

2022

INCLUSION & DIVERSITY ANNUAL REPORT

Illinois Commerce Commission



Rebecca Losli, P.E., President
Illinois American Water

300 North Water Works Drive, Belleville, IL 62223



ILLINOIS
AMERICAN WATER

WE KEEP LIFE FLOWING®

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I. PRESIDENT'S MESSAGE



REBECCA LOSLI, P.E.

President

Illinois American Water

Making an Impact and Providing Opportunities in Our Community

Illinois American Water is committed to building meaningful partnerships with diverse businesses as we provide essential water and wastewater services to approximately 1.3 million customers. Since joining the company in November 2022, and proudly stepping into the role of a board member of the Illinois Utilities Business Diversity Council (IUBDC), I have witnessed the impact made through not only increasing our diverse spend, but continuing to prioritize the hiring of diverse candidates, as well as nurturing new and existing partnerships in our community. Our success as a business is directly related to the diversity of the people who make up our workforce, and the intentional way in which we conduct business, to keep our customers and communities safe.

I am proud to share that in 2022, Illinois American Water had a total diverse spend of more than \$97.6 million, which represents 34.7% of our total spend. This exceeded our goal by 7.7% and was a 50.1% increase in our total diverse spend from 2021. The majority of this increase came from our valued partnerships with veteran-owned businesses (a 108.5% increase in spend from 2021) but was also supported through strengthened relationships with women-owned businesses (a 58.2% increase in spend from 2021) and minority-owned businesses (an increase of 9.4% in spend from 2021).

Our partnerships with diverse suppliers extend beyond the bottom line. One way in which we strengthen relationships among new and existing diverse suppliers is through American Water's Supplier Diversity Symposium. Supplied Industrial Solutions, a veteran-owned general subcontractor and material supplier with a long-standing relationship with Illinois American Water, received the Supplier of the Year award in 2022 at the annual networking event. These relationship-building events and activities give us a platform to celebrate the diverse businesses in our communities and to recognize them for demonstrating similar values held by our company.

The results presented in this report do not happen by chance. Employees across Illinois American Water are committed to increasing diverse spend and expanding the representation of women, veterans and minorities in our employee base. With this purposeful action comes positive change and a lasting impact on the economic viability of diverse businesses. We aim to have our employees reflect the communities we serve, and we approach our diverse spend with that same enthusiasm.

II. DASHBOARD

Total Diverse Spend
34.7% | \$97.6M

7.7%
above total diverse
spend goal

50.1%
increased YOY total
diverse spend



INCREASED DIVERSE SPEND IN ALL DIVERSE CATEGORIES



MBE | \$25.1M

+ **9.4% Increase** in
YOY total spend goal



VBE | \$37.5M

+ **108.5% Increase** in YOY total
spend goal
+ **5.3% Above** spend goal of 8.0%



WBE | \$26.9M

+ **58.2% Increase** in
YOY total spend goal



IL-based Businesses | \$121.8M

+ Increased spend with Illinois-based
businesses YOY **by 20.0%**
+ Increased YOY spend with Illinois-based
diverse-owned businesses **by 63.3%**



Professional Services | \$12.1M

+ Increased YOY professional services
diverse spend **by 107.9%**
+ Increased YOY MBE professional
services spend **by 471.4%**
+ Increased YOY VBE professional
services spend **by 103.2%**

III. TERMS & DEFINITIONS

BOOSTER STATION	A booster station is a collection of booster pumps strategically located in a water distribution system. Pump stations work to maintain consistent pressure and provide adequate flow. These stations may also move water from ponds, reservoirs and water towers into the system.
CERTIFIED	Means currently certified as MWDVBE by an authorized certifying body, such as the National Minority Supplier Development Council (NMSDC) or its affiliate regional councils, the Women's Business Enterprise National Council (WBENC).
CONTROL	Means overall fiscal/legal responsibility and exercising the power to make policy decisions.
DISABILITY OWNED BUSINESS ENTERPRISE (DOBE)	Businesses that are 51% owned, controlled, operated and managed by a person(s) with a disability.
DISADVANTAGED BUSINESS ENTERPRISE (DBE)	Means a business that is usually certified by a federal, state or local government agency as having met all of the government standards that award eligibility, but may include women, minority, disabled and other disadvantaged as a result of economic disadvantages with respect to education, employment, residence or business location, or social disadvantage and lack of business training.
HISTORICALLY UNDERUTILIZED BUSINESS (HUB)	Means a business located in a "historically underutilized business zone," owned and controlled by one or more U.S. citizens, and at least 35% of its employees must reside in a HUBZone. It must appear on the list of Qualified HUBZone Small Business Concerns maintained by the SBA.
LESBIAN, GAY, BISEXUAL AND/OR TRANSGENDER-OWNED BUSINESS ENTERPRISE (LGB/LGBTBE)	Means a business that is majority (at least 51.0%) owned, operated, managed and controlled by a lesbian, gay, bisexual and/or transgender (LGBT) person or persons who are either U.S. citizens or lawful permanent residents, exercises independence from any non-LGBT business enterprise, has a principal place of business (headquarters) in the United States and has been formed as a legal entity in the United States.
LIFT STATION	Facilities designed to move wastewater from lower to higher elevation through pipes.
MINORITY-OWNED BUSINESS ENTERPRISE (MBE)	Means a business concern in which at least 51.0% of the ownership and control is held by individuals who are members of a minority group and of which at least 51% of the net profits accrue to members of a minority group. Such persons include, but are not limited to, Black Americans, Hispanic Americans, Asian Pacific Americans (persons with origins from Japan, China, the Philippines, Vietnam, Korea, Samoa, Guam, the former U.S. Trust Territory of the Pacific Islands [Republic of Palau, the Commonwealth of the Northern Mariana Islands, Republic of the Marshall Islands, Federated States of Micronesia], Laos, Cambodia [Kampuchea], Taiwan, Burma, Thailand, Malaysia, Indonesia, Singapore, Brunei, Macao, Hong Kong, Fiji, Tonga, Kiribati, Tuvalu or Nauru), Subcontinent Asian Americans (persons with origins from India, Pakistan, Bangladesh, Sri Lanka, Bhutan, the Maldives Islands or Nepal), Native Americans (American Indians, Eskimos, Aleuts and Native Hawaiians), and members of other groups designated by the U.S. Small Business Administration as minorities.

OWNED	Means at least 51.0% of the business or, in the case of a publicly owned business, at least 51.0% of the stock is owned by a minority, woman or service-disabled veteran.
RFI, RFQ, RFP	Request for information, quote or proposal.
SERVICE-DISABLED VETERAN-OWNED BUSINESS ENTERPRISE (SDVBE)	Means a business concern that is (a) at least 51.0% owned by one or more service-disabled veterans or, in the case of any publicly owned business, at least 51.0% of the stock of which is owned by one or more service-disabled veterans or (b) in the case of a veteran with a permanent and severe disability, the spouse or permanent caregiver of such veteran.
SMALL DISADVANTAGED BUSINESS (SDB)	<p>Means a “for profit” business that qualifies as “small” per the SBA Table of Small Business Size Standards Matched to North American Industry Classification System Codes.</p> <p>That is at least 51.0% unconditionally owned by one or more U.S. citizens who are socially and economically disadvantaged individuals.</p> <p>Whose management and daily business operations are controlled by one or more U.S. citizens who are socially and economically disadvantaged individuals.</p> <p>The personal net worth of each individual claiming economic disadvantage is less than \$750,000 (except for tribes, Alaskan Native Corporation-Owned Concerns [ANCs], Community Development Corporation-Owned Concerns [CDCs] and Native Hawaiian Corporation-Owned Concerns [NHOs]).</p> <p>Note: ANCs, NHOs or CDCs must meet the “ownership,” “management” and “control” criteria in Title 13 of the Code of Federal Regulations, Part 124.109, 124.110 and 124.111, respectively.</p>
SMALL BUSINESS (SBE/SMB)	Depending on the industry, “small” is defined by either the number of employees or average annual receipts of a business concern. Website references for size standards by NAICS code is: sba.gov/federal-contracting/contracting-guide/size-standards
SMALL DISADVANTAGED BUSINESS 8A (SDB-8A)	Means a designation given to small companies owned by socially and economically disadvantaged persons, so that they may bid and obtain federal government contracts and other assistance to develop their business. The business owner must be eligible under the same rules and guidelines set down by the federal government.
VETERAN-OWNED BUSINESS ENTERPRISE (VBE)	Means a business concern that is at least 51.0% owned and controlled or, in the case of a publicly owned business, at least 51.0% of the stock is owned by an owner or owners who are veterans of the U.S. military, ground, naval or air service, who (a) served on active duty for a period of more than 180 days and were discharged or released with other than a dishonorable discharge or (b) were discharged or released from active duty because of a service-connected disability.
WOMEN-OWNED BUSINESS ENTERPRISE (WBE)	Means a business concern that is at least 51.0% owned and controlled by a woman or women or, in the case of any publicly owned business, at least 51% of the stock is owned by a woman or women. Such women’s business enterprise shall further be classified as either minority or non-minority women-owned business, depending upon the greater portion of ownership.

IV. SUMMARY OF SPENDING



Summary of Minority-Owned, Women-Owned, Veteran-Owned and Small Business Enterprise Goals and Spending in the 2022 Calendar Year

AMERICAN WATER EXPENDITURES & VENDOR UTILIZATION				
AMERICAN WATER (ALL SUPPLIERS)				
OVERALL SPEND TOTAL: \$2,832,544,947				
SPEND CATEGORY	TIER I (DIRECT)	TIER II	TOTAL	PERCENT OF TOTAL SPEND
MBE	\$88,925,425	\$40,687,598	\$129,613,023	4.6%
WBE	\$291,884,155	\$48,053,639	\$339,937,794	12.0%
VBE	\$63,450,743	\$16,763,154	\$80,213,897	2.8%
SMALL DISADVANTAGE	\$37,210,645	\$16,375,537	\$53,586,182	1.9%
TOTAL M/W/VBE/SDV/SDB	\$481,470,968	\$121,879,928	\$603,350,896	21.3%
SMB	\$397,112,758	\$1,165,815	\$398,278,574	14.1%
TOTAL	\$878,583,726	\$123,045,743	\$1,001,629,469	35.4%

A. American Water – Expenditures & Vendor Utilization

Table A demonstrates the total expenditures of American Water and all 13 of its corporate entities.

Regulated business spend with certified diverse suppliers is 21.3% of total sourceable spend. This reflects 0.4% below the 2022 goal of 21.7%, however \$6.4M in HUBZone and DBE spend were excluded from the above chart and not counted in total diverse supplier spend.

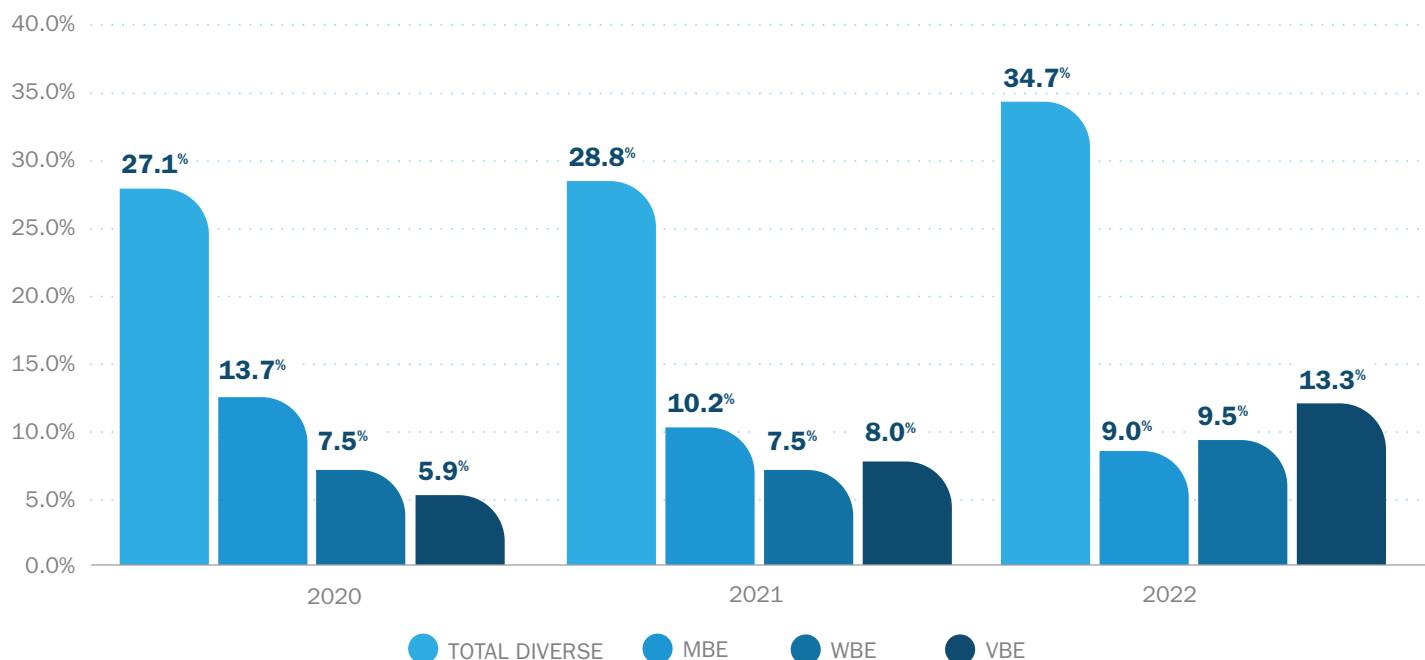
The overall spend performance includes the contribution of Illinois American Water and the expenditures and vendor utilization demonstrated in Section B on page 8.

B. Illinois American Water Expenditures & Vendor Utilization

ILLINOIS AMERICAN WATER EXPENDITURES & VENDOR UTILIZATION				
ILLINOIS AMERICAN WATER (ALL SUPPLIERS)				
OVERALL SPEND TOTAL: \$281,452,824				
SPEND CATEGORY	TIER I (DIRECT)	TIER II	TOTAL	PERCENT OF TOTAL SPEND
MBE	\$12,477,589	\$12,719,677	\$25,197,266	9.0%
WBE	\$19,494,020	\$7,353,085	\$26,847,106	9.5%
VBE/SDV	\$37,140,446	\$369,327	\$37,509,773	13.3%
SMALL DISADVANTAGE	\$6,411,541	\$1,683,166	\$8,094,708	2.88%
TOTAL M/W/VBE/SDV/SDB	\$75,523,596	\$22,125,256	\$97,648,852	34.7%
SMB	\$51,190,019	\$0	\$51,190,019	18.2%
TOTAL	\$126,713,615	\$22,125,256	\$148,838,871	52.9%

Total diverse spend includes 2.88% Small Disadvantaged spend.

Illinois American Water's Diverse Spend



VBE category references throughout this report will include spend with both veteran- and service-disabled veteran-owned businesses. Total diverse spend includes 2.88% Small Disadvantaged spend.

C. Illinois American Water Expenditures with Illinois-based Diverse Vendors

ILLINOIS AMERICAN WATER						
2022 EXPENDITURES AND VENDOR UTILIZATION WITH ILLINOIS-BASED VENDORS						
TOTAL OVERALL SPEND: \$281,452,824		TOTAL DIVERSE SPEND \$151,158,362		TOTAL ILLINOIS-BASED SPEND \$121,853,251		
SPEND CATEGORY	TIER I (DIRECT)	TIER II	TOTAL	% OF TOTAL SPEND	% OF DIVERSE SPEND	% OF IL-BASED SPEND
MBE	\$4,912,647	\$8,693,774	\$13,606,421	4.8%	9.0%	11.2%
WBE	\$11,225,023	\$6,466,539	\$17,691,562	6.3%	11.7%	14.5%
VBE/SDV	\$35,497,156	\$369,327	\$35,866,483	12.7%	23.7%	29.4%
SMALL DISADVANTAGE	\$6,411,541	\$74,795	\$6,486,336	2.3%	4.3%	5.3%
TOTAL M/W/VBE/SDV/SDB	\$58,046,367	\$15,604,435	\$73,650,802	26.2%	48.7%	60.4%
SMB	\$46,185,607	\$0	\$46,185,607	16.4%	30.6%	37.9%
TOTAL	\$104,231,974	\$15,604,435	\$119,836,409	42.6%	79.3%	98.3%

*Note: DBE and HUB \$2.0M has been excluded from chart but are reported on the uniformed appendix.

Table C demonstrates the overall diverse category spend against both the overall diverse spend, as well as the Illinois-based ONLY diverse spend. All diverse spend is "certified" suppliers only.

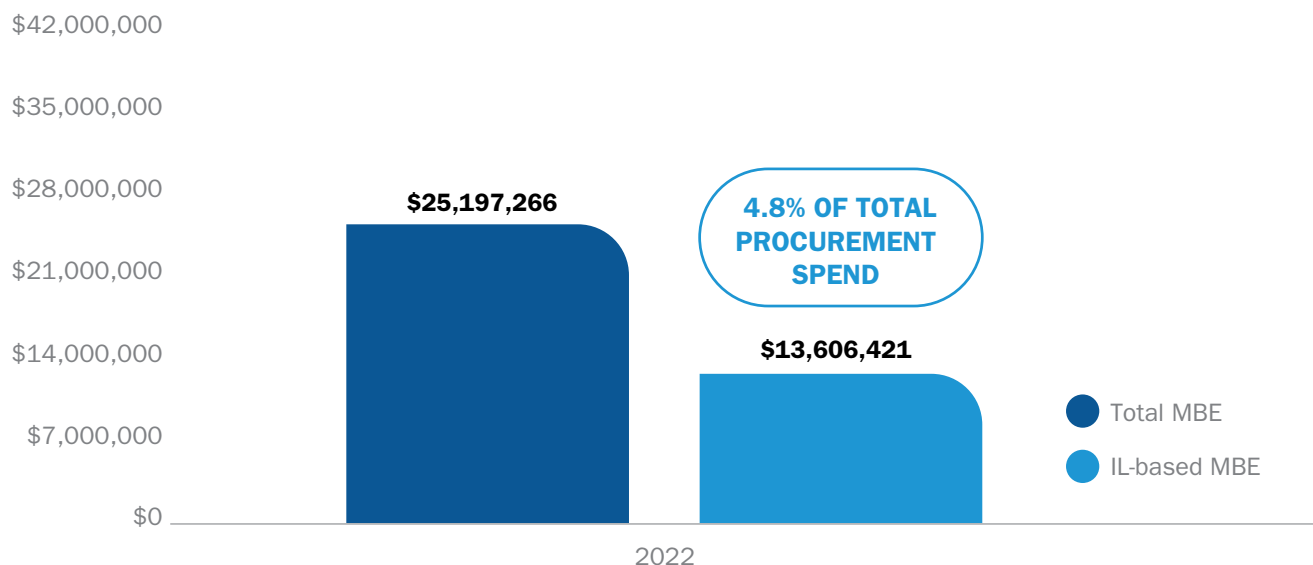
Within the state of Illinois, expenditures with diverse-owned businesses increased 60% in 2022. The consistent increase in spending with Illinois-based diverse businesses is the result of active participation and engagement with local and regional advocacy partners. Several local suppliers have engaged with advocacy partners because of meetings with Illinois American Water Supply Chain and Operations business leaders to learn about the certification process and consistently following through to full certification.

More than 60% of Illinois-based spend is with diverse suppliers in 2022 in comparison to 54% in 2021. Spending with Illinois-based suppliers has increased by 91% since 2019.

D. M/W/VBE Spend by Product/Service Category with Illinois-based Enterprises

ILLINOIS AMERICAN WATER					
ILLINOIS-BASED MINORITY BUSINESS ENTERPRISES BY CATEGORY					
PRODUCT/SERVICE	AFRICAN AMERICAN	HISPANIC AMERICAN	ASIAN AMERICAN	NATIVE AMERICAN	TOTAL
CHEMICALS	\$1,265				\$1,265
CONSTRUCTION	\$5,454,272				\$5,454,272
CORPORATE SERVICES	\$2,176,233				\$2,176,233
DIRECT MATERIALS	\$2,381,630				\$2,381,630
FACILITY SERVICES AND MAINT	\$327,549	\$129,468			\$457,017
FLEET	\$605,407				\$605,407
INSTRUMENTATION AND CONTROLS	\$9,199				\$9,199
MAINTENANCE, REPAIR, AND OPERATING SUPPLIES (MRO)	\$21,818				\$21,818
METERING	\$920				\$920
PROFESSIONAL SERVICES	\$2,469,864	\$28,797			\$2,498,661
TOTAL	\$13,448,156	\$158,265	\$0	\$0	\$13,606,421

Illinois American Water's 2022 Illinois-based MBE Spend



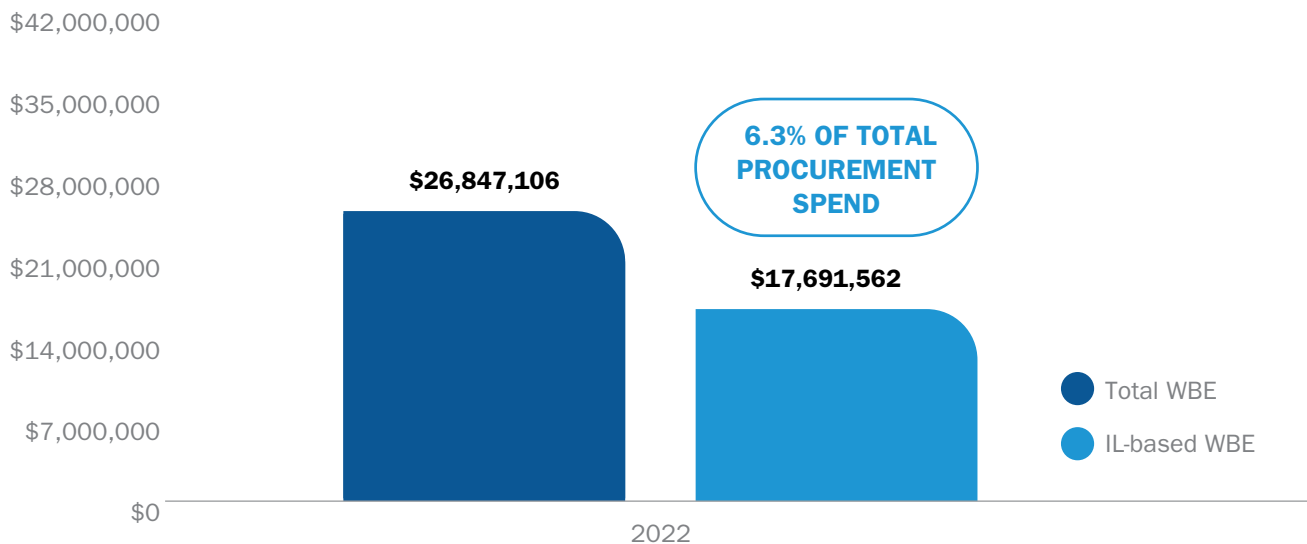
ILLINOIS AMERICAN WATER

ILLINOIS-BASED WOMEN BUSINESS ENTERPRISES BY CATEGORY

PRODUCT/SERVICE	TOTAL
CHEMICALS	\$293,494
CONSTRUCTION	\$11,851,014
CORPORATE SERVICES	\$704,920
DIRECT MATERIALS	\$10,424
FACILITY SERVICES AND MAINT	\$2,394,879
FLEET	\$22,853
INSTRUMENTATION AND CONTROLS	\$1,852
LABORATORY SERVICES	\$1,101
MAINTENANCE, REPAIR, AND OPERATING SUPPLIES (MRO)	\$140,208
MAJOR EQUIPMENT	\$4,375
PROFESSIONAL SERVICES	\$2,171,540
RENTALS	\$6,325
TECHNOLOGY	\$88,576
TOTAL	\$17,691,562

*Note: Since 2019, WBE Illinois-based spend has increased by 130% with an increase of 58% in 2022.

Illinois American Water's 2022 Illinois-based WBE Spend



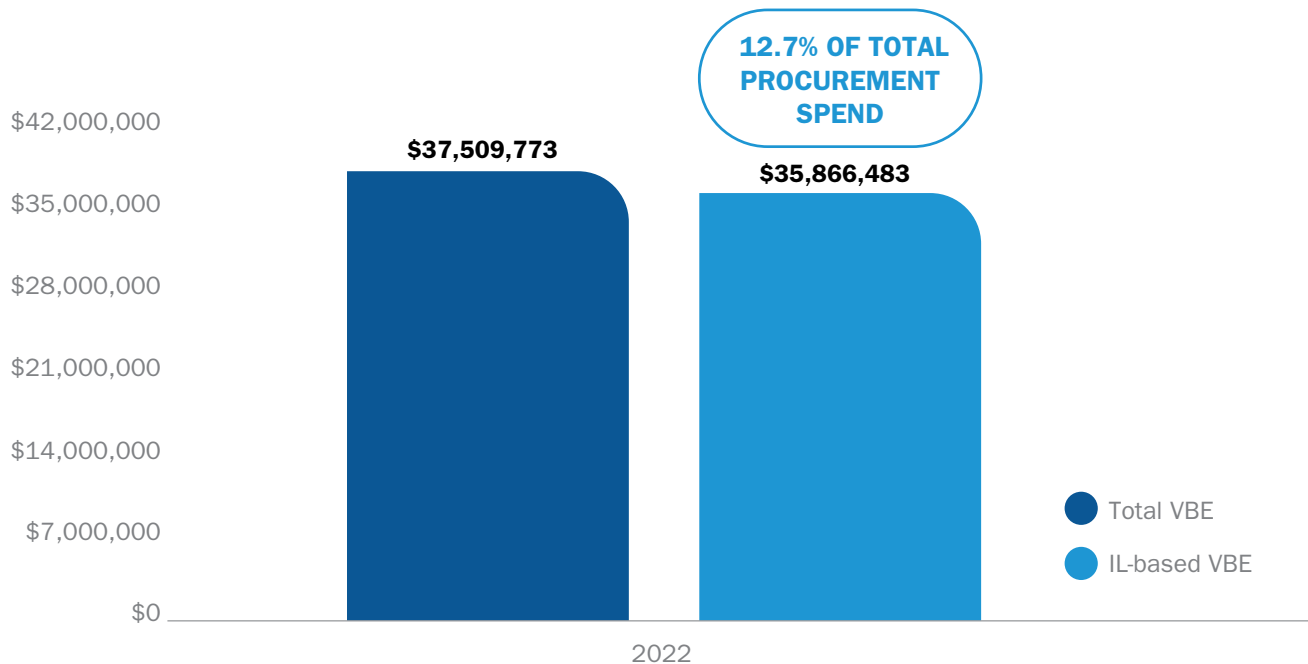
ILLINOIS AMERICAN WATER

ILLINOIS-BASED VETERAN BUSINESS ENTERPRISES BY CATEGORY

PRODUCT/SERVICE	TOTAL
CONSTRUCTION	\$35,497,156
FACILITY SERVICES AND MAINT	\$16,847
MAINTENANCE, REPAIR, AND OPERATING SUPPLIES (MRO)	\$352,480
TOTAL	\$35,866,483

*Note: Year-over-year Illinois-based VBE/SDVBE spend increased by 106%.

Illinois American Water's 2022 Illinois-based VBE Spend

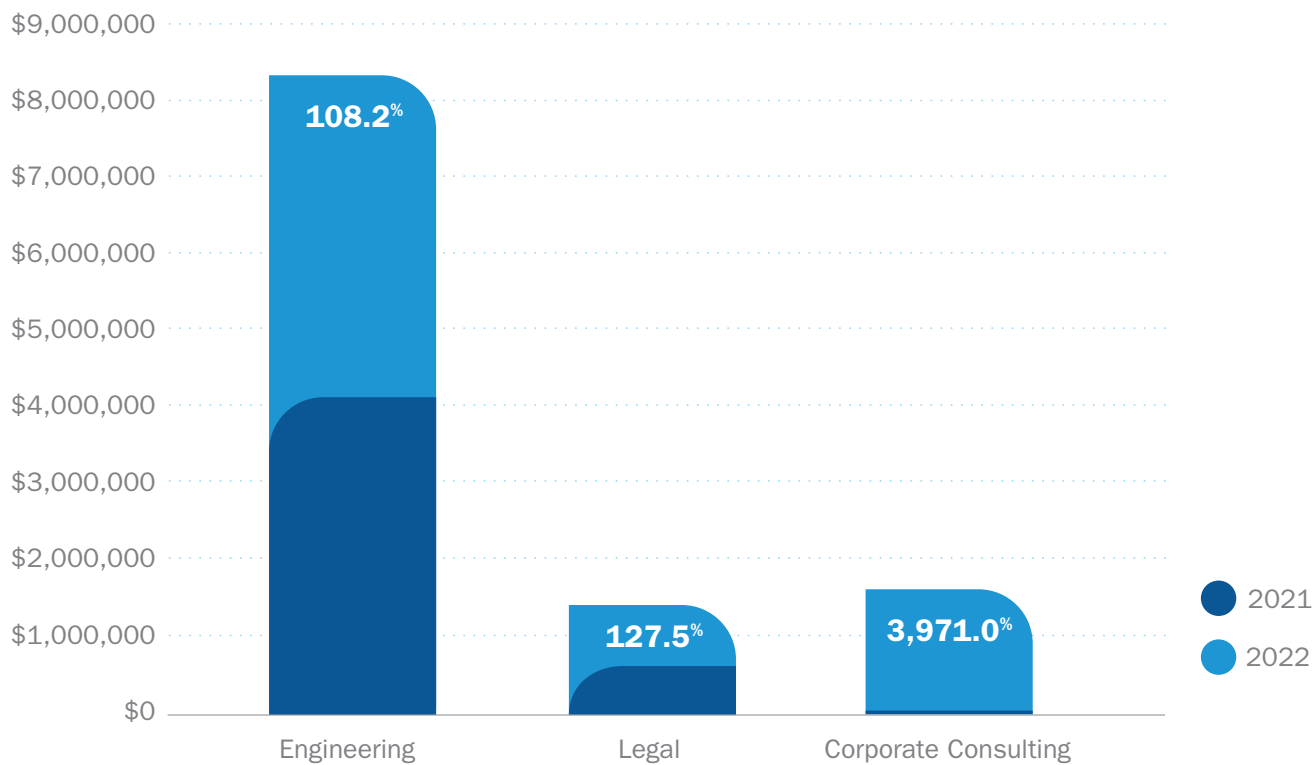


*Note: VBE category includes SDV – Service Disabled Veteran-owned businesses.

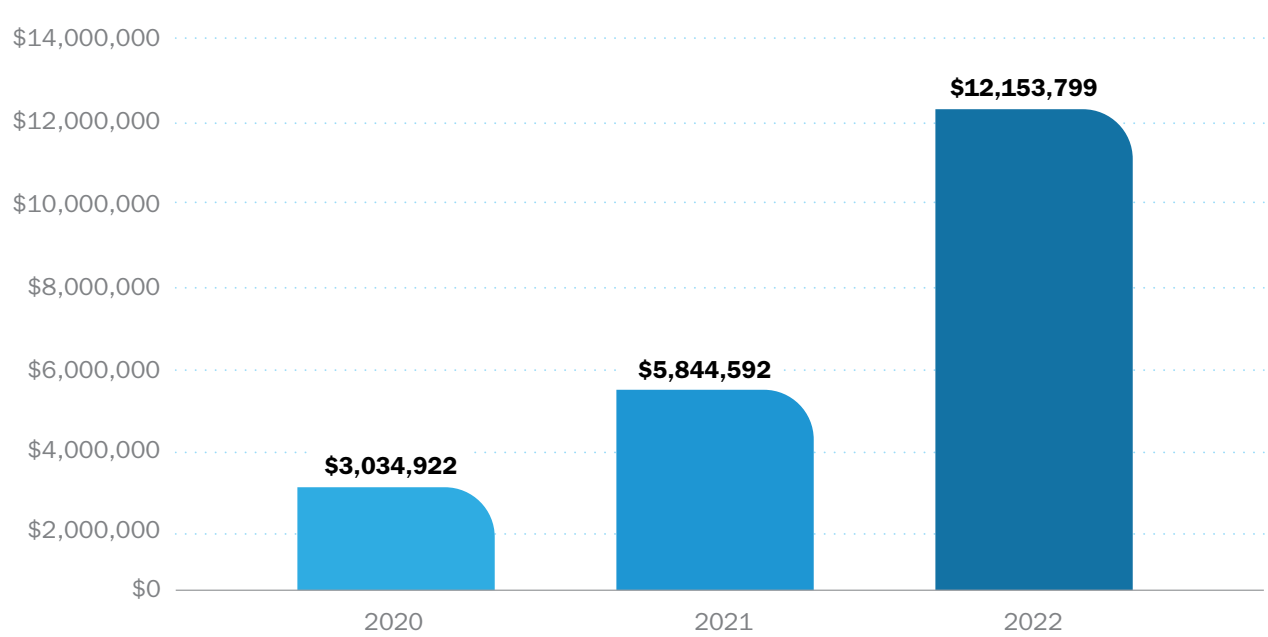
E. Professional Services

In 2022, professional services spend totaled \$12.1 million, a 107.9% increase from 2021 spend of \$5.8 million. With Engineering, Legal and Corporate Consulting representing the top three spend categories, these categories contributed to 94% of the professional services spend. Since 2020, spend with professional services has increased by 300%.

Category YOY Spend 2021 – 2022



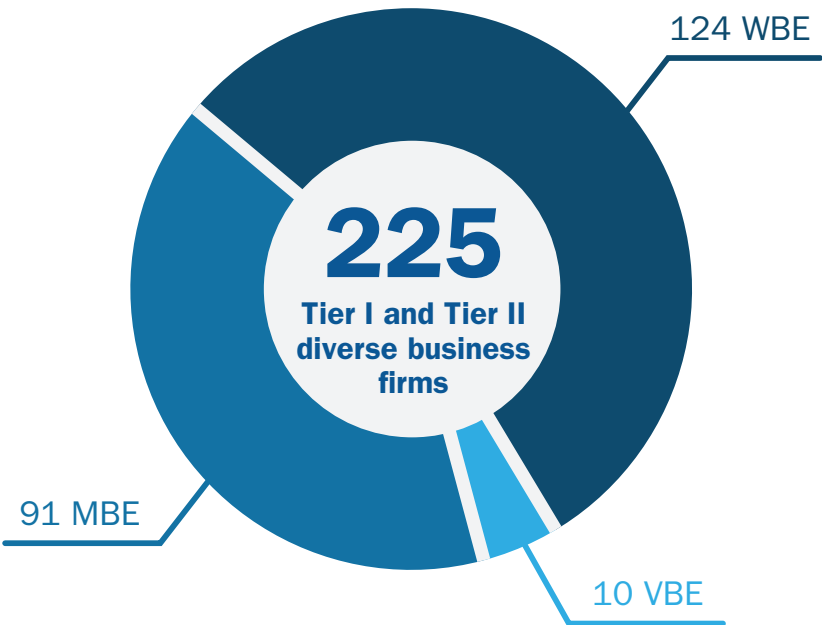
Historical Data 2020 – 2022



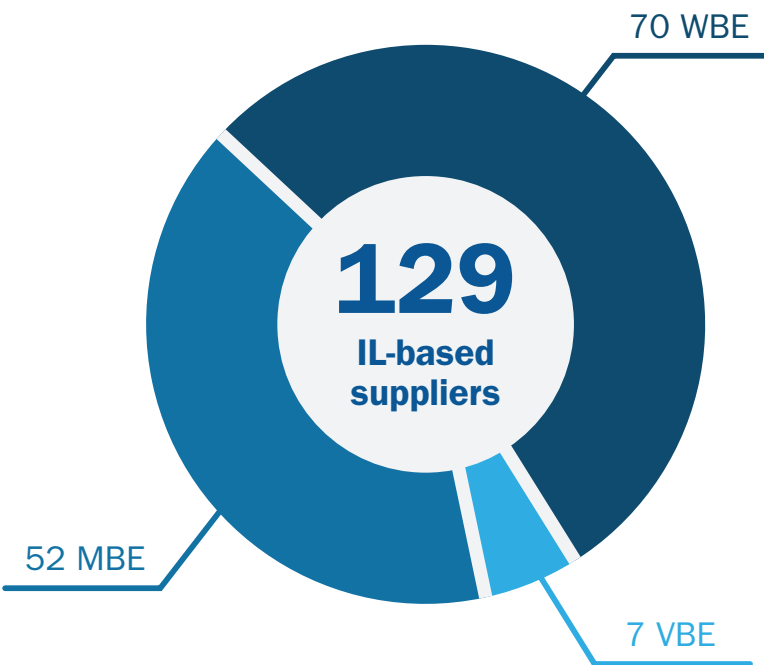
F. Diversity Mix of Illinois-based Diverse Business Enterprises

With over 2,000 suppliers, the 2022 diverse business mix is as follows:

In 2022, a total of **225 Tier I and Tier II** diverse business firms were included in the overall supplier total.

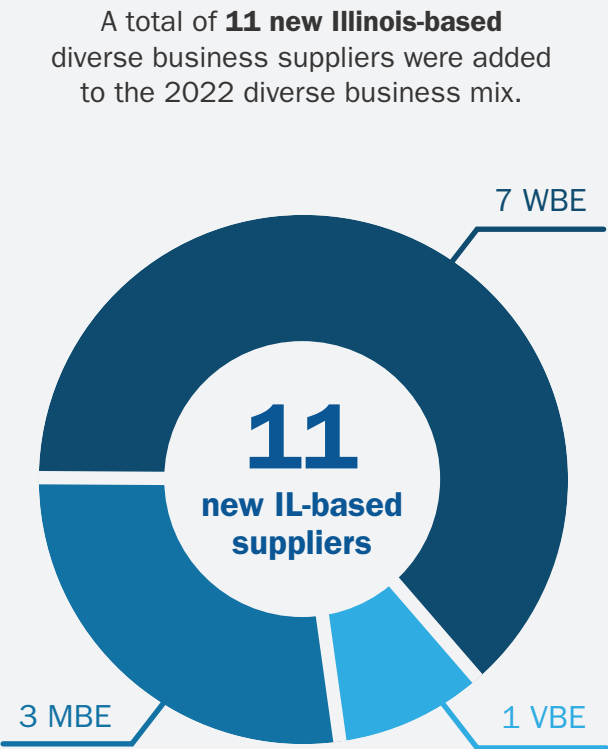
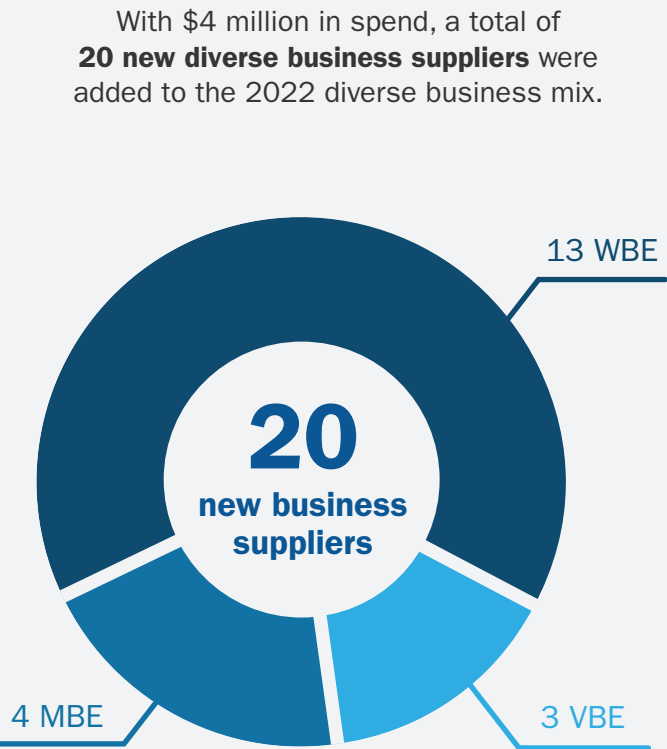


In 2022, a total of **129 Illinois-based** diverse business firms were included in the diverse supplier mix.



G. New Diverse Suppliers in 2022

Illinois American Water maintained its commitment to identifying viable partnerships with new diverse firms.



NEW DIVERSE SUPPLIERS FOR ILAW INCLUDE VENDORS EITHER NEW TO THE COMPANY OR NEW TO A DIVERSE CATEGORY IN 2022.

KEY NEW DIVERSE SUPPLIERS INCLUDE:

- | | | |
|------------------------------------|--------------------------------------------|----------------------------------|
| + AFE Construction LLC | + GA Rich & Sons Inc. | + Midwest Municipal Supply |
| + BTS Promotions | + Glesco Electric | + Pearl Solutions Group |
| + Career Concepts | + Hagerman & Company | + Petro Travel Center |
| + Cribbs Landscaping | + Independent Paving Co Inc. | + S4 Water Sales and Service LLC |
| + Eitzen Creative LLC | + Intren | + Sustainable Custom Solutions |
| + Ellen Freeman
Immigration Law | + McKissack Group, Inc. | + The Kiesel Company |
| + Farm and Fleet | + Midwest Engineering and
Testing, Inc. | |

H. 2022 External Events Participation



Panelists on the topic of “Supplier Diversity/Second Tier Spend” at Midwest Energy Association Purchasing & Materials Roundtable

Quarterly

- + Illinois Utilities Business Diversity Council (IUBDC) Board of Directors Meetings

Monthly

- + Illinois Utilities Business Diversity Council (IUBDC) Committee Meetings

Quarter 1: January – March

Quarter 2: April – June

- + American Water National Supplier Diversity Summit “Pure Momentum”
- + Midwest Energy Association – Energetic Women Conference
- + MARC Conference Chicago

Quarter 3: July – September

- + National Minority Supplier Diversity Council Program Manager Training
- + Illinois Black Chamber of Commerce 17th Annual Convention
- + Illinois Commerce Commission Annual Policy Session
- + Black Alliance of Colleges and Employers
- + Midwest Energy Association Purchasing & Materials Roundtable
- + WBDC 2022 Midwest Business Conference

Quarter 4: October – December

- + East St. Louis NAACP – Freedom Fund Banquet
- + National Minority Supplier Diversity Council National Conference

I. Recent Recognitions

2022			
J.D. Power #1 Overall Ranking for Customer Satisfaction with Large Water Utilities in Respective Region ESG 2022 Illinois	ESG	2022	Illinois
Military Friendly Top 10 Employer	ESG	2022	Illinois
Military Friendly Top 10 Brand	ESG	2022	Illinois
Military Friendly Top 10 Supplier Diversity Program	ESG	2022	Illinois
Military Times Best for Vets Employers	ESG	2022	Illinois
VETS Indexes 3 Star Employer	ESG	2022	Illinois
Recognized as a 2022 member of the Bloomberg Gender-Equity Index – 4th straight year	ESG	2022	Illinois
DiversityInc Top Companies for Utilities	ESG	2022	Illinois
DEI Best Place to Work for Disability Inclusion	ESG	2022	Illinois



V. POLICIES & METHODOLOGY

POLICIES

American Water Works Service Company, Inc., its subsidiary and affiliated companies are committed to creating an inclusive procurement process that is accessible and fair to all suppliers based on their ability to meet the company's performance, price and quality requirements. Our employees are responsible for identifying, qualifying, selecting and managing the procurement process for goods and services to assure that qualified diverse suppliers are appropriately included. Our employees must comply fully with all company policies and practices relating to the inclusion of diverse suppliers. We also strongly encourage our prime contractors and major suppliers to support supplier diversity by creating a competitive procurement process that provides opportunities to the greatest extent possible for diverse supplier sub-contractors and businesses. Excellence in supplier diversity will lead to excellence in supply chain management and will advance American Water's financial and operational goals while providing opportunities for success to a wide and diverse range of businesses in the communities we serve.

DIVERSITY INCLUSION POLICIES

1. Has an established corporate policy
2. Has top corporate management support
3. Develops a Corporate Supplier Diversity Strategic Plan
4. Maintains comprehensive internal and external communications about the program
5. Regularly identifies opportunities for diverse suppliers in strategic sourcing and supply chain opportunities
6. Establishes a comprehensive minority supplier development process
7. Tracks, reports and sets goals
8. Establishes a continuous improvement plan
9. Has a Second Tier Program
10. Recognizes achievements of buyers and suppliers

DIVERSITY SUPPLIER DEVELOPMENT

1. Provides feedback/performance reviews on RFP submissions
2. Delivers an industry or Company specific education program (Internal University)
3. Provides formal mentoring program
4. Provides technical and/or quality program review and support
5. Works with existing diverse suppliers to expand their utilization within the Company (across disciplines or geographic regions)
6. Conducts supplier recognition awards
7. Encourages joint ventures and strategic alliances with diverse suppliers
8. Utilizes diverse suppliers directly and indirectly across a broad variety of product and service categories

METHODOLOGY

A. Supplier Diversity Language

In accordance with American Water's Procurement Policy and supplier diversity practices, specific contracting language is required to include diverse suppliers in subcontracting opportunities and provide evidence of actions taken to meet targets. The supplier diversity utilization goals for diverse suppliers are 25.0%, with 10.0% specific to MBEs in Tier II spending for all competitive bidding events and finalized agreements.

The American Water Supplier Diversity Subcontracting Plan is a required submittal with all Requests for Proposals, quarterly reports and final payment applications ([see Appendix A](#)).

B. Organizational Responsibilities

It is the responsibility of the Senior Manager, Corporate Supplier Diversity, and Illinois American Water Program Director of Supplier Diversity to provide overall program management, strategy development, implementation and monitoring to assist Supply Chain and business unit partners in their efforts to increase opportunities and contract awards to small and diverse businesses. The governance of the corporate supplier diversity program is the responsibility of the Senior Manager, Corporate Supplier Diversity who reports to the Chief Procurement Officer.

- a. Supply Chain shall assist business units with the identification and inclusion of diverse suppliers in the sourcing of services and materials. They shall also facilitate cross-functional category teams with members representing Supply Chain, Supplier Diversity, Engineering and other business units as appropriate for the inclusion of diverse suppliers in sourcing events for national categories.
- b. It is the responsibility of the American Water business unit representative to work with Supply Chain, Tier I and Tier II suppliers, and business advocacy groups to ensure opportunities are provided to diverse suppliers. The business unit is also responsible for the day-to-day oversight of these suppliers.

C. Reporting/Metrics

Corporate Supply Chain will run monthly Tier I reports and quarterly reports that will include Tier I and Tier II diverse supplier spend with the following features:

- + Automation of quarterly subcontractor diverse spend reporting
- + Key word, NAICS and other segment Search Options that allow the supplier diversity and procurement teams better visibility into the products and service capabilities of diverse business owners
- + Percentage of competitive procurement events that include a qualified diverse supplier
- + Percentage per diversity classification (e.g., women-owned, minority-owned, veteran-owned, etc.) of the included diverse suppliers

C. Reporting/Metrics (continued)

- + Percentage of contracts awarded to diverse suppliers
- + Participation in supplier diversity outreach activities (e.g., trade shows, networking events)
- + Year-over-year comparisons of MBE, WBE and VBE spend (\$ and %)

D. Diverse Spend Collection

Tier I spend data is recorded through American Water’s procurement system when payment is made to a supplier.

In accordance with the American Water Supplier Diversity Subcontracting Plan and the current fully executed contract, Tier I prime suppliers are required to submit quarterly Tier II diversity spend reporting through the Supplier Diversity Portal amwater.com/corp/Partners-Suppliers/Supplier-Diversity/. Diversity spend data is collected during the bidding process through the Supplier Diversity Subcontracting Plan.

Please see Appendix A – “American Water Supplier Diversity Subcontracting Plan”

QUARTER	MONTH	REPORT DUE DATE
First Quarter	January – March	April 30
Second Quarter	April – June	July 30
Third Quarter	July – September	October 30
Fourth Quarter	October – December	January 30

Prime/Tier I Suppliers report sub/Supplier/Tier II Supplier spend at:
amwater.com/corp/Partners-Suppliers/Supplier-Diversity/.

E. Exclusions

Illinois American Water includes all categories and services except property taxes, purchased water and non-competitive power services to define the overall procurement volume. Note section VII. Areas of Procurement for a defined list of categories purchased.

VI. SUPPLIER DIVERSITY GOALS

The completion of the 5-year diverse supplier growth plan has demonstrated solid results for American Water. Tier I suppliers demonstrated their capacity to engage in meeting and exceeding subcontracting goals with diverse suppliers, and diverse suppliers have grown their financial capacity, scale and service offerings.

Illinois American Water has mirrored the process, strategies and execution to achieve results that have exceeded targets year over year.

Exhibit A: Illinois American Water Company Targeted Goals

BUSINESS UNIT	2019 GOAL TARGET	2020 GOAL TARGET	2021 GOAL TARGET	2022 GOAL TARGET	2023 GOAL TARGET
American Water Service Company	7.4%	12.64%	17.64%	22.6%	17.4%
American Water Works Service Company, Inc., its subsidiary and affiliated companies	23.0%	25.0%	27.9%	30.70%	22.0%
Pennsylvania American Water Company	3.0%	3.47%	3.69%	10.0%	13.0%
West Virginia American Water Company	5.44%	6.35%	7.26%	8.2%	10.6%
Illinois American Water Company	16.2%	20.9%	25.5%	27.0%	30.0%
Missouri American Water Company	16.0%	19.25%	21.12%	23.0%	28.4%
Indiana American Water Company	10.0%	10.96%	12.03%	13.1%	14.7%
Iowa American Water Company	3.8%	6.81%	8.67%	9.5%	10.9%
New Jersey American Water Company	14.09%	16.64%	19.18%	21.7%	23.4%
Virginia American Water Company	6.0%	7.71%	9.43%	8.2%	12.4%
Maryland American Water Company	1.35%	1.57%	1.8%	2.0%	7.0%
Kentucky American Water Company	9.5%	10.5%	12.0%	17.6%	20.2%
Tennessee American Water Company	7.9%	10.1%	12.0%	14.6%	18.9%
California American Water Company	30.9%	31.7%	32.1%	37.0%	42.3%
Hawaii American Water Company	3.0%	3.8%	4.6%	5.5%	5.7%

2023 Goals are estimated targets that are subject to change based on adjustments made to operational plans that impact the expected procurement of goods and services.

Illinois American Water Goals vs Actuals

	Total Diverse (M/W/VBE/Other)		MBE		WBE		VBE/SDVBE	
	Goal	Actual	Goal	Actual	Goal	Actual	Goal	Actual
2019	16.2%	22.8%	7.0 %	13.7%	6.0%	5.9%	3.0%	3.1%
2020	20.9%	27.1%	10.4%	13.7%	7.0%	7.5%	3.5%	5.9%
2021	25.5%	28.8%	14.0%	10.2%	7.5%	7.5%	4.0%	8.0%
2022	27.0%	35.5%	11.0%	9.0%	8.0%	9.5%	8.0%	13.3%
2023	30.0%	--	9.0%	--	10.0%	--	11.0%	--

The foundation for the success of American Water's commitment to diverse supplier growth is forged around three primary goals: Access, Development and Growth. The conclusion of the first 5-year plan in 2022 has primarily been focused on access and growth:

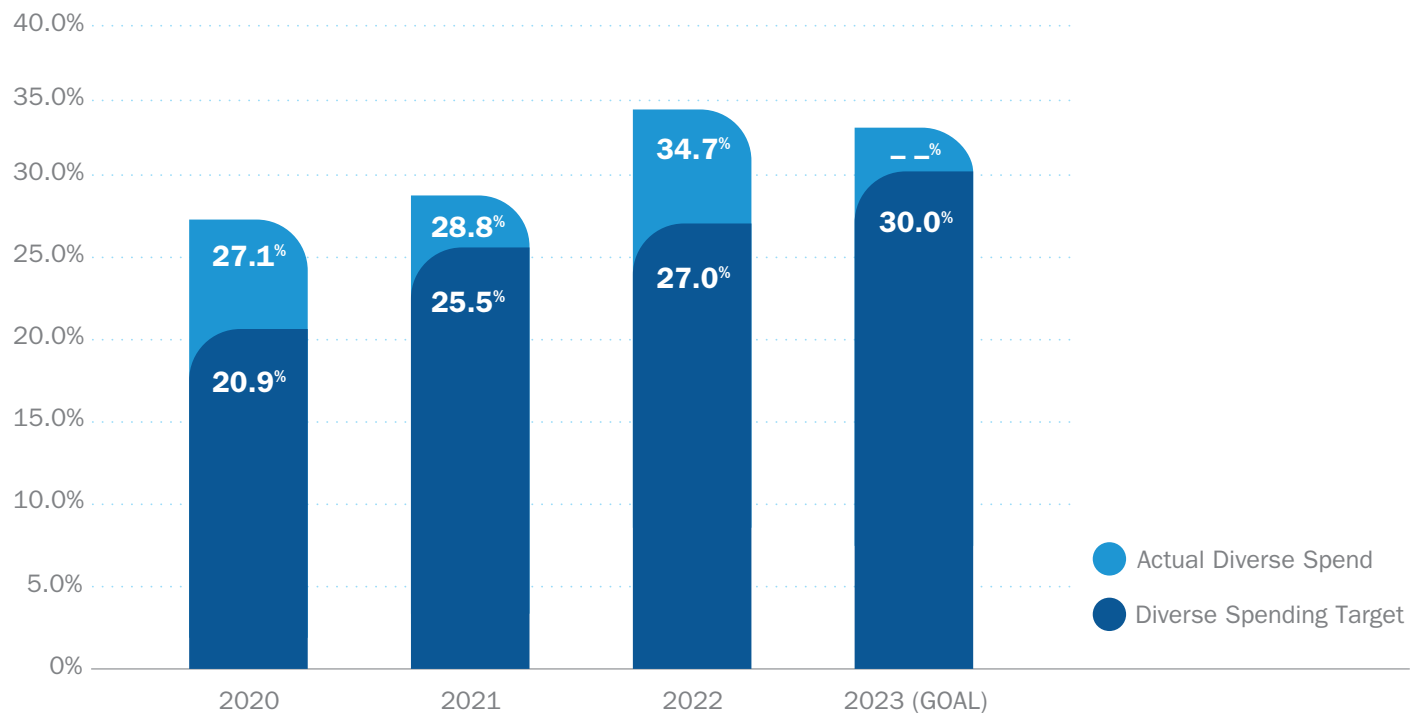
- + Setting financial spend targets
- + Exceeding spend targets
- + Increasing participation in competitive bidding events
- + Creating specific spending sub-targets within each diversity category

Aside from expanding the growth of existing suppliers across multiple American Water subsidiaries' regional and enterprise-wide opportunities, the focus of the next five-year strategy is on furthering the development of existing and potential new diverse suppliers.

American Water Supplier Diversity leadership teams are engaging with a major university to create a formalized development program focused on business fundamentals to assist small- and medium-sized suppliers to protect, grow and sustain their business for long-term opportunities, and increasing the scale and scope of services. The development program will also have an emphasis for larger established suppliers who have achieved success in other utility sectors and who intend to transition to the water utility space for additional growth opportunities.

2022 and 2023 Goals

Exhibit B: Illinois American Water's Diversity Percentage of Spend with Certified Suppliers



Supplier Diversity Goals

The goal and growth strategy will continue to focus on the fundamentals that have ensured success:

- + Optimize business results by providing greater supplier spend and visibility
- + Communicate about the program and promote organic growth with internal champions
- + Encourage Illinois American Water internal business leaders, suppliers and contractors to speak with one voice, that diversity is part of American Water's business plan
- + Attend Supplier Diversity National Advocacy Programs that support the Illinois American Water Diversity Program strategy
- + Host and/or co-host supplier diversity workshops in local Illinois communities
- + Pair best-in-class diverse suppliers with American Water key suppliers (national and local)
- + Support the goals and objectives of the Illinois Utilities Business Diversity Council
- + Provide additional exposure to Water Industry Associations and Diversity Advocacy Organizations
- + Utilize and recognize certified diverse spend

VII. AREAS OF PROCUREMENT FOR THE 2022 CALENDAR YEAR



Professional Services

- + Engineering
- + Legal
- + Material Testing
- + IT



Operations and Maintenance

CIVIL

- + Earthwork and Grading
- + Paving
- + Fencing
- + Landscaping (Arborist)
- + Structural Concrete
- + Iron Work
- + Masonry
- + Facility Remodeling

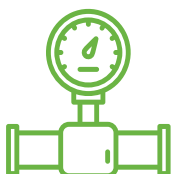
MECHANICAL

- + Plumbing
- + HVAC
- + Process Mechanical
- + Electrical
- + Traffic Control
- + Filter Maintenance
- + Media Replacement
- + Waste (Residual) Disposal
- + Paintings and Coatings
- + Steel Storage Tanks
- + Elevated Water Tank Build/
Painting/Rehabilitation
- + Ground Tank Maintenance



Suppliers

- + Rock and Sand
- + Ready Mix Concrete
- + PVC/HDPE Pipe
- + DI Pipe
- + Valves
- + Pumps
- + Mechanical Process Equipment
- + Electrical Supplies and Equipment



General

- + Specialty IT Equipment
(e.g., instrumentation and office)
- + Janitorial Service
- + Pest Control Services
- + Safety Equipment
- + Temporary Utilities/Facilities

National Supplier Diversity | What Does American Water Buy?

PRODUCTS

- + MRO/Integrated Supply (Maintenance, Repair and Operations)
- + Air, Hand and Machine Tools
- + Hardware
- + Filters
- + Storage Materials
- + Safety Materials
- + Fire Protection
- + Medical Equipment
- + Bearings, Bushings, Wheels and Gears
- + Gaskets, Seals and Packing
- + Laboratory Equipment and Supplies
- + Soil, Stone, Sand
- + Uniforms and Clothing
- + Hydrants

INSTRUMENTATION AND CONTROLS

- + Pressure Gauges
- + Regulators
- + Sensors
- + Transmitters
- + Digital Controls (DCS and SCADA)
- + Control Valves
- + Analyzers/Monitors
- + Pressure Safety Valves
- + Instrument Spare Parts

ROTATING EQUIPMENT AND SPARE PARTS

- + Air Compressors and Parts
- + Pumps, Parts and Accessories
- + Engineered Diesel and Natural Gas Engines
- + Electric Generators
- + Process Fans
- + Centrifuges
- + Rotating Equipment Spare Parts

UNDERGROUND INFRASTRUCTURE

- + Pipe, Flanges and Fittings
- + Valves
- + Valve Parts and Accessories

ELECTRICAL COMPONENTS, ACCESSORIES AND SUPPLIES

- + Instrument, Electrical Wire and Cable
- + Lamps, Light Bulbs, and Components
- + Switch Gear Systems
- + Power Supply Transformers
- + Electric Motors
- + Switches
- + Relays

IT (HARDWARE, SOFTWARE, SERVICES)

- + PCs
- + Projectors
- + Printers
- + Photocopiers
- + Network
- + Telecom Supplies
- + IT/Electronics Miscellaneous
- + Software Programs
- + Satellite Communications

FACILITY MATERIALS

- + Cleaning and Janitorial
- + Furniture and Furnishings
- + Paper Supplies
- + Security Equipment
- + Office Supplies
- + Signs and Tags (Published Products)
- + Published Materials
- + Trailers
- + Kitchen Supplies

FLEET AND FLEET PARTS

- + Standard Vehicles (Truck)
- + Light Fleet (Truck)
- + Light Vehicle Tires (Truck)
- + Contractor Fleet Rental (Truck)
- + Medium Duty Fleet (Work Trucks)
- + Fleet Maintenance
- + Fuel
- + Title and Registration Program
- + Fleet Violations
- + Accident Management
- + Fleet Data Management
- + Lease Vehicles

CHEMICALS, GASES AND FLUIDS

- + Gases
- + Misc. Bulk Chemicals
- + Water Treatment
- + Paints, Primers and Finishes
- + Fuels and Lubricants

SERVICES

- + Utilities
- + Natural Gas
- + Electric
- + Water
- + Cable
- + Network Lines (T1)

MAINTENANCE SERVICES

- + General Contractors
- + Electrical Labor
- + PVF Maintenance and Repair
- + Carpenters
- + Pump Maintenance and Repair
- + Valve Cleaning and Refurbishment
- + Instrumentation and Controls
- + Craft Laborers
- + Tank Repair Services
- + Insulators
- + Pipe Liner Installation

SUPPORT SERVICES AND RENTALS

- + Crane Rental
- + Vacuum Excavation Equipment Rental
- + Tank Services
- + Painting/Sandblasting
- + Trailers and Mobile Office
- + Off Site Warehousing
- + Chemical Delivery
- + Pump Rental
- + Shoring Rental
- + Industrial Vehicle Repair and Rental
- + Light Civil Construction
- + External Lab Services
- + General Rental Items
- + Generator Rentals
- + Tool Rental
- + Equipment Operators

PROFESSIONAL SERVICES

- + Corporate Consulting
- + Training
- + Legal Services (Regulatory Experience)
- + HR
- + Financial Services
- + Insurance
- + Administrative Services/Staff Augmentation
- + Tax Services (Property Tax and Filing)
- + Marketing
- + Benefits
- + Temporary Labor
- + Auditing Services
- + Relocation Services
- + Field Contract Coordinator
- + Real Estate Advisory Services

FACILITY SERVICES

- + Security and Surveillance
- + Pest Control
- + Exterior Window Cleaning (5 Stories)
- + Facility Building Repair and Maintenance
- + Janitorial
- + Other Unspecified Facilities Services
- + Roofing Services
- + Furniture Liquidation
- + Telecom Services (Office and Remote)
- + IT Support
- + Elevator Maintenance
- + Bottled Water Service
- + Building Lease
- + HVAC Services

CONSTRUCTION SERVICES

- + Construction Contractors
- + Construction/Mechanical Paving and Concrete Labor
- + Surveyors
- + Construction Consultants
- + Mechanical Construction
- + On-site Tank Construction
- + Horizontal Directional Drilling
- + Paving and Restoring

VIII. BUYING PLAN

PROCUREMENT METHOD	DEPARTMENT	CONTRACT TYPE	PROJECT DESCRIPTION	ANTICIPATED RFP RELEASE DATE
RFP	Facilities	Facility Services and Maintenance Services	Landscaping Services	Q1 – 2023
RFP	Facilities	Maintenance Services, Repair Services, and Operating Supplies (MRO)	Filter Maintenance	Q2 – 2023
RFP	Legal	Professional Services	Legal Professional Services	Q2 – 2023
RFP	Regulatory	Professional Services	Auditing and Accounting Services	Q3 – 2023
RFP	Engineering	Construction and Engineering Services	East St. Louis Edgemont Booster Station Partial Demolition	Q3 – 2023
RFP	Engineering	Construction and Engineering Services	Grafton Daggett Hollow Lift Station Site Improvements	Q3 – 2023
RFP	Engineering	Construction and Engineering Services	Harden County Ground Storage Tank Installation – 200,000 gallons	Q3 – 2023
RFP	Facilities	Facility Services and Maintenance Services	HVAC Services	Q3 – 2023
RFP	Facilities	Facility Services and Maintenance Services	Janitorial Cleaning Services	Q3 – 2023
RFP	Operations	Professional Services	Network Services	Q3 – 2023
RFP	Engineering	Construction and Engineering Services	Peoria Grand 1 Pump Station Pump Improvements	Q3 – 2023
RFP	Operations	Construction Services	Tank Painting	Q3 – 2023
RFP	Engineering	Construction and Engineering Services	Alton Principia Site Improvements – Piping and Chemical Feed Improvements	Q4 – 2023
RFP	Engineering	Construction and Engineering Services	Godfrey Wastewater Facility Blower Improvements	Q4 – 2023
RFP	Engineering	Construction and Engineering Services	Livingston Lagoon Rehabilitation and Improvement Project	Q4 – 2023
RFP	Engineering	Construction and Engineering Services	Nettle Creek Water Treatment Plant Ground Water Well Construction	Q4 – 2023
RFP	Engineering	Construction and Engineering Services	Shilo Terminal Force Main and Lift Station Improvements	Q4 – 2023
RFP	Engineering	Construction and Engineering Services	Village of Harden Water Treatment Plant Pressure Filter Replacement Project	Q4 – 2023
RFP	Engineering	Construction and Engineering Services	Woodridge Booster Station Update and Improvements	Q4 – 2023
RFP	Engineering	Construction and Engineering Services	Alton Southside Interceptor Sewer Improvement Project	Q1 – 2024
RFP	Engineering	Construction and Engineering Services	Alton Wastewater Facility Secondary Clarifier Rehabilitation Project	Q1 – 2024
RFP	Engineering	Construction and Engineering Services	Cario Transmission Main Replacement – Elm St.	Q1 – 2024
RFP	Engineering	Construction and Engineering Services	Glasford Wastewater Facility Improvements	Q1 – 2024
RFP	Engineering	Construction and Engineering Services	Granite City Lift Station and Force Main Improvements	Q1 – 2024
RFP	Engineering	Construction and Engineering Services	Pekin Booster Station Improvement Project	Q1 – 2024

PROCUREMENT METHOD	DEPARTMENT	CONTRACT TYPE	PROJECT DESCRIPTION	ANTICIPATED RFP RELEASE DATE
RFP	Engineering	Construction and Engineering Services	Peoria San Koty Water Treatment Plant Electrical Improvements	Q1 – 2024
RFP	Engineering	Construction and Engineering Services	Terra Cotta Water Reclamation Facility Copper Removal Improvements	Q1 – 2024
RFP	Engineering	Construction and Engineering Services	Belleville 24-inch Valves and Main Replacement at Various Locations	Q2 – 2024
RFP	Engineering	Construction and Engineering Services	Belleville French Village Pump Station Improvements	Q2 – 2024
RFP	Engineering	Construction and Engineering Services	Belleville St. Clair Ave. Water Main Replacement Project	Q2 – 2024
RFP	Engineering	Construction and Engineering Services	Champaign Bradley Avenue Water Treatment Plant High Service Pump Improvements	Q2 – 2024
RFP	Engineering	Construction and Engineering Services	Pekin 1 MG Elevated Tank Installation	Q2 – 2024
RFP	Engineering	Construction and Engineering Services	Sante Fe Wastewater Treatment Facility Sludge Press Improvements	Q2 – 2024
RFP	Engineering	Construction and Engineering Services	Sterling East Water Treatment Plant Ion Exchange Rehabilitation Project	Q2 – 2024
RFP	Engineering	Construction and Engineering Services	Godfrey Sanitary and Storm Separation Project – Shields Valley (West)	Q3 – 2024
RFP	Engineering	Construction and Engineering Services	Godfrey Wastewater Treatment Facility Phosphorus Removal Enhancements	Q3 – 2024
RFP	Engineering	Construction and Engineering Services	Jerseyville Northside Interceptor Lift Station Improvements	Q3 – 2024
RFP	Engineering	Construction and Engineering Services	Leonore Water Treatment Improvements (Well and Treatment Additions)	Q3 – 2024
RFP	Engineering	Construction and Engineering Services	East St. Louis Edgemont Booster Station/ Centerville Pressure Zone Creation	Q4 – 2024
RFP	Engineering	Construction and Engineering Services	Godfrey Warren Levis Lagoon Berm Enhancements	Q4 – 2024
RFP	Engineering	Construction and Engineering Services	South Beloit Distribution and Reliability Improvements	Q4 – 2024
RFP	Engineering	Construction and Engineering Services	Sterling East Water Treatment Plant Chlorine Conversion to Sodium Hypo	Q4 – 2024
RFP	Engineering	Construction and Engineering Services	Sterling West Water Treatment Plant Improvements (Well and Treatment)	Q4 – 2024
RFP	Engineering	Construction and Engineering Services	Streator New Elevated Water Storage Tank (500,000 gallons)	Q4 – 2024
RFP	Engineering	Construction and Engineering Services	Lead Service Replacements throughout Numerous Districts in Illinois – 2023 (approx 800 services)	Various
RFP	Engineering	Construction and Engineering Services	Lead Service Replacements throughout Numerous Districts in Illinois – 2024 (approx 1,000 services)	Various
RFP	Engineering	Construction and Engineering Services	Sewer Collection Main Rehabilitation Projects within Various Districts in Illinois – 2023 (approx 5 miles)	Various
RFP	Engineering	Construction and Engineering Services	Sewer Collection Main Rehabilitation Projects within Various Districts in Illinois – 2024 (approx 5 miles)	Various
RFP	Engineering	Construction and Engineering Services	Water Main Replacement Projects within Various Districts in Illinois – 2023 (approx 20 miles)	Various
RFP	Engineering	Construction and Engineering Services	Water Main Replacement Projects within Various Districts in Illinois – 2024 (approx 25 miles)	Various

The buying plan contains a forecast of Illinois-specific projects to be sourced within the next 12 to 18 months and may change at any time without notice. Suppliers who wish to provide products or services should register with the National Supplier Diversity Overview at amwater.com. Please note that registration does not guarantee approval as a supplier for your company.

IX. CHALLENGES AND OPPORTUNITIES

Emerging from the global COVID 19 pandemic, diverse and small businesses that have managed the major challenge to survive have in some cases done so by redefining themselves. Finding ways to reduce cost and transition to remote work environments are just a few of the innovative solutions that now define their success.

Several issues continue to be pervasive pre and post pandemic that are now magnified given the state of America's economy and cultural transformations.

The acquisition of capital to enter the utility market or to scale for growth has been a persistent barrier to entry. The rise of inflation has added additional stress to companies of all sizes, but especially for diverse and small businesses.

Although inflation rates remained consistent over the past decade, they skyrocketed in 2022. Inflation rates for all major goods and services increased by 8.5% for the year ended March 2022 according to the U.S. Bureau of Labor Statistics.

Inflation impacts every part of a diverse and small business: prices for material goods, labor and other services go up. These businesses must find ways to offset the costs. In addition to inflationary pressure, diverse-led businesses and, more specifically, minority-led businesses have historically faced disparities in securing the necessary funding required to scale their business. As market conditions worsened in 2022, it became more difficult for businesses to secure venture capital. At the same time, a larger number of diverse businesses found themselves needing traditional credit just to cover operating expenses as opposed to financial capital expenditures or expansion, which led to weaker future viability for these businesses.

To execute on American Water's development strategy to grow and scale diverse and small businesses for long-term growth, the company continues to work with suppliers who have significant vulnerabilities with cash flow management. Working and negotiating with these businesses on payment terms allows them to limit their dependence on external funding sources to meet operating expenses and focus on expansion efforts.

In addition to financial pressures, diverse businesses across all utility markets have also been limited by labor shortages, limited experience in the water industry, the density and geography of projects, and the complexity of leveraging workforce efficiency. Illinois American Water and Midwestern American Water entities will host the first Regional Supplier Diversity Symposium to support opportunities in Illinois, Missouri, Indiana and Iowa. American Water is responding to the feedback of diverse suppliers that contracting engagements with multiple states will support the volume and geographic density of projects to provide market competitive rates.



X. CERTIFICATIONS ACCEPTED

National Organizations

- + Women's Business Enterprise National Council (WBENC) | wbenc.org
- + National Minority Supplier Development Council (NMSDC) | nmsdc.org
- + Disability:IN | disabilityin.org
- + National LGBT Chamber of Commerce (NGLCC) | nglcc.org
- + National Veteran Business Development Council (NVBDC) | nvbdc.org
- + National Veteran-Owned Business Association (NaVOBA) | navoba.org
- + Supplier Clearinghouse | thesupplierclearinghouse.com

Government Organizations

- + U.S. Small Business Administration (SBA) | sba.gov
- + U.S. Department of Veterans Affairs Office of Small and Disadvantaged Business Utilization (OSDBU) | vetbiz.va.gov

Regional Organizations

- + Illinois Department of Central Management Services (CMS) | cms.illinois.gov
- + Illinois Department of Transportation (IDOT) | idot.illinois.gov
- + Cook County | cookcounty.diversitycompliance.com
- + City of Chicago | chicago.mwdbe.com
- + Mid-States MSDC | midstatesmsdc.org
- + Chicago MSDC | chicagomsdc.org
- + LGBT Chamber of Commerce of Illinois | lgbtcc.com
- + City of St. Louis | stlouis-mo.gov
- + Missouri Department of Transportation | modot.org

XI. POINTS OF CONTACT



EXECUTIVE OFFICER

Rebecca Losli, P.E.

President

Illinois American Water



300 North Water Works Drive
Belleville, IL 62223



ilaw.president@amwater.com



ILLINOIS CORPORATE SUPPLIER DIVERSITY LEAD

Jennifer Morrison

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Community Outreach

Illinois American Water



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ADMINISTRATION

Taiiko Ballard

Illinois Diverse Business Specialist

Illinois American Water



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XII. SUPPLIER SUCCESS STORIES

M3 Engineering Group | Disadvantaged Business Enterprise



Marjorie Melton, P.E., LEED AP



Marc Eshelman, P.E.



Todd Williams, P.E.

M3 Engineering Group, with offices in Chicago and St. Louis, provides engineering planning and design support for public and private clients on a variety of civil and environmental engineering projects, with a focus on water, wastewater and storm water.

The firm was founded in 2009 by Marjorie Melton P.E., LEED AP, Marc Eshelman P.E., and Todd Williams P.E. Melton, as one of a small group of African-American female engineers, made M3 eligible for certification as a Disadvantaged Business Enterprise. M3 began partnering with Illinois American Water in 2018 on a smoke testing project in Rollins, IL. Moving forward, Illinois American Water was impressed by M3's depth of expertise in wastewater solutions and hydraulic modeling, as well as their commitment to Diversity, Equity and Inclusion. One of the biggest projects to date the two companies have partnered on is the remediation of four cases of Sanitary Sewage Overflow (SSO) that was impacting clean water sources in Godfrey, IL.

When Illinois American Water purchased the wastewater system from the town of Godfrey, it included an EPA Consent Decree to fix the problematic SSOs. It entailed submitting a Corrective Action Plan (CAP) to the EPA that would draw upon M3's expertise in hydraulic modeling.

Hydraulic modeling is digital/mathematical modeling used to examine current systems and how wastewater flows can create bottlenecks within the system. The Godfrey project included analyzing the impact of a "synthetic storm".

"For the Godfrey project, we were required to see how a major-magnitude '25-year storm' would impact the system. Then, we were able to see problem areas that we addressed in the new plan," Williams said.

The biggest challenge? Getting permission from private owners to work on their properties. Once that was addressed, the project has moved smoothly and is expected to be completed in Fall 2023.

Shared values, trust and mutual respect characterize the partnership between M3 and Illinois American Water. "I've worked in engineering for 37 years, and Illinois American is probably my favorite client I've ever worked with," Eshelman (principal/founder) said.

M3 ENGINEERING GROUP

Minority, Women-Owned Business Enterprise

m3eg.com

Whitt Sturtevant LLP | Veteran-Owned Business Enterprise

whittsturtevant



Mark Whitt



Albert Sturtevant



Maris Jager

Whitt Sturtevant LLP is a certified veteran-owned law firm based in Chicago, Illinois, and Columbus, Ohio. The firm was founded in 2012 by Mark Whitt, a United States Army veteran and the firm's managing partner, and Albert Sturtevant, who both started their careers at a major international law firm. They founded the firm with the shared vision of creating a diverse boutique law firm that would provide sophisticated yet cost-effective service to energy and public utility companies. Through strong partnerships with, and support from, its long-time clients like Illinois American Water (IAW), the firm has achieved that goal: today, it employs 14 lawyers, nine of whom identify as diverse. Beyond that, more than half the firm's partnership is female.

Illinois American Water is one of the firm's original clients and a key partner in the firm's diversity efforts. Notably, IAW supports diverse lawyers at Whitt Sturtevant undertaking key, active roles in representing the company.

Maris Jager, a partner who co-led IAW's most recent rate case, says, "What we do is relevant to people's everyday lives. With Illinois American, we work with the Commission and other stakeholders to ensure the provision of high-quality and reliable water and wastewater services to approximately 1.3 million people throughout the State. It's feet on the ground working with the Company and its customers not only on day-to-day matters, but also to ensure the future is safe and healthy for everyone."

Managing partner Mark Whitt considers diversity a cornerstone of the firm's growth and success. "Bert and I recognized from the beginning that diversity in backgrounds, experiences, and ideas allows the firm to provide creative and innovative legal services that are efficient, results-oriented, and cost-effective." This approach provides the foundation of the firm's work, whether that involves traditional utility regulation, rate cases, rider reconciliations, rulemaking, or litigation and appeals.

Mr. Sturtevant adds, "On nearly every matter, IAW works directly with diverse lawyers at the firm. IAW regularly meets with the firm to discuss mutually shared goals for diversity, equity, and inclusion and exchange ideas on how we can help each other meet them. It really makes a difference."

Like IAW, Whitt Sturtevant recognizes that diversity is the cornerstone of effective, creative problem-solving that delivers the best outcome for customers. The firm is proud to serve an organization that shares this philosophy.

WHITT STURTEVANT LLP

Veteran-Owned Business Enterprise

whitt-sturtevant.com

XIII. ILLINOIS COMMERCE COMMISSION WEBSITE

Pursuant to Section 5-117 of the Public Utilities Act (220 ILCS 5/5-117), Illinois American Water hereby submits to the Illinois Commerce Commission its 2022 Annual Supplier Diversity Report. The Commission shall publish the report on its website and shall maintain the report for at least five years.

Section 5-117 reports are due annually on April 15, beginning in 2015. 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 reports on April 15. For more information on Illinois American Water's Annual Supplier Diversity Reports, please visit the ICC Supplier Diversity web page at icc.illinois.gov/filings/mwvs.



Category	PRO Services (Y/N)	African American		Asian		Hispanic		Native American		MBE	MBE	Total MBE Spend	WBE	WBE	Total WBE Spend	Veteran SDV+VBE	Veteran SDV+VBE	Total VBE Spend	DBE	SDB	SDB	Total SDB Spend	HubZone	Total Diverse Spend	Small Business	Total Spend (Small + Diverse)	Total Non-Diverse Prime	Total Sourceable Spend	
		Men	Women	Men	Women	Men	Women	Men	Women	Tier I	Tier II	Tier I + Tier II	Tier I	Tier II	Tier I + Tier II	Tier I	Tier II	Tier I + Tier II	Tier II	Tier I	Tier II	Tier I + Tier II	Tier II	(Excludes Small)	Tier I				
CHEMICALS		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
Chemicals	N	\$1,265	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$1,265	\$1,265	\$293,494	\$0	\$293,494	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$294,760	\$430,977	\$725,736	\$12,348,759	\$13,073,230	
Construction		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
Construction Materials	N	\$2,163,641	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$1,997,536	\$166,104	\$2,163,641	\$9,207,588	\$177,502	\$9,385,091	\$12,990,224	\$0	\$12,990,224	\$0	\$6,157,692	\$28,110	\$6,185,802	\$0	\$30,724,757	\$22,852,945	\$53,577,702	\$32,684,106	\$85,890,092	
Construction Services	N	\$4,318,240	\$43,624	\$0	\$0	\$67,610	\$0	\$0	\$0	\$621,523	\$3,807,951	\$4,429,475	\$1,301,347	\$2,536,227	\$3,837,574	\$22,485,765	\$0	\$22,485,765	\$197,035	\$146,768	\$7,850	\$154,618	\$0	\$31,104,467	\$15,321,860	\$46,426,327	\$28,813,986	\$68,691,250	
Facility Construction Services	N	\$21,770	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$21,770	\$21,770	\$6,483	\$3,293	\$9,776	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$31,546	\$0	\$31,546	\$2,198,676	\$2,205,159	
Maintenance and Repair Services	N	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$635	\$635	\$103,937	\$0	\$103,937	\$0	\$0	\$0	\$0	\$0	\$104,572	\$1,635,585	\$1,740,157	\$23,038,361	\$24,777,883	
Painting and Coatings	N	\$2,074	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$2,074	\$2,074	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$2,074	\$6,452,409	\$6,454,482	\$1,483,033	\$7,935,441	
Restoration Services	N	\$235,564	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$235,564	\$235,564	\$392,949	\$0	\$392,949	\$124,034	\$0	\$124,034	\$0	\$0	\$0	\$0	\$0	\$752,547	\$2,149,302	\$2,901,849	\$2,679,785	\$5,346,069	
Technical Services	N	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$3,717	\$3,717	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$3,717	\$10,546	\$14,262	\$335,129	\$345,675	
Underground Services	N	\$3,499	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$3,499	\$3,499	\$0	\$376,788	\$376,788	\$0	\$0	\$0	\$0	\$0	\$6,104	\$6,104	\$0	\$386,391	\$0	\$386,391	\$27,980	\$27,980	
Well Drilling Services	N	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$23,500	\$23,500	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$23,500	\$0	\$23,500	\$0	\$0	
Corporate Services		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
Administrative Services	N	\$2,294	\$12,623	\$0	\$0	\$0	\$0	\$0	\$0	\$12,623	\$2,294	\$14,917	\$57,501	\$66	\$57,568	\$2,991	\$0	\$2,991	\$0	\$0	\$0	\$0	\$0	\$0	\$75,476	\$38,000	\$113,476	\$300,305	\$411,421
Freight	N	\$2,167,350	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$2,167,350	\$2,167,350	\$365	\$626,541	\$626,906	\$0	\$0	\$365	\$89,760	\$0	\$0	\$0	\$525,724	\$3,409,740	\$0	\$3,409,740	\$104,771	\$105,136	
Travel and Entertainment	N	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$11	\$0	\$11	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$11	\$48	\$59	\$306,075	\$306,134	
Direct Materials		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
Hydrants	N	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$8,840,828	\$8,840,828	
Joint/Fittings	N	\$89,253	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$89,253	\$89,253	\$196,649	\$0	\$196,649	\$0	\$0	\$0	\$0	\$0	\$0	\$209,429	\$209,429	\$0	\$495,331	\$0	\$495,331	\$216,710	\$413,359
Pipe	N	\$2,451,951	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$2,379,970	\$71,981	\$2,451,951	\$0	\$0	\$0	\$0	\$0	\$0	\$1,276	\$0	\$544,805	\$544,805	\$0	\$2,998,031	\$0	\$2,998,031	\$452,449	\$2,832,419	
Service Line	N	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$86,882	\$0	\$86,882	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$86,882	\$0	\$86,882	\$640,668	\$727,550
Valves	N	\$4,450	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$4,450	\$4,450	\$0	\$8,836	\$8,836	\$0	\$0	\$0	\$0	\$0	\$115,688	\$115,688	\$0	\$128,975	\$7,845	\$136,820	\$132,988	\$140,834	
Energy		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
Energy	N	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$2,466	\$2,466	\$0	\$2,466	\$4,370	\$6,836	\$5,124,706	\$5,129,076	
Facility Services and Maint		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
Air Handling and HVAC	N	\$737,604	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$737,604	\$737,604	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$6,795	\$6,795	\$0	\$744,399	\$0	\$744,399	\$155,254	\$155,254	
Facility Inspection Services	N	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$3,100	\$3,100	
Facility Maintenance and Repair Services	N	\$1,419,935	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$1,419,935	\$1,419,935	\$711,350	\$201,072	\$912,422	\$0	\$13,305	\$13,305	\$0	\$0	\$69,300	\$69,300	\$0	\$2,414,962	\$81,316	\$2,496,278	\$3,597,137	\$4,389,803	
Facility Painting and Coatings	N	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$4,815	\$4,815	
Fire Protection Systems	N	\$1,461	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$1,461	\$1,461	\$1,461	\$31,963	\$4	\$31,967	\$0	\$3,542	\$3,542	\$0	\$0	\$3,465	\$3,465	\$0	\$40,435	\$0	\$40,435	\$4,850	\$36,813	
Grounds keeping	N	\$330,606	\$0	\$0	\$0	\$129,468	\$0	\$0	\$0	\$153,948	\$306,126	\$460,074	\$21,600	\$949,137	\$970,737	\$0	\$0	\$0	\$1,245,655	\$0	\$0	\$0	\$0	\$2,676,467	\$0	\$2,676,467	\$718,428	\$893,976	
Janitorial Services	N	\$194	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$194	\$194	\$32,740	\$943	\$33,683	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$33,876	\$104,631	\$138,507	\$164,606	\$301,977	
Office Equipment	N	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$64,183	\$190,316	\$254,499	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$254,499	\$0	\$254,499	\$58,109	\$122,292	
Fleet		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
Fleet	N	\$3,820,277	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$3,214,871	\$605,407	\$3,820,277	\$4,918,705	\$22,853	\$4,941,558	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$8,761,836	\$11,357	\$8,773,193	\$358,617	\$8,503,550	
Instrumentation and Controls		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
Instrumentation and Controls	N	\$25,965	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$16,766	\$9,199	\$25,965	\$297,497	\$5,733	\$303,230	\$0	\$0	\$0	\$0	\$0	\$8,433	\$8,433	\$0	\$337,627	\$10,922	\$348,550	\$918,577	\$1,243,763	
Maintenance, Repair, and Operating Supplies (MRO)		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
Maintenance, Repair, and Operating Supplies (MRO)	N	\$25,505	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$17,466	\$8,039	\$25,505	\$39,888	\$95,136	\$135,024	\$0	\$352,480	\$352,480	\$0	\$0	\$62,781	\$62,781	\$0	\$575,790	\$2,395	\$578,185	\$1,212,343	\$1,272,093	
Major Equipment		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
Major Equipment	N	\$1,147	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$1,147	\$1,147	\$523	\$0	\$523	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$1,671	\$9,042	\$10,713	\$379,547	\$389,113	
Metering		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
Metering	N	\$920	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$920	\$920	\$0	\$13,334	\$13,334	\$0	\$0	\$0	\$0	\$0	\$611,688	\$611,688	\$0	\$625,943	\$0	\$625,943	\$4,927,908	\$4,927,908	
Professional Services		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
Advertising and Marketing	Y	\$5,179	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$5,179	\$5,179	\$202,334	\$0	\$0	\$202,334	\$0	\$0	\$0	\$0	\$0	\$1,226	\$1,226	\$0	\$208,739	\$1,310	\$210,049	\$102,109	\$305,752	
Corporate Consulting	Y	\$1,261,122	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$82,325	\$1,178,797	\$1,261,122	\$41,773	\$285,270	\$327,043	\$0	\$0	\$0	\$224,823	\$107,082	\$0	\$107,082	\$0	\$1,920,069	\$162,491	\$2,082,560	\$656,161	\$1,049,830	
Digital Communications	Y	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$3,166	\$3,166	
End User Equipment	Y	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$844,649	\$844,649	
Engineering Services	Y	\$5,342,412	\$0	\$0	\$0	\$28,797	\$0	\$0	\$0	\$3,969,492	\$1,401,717	\$5,371,208	\$1,206,605	\$1,787,529	\$2,994,134	\$0	\$0	\$0	\$2,563	\$0	\$1,062	\$1,062	\$0	\$8,368,968	\$1,739,834	\$10,108,802	\$10,802,394	\$17,718,325	
Environmental Services	Y	\$93,544	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$93,544	\$93,544	\$0	\$2,071	\$2,071	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$95,615	\$0	\$95,615	\$0	\$0	
Financial Services	Y	\$62,688	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$62,688	\$62,688	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$62,688	\$0	\$62,688	\$4,760,577	\$4,760,577	
Human Resource Services	Y	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$60	\$0	\$60	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$60	\$0	\$60	\$195,975	\$196,034	
IT Maintenance	Y	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$901	\$901	
IT Materials	Y	\$0</																											

XV. OTHER APPENDICES

Appendix A



AMERICAN WATER SUPPLIER DIVERSITY SUBCONTRACTING PLAN

Required for submission with all responses to Requests for Proposals, quarterly reports and with final payment application (with actuals). Tier 1 prime suppliers are required to submit quarterly. Tier 2 diversity spend reporting is required through the Supplier Diversity Portal found at <https://amwater.quantumsds.com/>.

COMPANY OVERVIEW

Prime Supplier Business Name:	
Corporate Address:	
City, State, Zip:	
Prime Supplier Contact Person's Name:	
Email Address:	
Phone Number: <input type="checkbox"/> Office <input type="checkbox"/> Mobile	

Supplier Diversity Business Classifications: "Certified" means currently certified by an authorized certifying body. "Owned" means at least 51% minority-owned, operated and controlled. The company must be a profit enterprise and physically located in the U.S. or its trust territories.

Is your business a certified diverse supplier? If yes, please provide copy of certification(s) with your bid response.	<input type="checkbox"/> Yes	<input type="checkbox"/> No
<input type="checkbox"/> Minority Business Enterprise (MBE)	<input type="checkbox"/> Other Disadvantaged Business	
<input type="checkbox"/> MBE-AF – Minority Owned Business African American	<input type="checkbox"/> DBE – Disadvantaged Business Enterprise	
<input type="checkbox"/> MBE-AP – Minority Owned Business Asian Pacific	<input type="checkbox"/> HUB – Historically Underutilized Business	
<input type="checkbox"/> MBE-H – Minority Owned Business Hispanic	<input type="checkbox"/> LGBTQ – Lesbian, Gay, Bisexual, Transgender	
<input type="checkbox"/> MBE-NA – Minority Owned Business Native American		
<input type="checkbox"/> Veteran Business Enterprise (VBE)	<input type="checkbox"/> Women Business Enterprise (WBE)	
<input type="checkbox"/> SDVBE – Service-disabled Veteran Owned Business		

BID / PROJECT SUBMISSION

Please describe the goods and/or services being provided by your company.

American Water Regulated State Operations:	Total Diverse Supplier Subcontracted (\$):
	Projected spend with the following diversity classes:
Original/Prior Contract Value (\$):	(For Change Orders – Complete for Change Order Values)
Current Change Order Value (\$):	Minority Business Enterprise (MBEs) \$
Total Contract Value (\$):	Veteran Business Enterprise (VBEs) \$
	Woman Business Enterprise (WBEs) \$
	Other Disadvantaged Business (DBE) \$

DETAILED SUBCONTRACTING PLAN

Detailed plan for use of M/W/VBEs and other disadvantaged businesses as subcontractors, distributors, value added resellers are counted towards your contractual supplier diversity goal. Small business spend is tracked but not counted towards the diversity spend goal. **For every product and service you intend to use, provide the following information (attach additional sheets if necessary).**

Company Name	Classification (MBE/WBE/VBE/LGBT/ SMB)	Principal Owner Gender (M/F)	Certification Agency	Certification Expiration	Products or Services to be provided	Estimated Amount of Spend (\$)
ABC Example Co	MBE	M	NMSDC	05/2025	Excavation	\$150,000

Appendix B

SIC CODES & DEFINITIONS FOR DIVERSITY SPEND BREAKOUT TABLES

CHEMICALS			
1081	METAL MINING SERVICES	2890	MISCELLANEOUS CHEMICAL PRODUCTS
1321	NATURAL GAS LIQUIDS	2899	CHEMICAL PREPARATIONS, NEC
2800	CHEMICALS & ALLIED PRODUCTS	5169	CHEMICAL PRODUCTS
2810	INDUSTRIAL INORGANIC CHEMICALS	5172	PETROLEUM PRODUCTS
2819	INDUSTRIAL INORGANIC CHEMICALS, NEC	5191	FARM SUPPLIES
CONSTRUCTION			
CONSTRUCTION MATERIALS		CONSTRUCTION SERVICES	
1422	CRUSHED LIMESTONE	3523	FARM MACHINE & EQUIPMENT
1442	CONSTRUCTION SAND & GRAVEL	3593	FLUID POWER CYLINDERS
1761	ROOFING, SIDING, SHEET METAL	3699	ELECTRICAL EQUIPMENT & SUPPLIES
2950	ASPHALT PAVING & ROOFING MATERIALS	4212	LOCAL TRUCKING
3272	CONCRETE PRODUCTS	4700	TRANSPORT SERVICES
3442	METAL DOORS & TRIM	4953	REFUSE SYSTEMS
5032	BRICK & STONE MATERIALS	4959	SANITARY SERVICES
5039	CONSTRUCTION MATERIALS	5072	HARDWARE
5531	AUTO & HOME SUPPLIES	5082	CONSTRUCTION & MINING
5712	FURNITURE STORES	FACILITY CONSTRUCTION SERVICES	
7336	ART & GRAPHIC DESIGN	1761	ROOFING, SIDING, SHEET METAL
CONSTRUCTION SERVICES		MAINTENANCE AND REPAIR SERVICES	
1499	MISCELLANEOUS NONMETALLIC MINERALS	1623	WATER, SEWER & UTILITY LINES
1520	GENERAL BUILDING CONTRACTORS – RESIDENTIAL BUILDINGS	3433	HEATING EQUIPMENT
1521	SINGLE FAMILY HOUSING CONSTRUCTION	7694	ARMATURE REWINDING SHOPS
1522	RESIDENTIAL CONSTRUCTION, NEC	PAINTING AND COATINGS	
1540	BUILDING CONTRACTORS – NOT RESIDENTIAL	1721	PAINTING & PAPER HANGING
1542	NONRESIDENTIAL CONSTRUCTION, NEC	RESTORATION SERVICES	
1600	HEAVY CONSTRUCTION, NOT BLDG	2951	ASPHALT PAVING MIX
1629	HEAVY CONSTRUCTION, NEC	5211	LUMBER & BUILDING MATERIALS
1771	CONCRETE WORK	TECHNICAL SERVICES	
1793	GLASS & GLAZING WORK	4911	ELECTRIC SERVICES
1794	EXCAVATION WORK	5399	MISCELLANEOUS GENERAL MERCHANDISE
1799	SPECIAL TRADE CONTRACTORS, NEC	UNDERGROUND SERVICES	
2759	COMMERCIAL PRINTING	4939	COMBINATION UTILITIES

CORPORATE SERVICES			
ADMINISTRATIVE SERVICES		FREIGHT	
2741	MISCELLANEOUS PUBLISHING	4215	GROUND COURIER SERVICES
2750	COMMERCIAL PRINTING	4731	FREIGHT BROKER
2752	LITHOGRAPHIC COMMERCIAL PRINT	5021	FURNITURE
4899	COMMUNICATIONS SERVICES	TRAVEL AND ENTERTAINMENT	
5961	CATALOG MAIL ORDERS	4833	TV BROADCASTING
7319	ADVERTISING, NEC		
7334	PHOTOCOPY SERVICES		
8299	SCHOOLS & EDUCATION SERVICES		
DIRECT MATERIALS			
HYDRANTS		JOINT/FITTINGS	
3490	MISCELLANEOUS FABRICATED METAL PRODUCTS	1220	BITUMINOUS COAL & LIGNITE MINING
3499	FABRIC METAL PRODUCTS	3321	GRAY & DUCTILE IRON FOUNDRIES
VALVES		PIPE	
3317	STEEL PIPE AND TUBES	3366	COPPER FOUNDRIES
3491	INDUSTRIAL VALVES	SERVICE LINE	
3494	VALVES & PIPE FITTINGS	3999	MANUFACTURING INDUSTRIES
ENERGY			
2252	HOSIERY, NEC	5983	FUEL OIL DEALERS
5153	GRAIN & FIELD BEANS	5984	LIQUID PETROLEUM GAS
5171	PETRO BULK STATIONS		
FACILITY SERVICES AND MAINTENANCE			
AIR HANDLING AND HVAC		FACILITY MAINTENANCE AND REPAIR SERVICES	
1711	PLUMBING HVAC	3534	ELEVATORS & STAIRS
5075	AIR HEATING & AIR CONDITIONING	5033	ROOF, SIDE, INSTALLATION
7623	REFRIGERATION REPAIR	5080	MACHINERY, EQUIPMENT & SUPPLIES
FAMILY INSPECTION SERVICES		7342	PEST CONTROL SERVICE
5087	SERVICE ESTABLISHMENT EQUIPMENT	7699	REPAIR SERVICES, NEC
OFFICE EQUIPMENT		FACILITY PAINTING AND COATINGS	
3579	OFFICE MACHINES, NEC	1721	PAINTING & PAPER HANGING
5044	OFFICE EQUIPMENT	FIRE PROTECTION SYSTEMS	
5231	PAINT, GLASS, WALLPAPER	3670	ELECTRONIC COMPONENTS & ACCESSORIES
FACILITY MAINTENANCE AND REPAIR SERVICES		3678	ELECTRONIC CONNECTORS
1731	ELECTRICAL WORK	3799	TRANSPORT EQUIPMENT
1751	CARPENTRY WORK	GROUNDS KEEPING	
1796	INSTALLATION OF BUILDING EQUIPMENT	7349	BUILDING MAINTENANCE SERVICES
3442	METAL DOORS & TRIM		

FACILITY SERVICES AND MAINTENANCE (CONTINUED)

JANITORIAL SERVICES

1752	FLOOR LAYING & WORK, NEC	8999	SERVICES, NEC
2840	CLEANING PREPARATIONS, PERFUME, COSMETICS		

FLEET

5599	AUTOMOTIVE DEALERS	7515	PASSENGER CAR LEASING
7513	TRUCK RENTAL/LEASING	7549	AUTOMOTIVE SERVICES

INSTRUMENTATION AND CONTROLS

3498	PIPE & FITTINGS	3679	ELECTRONIC COMPONENTS
3625	RELAY & INDUSTRIAL CONTROLS	7373	COMPUTER INTEGRATED SYSTEMS DESIGN

MAINTENANCE, REPAIR, AND OPERATING SUPPLIERS (MRO)

1791	STRUCTURAL STEEL ERECTION	5074	PLUMBING & HEAT SUPPLIES
2080	BEVERAGES	5099	DURABLE GOODS, NEC
2389	APPAREL & ACCESSORIES	5136	MENS/BOYS CLOTHING
2992	LUBRICATING OIL & GREASE	5160	WHOLESALE-CHEMICALS & ALLIED PRODUCTS
3053	GASKETS	5199	NON-DURABLE GOODS
3069	FABRIC RUBBER PRODUCTS	5251	HARDWARE STORES
3312	BLAST FURNACES & STEEL MILLS	5541	GAS SERVICE STATIONS
3581	VENDING MACHINES	5661	SHOE STORES
3812	SEARCH & NAVIGATION EQUIPMENT	5699	MISCELLANEOUS APPAREL & ACCESSORIES
3821	LAB APPARATUS & FURNITURE	5722	HOUSEHOLD APPLIANCES
3822	ENVIRONMENTAL CONTROLS	5999	MISCELLANEOUS RETAIL STORES
4226	SPECIAL WAREHOUSE STORAGE	7213	LINEN SUPPLY
5047	MEDICAL & HOSPITAL EQUIPMENT	7215	LAUNDROMATS/CLEANERS
5049	PROFESSIONAL EQUIPMENT	9511	AIR, WATER & SOLID WASTE
5051	METALS SERVICE CENTERS	9995	NON-OPERATING ESTABLISHMENT

MAJOR EQUIPMENT

3541	METAL CUTTING TOOLS	3641	ELECTRIC LAMPS
3561	PUMPS & PUMP EQUIPMENT	3714	VEHICLE PARTS & ACCESSORIES
3563	AIR & GAS COMPRESSORS	5046	COMMERCIAL EQUIPMENT
3568	POWER TRANSMISSION EQUIPMENT	5084	INDUSTRIAL MACHINE & EQUIPMENT
3569	GENERAL INDUSTRIAL MACHINERY	7379	COMPUTER RELATED SERVICES
3589	SERVICE INDUSTRIAL MACHINERY	7538	GENERAL AUTO REPAIR SHOPS
3599	INDUSTRIAL MACHINERY		

METERING			
3823	PROCESS CONTROL INSTRUMENTS	4952	SEWERAGE SYSTEMS
3824	FLUID/WATER METERS		
PROFESSIONAL SERVICES			
ADVERTISING AND MARKETING		LEGAL	
2711	NEWSPAPERS	8111	LEGAL SERVICES
7311	ADVERTISING AGENCIES	TELECOM	
DIGITAL COMMUNICATIONS		4813	TELECOM
7389	BUSINESS SERVICES	TESTING AND ANALYSIS SERVICES	
END USER EQUIPMENT		6719	HOLDING COMPANIES
3572	COMPUTER STORAGE DEVICES	8731	COMMERCIAL PHYSICAL
ENVIRONMENTAL SERVICES		8734	TESTING LABORATORIES
8711	ENGINEERING SERVICES	SECURITY	
FINANCIAL SERVICES		7381	ARMORED CAR SERVICES
6021	NATIONAL COMMERCIAL BANKS	7382	SECURITY SYS SERVICE
6061	FEDERAL CREDIT UNION	AUDIO VISUAL EQUIPMENT	
6141	PERSONAL CREDIT INSTITUTIONS	5946	CAMERA & PHOTO SUPPLIES
6282	INVESTMENT ADVICE	CORPORATE CONSULTING	
6399	INSURANCE CARRIERS	6500	REAL ESTATE
6411	INSURANCE AGENT/SERVICES	6532	REAL ESTATE DEALER
8721	ACCOUNTING AND AUDIT	8611	BUSINESS ASSOCIATION
9651	REGULATION, LICENSING AND INSPECTION	8742	MANAGEMENT CONSULTING SERVICES
LAB EQUIPMENT MAINTENANCE SERVICES		8743	PUBLIC RELATIONS SERVICES
5063	ELECTRICAL APPARATUS EQUIPMENT	8748	BUSINESS CONSULTING, NEC
PERSONNEL SERVICES		IT MAINTENANCE	
7361	EMPLOYMENT AGENCIES	3640	ELECTRIC LIGHT & WIRE EQUIPMENT
ENGINEERING SERVICES		IT MATERIALS	
8711	ENGINEERING SERVICES	5734	COMPUTER & SOFTWARE STORES
8712	ARCHITECTURAL SERVICES	IT SERVICES	
8713	SURVEYING SERVICES	7374	DATA PROCESSING & PREPARATION
HOSTING		NETWORK	
5900	MISCELLANEOUS RETAIL	4813	TELECOM
HUMAN RESOURCE SERVICES		SAFETY SERVICES	
8049	HEALTH PRACTITIONER	5085	INDUSTRIAL SUPPLIES
8399	SOCIAL SERVICES, NEC	TRAINING	
8621	PROFESSIONAL ORGANIZATIONS	8211	ELEMENTARY AND SECONDARY SCHOOLS
		8221	COLLEGES AND UNIVERSITIES

RENTALS			
3531	CONSTRUCT MACHINERY	7539	EQUIPMENT RENT/LEASE
7353	HEAVY CONSTRUCTION EQUIPMENT RENT		
TECHNOLOGY			
COMPUTER SOFTWARE		END USER EQUIPMENT	
3571	ELECTRONIC COMPUTERS	3572	COMPUTER STORAGE DEVICES
5045	COMPUTERS & SOFTWARE	SATELLITE COMMUNICATION	
7371	COMPUTER PROGRAM SERVICE	3829	MEASURING & CONTROLLING DEVICES
7372	PREPACKAGED SOFTWARE		

Appendix C



2022 INCLUSION, DIVERSITY AND EQUITY GRANT RECIPIENTS

Twelve organizations across Illinois American Water's footprint received funding for their inclusion, diversity and equity efforts. Illinois American Water's 2022 Inclusion, Diversity and Equity Grant recipients and projects are described in detail below.

Alton Athletic Club has received a \$2,500 grant to support the Beautification Diversity Program, which will use local banners to celebrate local athletes.

Alton YWCA has received a \$2,500 grant for their self-care program focused on supporting Black, Indigenous and people of color.

Black History Month Awareness Club located in Bolingbrook has received a \$2,500 grant to secure scholarships for high school seniors.

Eastern Illinois Food Bank in Champaign County has received a \$1,000 grant for their "just-in-time" produce delivery program to distribute produce to rural and under-served areas.

Joseph Center in East St. Louis has received a \$2,500 grant to support transitional housing for homeless veterans and training for staff members.

Lincoln Park District has received a \$1,500 grant to support access for visitors with disabilities to local parks.

Loving Bottoms Diaper Bank in Peoria has received a \$1,000 grant to provide diapers to families in need.

NAACP Champaign County has received a \$2,000 grant to support educational scholarships for diverse students.

Peoria Public School Foundation has received a \$1,500 grant to support the snack pack supplemental food program.

Stephens Family YMCA in Champaign has received a \$2,000 grant for the Y on the Fly program, which will support summer and after school programming.

The Bridges Program at Belleville West has received a \$2,500 grant to create a pop-up farmstand to deliver nutrition and share information about agriculture while engaging students and increasing skills.

Titanium Force Cheer in the Peoria area has received a \$1,000 grant to support the Cheerabilities program.

For more information about Illinois American Water and the Inclusion and Diversity grant program, please visit illinoisamwater.com.



ILLINOIS AMERICAN WATER RECOGNIZES THIS HIGHLY EMOTIONAL TIME FOR OUR COUNTRY

At Illinois American Water, we encourage, honor and celebrate differences in our employees, including race or ethnicity. We have zero tolerance for any incidents of racism or discrimination.

Respect and dignity for all are at the core of who we are – anything less is unacceptable.

While much work needs to be done to address systemic racism, we at Illinois American Water are committed to doing our part to contribute to a more just and inclusive society.

OUR DIVERSITY IS OUR STRENGTH.



WE KEEP LIFE FLOWING®



**ILLINOIS
AMERICAN WATER**