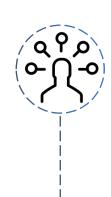


Sample Strategic Approaches

Northwest Mountain Minority Supplier Development Council Puget Sound Energy | Microsoft Corporation

Puget Sound Energy 3-Year Planning, Goal Setting & Timeline



Cultural Assessment

- Puget Sound Energy Cultural Assessment
- **Current State Review**
- All Business Unit Leadership Participate in Cultural Competency Training

2022



Build Lasting Change

- All Puget Sound Energy Departments Engage in **Cultural Competency Training**
- Execute the Vision
- Continuously Improve
- Suppliers & Vendors Included

Puget Sound Energy Has Begun the Process

2021 (1st 6 Months)

2022 (2nd 6 Months)

2023

2024

Long-lasting & **Enduring for the Better!**

Planning

- **Executive Leadership** Develops and Unveils Puget Sound Energy Equity, and **Inclusion Commitment**
- Build a Shared Vision
- **Executive Leadership Cultural Competency Training**
- Development of DEI Leadership Team



- Garner Broad Based Support from Entire Puget Sound Energy Community
- Go Forward Process & Methodology Planning and Development



Measurement, Reporting, Recognition

- Reporting Should Begin at the Onset of Planning Phase
- **Build Transparency Through** Periodic Reporting
- Reward and Recognize Performance



Puget Sound Energy Resource Investment



Microsoft Corporation Macro Approach to Black and African American Business Growth

Microsoft spend increase of \$500,000,000 with Black Businesses over the next 3 years.

Partner with NWMMSDC and its resources to identify Scaleable Black Businesses.

90% of Microsoft Business is conducted with a 10% Supplier Base.

Shift 10% of existing business to Tier 1 Scaleable Black Businesses.

90% of Microsoft Minority Business is conducted with 10% of Minority Suppliers.

Increase Spend Directly with Existing Microsoft Black Businesses.

Double Black Business Supply Chain.

Identify competent Black Businesses that provide needed products and services immediately.

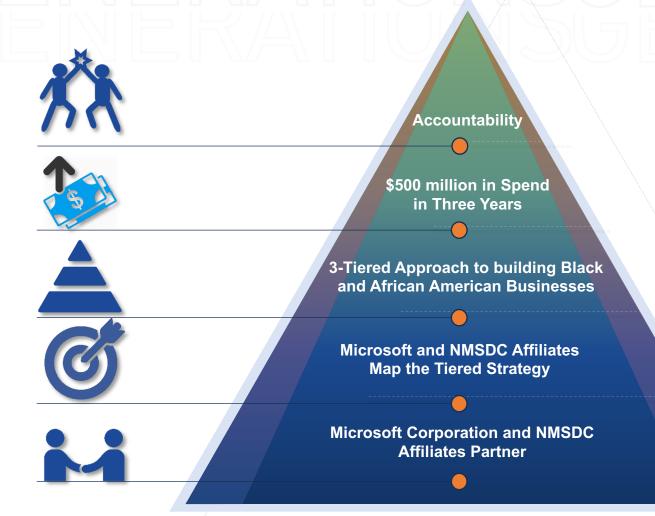
Risk of resistance to a shift in spend.

Organizational Value Alignment





Microsoft & NMSDC Regional Councils Partner to Sustain the Growth of Black and African American Businesses



Regional Councils provide support effort updates, Microsoft provides spend updates

Grow and Develop Black and African American Businesses + Contribute to the Community's Economic Base

Tier 1: Existing suppliers' mentor & subcontract Tier 2 suppliers with a Safe Harbor element to minimize risk Tier 2: Direct contracting or subcontracting with Microsoft Tier 1 regional and executive education Tier 3: Mentor Protégé

Design a meaningful manner for each level of Black and African American Businesses

NMSDC Affiliates manage access to regional markets and partner to introduce new Black and African American Businesses to Microsoft's Supply Chain



Return on Diversity & Inclusion Investment

Supply Chain

Design, Build, and Implement Fair and Equitable Sourcing and Procurement Process



Board Representation and Workforce

Mitigate Risk through a Strong Culture of Inclusion, Shared Values, Diverse Experience, Attention and Thought

Community Growth

Empower Communities to Grow through Inclusion of Community Members into the Workforce and Inclusion of Community Businesses into the Supply Chain

