



INNOVATE NOW
& TRANSCEND
GENERATIONS
GENERATIONS
2021

Sample Strategic Approaches

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

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

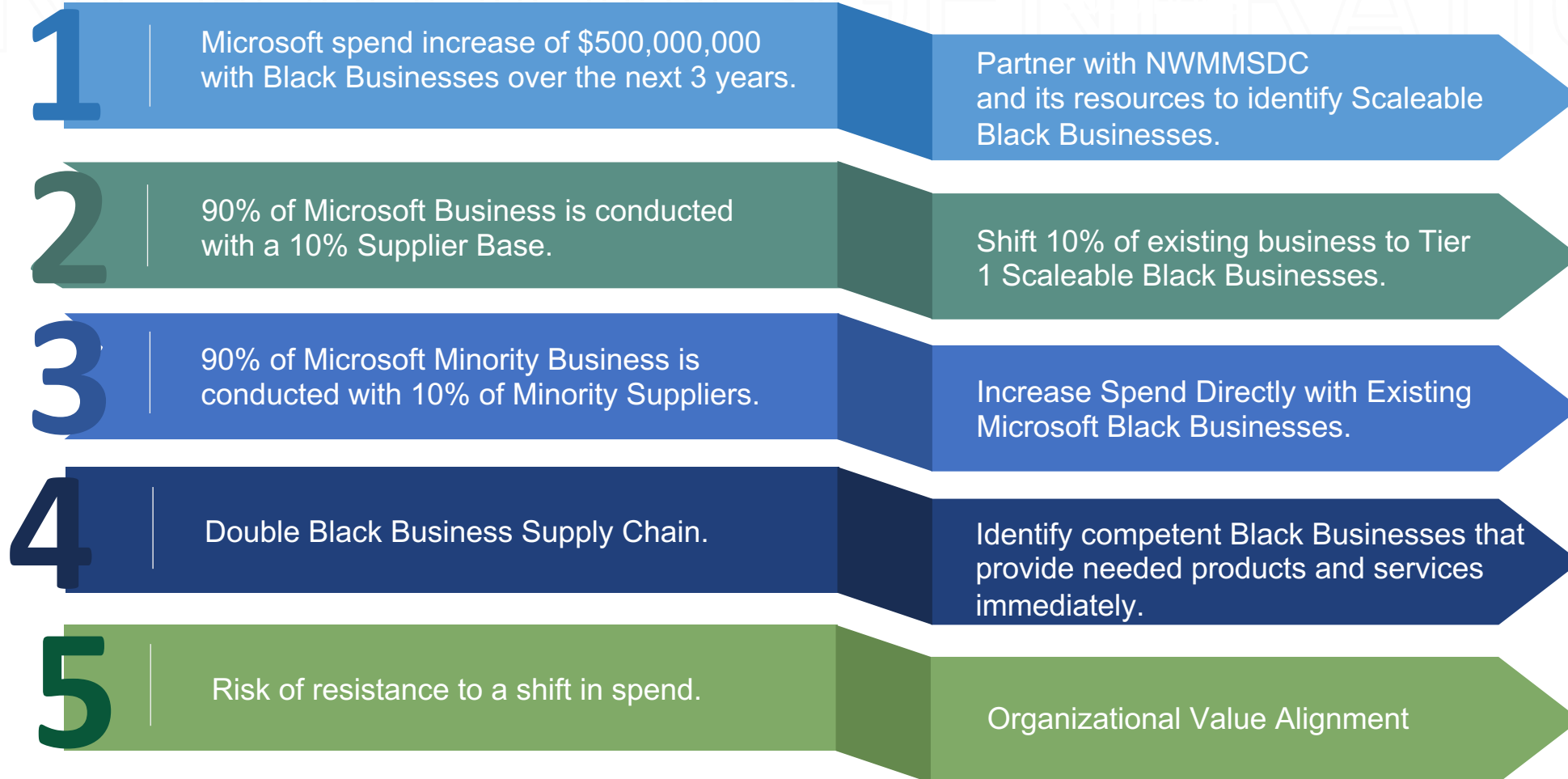
Puget Sound Energy Has Begun the Process



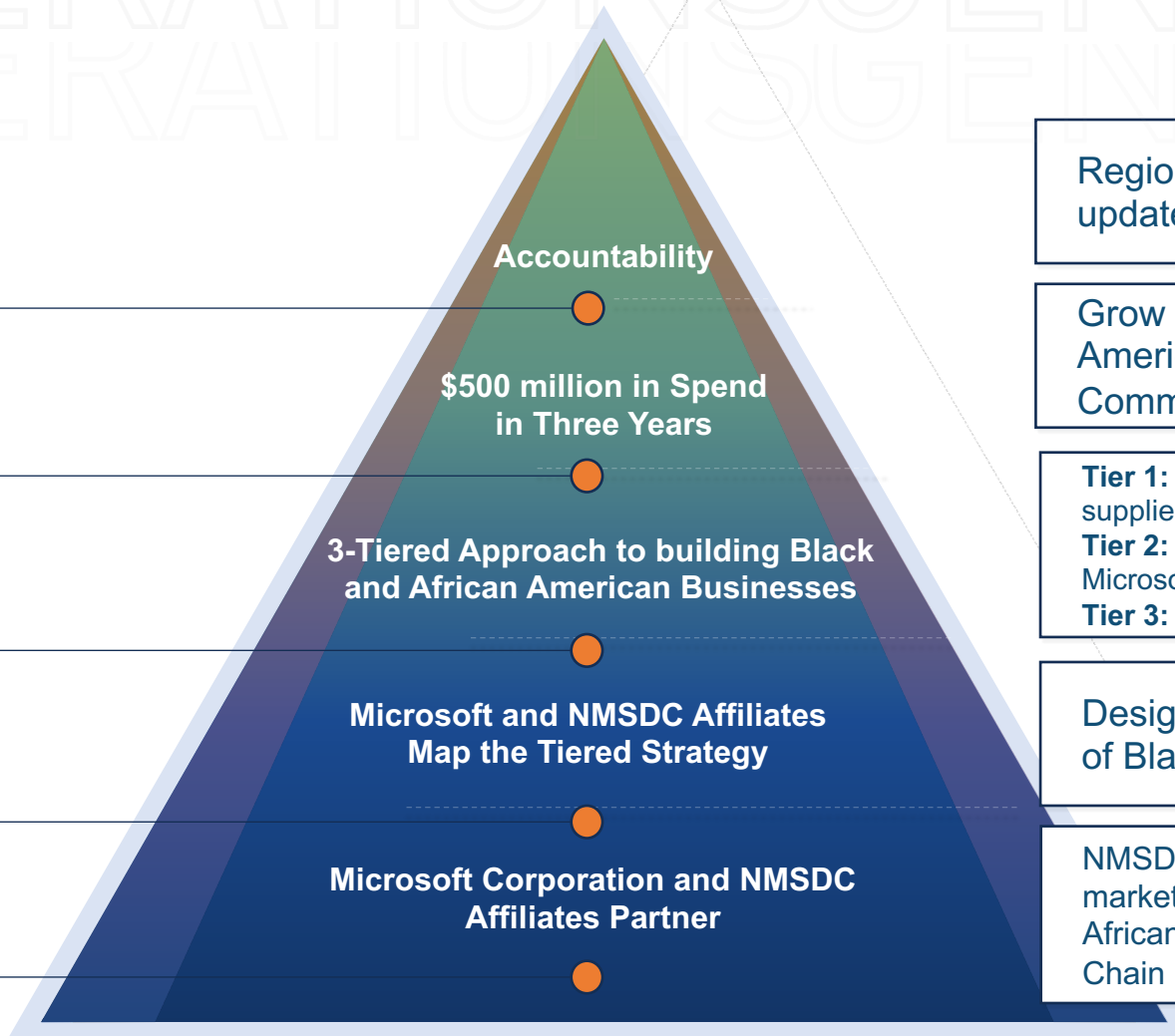
Puget Sound Energy Resource Investment



Microsoft Corporation Macro Approach to Black and African American Business Growth



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



Accountability

\$500 million in Spend
in Three Years

3-Tiered Approach to building Black
and African American Businesses

Microsoft and NMSDC Affiliates
Map the Tiered Strategy

Microsoft Corporation and NMSDC
Affiliates Partner

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

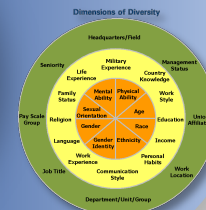
Supply Chain

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

Engaging our Ecosystem



Increasing our Representation & Culture of Inclusion



Return on Diversity & Inclusion Investment

Board Representation and Workforce

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

Strengthening our Communities

Community Growth

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