

1. Please tell us about your position and role with Dominion Energy, Inc.

I'm currently a Supply Chain Consultant in the Supplier Diversity Department at Dominion Energy. At Dominion Energy, we want to support continued economic growth in the communities that we provide service by helping small diverse companies expand and grow their business through education, training and/or receiving contracts. My primary responsibilities are to serve as the primary contact with external Supplier Diversity Advocacy Groups and peer Utility Supplier Diversity professionals. We utilize these connections to help us find diverse suppliers that can work for Dominion Energy.

2. What inspired you to pursue this unique corporate path?

I've always enjoyed helping people achieve their dreams and goals. As Supply Chain Consultant, I'm able to work with small diverse suppliers and help introduce them to the correct sourcing specialist and business unit representative that may need their services and/or products. My goal is to increase the number of diverse suppliers Dominion Energy does business with as well as to increase the amount of spend we have with diverse suppliers.

3. Tell us about Dominion Energy, Inc. supplier diversity program and does it cover all the subsidiaries and affiliates or wholly owned concerns across Virginia and America?

Dominion Energy values supplier diversity in the supply chain because it is smart business and the right thing to do. Our company is supported by a diverse population and we believe we have a responsibility to reciprocate. A diverse supplier base leads to improved supplier performance, competitive pricing and enhanced creativity and innovation.

Diverse spend at Dominion Energy touches all of our business units, Power Generation, Power Delivery, Gas Infrastructure and Corporate (Facilities, HR, IT, Accounting, Legal, etc.). We track diverse spend by Business Unit and by diverse classification.

We set rigorous annual corporate goals for spending with diverse businesses. Our partnerships with diverse suppliers translate into economic growth and increased employment opportunities in the communities we serve. We actively partner with government agencies, minority business groups and advocacy organizations to develop sourcing opportunities for diverse suppliers.

Unfortunately, we cannot share our internal reports, but I can say we spent approximately \$627M with diverse suppliers in 2018.

4. What areas of corporate spend does it cover, i.e., professional services, construction, commodities, etc.

At Dominion Energy, our purchases are structured along commodity lines which are then further divided into materials, services and project related needs. Some of the major commodities/services that we purchase are: general construction services, electricians, HVAC, gas pipeline inspection and construction, solar construction, right of way and vegetation management services, environmental services, civil engineering services, roofing and paving.

5. How important is a potential vendor's safety record in doing business with you?

Safety is one of the five core values at Dominion Energy. In order for any supplier to do business with us, they must meet our safety standards for; OSHA Reportable Incidents, EMR Rates, DART Rates, No serious OSHA citations and No fatalities.

6. What types of socially-economic business certifications do you accept?

At Dominion Energy, the following types of suppliers are considered diverse; minority-owned, women-owned, service-disabled veteran-owned, HUBZone, veteran-owned, small disadvantaged businesses, LGBT and disability-owned. We require self-certification and encourage third-party certification but do not require it. We will accept third party certification from the following organizations: National Minority Supplier Development Council (NMSDC), Women Business Enterprise National Council (WBENC), National Veteran Business Development Council (NVBDC), National Gay and Lesbian Chamber of Commerce (NGLCC), Disability:IN, Small Business Administration and State or Local Department of Minority Business Enterprise.

7. What business operational parameters such as legal, surety, insurance, and financing do you require from potential business before you approve a purchase order?

The amount of insurance, surety and financing varies by the project. Our sourcing specialist will include these details when the RFP is released.

8. How does one get registered or connected with Dominion Energy, Inc?

We recommend potential suppliers to register in our Sourcing Portal by visiting our website www.dominionenergy.com/suppliers. After registering in our portal, please

communicate with the Supplier Diversity Department. I can be reached via email at s.dallas.simmons@dominionenergy.com. I'd be more than happy to talk with any diverse supplier that is interested in doing business with Dominion Energy. Networking is extremely important to getting your business and capabilities known.

9. How does one find out about new procurements coming out?

Dominion Energy does not advertise any procurement opportunities that will be competitively bid. It's important for all diverse suppliers to register in our sourcing portal and communicate with the Supplier Diversity Department. The Supplier Diversity Department will work to get the diverse supplier's information in front of the sourcing specialist responsible for those services and/or commodities. Should a business need arise to invite the diverse supplier to competitively bid or quote work, they will be added to the bid list.

10. What makes you proud about your job?

I'm very proud to work for a company that values diversity and inclusion. Dominion Energy feels that diversity is about making sure our company reflects the communities we serve. It is important to us that our customers and suppliers know we are committed to having a diverse and inclusive company culture. It is this commitment that allows us to help small diverse suppliers grow their businesses.