

2019 ANNUAL REPORT

MEDA

MISSOURI ENERGY DEVELOPMENT ASSOCIATION



**Utilities working together
to make a difference in their communities**

Report prepared by MEDA Business Diversity Committee

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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 Business Diversity Task Force has supported for many years our Investor-Owned Utility Companies business 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 Business 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 Business 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

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*CONVERSATION WITH C SUITE at EEI Annual Business Diversity Conference.
Maria Jenks, Vice President Supply Chain, Evergy*

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 business 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 business diversity programs.

Business Diversity Task Force Members



1901 Chouteau Ave.
St. Louis, MO 63101



1200 Main St.
Kansas City, MO 64105



700 Market
St. Louis, MO 63101

Organizations & Community Partners

American Association of Blacks in Energy AABE- • Asian Chamber of Commerce • 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- • 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- • St. Louis Regional Chamber of Growth Association • St. Louis Council of Construction Consumers • Utility Industry Group UIG- • Women's Business Enterprise Council WBENC)

Events Hosted by Member Utilities

- Ameren Diverse Supplier Symposium
- Cardinals Baseball Networking event with Diverse suppliers and Ameren stakeholders
- Comida KC
- Community of Inclusion Event
- FIRST Robotics
- Kansas City Supplier Spotlight
- KC Bizfest Youth Program
- MCCC Procurement One on One
- MED-Week
- Metropolitan Community College Veteran's Summit
- Midwest Business Diversity Expo
- Presenting Sponsor Comida KC Hispanic Collaborative
- Tuck School of Business Kansas City—Supplier Diversity
- Women's Business Development Council—Connect and Celebrate

Supplier Outreach/Initiatives

- AABE Conference
- Ameren Diverse Supplier Mentoring Program
- Ameren Symposium
- Asian Chamber Business Expo
- Asian American Chamber of Commerce Gala
- Business Equality Conference
- Business Diversity Council
- Chicago MSDC BOF
- Dartmouth-Tuck School for Business Graduation—Building a High Performing Business
- Dartmouth-Growing Minority Business to Scale
- Dartmouth--Supplier Diversity Program
- Diversity Awareness Partnership Annual Summit—Speaker for Event
- Diverse Business Committee Greater KC Chamber—Procurement One on One
- Diversity Information Resources Seminar
- Edison Electric Institute Conference
- Edison Electric Institute Business Diversity Conference
- EEI Best Practices
- FIRST Robotics Competition
- Guadalupe Scholarship Event
- Hispanic Chamber of Commerce Kansas City La Nuestra Latina Awards
- Hispanic Chamber of Commerce St. Louis Adelante Awards
- Hispanic Chamber of Commerce Kansas City Noche De Gala
- Kansas City Procurement Roundtable Supplier Spotlight
- Kansas City Chamber Supplier Diversity Expo
- KC BizFest Hispanic Collaborative of Kansas City-
- KC Chamber Dinner
- Light Source Mentoring
- Mattie Rhodes Brightening Lives Luncheon
- Martin Luther King Day Celebration
- Midwest Supplier Diversity Exposition
- Midwest Women's Business Enterprise Council Dinner
- Missouri Utility Roundtable
- National Minority Supplier Development Conference
- National Association of Regulatory Utility Commissioners' Summer and Winter Meetings
- National Gay and Lesbian Chamber of Commerce Conference
- Power of Diversity Breakfast
- PSC Luncheon, Business Diversity Financial Luncheon—St. Louis
- SBA Business Expo
- SBA Events Kansas City/St. Louis
- SBA Matchmaking—St. Louis
- SBA Monthly Top Women Luncheon
- St. Louis Supplier Diversity Professionals network meeting
- Supplier Diversity Vendor Fair at the River City Casino and Hotel
- Thinking Bigger 25 Under 25 Gala
- Utility Industry Group Meetings
- WBENC National Conference

2019 Highlights

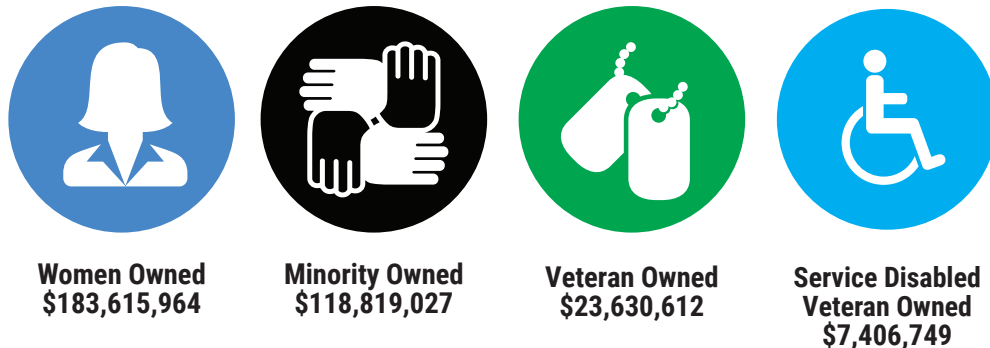


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Initiatives to improve our Business Diversity Programs



Diversity Spend 2019



Total spend with diverse suppliers \$333,472,352

In conclusion

The MEDA BDTF 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 BDTF investor-owned companies continue to work together and encourage suppliers to register on the BDTF supplier portal.

We are committed to continuing to be proactive in supporting and improving business diversity and development.

Business Diversity Goals & Strategies

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

Many members of the BDTF 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.



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*Awarding Excellence:
 Warner L. Baxter, chairman,
 president and CEO of Ameren
 Corporation (center), awards Best
 in Class Legal to Holland and
 Knight Law Firm (left) at the 2019
 Diverse Supplier Symposium.*

Appendix A: Diverse 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 who has performed active service in one of the United States armed services and has a disability. The individual 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.



WBDC Connect and Celebrate. Suppliers and Every Supplier Diversity team members.

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 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 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 (6)), 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 8a-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,



Community Service Event with Guadalupe Center Soccer Students.

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. Individuals must be involved in the day-to-day management of the business.

Appendix B: Certifying Agencies



Asian American



**MidAmerica Gay
& Lesbian Chamber—MAGLCC**



City of St. Louis



Mid-States Minority Supplier Diversity



State of Kansas



State of Missouri



U.S. Small Business Administration—SBA



State of Missouri



Women's Business Development Center



City of Kansas City



Women's Business Enterprise National Council



Utility Diversity Roundtable: Kevin Bryant, Evergy, COO panelist on roundtable pictured with attendees.



CONVERSATION WITH DIVERSE SUPPLIERS: *Sylvania McDaniel, Supplier Diversity Executive, Ameren, engages with diverse suppliers at the 2019 Diverse Supplier Symposium*



EEI Best Practices Conference: *Sharon Cruz, Kiewit Supplier Diversity, Mrs. Bob Taylor, Bob Taylor (Former SBA Speaker), Valerie Coyazo, Evergy Supplier Diversity, Mary Mahew, FLP, Supplier Diversity and Mark Sebree, Franklin Energy, Supplier Diversity.*

