



# 2020 Report and 2021 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.

## **GO 156 - 2020 ANNUAL REPORT AND 2021 PLAN 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 2020, CenturyLink continued to improve its vendor registration portal functionality to collect supplier diversity data better. Follow-up/reinforcement training in 2021 shall be provided through emails, phone calls, conference calls, and knowledge sharing sessions for Procurement Managers and Stakeholders.

##### **Employee Communication**

In 2020, 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 and 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 2020, CenturyLink continued its efforts to improve its WMDVLGBTBE data quality by refining our 3rd party software system for improved reporting. The selection of a new supplier diversity system was imperative to continue our transformation mission in 2021 and is also representative of 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 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.

**External Activities:**

**BUSINESS ORGANIZATION INVOLVEMENT**

- 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 2021.
- 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 and 2021.
- CenturyLink developed 48 bid ready WMDVLGBTBE businesses during calendar year 2020 through CPUC matchmaker forum.

**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: 2020	G.O. #156 Sec. 9.1.2
<b>WMDVLGBTBE PROCUREMENT BY PRODUCT AND SERVICE CATEGORIES</b>		

				Products		Services		Total	
				\$	%	\$	%	\$	%
1	<b>Minority Male</b>	Asian Pacific American	Direct	13,503,212	3.63%	\$10,763,493	2.89%	\$24,266,705	6.52%
2		African American	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
3		Hispanic American	Direct	\$0	0.00%	\$5,932,846	1.59%	\$5,932,846	1.59%
4		Native American	Direct	\$0	0.00%	\$0	0%		0.00%
5		<b>Total Minority Male</b>	<b>Direct</b>	<b>13,503,212</b>	<b>2.63%</b>	<b>\$16,696,339</b>	<b>4.49%</b>	<b>\$30,199,551</b>	<b>8.12%</b>
6	<b>Minority Female</b>	Asian Pacific American	Direct	\$0	\$0	\$62,360	0.02%	\$62,360	0.02%
7		African American	Direct	\$0	\$0	\$264,111	0.07%	\$264,111	0.07%
8		Hispanic American	Direct	\$0	\$0	\$47,875	0.01%	\$47,875	0.01%
9		Native American	Direct	\$0	\$0	\$0	0.00%	\$0	0.00%
\$010		<b>Total Minority Female</b>	<b>Direct</b>	<b>\$0</b>	<b>\$0</b>	<b>\$374,346</b>	<b>0.10%</b>	<b>\$374,346</b>	<b>0.10%</b>

11	Total Minority Business Enterprise (MBE)		Direct	\$13,503,212	2.63%	\$17,071,585	4.59%	\$30,573,897	8.22%
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12	Women Business Enterprise (WBE)		Direct	\$0	0.0%	\$2,069,538	.56%	\$2,069,538	.56%
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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%	\$1,539,656	.41%	\$1,539,656	0.41%
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15	Other 8(a)**		Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
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16	<b>TOTAL WMDVLGBTBE</b>		<b>Direct</b>	<b>\$0</b>	<b>0.0%</b>	<b>\$34,183,991</b>	<b>9.19%</b>	<b>\$34,183,991</b>	<b>9.19%</b>
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17	<b>Total Product Procurement</b>	\$13,503,212
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18	<b>Total Service Procurement</b>	\$20,680,779
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19	<b>Net Procurement***</b>	\$372,020,708
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20	<b>Total Number of WMDVLGBTBEs that Received Direct Spend</b>	<b>14</b>
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CenturyLink	Year of Report: 2020	G.O. #156 Sec. 9.1.2
<b>WMDVLGBTBE ANNUAL RESULTS BY ETHNICITY</b>		

			Year of Report			
			Direct	Sub	Total \$	%
1	<b>Minority Male</b>	Asian Pacific American	\$24,266,705	\$0	\$24,266,705	6.52%
2		African American	\$0	\$0	\$0	0.00%
3		Hispanic American	\$5,932,846	\$0	\$5,932,846	1.59%
4		Native American	\$0	\$0	\$0	0.00%
5			<b>\$30,199,551</b>	<b>\$0</b>	<b>\$30,199,551</b>	<b>8.12%</b>
6	<b>Minority Female</b>	Asian Pacific American	\$62,360	\$0	\$62,360	0.02%
7		African American	\$ 264,111	\$0	\$264,111	0.07%
8		Hispanic American	\$ 47,875	\$0	\$47,875	0.01%
9		Native American	\$0	\$0	\$0	0.00%
10			<b>\$374,346</b>	<b>\$0</b>	<b>\$374,346</b>	<b>0.10%</b>

11	Total Minority Business Enterprise (MBE)		<b>\$30,573,897</b>	<b>\$0</b>	<b>\$30,573,897</b>	<b>8.22%</b>
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12	Women Business Enterprise (WBE)		\$2,069,538	\$0	\$2,069,539	0.56%
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13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$0	\$0	\$0	0.00%
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14	Disabled Veteran Business Enterprise (DVBE)		\$1,539,656	\$0	\$1,539,656	.41%
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15	Other 8(a)**		\$0	\$0	\$0	0.00%
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16	<b>TOTAL WMDVLGBTBE</b>		<b>\$34,183,991</b>	<b>\$0</b>	<b>\$34,183,991</b>	<b>9.19%</b>
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19	<b>Net Procurement**</b>	\$372,020,708
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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**

9.1.2(a) Attachment (A) herein breakdown the spending by Ethnicity, North America Industry Classification System (NAICS) and Standard Industrial Classification (SIC) 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	2020 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
<b>Total</b>		<b>\$213,250</b>

**9.1.4 A description of progress in meeting or exceeding set goals and an explanation of any circumstances that may have caused the utility to fall off its goals.**

CenturyLink, Inc.	Year of Report: 2020	G.O. #156 Sec. 9.1.4
<b>WMDVLGBTBE RESULTS AND GOALS</b>		

Category	Year Results 2020	Year Goals 2021
Minority Men	8.12%	9.50%
Minority Women	0.10%	1.00%
Minority Business Enterprise (MBE)	8.22%	10.50%
Women Business Enterprise (WBE)	.56%	0.50%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	0.00%	0.50%
Disabled Veteran Business (DVBE)	0.41	0.50%
<b>TOTAL WMDVLGBTBE</b>	<b>9.19%</b>	<b>12.50%</b>

% - PERCENTAGE OF NET PROCUREMENT

CenturyLink operating under the 2nd-year of its merged procurement system, saw a decrease in diverse spending from 18.07% to 9.19%. We saw a decline of 51%; this was due to reduced project activities due to the Corona-virus pandemic and California shutdowns.



- 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.
- 9.1.6 CenturyLink is not aware of any WBDVLGBTBE complaints in 2020. 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 and construction procurement, and areas that are considered highly technical, but we shall continue to expand in 2021. CenturyLink, Inc. is continuing to take steps to recruit WMDVLGTBE suppliers and work towards meeting its aspirational goals. CenturyLink is expanding and investing in its Global Corporate Supplier Diversity Program Office (GCSDO) in 2020, and 2021 as follows:
- a. A higher level of participation in the Joint Utilities Group
  - b. Implement a 3rd party supplier diversity portal for data cleansing and supplier development
  - c. Issue invitations to the 8,000 suppliers in Supplier Clearinghouse to register in the CenturyLink's diverse supplier diversity program portal
  - d. 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 2021 plan.

# GO 156 - 2020 ANNUAL REPORT

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 2019 and 2020 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 2021, CenturyLink continues to work with California business units to identify opportunities to expand the use of WMDVLGBTBE vendors.

To meet its 2021 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 two years 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 2021, 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 2021 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 2021 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 2021 market-specific diversity training include:

- Visibility to the goals and requirements stated within the 2021 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 2021 Annual Plan as 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**

CenturyLink intends to continue to strengthen its Supplier Diversity Outreach continuously in 2021. 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 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 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.

**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 2020 Report and 2021 Plan was SUBMITTED by:

Signature: Jay Sheldon Wesley, MBA, MPA

Typed Name: Jay Sheldon Wesley, MPA, MBA

Title: Global Corporate Supplier Diversity Manager

Date Signed: February 3, 2021

ATTACHMENT "C"

CenturyLink, Inc.

Year of Report

2020

\*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)	*LGBTBE	**DVBE		Total WMDVLGBTBE	Total Dollars	
561990	07	Agricultural Services	\$0	\$0	\$0	\$0	\$47,875	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$47,875
237130	16	Heavy Construction other than Building Construction Contractors	\$0	\$0	\$0	\$0	\$0	\$405,281	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$405,281
238210	17	Construction Special Trade Contractors	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$494,998	\$0	\$580,951	\$0	\$0	\$0	\$1,075,949
519130	27	Printing, Publishing & Allied Industry	\$0	\$16,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$16,000
335921	32	Stone, Clay, Glass & Concrete Products	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$625,642	\$0	\$0	\$0	\$0	\$0	\$625,642
335312	35	Industrial & Commerical Machinery & Computer Equipment	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$9,065	\$0	\$0	\$0	\$0	\$0	\$9,065
334210	35	Industrial & Commerical Machinery & Computer Equipment	\$13,503,212	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$13,503,212
335999	36	Electronic & Other Electrical Equipment & Components Except Computer Equipment	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$648,046	\$0	\$0	\$0	\$0	\$0	\$648,046
221122	48	Communications	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$215,291	\$0	\$0	\$0	\$0	\$0	\$215,291
423430	50	Wholesale Trade Durable Goods	\$1,920	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$1,920
423610	50	Wholesale Trade Durable Goods	\$2,431	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$2,431
531210	65	Real Estate	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$958,705	\$0	\$0	\$0	\$958,705
541990	72	Personal Services	\$61,340	\$0	\$0	\$264,111	\$0	\$0	\$0	\$0	\$0	\$63,127	\$0	\$0	\$0	\$0	\$0	\$388,578

\*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	Total
			Men	Women	Men	Women	Men	Women	Men	Women	Enterprise (MBE)	Entrprise (WBE)	*LGBTBE	**DVBE		Total WMDVLGBTBE	Dollars
561990	07	Agricultural Services	\$0	\$0	\$0	\$0	\$47,875	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$47,875
561421	73	Business Services	\$10,684,623	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$10,684,623
811490	75	Automotive Repair Services & Parking	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$6,185	\$0	\$0	\$0	\$0	\$0	\$6,185
541330	87	Engineering, Accounting, Research, Management & Related Services	\$60,440	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$60,440
332321	87	Engineering, Accounting, Research, Management & Related Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$2,736	\$0	\$0	\$0	\$0	\$0	\$2,736
532412	87	Engineering, Accounting, Research, Management & Related Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$4,448	\$0	\$0	\$0	\$0	\$0	\$4,448
541360	87	Engineering, Accounting, Research, Management & Related Services	\$0	\$0	\$0	\$0	\$5,527,565	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$5,527,565
<b>Total</b>			\$24,313,966	\$16,000	\$0	\$264,111	\$5,575,440	\$405,281	\$0	\$0	\$0	\$2,069,538	\$0	\$1,539,656	\$0	\$0	\$34,183,991

<b>Total Product Procurement</b>	<b>\$13,503,212</b>
<b>Total Service Procurement</b>	<b>\$20,680,779</b>

<b>Net Procurement***</b>	<b>\$372,020,708</b>
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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  
 TOTAL DOLLARS - TOTAL  
 PROCUREMENT DOLLAR AMOUNT  
 IN THE SPECIFIC SIC CATEGORY

ATTACHMENT "C"

CenturyLink, Inc.

Year of Report

2020

\*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)	*LGBTBE	**DVBE		Total WMDVLGBTBE	Total Dollars
561990	07	Agricultural Services	\$0	\$0	\$0	\$0	\$47,875	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$47,875
237130	16	Heavy Construction other than Building Construction Contractors	\$0	\$0	\$0	\$0	\$0	\$405,281	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$405,281
238210	17	Construction Special Trade Contractors	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$494,998	\$0	\$580,951	\$0	\$0	\$1,075,949
519130	27	Printing, Publishing & Allied Industry	\$0	\$16,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$16,000
335921	32	Stone, Clay, Glass & Concrete Products	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$625,642	\$0	\$0	\$0	\$0	\$625,642
335312	35	Industrial & Commerical Machinery & Computer Equipment	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$9,065	\$0	\$0	\$0	\$0	\$9,065
334210	35	Industrial & Commerical Machinery & Computer Equipment	\$13,503,212	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$13,503,212
335999	36	Electronic & Other Electrical Equipment & Components Except Computer Equipment	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$648,046	\$0	\$0	\$0	\$0	\$648,046
221122	48	Communications	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$215,291	\$0	\$0	\$0	\$0	\$215,291
423430	50	Wholesale Trade Durable Goods	\$1,920	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$1,920
423610	50	Wholesale Trade Durable Goods	\$2,431	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$2,431
531210	65	Real Estate	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$958,705	\$0	\$0	\$958,705
541990	72	Personal Services	\$61,340	\$0	\$0	\$264,111	\$0	\$0	\$0	\$0	\$0	\$63,127	\$0	\$0	\$0	\$0	\$388,578



\*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)	Entrprise (WBE)	*LGBTBE	**DVBE		Total WMDVLGBTBE	Dollars
561990	07	Agricultural Services	\$0	\$0	\$0	\$0	\$47,875	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$47,875
561421	73	Business Services	\$10,684,623	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$10,684,623
811490	75	Automotive Repair Services & Parking	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$6,185	\$0	\$0	\$0	\$0	\$0	\$6,185
541330	87	Engineering, Accounting, Research, Management & Related Services	\$60,440	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$60,440
332321	87	Engineering, Accounting, Research, Management & Related Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$2,736	\$0	\$0	\$0	\$0	\$0	\$2,736
532412	87	Engineering, Accounting, Research, Management & Related Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$4,448	\$0	\$0	\$0	\$0	\$0	\$4,448
541360	87	Engineering, Accounting, Research, Management & Related Services	\$0	\$0	\$0	\$0	\$5,527,565	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$5,527,565
<b>Total</b>			\$24,313,966	\$16,000	\$0	\$264,111	\$5,575,440	\$405,281	\$0	\$0	\$0	\$2,069,538	\$0	\$1,539,656	\$0	\$0	\$34,183,991

<b>Total Product Procurement</b>	<b>\$13,503,212</b>
<b>Total Service Procurement</b>	<b>\$20,680,779</b>

<b>Net Procurement***</b>	<b>\$372,020,708</b>
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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  
 TOTAL DOLLARS - TOTAL  
 PROCUREMENT DOLLAR AMOUNT  
 IN THE SPECIFIC SIC CATEGORY

**CenturyLink** **Year of Report** **2020**

**Name of Utility** **Year of Report** **G.O. #156 Sec. 9.1.5**  
**Summary of Prime Contractor Utilization of WMDVLGBTBE Subcontractors**

		2020 Total Procurement	MBE	WBE	DVBE	LGBTBE	Other 8(a)*	Total WMDVLGBTBE
<b>CenturyLink</b>	<b>Direct</b>		\$30,574,798	\$2,069,538	\$1,539,656	\$0	\$0	\$34,183,992
			8.22%	0.56%	0.41%	0.00%	0.00%	9.19%
<b>Subcontracting</b>			\$0	\$0	\$0	\$0	\$0	\$0
			0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Combined</b>			\$30,574,798	\$2,069,538	\$1,539,656	\$0	\$0	\$34,183,992
			8.22%	0.56%	0.41%	0.00%	0.00%	9.19%

**Total WMDVLGBTBE**    \$    **34,183,992**  
**Net Procurement**            **372,020,708**  
**Percentage (%)**                    **9.19%**

**Note: \*Firms Classified as 8(a) by the United States Small Business Administration - Includes Non-WMDVLGBTBEs**

**Table 4a**  
**2020 Summary of Large Utilities Ethnic Procurement**

<b>Black</b>		<b>Hispanic</b>	
Direct	\$264,111 0.87%	Direct	\$5,980,721 19.59%
Subcontracting	\$0 0.00%	Subcontracting	\$0 0.00%
Combined	\$0	Combined	\$0
<b>Total</b>	<b>0.87%</b>	<b>Total</b>	<b>19.59%</b>
<b>Asian-Pacific</b>		<b>Native American</b>	
Direct	\$24,329,966 79.70%	Direct	\$0 0.00%
Subcontracting	\$0 0.00%	Subcontracting	\$0 0.00%
Combined	\$0	Combined	\$0
<b>Total</b>	<b>79.70%</b>	<b>Total</b>	<b>0.00%</b>
<b>Other</b>			
Direct	\$0 0.00%		
Subcontracting	\$0 0.00%		
Combined	\$0 0.00%		
<b>Total MBE Procurement</b>	<b>\$30,526,923 100.00%</b>		

**ATTACHMENT C**

<b>Name of CenturyLink</b>	<b>Year of Report</b>	<b>2020</b>
<b>WMDVLGBTBE REVENUE REPORT</b>		

<b>Data on Number of Vendors</b>										
#WMDVLGBTBEs	<b>Revenue Reported to CHS</b>					<b>Utility-Specific 2020 Summary</b>				
	<b>WBE</b>	<b>MBE</b>	<b>LGBTBE</b>	<b>DVBE</b>	<b>Grand Total</b>	<b>MBE</b>	<b>WBE</b>	<b>LGBTBE</b>	<b>DVBE</b>	<b>Grand Total</b>
Under \$1 million	8	7		4	19					
Under \$5 million		0			0					
Under \$10 million		1			1					
Above \$10 million		2			2					
<b>Total</b>	<b>8</b>	<b>10</b>	<b>0</b>	<b>4</b>	<b>22</b>					

<b>Revenue and Payment Data</b>										
#WMDVLGBTBEs	<b>Revenue Reported to CHS</b>					<b>Utility-Specific 2020 Summary</b>				
	<b>WBE</b>	<b>MBE</b>	<b>LGBTBE</b>	<b>DVBE</b>	<b>Grand Total</b>	<b>MBE</b>	<b>WBE</b>	<b>LGBTBE</b>	<b>DVBE</b>	<b>Grand Total</b>
Under \$1 million	\$ 2,069,538	\$ 863,051	\$ -	\$ 1,539,656	\$ 4,472,245					
Under \$5 million	\$ -	\$ -	\$ -	\$ -	\$ -					
Under \$10 million	\$ -	\$ 5,527,565	\$ -	\$ -	\$ 5,527,565					
Above \$10 million	\$ -	\$ 24,184,182	\$ -	\$ -	\$ 24,184,182					
<b>Total</b>	<b>\$ 2,069,538</b>	<b>\$ 30,574,798</b>	<b>\$ -</b>	<b>\$ 1,539,656</b>	<b>\$ 34,183,992</b>					