




NARUC

Winter Committee Meetings

Subcommittee on Supplier and Workforce Diversity



Flash from the Past: A Dialogue with Former Commissioners in the Private Sector

2017 NARUC WINTER COMMITTEE MEETINGS
SUBCOMMITTEE ON SUPPLIER AND WORKFORCE DIVERSITY

MISO Employee & Management Demographics

2016 Year End Statistics (Total Population: 894)

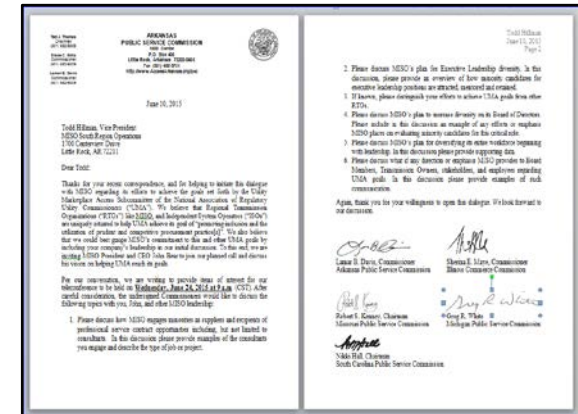
	Male	Female	Minority
Total Population	70%	30%	26%
Executive	77%	23%	20%
Management	72%	28%	12%

	Male	Female	Minority
Industry*	77%	23%	21%
MISO	70%	30%	26%

* Data from US Bureau of Labor Statistics, February 2015, Electric power generation, transmission, and distribution

	Male	Female	Minority
MISO Hiring Since 2013**	65%	35%	33%
2016 Intern Class	72%	28%	25%

**236 total hires



Current MISO workforce is more diverse than the industry

MISO is adding more diverse hires

Changes Since last report *(July 2016)*

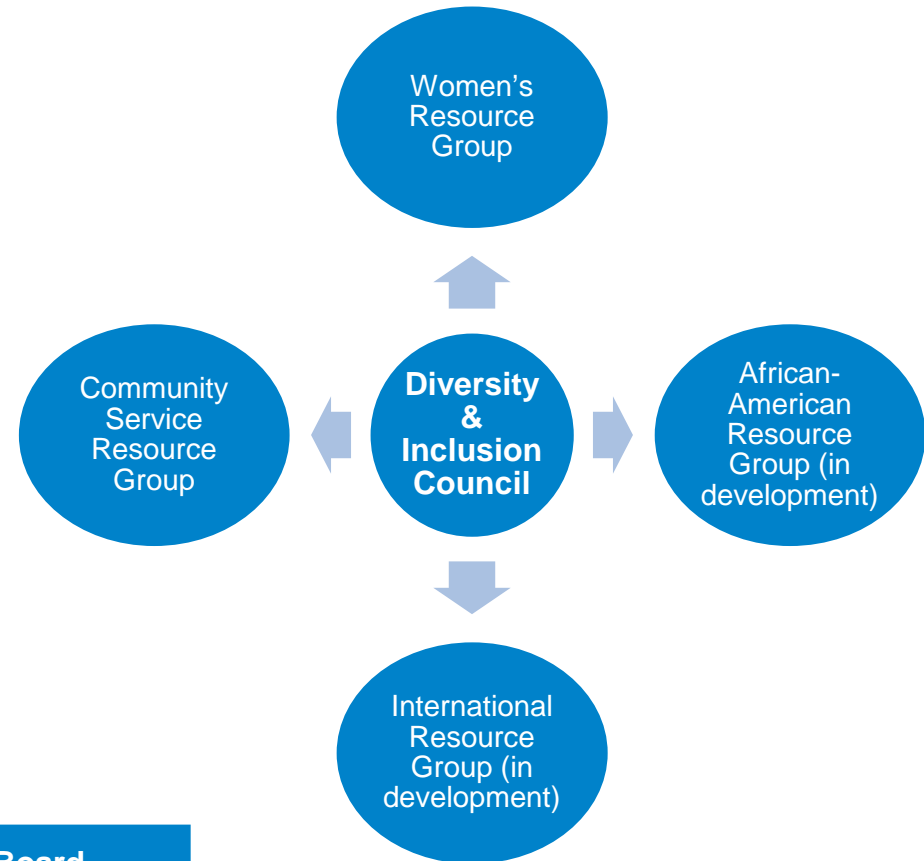
Supplier Diversity

- Contractor bids and awards levels remained steady
 - 69% diverse supplier bids / 21% awarded
- Diversity spend slightly impacted by shift from construction to general maintenance and repair
 - 8.6% (2016) versus 11.5% (2015)

Workplace Demographics

- Total employee population remains steady, with hiring practices show increased female hires by 2% and remained steady in minority hiring
- Although MISO continues to outpace the industry, we are looking at ways in which can expand and increase our diversity hiring at all levels in the organization, including executive, management and Board of Director roles

2015 vs 2016	Executive	Management	Board
Female	-8%	N/C	N/C
Minority	+3%	-19%	+22%



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Robert S. Kenney
Vice President, Regulatory Affairs

February 12, 2017



PG&E – Company Overview

Company Facts

- Fortune 200 company
- ~\$18 billion in total revenues
- Over 23,000 employees
- Serves 16 million customers
- 70,000 sq. mile diverse service area
- 7,691 MW of owned hydroelectric, nuclear, natural gas, solar and fuel cell generation
- Approximately 142,000 circuit miles of electric distribution lines (about 20 percent underground and 80 percent overhead) and approximately 18,400 circuit miles of electric transmission lines
- Approximately 42,800 miles of gas distribution pipelines, 6,750 miles of backbone and local gas transmission pipelines, and various gas storage facilities.



Our ERGs

Unique
&
United



Samahan
1971

Asian
1984

Black
1980

**Women's
Network**
1975

Pride
1986

**Access
Network**
2010

**NuEnergy
Network**
2009

Legacy
2010

Veterans
2011

PSEA
1917

Latino
1984

ERG Standard

Each Employee Resource Group (ERG) must:

- Have organizational purpose and objectives that promote the Utility's business objectives;
- Are integrated into the Utility's affirmative action and/or diversity and inclusion strategies;
- Comply with all laws, policies, standards, procedures, including Employee Code of Conduct;
- Have a Board of Directors elected by members to hold positions for one or two year terms;
- Have at least one sponsoring officer;
- Help create an environment that values and respects the diversity of the workforce;
- Promote positive relationships with the communities the Utility serves; and
- Maintain an open invitation for membership, meetings, and activities to all regular employees of the Utility and Corporation.

ERG leaders have 10% of time allocated to role
\$5000 operating budget per ERG



Employee Resource Groups

Subcommittee on Supplier and Workforce Diversity

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Lori Murphy Lee
Manager, Regulatory and
Legislative Affairs

February 12, 2017

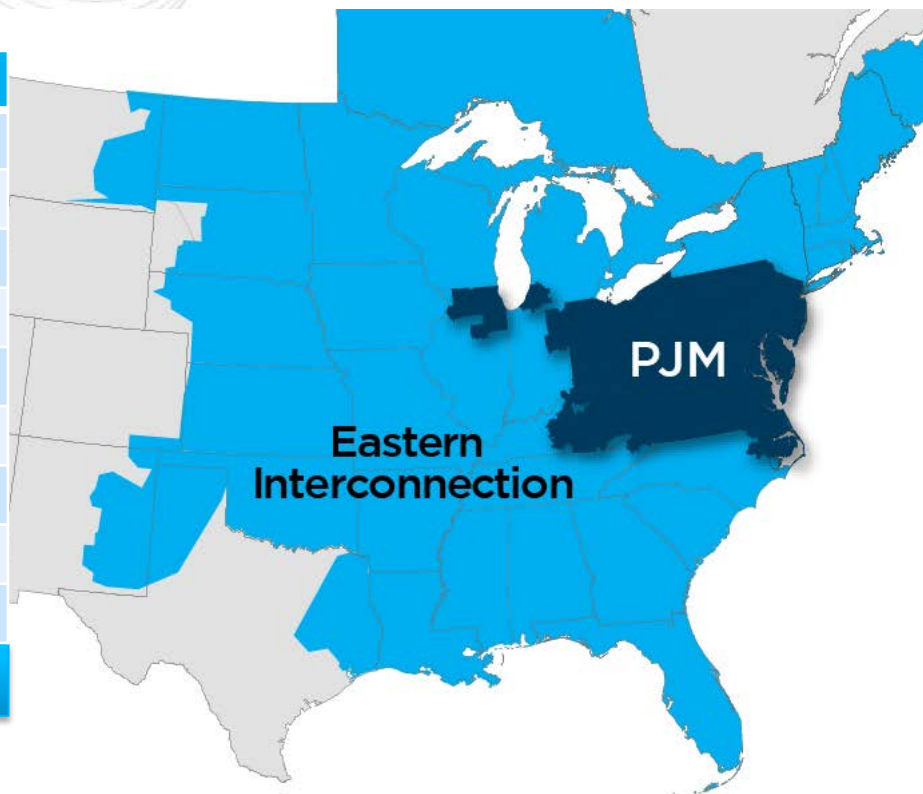


PJM as Part of the Eastern Interconnection

Key Statistics

Member companies	960+
Millions of people served	61
Peak load in megawatts	165,492
MW of generating capacity	171,648
Miles of transmission lines	81,736
2014 GWh of annual energy	792,580
Generation sources	1,304
Square miles of territory	243,417
States served	13 + DC

21% of U.S. GDP produced in PJM



5/2016

Current Programs



Diverse
Intern
Program

Diversity & Inclusion Council
Employee Resource
Group (ERG)

High School
“Shadow” Program



Supplier
Diversity



GLOBAL ADVISOR


Advisory Board Member of the
Emerging Issues Policy Forum
North American Energy Standards
Board Advisory Council Member

ENERGY & UTILITY INFRASTRUCTURE

Former California Public Utilities
Commissioner and Appointments
Secretary for the State of California

PAST ROUNDTABLES

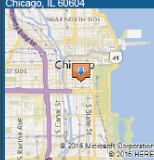
Luncheon Featuring Commissioner Sherina Maye Edwards of the Illinois Commerce Commission




The Honorable Sherina Maye Edwards, Commissioner of the Illinois Commerce Commission

When
Thursday March 31, 2016 from 11:00 AM to 1:30 PM CDT
[Add to Calendar](#)

Where
Union League Club Chicago
65 West Jackson Blvd.
Chicago, IL 60604




Contact:
Preya Nixon
National Utilities Diversity Council
preya.nixon@nudc.com



TAS STRATEGIES

Luncheon Featuring Chairman Robert Kenney of the Missouri Public Service Commission

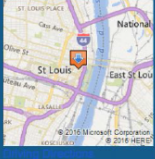


The Honorable Robert Kenney, Chairman of the Missouri Public Service Commission


When
Thursday May 14, 2015 from 11:00 AM to 1:30 PM CDT
[Add to Calendar](#)

Please RSVP by May 7, 2015

Where
Kemoll's at the Top of the Met
211 N. Broadway
St. Louis, MO 63102




Contact:
Preya Nixon
National Utilities Diversity Council
preya.nixon@nudc.com



TAS STRATEGIES

Luncheon Featuring Commissioner Lamar B. Davis of the Arkansas Public Service Commission

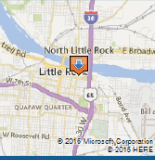


The Honorable Lamar B. Davis, Commissioner of the Arkansas Public Service Commission


When
Tuesday December 1, 2015 from 12:30 PM to 2:00 PM CST
[Add to Calendar](#)

Please RSVP by November 23, 2015

Where
Copper Grill
300 E. Third Street
Little Rock, AR 72201




Contact:
preya.nixon@nudc.com



TAS STRATEGIES

Luncheon Featuring Commissioner Ronald Brisé of the Florida Public Service Commission

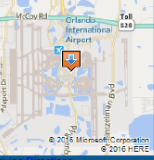


The Honorable Ronald Brisé, Commissioner of the Florida Public Service Commission


When
Monday May 9, 2016 from 11:00 AM to 1:30 PM EDT
[Add to Calendar](#)

Kindly RSVP by May 3, 2016

Where
Hyatt Regency Orlando Airport
9300 Jeff Fuqua Blvd.
Orlando, FL 32827




Contact:
Preya Nixon
National Utilities Diversity Council
preya.nixon@nudc.com



TAS STRATEGIES

Missouri Roundtable Featuring the Honorable Maida Coleman

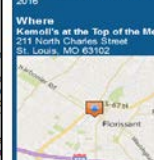


The Honorable Maida Coleman, Commissioner, Missouri Public Service Commission


When
Tuesday September 27, 2016 from 11:30 AM to 1:30 PM CDT
[Add to Calendar](#)

Kindly RSVP by September 21, 2016

Where
Kemoll's at the Top of the Met
211 North Charles Street
St. Louis, MO 63102




Contact:
Preya Nixon
National Utilities Diversity Council
preya.nixon@nudc.com



TAS STRATEGIES

Luncheon With Vice-Chairman John Betkoski of the Connecticut Public Utilities Regulatory Authority

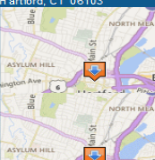


The Honorable John Betkoski, Vice-Chairman of the Connecticut Public Utilities Regulatory Authority


When
Thursday March 9, 2017 from 11:30 AM to 2:00 PM E.S.T.
[Add to Calendar](#)

Kindly RSVP By February 22, 2017

Where
MAX Downtown
185 Asylum Street
Hartford, CT 06103



Contact:
Preya Nixon
National Utilities Diversity Council
preya.nixon@nudc.com



TAS STRATEGIES

Greetings!


We are pleased to invite you to a luncheon featuring The Honorable John Betkoski, Vice-Chairman of the Connecticut Public Utilities Regulatory Authority. The luncheon is scheduled for Thursday March 9, 2017 at 11:30 a.m. at MAX Downtown in Hartford, C.T.

Vice-Chairman Betkoski will share thoughts on the topic of supplier diversity as it pertains to minority-owned, women-owned, and disabled service veteran owned investment banks. After Commissioner Betkoski's remarks, you and other invited executives from regulated utilities operating in Connecticut will be asked to share your thoughts and efforts in this area.


We hope you will be available for networking opportunities immediately following the lunch. We will be joined by Connecticut Commission staff members, along with representatives from additional MWDBE financial institutions. Thank you very much, and we look forward to seeing you on March 9, 2017. Please indicate your availability by clicking on the link to register. We will be in touch with additional details as the event draws nearer.

With best regards,


Sidney Dillard, *Partner*
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(312) 358-5008



David Finkelstein, *Principal*
The Williams Capital Group
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(212) 830-4536
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finkelstein@willcap.com
(212) 830-4536



Ray O'Connor, *Managing Director*
Samuel A. Ramirez & Co
ray.oconnor@samramirez.com



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