



SUPPLIER DIVERSITY PROGRAM

INTRODUCTION

ENTRUST Solutions Group provides comprehensive and dependable engineering, consulting, and automation services to pipeline companies, gas and electric utilities, and industrial customers. Our Diversity Program encourages the participation of diversity contractors in our project work. In addition, it enhances our ability to coordinate staffing appropriately to meet DBE spend requirements.

OVERVIEW

ENTRUST Solutions Group forms a strategic alliance with our clients and DBE firms to identify firms capable of meeting client needs. We work with DBE firms to ensure our high quality expectations will be maintained regardless of who completes the work.

We believe the key to success is developing close relationships with all stakeholders; gaining a strong understanding of skill sets of all firms, and integrating the firms into the overall team. This includes bringing the DBE firms to the table, communicating clearly and concisely on personnel skill sets, and identifying results. All team members understand their roles and responsibilities so that the entire team stays focused on developing a successful program.





ENTRUST Solutions Group will work hard to achieve the goals outlined in the plan by helping ensure:

- Clients can identify qualified firms that have been used successfully in the past
- Mentoring opportunities are identified—ESG acts as a mentor to DBE alliance firms and oversees many of the activities performed by alliance subcontractors
- Projects are successful and the Diversity Plan goals are met

DBE PROGRAM

The ENTRUST Solutions Group DBE Program is a focused, nationwide initiative implemented across our service portfolio. We seek out contractors with exceptional knowledge in their field, previous work experience on similar projects, current DBE (Disadvantaged Business Enterprise), WBE (Woman Business Enterprise), MBE (Minority Business Enterprise), VBE (Veteran Business Enterprise) status, and potential subcontracting opportunities.

Potential subcontracting opportunities include:

- Structural engineering
- Surveying
- Environmental permitting and field assessment services
- Right-of-way acquisition services
- Test holes
- Drafting and design activities
- Geotechnical services
- Field services
- Staffing services
- Coordination and management of DBE Program
- Project scheduling and project controls engineering support activities
- Pipeline and facility locating services
- Construction inspection services
- Site development engineering services
- Soil and erosion control design services
- Additional design and engineering activities on a project basis

DBE PROGRAM TASKS

- Identify potential firms meeting necessary skill sets for project requirements
- Ensure contract requirements are met
- Ensure the work has been completed appropriately
- Review MSA contracts with our utility clients
- Ensure third party vendors meet the requirements outlined in the MSA
- Track candidates who are potential additions to the ESG DBE Program