



2021 Report and 2022 Plan

State of California-Public Utilities Commission (CPUC)

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

Introduction

Lumen is committed to actively identifying and encouraging business opportunities for purchasing products and services from Women, Minorities, Disabled Veterans, Lesbian, Gay, Bisexual, and Transgender Business Enterprises ("WMDVLGBTBE"), according to the CPUC General Order 156 ("GO 156"). Lumen 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 Lumen Technologies, Inc. 's Global Procurement Supply Chain organization, the Supplier Diversity organization implements and manages the WMDVLGBTBE goals internally, focusing specifically on utilizing the WMDVLGBTBE firm's indirect business and encouraging our prime suppliers to develop sub-contracting plans to use 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, Lumen Technologies, Inc. Supplier Diversity team has identified multiple areas for growth under the Commercial Plan and maintaining Individual Plans under QGSI and Level 3 until they can be reviewed and considered for addition to the Commercial Plan. In addition, lumen Technologies, Inc. purchased a new reporting system 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.

Lumen Technologies, Inc. '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 Lumen Technologies, Inc. 's WMDVLGBTBE initiatives. The Supplier Diversity organization also works directly with Lumen Technologies, Inc. 's business units managers to ensure personnel involved in supply chain decisions are trained in using WMDVLGBTBE suppliers. In addition, lumen Technologies, Inc. requests that all new suppliers complete a Supplier Certification Form to represent their business size, structure, classification, and diversity certification status.

Lumen Technologies, Inc. 's Diversity Program will work with internal stakeholders by training them on how to use internal tools to identify diverse resources (available both on Lumen Technologies, Inc. '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. In addition, the program initiatives, goals, and outcomes are provided on an internal company website.

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

GO 156 - 2021 ANNUAL REPORT AND 2022 PLAN FOR LUMEN TECHNOLOGIES, 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 2022, Lumen Technologies, Inc. will continue to improve its vendor registration portal functionality to collect supplier diversity data better. In addition, follow-up/reinforcement with training in 2022 shall be provided through emails, phone calls, video conference calls, and knowledge sharing sessions for Procurement Managers and Stakeholders.

Employee Communication

In 2021, Lumen Technologies, Inc. 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 and 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. In addition, 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 2021, Lumen Technologies, Inc. continued its efforts to improve its WMDVLGBTBE data quality by purchasing a new software system for reporting. The selection of a new supplier diversity system was imperative to continue our transformation mission in 2022 and represents our commitment to excellence.

Procurement Processes

The Supplier Diversity Team continued to meet with vital corporate departments representatives to review processes and approaches to identify opportunities for improvement. The goal remained to incorporate the identification, inclusion, and selection of diverse suppliers into the company's operations more seamlessly. 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

Lumen Technologies, Inc. has retained a robust Tier II program for more than a decade for the Corporate Plan.

External Activities:

BUSINESS ORGANIZATION INVOLVEMENT

- Lumen Technologies, Inc. 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.
- Lumen Technologies, Inc. attended WMDVLGBTBE Business Opportunity Workshops, Minority Business Enterprise Seminars, and Trade Fairs when applicable.
- Lumen Technologies, Inc. maintains its corporate membership with WBENC (Women's Business Entrepreneur's National Council).
- Lumen Technologies, Inc. obtained a new corporate membership with NaVOBA (National Veterans Owned Business Association).
- Lumen Technologies, Inc. obtained a new corporate membership with the Colorado LGBTQ Chamber of Commerce in 2022.
- Lumen Technologies, Inc. is a corporate founder and member of the Technology Industry Group, known for its mentorship of WMDVLGBTBE businesses, yearly presence at the NMSDC Summit, and annual scholarships for Tuck/Dartmouth are awarded to selected WMDVLGBTBE businesses.
- Lumen Technologies, Inc. participated in video conferences with the Joint Utilities to discuss GO 156 agenda items and 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); in his role is to expand and develop bid ready service-disabled veteran and veteran own suppliers, with a continued concentration in California in 2021 and 2022.

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. Annual results are in attachment A hereto

9.1.2(a) Attachment (A) herein breakdown the spending by Ethnicity, North America Industry Classification System (NAICS), and Standard Industrial Classification (SIC)

Unless otherwise described in this report, Lumen Technologies, Inc. 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

ER 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	2021 Actuals
Wages, Employee Expense	Payroll-related costs of employees working on WMDVLBE matter.	\$150,000
Program Expenses & Training	Printing, postage, supplies, outreach, and other costs directly related to programs, including costs associated with 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.

Lumen Technologies, Inc.	Year of Report: 2021	G.O. #156 Sec. 9.1.4	
WMDVLGBTBE RESULTS AND GOALS			

Category	Year Results-2021	Year Goals-2021
Minority Men	14.29%	9.50%
Minority Women	0.55%	1.0%
Minority Business Enterprise (MBE)	14.92%	10.5%
Women Business Enterprise (WBE)	5.80%	0.50%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	0.00%	0.50%
Disabled Veteran Business (DVBE)	0.17%	0.50%
TOTAL WMDVLGBTBE	20.88%	12.50%

Lumen Technologies, Inc. diverse increased spending from 9.19% in 2020 to 20.88% in 2021. Lumen Supplier diversity officer was able capture out state company's operating in California and Supplier Clearinghouse certified. This is first year Lumen is reporting these results. Lumen Technologies reduced expenditures in the 4th quarter of 2021 due to the divestiture of several business units in 2021. Spending will decrease in all small and diverse categories during 2022 due to Lumen's divestiture to be completed in 3rd quarter 2022.

9.1.5 Lumen Technologies, Inc. shall provide 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.

Lumen Technologies, Inc. is not aware of any WBDVLGBTBE complaints in 2021.

9.1.6 A summary will be prepared for purchases and contracts for products and services in excluded categories. Lumen Technologies, Inc. understands that the GO 156 Ruling ended the exclusion category on November 14, 2003. Lumen Technologies, Inc. does not intend to exclude any product/service category from its purchase base other than those expressly 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, H.R. Benefits, fuel procurement, and areas that are considered highly technical, but we shall continue to expand in 2021.

A significant factor in Lumen Technologies, Inc. '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

2020 to 2021 results. With the upcoming divestiture completion in the 3rd quarter of 2022

Lumen Technologies, Inc. is continuing to take steps to recruit WMDVLGTBE suppliers and work towards meeting its aspirational goals. As a result, lumen Technologies, Inc. is expanding and investing in its Global Corporate Supplier Diversity Program Office (GCSDO) in 2021 and 2022 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 Lumen Technologies, Inc. 's diverse supplier diversity program portal
- The GCSDO plans to set up an expanded supplier development program for each direct and indirect goods and services category to make these suppliers bid ready.

9.1.8 Lumen Technologies, Inc. shall retain all documents and data they rely on in preparing their WMDVLGBTBE annual report no longer than three years or conformance with Lumen Technologies, Inc. 's document retention policies and shall provide these documents and data to the Commission upon request. Lumen Technologies, Inc. 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 the fuel of each year, starting 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 reporting of fuel procurement. 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.

- Utilities shall report renewable and nonrenewable energy procurement in reporting of fuel procurement.
- Lumen Technologies, Inc. is not reporting renewable and nonrenewable energy procurement separately in the 2021 plan.

CPUC Go 156 - ANNUAL PLAN FOR 2022

Lumen Technologies, Inc. recognizes its obligation to provide CPUC with annual detailed and verifiable plans concerning its WMDVLGBTBE procurement in all related categories. Lumen Technologies, Inc. has been a strong advocate for diversity in the workplace and outside/inside procurements for goods and services. Therefore, Lumen Technologies, Inc. will honor the CPUC GO 156 reporting requirements and the annual plan.

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

Lumen Technologies, Inc. plans to use historical information from prior years, along with its anticipated company spend for the coming plan year, knowledge of significant 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, Lumen Technologies, Inc. will seek opportunities to improve stated goals and the resulting accomplishments year-over-year. As a continued commitment to reporting to the CPUC, Lumen Technologies, Inc. will assume responsibility for Short, Mid, and Long-Term Goals already set and increase them as follows:

Term Goal	MBE	WBE	DVBE	LGBT
Short Term	9.50%	7.0%	.50%	.50%
Mid Term	10.0%	8.0%	.50%	.50%
Long Term	11.0%	8.0%	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.
- Lumen Technologies, Inc. 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. In addition, lumen Technologies, Inc. will conduct a yearly meeting with ORA, TURN, and Greenlining (and the CPUC's Communications Division if it desires) to discuss the annual 2020 and 2021 supplier diversity CPUC reports).

10.1.2 A description of WMDVLGBTBE Program activities planned for the following calendar year. This description shall include both internal and external activities.

In 2021, Lumen Technologies, Inc. continued to work with California business units to identify opportunities to expand the use of WMDVLGBTBE vendors.

To meet its 2021 goals, Lumen Technologies, Inc. is in the process of establishing the following *internal* activities:

1. Local Goals and Objectives.

Lumen Technologies, Inc. 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. However, lumen Technologies, Inc. is also aware that the C.A. Plan and goals contain components that must be applied to each market to be meaningful. Therefore, in 2021, the Supplier Diversity Team, North American Procurement Organization, and C.A. 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 2022 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.

Lumen Technologies, Inc. plans to continue to train its North American Procurement decision-makers on the requirements and benefits of having a supplier diversity program, ensuring the Program is successful for the 2022 reporting year. The goal of the training will be to educate Lumen Technologies, Inc. personnel on the existence and importance of the Corporate Supplier Diversity Program, the C.A. 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 2022 market-specific diversity training include:

- Visibility to the goals and requirements stated within the 2022 Annual Plan submitted to the CPUC.
- We will be training on crucial sections of GO 156 and employee responsibility.
- WMDVLGBTBE Prime Contractor Outreach.

- CPUC Clearinghouse as a resource tool for validating the existing and location of potential diverse suppliers.
- Government Fiscal Year 2022 Annual Plan submitted to the GSA/SBA and approved.
- We will continue to target diversity opportunities for underutilized businesses.
- Local diversity leaders and resources.

3. WMDVLGBTBE Prime Contractor Outreach

Lumen Technologies, Inc. intends to strengthen its Supplier Diversity Outreach in 2022. Some of the efforts the company plans to undertake include:

- a. We are 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. Lumen Technologies, Inc. plans to participate in supplier diversity seminars, conferences, workshops, and renewing membership(s) with supplier diversity councils. In addition, 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 critical 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 Lumen Technologies, Inc. 's diversity program.
- d. Lumen Technologies, Inc. will partner with an Ethnic Business Association or Ethnic Chamber to seek alternative sources for supply or opportunities to further mature Lumen Technologies, Inc. 's diversity program.

4. Subcontracting Program

Lumen Technologies, Inc. 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. Lumen Technologies, Inc. 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

Lumen Technologies, Inc. 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 the 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. LIn addition, lumenTechnologies, Inc. will

6. Contracting

Lumen Technologies, Inc. will continue to identify bid opportunities, include supplier diversity provisions in its RFXs, provide self-certification forms, and incorporate diversity requirements in its due diligence processes.

7. Data Quality

Lumen Technologies, Inc. Global Procurement has aligned with our Accounts Payable teams to ensure data

quality exists in our current purchasing platform as part of the integration activities.

8. Supplier Certification

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

Lumen Technologies, Inc. is in the process of establishing the following *external* actions:

- a) AS APPLICABLE, attend WMDVLGBTBE Business Opportunity Workshops, Minority Business Enterprise Conference seminars, and trade fairs.
- 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 networking and sourcing opportunities.

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

- Lumen Technologies, Inc. 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 participation in WMDVLGBTBE concerns.
- Directly or indirectly counsel WMDVLGBTBE suppliers and California employees on areas that present subcontracting opportunities.

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. There are plans to seek and or recruit WMDVLGBTBE suppliers of products and services where WMDVLGBTBE suppliers are currently unavailable.

Lumen Technologies, Inc. has challenges finding diverse suppliers in some business areas.

10.1.5 Lumen Technologies, Inc. shall encourage both prime contractors and grantees to engage WMDVLGBTBE suppliers in subcontractors, all categories which provide subcontracting opportunities.

Lumen Technologies, Inc. is committed to providing increased opportunities for diverse businesses. Still, 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, Lumen Technologies, Inc. will rely upon its prime contractors' Tier 2 subcontracting activities to expand supplier diversity efforts.

Lumen Technologies, Inc. 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. However, it should be noted that the award of subcontracts is at the sole discretion of the prime contractor.

10.1.6 Lumen Technologies, Inc. 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.

Lumen Technologies, Inc. shall monitor any changes to the program guidelines to ensure continued compliance.

This 2021 Report and 2022 Plan was SUBMITTED by:

Signature: Jay Sheldon Wesley, MPA, MBA

Typed Name: Jay Sheldon Wesley, MPA, MBA

Title: Global Corporate Supplier Diversity Manager

Date Signed: June 6, 2022

ATTACHMENT A

Lumen Technologies, inc.	Year of Report: 2021	G.O. #156 Sec. 9.1.2
WMDVLGBTBE ANNUAL RESULTS BY ETHNICITY		

		Year of Report				
		Direct	Sub	Total \$	%	
1	Minority Male	Asian Pacific American	\$47,450,737	\$0	\$47,450,737	6.69%
		African American	\$44,628,863	\$0	\$44,628,863	6.29%
		Hispanic American	\$9,269,759	\$0	\$9,269,759	1.31%
		Native American	\$5,876	\$0	\$5,876	0.00%
		Total Minority Male	\$101,355,235	\$0	\$101,355,235	14.29%
6	Minority Female	Asian Pacific American	\$ 1,613,589	\$0	\$1,613,589	0.23%
		African American	\$0	\$0	\$0	0.00%
		Hispanic American	\$0	\$0	\$0	0.00%
		Native American	\$2,256,275	\$0	\$2,256,275	0.32%
		Total Minority Female	\$3,869,864	\$0	\$3,869,864	0.55%

11	Total Minority Business Enterprise (MBE)	\$580,313	\$0	\$105,805,412	14.92%
12	Women Business Enterprise (WBE)	\$41,150,997	\$0	\$41,150,998	5.80%
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	\$0	\$0	\$0	0.00%
14	Disabled Veteran Business Enterprise (DVBE)	\$1,171,826	\$0	\$1,171,826	0.17%
15	Other 8(a)**	\$0	\$0	\$0	0.00%
16	TOTAL WMDVLGBTBE	\$42,903,136	\$0	\$148,128,235	20.88%
19	Net Procurement**	\$709,265,167			

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
 Direct - DIRECT PROCUREMENT
 Sub - SUBCONTRACTOR PROCUREMENT
 % - PERCENTAGE OF NET PROCUREMENT

ATTACHMENT A

Lumen Technologies, Inc.	Year of Report: 2021	G.O. #156 Sec. 9.1.2
WMDVLGBTBE PROCUREMENT BY PRODUCT AND SERVICE CATEGORIES		

				Products		Services		Total	
				\$	%	\$	%	\$	%
1	Minority Male	Asian Pacific American	Direct	\$30,800,769	4.34%	\$16,649,967	2.35%	\$47,450,736	6.69%
		African American	Direct	\$44,240,640	6.24%	\$388,259	0.05%	\$44,628,899	6.29%
		Hispanic American	Direct	\$3,357,842	0.47%	\$5,911,917	0.83%	\$9,269,759	1.31%
		Native American	Direct	\$0	0.00%	\$5,876	0.00%	\$5,876	0.00%
		Total Minority Male	Direct	\$78,399,251	11.05%	\$22,956,019	3.24%	\$101,355,270	14.29%
6	Minority Female	Asian Pacific American	Direct	\$1,613,589.00	0.00%	\$ -	0.00%	\$0.00	0.00%
		African American	Direct	\$0.00	0.00%	\$0	0.00%	\$0.00	0.00%
		Hispanic American	Direct	\$0.00	0.00%	\$0	0.00%	\$0.00	0.00%
		Native American	Direct	\$0.00	0.00%	\$2,256,275	0.32%	\$2,256,275.00	0.32%
		Total Minority Female	Direct	\$1,613,589.00	0.00%	\$2,256,275	0.32%	\$3,869,864	0.55%

11	Total Minority Business Enterprise (MBE)	Direct	\$80,012,840	11.28%	\$25,770,572	3.63%	\$105,783,412	14.91%
12	Women Business Enterprise (WBE)	Direct	\$5,959,642	0.84%	\$35,191,355	4.96%	\$41,150,997	5.80%
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Direct	\$0.00	0%	\$0	0.00%	\$0	0%
14	Disabled Veteran Business Enterprise (DVBE)	Direct	\$0.00	0%	\$1,171,826	0.17%	\$1,171,826	0.17%
15	Other 8(a)**	Direct	\$0.00	0%	\$0	0.00%	\$0	0%
16	TOTAL WMDVLGBTBE	Direct	\$85,972,482	12.12%	\$62,133,753	8.76%	\$148,106,235	20.88%

17	Total Product Procurement	\$85,972,482
18	Total Service Procurement	\$62,133,753

19	Net Procurement***	\$709,265,167
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20	Total Number of WMDVLGBTBEs that Received Direct Spend	89
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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
 Direct - DIRECT PROCUREMENT
 Sub - SUBCONTRACTOR PROCUREMENT
 % - PERCENTAGE OF NET PROCUREMENT

ATTACHMENT B

Lumen Technologies, Inc.	Year of Report	2021
WMDVLGBTBE PROCUREMENT BY STANDARD INDUSTRIAL CATEGORIES - DETAIL		

*Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)
 **Disabled Veterans Business Enterprise (DVBE)

			Asian		African American		Hispanic		Native American		Minority Business	Woman Business	*LGBTBE	**DVBE	Other 8(a)**	Total	
			Men	Women	Men	Women	Men	Women	Men	Women	Enterprise (MBE)	Enterprise (WBE)				WMDVLGBTBE	Dollars
115310	8	Support Activities for Forestry	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,820	\$ -	\$ -	\$ -	\$ -	\$ 1,820
236210	15	Industrial Building Construction	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 986,351	\$ -	\$ -	\$ -	\$ -	\$ 986,350.85
237130	16	Heavy Construction other than Building Construction Contractors	\$ -	\$ -	\$ -	\$ -	\$ 11,058	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 11,058
238210	17	Construction Special Trade Contractors	\$ -	\$ -	\$ -	\$ -	\$ 3,318,214	\$ -	\$ -	\$ -	\$ 20,000	\$ 1,412,554	\$ -	\$ 450,550	\$ -	\$ -	\$ 5,201,318
238220	17	Construction Special Trade Contractors	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 7,694,090	\$ -	\$ -	\$ -	\$ -	\$ 7,694,090
238310	17	Construction Special Trade Contractors	\$ -	\$ -	\$ -	\$ -	\$ 28,570	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 28,570
519130	27	Printing, Publishing & Allied Industry	\$ 16,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 16,000
325510	28	Paint and Coating Manufacturing	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,048,001	\$ -	\$ -	\$ -	\$ -	\$ 2,048,001
332321	32	Stone, Clay, Glass & Concrete Products	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 838	\$ -	\$ -	\$ -	\$ -	\$ 838
335921	33	Fiber Optic Cable Manufacturing	\$ 8,864	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 8,864
334111	34	Fabricated Metal Products Except Machinery & Transportation Equipment	\$ 297,298	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 297,298
334112	35	Computer Storage Device Manufacturing	\$ 21,672,294	\$ -	\$ 378,641	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 22,050,935
334210	35	Equipment	\$ 8,777,605	\$ -	\$ 33,954,490	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 4,760,682	\$ -	\$ -	\$ -	\$ -	\$ 47,492,777
334513	36	Components Except Computer Equipment	\$ 7,498	\$ 1,613,589	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,621,087
335999	36	Components Except Computer Equipment	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,028,579	\$ -	\$ -	\$ -	\$ -	\$ 1,028,579
335313	36	Components Except Computer Equipment	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,103	\$ -	\$ -	\$ -	\$ -	\$ 3,103
488510	42	Motor Freight Transportation & Warehousing	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 41,384	\$ 28,505	\$ -	\$ -	\$ -	\$ -	\$ 69,889
511120	42	Motor Freight Transportation & Warehousing	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 100,000	\$ -	\$ -	\$ -	\$ -	\$ 100,000
517311	47	Transportation Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 10,000	\$ -	\$ 14,000	\$ -	\$ -	\$ 24,000
221122	48	Communications	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,286,083	\$ -	\$ -	\$ -	\$ -	\$ 2,286,083
517312	48	Satellite)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,874,207	\$ -	\$ -	\$ -	\$ -	\$ 2,874,207
517919	48	All Other Telecommunications	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 24,419	\$ -	\$ -	\$ -	\$ -	\$ 24,419
221121	49	Electric Bulk Power Transmission and Control	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 4,354	\$ -	\$ -	\$ -	\$ -	\$ 4,354.00
423610	49	Electric, Gas and Sanitary Services	\$ 3,341	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,341
443142	50	Wholesale Trade Durable Goods	\$ 21,210	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 21,210
423430	50	Wholesale Trade Durable Goods	\$ 2,880	\$ -	\$ 9,907,473	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 29,958	\$ -	\$ 29,958	\$ -	\$ -	\$ -	\$ 9,970,269
531210	65	Real Estate	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 674,018	\$ -	\$ -	\$ -	\$ 674,018
531312	65	Real Estate	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 8,435	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 8,435
531190	65	Real Estate	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 6,300	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 6,300
541360	67	Holding & Other Investment Offices	\$ -	\$ -	\$ -	\$ -	\$ 5,884,197	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 5,884,197
541511	70	Places	\$ 279,814	\$ -	\$ 59,139	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 877,853	\$ -	\$ -	\$ -	\$ -	\$ 1,216,806
541512	70	Places	\$ 1,020,938	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 82,672	\$ -	\$ -	\$ -	\$ -	\$ 1,103,609
541519	70	Places	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 5,525,489	\$ -	\$ -	\$ -	\$ -	\$ 5,525,489
812930	72	Parking Lots and Garages	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 5,876	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 5,876

ATTACHMENT B

Lumen Technologies, Inc.	Year of Report	2021
WMDVLGBTBE PROCUREMENT BY STANDARD INDUSTRIAL CATEGORIES - DETAIL		

*Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)
 **Disabled Veterans Business Enterprise (DVBE)

			Asian		African American		Hispanic		Native American		Minority Business Enterprise (MBE)	Woman Business Enterprise (WBE)	*LGBTBE	**DVBE	Other 8(a)**	Total	
			Men	Women	Men	Women	Men	Women	Men	Women						WMDVLGBTBE	Dollars
541614	72	Personal Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 7,449,873	\$ -	\$ -	\$ -	\$ -	\$ 7,449,873
541840	72	Personal Services	\$ -	\$ -	\$ 40,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 40,000
541990	72	Personal Services	\$ -	\$ -	\$ 289,119	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 248,888	\$ -	\$ -	\$ -	\$ -	\$ 538,007
532412	73	Business Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,079	\$ -	\$ -	\$ -	\$ -	\$ 3,079
541370	73	Business Services	\$ -	\$ -	\$ -	\$ -	\$ 27,720	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 27,720
561499	73	All Other Business Support Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 28,157	\$ -	\$ -	\$ -	\$ -	\$ 28,157
561990	73	All Other Support Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 8,868	\$ -	\$ -	\$ -	\$ -	\$ 8,868
511210	73	Business Services	\$ 29,099	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 29,099
518210	73	Business Services	\$ 2,673,674	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,256,275	\$ -	\$ -	\$ 104,180	\$ -	\$ -	\$ -	\$ -	\$ 5,034,129
541430	73	Business Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 10,900	\$ -	\$ -	\$ -	\$ -	\$ 10,900
561421	73	Business Services	\$ 12,553,609	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 12,553,609
237110	73	Construction	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,487,989	\$ -	\$ -	\$ -	\$ -	\$ 3,487,989.07
811490	75	Automotive Repair Services & Parking	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 12,113	\$ -	\$ -	\$ -	\$ -	\$ 12,113
541330	86	Membership Organizations	\$ 6,613	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 6,613
541613	86	Membership Organizations	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 500	\$ -	\$ -	\$ -	\$ -	\$ 500
541618	87	Other Management Consulting Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 34,226	\$ -	\$ -	\$ -	\$ -	\$ 34,226
561210	87	Facilities Support Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 12,624	\$ -	\$ -	\$ -	\$ -	\$ 12,624
541330	87	Related Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 480,936	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 480,936
541330	87	Related Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,300	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,300
721110	87	Related Services	\$ 80,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 80,000
921110	87	Engineering, Accounting, Research, Management & Related Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,300	\$ -	\$ -	\$ 3,300
Total Amount			\$ 47,450,737	\$ 1,613,589	\$ 44,628,863	\$ -	\$ 9,269,759	\$ -	\$ 5,876	\$ 2,256,275	\$ 590,313	\$ 41,150,997	\$ -	\$ 1,171,826	\$ -	\$ -	\$ 148,138,235

Total Product Procurement	\$85,972,482
Total Service Procurement	\$62,133,753

Net Procurement***	\$709,265,167
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NOTE: **FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-
 ***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

ATTACHMENT C

Name of Lumen Technologies, Inc.	Year of Report	2021
WMDVLGBTBE REVENUE REPORT		

Data on Number of Vendors										
#WMDVLGBTBEs	Revenue Reported to CHS					Utility-Specific 2021 Summary				
	WBE	MBE	LGBTBE	DVBE	Grand Total	MBE	WBE	LGBTBE	DVBE	Grand Total
Under \$1 million	30	30	0	5	65					
Under \$5 million	8	5	0	0	13					
Under \$10 million	3	3	0	0	6					
Above \$10 million	0	5	0	0	5					
Total	22	43	0	5	89					

Revenue and Payment Data										
#WMDVLGBTBEs	Revenue Reported to CHS					Utility-Specific 2021 Summary				
	WBE	MBE	LGBTBE	DVBE	Grand Total	MBE	WBE	LGBTBE	DVBE	Grand Total
Under \$1 million	\$ 3,018,473	\$ 2,235,392	\$ -	\$1,171,826	\$ 6,425,691					
Under \$5 million	\$19,065,195	\$ 19,150,788	\$ -	\$ -	\$ 38,215,983					
Under \$10 million	\$20,669,038	\$ 21,863,959	\$ -	\$ -	\$ 42,532,997					
Above \$10 million	\$ -	\$ 60,963,564	\$ -	\$ -	\$ 60,963,564					
Total	\$42,752,706	\$ 104,213,703	\$ -	\$1,171,826	\$148,138,235					