

# 2018 Report and 2019 Plan – CPUC GO 156

February 25, 2019

## Introduction

CenturyLink has always been committed to actively identifying and encouraging business opportunities for purchasing products and services from Women, Minority, Disabled Veteran and Lesbian, Gay, Bisexual and Transgender Business Enterprises (“WMDVLGBTBE”) pursuant to the CPUC GO 156. CenturyLink has also established a nationwide Federal Small & Diverse Business Subcontracting Plan pursuant to FAR 19.704 and FAR Clause 52.219-9.

As part of CenturyLink’s Global Procurement Supply Chain organization, the Supplier Diversity organization implements and manages the WMDVLGBTBE goals internally, focusing specifically on utilizing WMDVLGBTBE firms in direct business and encouraging our primes to develop sub-contracting plans to utilize diverse suppliers in support of their contracts with us. We also assist suppliers in their growth by providing mentorship, training and development opportunities through corporate memberships with minority and small business agencies.

To accomplish the objectives and requirements set forth in the GO 156, CenturyLink Supplier Diversity has identified multiple areas for growth under the Commercial Plan along with maintaining Individual Plans under QGSI and Level 3 until they can be reviewed and considered for addition to the Commercial Plan. CenturyLink purchased a new reporting system to be able to deliver consistent and efficient reporting, which combined all previous methods and tools into one solution for both Federal and Commercial (Corporate) reporting, along with many different states and their requirements for public utility reporting.

CenturyLink’s Supplier Diversity team meets regularly with the strategic sourcing teams to discuss any WMDVLGBTBE 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 WMDVLGBTBE initiatives. 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 WMDVLGBTBE suppliers. CenturyLink requests that all new suppliers complete a Supplier Certification Form to represent their business size, structure, classification and diversity certification status.

CenturyLink’s Diversity Program will work with internal stakeholders by training them on how to use internal tools to identify diverse resources (available both on CenturyLink’s internal webpage and on external resources such as the CPUC’s Clearinghouse); and familiarize employees with California GO 156 and the associated plan requirements. The program initiatives, goals and outcomes are current and provided on an internal company website.

Additionally, CenturyLink has updated its internal procurement document templates (i.e. RFx, Purchase Order and Agreements) and updated language necessary to support communications to its suppliers related to CenturyLink’s commitment to its supplier diversity programs.

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## GO156, §9 2018 ANNUAL REPORT FOR LEGACY LEVEL 3 COMMUNICATIONS

**9.1.1** DESCRIPTION OF WMDVLGBTBE PROGRAM ACTIVITIES ENGAGED IN DURING THE PREVIOUS CALENDAR YEAR. THIS DESCRIPTION SHALL INCLUDE BOTH INTERNAL AND EXTERNAL ACTIVITIES.

### *Internal Activities*

#### *Training and Education*

In 2018, CenturyLink continued to improve their vendor registration portal functionality to better enable the collection of supplier diversity data. Follow-on/reinforcement training was also provided through emails, conference calls and knowledge sharing sessions for the Procurement Managers.

#### *Employee Communication*

In 2018, CenturyLink maintained and updated its internal procurement and diverse supplier webpages for visibility and information to all employees about Supplier Diversity. The webpage gives employees access to the company's supplier diversity initiatives as well as the goals set for meeting state and federal objectives. As new information presented itself, it was posted to the site, and updated throughout the year. Quarter end diversity spend results were distributed to Procurement as well as sales to demonstrate the status of diversity goals and enable customer reporting.

#### *Data Quality and Reporting*

In 2018, CenturyLink continued its efforts to improve the company's WMDVLGBTBE data quality by purchasing a new software system for reporting. Combining the two companies onto one purchasing system occurred on August 1, 2018. Special challenges were encountered with being able to combine legacy data points, (such as loss of visibility to subcontractor data) so the selection of a new supplier diversity system was imperative to continue our mission of transformation in 2019 and to also be representative of our commitment to excellence.

#### *Procurement Processes*

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

#### *Tier 2 Program*

CenturyLink has retained a robust Tier II program for more than a decade for the Corporate Plan.

External Activities

*BUSINESS ORGANIZATION INVOLVEMENT.*

- CenturyLink maintains a membership and involvement with the Mountain Plains Minority Supplier Development Council (“MPMSDC”) and an active presence at Town Hall meetings, the Business Alliance Forum and the Business Opportunity Fair.
- CenturyLink attended WMDVLGBTBE Business Opportunity Workshops, Minority Business Enterprise Seminars and Trade Fairs when applicable.
- CenturyLink maintains their corporate membership with WBENC, (Women’s Business Entrepreneur’s National Council).
- CenturyLink is a corporate founder and member of Technology Industry Group, known for its mentorship of WMDVLGBTBE businesses, yearly presence at the NMSDC Summit, and yearly scholarships for Tuck/Dartmouth are awarded to selected WMDVLGBTBE businesses.
- CenturyLink participated by telephone with the Joint Utilities to discuss GO 156 agenda items as well as B2GNow Clearinghouse results.

**9.1.2**

A SUMMARY OF WMDVLGBTBE PURCHASES AND/OR CONTRACTS, WITH BREAKDOWNS BY ETHNICITY, PRODUCT AND SERVICE CATEGORIES COMPARED WITH TOTAL UTILITY CONTRACT DOLLARS AWARDED TO OUTSIDE VENDORS IN THOSE CATEGORIES.

**Supplier Diversity Annual Results by Ethnicity – California Direct**

ATTACHMENT C							Page 6					
CenturyLink			2019				G. O. #156 Sec 9.1.2 (D.11-05-019 & D.06-11-028)					
Number of WMDVLGBTBE Suppliers and Revenue Reported to the Clearinghouse												
<b>Data on Number of Suppliers</b>												
<b>Revenue Reported to CHS</b>							<b>Utility-Specific [Year] Summary</b>					
# WMDVLGBTBEs	MBE	WBE	LGBTBE	DVBE	Other 8(a)*	Grand Total	MBE	WBE	LGBTBE	DVBE	Other 8(a)*	Grand Total
Under \$1 million			0		0							
Under \$5 million			0	4	0							
Under \$10 million	13	27	0		0							
Above \$10 million			0		0							
<b>TOTAL</b>	<b>13</b>	<b>27</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>55</b>						
<b>Revenue and Payment Data</b>												
<b>Revenue Reported to CHS</b>							<b>Utility-Specific [Year] Summary</b>					
WMDVLGBTBE \$M	MBE	WBE	LGBTBE	DVBE	Other 8(a)*	Grand Total	MBE	WBE	LGBTBE	DVBE	Other 8(a)*	Grand Total
Under \$1 million												
Under \$5 million				\$3,337,424								
Under \$10 million	\$20,281,463	\$5,717,888										
Above \$10 million												
<b>TOTAL</b>	<b>\$20,281,463</b>	<b>\$5,717,888</b>	<b>0</b>	<b>\$3,337,424</b>	<b>0</b>	<b>\$25,999,350</b>						
NOTE: * FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE												
CHS: SUPPLIER CLEARINGHOUSE												

CALIFORNIA General Order 156		2018			
		Year of Report			
		Direct	Sub	Total \$	%
Minority Male	Asian Pacific American	\$13,686,007		\$13,686,007	3.25%
	African American	\$248,920		\$248,920	0.06%
	Hispanic American	\$2,367,190		\$2,367,190	0.56%
	Native American	\$0		\$0	0.00%
	Other*	\$0		\$0	0.00%
	<b>Total Minority Male</b>		<b>\$16,302,117</b>	<b>\$0</b>	<b>\$16,302,117</b>
Minority Female	Asian Pacific American	\$266,308		\$266,308	0.06%
	African American	\$23,760		\$23,760	0.01%
	Hispanic American	\$348,463		\$348,463	0.08%
	Native American	\$3,391		\$3,391	0.00%
	Other*	\$0		\$0	0.00%
	<b>Total Minority Female</b>		<b>\$641,921</b>	<b>\$0</b>	<b>\$641,921</b>
<b>Total Minority Business Enterprise (MBE)</b>		<b>\$16,944,038</b>	<b>\$0</b>	<b>\$16,944,038</b>	<b>4.03%</b>
<b>Women Business Enterprise (WBE)</b>		<b>\$5,717,888</b>	<b>\$0</b>	<b>\$5,717,888</b>	<b>1.36%</b>
<b>Subtotal Women, Minority Business Enterprise (MWBE)</b>		<b>\$22,661,926</b>	<b>\$0</b>	<b>\$22,661,926</b>	<b>5.39%</b>
<b>Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)</b>		<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Subtotal Women, Minority, LGBT Business Enterprise (WMLGBTBE)</b>		<b>\$22,661,926</b>		<b>\$22,661,926</b>	<b>5.39%</b>
<b>Disabled Veteran Business Enterprise (DVBE)</b>		<b>\$3,337,424</b>		<b>\$3,337,424</b>	<b>0.79%</b>
<b>Other 8(a)**</b>		<b>\$0</b>		<b>\$0</b>	<b>0.00%</b>
<b>TOTAL WMDVLGBTBE</b>		<b>\$25,999,350</b>		<b>\$25,999,350</b>	<b>6.18%</b>
<b>Gross Procurement</b>		<b>\$420,957,623</b>			
<b>Exclusions</b>		<b>\$0</b>			
<b>Net Procurement</b>		<b>\$420,957,623</b>			

### 9.1.3

## Supplier Diversity Procurement by Products and Services Category – California Direct

CA GO 156		2018				
		Products	Services	UNK	Total	%
<b>MBE (Men only)</b>	Asian-Pacific	\$3,160,057	\$10,457,012	\$1,833	\$13,618,902	3.24%
	African American	\$90	\$119,951	\$4,863	\$124,904	0.03%
	Hispanic	\$0	\$2,341,984	\$5,611	\$2,347,595	0.56%
	Native American	\$0	\$0	\$0	\$0	0.00%
	Disabled Veteran Owned	\$0	\$14,318	\$2,782,902	\$2,797,220	0.66%
	Other Diverse Classifications	\$0	\$0	\$0	\$0	0.00%
	<b>Total Diverse Men</b>	<b>\$3,160,147</b>	<b>\$12,933,266</b>	<b>\$2,795,209</b>	<b>\$18,888,621</b>	<b>4.49%</b>
<b>WBE</b>	Asian-Pacific	\$54,372	\$158,604	\$875	\$213,851	0.05%
	African American	\$11,880	\$0	\$0	\$11,880	0.00%
	Hispanic	\$0	\$348,463	\$0	\$348,463	0.08%
	Native American	\$0	\$1,363	\$332	\$1,695	0.00%
	Disabled Veteran Owned	\$0	\$0	\$0	\$0	0.00%
	Women-Owned (Non minority)	\$52,154	\$151,328	\$2,061,242	\$2,264,725	0.54%
	<b>Total Diverse Women</b>	<b>\$66,252</b>	<b>\$508,430</b>	<b>\$1,207</b>	<b>\$575,889</b>	<b>0.14%</b>
<b>Minority Business Enterprise (MBE-MEN only)</b>		<b>\$3,226,398</b>	<b>\$13,441,696</b>	<b>\$2,796,416</b>	<b>\$19,464,510</b>	<b>4.62%</b>
<b>Women Business Enterprises (WBE)</b>		<b>\$52,154</b>	<b>\$151,328</b>	<b>\$2,061,242</b>	<b>\$2,264,725</b>	<b>0.54%</b>
<b>Subtotal Minority, Women Business Enterprise (MWBE)</b>			<b>\$508,430</b>	<b>\$1,207</b>	<b>\$509,637</b>	<b>0.12%</b>
<b>Service Disabled Veteran Business Enterprise</b>		<b>\$0</b>	<b>\$14,318</b>	<b>\$2,782,902</b>	<b>\$2,797,220</b>	<b>0.66%</b>
<b>Gross Procurement</b>					<b>\$420,957,623</b>	
<b>Exclusions</b>						
<b>Net Procurement</b>					<b>\$420,957,623</b>	<b>6%</b>

**Unless otherwise described in this report, CenturyLink utilizes the following WMDVLGBTBE Procurement SIC Code Legend:**

SIC Cat.	SIC Category Description	SIC Cat.	SIC Category Description	SIC Cat.	SIC Category Description	SIC Cat.	SIC Category Description
14	Mining and Quarrying of Nonmetallic Minerals, Except Fuels	40	Railroad Transportation	64	Food Stores	96	Administration of Economic Programs

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

CA				Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Subtotal Women, Minority Business Enterprise (WMBE)	Service Disabled Veterans Business Enterprise (DVBE)	
NAICS	NAICS DESCRIPTION		Total Minority Men	Total Minority Women				Total WMDVBE

561740	Agricultural Services		-	-	-	-	-	-	-
561990	Agricultural Services		14,504,876.54	6,711.12	14,504,876.54	6,711.12	14,511,587.66	-	14,511,587.66
115116	Agricultural Services		-	-	-	-	-	-	-
115310	Agricultural Services		-	-	-	-	-	-	-
213111	Forestry		8,655.00	-	8,655.00	-	8,655.00	-	8,655.00
211120	Crude Petroleum Extraction		11,018.03	-	11,018.03	-	11,018.03	-	11,018.03
213112	Oil & Gas Extraction		25,896.50	-	25,896.50	-	25,896.50	-	25,896.50
236118	Building Construction, General Contractors & Operated Builders		730,932.50	-	730,932.50	-	730,932.50	-	730,932.50
236116	Building Construction, General Contractors & Operated Builders		-	-	-	-	-	-	-
236117	Building Construction, General Contractors & Operated Builders		-	-	-	-	-	-	-
236210	Building Construction, General Contractors & Operated Builders		529,572.00	-	529,572.00	-	529,572.00	-	529,572.00
236220	Building Construction, General Contractors & Operated Builders		107,587.77	-	107,587.77	-	107,587.77	-	107,587.77

237210	Heavy Construction other than Building Construction Contractors		-	-	-	-	-	-	-
238110	Heavy Construction other than Building Construction Contractors		415.00	-	415.00	-	415.00	-	415.00
238130	Heavy Construction other than Building Construction Contractors		-	-	-	-	-	-	-
2371	Heavy Construction other than Building Construction Contractors		-	-	-	-	-	-	-
237110	Heavy Construction other than Building Construction Contractors		3,597,679.71	107,254.81	3,597,679.71	107,254.81	3,704,934.52	2,481.77	3,707,416.29
23713	Heavy Construction other than Building Construction Contractors		-	-	-	-	-	-	-
237130	Heavy Construction other than Building Construction Contractors		3,726,530.75	20,799.20	3,726,530.75	20,799.20	3,747,329.95	-	3,747,329.95
237310	Heavy Construction other than Building Construction Contractors		751,989.91	-	751,989.91	-	751,989.91	-	751,989.91

237990	Heavy Construction other than Building Construction Contractors		-	-	-	-	-	-	-
237120	Construction Special Trade Contractors		-	-	-	-	-	-	-
238140	Construction Special Trade Contractors		-	-	-	-	-	-	-
238160	Construction Special Trade Contractors		-	-	-	-	-	-	-
238150	Construction Special Trade Contractors		-	-	-	-	-	-	-
238120	Construction Special Trade Contractors		-	-	-	-	-	-	-
23821	Construction Special Trade Contractors		-	-	-	-	-	-	-
238210	Construction Special Trade Contractors		2,730,569.11	42,585.34	2,730,569.11	42,585.34	2,773,154.45	-	2,773,154.45
238220	Construction Special Trade Contractors		3,327,630.11	123,509.16	3,327,630.11	123,509.16	3,451,139.27	-	3,451,139.27
238320	Construction Special Trade Contractors		-	-	-	-	-	-	-
238290	Construction Special Trade Contractors		-	-	-	-	-	-	-
238390	Construction Special Trade Contractors		-	-	-	-	-	-	-
238910	Construction Special Trade Contractors		-	-	-	-	-	-	-

238990	Construction Special Trade Contractors		5,170.57	-	5,170.57	-	5,170.57	-	5,170.57
31	Food & Kindred Products		-	-	-	-	-	-	-
211130	Natural Gas Extraction		-	-	-	-	-	-	-
212230	Copper, Nickel, Lead, and Zinc Mining		-	-	-	-	-	-	-
314110	Textile Mill Products		-	-	-	-	-	-	-
322230	Textile Mill Products		-	-	-	-	-	-	-
314120	Textile Mill Products		-	-	-	-	-	-	-
326122	Apparel & Other Finished Products Made from Fabric & Other Similar Material		-	-	-	-	-	-	-
333924	Lumber & Wood Products Except Furniture		-	-	-	-	-	-	-
325199	Paper & Allied Products		-	-	-	-	-	-	-
323111	Printing, Publishing & Allied Industry		682.47	-	682.47	-	682.47	-	682.47
511110	Printing, Publishing & Allied Industry		-	-	-	-	-	-	-
511199	Printing, Publishing & Allied Industry		-	-	-	-	-	-	-
519130	Printing, Publishing & Allied Industry		-	-	-	-	-	-	-
323113	Printing, Publishing & Allied Industry		-	-	-	-	-	-	-

325998	Chemical & Allied Products		25,022.19	-	25,022.19	-	25,022.19	-	25,022.19
326199	Chemical & Allied Products		-	-	-	-	-	-	-
326150	Rubber & Miscellaneous Plastic Products		-	-	-	-	-	-	-
327212	Rubber & Miscellaneous Plastic Products		-	-	-	-	-	-	-
327120	Stone, Clay, Glass & Concrete Products		-	-	-	-	-	-	-
327910	Stone, Clay, Glass & Concrete Products		-	-	-	-	-	-	-
331420	Stone, Clay, Glass & Concrete Products		-	-	-	-	-	-	-
327310	Stone, Clay, Glass & Concrete Products		-	-	-	-	-	-	-
327390	Stone, Clay, Glass & Concrete Products		-	-	-	-	-	-	-
332322	Stone, Clay, Glass & Concrete Products		5,739.63	192.00	5,739.63	192.00	5,931.63	-	5,931.63
333316	Stone, Clay, Glass & Concrete Products		900,386.44	-	900,386.44	-	900,386.44	-	900,386.44
333914	Primary Metal Manufacturing		-	-	-	-	-	-	-
335921	Primary Metal Manufacturing		61,661.16	369,594.63	61,661.16	369,594.63	431,255.79	-	431,255.79
335929	Primary Metal Manufacturing		980.60	-	980.60	-	980.60	-	980.60

331491	Primary Metal Manufacturing		-	-	-	-	-	-	-
332323	Primary Metal Manufacturing		-	-	-	-	-	-	-
335220	Primary Metal Manufacturing		-	-	-	-	-	-	-
335931	Primary Metal Manufacturing		-	-	-	-	-	-	-
332911	Fabricated Metal Products Except Machinery & Transportation Equipment		-	-	-	-	-	-	-
332618	Fabricated Metal Products Except Machinery & Transportation Equipment		-	-	-	-	-	-	-
333249	Fabricated Metal Products Except Machinery & Transportation Equipment		-	-	-	-	-	-	-
332710	Fabricated Metal Products Except Machinery & Transportation Equipment		-	-	-	-	-	-	-
339113	Fabricated Metal Products Except Machinery & Transportation Equipment		-	-	-	-	-	-	-
33411	Industrial & Commercial Machinery & Computer Equipment		-	-	-	-	-	-	-
334111	Industrial & Commercial Machinery &		2,591,245.53	114,567.82	2,591,245.53	114,567.82	2,705,813.35	-	2,705,813.35

	Computer Equipment								
333314	Industrial & Commercial Machinery & Computer Equipment		-	-	-	-	-	-	-
333413	Industrial & Commercial Machinery & Computer Equipment		-	-	-	-	-	-	-
333415	Industrial & Commercial Machinery & Computer Equipment		-	-	-	-	-	-	-
333613	Industrial & Commercial Machinery & Computer Equipment		-	-	-	-	-	-	-
333618	Industrial & Commercial Machinery & Computer Equipment		-	-	-	-	-	-	-
333912	Industrial & Commercial Machinery & Computer Equipment		-	-	-	-	-	-	-
333921	Industrial & Commercial Machinery & Computer Equipment		-	-	-	-	-	-	-
333922	Industrial & Commercial Machinery & Computer Equipment		-	-	-	-	-	-	-
333999	Industrial & Commercial Machinery & Computer Equipment		-	-	-	-	-	-	-

334112	Industrial & Commercial Machinery & Computer Equipment		902,260.13	-	902,260.13	-	902,260.13	-	902,260.13
334118	Industrial & Commercial Machinery & Computer Equipment		-	-	-	-	-	-	-
332999	Industrial & Commercial Machinery & Computer Equipment		-	-	-	-	-	-	-
335122	Industrial & Commercial Machinery & Computer Equipment		-	-	-	-	-	-	-
335312	Industrial & Commercial Machinery & Computer Equipment		-	-	-	-	-	-	-
3342	Electronic & Other Electrical Equipment & Components Except Computer Equipment		-	-	-	-	-	-	-
33421	Electronic & Other Electrical Equipment & Components Except Computer Equipment		-	-	-	-	-	-	-
334210	Electronic & Other Electrical Equipment & Components Except Computer Equipment		28,986,198.53	323,938.61	28,986,198.53	323,938.61	29,310,137.14	-	29,310,137.14
334220	Electronic & Other Electrical Equipment &		162,391.27	336.00	162,391.27	336.00	162,727.27	-	162,727.27

	Components Except Computer Equipment								
334290	Electronic & Other Electrical Equipment & Components Except Computer Equipment		135,483.47	1,546.04	135,483.47	1,546.04	137,029.51	-	137,029.51
334413	Electronic & Other Electrical Equipment & Components Except Computer Equipment		-	-	-	-	-	-	-
334417	Electronic & Other Electrical Equipment & Components Except Computer Equipment		-	-	-	-	-	-	-
334418	Electronic & Other Electrical Equipment & Components Except Computer Equipment		-	-	-	-	-	-	-
334419	Electronic & Other Electrical Equipment & Components Except Computer Equipment		-	-	-	-	-	-	-
334513	Electronic & Other Electrical Equipment & Components Except Computer Equipment		-	-	-	-	-	-	-
334515	Electronic & Other Electrical Equipment & Components		2,569.82	-	2,569.82	-	2,569.82	-	2,569.82

	Except Computer Equipment								
335911	Electronic & Other Electrical Equipment & Components Except Computer Equipment		-	-	-	-	-	-	-
33599	Electronic & Other Electrical Equipment & Components Except Computer Equipment		-	-	-	-	-	-	-
335999	Electronic & Other Electrical Equipment & Components Except Computer Equipment		7,813.44	-	7,813.44	-	7,813.44	-	7,813.44
339999	Electronic & Other Electrical Equipment & Components Except Computer Equipment		-	-	-	-	-	-	-
339112	Electronic & Other Electrical Equipment & Components Except Computer Equipment		-	-	-	-	-	-	-
334511	Electronic & Other Electrical Equipment & Components Except Computer Equipment		-	-	-	-	-	-	-
334613	Electronic & Other Electrical Equipment & Components Except		-	-	-	-	-	-	-

	Computer Equipment								
335311	Electronic & Other Electrical Equipment & Components Except Computer Equipment		-	-	-	-	-	-	-
335313	Electronic & Other Electrical Equipment & Components Except Computer Equipment		-	-	-	-	-	-	-
335314	Electronic & Other Electrical Equipment & Components Except Computer Equipment		-	-	-	-	-	-	-
336390	Electronic & Other Electrical Equipment & Components Except Computer Equipment		-	-	-	-	-	-	-
333318	Measuring, Analyzing & Controlling Instruments, Photographic, Medical & Optical Goods, Watches & Clocks		-	-	-	-	-	-	-
339920	Measuring, Analyzing & Controlling Instruments, Photographic, Medical & Optical Goods, Watches & Clocks		-	-	-	-	-	-	-

339940	Miscellaneous Manufacturing Industry		-	-	-	-	-	-	-
339950	Miscellaneous Manufacturing Industry		-	-	-	-	-	-	-
423210	Miscellaneous Manufacturing Industry		-	-	-	-	-	-	-
482112	Railroad Transportation		-	-	-	-	-	-	-
484110	Railroad Transportation		-	-	-	-	-	-	-
486110	Local & Suburban Transit & Hwy Passenger Transportation		-	-	-	-	-	-	-
485112	Local & Suburban Transit & Hwy Passenger Transportation		-	-	-	-	-	-	-
493110	Motor Freight Transportation & Warehousing		-	-	-	-	-	-	-
484121	Motor Freight Transportation & Warehousing		-	-	-	-	-	-	-
484220	Motor Freight Transportation & Warehousing		-	-	-	-	-	-	-
485111	Motor Freight Transportation & Warehousing		372.26	-	372.26	-	372.26	-	372.26
488510	Motor Freight Transportation & Warehousing		4,164.31	-	4,164.31	-	4,164.31	-	4,164.31
485510	Motor Freight Transportation & Warehousing		-	-	-	-	-	-	-
493190	Motor Freight Transportation & Warehousing		-	-	-	-	-	-	-

562910	Motor Freight Transportation & Warehousing		-	-	-	-	-	-	-
492110	United States Postal Service		-	-	-	-	-	-	-
511120	United States Postal Service		-	-	-	-	-	-	-
452210	Retail Trade		-	-	-	-	-	-	-
488119	Transportation by Air		62,028.50	-	62,028.50	-	62,028.50	-	62,028.50
481219	Transportation by Air		-	-	-	-	-	-	-
488190	Transportation by Air		-	-	-	-	-	-	-
488490	Transportation by Air		-	-	-	-	-	-	-
486210	Pipeline Expense Natural Gas		-	-	-	-	-	-	-
561612	Transportation Services		1,054,337.01	204,326.83	1,054,337.01	204,326.83	1,258,663.84	-	1,258,663.84
488999	Transportation Services		-	-	-	-	-	-	-
491110	Transportation Services		-	-	-	-	-	-	-
813319	Transportation and Warehousing		-	-	-	-	-	-	-
515120	Transportation and Warehousing		7,000.00	-	7,000.00	-	7,000.00	-	7,000.00
515210	Transportation and Warehousing		600,000.00	-	600,000.00	-	600,000.00	-	600,000.00
517	Transportation and Warehousing		-	-	-	-	-	-	-
5171	Transportation and Warehousing		-	-	-	-	-	-	-

517110	Transportation and Warehousing		-	-	-	-	-	-	-
517210	Transportation and Warehousing		-	-	-	-	-	-	-
517410	Transportation and Warehousing		-	-	-	-	-	-	-
51791	Transportation and Warehousing		-	-	-	-	-	-	-
517911	Transportation and Warehousing		13,366,534.11	23,473.33	13,366,534.11	23,473.33	13,390,007.44	-	13,390,007.44
517919	Transportation and Warehousing		299,586.04	5,670.00	299,586.04	5,670.00	305,256.04	-	305,256.04
22	Utilities		-	-	-	-	-	-	-
221118	Other Electric Power Generation		14,338.67	9,282.00	14,338.67	9,282.00	23,620.67	-	23,620.67
221121	Electric Bulk Power Transmission and Control		-	-	-	-	-	-	-
221122	Electric Power Distribution		-	-	-	-	-	-	-
221210	Natural Gas Distribution(1)		-	-	-	-	-	-	-
221310	Water Supply and Irrigation Systems(0)		26,998.90	-	26,998.90	-	26,998.90	-	26,998.90
221330	Steam and Air-Conditioning Supply(0)		-	-	-	-	-	-	-
611310	Electric, Gas and Sanitary Services		-	-	-	-	-	-	-
221111	Electric, Gas and Sanitary Services		-	-	-	-	-	-	-

222118	Electric, Gas and Sanitary Services		-	-	-	-	-	-	-
236115	Electric, Gas and Sanitary Services		1,750.00	-	1,750.00	-	1,750.00	-	1,750.00
486990	Electric, Gas and Sanitary Services		-	-	-	-	-	-	-
562212	Electric, Gas and Sanitary Services		-	-	-	-	-	-	-
562219	Electric, Gas and Sanitary Services		-	-	-	-	-	-	-
562920	Electric, Gas and Sanitary Services		-	-	-	-	-	-	-
562991	Electric, Gas and Sanitary Services		946.70	-	946.70	-	946.70	-	946.70
562998	Electric, Gas and Sanitary Services		-	-	-	-	-	-	-
423390	Wholesale Trade Durable Goods		-	-	-	-	-	-	-
423440	Wholesale Trade Durable Goods		-	-	-	-	-	-	-
423510	Wholesale Trade Durable Goods		-	-	-	-	-	-	-
423710	Wholesale Trade Durable Goods		260.99	-	260.99	-	260.99	-	260.99
423730	Wholesale Trade Durable Goods		3,023.31	30,843.36	3,023.31	30,843.36	33,866.67	-	33,866.67
423830	Wholesale Trade Durable Goods		6,416.20	-	6,416.20	-	6,416.20	-	6,416.20

423850	Wholesale Trade Durable Goods		-	-	-	-	-	-	-
423860	Wholesale Trade Durable Goods		458,876.50	-	458,876.50	-	458,876.50	-	458,876.50
424480	Wholesale Trade Durable Goods		-	-	-	-	-	-	-
423490	Wholesale Trade Durable Goods		515,187.87	-	515,187.87	-	515,187.87	-	515,187.87
423720	Wholesale Trade Durable Goods		-	-	-	-	-	-	-
423740	Wholesale Trade Durable Goods		-	-	-	-	-	-	-
423840	Wholesale Trade Durable Goods		-	-	-	-	-	-	-
423930	Wholesale Trade Durable Goods		691.20	-	691.20	-	691.20	-	691.20
424120	Wholesale Trade Durable Goods		-	-	-	-	-	-	-
444110	Wholesale Trade Durable Goods		-	-	-	-	-	-	-
444220	Wholesale Trade Durable Goods		-	-	-	-	-	-	-
454110	Wholesale Trade Durable Goods		51.74	-	51.74	-	51.74	-	51.74
454113	Wholesale Trade Durable Goods		-	-	-	-	-	-	-
423420	Wholesale Trade Durable Goods		12,886.32	-	12,886.32	-	12,886.32	-	12,886.32

423430	Wholesale Trade Durable Goods		26,666.08	-	26,666.08	-	26,666.08	-	26,666.08
423610	Wholesale Trade Durable Goods		37,483.24	140,597.57	37,483.24	140,597.57	178,080.81	-	178,080.81
423690	Wholesale Trade Durable Goods		2,226,867.57	-	2,226,867.57	-	2,226,867.57	-	2,226,867.57
423810	Wholesale Trade Durable Goods		-	-	-	-	-	-	-
42383	Wholesale Trade Durable Goods		-	-	-	-	-	-	-
423990	Wholesale Trade Durable Goods		1,790.25	-	1,790.25	-	1,790.25	-	1,790.25
443142	Wholesale Trade Durable Goods		1,647,734.12	1,420.00	1,647,734.12	1,420.00	1,649,154.12	-	1,649,154.12
424130	Wholesale Trade Non-Durable Goods		-	-	-	-	-	-	-
424340	Wholesale Trade Non-Durable Goods		-	-	-	-	-	-	-
424490	Wholesale Trade Non-Durable Goods		-	-	-	-	-	-	-
424930	Wholesale Trade Non-Durable Goods		-	-	-	-	-	-	-
425120	Wholesale Trade Non-Durable Goods		-	-	-	-	-	-	-
541910	Wholesale Trade Non-Durable Goods		136,175.00	-	136,175.00	-	136,175.00	-	136,175.00
424720	Wholesale Trade Non-Durable Goods		25,932.91	-	25,932.91	-	25,932.91	-	25,932.91

424920	Wholesale Trade Non-Durable Goods		-	-	-	-	-	-	-
424990	Wholesale Trade Non-Durable Goods		-	-	-	-	-	-	-
441110	Wholesale Trade Non-Durable Goods		-	-	-	-	-	-	-
424410	Wholesale Trade Non-Durable Goods		-	-	-	-	-	-	-
424690	Wholesale Trade Non-Durable Goods		-	-	-	-	-	-	-
442210	Wholesale Trade Non-Durable Goods		-	-	-	-	-	-	-
313310	Building Materials, Hardware, Garden Supply & Mobile Home Dealers		-	-	-	-	-	-	-
452311	Department Stores		-	-	-	-	-	-	-
446120	Miscellaneous Retail		-	-	-	-	-	-	-
446130	Building Materials, Hardware, Garden Supply & Mobile Home Dealers		47,797.65	85,922.98	47,797.65	85,922.98	133,720.63	-	133,720.63
444130	Building Materials, Hardware, Garden Supply & Mobile Home Dealers		-	-	-	-	-	-	-
454390	Food Stores		-	-	-	-	-	-	-
441228	Automotive Dealers,		-	-	-	-	-	-	-

	Gasoline Service Stations								
443141	Automotive Dealers, Gasoline Service Stations		-	-	-	-	-	-	-
442110	Home Furniture, Furnishings & Equipment Stores		-	-	-	-	-	-	-
444190	Home Furniture, Furnishings & Equipment Stores		-	-	-	-	-	-	-
722310	Eating & Drinking Places		-	-	-	-	-	-	-
737401	Eating & Drinking Places		-	-	-	-	-	-	-
451110	Miscellaneous Retail		-	-	-	-	-	-	-
448320	Miscellaneous Retail		-	-	-	-	-	-	-
453920	Miscellaneous Retail		-	-	-	-	-	-	-
453998	Miscellaneous Retail		2,579.14	-	2,579.14	-	2,579.14	-	2,579.14
481112	Miscellaneous Retail		-	-	-	-	-	-	-
722511	Miscellaneous Retail		-	-	-	-	-	-	-
448150	Miscellaneous Retail		-	-	-	-	-	-	-
454210	Miscellaneous Retail		-	-	-	-	-	-	-
454310	Miscellaneous Retail		-	-	-	-	-	-	-
522390	Depository Institutions		-	-	-	-	-	-	-

523110	Non-Depository Credit Institutions		-	-	-	-	-	-	-
523120	Security & Commodity Brokers, Dealers, Exchanges & Services		-	-	-	-	-	-	-
523210	Security & Commodity Brokers, Dealers, Exchanges & Services		-	-	-	-	-	-	-
523510	Security & Commodity Brokers, Dealers, Exchanges & Services		-	-	-	-	-	-	-
523910	Security & Commodity Brokers, Dealers, Exchanges & Services		9,509.70	-	9,509.70	-	9,509.70	-	9,509.70
523920	Security & Commodity Brokers, Dealers, Exchanges & Services		106,458.78	1,283.47	106,458.78	1,283.47	107,742.25	-	107,742.25
523991	Security & Commodity Brokers, Dealers, Exchanges & Services		-	-	-	-	-	-	-
524113	Security & Commodity Brokers, Dealers, Exchanges & Services		-	-	-	-	-	-	-
524114	Security & Commodity Brokers, Dealers,		-	-	-	-	-	-	-

	Exchanges & Services								
524127	Insurance Carriers		-	-	-	-	-	-	-
524210	Insurance Carriers		20,865.00	-	20,865.00	-	20,865.00	-	20,865.00
525110	Insurance Carriers		-	-	-	-	-	-	-
525920	Insurance Agents, Brokers & Services		-	-	-	-	-	-	-
525990	Finance and Insurance		-	-	-	-	-	-	-
531320	Real Estate		-	-	-	-	-	-	-
531512	Real Estate		-	-	-	-	-	-	-
532292	Real Estate		-	-	-	-	-	-	-
53	Real Estate		-	-	-	-	-	-	-
531	Real Estate		-	-	-	-	-	-	-
5311	Real Estate		-	-	-	-	-	-	-
531110	Real Estate		2,534,449.69	-	2,534,449.69	-	2,534,449.69	-	2,534,449.69
53112	Real Estate		-	-	-	-	-	-	-
531120	Real Estate		-	-	-	-	-	-	-
531190	Real Estate		-	-	-	-	-	-	-
5312	Real Estate		-	-	-	-	-	-	-
53121	Real Estate		-	-	-	-	-	-	-
531210	Real Estate		-	-	-	-	-	-	-

53131	Real Estate		-	-	-	-	-	-	-
531312	Real Estate		-	-	-	-	-	-	-
53132	Real Estate		-	-	-	-	-	-	-
531390	Real Estate		-	-	-	-	-	-	-
551112	Holding & Other Investment Offices		-	-	-	-	-	-	-
523930	Holding & Other Investment Offices		98,134.37	-	98,134.37	-	98,134.37	-	98,134.37
523999	Holding & Other Investment Offices		-	-	-	-	-	-	-
721120	Hotels, Rooming Houses, Camps & Other Lodging Places		-	-	-	-	-	-	-
721310	Hotels, Rooming Houses, Camps & Other Lodging Places		-	-	-	-	-	-	-
722330	Hotels, Rooming Houses, Camps & Other Lodging Places		-	-	-	-	-	-	-
811198	Hotels, Rooming Houses, Camps & Other Lodging Places		-	-	-	-	-	-	-
812930	Personal Services		8,225.00	-	8,225.00	-	8,225.00	-	8,225.00
541219	Personal Services		995,143.52	-	995,143.52	-	995,143.52	-	995,143.52
812199	Personal Services		-	-	-	-	-	-	-

813410	Personal Services		-	-	-	-	-	-	-
561920	Personal Services		-	-	-	-	-	-	-
541511	Business Services		10,321,589.77	101,363.22	10,321,589.77	101,363.22	10,422,952.99	-	10,422,952.99
541512	Business Services		2,748,736.70	4,431.80	2,748,736.70	4,431.80	2,753,168.50	-	2,753,168.50
541513	Business Services		-	-	-	-	-	-	-
541519	Business Services		10,851,186.34	206,274.32	10,851,186.34	206,274.32	11,057,460.66	11,836.14	11,069,296.80
541611	Business Services		599,134.00	-	599,134.00	-	599,134.00	-	599,134.00
541840	Business Services		162,152.24	-	162,152.24	-	162,152.24	-	162,152.24
541860	Business Services		75,977.94	-	75,977.94	-	75,977.94	-	75,977.94
541990	Business Services		31,826.00	-	31,826.00	-	31,826.00	-	31,826.00
561110	Business Services		-	-	-	-	-	-	-
561312	Business Services		754,274.94	-	754,274.94	-	754,274.94	-	754,274.94
561320	Business Services		-	-	-	-	-	-	-
561421	Business Services		17,453.80	-	17,453.80	-	17,453.80	-	17,453.80
561422	Business Services		-	-	-	-	-	-	-
561439	Business Services		-	-	-	-	-	-	-
561450	Business Services		-	-	-	-	-	-	-
561621	Business Services		34,651.29	400.50	34,651.29	400.50	35,051.79	-	35,051.79
561720	Business Services		385,830.17	577.00	385,830.17	577.00	386,407.17	-	386,407.17

561730	Business Services		-	-	-	-	-	-	-
811412	Business Services		19,892.59	-	19,892.59	-	19,892.59	-	19,892.59
514210	Business Services		-	-	-	-	-	-	-
519120	Business Services		-	-	-	-	-	-	-
522110	Business Services		-	-	-	-	-	-	-
541820	Business Services		-	-	-	-	-	-	-
541890	Business Services		-	-	-	-	-	-	-
561440	Business Services		-	-	-	-	-	-	-
561499	Business Services		6,818,861.06	6,280.06	6,818,861.06	6,280.06	6,825,141.12	-	6,825,141.12
561622	Business Services		-	-	-	-	-	-	-
562211	Business Services		-	-	-	-	-	-	-
811118	Business Services		-	-	-	-	-	-	-
512110	Business Services		529,163.68	-	529,163.68	-	529,163.68	-	529,163.68
522220	Business Services		-	-	-	-	-	-	-
532299	Business Services		-	-	-	-	-	-	-
541430	Business Services		1,111.04	-	1,111.04	-	1,111.04	-	1,111.04
551111	Business Services		-	-	-	-	-	-	-
561510	Business Services		-	-	-	-	-	-	-
561613	Business Services		-	-	-	-	-	-	-

562112	Business Services		-	-	-	-	-	-	-
5112	Business Services		-	-	-	-	-	-	-
511210	Business Services		9,654,381.52	14,911.96	9,654,381.52	14,911.96	9,669,293.48	-	9,669,293.48
512240	Business Services		-	-	-	-	-	-	-
518	Business Services		-	-	-	-	-	-	-
518210	Business Services		1,140,529.52	6,451.39	1,140,529.52	6,451.39	1,146,980.91	-	1,146,980.91
519110	Business Services		-	-	-	-	-	-	-
519190	Business Services		-	24,880.00	-	24,880.00	24,880.00	-	24,880.00
522320	Business Services		-	-	-	-	-	-	-
532490	Business Services		2,112.96	1,883.00	2,112.96	1,883.00	3,995.96	-	3,995.96
5411	Business Services		-	-	-	-	-	-	-
54119	Business Services		-	-	-	-	-	-	-
541199	Business Services		-	-	-	-	-	-	-
541340	Business Services		-	-	-	-	-	-	-
541370	Business Services		-	-	-	-	-	-	-
532111	Automotive Repair Services & Parking		-	-	-	-	-	-	-
812990	Automotive Repair Services & Parking		117,326.00	-	117,326.00	-	117,326.00	-	117,326.00
811211	Automotive Repair Services & Parking		-	-	-	-	-	-	-

532120	Automotive Repair Services & Parking		-	-	-	-	-	-	-
532210	Automotive Repair Services & Parking		-	-	-	-	-	-	-
811212	Miscellaneous Repair Services		2,349,976.14	-	2,349,976.14	-	2,349,976.14	-	2,349,976.14
811213	Miscellaneous Repair Services		-	-	-	-	-	-	-
811219	Miscellaneous Repair Services		840.00	-	840.00	-	840.00	-	840.00
811310	Miscellaneous Repair Services		2,000.00	-	2,000.00	-	2,000.00	-	2,000.00
561710	Miscellaneous Repair Services		7,097.00	-	7,097.00	-	7,097.00	-	7,097.00
561790	Miscellaneous Repair Services		-	-	-	-	-	-	-
812112	Miscellaneous Repair Services		-	9,071.76	-	9,071.76	9,071.76	-	9,071.76
611110	Miscellaneous Repair Services		-	-	-	-	-	-	-
811490	Miscellaneous Repair Services		330,060.82	73,345.72	330,060.82	73,345.72	403,406.54	-	403,406.54
512131	Motion Pictures		-	-	-	-	-	-	-
482111	Amusement & Recreation Services		-	-	-	-	-	-	-
711510	Amusement & Recreation Services		-	4,738.00	-	4,738.00	4,738.00	-	4,738.00
713940	Amusement & Recreation Services		-	-	-	-	-	-	-
622110	Health Services		-	-	-	-	-	-	-
621330	Health Services		-	-	-	-	-	-	-
621420	Health Services		-	-	-	-	-	-	-

621999	Health Services		-	-	-	-	-	-	-
622210	Health Services		-	-	-	-	-	-	-
624190	Health Services		-	-	-	-	-	-	-
624230	Health Services		-	-	-	-	-	-	-
541191	Legal Services		-	-	-	-	-	-	-
54111	Legal Services		-	-	-	-	-	-	-
541110	Legal Services		-	-	-	-	-	-	-
611210	Educational Services		-	-	-	-	-	-	-
611420	Educational Services		60,876.60	-	60,876.60	-	60,876.60	-	60,876.60
611430	Educational Services		-	-	-	-	-	-	-
611519	Educational Services		-	-	-	-	-	-	-
611691	Educational Services		-	-	-	-	-	-	-
611699	Educational Services		-	-	-	-	-	-	-
621111	Educational Services		-	-	-	-	-	-	-
611512	Educational Services		-	-	-	-	-	-	-
611710	Educational Services		-	-	-	-	-	-	-
813219	Social Services		-	-	-	-	-	-	-
624310	Social Services		-	-	-	-	-	-	-
711410	Social Services		-	-	-	-	-	-	-

813110	Membership Organizations		-	-	-	-	-	-	-
813910	Membership Organizations		-	-	-	-	-	-	-
813920	Membership Organizations		-	-	-	-	-	-	-
813990	Membership Organizations		-	-	-	-	-	-	-
874201	Membership Organizations		-	-	-	-	-	-	-
813940	Membership Organizations		-	-	-	-	-	-	-
541490	Engineering, Accounting, Research, Management & Related Services		-	-	-	-	-	-	-
541612	Engineering, Accounting, Research, Management & Related Services		213,722.22	2,389.24	213,722.22	2,389.24	216,111.46	-	216,111.46
541618	Engineering, Accounting, Research, Management & Related Services		255,822.06	2,517.50	255,822.06	2,517.50	258,339.56	-	258,339.56
541690	Engineering, Accounting, Research, Management & Related Services		2,209,735.96	444,794.97	2,209,735.96	444,794.97	2,654,530.93	-	2,654,530.93
541810	Engineering, Accounting, Research, Management & Related Services		138,290.63	47,355.60	138,290.63	47,355.60	185,646.23	-	185,646.23
561210	Engineering, Accounting, Research, Management & Related Services		-	-	-	-	-	-	-
541930	Engineering, Accounting, Research,		-	-	-	-	-	-	-

	Management & Related Services								
541213	Engineering, Accounting, Research, Management & Related Services		-	-	-	-	-	-	-
541320	Engineering, Accounting, Research, Management & Related Services		11,311.00	-	11,311.00	-	11,311.00	-	11,311.00
541380	Engineering, Accounting, Research, Management & Related Services		-	-	-	-	-	-	-
541613	Engineering, Accounting, Research, Management & Related Services		349,861.27	-	349,861.27	-	349,861.27	-	349,861.27
541712	Engineering, Accounting, Research, Management & Related Services		506,193.48	49,498.08	506,193.48	49,498.08	555,691.56	-	555,691.56
541713	Engineering, Accounting, Research, Management & Related Services		-	-	-	-	-	-	-
541714	Engineering, Accounting, Research, Management & Related Services		-	-	-	-	-	-	-
541715	Engineering, Accounting, Research, Management & Related Services		-	-	-	-	-	-	-
541720	Engineering, Accounting, Research, Management & Related Services		-	-	-	-	-	-	-

541870	Engineering, Accounting, Research, Management & Related Services		-	-	-	-	-	-	-
561311	Engineering, Accounting, Research, Management & Related Services		-	-	-	-	-	-	-
921110	Engineering, Accounting, Research, Management & Related Services		3,100.31	-	3,100.31	-	3,100.31	-	3,100.31
541410	Engineering, Accounting, Research, Management & Related Services		131,951.74	-	131,951.74	-	131,951.74	-	131,951.74
541614	Engineering, Accounting, Research, Management & Related Services		-	-	-	-	-	-	-
541620	Engineering, Accounting, Research, Management & Related Services		-	-	-	-	-	-	-
541850	Engineering, Accounting, Research, Management & Related Services		-	-	-	-	-	-	-
54121	Engineering, Accounting, Research, Management & Related Services		-	-	-	-	-	-	-
541211	Engineering, Accounting, Research, Management & Related Services		-	-	-	-	-	-	-
54133	Engineering, Accounting, Research,		-	-	-	-	-	-	-

	Management & Related Services								
541330	Engineering, Accounting, Research, Management & Related Services		452,962.33	45,602.50	452,962.33	45,602.50	498,564.83	-	498,564.83
512250	Services, not elsewhere classified		-	-	-	-	-	-	-
541310	Services, not elsewhere classified		-	-	-	-	-	-	-
721110	Services, not elsewhere classified		-	-	-	-	-	-	-
921190	Executive, Legislative & General Government Except Finance		41,000.00	-	41,000.00	-	41,000.00	-	41,000.00
921120	Executive, Legislative & General Government Except Finance		-	-	-	-	-	-	-
926120	Executive, Legislative & General Government Except Finance		-	-	-	-	-	-	-
922120	Justice, Public Order & Safety		-	-	-	-	-	-	-
922130	Justice, Public Order & Safety		-	-	-	-	-	-	-
922190	Justice, Public Order & Safety		-	-	-	-	-	-	-
924110	Administration of Environmental Quality & Housing Programs		1,044.00	-	1,044.00	-	1,044.00	-	1,044.00

926130	Administration of Economic Programs		-	-	-	-	-	-	-
115112	Support Activities for Agriculture and Forestry		-	-	-	-	-	-	-
238350	Construction		-	-	-	-	-	-	-
311811	Food Manufacturing		-	-	-	-	-	-	-
312112	Food Manufacturing		-	-	-	-	-	-	-
313220	Food Manufacturing		-	-	-	-	-	-	-
322130	Paper Manufacturing		-	-	-	-	-	-	-
325180	Chemical Manufacturing		-	-	-	-	-	-	-
327991	Nonmetallic Mineral Product Manufacturing		-	-	-	-	-	-	-
333242	Machinery Manufacturing		63,091.00	-	63,091.00	-	63,091.00	-	63,091.00
334441	Computer and Electronic Product Manufacturing		-	-	-	-	-	-	-
335929	Electrical Equipment, Appliance, and Component Manufacturing		980.60	-	980.60	-	980.60	-	980.60
336411	Transportation Equipment Manufacturing		-	-	-	-	-	-	-
336412	Transportation Equipment Manufacturing		-	-	-	-	-	-	-
337124	Furniture and Related Product Manufacturing		-	-	-	-	-	-	-

423310	Wholesale Trade		-	-	-	-	-	-	-
423450	Wholesale Trade		-	-	-	-	-	-	-
441310	Retail Trade		-	-	-	-	-	-	-
442110	Retail Trade		-	-	-	-	-	-	-
443112	Retail Trade		-	-	-	-	-	-	-
444120	Retail Trade		-	-	-	-	-	-	-
444130	Retail Trade		-	-	-	-	-	-	-
446199	Retail Trade		-	-	-	-	-	-	-
453110	Retail Trade		-	-	-	-	-	-	-
453210	Retail Trade		4,815.06	1,484.00	4,815.06	1,484.00	6,299.06	-	6,299.06
453220	Retail Trade		-	-	-	-	-	-	-
481111	Transportation and Warehousing		-	-	-	-	-	-	-
512120	Information		317,830.34	177,088.97	317,830.34	177,088.97	494,919.31	-	494,919.31
517311	Information		-	-	-	-	-	-	-
531310	Real Estate and Rental and Leasing		-	-	-	-	-	-	-
532310	Real Estate and Rental and Leasing		-	-	-	-	-	-	-
536121	Real Estate and Rental and Leasing		-	-	-	-	-	-	-
541420	Professional, Scientific, and		-	-	-	-	-	-	-

	Technical Services								
561491	Administrative and Support and Waste Management and Remediation Services		-	-	-	-	-	-	-
622110	Health Care and Social Assistance		-	-	-	-	-	-	-
711190	Arts, Entertainment, and Recreation		-	-	-	-	-	-	-
711211	Arts, Entertainment, and Recreation		-	-	-	-	-	-	-
711310	Arts, Entertainment, and Recreation		-	-	-	-	-	-	-
722513	Accommodation and Food Services		-	-	-	-	-	-	-
811111	Other Services (except Public Administration)		15,687.37	-	15,687.37	-	15,687.37	-	15,687.37
812111	Other Services (except Public Administration)		-	-	-	-	-	-	-
812332	Other Services (except Public Administration)		-	-	-	-	-	-	-
484210	Transportation and Warehousing		-	-	-	-	-	-	-
484122	Transportation and Warehousing		4,207.49	-	4,207.49	-	4,207.49	-	4,207.49
532411	Real Estate and Rental Leasing		-	-	-	-	-	-	-
112111	Agriculture, Forestry, Fishing and Hunting		-	-	-	-	-	-	-

212221	Mining, Quarrying, and Oil and Gas Extraction		-	-	-	-	-	-	-
812331	Other Services (except Public Administration)		132.63	-	132.63	-	132.63	-	132.63
311920	Manufacturing		-	-	-	-	-	-	-
485999	Transportation and Warehousing		-	-	-	-	-	-	-
811121	Other Services (except Public Administration)		-	-	-	-	-	-	-
447190	Retail Trade		-	-	-	-	-	-	-
561310	Administrative Support Waste Management /Remediation Services		-	-	-	-	-	-	-

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

### 9.1.3 PROGRAM EXPENSES

Expense Category	Description	2018 Actuals
Wages, Employee Expense	Payroll related costs of employees working on WMDVBE matters.	\$150,000

Program Expenses & Training	Printing, postage, supplies, outreach, and other costs directly related to programs including costs related to training employees (internal) and suppliers (external)	\$0
Reporting Expenses	Computer, accounting, printing and other expenses in preparing reports to CPUC.	\$2,000
Consultants and Contractors	Costs of hiring consultants and contractors to assist with WMDVBE program.	\$0
Other	Software system and Corporate Memberships.	\$90,750
<b>Total</b>		<b>\$242,750</b>

**9.1.4 A DESCRIPTION OF PROGRESS IN MEETING OR EXCEEDING SET GOALS AND AN EXPLANATION OF ANY CIRCUMSTANCES THAT MAY HAVE CAUSED THE UTILITY TO FALL SHORT OF ITS GOALS.**

2019 had special challenges with combining data from two different purchasing systems, so we aren't going to move targets until we see what the data looks like in the new software system with a complete year of data doing business as one company.

**ATTACHMENT C**

**CenturyLink, Inc.**

**2018**

**#156 Sec. 9.1.4**

**WMDVLGBTBE Results and Goals**

<b>Category</b>	<b>2018 Results</b>	<b>2018 Goals</b>
<b>Minority Business Enterprise (MBE)</b>	4.82%	3.50%
<b>Women Business Enterprise (WBE)</b>	1.36%	1.00%
<b>Lesbian, Gay, Bisexual, Transgender Business</b>	0.00%	0.00%
<b>Disabled Veteran Business (DVBE)</b>	0.00%	0.50%
<b>TOTAL WMDVLGBTBE</b>	<b>6.18%</b>	<b>5.00%</b>

**% - PERCENTAGE OF NET PROCUREMENT**

**9.1.5 A LIST OF WMDVLGBTBE COMPLAINTS RECEIVED DURING THE PAST YEAR, ACCOMPANIED BY A BRIEF DESCRIPTION OF THE NATURE OF EACH COMPLAINT AND ITS RESOLUTION OR CURRENT STATUS.**

CenturyLink is not aware of any WBDVLGBTBE complaints in 2018.

**9.1.6 A SUMMARY OF PURCHASES AND/OR CONTRACTS FOR PRODUCTS AND SERVICES IN EXCLUDED CATEGORIES.**

CenturyLink understanding is that the GO 156 Ruling on November 14, 2003, ended the exclusion category. Legacy Level 3 does not intend to exclude any product/service category from its purchase base other than those specifically stated in General Order 156, Section 8 such as payments to other utilities, government fees and taxes.

**9.1.7 A DESCRIPTION OF ANY EFFORTS MADE TO RECRUIT WMDVLGBTBE SUPPLIERS OF PRODUCTS OR SERVICES IN PROCUREMENT CATEGORIES WHERE WMDVLGBTBE UTILIZATION HAS BEEN LOW, SUCH AS LEGAL AND FINANCIAL SERVICES, FUEL PROCUREMENT, AND AREAS THAT ARE CONSIDERED HIGHLY TECHNICAL IN NATURE.**

A significant factor in CenturyLink's high WMDVLGBTBE utilization is that we combined purchasing system data in 2018 and might experience a slight inflation of the numbers. However, we have identified this fact and have implemented a new software that will take a lot of manual work out of this reporting and eliminate the possibility of double counting.

**9.1.8 UTILITIES SHALL RETAIN ALL DOCUMENTS AND DATA THEY RELY ON IN PREPARING THEIR WMDVLGBTBE ANNUAL REPORT FOR THE LONGER OF EITHER THREE YEARS OR IN CONFORMANCE WITH THE UTILITIES' INDIVIDUAL DOCUMENT RETENTION POLICIES and SHALL PROVIDE THESE DOCUMENTS AND DATA TO THE COMMISSION UPON REQUEST.**

CenturyLink was compliant with this provision.

**9.1.9 EACH UTILITY WHICH ELECTS TO REPORT FUEL PROCUREMENT SEPARATELY MUST FILE WITH THE EXECUTIVE DIRECTOR BY MARCH 1 OF EACH YEAR, BEGINNING IN 1991, A SEPARATE DETAILED AND VERIFIABLE REPORT ON WMDVBE PARTICIPATION IN FUEL MARKETS. THESE REPORTS MUST INCLUDE, AT A MINIMUM, THE RESULTS OF PURCHASES IN EACH FUEL CATEGORY. UTILITIES SHALL REPORT RENEWABLE AND NONRENEWABLE ENERGY PROCUREMENT IN A MANNER SIMILAR TO THEIR REPORTING OF FUEL PROCUREMENT.**

CenturyLink is not reporting renewable and nonrenewable energy procurement separately in the 2019 plan.

## GO156, §10 2019 ANNUAL PLAN

CenturyLink recognizes its obligation to provide CPUC with annual detailed and verifiable plans concerning its WMDVLGBTBE procurement in all related categories. CenturyLink has been a strong advocate for diversity in the workplace as well as bringing diversity to their outside/inside procurements for goods and services. CenturyLink will continue to honor the requirements of the CPUC GO 156 Reporting as well as the annual plan.

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

CenturyLink plans to use historical information from prior years, along with its anticipated company spend for the coming plan year, knowledge of major initiatives and opportunities, and input from key corporate departments, regional leadership, and local management in establishing its annual goals and objectives. While economic factors and influences outside the company’s control affect overall purchasing decisions CenturyLink will seek opportunities to improve upon stated goals and the resulting accomplishments year over year. As a continued commitment to report to the CPUC, CenturyLink will assume responsibility of legacy Level 3’s Short, Mid and Long-Term Goals already set and as follows:

<b>Term Goal</b>	<b>MBE</b>	<b>WBE</b>	<b>DVBE</b>	<b>LGBT</b>
Short Term	3.5%	1.0%	.50%	.50%
Mid Term	3.5%	1.0%	.50%	.50%
Long Term	5%	1%	1%	1%

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

- **PER CPUC Go 156 (JUNE 2015) SECTION 8.3, NUMERICAL GOALS WILL BE EXCUSED FOR THE FIRST FIVE YEARS FOR LGBTBE’S IN ORDER THAT PARTICIPATION IN PROCUREMENT PROGRAMS CAN BE ESTABLISHED AND IMPLEMENTED TO GATHER DATA AND EXPERIENCE TO SET MEANINGFUL TARGET GOALS.**
- **CenturyLink will annually report its supplier diversity for all of its California operations to the CPUC as set forth in the Commission’s General Order 156 and have an aspirational goal of 20% annual utilization of minority-owned business enterprises (“MBEs”) as described in General Order 156. CenturyLink will conduct an annual meeting with ORA, TURN and Greenlining (and the CPUC’s Communications Division if it so desires) to discuss the annual 2018 and 2019 supplier diversity CPUC reports).**

**10.1.2 A DESCRIPTION OF WMDVLGBTBE PROGRAM ACTIVITIES PLANNED FOR THE NEXT CALENDAR YEAR. THIS DESCRIPTION SHALL INCLUDE BOTH INTERNAL AND EXTERNAL ACTIVITIES**

In 2019, CenturyLink plans to work with California business units to identify opportunities to expand the use of WMDVLGBTBE vendors.

To meet its 2019 goals, CenturyLink is in the process of establishing the following *internal* activities:

1. Local Goals and Objectives.

CenturyLink believes that goals and objectives must be established at the lowest common level within the company to ensure success in the future, especially due to the recent merger of two purchasing systems.

CenturyLink has re-established supplier diversity goals and objectives in North America in support of its Federal Commercial Plan, our Corporate Plan as well as various individual plans that are still required under previous obligations. CenturyLink is also aware that the CA Plan and goals contain components that must be applied to each individual market for them to be meaningful. In 2019, the Supplier Diversity Team, North American Procurement Organization, and CA Local Management will, through collaborative planning and implementation sessions, continue efforts to reinforce the Supplier Diversity goals for each of the California markets that will ultimately contribute to the overall 2019 Plan. This reinforcement process will engage, challenge, and establish local accountability to identify new and diverse sources of supply for employees who make purchasing decisions.

2. Training and Education.

CenturyLink plans to train its North American Procurement decision makers on the requirements and benefits of having a supplier diversity program therefore ensuring the program to be successful for the 2019 reporting year. The goal of the training will be to educate CenturyLink personnel on the existence and importance of the Supplier Diversity Program, the CA Plan and associated goals and requirements, along with providing access and visibility to available tools and resources in support of purchasing decisions.

Specific topics to be covered in 2019 market specific diversity training include:

- Visibility to the goals and requirements stated within the 2019 Annual Plan as submitted to the CPUC.
- Training on key sections of GO156 and employee responsibility.
- WMDVLGBTBE Prime Contractor Outreach.
- CPUC Clearinghouse as a resource tool for validation of existing and location of potential diverse suppliers.
- *2019 Annual Plan as submitted to the GSA.*
- Targeted diversity opportunities for underutilized businesses.
- Local diversity leaders and resources.

3. WMDVLGBTBE Prime Contractor Outreach.

CenturyLink intends to strengthen its Supplier Diversity Outreach on a continuing basis in 2019. Some of the efforts the company plans to undertake include:

- Actively expanding the company's California source pools by leveraging the CPUC Clearinghouse and the California Department of General Services (DGS) Supplier Diversity Website supplier databases.
- Participation in Supplier Diversity seminars, conferences, workshops, and renewing membership(s) with supplier diversity councils. Supporting outreach efforts through contacts with minority and small business trade associations, attendance at minority, veteran-owned, service

disabled veteran-owned, lesbian, gay, bisexual and transgender-owned, minority-owned and women-owned business procurement conferences and trade fairs nationally and locally within key markets (i.e., California).

- Partner with the Federal Small Business Administration, and/or the California state counterpart, to seek alternative sources for supply or opportunities to further mature CenturyLink's diversity program.
- Partner with an Ethnic Business Association or Ethnic Chamber to seek alternative sources for supply or opportunities to further mature CenturyLink's diversity program.

4. Subcontracting Program.

CenturyLink plans to broaden its Tier 2 subcontracting program to encourage prime contractors to expand their utilization of WMDVLGBTBE subcontractors pursuant to GO156 §6.3. CenturyLink will focus on prime contractors with whom the company has historically spent over \$500,000 for products and services and \$1,000,000 for construction services.

5. Employee Communication.

CenturyLink has created a dedicated internal company website for Supplier Diversity to incorporate resources for employees to be able to increase opportunities to include diverse suppliers in bids through use of internal bid lists, links to external sites (such as the CPUC and DGS Supplier Diversity website), and other informational tools specific to Supplier Diversity efforts. CenturyLink will seek opportunities to further develop means for vendors to update their records with current diversity status, and to streamline WMDVLGBTBE inclusion on bid opportunities. Implementation of our new program is currently in process for 2019.

6. Contracting.

CenturyLink will continue to work to identify bid opportunities and include supplier diversity provisions in its RFXs, provide Self Certification Forms and incorporate diversity requirements in its due diligence processes.

7. Data Quality.

As part of the integration activities, CenturyLink Global Procurement has aligned with our Accounts Payable teams to ensure data quality exists in our current purchasing platform.

8. Supplier Certification.

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

CenturyLink is in the process of establishing the following external actions:

1. Attend WMDVLGBTBE Business Opportunity Workshops, Minority Business Enterprise conferences, seminars and trade fairs, as applicable.

2. Contact diverse and small business trade associations and development organizations.
3. Identify and work with primary contacts at small and diverse trade associations to improve upon networking and sourcing opportunities.

**10.1.3 PLANS FOR RECRUITING WMDVLGBTBE SUPPLIERS OF PRODUCTS OR SERVICES WHERE WMDVLGBTBE UTILIZATION HAS BEEN LOW, SUCH AS LEGAL AND FINANCIAL SERVICES, FUEL PROCUREMENT, AND AREAS THAT ARE CONSIDERED HIGHLY TECHNICAL IN NATURE.**

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

**10.1.4 PLANS FOR SEEKING AND OR RECRUITING WMDVLGBTBE SUPPLIERS OF PRODUCTS OR SERVICES IN ANY "EXCLUDED CATEGORY" OF PRODUCTS OR SERVICES WHICH HAS BEEN REMOVED FROM THE PROCUREMENT DOLLAR BASE USED TO SET GOALS BECAUSE OF THE ESTABLISHED UNAVAILABILITY OF WMDVLGBTBE SUPPLIERS. PLANS FOR SEEKING AND OR RECRUITING WMDVLGBTBE SUPPLIERS OF PRODUCTS OR SERVICES WHERE WMDVLGBTBE SUPPLIERS ARE CURRENTLY UNAVAILABLE**

CenturyLink has challenges finding diverse suppliers in some areas of business.

**10.1.5 PLANS FOR ENCOURAGING BOTH PRIME CONTRACTORS AND GRANTEEES TO ENGAGE WMDVLGBTBES IN SUBCONTRACTS IN ALL CATEGORIES WHICH PROVIDE SUBCONTRACTING OPPORTUNITIES.**

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

CenturyLink remains committed to achieving the maximum practical utilization of WMDVLGBTBE vendors in all categories and sees Tier 2 purchases as an opportunity to expand business opportunities. It should be noted, however, that the award of subcontracts is at the sole discretion of the prime contractor.

**10.1.6 PLANS FOR COMPLYING WITH THE WMDVLGBTBE PROGRAM GUIDELINES ESTABLISHED BY THE COMMISSION AS REQUIRED BY PUBLIC UTILITIES SECTION 8283(C). THE EXECUTIVE DIRECTOR'S OFFICE WILL BE RESPONSIBLE FOR DEVELOPING, PERIODICALLY REFINING, AND RECOMMENDING SUCH GUIDELINES FOR THE COMMISSION'S ADOPTION IN AN APPROPRIATE PROCEDURAL FORUM**

CenturyLink will monitor any changes to the program guidelines to ensure continued compliance with the program.