

Missouri
Energy
Development
Association

**2015 Annual Report for the
Missouri Public Service
Commission**

**Report Prepared by:
MEDA Supplier Diversity Task Force**

Table of Contents

I.	Letter from the MEDA President	3
II.	Overview of the MEDA Supplier Diversity Task Force	4
III.	MEDA Supplier Diversity Task Force Members	5
IV.	Initiatives of the MEDA Supplier Diversity Task Force	6
V.	Activities, Organizations & Community Partners	7
VI.	Key Accomplishments of the MEDA Supplier Diversity Task Force (SDTF)	8
VII.	Supplier Diversity Goals & Strategies	9
VIII.	Spend with Minority/Women/Veteran-Owned Businesses	10
IX.	Conclusion	11
	Appendix A - Diverse Definitions	12-17
	Appendix B - Organizations & Community Partner Participation	18-20
	Appendix C – Certifying Agencies	21-22
	Appendix D – Supplier Success Stories	23-25
	2015 Pictures	26-27

I. Letter from the MEDA President

MEDA President Message

Organized in 2003, the Missouri Energy Development Association (MEDA) is the association of Missouri's Investor-Owned Utilities and their strategic partners. Our members serve nearly 4 million customers, invest over \$1 billion in-state annually, and employ over 11,500 Missourians while providing the electric, natural gas, and water services integral to the safety and prosperity of all Missourians.

Our mission is to work closely with Missouri Investor-Owned Utilities and their strategic partners, representing their interests and advocating balanced policies in legislative and regulatory arenas. MEDA provides creditable public policy leadership, pivotal industry awareness and education, and strategic business intelligence.

Our vision is to be the consummate advocate for Missouri's Investor-Owned Utility Companies and their strategic partners, while proudly serving as an important industry information resource.

MEDA's Supplier Diversity Task Force has supported for many years our Investor-Owned Utility Companies supplier diversity programs, development of an overall strategic plan, design and implementation of our website, and coordination of communications between Missouri Investor-Owned Utility Companies and with the Missouri Public Service Commission. MEDA is committed to providing access and opportunity to qualified businesses owned and operated by minorities, women, veterans and service disabled veterans. MEDA maintains a website specifically for our Supplier Diversity Task Force, wherein diverse businesses register in one location and can be accessed by all of Missouri's Investor-Owned Utilities.

As the President of MEDA, I continue to encourage our Supplier Diversity Task Force in increasing opportunities for diverse owned businesses, whether it be by the utilization of our website or by procurement strategies within each company. With efficient and increased outreach by our Investor-Owned Utility Companies, we believe we can extend our reach and engage minority-owned businesses across Missouri and other states in the region.

Trey Davis
President
Missouri Energy Development Association

II. Overview of the MEDA Supplier Diversity Task Force (SDTF)

Vision

We strive to strengthen economic development of our region through support and advancement of small and diverse business enterprises.

Mission

To provide leadership in supplier diversity by developing relationships that will result in a competitive and innovative supplier base reflecting our diverse business profiles and by sharing best practices to advance our supplier diversity programs.

Objectives

- Seek opportunities to encourage the development and utilization of viable, competitive diverse businesses, recognizing the importance of key elements of the “total cost equation” and the balance of a diversified supply chain.
- Share information, ideas and best practices to promote and advance our supplier diversity programs.
- Increase opportunities for small and diverse businesses by leading and participating in community outreach events.
- Serve as a resource for the Missouri Public Service Commission on supplier diversity.

III. MEDA Supplier Diversity Task Force Members



1901 Chouteau Ave.
St. Louis, MO 63101



602 Joplin Ave.
Joplin, MO 64802



1200 Main St.
Kansas City, MO 64141



700 Market St.
St. Louis, MO 63101



2751 North High St.
Jackson, MO 63755



727 Craig Rd.
St. Louis, MO 63141



P O Box 270868
Littleton, CO 80127

IV. Initiatives of the MEDA Supplier Diversity Task Force

It is the desire of the MEDA SDTF to continue to grow supplier diversity programs within our companies and as a task force.

Initiatives:

- Sharing best practices
- Symposiums for corporations to meet diverse suppliers in our major categories of spend
- Mentoring programs
- Internal training for employees
- Sponsoring educational opportunities for suppliers
- Community awareness and advocacy
- Collaboration with other industry groups in our region
- Business partner engagement meetings

V. Activities, Organizations & Community Partners

The SDTF members participate in many external organizations, both at the national and the local level, that support and promote small and diverse business enterprise development. Some of these include the National Minority Supplier Development Council, Women's Business Enterprise National Council, Edison Electric Institute Supplier Diversity Committee, American Association of Blacks in Energy, and many others (see Appendix B).

Our employees serve in Board leadership positions with these organizations as well as actively participate with certification committees, business expos, and other activities. Through this outreach, we are able to identify new suppliers to do business with, as well as make connections for suppliers to help them grow their business (see Appendix C).

VI. Key Accomplishments of the MEDA Supplier Diversity Task Force

- Procurement roundtables and symposiums have led to numerous business opportunities and contracts for diverse businesses.
- Mentoring programs for diverse suppliers have helped increase supplier capabilities and grow their business.
- MEDA SDTF members were introduced to diverse financial investment banking companies at a luncheon featuring Commissioner Kenney and several were included in transactions thereafter.
- Increased spend with diverse suppliers from 2014 to 2015.
- Leadership training and scholarships provided to suppliers to assist them in running their business. Some examples include: technology/computer applications, leadership/management topics, as well as sponsorship in established programs such as the Turner School of Construction, Kauffman FastTrac, Dartmouth's Tuck School Minority Business Education Programs, Northwestern Kellogg's Advanced Management Education Program and many more.
- Shared best practices with each other and developed strategies to create opportunities and successful partnerships with diverse suppliers (see Appendix D).
- Energy Day at the Capitol.
- Developed a "supplier portal" that allows diverse businesses to register with MEDA and assists member companies in identifying certified diverse suppliers by categories selected.

VII. Supplier Diversity Goals & Strategies

Members of the SDTF establish annual corporate and business segment supplier diversity goals.

Many members of the SDTF have established a Tier II reporting policy that is intended to enhance, not replace, efforts to increase meaningful sourcing opportunities for diverse suppliers. Tier II reporting refers to requiring first tier, or prime, suppliers to submit subcontracting or sub-supplier plans that meet certain diversity requirements.

VIII. Spend with Minority/Women/Veteran-Owned Businesses

MBE

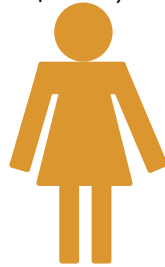
2014	\$154,158,130
2015	\$189,462,221



In 2015, MEDA participating companies spent \$435 million with diverse businesses.

WBE

2014	\$183,423,046
2015	\$178,707,369



VO

2014	\$53,265,580
2015	\$67,047,962



IX. Conclusion

The MEDA SDTF maintains an active role in participating in programs and collaborating with other organizations across the State of Missouri that promote the development and utilization of diverse businesses. The SDTF investor-owned companies continue to work together and encourage suppliers to register on the SDTF supplier portal.

*We are Committed to Continuing
to be Proactive in Supporting
and Improving Supplier Diversity
and Development.*

Appendix A

Diverse Definitions

Definitions

Disabled Veteran Business Enterprise – (DVBE)

A for-profit enterprise presently located in the United States or its trust territories, and is at least 51% owned by an individual(s) who has performed active service in one of the United States armed services and has a disability. The individual(s) must be involved in the day-to-day management of the business.

Disadvantaged Business Enterprise – (DBE)

A for-profit enterprise presently located in the United States or its trust territories, and is at least 51% owned, controlled, operated and managed by a socially and economically disadvantaged individual or individuals, who must have a net worth of less than \$750,000, excluding the equity of the business and primary residence and must meet applicable size standards for small businesses in their industry.

HUB Zone Small Business Concern – (HUB Zone)

A small business must be located in a "historically underutilized business zone" that is owned and controlled by one or more United States citizens and at least 35% of its employees must reside in a HUB Zone to qualify for the HUB Zone program.

Historically Black Colleges/Universities & Minority Institutions – (HBCU/MI)

Historically Black and minority colleges and universities that are recognized by the government as legitimate set-aside business opportunities.

Lesbian, Gay, Bisexual, and Transgender - (LGBT)

A for-profit enterprise presently located in the United States or its trust territories, and is at least 51% owned, controlled, operated and managed by a LGBT individual(s) of U.S. citizenship.

Minority Business Enterprise – (MBE)

A for-profit enterprise presently located in the United States or its trust territories, and is at least 51% owned and operated by a U.S. citizen(s) who is a member of one of the following groups:

- African American: Black racial groups of Africa.
- Hispanic American: Spanish or Portuguese speaking areas of Latin America or the following regions: Mexico, Central America, South America, and the Caribbean basin.
- Native American: American Indian, Eskimo, Aleut, and Native Hawaiian. Individuals must be regarded as such by the community of which the person claims to be a part. Native Americans must be documented members of a North

American tribe, band, or otherwise organized group of native people who are indigenous to the continental United States or who otherwise have a special relationship with the United States or a state through treaty, agreement, or some other form of recognition.

- Asian Pacific: Japan, China, Indonesia, Malaysia, Taiwan, Korea, Vietnam, Laos, Cambodia, the Philippines, Thailand, Samoa, Guam, the U.S. Trust Territories of the Pacific, or the Northern Marianas.
- Asian Indian: India, Pakistan, and Bangladesh.

Service Disabled Veteran Business Enterprise – (SDVBE)

A business concern that is at least 51% owned by one or more service disabled veterans (as defined in 38 USC 101 (16)), or, in the case of any publicly owned business, at least 51% of the stock is owned by one or more service disabled veterans. In addition, the management and daily business operations must be controlled by one or more service disabled veterans. In the case of a permanent or severe disability, the spouse or caregiver of such a service-disabled veteran may control the management and daily operations.

Small 8(a) Business – (8a)

A small business unconditionally owned and controlled by one or more socially and economically disadvantaged citizens of the United States, and demonstrates potential for success.

Small Business – (SBE)

A for-profit enterprise presently located in the United States or its trust territories, and is at least 51% owned, controlled, operated and managed by a socially and economically disadvantaged individual or individuals, who must have a net worth of less than \$750,000, excluding the equity of the business and primary residence and qualifies as a small business under the criteria and size standards in 13 CFR 121 (see FAR 19.1). The size of your subcontractors and suppliers is determined by the NAICS code of their subcontract.

Small Disadvantaged Business – (SDB)

A for-profit enterprise presently located in the United States or its trust territories, and is at least 51% owned, controlled, operated and managed by a socially and economically disadvantaged individual or individuals, who must have a net worth of less than \$750,000, excluding the equity of the business and primary residence and must meet applicable size standards for small businesses in their industry.

Veteran-Owned Business – (VO)

A business concern that is at least 51% owned by one or more veterans (as defined in 38 USC 101 (2)), or, in the case of any publicly owned business, at least 51% of the stock is owned by one or more veterans. In addition, one or more veterans must control the management and daily business operations.

Woman Business Enterprise – (WBE)

A for-profit enterprise presently located in the United States or its trust territories, and is at least 51% owned, controlled, and operated by a woman or women of U.S. citizenship. Individual(s) must be involved in the day-to-day management of the business.



Appendix B

Organizations & Community Partner Participation

Organizations & Community Partners

- American Association of Blacks in Energy - AABE
- Asian Chamber of Commerce
- City of Kansas City, Missouri
- Edison Electric Institute - EEI
- Greater Kansas City Chamber of Commerce - GKCCC
- Heartland Black Chamber of Commerce - HBCC
- Hispanic Chamber of Commerce (Kansas City & St. Louis)
- Kansas City Procurement Roundtable
- Midwest Women's Business Enterprise Council
- Mountain Plains Minority Supplier Development Council
- National Association of Minority Contractors - NAMC
- National Association of Regulatory Utility Commissioners - NARUC
- National Gay & Lesbian Chamber of Commerce - NGLCC
- National Minority Supplier Development Council – NMSDC
- Small Business Administration - SBA
- St. Louis Chamber of Commerce
- Utility Industry Group - UIG
- Women's Business Enterprise Council - WBENC

Conferences Attended in 2015

January

February

(23) Kansas City
Chamber
Procurement
Event

March

(22-24) Women's
Business Enterprise
Council Summit
& Salute, Phoenix

April

(7) Turner
Construction
Graduation
(13) St. Louis
Symposium

May

(5-8) Association of
Blacks in Energy (23-
27) Edison Electric
Institute Conference,
Phoenix

June

(21-23) Women's
Business Enterprise
National council
Summit & Salute,
Orlando

July

August

(14) Kansas City
Government
Procurement
Forum

September

October

(5) Business Opportunity
Exchange
(23-26) National
Minority Supplier
Development Council,
Chicago

November

(11) Kansas City
Procurement
Roundtable

December

(3) Midwest
Women's Business
Enterprise Council
Executive
Roundtable



Appendix C

Certifying Agencies

Certifying Agencies in Kansas & Missouri



**Asian American Chamber of Commerce
of Kansas City – AACC**



City of Kansas City



City of St. Louis



**MidAmerica Gay & Lesbian Chamber –
MAGLCC**



**Mid-States Minority Supplier Diversity
Development Council – NMSDC**



**Midwest Women's Business Enterprise
Council – MWBE**



State of Missouri



State of Kansas



**Mountain Plains Minority Supplier
Development Council – MPMSDC**



**U.S. Small Business Administration –
SBA**



Appendix D

Supplier Success Stories

Supplier Success Stories

“It’s clear to us as a minority, woman-owned Ameren vendor that supplier diversity is truly a core business initiative. I attended the Tuck School of Business at Dartmouth’s Growing the Minority Business to Scale program and participated in an amazing week-long program involving training around finance, marketing, advertising, balance sheets and other business strategies. I came home with invaluable knowledge and have begun to share it with my leadership team, as part of an overall strategic planning initiative underway here at EDI.”

Deborah Sawyer, Founder and CEO
Environmental Design International

“As a Light Source alumnus, we found the program extended beyond the mentoring and networking opportunities,” said Lenora Payne, CEO. “Having access to a KCP&L mentor who is quick to respond to your business requests and provides guidance on the operational and financial questions is necessary for an entrepreneur to grow and be successful. Something I valued through Chuck’s management style was, ‘never get upset and treat everyone like family.’ The TGS family has a ‘special sauce’ that has contributed to our success, along with our relationships with our vendors and clients.”

Lenora Payne, CEO
Technology Group Solutions

“S4 Water is a Family and Veteran owned water treatment-company focused only on one thing, providing safe drinking water throughout the United States and abroad. Forming in 2010, our company has been leading the way in wastewater treatment, potable water treatment and filtration, servicing customers from 10,000 gallons per day to 300 million gallons per day.

The S4 Water team has certified drinking water operators, trainers and safety professionals, to help any utility with any situation.

Since receiving bid awards with Missouri American Water, our business has flourished. We have hired two new employees, as well as, making a sizable down payment on a new office building. We are excited to see what the future holds with the continued success between American Water and S4.”

Brandt Cashion, President

S4 Water



