efficiency Plan

In 2022, Ameren Illinois Energy Efficiency kicked off the implementation of our 2022-2025 Commission approved plan with a continued focus on equitable procurement. Through intentional expansions with existing vendors such as Walker-Miller Energy Services, as well as partnerships with new diverse vendors, we achieved over \$15 million in diverse spend with tier 1 and tier 2 vendors. Additionally, the program launched an internal diverse supplier database to ensure access to and availability of procurement-ready diverse vendor information for opportunities portfolio-wide.

Creating growth opportunities for local and diverse energy efficiency contractors is a core offering in our Market Development Initiative and during 2022 we provided back-office support and training to 17 local and diverse contractors. In working closely with existing program contractors, we realized that many were diverse but not yet recognized or reported as such. Recategorizing these contractors and adding new contractors has increased our network of Diverse Program Allies to 90 – nearly doubling the 50 Diverse Program Allies we partnered with in 2021. This resulted in our diverse contract network reporting annual revenues of over \$14 million.

We look forward to continuing our efforts to pursue equity at all levels of program implementation and connecting diverse, local vendors with new revenue streams in energy efficiency.

4. Ameren Illinois Buying Plan

AMEREN ILLINOIS BUYING PLAN 2023 – 2024

CATEGORY	Event Name	Event Type	Est. Event Start
Digital	HARDWARE & MATERIALS	RFP	2023
Digital	SERVICES & CONSULTING	RFP	2023
ED- Electrical - Maintenance & Construction Services OVERHEAD DISTRIBUTION (Less than 100kV)	PAINTING ELECTRICAL TOWERS & TFMRS	RFP	2023
ED- Electrical - Maintenance & Construction Services OVERHEAD DISTRIBUTION (Less than 100kV)	Private LTE - Site Construction - IL	RFP	2023
ED Maintenance & Construction Services TRANSMISSION	TRANSMISSION SITE RESTORATION	RFP	2023
ED Maintenance & Construction Services TRANSMISSION	RELAY TESTING	RFP	2023
ED Maintenance & Construction Services TRANSMISSION	LONG RANGE TRANSMISSION PLANNING - SOIL BORING	RFP	2023
Facilities Construction Services	MERAMEC DEMO & ABATEMENT PROJECT	RFP	2023
Facilities Construction Services	GENERAL CONTRACTING - LARGE G/C'S & REGIONAL	RFP	2023
Facilities Management	MECHANICAL SERVICES	RFP	2023
Facilities Management	FACILITIES CONSTRUCTION & REMODELS	RFP	2023
Facilities Management	ELECTRICAL SERVICES	RFP	2023
Facilities Management	PLUMBING SERVICES	RFP	2023
Facilities Management	MATTING SERVICES (FLOOR MATS)	RFP	2023
Gas Services	GAS PAINTING	RFP	2023
Gas Services	CONCRETE RESTORATION	RFP	2023
Gas Services	2023 GAS PROJECTS	RFP	2023
Renewable Services	REFORM SOLAR PROJECT	RFP	2023
Digital	HARDWARE & MATERIALS	RFP	2024
Digital	SERVICES & CONSULTING	RFP	2024
ED Maintenance & Construction Services UNDERGROUND	DIRECTIONAL BORE	RFP	2024
Environmental Services	SPILL RESPONSE ENVIRONMENTAL SERVICES	RFP	2024
Facilities Management	FIRE DETECTION/ EXTINGUISHER/SUPPRESSION	RFP	2024
Facilities Management	PAVING MAINTENANCE	RFP	2024
Facilities Management	ROOFING MAINTENANCE	RFP	2024
Facilities Management	PEST CONTROL	RFP	2024
Facilities Management	GATES/FENCES/Overhead DOORS	RFP	2024
Facilities Management	BACKUP GENERATOR MAINTENANCE	RFP	2024
Vegetation Management Services	VEG LINE CLEARING - RFP	RFP	2024
Vegetation Management Services	VEG PLANNING/CONSULTING - RFP	RFP	2024
Vegetation Management Services	HERBICIDE - RFP	RFP	2024



TABLE 4: AMEREN ILLINOIS COMPANY'S M/W/VBE SPEND BY CATEGORY (in dollars)

SPENDING WITH MINORITY BUSINESS ENTERPRISES (MBE)					
CATEGORY	AFRICAN AMERICAN	HISPANIC AMERICAN	ASIAN AMERICAN	NATIVE AMERICAN	TOTAL
ED - ELECTRICAL, MAINTENANCE & CONSTRUCTION SERVICES – OVERHEAD DISTRIBUTION (LESS THAN 100KV)	\$32,371,284	\$107,307,461	\$1,116,405	\$0	\$140,795,150
IT - MATERIALS	\$9,900,086	\$676,595	\$0	\$80,101	\$10,656,782
CUSTOMER FACING SERVICES	\$9,291,788	\$0	\$16,969	\$0	\$9,308,757
ENGINEERING & ARCHITECTURAL SERVICES	\$5,637,222	\$5,658,120	\$1,204,748	\$318	\$12,500,408
WIRE & CABLE	\$3,532,254	\$0	\$0	\$145	\$3,532,399
STAFF AUGMENTATION	\$3,307,232	\$38,809	\$4,573,731	\$0	\$7,919,772
FACILITIES MAINTENANCE & CONSTRUCTION SERVICES	\$1,762,385	\$0	\$0	\$0	\$1,762,385
VEGETATION MANAGEMENT SERVICES	\$1,354,977	\$7,351,517	\$0	\$1,015	\$8,707,509
IT - CONSULTING	\$1,121,529	\$0	\$0	\$82,587	\$1,204,116
IT - SOFTWARE AND MAINTENANCE	\$995,167	\$0	\$925,143	\$0	\$1,920,310
Total Top 10 MBE Spend	\$69,273,924	\$121,032,502	\$7,836,996	\$164,166	\$198,307,588

*Note: Only the top 10 spend categories are listed.

TABLE 5: Spending with Woman Business Enterprises (WBE)

PRODUCT/SERVICE	
GAS SERVICES	\$65,552,195
WIRE & CABLE	\$41,481,476
ED - ELECTRICAL, MAINTENANCE & CONSTRUCTION SERVICES – OVERHEAD DISTRIBUTION (LESS THAN 100KV)	\$41,347,547
POLE LINE HARDWARE & ACCESSORIES	\$33,794,556
STAFF AUGMENTATION	\$7,266,199
POLES & TOWERS	\$6,353,714
VEGETATION MANAGEMENT SERVICES	\$5,304,331
FACILITIES MAINTENANCE & CONSTRUCTION SERVICES	\$4,297,951
FACILITIES MANAGEMENT	\$3,491,726
ENGINEERING & ARCHITECTURAL SERVICES	\$3,035,834
Total Top 10 WBE Spend	\$211,925,530

*Note: Only the top 10 spend categories are listed.

TABLE 6: Spending with Veteran Business Enterprises (VBE)

PRODUCT/SERVICE	
ENVIRONMENTAL SERVICES	\$18,057,506
PROFESSIONAL SERVICES	\$9,445,409
ED - ELECTRICAL, MAINTENANCE & CONSTRUCTION SERVICES – OVERHEAD DISTRIBUTION (LESS THAN 100KV)	\$9,162,579
ENGINEERING & ARCHITECTURAL SERVICES	\$6,821,095
FLEET MATERIALS	\$3,196,673
LEGAL	\$3,084,936
FACILITIES MAINTENANCE & CONSTRUCTION SERVICES	\$1,954,475
TRANSPORTATION	\$1,068,545
VEGETATION MANAGEMENT SERVICES	\$902,265
CONTROL & INSTRUMENTATION	\$731,761
Total Top 10 VBE Spend	\$54,425,243

*Note: Only the top 10 spend categories are listed.

TABLE 7: AMEREN ILLINOIS COMPANY'S M/W/V/SBE EXPENDITURES AND VENDOR UTILIZATION WITH ILLINOIS-BASED SUPPLIERS (in dollars)

AMEREN ILLINOIS COMPANY WITH ILLINOIS-BASED SUPPLIERS					
				% OF OVERALL	
SPEND CATEGORY	TOTAL			ACTUAL	GOAL
Overall	\$514,183,586			37.6%	—
	DIRECT	TIER II	TOTAL	ACTUAL	GOAL
MBE	\$95,463,603	\$7,127,068	\$102,590,671	20.0%	—
WBE	\$37,227,168	\$39,149,830	\$76,376,998	14.9%	—
VBE	\$13,082,683	\$1,064,259	\$14,146,942	2.8%	—
Total M/W/VBE	\$145,773,454	\$47,341,157	\$193,114,611	37.6%	—
SBE	\$46,395,716	\$0	\$46,395,716	9.0%	—
Total All Categories	\$192,169,170	\$47,341,157	\$239,510,327	46.6%	—

*Note: Actual percentages reflected do not include small businesses.



TABLE 8: M/W/VBE SPEND BY PRODUCT/SERVICE CATEGORY (in dollars)

SPENDING WITH ILLINOIS-BASED MINORITY BUSINESS ENTERPRISES (MBE)					
CATEGORY	AFRICAN AMERICAN	HISPANIC AMERICAN	ASIAN AMERICAN	NATIVE AMERICAN	TOTAL
ED - ELECTRICAL, MAINTENANCE & CONSTRUCTION SERVICES – OVERHEAD DISTRIBUTION (LESS THAN 100KV)	\$22,719,845	\$64,690,070	\$119,077	\$0	\$87,528,992
ENGINEERING & ARCHITECTURAL SERVICES	\$3,028,782	\$0	\$1,204,748	\$0	\$4,233,530
WIRE & CABLE	\$3,532,254	\$0	\$0	\$0	\$3,532,254
FACILITIES MAINTENANCE & CONSTRUCTION SERVICES	\$1,762,385	\$0	\$0	\$0	\$1,762,385
ED - ELECTRICAL, MAINTENANCE & CONSTRUCTION SERVICES – UNDERGROUND	\$0	\$1,525,316	\$0	\$0	\$1,525,316
VEGETATION MANAGEMENT SERVICES	\$1,354,977	\$0	\$0	\$1,015	\$1,355,992
GEN MAINTENANCE & CONSTRUCTION SERVICES	\$749,064	\$0	\$0	\$0	\$749,064
PROFESSIONAL SERVICES	\$0	\$221,301	\$468,311	\$0	\$689,612
FACILITIES MANAGEMENT	\$1,950	\$489,220	\$105,872	\$0	\$597,042
GAS SERVICES	\$0	\$576,900	\$0	\$0	\$576,900
Total Top 10 MBE Spend	\$33,149,257	\$67,502,807	\$1,898,008	\$1,015	\$102,551,087

*Note: Only the top 10 spend categories are listed.

TABLE 9: Spending with Woman Business Enterprises (WBE)

PRODUCT/SERVICE	
ED - ELECTRICAL, MAINTENANCE & CONSTRUCTION SERVICES - OVERHEAD DISTRIBUTION (LESS THAN 100KV)	\$28,762,398
GAS SERVICES	\$18,367,478
WIRE & CABLE	\$9,059,267
VEGETATION MANAGEMENT SERVICES	\$4,838,806
ENGINEERING & ARCHITECTURAL SERVICES	\$2,809,312
METER SERVICES	\$1,688,829
FACILITIES MANAGEMENT	\$1,270,937
POLES & TOWERS	\$720,615
IT - MATERIALS	\$647,320
GEN MAINTENANCE & CONSTRUCTION SERVICES	\$454,387
Total Top 10 WBE Spend	\$68,619,347

*Note: Only the top 10 spend categories are listed.

TABLE 10: Spending with Veteran Business Enterprises (VBE)

PRODUCT/SERVICE	
PROFESSIONAL SERVICES	\$5,194,931
ED - ELECTRICAL, MAINTENANCE & CONSTRUCTION SERVICES - OVERHEAD DISTRIBUTION (LESS THAN 100KV)	\$4,781,669
FACILITIES MAINTENANCE & CONSTRUCTION SERVICES	\$1,954,475
VEGETATION MANAGEMENT SERVICES	\$900,558
OTHER	\$318,975
CHEMICALS, LUBRICANTS & GASES	\$314,200
TOOLS	\$106,931
SAFETY	\$90,137
FACILITIES MANAGEMENT	\$71,692
ENGINEERING & ARCHITECTURAL SERVICES	\$71,430
Total Top 10 VBE Spend	\$13,804,997

*Note: Only the top 10 spend categories are listed.

V. POLICIES AND METHODOLOGY

A. PURPOSE

The purpose of this section is to set forth the Ameren corporate policy for Supplier Diversity in the procurement of non-fuel materials, services, and asset leases.

B. SCOPE

1. This policy applies to all Ameren companies, which include:

- a. Ameren Illinois
- b. Ameren Missouri
- c. Ameren Services
- d. Ameren Transmission

2. Employee travel and entertainment expenses are not included in this policy.

3. This policy supersedes all previous Supplier Diversity policies.

C. DEFINITIONS

1. Third-party certifying organizations recognized by Ameren:

- a. Ameren does not certify diverse suppliers and relies upon third-party certifying organizations.
- b. Ameren recognizes certification from the National Minority Supplier Development Council (NMSDC) and its affiliate councils; the Women's Business Enterprise National Council (WBENC) and its affiliate councils; and federal, state, and local government certifying agencies. Contact the Supplier Diversity team for more information on certifying organizations.

2. Supplier Diversity organization: Works within Supply Chain to support contract development teams and business partner personnel in identifying diverse suppliers for inclusion in the sourcing and procurement processes.

3. Contract Development Team: Members may include the project manager, plant/facility manager, and representatives from Sourcing, Procurement, and Corporate Legal. Corporate Legal coordinates input from Credit; Tax, Finance/ Accounting; Health, Safety, and Environmental; Risk Management; and other applicable departments.

(SEE APPENDIX D FOR COMPLETE SUPPLIER DIVERSITY POLICY & METHODOLOGY.)

VI. SUPPLIER DIVERSITY GOALS AND STRATEGIES

A. PRIMARY GOALS

ACCESS, DEVELOPMENT and SUSTAINABILITY are the primary goals of Ameren's Supplier Diversity development process. Ameren's Supplier Diversity organization uses specific goals with comprehensive internal and external strategies to nurture and increase qualified diverse-supplier participation within the supply chain. We believe executing on these goals will lead to long-term diverse-business partnerships.

Ameren Supplier Diversity strategies to increase diverse-business utilization include the following:

1. Establishing and supporting corporate Supplier Diversity goals.

- a. Establish business partner goals and a scorecard to support the corporate goals.
- b. Formalized multi-tiered supplier program.
- c. Webinars to inform suppliers of goals and expectations for the year.

2. Creating access and development opportunities.

- a. Conduct business partner quarterly engagement meetings.
- b. Diverse business vendor presentations to Ameren business partners.
- c. Diverse business mentoring and curriculum-based training.
- d. Supplier Diversity symposiums/summits.

3. Driving long-term sustainability.

- a. Dartmouth Tuck Scholarship Awards.
- b. Prime/diverse supplier connections.
- c. Participation in diverse supplier organizations.

B. KEY DIVERSE BUSINESS STRATEGIES

1. **Ameren Illinois Diverse Business Steering Committee.** This committee consists of Illinois operations' vice president and director-level leadership, stakeholders from across the enterprise, and Supplier Diversity. The committee ensures that major sourcing decisions impacting Illinois receive appropriate business diversity and economic impact considerations. (See Appendix E for members).
2. **Formalized multi-tier strategy.** Ameren requires prime suppliers to share in our commitment to providing opportunities for diverse suppliers. Ameren's Tier II initiative

requires our prime suppliers to deliver a diverse business utilization plan when competing for Ameren work. The plan identifies the level of expenditures with diverse suppliers who are participating as subcontractors/ consultants on Ameren contracts. Prime suppliers are required to report Tier II diverse spend monthly.

Ameren's Tier II initiative also facilitates engagements with our key prime suppliers/contractors to manage and strengthen our prime/diverse supplier relationships. Along with our business segment stakeholders and our key prime supplier/contractors, Ameren Supplier Diversity professionals participate in individualized conferences designed to accomplish the following:

- a. Report out Tier II past performance.
- b. Discuss opportunities for increased participation.
- c. Reset Tier II expectations.
- d. Promote the goods and services of diverse suppliers who are capable of doing business with prime suppliers.
- e. Conduct bid debriefs with unsuccessful bidders.

To facilitate overall participation in Ameren's Tier II initiative across the Ameren system, Supplier Diversity hosts matchmaker events with Ameren prime suppliers and diverse companies to encourage prime/diverse partnerships.

In the event a prime supplier does not meet established goals and/or demonstrate through the quality, intensity, and appropriateness of their efforts why the goal was not met, Ameren's corrective actions include removing the prime supplier from future bid opportunities.

3. Diverse-business mentoring. Diverse-business mentoring is a curriculum-based initiative designed specifically to nourish and create business scale and capacity among emerging Ameren diverse businesses with specific business needs. The curriculum will include safety, project management, bidding and estimating, and cyber-security.

Emerging diverse companies are matched with Ameren business leaders and prime suppliers who have the experience and expertise to assist these companies with their specific business needs. From the mentoring relationship, emerging diverse businesses can realize opportunities for continued growth and enjoy an expanded support network.

4. Diverse business goal-setting. Ameren employs an integrated planning process where Supply Chain and Supplier Diversity, and the internal business partners analyze opportunities and develop annual corporate and business segment goals for diverse-business expenditures. These goals are then approved by senior management and measured, monitored, and reported throughout the year. The process, in part, requires the Ameren Supplier Diversity team to analyze the categories of spend included in the business segments' annual budget forecast.

The business segments' forecasts indicate total "sourceable" spending, which includes capital and O&M dollars, excluding labor.

Within the segments' budget forecasts are project breakdowns by cost that provide insight to the Supplier Diversity team on specific opportunities in the business.

The Supplier Diversity team also considers Tier II opportunities in the analysis and baseline dollars with diverse suppliers that occur as a result of year-over-year spending in the business (e.g., safety products, MRO, etc.).

The Supplier Diversity team analyzes these factors for spending to identify opportunity-rich categories for increased diverse-supplier participation before establishing a dollar and percentage goal for the business.

Once the diverse spend goals are established, they are formally communicated throughout Ameren by the Supplier Diversity organization and the business partner stakeholders. Supplier Diversity goals are included as key performance indicators (KPI) on business segment scorecards.

Goals are adjusted directionally on an annual basis to account for opportunities added or ending. MBE-specific goals are created as targets based, in part, on the following:

- a. Location of the opportunity.
- b. Availability of suppliers for the opportunity.

5. Business partner engagement meetings. Ameren's Supplier Diversity organization conducts regular business partner engagement meetings to introduce diverse suppliers and provide opportunities to conduct supplier presentations. This process provides new and incumbent diverse suppliers direct access to the business stakeholders and promotes diverse supplier/business partner relationships.

The business partner meetings also provide the Supplier Diversity professionals the forum to discuss categories for diverse-supplier participation, a business partner diverse-spending profile, and an analysis of how the business segments are achieving their Supplier Diversity goals.

6. Marketing/Communications strategy. Ameren Supplier Diversity executed an internal marketing campaign designed to raise awareness, highlight the capabilities of our diverse businesses, and share their personal stories regarding how Ameren's investments have a positive economic impact on their businesses and communities.

7. Supplier Diversity symposiums and summits. Ameren's signature events are its Supplier Diversity symposiums and summits. Ameren hosts Supplier Diversity symposiums and summits to increase the level of diverse-supplier participation. These events provide diverse suppliers with access to senior leadership, business partners, prime suppliers, and the Supply Chain.

8. Dartmouth Tuck Scholarship Awards. In adherence to our company’s COVID policies, and cancellation of classes, we did not sponsor business owners in 2022 to attend any executive education minority business programs but it remains as one of our key supplier development business strategies, and we are planning to invest in these programs as soon as they are available. Ameren Corporation has awarded 24 scholarships to incumbent diverse suppliers since 2009.

C. PARTICIPATION IN DIVERSE SUPPLIER ORGANIZATIONS

Ameren actively participates in a number of external organizations that support and promote the capabilities of diverse suppliers. Supplier Diversity personnel and Ameren business partners are involved in local community outreach events, virtual business expos and matchmaker events, and other activities to advise both diverse and non-diverse suppliers on Ameren’s diverse-supplier opportunities and expectations. (See Appendix F for a list of Organizations).

Ameren also subscribes to a “Supplier Locator” national database that assists the Supplier Diversity professionals in identifying certified diverse suppliers by business category.

VII. AREAS OF PROCUREMENT

A. KEY CATEGORIES OF PROCUREMENT IN 2022 INCLUDE THE FOLLOWING:

1. Digital Materials and Services
2. Energy Delivery Maintenance and Construction Services—Distribution
3. Engineering Services
4. Environmental Services
5. Facilities Maintenance and Construction Services
6. Fleet Materials
7. Gas Construction and Services
8. Renewable Materials and Services
9. Transmission Line Construction and related activities
10. Vegetation Management Services
11. Tier II contract opportunities

B. FINANCE

The finance group is committed to fostering existing relationships and developing new relationships with diverse suppliers in the banking sector. To better understand diverse supplier capabilities and identify appropriate business opportunities, the finance group regularly meets with diverse banks to support that goal. Ameren Illinois includes banks as active vs passive co-managers, which allows diverse banks to further grow their business. In 2022, Ameren Illinois worked with eight diverse-owned investment banking companies that co-managed \$850 million in bond offerings.

Additionally, we have found opportunities to add diverse banks to our pension and post-retirement (OPEB) fund asset management group, who combined manage approximately \$300 million of pension and OPEB assets.

C. LEGAL

Ameren's Legal Department is committed to advancing diversity in the legal profession and has proactively implemented measures and metrics to increase its use of diverse legal professionals and to develop a pipeline of diverse legal talent within Ameren and within its third-party suppliers of legal services.

Legal Services is committed:

1. to recruiting and retaining diverse attorneys and legal staff;
2. to directing a greater percentage of the legal and related services it purchases to diverse attorneys and suppliers; and
3. to facilitate increased opportunities for diverse attorneys and vendors to ensure a robust pipeline of diverse legal professionals and services.

Legal Department Key Activities in 2022:

- Actively sought opportunities to engage diverse-owned law firms.
 - » With an intentional focus on increasing diversity, developed an evaluation program for our core law firms to evaluate and provide feedback to our certified diverse and majority owned law firms to increase the staffing and development of diverse timekeepers.
 - » 58% of our core panel firms are diverse-owned firms.
 - » 63% of our preferred panel law firms have a diverse relationship partner.
 - » Participated in the Leadership Council on Legal Diversity (LCLD) Fellows and Pathfinders program to advance diversity in the legal profession.
 - » Engaged in the Roadmap to Inclusion Best Practices Workshop Series
 - » Member of the National Association of Minority and Women Owned Law Firms (NAMWOLF) Program and pledged to set a goal of at least five percent of our outside counsel spend with Certified Minority and Women Owned Law Firm.
 - » Attended the NAMWOLF Annual Meeting to engage with diverse firms.
 - » Hosted two diverse law students as part of our Diverse Pipeline Summer Internship Law Program.
- Increased work with current diverse-owned law firms by awarding 61 new legal projects for certified diverse owned law firms.
- Modified internal practices to expressly articulate an expectation that our partner law firms (minority certified and majority firms) retain and assign diverse women and minority attorneys to support Ameren matters.
- Tracked diversity demographic data of legal professional timekeepers working on Ameren matters at diverse and majority-owned law firms to facilitate staffing of diverse professionals.

MEASUREMENT AND METRICS:

- Made intentional advancements on our internal Legal Department “Supplier Diversity Scorecard” with quantifiable measures to track internal performance on supplier diversity actions and to track Legal Department spend with diverse-owned suppliers and majority-owned law firms with diverse relationship partners.
- Made intentional advancements on our internal Law Firm Scorecard that includes a diversity component to measure and compare performance of majority-owned law firms retained by Ameren with regard to their commitment to diversity including adherence to the diversity language in the Outside Counsel Guidelines.

DIVERSE OUTREACH AND UTILIZATION ACTIONS:

- Continued development and maintained a database of diverse-owned law firms in the region.
- Conducted one-on-one meetings with diverse law firms regarding potential new business.
- Attended/participated at legal diverse supplier conferences.
- Participated in benchmark meetings of General Counsel from local companies to collectively discuss common issues including efforts to increase supplier diversity in legal services.
- Invited diverse attorneys to provide on-site legal education training to Ameren Legal Department employees to develop relationships.
- Targeted specific legal projects to be handled by diverse-owned law firms.

As we look forward, we will continue to be intentional as we strive to increase the use of diverse legal professionals and to build a pipeline of diverse legal talent.

VIII. CHALLENGES FINDING VENDORS

SMALLER BUSINESS NETWORKS

A robust business network is a critical factor in growing and expanding a business regardless of diversity. Networking is a fundamental means for business owners to form strong relationships. Well-established networks within a variety of industries increase access to opportunities, resources, and business contacts. In many cases, diverse owned & small business do not enjoy the quality and depth of well-established networks like larger companies. This could lead to missed opportunities for these suppliers to do business with Ameren or for Ameren to get to know the capabilities of some diverse suppliers. Additionally, diverse & small business owners face disproportionate resource constraints as compared to larger companies thus limiting their time and ability to address strategic business priorities essential for business growth. Having underdeveloped business networks may limit some diverse suppliers' ability to leverage key business contacts, their ability to develop deep industry knowledge, and their prospects for enjoying more discretionary access to opportunities within our industry.

CYBER-SECURITY RISKS

Today's business landscape increasingly presents an environment where virtual meetings and transactions are a more efficient, environmentally friendly way of doing business due to reduced time traveling and minimizing carbon emission impacts. The new working environment has amplified concerns among utility leaders of cyber-attacks and their potential damaging effects on America's utility infrastructure. As a result, utility leaders are executing digital transformations to guard against sophisticated cyber-attacks and are increasing requirements for current and prospective suppliers to maintain more robust cyber-security systems within their operations. These increased requirements for vendors are due to the recognition that cyber-attacks can occur through systems with the least protections. Stronger utility cyber-requirements could have greater impacts on smaller, diverse owned companies because they may face financial and logistical challenges as they invest in hardening their cyber-systems to successfully pursue utility business.

ECONOMIES OF SCALE

The complexity of the utility infrastructure in critical categories where significant dollars are spent limits the pool of local and regional diverse suppliers with scale to manage risk associated with the work. These categories are in highly mature markets with relatively low growth and premium safety requirements. The categories include:

- Electrical Overhead & Underground Line Construction
- Gas Construction Services
- Vegetation Management Services

The equipment cost to responsibly execute the work in these categories are generally high and create barriers to entry not customarily experienced by larger, well-established companies. The specialized demands within these areas of the utility business can discourage participation of small & diverse-owned businesses.

A strategy that favors long-term growth and development of local and regional diverse businesses over spend could create more dispersed availability of ready and able diverse suppliers who can perform utility work overtime.

IX. CERTIFICATIONS ACCEPTED

(SEE SECTION V, POLICIES AND METHODOLOGY, DEFINITIONS PART C (SUBPART [b].))

X. POINT OF CONTACT

The point of contact for Ameren's Supplier Diversity Department is **Byron Witherspoon**, PMP, Director, Supplier Diversity & Supply Chain Sustainability bwitherspoon@ameren.com

XI. ILLINOIS COMMERCE COMMISSION WEBSITE

Pursuant to Section 5-117 of the Public Utilities Act (220 ILCS 5/5-117 Section F), Ameren Illinois Company hereby submits to the Illinois Commerce Commission its 2022 Annual Supplier Diversity Report. Reports are due annually on April 15, beginning in 2015.

The Commission shall publish the report on its website and shall maintain the report for at least five years.

The Public Utilities Act, 220 ILCS 5/1-10 et seq., 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 on Ameren Illinois' Annual Supplier Diversity Reports, please visit the ICC Supplier Diversity webpage at icc.illinois.gov/filings/mwvs/.

APPENDIX A

DIVERSE EXPENDITURES BY CATEGORY AND CLASSIFICATION

DIVERSE EXPENDITURES BY CATEGORY AND CLASSIFICATION

(in dollars)

**AMEREN ILLINOIS UNIFORM APPENDIX A
DIVERSE SPEND BY CATEGORY AND CLASSIFICATION**

Tier 1 & Tier 2 Combined Unless Specified		African American		Asian American		Hispanic American		Native American		Total MBE			Total WBE			Total VBE			Total Diverse Spend (MBE+WBE+VBE)	Total Diverse Tier 1	Total Diverse Tier 2	Total Small Business (Tier 1 Only)	Total non-Diverse Tier 1	Illinois MBE			Illinois WBE			Illinois VBE			Illinois Diverse Spend	Illinois Diverse Tier 1	Illinois Diverse Tier 2	Illinois Small Business Tier 1	Illinois non-Diverse Tier 1	Illinois Total Spend	Total Spend		
CATEGORY	Professional Services (Y/N)	Men	Women	Men	Women	Men	Women	Men	Women	Tier 1	Tier 2	Total (Calculated)	Tier 1	Tier 2	Total (Calculated)	Tier 1	Tier 2	Total (Calculated)						Tier 1	Tier 2	Total (Calculated)	Tier 1	Tier 2	Total (Calculated)	Tier 1	Tier 2	Total								Tier 1	Tier 2
ED - ELECTRICAL - MAINTENANCE AND CONSTRUCTION SERVICES - OVERHEAD DISTRIBUTION (LESS THAN 100KV)	N	\$32,229,612	\$154,319	\$119,077	\$1,015,481	\$106,250,748	\$1,056,713	\$0	\$0	\$132,118,656	\$6,954,849	\$139,073,505	\$8,291,208	\$36,103,718	\$44,394,926	\$4,503,246	\$4,916,972	\$9,420,218	\$192,888,649.00	\$144,913,110.00	\$47,975,539	\$6,218,860	\$291,402,392	\$66,145,994	\$231,223	\$86,377,217.00	\$7,525,153	\$22,664,120	\$30,189,273.00	\$4,429,948	\$351,722	\$4,781,670.00	\$121,348,160	\$98,101,095	\$23,247,065	\$803,499	\$167,534,370	\$266,438,964	\$442,534,362		
WIRE & CABLE	N	\$3,532,254	\$0	\$0	\$0	\$0	\$0	\$0	\$145	\$0	\$3,532,254	\$3,532,399	\$32,422,209	\$9,059,267	\$41,481,476	\$0	\$0	\$0	\$45,013,875.00	\$32,422,354.00	\$12,591,521	\$551,173	\$35,728,161	\$0	\$0	\$3,532,254	\$3,532,254.00	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$13,228,174	\$68,701,688		
GAS SERVICES	N	\$824,837	\$0	\$0	\$0	\$0	\$1,040,436	\$0	\$0	\$576,900	\$1,288,373	\$1,865,273	\$63,307,842	\$2,244,353	\$65,552,195	\$0	\$507	\$507	\$67,417,975.00	\$63,884,742.00	\$3,533,233	\$17,968,166	\$31,993,258	\$576,900	\$0	\$576,900.00	\$16,402,653	\$1,964,825	\$19,367,478.00	\$0	\$0	\$0	\$18,944,378	\$16,979,553	\$1,964,825	\$2,630,458	\$3,751,372	\$23,361,383	\$113,846,166		
POLE LINE HARDWARE & ACCESSORIES	N	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$33,794,556	\$0	\$33,794,556	\$330	\$0	\$330	\$33,794,886.00	\$33,794,886.00	\$0	\$8,114,370	\$2,733,165	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$699,969	\$319,786	\$1,019,755	\$44,642,421
IT - MATERIALS	Y	\$9,900,086	\$0	\$0	\$0	\$0	\$676,595	\$80,101	\$0	\$10,656,783	\$1,171,427	\$0	\$11,714,227	\$0	\$11,714,227	\$0	\$0	\$0	\$11,828,210.00	\$11,828,210.00	\$0	\$483,457	\$4,568,273	\$0	\$0	\$0	\$647,320	\$0	\$647,320.00	\$647,320	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$2,649,664		
SUBSTATION MATERIALS	N	\$85,150	\$0	\$5,249,672	\$0	\$28,595	\$0	\$0	\$0	\$5,363,417	\$0	\$5,363,417	\$2,838,000	\$0	\$2,838,000	\$397,216	\$0	\$397,216	\$8,598,633.00	\$8,598,633.00	\$0	\$34,853,819	\$35,498,157	\$28,595	\$0	\$28,595.00	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$71,119,698	\$78,590,609		
ENGINEERING & ARCHITECTURAL SERVICES	Y	\$5,278,089	\$359,133	\$1,204,748	\$0	\$869,926	\$4,788,194	\$0	\$318	\$7,303,735	\$5,196,673	\$12,500,408	\$1,472,776	\$1,301,221	\$2,773,997	\$6,733,688	\$349,244	\$7,082,932	\$22,357,337.00	\$15,915,199.00	\$6,847,138	\$4,430,790	\$53,008,560	\$1,123,325	\$3,110,206	\$4,233,531.00	\$1,383,804	\$1,163,671	\$2,547,475.00	\$0	\$333,266	\$333,266.00	\$7,114,272	\$2,507,129	\$4,607,143	\$1,004,475	\$3,025,338	\$7,136,942	\$72,949,549		
PROFESSIONAL SERVICES	Y	\$769,974	\$0	\$5,430,596	\$0	\$891,297	\$0	\$0	\$0	\$6,476,081	\$771,935	\$0	\$7,248,016	\$0	\$7,248,016	\$9,445,409	\$0	\$9,445,409	\$16,693,425.00	\$16,693,425.00	\$0	\$1,778,970	\$42,032,422	\$689,612	\$0	\$689,612.00	\$147,592	\$0	\$147,592.00	\$5,194,931	\$6,032,135	\$6,032,135	\$0	\$674,900	\$11,920,797	\$18,627,832	\$61,404,817				
STAFF AUGMENTATION	Y	\$0	\$3,307,232	\$3,497,782	\$1,075,949	\$0	\$38,809	\$0	\$0	\$0	\$7,919,772	\$7,919,772	\$0	\$7,266,199	\$7,266,199	\$0	\$0	\$0	\$15,185,971.00	\$0	\$15,185,971.00	\$0	\$3,689,054	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$3,689,054	\$0
VEGETATION MANAGEMENT SERVICES	N	\$1,354,977	\$0	\$0	\$0	\$7,286,832	\$64,685	\$1,015	\$0	\$8,641,809	\$1,015	\$8,642,824	\$24,635	\$545,321	\$5,369,016	\$847,133	\$55,132	\$902,265	\$14,914,105.00	\$14,312,637.00	\$601,468	\$2,677,145	\$64,193,433	\$1,354,977	\$1,015	\$1,355,992.00	\$4,823,695	\$15,111	\$4,838,806.00	\$847,133	\$53,425	\$900,558.00	\$7,095,356	\$7,025,805	\$69,551	\$1,197,022	\$3,410,566	\$11,633,393	\$81,183,215		
POLES & TOWERS	N	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$5,579,675	\$774,039	\$6,353,714	\$0	\$0	\$0	\$6,353,714.00	\$5,579,675.00	\$774,039	\$22,176,533	\$57,630,666	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$3,779,176	\$85,386,874
CUSTOMER FACING SERVICES	Y	\$2,034,226	\$7,257,563	\$0	\$16,969	\$0	\$0	\$0	\$0	\$446,824	\$8,861,934	\$9,308,758	\$172,400	\$5,330,232	\$5,502,632	\$0	\$263,951	\$263,951	\$15,075,341.00	\$619,224.00	\$14,456,117	\$1,570,845	\$58,808,343	\$0	\$149,524	\$149,524.00	\$2,962,693	\$2,962,693.00	\$0	\$0	\$0	\$3,112,217	\$9,818	\$38,761,632	\$36,771,450	\$60,998,412	\$36,771,450				
METER SERVICES	N	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$1,688,829	\$0	\$1,688,829	\$0	\$0	\$0	\$1,688,829.00	\$1,688,829.00	\$0	\$0	\$564	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$1,691,128	\$1,691,128	
FACILITIES MANAGEMENT	Y	\$445,066	\$0	\$110,912	\$0	\$694,001	\$306,219	\$16,939	\$0	\$1,573,137	\$0	\$1,573,137	\$3,491,726	\$0	\$3,491,726	\$80,626	\$0	\$80,626	\$5,145,489.00	\$5,148,829.00	\$0	\$0	\$500	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$1,586,936		
TRANSFORMERS	N	\$0	\$0	\$0	\$4,051	\$0	\$0	\$0	\$0	\$4,051	\$0	\$4,051	\$0	\$0	\$0	\$0	\$0	\$0	\$4,051.00	\$4,051.00	\$0	\$7,797,757	\$49,424,674	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$229,190	\$229,190
ED - ELECTRICAL - MAINTENANCE AND CONSTRUCTION SERVICES - UNDERGROUND	N	\$0	\$0	\$0	\$0	\$1,525,316	\$0	\$0	\$0	\$1,525,316	\$0	\$1,525,316	\$0	\$0	\$0	\$0	\$0	\$0	\$1,525,316.00	\$1,525,316.00	\$0	\$1,842,174	\$20,840,960	\$1,525,316	\$0	\$1,525,316.00	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$1,525,316	\$24,209,450	
ENVIRONMENTAL SERVICES	Y	\$346,346	\$152,983	\$0	\$0	\$49,931	\$0	\$0	\$0	\$549,260	\$0	\$549,260	\$166,002	\$500,742	\$666,744	\$18,018,405	\$39,101	\$18,057,506	\$19,273,510.00	\$18,732,067.00	\$539,843	\$8,849,807	\$8,797,433	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$3,675,699	\$36,380,907
FACILITIES MAINTENANCE & CONSTRUCTION SERVICES	N	\$1,762,385	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$1,762,385	\$0	\$1,762,385	\$4,297,951	\$0	\$4,297,951	\$1,954,475	\$0	\$1,954,475	\$8,014,811.00	\$8,014,811.00	\$0	\$1,871,787	\$5,710,748	\$1,762,385	\$0	\$1,762,385.00	\$2,225	\$0	\$2,225.00	\$1,954,475	\$0	\$1,954,475.00	\$3,719,085	\$3,719,085	\$0	\$1,434,152	\$2,980,774	\$8,134,011	\$15,597,346		
IT - SOFTWARE AND MAINTENANCE	Y	\$995,167	\$0	\$0	\$925,143	\$0	\$0	\$0	\$0	\$1,920,310	\$0	\$1,920,310	\$59,778	\$0	\$59,778	\$71,774	\$0	\$71,774	\$2,051,863.00	\$2,051,863.00	\$0	\$654,845	\$4,128,126	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$278,131	\$6,834,836
SAFETY	Y	\$0	\$6,124	\$0	\$0	\$0	\$0	\$0	\$0	\$1,560,242	\$0	\$1,566,366	\$1,095,755	\$0	\$1,095,755	\$116,852	\$0	\$116,852	\$2,778,973.00	\$2,778,973.00	\$0	\$965,038	\$1,493,952	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$970,739
OTHER	N	\$320,667	\$98,546	\$22,469	\$8,697	\$184,986	\$0	\$126,994	\$0	\$763,359	\$0	\$763,359	\$2,232,491	\$3,375	\$2,235,866	\$395,894	\$0	\$395,894	\$3,395,120.00	\$3,391,745.00	\$3,375	\$2,572,295	\$15,387,680	\$500,055	\$0	\$500,055.00	\$1,744,388	\$0	\$1,744,388.00	\$318,975	\$0	\$318,975.00	\$2,563,412	\$2,563,412	\$0	\$1,560,035	\$9,381,005	\$13,676,620			
LEGAL	Y	\$164,459	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$164,459	\$0	\$164,459	\$354,970	\$0	\$354,970	\$3,084,936	\$0	\$3,084,936	\$3,604,365.00	\$3,604,365.00	\$0	\$1,879	\$2,853,866	\$156,015	\$0	\$156,015.00	\$227,917	\$0	\$227,917.00	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$278,131	\$6,834,836
FLEET MATERIALS	N	\$121,319	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$117,427	\$3,892	\$121,319	\$1,274	\$21,810	\$23,084	\$3,341,076	\$0	\$3,341,076	\$539,955.00	\$539,955.00	\$2,801,121	\$9,698,617	\$20,010,847	\$117,427	\$3,892	\$121,319.00	\$1,274	\$0	\$1,274.00	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$15,554,280
IT - CONSULTING	Y	\$1,121,529	\$0	\$0	\$0	\$0	\$0	\$82,587	\$0	\$1,204,116	\$0	\$1,204,116	\$390,194	\$0	\$390,194	\$0	\$0	\$0	\$1,594,310.00	\$1,594,310.00	\$0	\$157,980	\$231,998	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$1,884,288
GEN MAINTENANCE & CONSTRUCTION SERVICES	N	\$749,064	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$749,064	\$0	\$749,064	\$649,531	\$0	\$649,531	\$220,628	\$0	\$220,628	\$1,619,223.00	\$1,619,223.00	\$0	\$2,010,409	\$7,842,202	\$749,064	\$0	\$749,064.00	\$454,387	\$0	\$454,387.00	\$70	\$0	\$70.00	\$1,203,521	\$1,203,521	\$0	\$1,707,832	\$5,808,583	\$8,719,936	\$11,471,834		
ELECTRICAL COMPONENTS & SUPPLIES	N	\$160,175	\$0	\$12,781	\$0	\$382	\$0	\$437	\$0	\$173,776	\$1,648,192	\$2,088	\$1,650,280	\$0	\$1,650,280	\$148,145	\$0	\$148,145	\$1,972,201.00	\$1,970,113.00	\$2,088	\$2,964,516	\$12,896,785	\$382	\$0	\$382.00	\$1,457	\$0	\$1,457.00	\$0	\$0	\$0	\$1,839	\$1,839	\$0	\$940,257	\$735,078	\$1,677,174	\$7,831,414		
FASTENERS & HARDWARE	N	\$13,269	\$0	\$0	\$0	\$0	\$0	\$2,289	\$0	\$15,557	\$0	\$15,557	\$2,316,507	\$0	\$2,316,507	\$0	\$0	\$0	\$2,332,064.00	\$2,332,064.00	\$0	\$51,321	\$122,100	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$1,505,485
ED UNDERGROUND MATERIALS	N	\$0	\$0	\$0	\$0	\$113,559	\$0	\$13,782	\$0	\$127,341	\$0	\$127,341	\$2,259,198	\$42,478	\$2,301,676	\$0	\$32,037	\$32,037	\$2,461,054.00	\$2,386,539.00	\$74,515	\$140,551	\$0	\$113,559	\$0	\$113,559.00	\$0	\$42,478	\$42,478.00	\$0	\$0	\$0	\$156,037	\$113,559	\$42,478	\$0	\$9,444	\$123,003	\$2,527,090		
MATERIALS TO SUPPORT POWER PLANT MAINTENANCE, REPAIR, & OPERATIONS	N	\$143,968	\$0	\$0	\$49,760	\$0	\$210,083	\$0	\$0	\$403,811	\$0	\$403,811	\$441,021	\$0	\$441,021	\$466,843	\$0	\$466,843	\$1,311,675.00	\$1,311,675.00	\$0	\$1,859,386	\$2,806,056	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$5,977,117
TRANSPORTATION	Y	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$43,031	\$0	\$43,031	\$1,068,545	\$0	\$1,068,545	\$1,111,576.00	\$1,111,576.00	\$0	\$1,036,745	\$1,999,473	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0</					

APPENDIX B

2022 ECONOMIC IMPACT STUDY OF AMEREN ILLINOIS DIVERSE SPENDING

Supplier Diversity Impact by State

States totals exclude interstate effects and, therefore, do not match national totals. Use the National analysis for overall summary.

State

All



Output

\$931.7M

Jobs

4,456

Incomes

\$317.3M

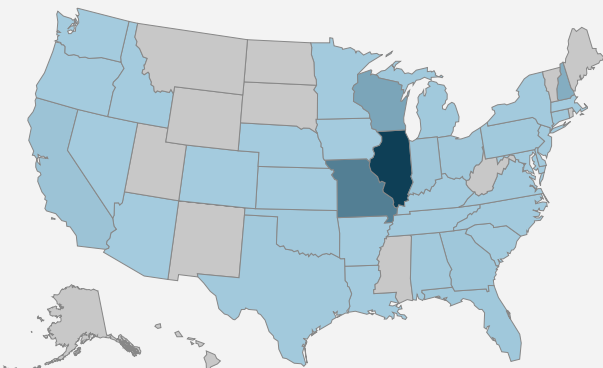
Taxes

\$90.8M

DIRECT

INDIRECT

INDUCED



Output: The revenues earned by suppliers and businesses in the company's supply chain and their communities.

\$524M

\$200M

\$208M

Jobs: The jobs supported through the purchases with businesses.

2,423

884

1,149

Incomes Earned: The incomes earned in the supported jobs.

\$178M

\$69M

\$70M

Note: Direct, Indirect and Induced numbers may not add up to the total impact due to rounding

Impacts at diverse suppliers

These are the estimated jobs supported at your diverse suppliers and the incomes earned through those jobs.

Diverse Spend

\$523.9M

Jobs

2,423

Incomes

\$178.2M

Spend

MBE
\$224M

WBE
\$243M

VET
\$57M

LGBTQ

SMALL

SDVET

DBE

DISABLED

Jobs

MBE
1,150

WBE
964

VET
310

LGBTQ

SMALL

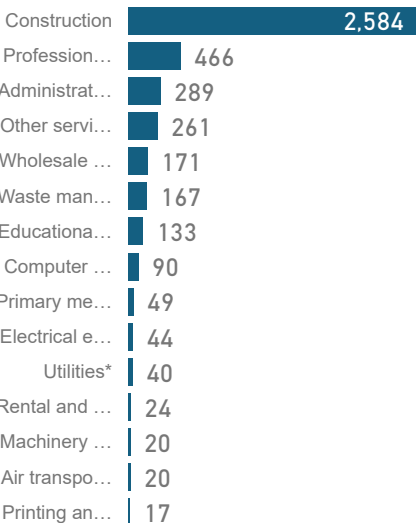
SDVET

DBE

DISABLED

Industries

Jobs supported through each industry



APPENDIX C

DEFINITIONS OF SUPPLY CHAIN PROCUREMENT CATEGORIES

PRODUCT/SERVICE DESCRIPTION

Advertising Services

Promotional, news, publicity

Chemicals, Lubricants, and Gases

Specialty gases, bulk gases, grease, demineralized water chemicals, transformer oil

Construction and Building Materials

Sand, gravel, rock, steel shapes, bar stock, steel fabrication, scrap, lumber, bricks and tiles, sewer pipes and tiles, ebony, asbestos, transite, marble and Masonite, plumbing fixtures and supplies, fire clay

Control and Instrumentation

Pressure gauges, flow meters, SCADA, DCS, strip chart recorders, CEMs

Customer-Facing Services

Call center, billing, factoring A/R, locating, energy efficiency programs, credit and collections

Electrical Components and Supplies

Low-voltage switches, light fixtures, connectors, control cables, stationary batteries, UPS systems, panel fabrication

Energy Delivery Gas Materials

Gas-specific pipes, valves, and fittings; risers, regulators, anodes

Energy Delivery Maintenance and Construction Services—Distribution

Overhead distribution line and substation construction and maintenance, concrete and asphalt repair and restoration, relay testing and engineering, pole inspections and repairs, pole and tower painting, equipment rentals, traffic control services, and crane services for overhead energy delivery distribution work less than 100kV

Energy Delivery Maintenance and Construction Services—Transmission

Directional boring, line construction, transmission substation work, pole inspection, pole painting, rock drilling, tower painting, relay testing, electrical testing, inspection and restoration, etc. for overhead energy delivery work greater than 100kV

Energy Delivery Maintenance and Construction Services—Underground

Hydro-excavation, underground locating, directional boring and trenching, duct banks, underground substation work, and rock drilling for underground energy delivery work

Energy Delivery Underground Materials

Conduit, vaults, precast concrete structures, junction boxes, lead shields and sleeves, pedestals, manholes, frames, bends, spacers, coilable duct, covers, grates

Engineering and Architectural Services

Civil, electrical, mechanical, chemical

Environmental Services

Hazardous waste cleanup, remediation, industrial hygiene testing

Facilities Maintenance and Construction Services

Fencing, buildings, painting, new construction, roofing, concrete, asphalt, pavement replacement, excavation/grading, electrical work and construction, crane services for construction, demolition and/or demolition cleanup (excludes remediation), rental equipment

Facilities Management

Janitorial, maintenance, pest control, trash service, catering/food service, meetings, snow removal, office furniture, decorating, picture framing, landscaping, HVAC, plumbing, rental equipment

Fasteners and Hardware

Screws, nuts, bolts, washers, nails, abrasives, glass, buckets, cans, funnels, kettles, measures, pans, oilers, spouts, plugs, plates, studs

Filters

Oil, air, gas, oil processing, automotive, gasoline, miscellaneous

Fleet Materials

Trucks, earth movers, rails, tires, parts

Fleet Services

Engine repair, auto body, towing, general vehicle maintenance

Fuel

Coal, electric, nuclear fuel, natural gas, liquids, diesel, kerosene, derivatives and associated transportation

Gas Services

New construction, maintenance, trenching, gas well work, snubbing

General Maintenance and Construction Services

New construction, maintenance, industrial cleaning, scaffolding, fencing

Human Resource Services

Medical services, drug testing, benefits, life insurance, medical insurance

Insurance

Insurance of property, liability, D&O, fiduciary

IT Materials

Desktops, laptops, servers, LAN/WAN equipment, routers, software

IT Services

IT consulting, programming, network design, implementation services

Materials to Support Power Plant Maintenance, Repair, and Operations

Small industrial electrical components, fuses, cleaning supplies, welding supplies, hoisting equipment, electrical appliances

Meter Services

Contract meter reading

Office Supplies

Office supplies and equipment, including; copiers, faxes, A/V equipment, packing supplies, photographic equipment, photographic supplies, printed materials, printing services, labels, decals, and tags

Other

Category/description not elsewhere classified

Pole Line Hardware and Accessories

Anchors, arrestors, brackets, connectors, cutouts, insulators, guy-wire, pedestals, transformer pads, fuse links

Poles and Towers

Wood, towers, and crossarms

Professional Services

Expert testimony, management consulting, tax and auditing services, training, payroll services

Real Estate

Brokers' fees, title insurance, easements, ROW, appraisal services

Renewable Materials

Solar panels, inverters, wind turbines, solar racking systems, battery storage systems, DC combiner boxes, solar balance of system components (ie. DC fuses, solar module connectors, and PV wire rated for 2000 Volts-DC)

Renewables Services

Services to maintain & support solar and wind energy centers

Safety

First aid, goggles, glasses, fire extinguishers, fall protection, personal protective equipment, uniforms, electrostatic gloves, hot-wire cutters, respirators, respirator cartridges, safety line hoses, basket liners, lineman sleeves, hotline sticks, lift poles, insulated hoods, traffic cones, barriers, ice melt

Staff Augmentation

Temporary labor: clerical, technical and general

Street Lighting

Steel, fiberglass and concrete poles; luminaires; photo cells; street light brackets

Substation Materials

Air break switches, steel structures, power control cable, relays, remote terminal units (RTUs), insulators, switchgear, breakers, circuit breakers, re-closures, capacitors

Surveying

Surveying (aerial and land), gas surveying, mapping, soil boring/testing, concrete testing, other site-testing services

Telecom Materials

Telecom equipment, phone accessories, switches, optical cables, batteries, antennae, connector plugs, coaxial cable, printable tape

Telecom Services

Wireless, radio, local, and long-distance voice and data services; communication tower maintenance

Tools

Saws, wire cutters, wrenches, screwdrivers, hammers, drills, drill bits, ladders, chainsaws, trimmers, mowers, leaf blowers, rope, rigging, lifting accessories

Transformers

Distribution and power transformers, transformer services, network protectors, network protectors' key components

Transportation

Bus, helicopter, truckload and less than truckload freight; small package, air express, air cargo, courier

Travel

Hotels, airlines, rental cars, airport charges, taxis/limos, aircraft maintenance, travel agents

Vegetation Management

Power line tree trimming, substation mowing, bare ground weed control

Wire and Cable

Primary and secondary cable, bare conductors

APPENDIX D

SUPPLIER DIVERSITY POLICY AND METHODOLOGY

POLICIES AND METHODOLOGY

A. PURPOSE

The purpose of this section is to set forth the Ameren corporate policy for Supplier Diversity in the procurement of non-fuel materials, services, and asset leases.

B. SCOPE

1. This policy applies to all Ameren companies, which include:

- a. Ameren Illinois
- b. Ameren Missouri
- c. Ameren Services
- d. Ameren Transmission

2. Employee travel and entertainment expenses are not included in this policy.

3. This policy supersedes all previous Supplier Diversity policies.

C. DEFINITIONS

1. Third-party certifying organizations recognized by Ameren:

- a. Ameren does not certify diverse suppliers and relies upon third-party certifying organizations.
- b. Ameren recognizes certification from the National Minority Supplier Development Council (NMSDC) and its affiliate councils; the Women's Business Enterprise National Council (WBENC) and its affiliate councils; and federal, state, and local government certifying agencies. Contact the Supplier Diversity team for more information on certifying organizations.

2. Supplier Diversity organization: Works within Supply Chain to support contract development teams and business partner personnel in identifying diverse suppliers for inclusion in the sourcing and procurement processes.

3. Contract Development Team: Members may include the project manager, plant/facility manager, and a representative from Sourcing, Procurement, and Corporate Legal. Corporate Legal coordinates input from Credit; Tax, Finance/ Accounting; Health, Safety, and Environmental; Risk Management; and other applicable departments.

D. RESPONSIBILITIES

Supplier Diversity Organization

1. Sourcing for diverse suppliers.

- a. Organize and administer diverse-supplier sourcing strategies to include the following:
 - Participating as a member of contract development teams.
 - Identifying qualified diverse suppliers to include in procurement projects.
 - Providing insight into market and industry availability of diverse suppliers for specific commodities and services.
 - Sharing expectations and requirements with prospective diverse suppliers as they relate to procurement opportunities.
 - Sharing supplier information with the contract development team for the project and developing Tier II subcontracting opportunities.
 - Debriefing suppliers and providing feedback after contract award or non-award.

2. Build awareness within Ameren.

- a. Developing and communicating Supplier Diversity goals and policy.
- b. Continuing engagement of supply services groups and business segments.
- c. Integrating Supplier Diversity into all procurement strategies.
- d. Measuring, tracking, and reporting progress monthly and quarterly to all levels within the organization.
- e. Providing support, data, and analysis to other Ameren departments as required.

3. Community and industry awareness and interaction.

- a. Representing Ameren with community organizations, events, and initiatives related to Supplier Diversity in the Ameren service territory and nationally as required (e.g., minority/ women's business councils, chambers of commerce).
- b. Supporting requirements set forth by government (local, state, federal) and utility service commissions as required.
- c. Supporting Supplier Diversity efforts of utility-related industry groups.

4. Developing competency and capacity for program growth.

- a. Integrating Supplier Diversity into procurement strategies.
- b. Building a Tier II initiative.
- c. Establishing a formal mentoring program for existing suppliers when deemed necessary and/or advisable.

5. Creating a sustainable process.

- a. Building on successful diverse-supplier relationships to grow long-term, sustainable spend opportunities.
- b. Providing Supplier Diversity training for supply services groups and business segments.
- c. Monitoring compliance of Supplier Diversity language in contracts and ensuring contracts are updated.
- d. Leading Supplier Diversity symposiums and summits.
- e. Administering recognition programs for outstanding business segments, buyers, and corporate partners.

Business Segments

1. Building awareness within Ameren.

- a. Communicating business segment leadership messages supporting and illustrating the importance of Supplier Diversity.
- b. Identifying and utilizing Business Segment Champions.
- c. Including Supplier Diversity in upcoming procurement projects.

2. Developing competency and capacity for program growth.

- a. Meeting with prospective diverse suppliers for future procurement opportunities.
- b. Evaluating progress relative to goals.
- c. Maintaining level of awareness.

3. Creating a sustainable process.

- a. Identifying opportunities for expanding the scope of work with successful diverse suppliers.
- b. Attending and participating in training classes, seminars, etc.
- c. Maintaining level of awareness regarding most recent Supplier Diversity requirements/ language.
- d. Participating in and attending Supplier Diversity events.
- e. Participating in recognition programs.

Sourcing and Supply Chain Operations

1. Building awareness within Ameren.

- a. Communicating leadership messages supporting and illustrating the importance of Supplier Diversity.
- b. Developing competency and capacity for program growth.
- c. Incorporating Supplier Diversity into Sourcing and general procurement process.
- d. Ensuring Supplier Diversity is included in events and meetings with business segment partners.
- e. Meeting with identified prospective diverse suppliers for future procurement opportunities.
- f. Maintaining level of awareness.
- g. Evaluating progress relative to goals.

2. Creating a sustainable process.

- a. Identifying opportunities for expanding the scope of work with successful diverse suppliers.
- b. Attending and participating in training.
- c. Ensuring contracts contain the most recent Supplier Diversity requirements/ language.
- d. Participating in and attending Supplier Diversity events.
- e. Participating in recognition programs.

E. POLICY REQUIREMENTS

- 1. Supplier Diversity follows the same policy requirements outlined in the Procurement Policy.
- 2. Notwithstanding anything contained in this Policy or in the Procurement Policy to the contrary, the corporation shall at all times comply with any and all applicable federal, state, and local laws and regulations to the extent such apply in any given situation.

F. DEVIATIONS

Deviations from this policy must be approved, in writing, by the vice president, Supply Chain/chief procurement officer in advance of commitments to suppliers or other non-Ameren entities.

APPENDIX E

ORGANIZATIONAL CHART

AMEREN ILLINOIS SUPPLIER DIVERSITY STEERING COMMITTEE

MEMBERS

George Justice

Vice President, Electric Operations & Technical Services

Eric Kozak

Vice President, Gas Operations & Distribution

Craig Gilson

Vice President, Electric Operations & Distribution

Chuck Mueller

Sr. Director, Portfolio and Facilities Management

Ty Lindhorst

Director, Construction Services

Frank Niemerg

Director, Transmission Construction Services

Marty Voss

Sr. Manager, ED Constructions & Services

Anjanette Brooks

Supplier Diversity Specialist

ORGANIZATIONAL CHART



APPENDIX F

ORGANIZATION PARTICIPATION

ORGANIZATION PARTICIPATION

WEBSITES

aabe.org

American Association of Blacks in Energy

chicagomsdc.org

Chicago Minority Supplier Development Council

disabilityin.org

Disability:IN

eei.org

Edison Electric Institute

hccstl.com

Hispanic Chamber of Commerce

ilbcc.org

Illinois State Black Chamber of Commerce

ihccbbusiness.net

Illinois Hispanic Chamber of Commerce

iubdc.com

Illinois Utility Business Diversity Council

nmsdc.org

National Minority Supplier Development Council

wbdc.org

Women’s Business Development Center