

Our Commitment to Supplier Diversity



OUTREACH METHODS

During the bidding and procurement process, Michels uses a variety of methods to engage local diverse:

- Federal, state and local offices of minority business affairs
- D/V/WMBE databases
- Project owner and stakeholder resources
- Local recruiting specialists
- Michels vendor databases
 - Company name
 - Entity type
 - Ownership structure
 - Good/services provided
 - Current certificates

Michels Corporation has grown from a small pipeline construction company into one of the largest, most diversified utility contractors in North America. In keeping with our core values, we are committed to social responsibility and maintaining sustainable operations by creating opportunities for diverse suppliers and community partners.

Although Michels self-performs most construction activities on projects, whenever possible, we seek the services of qualified small disadvantaged, veteran, women, minority owned, and other diverse businesses. Michels recognizes that hiring qualified diverse subcontractors is good business practice and is committed to maintaining a robust Supplier Diversity Program.

The types and amounts of goods and services procured through subcontractors, professional service agreements, purchase orders and other lower-tier awards vary from project to project, and include right-of-way clearing, fencing, landscaping, testing/commissioning, and helicopter support, as well as others.

In keeping with Michels Core Values and our commitment to social responsibility, it is Michels' policy to provide diverse firms with the maximum practicable opportunities to participate in projects and to help our customers achieve their goals for diverse business participation.

Michels hosts, sponsors, and attends various supplier diversity events. In particular, we partner with National Minority Supplier Development Councils (NMSDC), are a corporate sponsor of the National Association of Minority Contractors (NAMC) and the Women's Business Development Center (WBDC), amongst others. Current and prospective suppliers are encouraged to attend events and other engagements to learn about opportunities to work with Michels.

Michels has an established outreach program, including a Mentor Protégé Program, to support small and diverse businesses overcome access challenges they face and build a resume that will aid them in securing future work from coast to coast while still supporting Michels.

Compliance with the Supplier Diversity Program is the responsibility of the purchasing manager, project manager and Supplier Diversity Program manager and specialist.

Michels is committed to Equal Opportunity Employer guidelines. We are proud of our diverse workforce.



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