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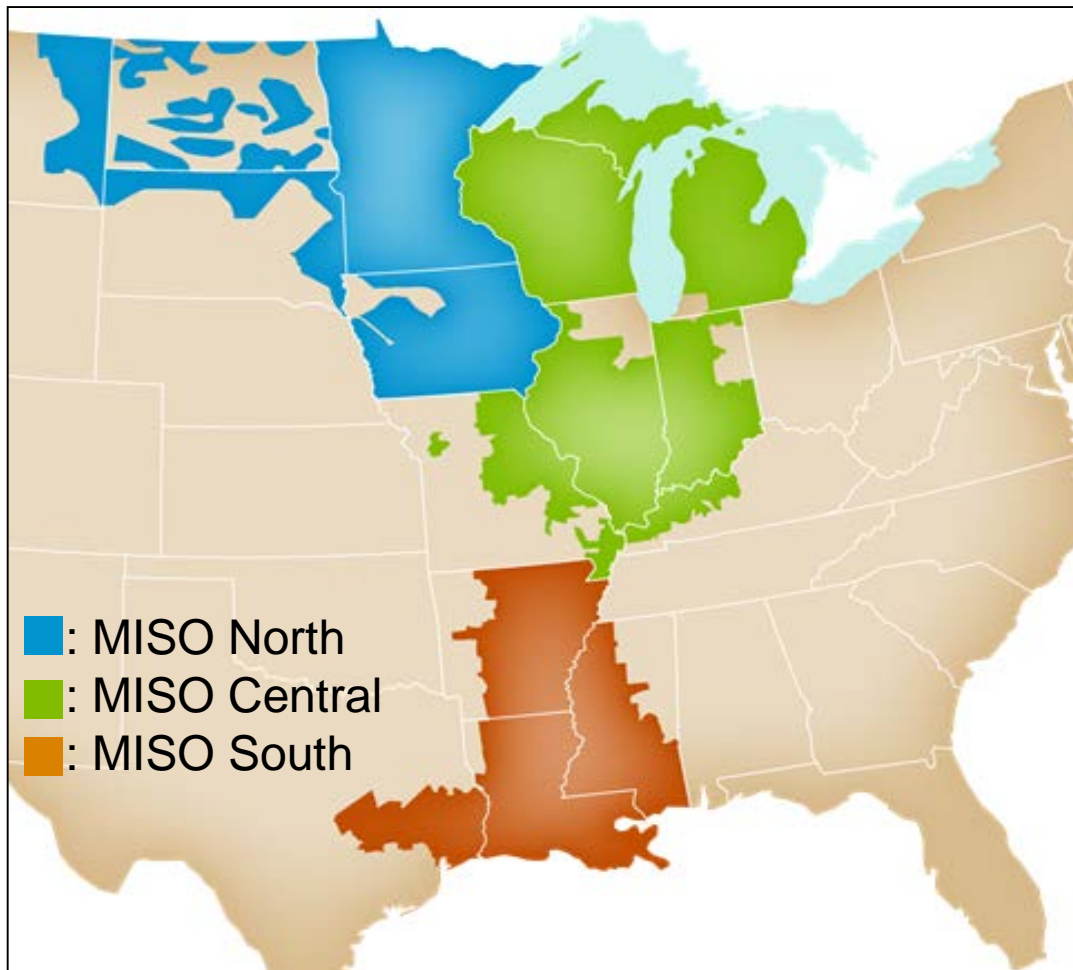
Diversity and Inclusion: Facilitating the Addition of More Women/Minorities/Veterans into Energy Jobs

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Agenda

- **Diversity & Inclusion Model**
- **Supplier Diversity update**
- **Workforce Demographics update**
- **Summary**

MISO is an independent, non-profit organization in 15 States and one Canadian province



MISO by-the-numbers

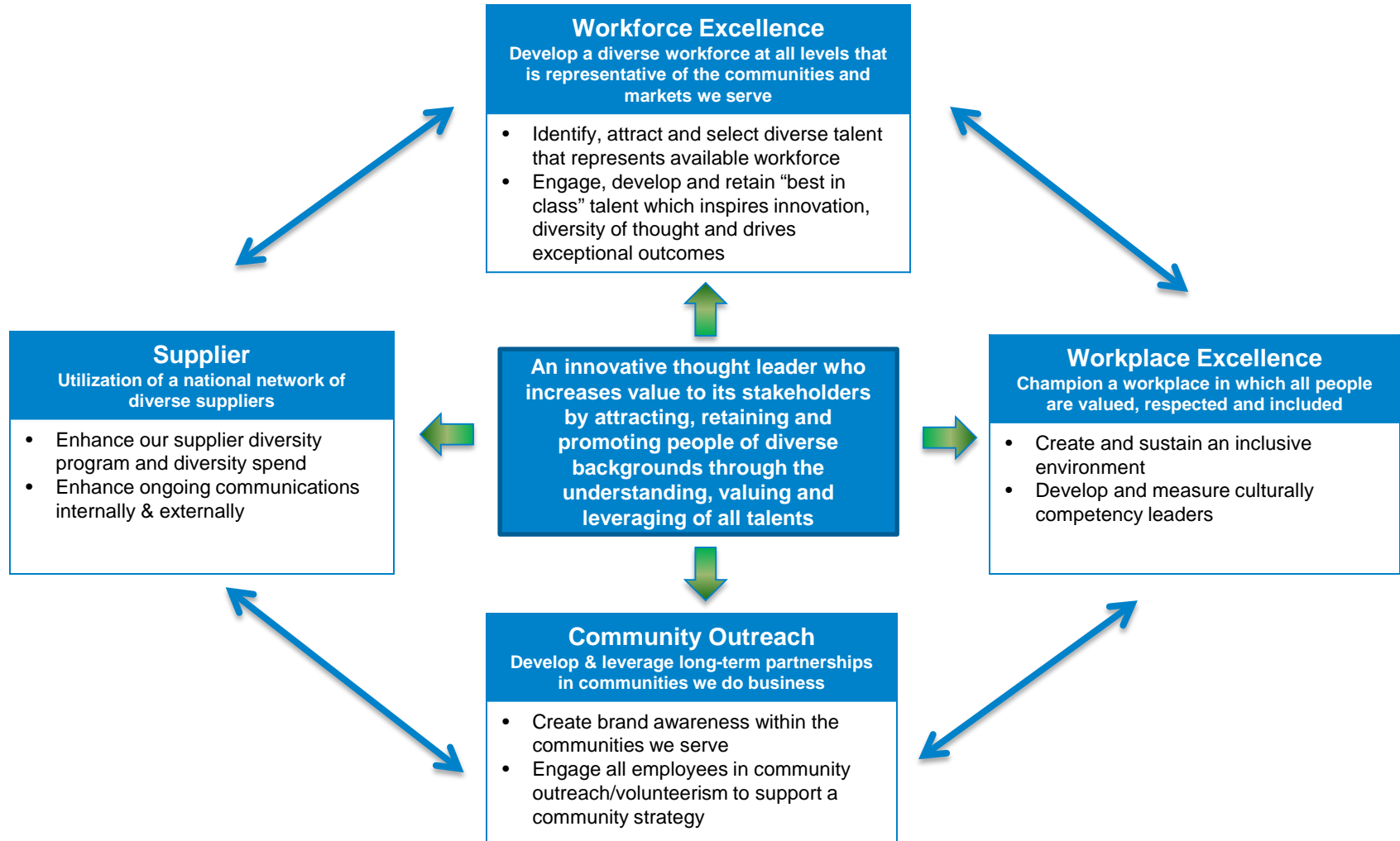
High Voltage Transmission	65,853 miles
Installed Generation	177,388 MW
Installed Generation	1,594 Units
Peak System Demand	127,125 MW

Mission

Drive value creation through efficient reliability / market operations, planning and innovation

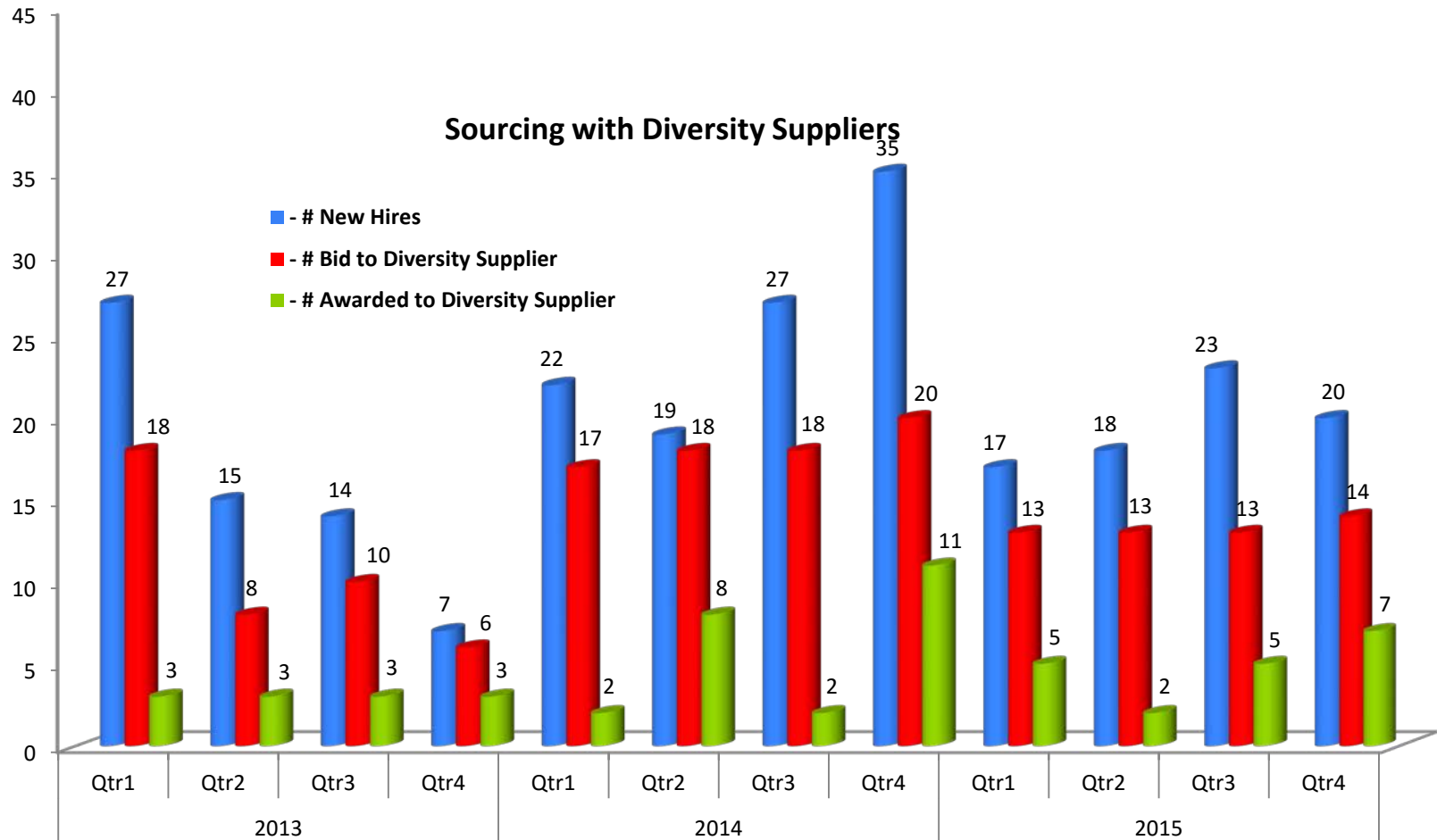
MISO's Diversity and Inclusion Journey

One Initiative, Four Work Streams

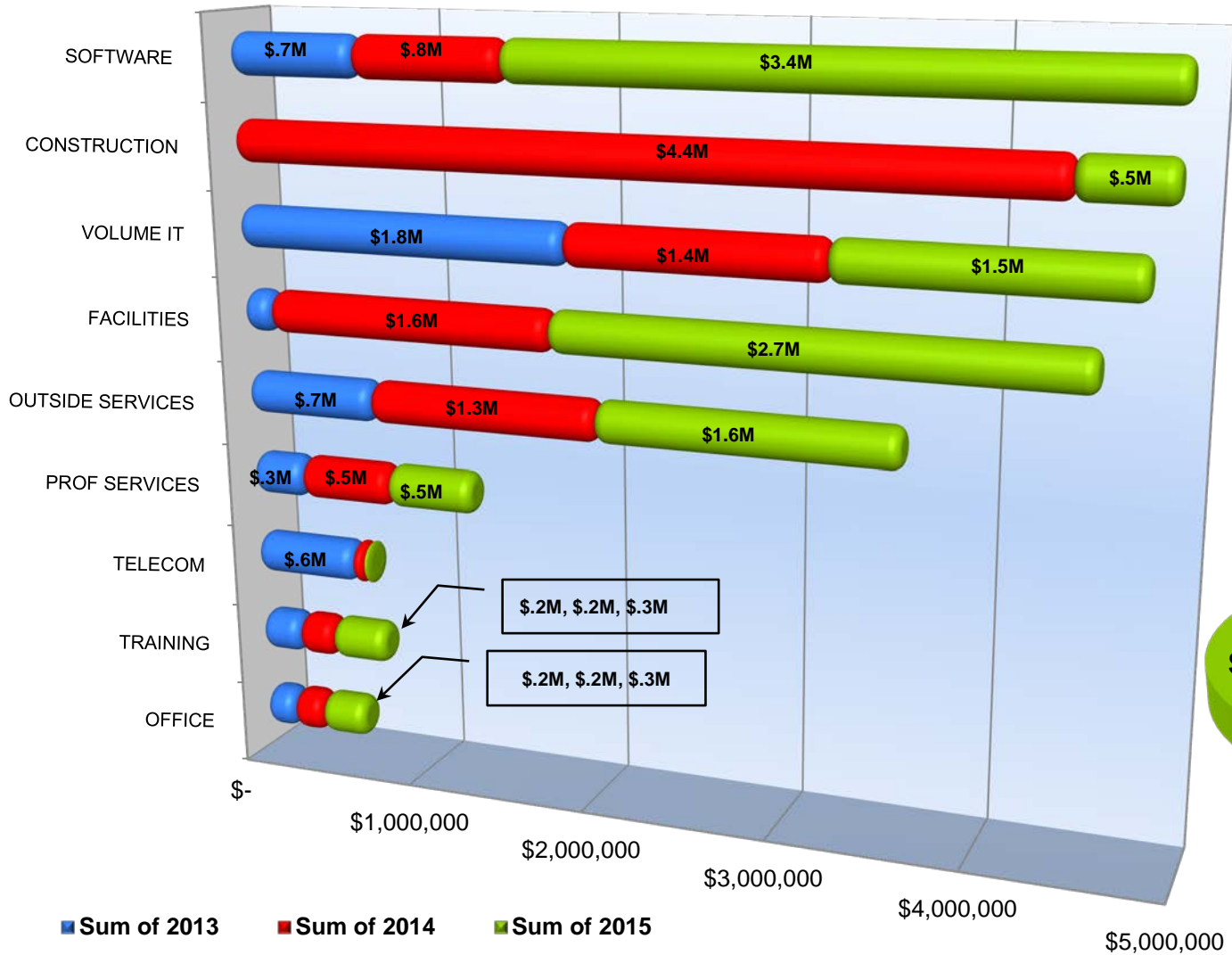


2013 – 2015 Quarterly Diversity Sourcing

- Quarterly % diversity bid average = 68%
- Quarterly % diversity awarded average = 22%

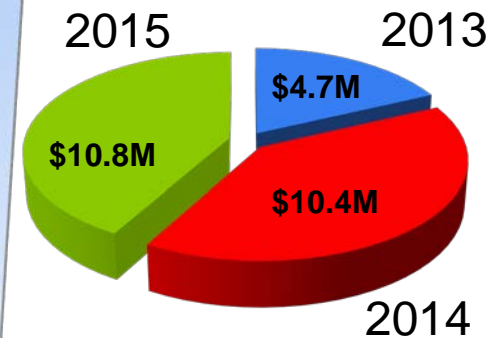


Diversity Spending by Category



- Distribution of diversity spend by spend category.
- Actual spend \$
- Volume IT: Small dollar value, repeat purchases of IT equipment

Total Diversity \$\$\$



MISO Employee & Management Demographics

2015 Year End Statistics (Total Population: 848)

	Male	Female	Minority
Total Population	71%	29%	26%
Executive	69%	31%	17%
Management	72%	28%	31%

	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 in November 2015

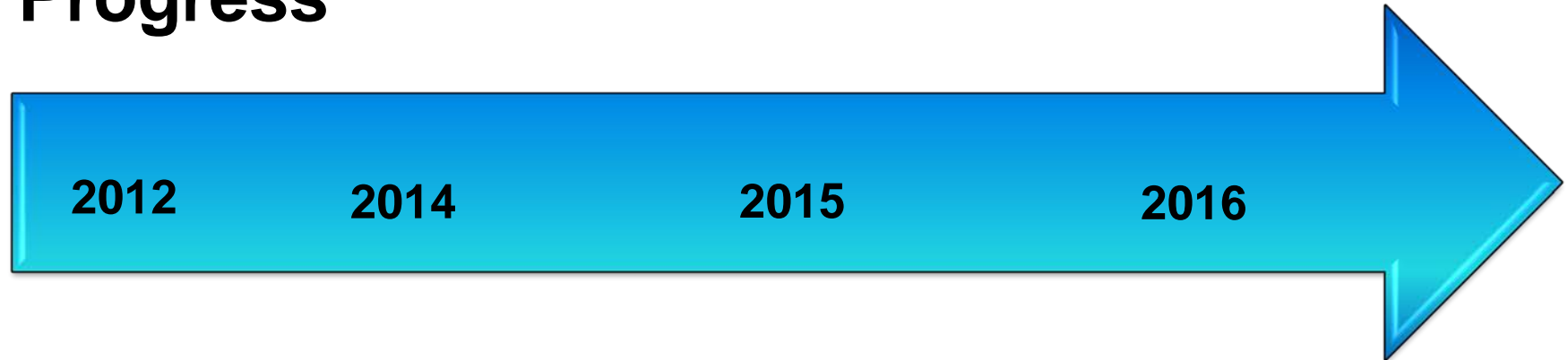
Supplier Diversity

- The number of new bids has leveled off since 2014. Based on the data we have shifted to focus on long-term work.
- As the construction of new facilities slows down, we will be moving to more maintenance and repair of the new and existing infrastructure. This will increase the general spend levels in facilities and reduce the construction spend.
- 2016 is trending similarly to 2015, we are currently below the 2015 diversity spend percentage. We trending at 7.5% to 8.5% diversity spend for year.

Workplace Demographics

- The total employee population has remained essentially the same as last year
- Executive level – increased female by 9% and minority by 3%
- Management level – increased female by 2%, reduced minority by 3%
- Hiring practices show increased female hires by 2% and a slight reduction in minority hiring by 1%
- Overall MISO is continuing to hire more Diverse employees and remains higher than our industry average

MISO Workforce Diversity & Inclusion Progress



- Added diversity language to the employee handbook

- Added Valuing Difference to Corporate Learning program – required for all employees
- Added supplier diversity to the Short-term Initiative Goals
- Added Domestic Partner Benefits

- Added Workforce Diversity to MISO's 2015 Short-term Incentive Goals
- Increase diversity spend by 5% of total in 2015 Short-term Incentive Goals
- Executive Leaders began D&I Education and Alignment
- D&I course for MISO management
- Employee Resource Group policy
- Women's Resource Group Launch

- Diversity & Inclusion Strategy
- D&I Course for all employees, supplement to Valuing Differences
- Executive Leader Education

MISO Support of Community Outreach & Service

- Every MISO employee receives 4 paid community service hours each month
- In addition, MISO sponsors employees' passion for various learning and development opportunities
- Many employees focus on diversity & inclusion initiatives, including:
 - National Forum for Black Public Administrators
 - The American Association of Blacks in Energy®
 - Arkansas Black Hall of Fame
 - Arkansas Legislative Black Caucus
 - Arkansas Women in Power
 - Gulf Coast Power Association Women's Initiative