



CenturyLink®

2019 Report and 2020 Plan

California Public Utilities Commission

Jay Sheldon Wesley, Global Corporate Supplier Diversity Manager
CENTURYLINK, INC. 1025 Eldorado Blvd. M/S 44A-F19 Broomfield, Colorado 80021

Introduction

CenturyLink is committed to actively identifying and encouraging business opportunities for purchasing products and services from Women, Minority, Disabled Veteran, Lesbian, Gay, Bisexual, and Transgender Business Enterprises (“WMDVLGBTBE”) according to the CPUC General Order 156 (“GO 156”). CenturyLink has also established a nationwide Federal Small & Diverse Business Subcontracting Plan according 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 firm’s indirect business and encouraging our prime suppliers 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 outlined in the GO 156, CenturyLink Supplier Diversity team 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 the 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 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.

External Activities CenturyLink developed and implemented a 3rd party supplier diversity portal. The purpose of this portal is to build diverse suppliers’ capacity to become bid ready—emerging diverse suppliers to get the opportunities to bid on present and future requirements.

Meet Diverse Suppliers at many networking events to engage in doing business with CenturyLink:

Step 1 – The diverse supplier registers its business on our portal. [Link: https://centurylink.quantumsds.com/accounts/login/?next=/](https://centurylink.quantumsds.com/accounts/login/?next=/)

Step 2 – Notify Supplier Diversity Office they have registered their business on our portal

Step 3– Send a copy of their capability Statement for Supplier Diversity Office review.

Step 4 – Supplier Diversity Office pulls a Dun & Bradstreet on the diverse supplier for review.

Step 5 – Supplier Diversity Office set-up a meeting with the diverse supplier to discuss their capabilities to fit into our supply chain

Step 6- Once we fix the weaknesses. We discuss our processes procurement/supply chain culture, pain points, and institution requirements.

Step 7 – Review supplier overall capabilities strength and weaknesses of their business

Step 8– Supplier Diversity Officer helps the diverse supplier fix the weaknesses to make them bid ready.

Step 9 – Review supplier overall capabilities strength and weaknesses of their business

Step 10 – If the diverse supplier meets all of the requirements. Supplier Diversity Office sets up a meeting with the Commodity Manager.

GO 156 - 2019 ANNUAL REPORT AND 2020 PLAN FOR CENTURYLINK, INC.

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 2019, CenturyLink continued to improve their vendor registration portal functionality to better enable the collection of supplier diversity data. Follow-up/reinforcement training in 2020 shall be provided through emails, phone calls, conference calls, and knowledge sharing sessions for Procurement Managers and Stakeholders.

Employee Communication

In 2019, CenturyLink maintained and updated its internal procurement and diverse supplier webpages for visibility to all employees regarding 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 presents itself, it was posted to the site, and updated throughout the year. Quarter-end diversity spending results were distributed to the Procurement department to demonstrate the status of diversity goals and enable customer reporting.

Data Quality and Reporting

In 2019, CenturyLink continued its efforts to improve the company's WMDVLGBTBE data quality by purchasing a new software system for reporting. The selection of a new supplier diversity system was imperative to continue our mission of transformation in 2020 and is also 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 identify varying needs of the soliciting entities so that the Supplier Diversity Team could 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 incorporated.

Tier 2 Program

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

- CenturyLink maintains 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 its corporate membership with WBENC (Women’s Business Entrepreneur’s National Council).
- CenturyLink obtained a new corporate membership with NaVOBA (National Veterans Owned Business Association).
- CenturyLink obtained a new corporate membership with the Colorado LGBTQ Chamber of Commerce in 2020.
- 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.
- Jay Sheldon Wesley, Global Supplier Diversity Manager on January 6, 2020, was appointed to the Board of Directors of the National Veterans Business Association (NaVOBA); his role is to expand and develop bid ready service-disabled veteran and veteran own suppliers, with a heavy concentration in California in 2020.

9.1.2

A summary of WMDVLGBTBE purchases and contracts, with breakdowns by ethnicity by 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

CenturyLink, Inc.
Year of Report: 2019
G.O. #156 Sec. 9.1.2
WMDVLGBTBE PROCUREMENT BY PRODUCT AND SERVICE CATEGORIES

				Products		Services		Total	
				\$	%	\$	%	\$	%
1	Minority Male	Asian Pacific American	Direct	\$11,437,741	3.07%	\$18,242,147	4.90%	\$29,679,888	7.98%
2		African American	Direct	\$2,895,672	0.78%	\$9,943	0.00%	\$2,905,615	0.78%
3		Hispanic American	Direct	\$3,422,866	0.92%	\$666,741	0.18%	\$4,089,607	1.10%
4		Native American	Direct	\$11,250	0.00%	\$0	0.00%	\$11,250	0.00%
5		Total Minority Male	Direct	\$17,767,529	4.78%	\$18,918,831	5.09%	\$36,686,360	9.86%
6	Minority Female	Asian Pacific American	Direct	\$2,686,357	0.72%	\$196,270	0.05%	\$2,882,627	0.77%
7		African American	Direct	\$0	0.00%	\$417,486	0.11%	\$417,486	0.11%
8		Hispanic American	Direct	\$911	0.00%	\$156,696	0.04%	\$170,087	0.05%
9		Native American	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
10		Total Minority Female	Direct	\$2,687,268	0.72%	\$770,452	0.21%	\$3,457,720	0.93%

11	Total Minority Business Enterprise (MBE)		Direct	\$20,454,797	5.50%	\$19,689,283	5.29%	\$40,144,080	10.79%
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12	Women Business Enterprise (WBE)		Direct	\$17,197,682	4.62%	\$1,681,374	0.45%	\$18,879,056	5.07%
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13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
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14	Disabled Veteran Business Enterprise (DVBE)		Direct	\$0	0.00%	\$1,927	0.00%	\$1,927	0.00%
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15	Other 8(a)**		Direct	\$0	0.00%	\$701,238	.18%	\$701,238	.18%
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16	TOTAL WMDVLGBTBE		Direct	\$37,652,479	10.12%	\$22,073,822	5.74%	\$59,726,301	16.05%
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17	Total Product Procurement	\$37,652,479
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18	Total Service Procurement	\$22,073,822
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19	Net Procurement***	\$372,020,708
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20	Total Number of WMDVLGBTBEs that Received Direct Spend	32
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CenturyLink, Inc.
Year of Report: 2019
G.O. #156 Sec. 9.1.2
WMDVLGBTBE ANNUAL RESULTS BY ETHNICITY

			Year of Report			
			Direct	Sub	Total \$	%
1	Minority Male	Asian Pacific American	\$29,679,888	\$0	\$29,679,888	7.98%
2		African American	\$2,905,615	\$0	\$2,905,615	0.78%
3		Hispanic American	\$4,089,607	\$0	\$4,089,607	1.10%
4		Native American	\$11,250	\$0	\$11,250	0.00%
5		Total Minority Male	\$36,686,360	\$0	\$36,686,360	9.86%
6	Minority Female	Asian Pacific American	\$2,882,627	\$0	\$2,882,627	0.77%
7		African American	\$417,486	\$0	\$417,486	0.11%
8		Hispanic American	\$170,087	\$0	\$170,087	0.05%
9		Native American	\$0	\$0	\$0	0.00%
10		Total Minority Female	\$3,470,200	\$0	\$3,470,200	0.93%
11	Total Minority Business Enterprise (MBE)		\$40,156,560	\$0	\$40,156,560	10.79%
12	Women Business Enterprise (WBE)		\$18,886,575	\$0	\$18,886,576	5.08%
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$0	\$0	\$0	0.00%
14	Disabled Veteran Business Enterprise (DVBE)		\$0	\$1,927	\$1,927	0.00%
15	Other 8(a)**		\$0	\$701,238	\$701,238	0.180%
16	TOTAL WMDVLGBTBE		\$59,034,135	703,165	\$59,746,302	16.05%
19	Net Procurement**		\$372,020,708			

Note: **Firm Classified as 8(a) of Small Business Administration Includes NON-WMDVLGBTBE

*****New Procurement Includes Purchase Order, Non-Purchase Orders, and Credit Cards Dollars**

Direct – Direct Procurement Sub- Subcontract Procurement

% - Percentage of Net Procurement

9.1.2(a) Attachment (A) herein breakdown the spend by Ethnicity, North America Industry Classification System (NAICS), Standard Industrial Classification (SIC) and WMDVLGBTBE Revenue Report attached hereto.

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		

*PER CPUC GO 156 (JUNE 2015) SECTION 8.3, NUMERICAL GOALS WILL BE EXCUSED FOR THE FIRST FIVE YEARS FOR LGBTBE'S SO 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 WMDVLBE 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.	\$2,500
Consultants and Contractors	Costs of hiring consultants and contractors to assist with the WMDVLBE program.	\$0
Other	Software system and Corporate Memberships.	\$60,750
Total		\$213,250

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 off its goals.

CenturyLink, Inc.	Year of Report: 2019	G.O. #156 Sec. 9.1.4
WMDVLGBTBE RESULTS AND GOALS		

Category	Year Results	Year Goals
Minority Men	9.86%	3.50%
Minority Women	0.93%	0.00%
Minority Business Enterprise (MBE)	10.79%	3.50%
Women Business Enterprise (WBE)	5.08%	0.50%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	0.00%	0.00%
Disabled Veteran Business (DVBE)	0.00%	50%
TOTAL WMDVLGBTBE	15.87%	4.50%

% - PERCENTAGE OF NET PROCUREMENT

CenturyLink operating under its first-year merger procurement system increase spend from 6.18% to 14.19%. Including other diversity spend reached an overall percentage of 16.05% for 2019.

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 2019.

9.1.6 A summary will be prepared for purchases and contracts for products and services in excluded categories.

CenturyLink's understanding is that the GO 156 Ruling on November 14, 2003, ended the exclusion category. CenturyLink 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 and services in procurement categories where WMDVLGBTBE utilities have been low, such as legal, financial services, professional services, HR Benefits, fuel procurement, and areas that are considered highly technical, but we shall continue to expand in 2020.

A significant factor in CenturyLink's high WMDVLGBTBE utilization is that we combined purchasing system data in the 4th Quarter 2018; this led to the increase in the percentage of WMDVLGBTBE from 2018 to 2019 results.

CenturyLink, Inc. is continuing to take steps to recruit WMDVLGBTBE suppliers and work towards meeting its aspirational goals. CenturyLink is expanding and investing in its Global Corporate Supplier Diversity Program Office (GCSDO) in 2019, and 2020 as follows:

- A higher level of participation in the Joint Utilities Group
- Implement a supplier diversity portal
- Issue invitations to the 8,000 suppliers in Supplier Clearinghouse to register in the CenturyLink's diverse supplier diversity program portal
- The GCSDO plans to set up a supplier development program for each of the direct and indirect goods and services categories to make these suppliers bid ready.

9.1.8 CenturyLink shall retain all documents and data they rely on in preparing their WMDVLGBTBE annual report no longer than three years or in conformance with the CenturyLink's 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 that 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 market 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 reporting of fuel procurement.

CenturyLink is not reporting renewable and nonrenewable energy procurement separately in the 2020 plan.

GO 156 - 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 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 reporting to the CPUC, CenturyLink will assume responsibility of Short, Mid, and Long-Term Goals already set and increase them as follows:

Term Goal	MBE	WBE	DVBE	LGBT
Short Term	11.0%	2.0%	.50%	.50%
Mid Term	12.0%	2.5%	.50%	.50%
Long Term	15.0%	3.0%	1.0%	1.0%

*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 so 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 its California operations to the CPUC as outlined 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 2020, CenturyLink continues to work with California business units to identify opportunities to expand the use of WMDVLGBTBE vendors.

To meet its 2020 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 after completing our first year under the recent merger of two purchasing systems in 2018.

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 2020, 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 2020 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 continue 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 2020 reporting year. The goal of the training will be to educate CenturyLink personnel on the existence and importance of the Corporate 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 2020 market-specific diversity training include:

- Visibility to the goals and requirements stated within the 2020 Annual Plan as submitted to the CPUC.
- We will be training on key sections of GO 156 and employee responsibility.
- WMDVLGBTBE Prime Contractor Outreach.
- CPUC Clearinghouse as a resource tool for validation of existing and location of potential diverse suppliers.
- Government Fiscal Year 2020 Annual Plan as submitted to the GS/SBA and approved.
- We will continue to target diversity opportunities for underutilized businesses.
- Local diversity leaders and resources.

3. **WMDVLGBTBE Prime Contractor Outreach**

CenturyLink intends to continue to strengthen its Supplier Diversity Outreach continually in 2020. Some of the efforts the company plans to undertake include:

- a. 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.
- b. CenturyLink plans to participate 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).
- c. Partner with the Federal Small Business Administration, and the California state counterpart, to seek alternative sources for supply or opportunities to further mature CenturyLink's diversity program.
- d. CenturyLink will 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, according to GO 156 §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 develop further means for vendors to update their records with current diversity status and to streamline WMDVLGBTBE inclusion on bid opportunities.

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:

- a) Attend WMDVLGBTBE Business Opportunity Workshops, Minority Business Enterprise Conference seminars, and trade fairs, as applicable.
- b) Contact diverse and small business trade associations and development organizations.
- c) Identify and work with primary contacts at small and diverse trade associations to improve upon networking and sourcing opportunities.

10.1.3 CenturyLink plans to continue to recruit WMDVLGBTBE suppliers of products and services where WMDVLGBTBE utilization is low, such as legal, financial services, fuel procurement, HR Benefits, and areas that are considered highly technical.

- 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 California employees on areas that present subcontracting opportunities.

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- 10.1.4 Plans for seeking and recruiting WMDVLGBTBE Suppliers of products and services in any “EXCLUDED CATEGORY” of products and services which have been excluded from the procurement dollar base used to set a goal because of the established unavailability of WMDVLGBTBE suppliers. Plans for seeking and or recruiting WMDVLGBTBE suppliers of products and services where WMDVLGBTBE suppliers are currently unavailable.**

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

- 10.1.5 CenturyLink shall encourage both prime contractors and grantees to engage WMDVLGBTBE suppliers in subcontractors, 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 CenturyLink plans for complying with the WMDVLGBTBE Program guidelines have been 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 shall monitor any changes to the program guidelines to ensure continued compliance with the program.

This 2019 Report and 2020 Plan was SUBMITTED by:

Signature: *Jay Sheldon Wesley*
Typed Name: Jay Sheldon Wesley, MPA, MBA
Title: Global Corporate Supplier Diversity Manager
Date Signed: January 31, 2020

ATTACHMENT A WMDVLGBTBE Suppliers and Revenue Reported

Name of Utility	[2019] of Report	O. #156 Sec 9.1.2 (D.11-05-019 & D.06-11-0
Number of WMDVLGBTBE Suppliers and Revenue Reported to the Clearinghouse		

Data on Number of Suppliers												
# WMDVLGBTBEs	Revenue Reported to CHS						Utility-Specific [2019] Summary					
	MBE	WBE	LGBTBE	DVBE	Other 8(a)*	Grand Total	MBE	WBE	LGBTBE	DVBE	Other 8(a)*	Grand Total
Under \$1 million	29	29	0	3	5	66	0	0	0	0	0	0
Under \$5 million	2	0	0	0	0	2	0	0	0	0	0	0
Under \$10 million	0	2	0	0	0	2	0	0	0	0	0	0
Above \$10 million	1	1	0	0	0	2	0	0	0	0	0	0
TOTAL	32	32	0	3	0	72	0	0	0	0	0	0

Revenue and Payment Data												
WMDVLGBTBE \$M	Revenue Reported to CHS						Utility-Specific [Year] Summary					
	MBE	WBE	LGBTBE	DVBE	Other 8(a)*	Grand Total	MBE	WBE	LGBTBE	DVBE	Other 8(a)*	Grand Total
Under \$1 million	\$ 6,282,215	\$ 4,854,888	\$ -	\$ 1,927	\$ 701,238	\$ 11,840,268	0	0	0	0	0	0
Under \$5 million	\$ 5,419,169	\$ 3,330,842	\$ -	\$ -	\$ -	\$ 8,750,011	0	0	0	0	0	0
Under \$10 million	\$ 17,754,330	\$ -	\$ -	\$ -	\$ -	\$ 17,754,330	0	0	0	0	0	0
Above \$10 million	\$ 10,700,846	\$ 10,700,846	\$ -	\$ -	\$ -	\$ 21,401,692	0	0	0	0	0	0
TOTAL	\$ 40,156,560	\$ 18,886,576	\$ -	\$ 1,927	\$ 701,238	\$ 59,746,301	0	0	0	0	0	0

NOTE: * FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE
CHS: SUPPLIER CLEARINGHOUSE

Attachment "A" Spend by NAICS and SIC Codes and Descriptions

CenturyLink, Inc.	Year of Report	2019
WMDVLGBTBE PROCUREMENT BY STANDARD INDUSTRIAL CATEGORIES - DETAIL		

*Minority Business Enterprise -Male and Woman ***Disabled Veterans Business Enterprise
 **Lesbian, Gay, Transgender, Business Enterprise

North America Industry Classification System (NAICS)			Asian	Asian	African American		Hispanic		Native American		*MBE	*MBE	**LGBTQBE	***DVBE	Other 8(a)****	Total	Total
Standard Industrial Classification (SIC) and Discription			Men	Woman	Men	Woman	Men	Woman	Men	Woman	Male	Woman	**LGBTQBE	***DVBE	Other 8(a)****	WMDVB/TBE	Dollars
561740	07	Agricultural Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
561990	07	Agricultural Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
115116	07	Agricultural Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
115310	07	Agricultural Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
213111	08	Forestry	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
213112	13	Oil & Gas Extraction	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
236118	15	Building Construction, General Contractors & Operated Builders	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
236116	15	Building Construction, General Contractors & Operated Builders	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
236210	15	Building Construction, General Contractors & Operated Builders	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
236220	15	Building Construction, General Contractors & Operated Builders	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
237210	16	Heavy Construction other than Building Construction Contractors	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
238110	16	Heavy Construction other than Building Construction Contractors	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
238130	16	Heavy Construction other than Building Construction Contractors	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
2371	16	Heavy Construction other than Building Construction Contractors	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
237110	16	Heavy Construction other than Building Construction Contractors	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
23713	16	Heavy Construction other than Building Construction Contractors	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
237130	16	Heavy Construction other than Building Construction Contractors	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
237310	16	Heavy Construction other than Building Construction Contractors	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
237990	16	Heavy Construction other than Building Construction Contractors	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
237120	17	Construction Special Trade Contractors	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
238160	17	Construction Special Trade Contractors	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
238150	17	Construction Special Trade Contractors	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
238120	17	Construction Special Trade Contractors	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
23821	17	Construction Special Trade Contractors	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
238210	17	Construction Special Trade Contractors	\$0	\$0	\$2,895,672	\$0	\$3,265,203	\$911	\$0	\$0	\$0	\$0	\$0	\$0	\$911	\$6,161,786	\$6,162,697
238220	17	Construction Special Trade Contractors	\$0	\$0	\$0	\$0	\$157,278	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$10,666,369	\$157,278	\$10,823,647
238290	17	Construction Special Trade Contractors	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$936	\$0	\$936
238390	17	Construction Special Trade Contractors	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
238910	17	Construction Special Trade Contractors	\$0	\$531,480	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$531,480	\$531,480	\$1,062,960
238990	17	Construction Special Trade Contractors	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
31	20	Food & Kindred Products	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
314110	22	Textile Mill Products	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
322230	22	Textile Mill Products	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
314120	22	Textile Mill Products	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
326122	23	Apparel & Other Finished Products Made From Fabric & Other Similar Material	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
333924	24	Lumber & Wood Products Except Furniture	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
325199	26	Paper & Allied Products	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
323111	27	Printing, Publishing & Allied Industry	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
511199	27	Printing, Publishing & Allied Industry	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0

Attachment "A" Spend by NAICS and SIC Codes and Descriptions

CenturyLink, Inc.	Year of Report	2019
WMDVLGBTBE PROCUREMENT BY STANDARD INDUSTRIAL CATEGORIES - DETAIL		

*Minority Business Enterprise -Male and Woman ***Disabled Veterans Business Enterprise
 **Lesbian, Gay, Transgender, Business Enterprise

North America Industry Classification System (NAICS) Standard Industrial Classification (SIC) and Discription			Asian		African American		Hispanic		Native American		*MBE	*MBE	**LGBTQBE	***DVBE	Other 8(a)****	Total	Total
			Men	Woman	Men	Woman	Men	Woman	Men	Woman	Male	Woman	**LGBTQBE	***DVBE	Other 8(a)****	WMDVBTBE	Dollars
561740	07	Agricultural Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
561990	07	Agricultural Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
115116	07	Agricultural Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
519130	27	Printing, Publishing & Allied Industry	\$0	\$0	\$6,973	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$6,973	\$6,973
323113	27	Printing, Publishing & Allied Industry	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
326199	27	Printing, Publishing & Allied Industry	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
327212	28	Chemical & Allied Products	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
327910	28	Chemical & Allied Products	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
331420	30	Rubber & Miscellaneous Plastic Products	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
327390	30	Rubber & Miscellaneous Plastic Products	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
332322	32	Stone, Clay, Glass & Concrete Products	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
333316	32	Stone, Clay, Glass & Concrete Products	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
335921	32	Stone, Clay, Glass & Concrete Products	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
335929	32	Stone, Clay, Glass & Concrete Products	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
331491	32	Stone, Clay, Glass & Concrete Products	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
332323	32	Stone, Clay, Glass & Concrete Products	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
335931	33	Primary Metal Industry	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
332911	33	Primary Metal Industry	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
332618	33	Primary Metal Industry	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
333249	33	Primary Metal Industry	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
332710	33	Primary Metal Industry	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
339113	34	Fabricated Metal Products Except Machinery & Transportation Equipment	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
33411	34	Fabricated Metal Products Except Machinery & Transportation Equipment	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
334111	34	Fabricated Metal Products Except Machinery & Transportation Equipment	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
333314	34	Fabricated Metal Products Except Machinery & Transportation Equipment	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
333413	34	Fabricated Metal Products Except Machinery & Transportation Equipment	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
333415	35	Industrial & Commerical Machinery & Computer Equipment	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
333613	35	Industrial & Commerical Machinery & Computer Equipment	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
333921	35	Industrial & Commerical Machinery & Computer Equipment	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
333922	35	Industrial & Commerical Machinery & Computer Equipment	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
333999	35	Industrial & Commerical Machinery & Computer Equipment	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
334112	35	Industrial & Commerical Machinery & Computer Equipment	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$2,031	\$0	\$2,031
334118	35	Industrial & Commerical Machinery & Computer Equipment	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
332999	35	Industrial & Commerical Machinery & Computer Equipment	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$403,499	\$0	\$403,499
335122	35	Industrial & Commerical Machinery & Computer Equipment	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
335312	35	Industrial & Commerical Machinery & Computer Equipment	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
3342	35	Industrial & Commerical Machinery & Computer Equipment	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
334111	35	Industrial & Commerical Machinery & Computer Equipment	\$727,905	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$727,905	\$727,905
334210	35	Industrial & Commerical Machinery & Computer Equipment	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
334220	35	Industrial & Commerical Machinery & Computer Equipment	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
334290	36	Electronic & Other Electrical Equipment & Components Except Computer Equip	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
334413	36	Electronic & Other Electrical Equipment & Components Except Computer Equip	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
334417	36	Electronic & Other Electrical Equipment & Components Except Computer Equip	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
334418	36	Electronic & Other Electrical Equipment & Components Except Computer Equip	\$0	\$2,154,877	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$2,154,877	\$2,154,877	\$4,309,754
334419	36	Electronic & Other Electrical Equipment & Components Except Computer Equip	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0

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			Men	Woman	Men	Woman	Men	Woman	Men	Woman	Male	Woman	**LGBTQBE	***DVBE	Other 8(a)****	WMDVBTBE	Dollars
561740	07	Agricultural Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
561990	07	Agricultural Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
115116	07	Agricultural Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
334513	36	Electronic & Other Electrical Equipment & Components Except Computer Equip	\$200	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$200	\$200
334515	36	Electronic & Other Electrical Equipment & Components Except Computer Equip	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
335911	36	Electronic & Other Electrical Equipment & Components Except Computer Equip	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
33599	36	Electronic & Other Electrical Equipment & Components Except Computer Equip	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
335999	36	Electronic & Other Electrical Equipment & Components Except Computer Equip	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$552,814	\$0	\$552,814
339999	36	Electronic & Other Electrical Equipment & Components Except Computer Equip	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
339112	36	Electronic & Other Electrical Equipment & Components Except Computer Equip	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
334511	36	Electronic & Other Electrical Equipment & Components Except Computer Equip	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
334613	36	Electronic & Other Electrical Equipment & Components Except Computer Equip	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
335311	36	Electronic & Other Electrical Equipment & Components Except Computer Equip	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
335313	36	Electronic & Other Electrical Equipment & Components Except Computer Equip	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$21,685	\$0	\$21,685
335314	36	Electronic & Other Electrical Equipment & Components Except Computer Equip	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
336390	36	Electronic & Other Electrical Equipment & Components Except Computer Equip	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
333318	36	Electronic & Other Electrical Equipment & Components Except Computer Equip	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
339920	36	Electronic & Other Electrical Equipment & Components Except Computer Equip	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
339940	36	Electronic & Other Electrical Equipment & Components Except Computer Equip	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
339950	36	Electronic & Other Electrical Equipment & Components Except Computer Equip	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
423210	38	Measuring, Analyzing & Controlling Instruments, Photographic, Medical & Optica	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
482112	38	Measuring, Analyzing & Controlling Instruments, Photographic, Medical & Optica	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
335921	27	Fiber Optic Cable Manufacturing	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$637,004	\$0	\$637,004
486110	39	Miscellaneous Manufacturing Industry	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
485112	39	Miscellaneous Manufacturing Industry	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
493110	40	Railroad Transportation	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
484121	40	Railroad Transportation	\$0	\$0	\$0	\$0	\$86,615	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$86,615	\$86,615
484220	41	Local & Suburban Transit & Hwy Passenger Transportation	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
485111	41	Local & Suburban Transit & Hwy Passenger Transportation	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
488510	42	Motor Freight Transportation & Warehousing	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$3,360	\$0	\$3,360
485510	42	Motor Freight Transportation & Warehousing	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$4,790	\$0	\$4,790
493190	42	Motor Freight Transportation & Warehousing	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
562910	42	Motor Freight Transportation & Warehousing	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
492110	42	Motor Freight Transportation & Warehousing	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
511120	42	Motor Freight Transportation & Warehousing	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$12,375	\$0	\$12,375
488119	42	Motor Freight Transportation & Warehousing	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
481219	42	Motor Freight Transportation & Warehousing	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
488190	43	United States Postal Service	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
488490	43	United States Postal Service	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
486210	45	Transportation by Air	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
561612	45	Transportation by Air	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
488999	45	Transportation by Air	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
491110	45	Transportation by Air	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
813319	46	Pipeline Expense Natural Gas	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
515120	47	Transportation Services	\$0	\$0	\$0	\$0	\$385	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$385	\$385

Attachment "A" Spend by NAICS and SIC Codes and Descriptions

CenturyLink, Inc.	Year of Report	2019
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			Men	Woman	Men	Woman	Men	Woman	Men	Woman	Male	Woman	**LGBTQBE	***DVBE	Other 8(a)****	WMDVBTBE	Dollars
561740	07	Agricultural Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
561990	07	Agricultural Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
115116	07	Agricultural Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
515210	47	Transportation Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
517	47	Transportation Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
5171	48	Communications	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
517110	48	Communications	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
517210	48	Communications	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
51791	48	Communications	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
517911	48	Communications	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
517919	48	Communications	\$42,056	\$0	\$2,970	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$517,919	\$45,026	\$562,945
22	48	Communications	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
221118	48	Communications	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
221121	48	Communications	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
221122	48	Communications	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
221210	48	Communications	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
221310	49	Utilities	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
221330	49	Other Electric Power Generation	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
611310	49	Electric Bulk Power Transmission and Control	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
221111	49	Electric Power Distribution	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
222118	49	Natural Gas Distribution(1)	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
236115	49	Water Supply and Irrigation Systems(0)	\$0	\$0	\$0	\$0	\$0	\$0	\$11,250	\$0	\$0	\$0	\$0	\$0	\$0	\$11,250	\$11,250
486990	49	Steam and Air-Conditioning Supply(0)	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
562212	49	Electric, Gas and Sanitary Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
562219	49	Electric, Gas and Sanitary Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
562920	49	Electric, Gas and Sanitary Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
562991	49	Electric, Gas and Sanitary Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
423390	49	Electric, Gas and Sanitary Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
423440	49	Electric, Gas and Sanitary Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
423510	49	Electric, Gas and Sanitary Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
423710	49	Electric, Gas and Sanitary Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
423730	49	Electric, Gas and Sanitary Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
423830	49	Electric, Gas and Sanitary Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
423850	50	Wholesale Trade Durable Goods	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
423860	50	Wholesale Trade Durable Goods	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
424480	50	Wholesale Trade Durable Goods	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
423490	50	Wholesale Trade Durable Goods	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
423720	50	Wholesale Trade Durable Goods	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
423740	50	Wholesale Trade Durable Goods	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
423840	50	Wholesale Trade Durable Goods	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
424120	50	Wholesale Trade Durable Goods	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
444110	50	Wholesale Trade Durable Goods	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
444220	50	Wholesale Trade Durable Goods	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
454113	50	Wholesale Trade Durable Goods	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
423420	50	Wholesale Trade Durable Goods	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0

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			Men	Woman	Men	Woman	Men	Woman	Men	Woman	Male	Woman	**LGBTQBE	***DVBE	Other 8(a)****	WMDVBTBE	Dollars
561740	07	Agricultural Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
561990	07	Agricultural Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
115116	07	Agricultural Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
423430	50	Wholesale Trade Durable Goods	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
423610	50	Wholesale Trade Durable Goods	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$587,115	\$0	\$587,115
423620	50	Wholesale Trade Durable Goods	\$10,700,846	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$10,700,846	\$10,700,846
423810	50	Wholesale Trade Durable Goods	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
42383	50	Wholesale Trade Durable Goods	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
423990	50	Wholesale Trade Durable Goods	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
443142	50	Wholesale Trade Durable Goods	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$2,552	\$0	\$2,552
424490	50	Wholesale Trade Durable Goods	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
425120	50	Wholesale Trade Durable Goods	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
541910	50	Wholesale Trade Durable Goods	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
424710	50	Wholesale Trade Durable Goods	\$1,510	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$1,510	\$1,510
424920	50	Wholesale Trade Durable Goods	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
424990	50	Wholesale Trade Durable Goods	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
441110	51	Wholesale Trade Non-Durable Goods	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
424410	51	Wholesale Trade Non-Durable Goods	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
424690	51	Wholesale Trade Non-Durable Goods	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
442210	51	Wholesale Trade Non-Durable Goods	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
313310	51	Wholesale Trade Non-Durable Goods	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
446130	51	Wholesale Trade Non-Durable Goods	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
444130	51	Wholesale Trade Non-Durable Goods	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
454390	51	Wholesale Trade Non-Durable Goods	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
441228	51	Wholesale Trade Non-Durable Goods	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
443141	51	Wholesale Trade Non-Durable Goods	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
442110	52	Building Materials, Hardware, Garden Supply & Mobile Home Dealers	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
444190	59	Miscellaneous Retail	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
722310	52	Building Materials, Hardware, Garden Supply & Mobile Home Dealers	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
737401	52	Building Materials, Hardware, Garden Supply & Mobile Home Dealers	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
448320	54	Food Stores	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
453920	55	Automotive Dealers, Gasoline Service Stations	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
453998	55	Automotive Dealers, Gasoline Service Stations	\$7,280	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$7,280	\$7,280
481112	57	Home Furniture, Furnishings & Equipment Stores	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
722511	57	Home Furniture, Furnishings & Equipment Stores	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
448150	58	Eating & Drinking Places	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
454210	58	Eating & Drinking Places	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
454310	59	Miscellaneous Retail	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
522390	59	Miscellaneous Retail	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
523110	59	Miscellaneous Retail	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
523120	59	Miscellaneous Retail	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
523210	59	Miscellaneous Retail	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
523510	59	Miscellaneous Retail	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
523910	59	Miscellaneous Retail	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
523920	59	Miscellaneous Retail	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0

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			Men	Woman	Men	Woman	Men	Woman	Men	Woman	Male	Woman	**LGBTQBE	***DVBE	Other 8(a)****	WMDVBTBE	Dollars
561740	07	Agricultural Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
561990	07	Agricultural Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
115116	07	Agricultural Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
523991	59	Miscellaneous Retail	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
524113	60	Depository Institutions	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
524114	61	Non-Depository Credit Institutions	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
524127	62	Security & Commodity Brokers, Dealers, Exchanges & Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
524210	62	Security & Commodity Brokers, Dealers, Exchanges & Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
525110	62	Security & Commodity Brokers, Dealers, Exchanges & Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
525920	62	Security & Commodity Brokers, Dealers, Exchanges & Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
531320	62	Security & Commodity Brokers, Dealers, Exchanges & Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
531512	62	Security & Commodity Brokers, Dealers, Exchanges & Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
532292	62	Security & Commodity Brokers, Dealers, Exchanges & Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
53	62	Security & Commodity Brokers, Dealers, Exchanges & Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
531	63	Insurance Carriers	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
5311	63	Insurance Carriers	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
531110	63	Insurance Carriers	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
53112	64	Insurance Agents, Brokers & Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
531120	53	Finance and Insurance	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
531190	65	Real Estate	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
5312	65	Real Estate	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
53121	65	Real Estate	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
531210	65	Real Estate	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
53131	65	Real Estate	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
531312	65	Real Estate	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
53132	65	Real Estate	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
531390	65	Real Estate	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$16,015	\$0	\$16,015
551112	65	Real Estate	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
523930	65	Real Estate	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
523999	65	Real Estate	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
721120	65	Real Estate	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
722330	65	Real Estate	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
811198	65	Real Estate	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
812930	65	Real Estate	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
541219	65	Real Estate	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
812199	65	Real Estate	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
813410	67	Holding & Other Investment Offices	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
561920	67	Holding & Other Investment Offices	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
541511	67	Holding & Other Investment Offices	\$ 275,678	\$ 196,270	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$416,443	\$471,948	\$888,391
541512	70	Hotels, Rooming Houses, Camps & Other Lodging Places	\$0	\$0	\$0	\$0	\$42,616	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$42,616	\$42,616
541513	70	Hotels, Rooming Houses, Camps & Other Lodging Places	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
541519	70	Hotels, Rooming Houses, Camps & Other Lodging Places	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
541611	72	Personal Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
541860	72	Personal Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
541990	72	Personal Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0

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			Men	Woman	Men	Woman	Men	Woman	Men	Woman	Male	Woman	**LGBTQBE	***DVBE	Other 8(a)****	WMDVBTBE	Dollars
561740	07	Agricultural Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
561990	07	Agricultural Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
115116	07	Agricultural Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
561110	72	Personal Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
561312	72	Personal Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
561320	73	Business Services	\$45,882	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$45,882	\$45,882
561421	73	Business Services	\$8,160,875	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$8,160,875	\$8,160,875
561422	73	Business Services	\$9,593,455	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$9,593,455	\$9,593,455
561439	73	Business Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
561450	73	Business Services	\$0	\$0	\$0	\$417,486	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$417,486	\$417,486	\$834,972
561621	73	Business Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
561720	73	Business Services	\$0	\$0	\$0	\$0	\$3,157	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$3,157	\$3,157
561730	73	Business Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
811412	73	Business Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
514210	73	Business Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
519120	73	Business Services	\$16,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$16,000	\$16,000
522110	73	Business Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
541820	73	Business Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
541890	73	Business Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
561440	73	Business Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
561499	73	Business Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
561622	73	Business Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
562211	73	Business Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
811118	73	Business Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
512110	73	Business Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
522220	73	Business Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
532299	73	Business Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
541430	73	Business Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
551111	73	Business Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
561510	73	Business Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
561613	73	Business Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
562112	73	Business Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
5112	73	Business Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
511210	73	Business Services	\$0	\$0	\$0	\$0	\$69,592	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$528,245	\$69,592	\$597,837
512240	73	Business Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
518	73	Business Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
518210	73	Business Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$69,648	\$0	\$69,648
519110	73	Business Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
519190	73	Business Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
522320	73	Business Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
532490	73	Business Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
5411	73	Business Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
54119	73	Business Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
541199	73	Business Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
541340	73	Business Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0

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			Men	Woman	Men	Woman	Men	Woman	Men	Woman	Male	Woman	**LGBTQBE	***DVBE	Other 8(a)****	WMDVBTBE	Dollars
561740	07	Agricultural Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
561990	07	Agricultural Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
115116	07	Agricultural Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
541370	73	Business Services	\$0	\$0	\$0	\$0	\$0	\$12,480	\$0	\$0	\$0	\$0	\$0	\$0	\$12,480	\$12,480	\$24,960
532211	73	Business Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
812990	73	Business Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
811211	73	Business Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
532120	73	Business Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
532210	73	Business Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
811212	73	Business Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
811213	73	Business Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
811310	73	Business Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
561710	73	Business Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
812112	75	Automotive Repair Services & Parking	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
611110	75	Automotive Repair Services & Parking	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
811490	75	Automotive Repair Services & Parking	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
482111	75	Automotive Repair Services & Parking	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
711510	75	Automotive Repair Services & Parking	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
622110	76	Miscellaneous Repair Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
621420	76	Miscellaneous Repair Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
621999	76	Miscellaneous Repair Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
622210	76	Miscellaneous Repair Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
624190	76	Miscellaneous Repair Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
624230	76	Miscellaneous Repair Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
541191	76	Miscellaneous Repair Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
541111	76	Miscellaneous Repair Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
541110	79	Amusement & Recreation Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
611420	79	Amusement & Recreation Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
611430	79	Amusement & Recreation Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
611519	80	Health Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
611691	80	Health Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
611699	80	Health Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
621111	80	Health Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
611512	80	Health Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
611710	80	Health Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
813219	80	Health Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
624310	81	Legal Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
711410	81	Legal Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
813910	81	Legal Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
813920	82	Educational Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
813990	82	Educational Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
874201	82	Educational Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
813940	82	Educational Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
541490	82	Educational Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
541612	82	Educational Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0

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			Men	Woman	Men	Woman	Men	Woman	Men	Woman	Male	Woman	**LGBTQBE	***DVBE	Other 8(a)****	WMDVBTBE	Dollars
561740	07	Agricultural Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
561990	07	Agricultural Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
115116	07	Agricultural Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
541618	82	Educational Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$70,938	\$0	\$70,938
541690	82	Educational Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$1,927	\$0	\$1,927	\$1,927
541810	82	Educational Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
561210	83	Social Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
541930	83	Social Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
541213	83	Social Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
541320	86	Membership Organizations	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
541380	86	Membership Organizations	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
541613	86	Membership Organizations	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$11,000	\$0	\$11,000
541712	86	Membership Organizations	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
541720	86	Membership Organizations	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
541870	86	Membership Organizations	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
561311	87	Engineering, Accounting, Research, Management & Related Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
921110	87	Engineering, Accounting, Research, Management & Related Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
541410	87	Engineering, Accounting, Research, Management & Related Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$1,640	\$0	\$1,640
541614	87	Engineering, Accounting, Research, Management & Related Services	\$0	\$0	\$0	\$0	\$0	\$156,696	\$0	\$0	\$0	\$0	\$0	\$0	\$156,696	\$156,696	\$313,392
541620	87	Engineering, Accounting, Research, Management & Related Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
541850	87	Engineering, Accounting, Research, Management & Related Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
54121	87	Engineering, Accounting, Research, Management & Related Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
541211	87	Engineering, Accounting, Research, Management & Related Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
54133	87	Engineering, Accounting, Research, Management & Related Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
541330	87	Engineering, Accounting, Research, Management & Related Services	\$108,201	\$0	\$0	\$0	\$0	\$394,739	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$502,940	\$502,940
541310	87	Engineering, Accounting, Research, Management & Related Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
721110	87	Engineering, Accounting, Research, Management & Related Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
921190	87	Engineering, Accounting, Research, Management & Related Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
921120	87	Engineering, Accounting, Research, Management & Related Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
926120	87	Engineering, Accounting, Research, Management & Related Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
922130	87	Engineering, Accounting, Research, Management & Related Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
922190	87	Engineering, Accounting, Research, Management & Related Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
924110	87	Engineering, Accounting, Research, Management & Related Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
926130	87	Engineering, Accounting, Research, Management & Related Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
115112	87	Engineering, Accounting, Research, Management & Related Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	87	Engineering, Accounting, Research, Management & Related Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	87	Engineering, Accounting, Research, Management & Related Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	87	Engineering, Accounting, Research, Management & Related Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	87	Engineering, Accounting, Research, Management & Related Services	\$0	\$0	\$0	\$0	\$0	\$70,022	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$70,022	\$70,022
	89	Miscellaneous Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$721,238	\$721,238
	89	Miscellaneous Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	91	Executive, Legislative & General Government Except Finance	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	91	Executive, Legislative & General Government Except Finance	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	91	Executive, Legislative & General Government Except Finance	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
811219	92	Other Elctronics and Precision Equipment Repair and Maintenance	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$1,066,267	\$0	\$1,066,267

Attachment "A" Spend by NAICS and SIC Codes and Descriptions

CenturyLink, Inc.	Year of Report	2019
WMDVLGBTBE PROCUREMENT BY STANDARD INDUSTRIAL CATEGORIES - DETAIL		

*Minority Business Enterprise -Male and Woman ***Disabled Veterans Business Enterprise
 **Lesbian, Gay, Transgender, Business Enterprise

North America Industry Classification System (NAICS) Standard Industrial Classification (SIC) and Discription			Asian		African American		Hispanic		Native American		*MBE	*MBE	**LGBTQBE	***DVBE	Other 8(a)****	Total	Total
			Men	Woman	Men	Woman	Men	Woman	Men	Woman	Male	Woman	**LGBTQBE	***DVBE	Other 8(a)****	WMDVBTBE	Dollars
561740	07	Agricultural Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
561990	07	Agricultural Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
115116	07	Agricultural Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	92	Justice, Public Order & Safety	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	92	Justice, Public Order & Safety	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	95	Administration of Environmental Quality & Housing Programs	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	96	Administration of Economic Programs	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	96	Administration of Economic Programs	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
			\$29,679,888	\$2,882,627	\$2,905,615	\$417,486	\$4,089,607	\$170,087	\$11,250	\$0	\$0	\$0	\$0	\$1,927	\$18,866,575	\$40,879,726	\$59,746,301

Total Product Procurement	\$37,652,479
Total Service Procurement	\$22,073,822
Net Procurement***	\$372,020,708

NOTE: **FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE
 ***NET PROCUREMENT INCLUDES PURCHASE ORDER, NON-PURCHASE ORDER, AND CREDIT CARD DOLLARS
 TOTAL DOLLARS - TOTAL PROCUREMENT DOLLAR AMOUNT IN THE SPECIFIC SIC CATEGORY
 % - PERCENTAGE OF TOTAL DOLLARS