

**WMDVBE CALIFORNIA ANNUAL REPORT/ANNUAL PLAN
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ATTACHMENTS

- A.** Supplier Diversity Program Document

2011 ANNUAL REPORT

Section 9.1.1

INTERNAL MINORITY, WOMEN and DISABLED VETERAN BUSINESS ENTERPRISES (“MWDVBE”) PROGRAM ACTIVITIES¹

A. Introduction

CenturyLink’s Supply Chain organization values all supplier contributions and recognizes their individual importance. Minority, Women and Disabled Veteran Business Enterprises (“MWDVBE”) are a vital part of the CenturyLink’s supplier base and are integral to customer satisfaction. CenturyLink has active participation of its senior officers, management, and business units to deliver its MWDVBE programs, and is very committed to supplier diversity.

CenturyLink is proud of its 2011 MWDVBE results. At the corporate level, CenturyLink spent over 12% of its total discretionary spending with MWDVBE suppliers.

B. CenturyLink’s Internal MWDVBE Program Activities

1. As part of CenturyLink’s Supply Chain Organization, CenturyLink maintains a dedicated Supplier Diversity Organization to implement and manage CenturyLink’s MWDVBE Supply Chain program. CenturyLink’s Supplier Diversity organization’ focuses specifically on:

- Using MWDVBE firms in direct contracting;
- Encouraging primary contractors to use MWDVBES as subcontractors;
- Assisting MWDVBES in the formation of creative alliances that result in their doing business with CenturyLink.

To achieve these goals, and to assure continued opportunities and growth for MWDVBE suppliers, the Supplier Diversity Organization collaborates with CenturyLink’s Supply Chain Organization’s strategic sourcing managers, who oversee the daily management

¹ CenturyLink uses the terminology “Minority, Women and Disabled Veteran Business Enterprises (MWDVBE)” when referring to its supplier diversity program.

and strategic relationships with prime minority and non-minority suppliers.

CenturyLink's Supplier Diversity team meets regularly with the strategic sourcing teams to provide assistance with any MWDVBE issues or questions; to assist with the Request for Proposal ("RFP") bidding processes; and to ensure that the strategic sourcing teams understand and incorporate CenturyLink's MWDVBE initiatives in contracts with CenturyLink. The Supplier Diversity Organization also works directly with managers in CenturyLink's business units to ensure personnel involved in Supply Chain decisions are trained in use of MWDVBE suppliers.

Following are highlights of CenturyLink's 2011 internal MWDVBE program activities that are conducted by CenturyLink's Supplier Diversity Organization:

- Continued focus and communications of CenturyLink MWDVBE corporate policies and initiatives to ensure opportunities and utilization of MWDVBES at CenturyLink.
- Tracking and reporting direct contracting and subcontracting spending with MWDVBE suppliers to CenturyLink leadership, CenturyLink Supply Chain Organization, and CenturyLink business units (see discussion below concerning enhanced capabilities to track MWDVBE spending).
- Maximizing opportunities and participation by MWDVBES by providing information and introducing MWDVBE suppliers to CenturyLink's Supply Chain strategic sourcing teams.
- Maintaining an internal website for use by CenturyLink's strategic sourcing teams and others involved in Supply Chain activities. Preparing compliance reports on the utilization and business development of MWDVBES for many organizations including Public Utilities Commissions, State Governments, corporate customers, and community based organizations and special interest groups.
- Monitoring CenturyLink's prime contractors' quarterly MWDVBE subcontracting activity in support of CenturyLink's Supply Chain/Supplier Diversity subcontracting policy and Supply Chain requirements.

2. Enhanced Capability to Identify and Track MWDVBE Supplier Data

CenturyLink's Supplier Diversity organization continued to contract with CVM Solutions to provide detailed reporting on all CenturyLink suppliers with spends greater than \$1,000. CVM Solutions, a minority-owned business, provides services to over 100 Fortune 500 clients. Using over 310 data sources, CVM Solutions maintains a database of over 19.5 million

U. S. businesses, including nine million small businesses, two million diverse businesses, and 400,000 certified diverse businesses.

CVM Solutions analyzed over 14,000 CenturyLink suppliers for MWDVBE, small business, and CPUC-certified classifications. CVM Solutions also provides SIC commodity code classifications so that CenturyLink can access more detailed information of commodity spend. CenturyLink can also access CVM Solutions' database of more than 400,000 certified diverse businesses for potential inclusion in RFPs.

In addition, the Supplier Diversity team works with CVM Solutions to provide on-line reporting capabilities for all CenturyLink prime suppliers, with whom CenturyLink spends greater than \$500,000, to report their MWDVBE subcontracting activities. Training on the on-line reporting tool was made available quarterly in 2011 to all prime/direct suppliers to allow them to report their 2011 MWDVBE data in a centralized system. Going forward, prime/direct suppliers will be required to report their MWDVBE spend on a quarterly basis.² CenturyLink currently has 248 prime/indirect suppliers reporting via the on-line tool.

² CenturyLink has adopted the Telecommunication Industry Group standards for reporting MWDVBE spend by direct or prime suppliers.

3. Supplier Diversity Training

CenturyLink's Supplier Diversity Organization made presentations to various business unit managers during the 2011 year. The goals of the meetings were two-fold: first, to present MWDVBE use results, and second, to reiterate the corporate commitment to the supplier diversity initiative. Information was presented about awareness of and compliance with the California Public Utilities Commission ("CPUC") General Order 156 ("G.O. 156") CenturyLink's focus includes increasing use of existing CPUC-certified suppliers at CenturyLink, and identifying existing suppliers that should be certified by the CA PUC due to business utilization in the state of California to ensure that they comply with obtaining certification. CenturyLink also emphasized the need to have CenturyLink's prime contractors utilize CPUC-certified suppliers and report on this utilization in the on-line reporting tool provided by CVM Solutions.

4. CenturyLink Internal Resource Groups

CenturyLink supports a number of diversity groups made up of CenturyLink employees who have a common interest in promoting the company's diversity philosophy. These internal resource groups have as a goal to participate in community outreach activities on behalf of CenturyLink, and often refer suppliers to CenturyLink. The Resource Groups include:

ABTP – Alliance for Black Telecommunications Professionals

EAGLE – Employee Association for Gays and Lesbians

PAAN – Resource group for Asian and Pacific Islander employees

CenturyLink FRIENDS – Resource group supporting persons with disabilities

CenturyLink Women – Resource group supporting women

CenturyLink Veterans – Resource group supporting veterans

SOMOS (Success-Oriented Members Offering Support) – Resource group supporting Hispanic employees

Voice of Many Feathers – American Indian resource group

C. External MWDVBE Program Activities

In 2011, CenturyLink maintained a very strong presence in the minority business community by taking part in presentations and actively participating on various boards of directors, at conferences and other minority-focused events, and engaged in the following activities as part of its MWDVBE program.

A. CenturyLink's External Practices and Outreach in Support of Supply Chain from MWDVBES

In 2011, CenturyLink's Supplier Diversity Organization actively sought MWDVBE suppliers that are California-clearinghouse-certified.

In addition, the Supplier Diversity Organization at CenturyLink did the following in 2011:

- Directly provided materials to existing and potential MWDVBE suppliers to encourage and instruct them concerning CenturyLink's Supply Chain practices and how they can participate as potential suppliers and be selected as suppliers to CenturyLink.
- Updated supplier diversity marketing materials, such as the Supplier Diversity Program document (Attachment A).
- Maintained an external CenturyLink website for potential and current suppliers, which contains extensive information concerning becoming an MWDVBE supplier.
- Oversaw outreach and helped to identify existing suppliers that would benefit from new Disabled Veteran CPUC certification. Identified and developed potential MWDVBES in support of CenturyLink Supplier Diversity nation-wide initiatives.
- Maintained strategic business relationships with minority Chambers of Commerce and other minority groups and organizations for the purpose of disseminating information about CenturyLink's program and ensured that CenturyLink is represented, visible and accessible to MWDVBES.

B. CenturyLink's external outreach program included active participation in the following national and regional organizations:

- Asian Chamber of Commerce, Denver, CO
- Carolinas Minority Supplier Development Council, Charlotte, NC
- Colorado Black Chamber of Commerce
- Colorado Women's Chamber of Commerce
- Denver Hispanic Chamber of Commerce
- Gay/Lesbian Chamber of Commerce, Denver, CO
- Grand Canyon Minority Supplier Development Council, Phoenix, AZ
- Greater Phoenix Black Chamber of Commerce, AZ
- Hispanic Chamber of Commerce of Minnesota
- Latin American Education Foundation
- Maryland Minority Supplier Development Council
- Mid America Minority Supplier Development Council, Kansas City, MO
- Minority Enterprise and Educational Development
- National Council of La Raza
- National Minority Business Development Agency, Washington D.C.
- National Minority Supplier Development Council
- Northwest Minority Supplier Development Council, Seattle, WA
- Rocky Mountain Indian Chamber of Commerce, Denver, CO
- Rocky Mountain Minority Supplier Development Council, Denver, CO
- Small Business Administration
- Small and Disadvantaged Business Opportunity Council, Denver CO
- Telecommunications Industry Group
- U.S. Hispanic Chamber of Commerce
- Virginia Minority Supplier Development Council, Arlington, VA

Section 9.1.2

**SUMMARY OF MWDVBE PURCHASES AND/OR CONTRACTS, WITH
BREAKDOWNS BY ETHNICITY, PRODUCT AND SERVICE CATEGORIES**

The following charts provide a breakdown of CenturyLink spend in California:

2011 Summary of MWDVBE Purchases by Ethnicity.

Ethnicity	2011 Spend	% of Total CA Procurement Spend
Minority Female		
ASIAN PACIFIC AMERICAN	\$435,459	0.49%
CAUCASIAN	\$534,054	0.60%
HISPANIC AMERICAN	\$91,160	0.10%
Minority Male		
ASIAN PACIFIC AMERICAN	\$237,821	0.27%
AFRICAN AMERICAN	\$60	0.00%
DISABLED VETERAN	\$73,212	0.08%
HISPANIC AMERICAN	\$214,038	0.24%
Non CPUC Certified MWDVBE spend	\$515,428.71	0.58%
Prime Contractor Spend with MWDVBE Subcontractors	\$1,641,293	1.85%
Total YTD CA Spend	\$88,903,415	4.21%

2011 MWDVBE Summary Products and Services

Gender	Ethnicity	2011 Spend	Product/ Service	% of Total CA Supply Chain Spend
FEMALE	CAUCASIAN	\$533,713	Product	0.60%
	ASIAN PACIFIC	\$435,459	Product	0.49%
	HISPANIC AMERICAN	\$91,160	Product	0.10%
MALE	ASIAN PACIFIC	\$55,213	Product	0.06%
	AFRICAN AMERICAN	\$60	Product	0.00%
	HISPANIC AMERICAN	\$214,038	Product	0.24%
FEMALE	CAUCASIAN	\$342	Service	0.00%
MALE	ASIAN PACIFIC	\$182,608	Service	0.21%
	DISABLED VETERAN	\$73,212	Service	0.08%
Non CPUC Certified MWDVBE spend		\$515,429		0.58%
Prime Contractor Spend with MWDVBE Subcontractors		\$1,641,293		1.85%
Total YTD Spend in CA		\$88,903,415		4.21%

2011 Summary of MWDVBE Purchases by SIC Code

SIC CODES	2011 Spend	Gender	Ethnicity	Product/Service
16 Heavy construction, ex. building	\$91,160.00	Female	Hispanic American	Product
16 Heavy construction, ex. building	\$409,833.57	Female	Caucasian	Product
17 Special trade contractors	\$25,665.88	Female	Caucasian	Product
36 Electronic & other electric equipment	\$98,213.14	Female	Caucasian	Product
36 Electronic & other electric equipment	\$237,820.89	Male	Asian American	Product
48 Communication	\$60.00	Male	African American	Service
51 Wholesale Trade-Nondurable Goods	\$3,875.21	Male	Hispanic American	Product
65 Real Estate	\$239.00	Male	Disabled Veteran	Service
73 Business services	\$435,459.16	Female	Asian American	Product
73 Business services	\$72,973.00	Male	Disabled Veteran	Service
73 Business services	\$341.54	Female	Caucasian	Service
75 Auto repair, services, and parking	\$210,162.73	Male	Hispanic American	Service
Non CPUC Certified MWDVBE spend	\$515,428.71			
Prime Contractor Spend with MWDVBE Subcontractors	\$1,641,292.98			
Total YTD Spend in CA	\$88,903,414.90			

2011 Summary of MWDVBE Spend Breakdown

Ethnicity	% of Total CA Procurement Spend
Minority Female	
ASIAN PACIFIC AMERICAN	0.49%
CAUCASIAN	0.60%
HISPANIC AMERICAN	0.10%
Minority Male	
ASIAN PACIFIC AMERICAN	0.27%
AFRICAN AMERICAN	0.00%
DISABLED VETERAN	0.08%
HISPANIC AMERICAN	0.24%
Non CPUC Certified MWDVBE spend	0.58%
Prime Contractor Spend with MWDVBE Subcontractors	1.85%
Total YTD CA Spend	4.21%

2011 Data on Number of Suppliers – Utility Specific Spend

# of MWDVBES	DVBE	MBE	WBE	Grand Total
Under \$1M	2	8	7	17
Under \$5M				
Total	2	8	7	17

2011 Supplier Payment Data – Utility Specific Spend

# of MWDVBES	DVBE	MBE	WBE	Grand Total
Under \$1M	\$73,212	\$978,538	\$534,054	
Under \$5M				
Total	\$73,212	\$978,538	\$534,054	\$1,585,804

Section 9.1.3

Supplier Diversity Program Expenses

2011 CenturyLink MWDVBE Program Expenses	
Wages	\$100,000
Other Employee Expenses	\$2,200
Program Expenses	\$96,000
Consultants	\$55,000
Total Program Expenses	\$253,200
<i>These are overall expenses for MWDVBE program.</i>	

Section 9.1.4

DESCRIPTION OF PROGRESS IN MEETING OR EXCEEDING SET GOALS

A. The following is an outline of CenturyLink goals and results for 2011:

1. CenturyLink continues to be able to identify all state-specific spend.
2. CenturyLink worked with its' top five prime suppliers with spend in California to ensure they are reporting their MWDVBE subcontracting spend through the on-line tool, and that they are appropriately utilizing CPUC-certified MWDVBE subcontractors. Over 55 prime suppliers with spend in CA reported spend with MWDVBE subcontractors.
3. CenturyLink trained strategic sourcing managers and business units on CA GO 156 requirements.

Section 9.1.5

SUMMARY OF UTILIZATION OF MWDVBE SUBCONTRACTORS

As described earlier in this Report, CenturyLink has contracted with CVM Solutions to provide on-line reporting capabilities for all CenturyLink Supply Chain suppliers with spend greater than \$500,000 to report their subcontracting efforts. Training is provided quarterly. 18 suppliers were trained in 2011. Suppliers with annual spend of greater than \$500,000 are expected to report their direct spend with MWDVBE subcontractors on a quarterly basis.

Section 9.1.6

LIST OF MWDVBE COMPLAINTS RECEIVED AND CURRENT STATUS

No complaints from MWDVBEs have been received by CenturyLink.

Section 9.1.7

SUMMARY OF PURCHASES AND OR CONTRACTS IN EXCLUDED CATEGORIES

CenturyLink has no excluded categories.

Section 9.1.8

DESCRIPTION OF EFFORTS TO RECRUIT MWDVBE SUPPLIERS IN LOW UTILIZATION CATEGORIES

1. Public Relations and Advertising Firms

CenturyLink has had a business relationship for many years with several minority and woman-owned public relations and advertising firms. The efforts to contract with MWDVBEs in these areas continue.

- Hispanic Marketing Group - Hispanic print marketing and creative media buying
- Maris Group – woman-owned media marketing
- Blue 2 – woman-owned product marketing

2. Legal Services, Legal Counsel and Risk Management/Insurance

CenturyLink has a business relationship with a minority certified law firm. The effort to contract with additional MWDVBE firms in the legal arena continues to be a priority.

- Brown Law Group ALC – African American firm providing legal services for West Coast business

3. Utilities

Where governed by regulation, CenturyLink sources its energy needs through the regional provider of record (i.e., electricity from power companies, utility companies, etc.) Where unregulated commodities exist, CenturyLink seeks to source via competitive searches, including MWDVBE providers. .

4. Airlines

CenturyLink sources among the air carriers who provide coverage in the routes most frequently used by its corporate travelers. Both Regional and National carriers are considered, with the list of providers determined by geographical coverage abilities.

CenturyLink contracts with two large airlines and no specific targets for MWDVBE spend have been established. Both companies reported 3% MWDVBE subcontracting spend in 2011. CenturyLink will continue to work with them to establish specific targets.

5. Rental Cars

CenturyLink also contracts with national distribution channels for satisfying rental car needs.

CenturyLink utilizes national car rental agencies, and has established a target of 10% MWDVBE indirect spend with them. The car rental agencies exceeded its' target, reporting 14% Tier II spend.

6. Hotels

National Hotel chains are sourced as the primary provider of comprehensive coverage for corporate traveler lodging needs. CenturyLink has not yet identified any hotels that are CPUC-certified.

7. Large Financial Organizations

CenturyLink has not identified any large financial companies that are CPUC-certified.

Section 9.1.9

Support for Excluded Categories

CenturyLink has no excluded categories.

2011 ANNUAL PLAN

Section 10.1.1

Short-Term Goals, Mid-Term, and Long-Term Goals

For calendar year 2011, CenturyLink expects to be able to continue to report all of its Supply Chain spending at a state-specific level.

CenturyLink will continue to leverage CVM Solutions' database and on-line reporting system to evaluate supplier spend by commodity, MWDBE suppliers, and CPUC certified suppliers. These reports will be analyzed on a quarterly basis and shared with CenturyLink leadership, CenturyLink Supply Chain Organization, and CenturyLink business units.

CenturyLink also focused on overall diversity in 2011. We believe this has a long-term benefit to supporting supplier diversity. Key activities included:

- All employees were required to complete diversity training through our on-line Code of Conduct system.
- Increased outreach to historically Black, Hispanic and American Indian colleges.
- Increased participation of marketing opportunities to diverse audiences.
- Increased employee participation in resource groups by 33%.

Section 10.1.2

Description of MWDVBE Planned Program Activities for 2011 – Internal and External

- CenturyLink will continue to work with its Prime Suppliers with spend in CA to ensure they are accurately identifying CPUC certified subcontractors and reporting their MWDVBE subcontracting activity.
- CenturyLink will continue to do training on CA GO 156 with strategic sourcing managers and business units. CenturyLink will continue to offer an on-line web site that provides access to detailed information for suppliers doing business with CenturyLink.

Section 10.1.3

2011 Plans for recruiting MWDVBE suppliers in low utilization areas

CenturyLink's Supplier Diversity organization will continue to work with the CenturyLink's Supply Chain organization and other internal business units to formulate strategies to increase MWDVBE participation through Request for Proposal bid opportunities and through special efforts to seek and identify MWDVBE suppliers in low utilization categories.

Specifically, CenturyLink's Supplier Diversity staff in partnership with its Supply Chain strategic sourcing teams will take measures to increase MWDVBE suppliers in low utilization categories as follows:

- Utilize referrals from public agencies, Telecommunication Industry Group, trade associations and minority supplier councils
- Actively seek MWDVBE suppliers that meet specific requirements of internal business units
- Facilitate introductory meetings between internal clients, strategic sourcing managers and MWDVBES
- Connect MWDVBE suppliers with prime non-minority suppliers to explore subcontracting opportunities
- Provide information and education to MWDVBE suppliers on specific requirements and needs of Requests for Proposal to ensure higher rate of success with preparation of responses
- Publicize upcoming contracting opportunities through CenturyLink's external network of minority business organizations and chambers of commerce
- Debrief unsuccessful MWDVBE suppliers and provide guidance to help improve competitiveness in future bidding opportunities
- List low utilization area categories in marketing and other materials and information to be disseminated to encourage MWDVBE suppliers in those areas to contact CenturyLink and participate in bidding opportunities

Section 10.1.5

Plans for Encouraging Prime Contractors to Engage MWDVBE Suppliers in Subcontracts

CenturyLink plans to continue to encourage prime contractors to subcontract with MWDVBE suppliers and will provide specific goals and targets for prime contractors to reach their subcontracting commitment to CenturyLink. CenturyLink's subcontracting plan will be strictly adhered to and monitored through monthly scorecard meetings with the larger prime contractors and through individual strategic sourcing manager monitoring their assigned prime suppliers.

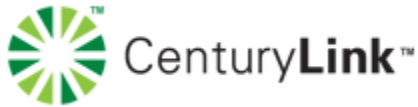
CenturyLink Supplier Diversity team is also available to assist the supplier with resources and answer questions relative to subcontracting activity.

Section 10.1.6

Plans for Complying with MWDVBE Program Guidelines

CenturyLink plans to continue to improve its outreach efforts, and its identification and use of MWDVBE suppliers in California by all the methods described in this Report and Plan. CenturyLink also plans to improve its capabilities to identify, track, and report on its actual Supply Chain spending and its use of MWDVBE suppliers in California.

CenturyLink recognizes the vital role that MWDVBE suppliers play in CenturyLink's local and national economies. On another level, CenturyLink recognizes the richness that diverse suppliers introduce into CenturyLink's business mix. CenturyLink also recognizes that a great portion of these suppliers are also CenturyLink's customers.



CenturyLink Supplier Diversity Program

700 W. Mineral Avenue
Littleton, CO 80120

Supplier Name: **CenturyLink** Product/Services: **Telecommunications**

CenturyLink (NYSE: CTL) is the third largest telecommunications company in the United States. The company provides broadband, voice and wireless services to consumers and businesses across the country. It also offers advanced entertainment services under the CenturyLink™ Prism™ TV and DIRECTV brands. In addition, the company provides data, voice and managed services to business, government and wholesale customers in local, national and select international markets through its high-quality advanced fiber optic network and multiple data centers. CenturyLink is recognized as a leader in the network services market by key technology industry analyst firms. CenturyLink's customers range from Fortune 500 companies in some of the country's largest cities to families living in rural America. Headquartered in Monroe, La., CenturyLink is an S&P 500 company and is included among the Fortune 500 list of America's largest corporations

CenturyLink Vision

CenturyLink is the premier provider of full-service communications for people at work, at home or on the move. CenturyLink's competency reaches across America, drawing on the spirit of service at the heart of our heritage as we effectively steward our shareowners' investments and provide outstanding service to the customers we serve. As our dedicated professionals move and manage information, we do so with integrity, superior value and advanced products and services, assuming only those tasks we can do exceedingly well.

CenturyLink Diversity Steering Committee

CenturyLink is in process of establishing a Diversity Steering Committee as part of our company's overall diversity strategy. It will be led by the CEO and members of the

CEO's senior leadership team will serve on the committee. The committee will review results, approve and provide guidance and feedback to the company's diversity initiatives.

CenturyLink believes that embracing diversity and creating a culture of inclusion makes CenturyLink a better company. By incorporating a variety of viewpoints, insights and perspectives, CenturyLink is a better service provider, a better community partner and better able to serve our diverse employee and customer base. The Diversity Steering Committee will play a key leadership role in bringing this philosophy to life within the culture of the company.

CenturyLink Supplier Diversity Vision

The Supplier Diversity Organization is an integral part of CenturyLink's Global Supply Chain. CenturyLink values the unique blend of cultural, social and business expertise, as well as the energy and creativity that diverse suppliers provide, with their total cost solutions.

The primary goal of our Strategic Sourcing and Supply Chain Organization is to develop and maintain strategic relationships with our suppliers that result in the on-time delivery of the highest quality products and services at the best total cost of acquisition to CenturyLink. An important part of the process is contracting with ethnic minority, women, and disabled veteran owned business enterprises (MWDVBE's) that help us achieve the primary goal.

At CenturyLink, creating sustainable supplier diversity participation in our supply chain is critically important. To accomplish this, we have integrated supplier diversity into our strategic sourcing process through measurable goals and objectives and engaged top suppliers company-wide to increase our indirect spending. Additionally, we hold regular meetings with our top prime suppliers, maintain an open door policy with minority

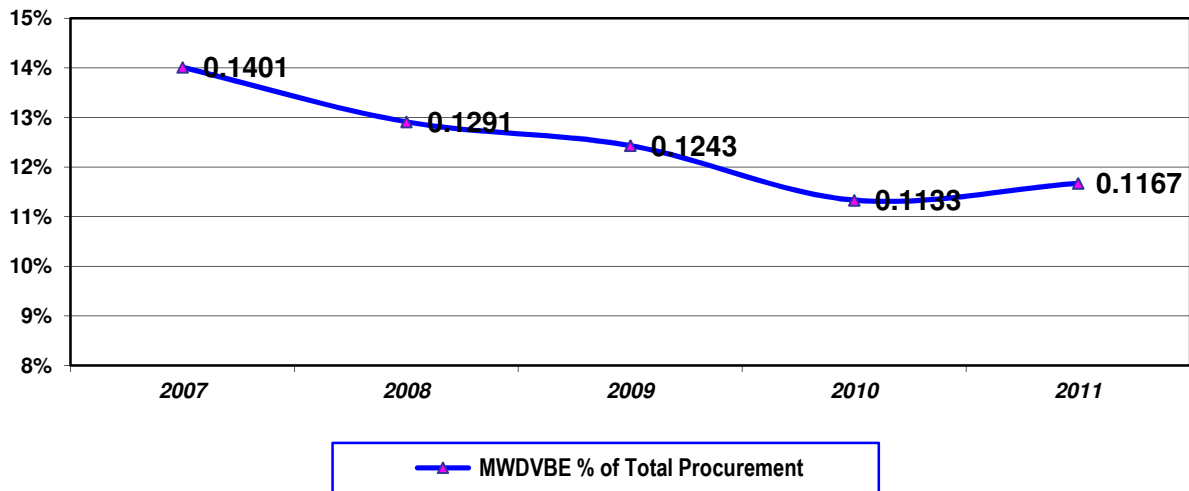
suppliers, include MWDVBEs as part of RF processes and maintain an active presence in minority business events and with local minority chambers of commerce.

CenturyLink believes that working with companies owned by minorities, women and disabled veterans is smart business. We believe that we can tap into the drive, energy and creativity of a diverse supplier base that truly reflects the blend of our customer base. We hope that our suppliers help make their communities strong and healthy with new jobs and economic growth, and therefore, our customers and shareholders ultimately benefit.

CenturyLink Supplier Diversity Reporting

CenturyLink is proud of its' Supplier Diversity results and we strive to maintain an average of 10% spend annually with MWDVBE's.

MWDVBE Spend Tracking Chart



In 2011, CenturyLink has spent over \$466,000,000 with more than 548 MWDVBEs. In addition, over 248 of our prime suppliers subcontracted to MWDVBE suppliers in support of CenturyLink.

CenturyLink's Supplier Diversity organization contracts with a 3rd party solutions supplier to provide detailed reporting on all CenturyLink suppliers with spend greater than \$1,000. The supplier annually analyzes over 10,000 CenturyLink suppliers for MWDVBE, small business, and CPUC-certified classifications. The resource also provides SIC/NAICS commodity classifications so that CenturyLink can access and track more detailed information of commodity spend. The database information is accessible to all of CenturyLink's strategic sourcing managers in its corporate Supply Chain and Federal Services organizations for research of more than 500,000 certified diverse businesses for potential inclusion in RFPs.

In addition, the Supplier Diversity team works with our 3rd party solutions supplier to provide on-line reporting and diverse supplier search capabilities for all CenturyLink direct or prime suppliers, with whom CenturyLink spends greater than \$500,000 annually, to report their MWDBVE subcontracting activities. All prime suppliers with an average yearly spend of \$500,000 are encouraged to have an MWDVBE subcontracting plan as part of their Sourcing contract. CenturyLink currently has its prime suppliers reporting quarterly Tier 2 spend via the online tool.

CenturyLink External Outreach Program

CenturyLink's external outreach program includes active participation in the following national and regional organizations:

- Asian Chamber of Commerce, Denver, CO
- Carolinas Minority Supplier Development Council, Charlotte, NC
- Colorado Black Chamber of Commerce
- Colorado Women's Chamber of Commerce
- Denver Hispanic Chamber of Commerce
- Gay/Lesbian Chamber of Commerce, Denver, CO
- Grand Canyon Minority Supplier Development Council, Phoenix, AZ
- Greater Phoenix Black Chamber of Commerce, AZ
- Hispanic Chamber of Commerce of Minnesota
- Latin American Education Foundation
- Maryland Minority Supplier Development Council
- Mid America Minority Supplier Development Council, Kansas City, MO
- Minority Enterprise and Educational Development
- National Council of La Raza
- National Minority Business Development Agency, Washington D.C.
- National Minority Supplier Development Council
- Northwest Minority Supplier Development Council, Seattle, WA
- Rocky Mountain Indian Chamber of Commerce, Denver, CO
- Rocky Mountain Minority Supplier Development Council, Denver, CO
- Small Business Administration
- Small and Disadvantaged Business Opportunity Council, Denver CO

- Telecommunications Industry Group
- U.S. Hispanic Chamber of Commerce
- Virginia Minority Supplier Development Council, Arlington, VA

CenturyLink Internal Resource Groups

CenturyLink's employee resource groups are responsible for CenturyLink's vibrant diversity culture. Within the corporation, like-minded employees have banded together to support CenturyLink's diversity efforts and provide feedback and direction in several aspects of our business. These internal resource groups have as a goal to participate in community outreach activities on behalf of CenturyLink, and often refer suppliers to CenturyLink. The Resource Groups include:

ABTP – Alliance for Black Telecommunications Professionals
EAGLE – Resource group supporting Gay and Lesbian employees
PAAN – Resource group supporting Asian and Pacific Islander employees
CenturyLink FRIENDS – Resource group supporting persons with disabilities
CenturyLink Women – Resource group supporting women employees
CenturyLink Veterans – Resource group supporting veteran employees
SOMOS – Resource group supporting Hispanic employees

CenturyLink provides each resource group an operating budget, meeting space and an internal website for member communications. Activities of the resource groups are open to all CenturyLink employees and are publicized through the company's employee communication channels.

CenturyLink Recognition in External MWDVBE Community

Over the years, CenturyLink and their subsidiaries have been the recipient of awards from various minority groups and organizations recognizing the efforts that CenturyLink makes in providing supplier diversity opportunities. CenturyLink received recognition for outstanding and continued support by the following organizations:

- "Corporation of the Year" award, 2010 Colorado MED Week
- "Top 100 Supplier Diversity programs for Hispanics" 2010 Hispanic Business Magazine
- "Top 60 Diversity Elite 2009" Hispanic Business Magazine

CenturyLink Supplier Diversity Web Site

The Supplier Diversity Department maintains an external CenturyLink website for potential and current suppliers, which contains information concerning becoming an MWDVBE supplier. CenturyLink’s external Supplier Diversity website can be found at <http://www.centurylink.com/Pages/AboutUs/CompanyInformation/DoingBusiness>

To apply for potential business opportunities at CenturyLink, suppliers can:

1. Go www.CenturyLink.com
2. Select the “About Us” link
3. Select “Company Information” option
4. Select “Doing Business with CenturyLink” option
5. Select the Supplier Registration Form, complete and submit the form and any supplemental documents to the appropriate email