

Supplier Diversity and Small Business

ANNUAL REVIEW 2023



Supplier Diversity positions us to get the best possible outcomes with the small and diverse business partners we serve. Through our support, small and diverse businesses are able to grow and develop alongside us and our customers, augmenting their value to WWT's extended ecosystem. The innovation and creativity that come out of these unique partnerships help to make WWT stronger in the marketplace.



Dave Steward,
Chariman & Founder,
World Wide Technology

Letter from Our Executive Sponsors



We believe making a positive social and business impact on the world requires a combination of corporate social responsibility and embracing diversity in people and ideas.”

WWT is on a journey to showcase our commitment to supplier diversity. With rapid growth into expanding markets, we’ve taken great measures to be on the leading edge of innovation and to be responsible and protective of our environment in doing so.

WWT is committed to conducting business in a manner that is socially and environmentally responsible. We’re also dedicated to using our company resources, industry influence and leadership presence to positively impact people, communities and the environment. We consider our commitment to achieving improved social and environmental outcomes as a key element supporting our organization’s continued growth and sustainability.



Ann Marr,
Retired Executive
Vice President,
Global Human Resources



Tom Strunk,
Chief Financial Officer



Bob Ferrell,
Executive Vice President,
Global Human Resources
and Diversity, Equity,
Inclusion, and Belonging



We believe investing in supplier diversity activities is a critical component of our company's success.

WWT has developed the Supplier Diversity program from the same foundation as the rest of our business – our clearly defined core values, corporate vision and mission. These principles provide transparency and visibility into our business and define how we engage employees, partners and clients.

When we are able to contribute to the success of small, minority and woman-owned businesses, we benefit directly from a broader selection of competitively priced goods and services. Our clients benefit from the increased opportunity to provide them with the best solution, and the community benefits through job creation and quality-of-life improvements.

Additionally, when we work with our partners and suppliers to ensure the highest possible standards are met with regard to ethics, labor, health and safety, diversity and environment, we are able to improve our overall social and environmental impact. This commitment to supplier diversity moves us closer to our objective of being recognized as a corporate social responsibility leader in our industry and a Great Place to Work for All.



Program Vision

To **partner** with small and diverse organizations that enable transformational business outcomes to drive inclusion and economic growth in our communities.



Program Mission

To mentor, educate, **partner** and develop small and diverse business relationships one opportunity at a time.

Our **Corporate Social Responsibility program** truly embraces the social issues that are important to our employees, our customers and our partners. We solicit feedback, listen and respond to the concerns that are most pressing to our key stakeholders.



Global Community Impact

Our Global Community Impact initiative is a primary avenue through which we contribute to and uplift the communities around us.



We're an EPA Green Power Partner.



We are a National Minority Supplier Development Council (NMSDC)-certified Minority Business Enterprise (MBE) with an award-winning Supplier Diversity program.



We hold the highest certification levels among leading OEMs, including Cisco, Dell Technologies, Hewlett-Packard Enterprise, NetApp, VMWare, F5, Intel, Microsoft and Palo Alto Networks.



We conduct business with the highest degree of ethics and integrity while following all applicable laws, regulations and company policies.



And we're consistently ranked as one of Fortune's 100 Best Companies to Work For.



Advanced Technology Center

WWT Environmental Social Governance (ESG) is unwavering in its mission of protecting our people and our planet through sustainable and responsible business practices. WWT fosters a safe, inclusive, and environmentally conscious workplace, prioritizing the well-being of our employees and the communities we serve. Our focus on sustainable and responsible business practices ensures continued growth, profitability, and the recognition of WWT as a leader in our industry and a Great Place to Work for All.

Additionally, WWT supports and participates in the following sustainability programs:



The Sustainable Development Goals are a universal call to action to end poverty, protect the planet and improve the lives and prospects of everyone, everywhere. The 17 Goals were adopted by all UN Member States in 2015, as part of the 2030 Agenda for Sustainable Development which set out a 15-year plan to achieve the Goals.



The Ameren Missouri Demand Response Participant program helps Ameren Missouri maintain reliable and efficient power availability during periods of high demand, and compensates clients based on the amount of capacity they are able to remove from the grid when needed. These measures typically include shutting down non-essential lighting or rescheduling equipment maintenance that requires downtime.



The Task Force on Climate-Related Financial Disclosures (TCFD) was created in 2015 by the Financial Stability Board (FSB) to develop consistent climate-related financial risk disclosures for use by companies, banks and investors in providing information to stakeholders.



EPA's SmartWay program helps companies advance supply chain sustainability by measuring, benchmarking and improving freight transportation efficiency.



Carbon Disclosure Project (CDP) is a not-for-profit charity running the global disclosure system for investors, companies, cities, states and regions to manage their environmental impacts.



EcoVadis provides a holistic sustainability ratings service of companies. It covers a broad range of non-financial management systems, including environmental, labor and human rights, ethics and sustainable procurement impacts.



SASB Standards guide the disclosure of financially material sustainability information by companies to their investors. Available for 77 industries, the Standards identify the subset of environmental, social and governance (ESG) issues most relevant to financial performance in each industry.



The Global Reporting Initiative (GRI) is an international independent standards organization that helps businesses, governments and other organizations understand and communicate their impacts on issues such as climate change, human rights and corruption.



Science-based targets provide companies with a clearly defined path to reduce emissions in line with the Paris Agreement goals.

The Team



Ann Marr

Retired Corporate Social Responsibility Executive Sponsor and Executive Vice President, Global Human Resources



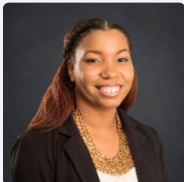
Bob Ferrell

Executive Vice President, Global Human Resources and Diversity, Equity, Inclusion, and Belonging



Juanita Logan

Vice President, Global Corporate Development



Erica Clark

Supplier Diversity Specialist



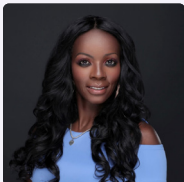
Nicole Tate

Vice President, Enterprise Business Development & Client Enablement



Brian Sharpless

Director, Diversity Business Development Manager – East



Shay Gillespie

Diversity Business Development Manager – Central



Andre Dawson

Diversity Business Development Manager – West



Tom Strunk

Chief Financial Officer



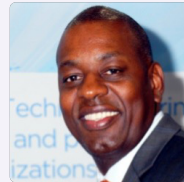
Katrina Scott

Senior Manager, Supplier Diversity Program



Mike Schmitt

Senior Manager, Small Business Program



Dicran Arnold

Area Vice President – West



LaTrice Thomas

Diversity Business Development Manager – South



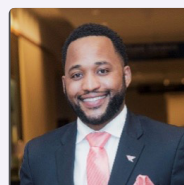
Lindsey Harrison

Diversity Business Development Manager – Central



Marlan Hardie

AVP, Chief Digital Officer & Head of Diverse Services



Javon Coleman

Executive Consultant, Diverse Services



Diversity & Inclusion + Business Impact

We believe in our ability to make a difference in the world through commitment, action and accountability.

Our Diversity, Equity, Inclusion & Belonging (DEIB) Program is a commitment to continuously invest in a culture of inclusion that drives shared value across our people, business and community. When we invest in our people, we enable them to deliver tangible business outcomes and better themselves while creating a force multiplier for our collective ability to impact the communities in which we work.

It is vital that our DEIB efforts positively impact our business and foster diverse business partnerships. As a result, our business impact goals include expanding the representation, development and adoption of diverse businesses across WWT and with our customers and partners. Our Supplier Diversity program is a key platform for which we achieve this outcome.

Diversity, Equity, Inclusion & Belonging Outcomes

 Workforce	 Business Impact	 Community Outreach
<p>Building a diverse workforce starts with our recruiting efforts and providing continuous education to our employees on embracing and celebrating the cultural differences of our people.</p>	<p>Creating a culture of inclusion encourages multiple perspectives, experiences and capabilities in problem solving. The results are significant to innovative and creative business outcomes.</p>	<p>Continue driving change and education through community partnership. We believe making a positive social and business impact requires a combination of corporate social responsibility.</p>

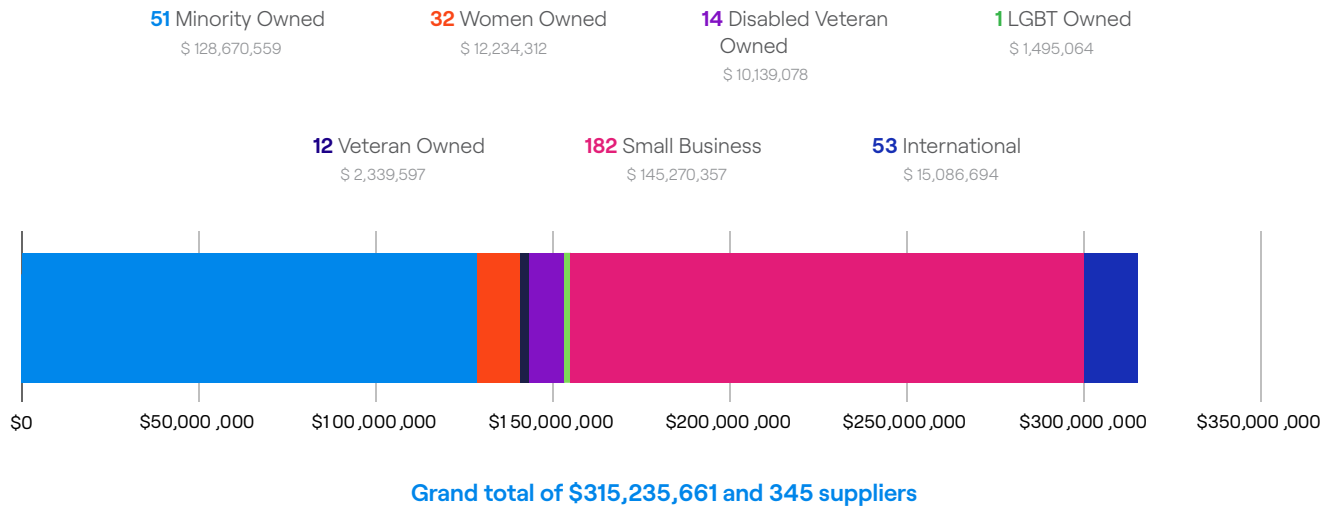


WWT's core values are at the center of our culture and our DEIB program. Listening to understand and celebrating our unique qualities make us better individually and collectively and ultimately drive business innovation and success.

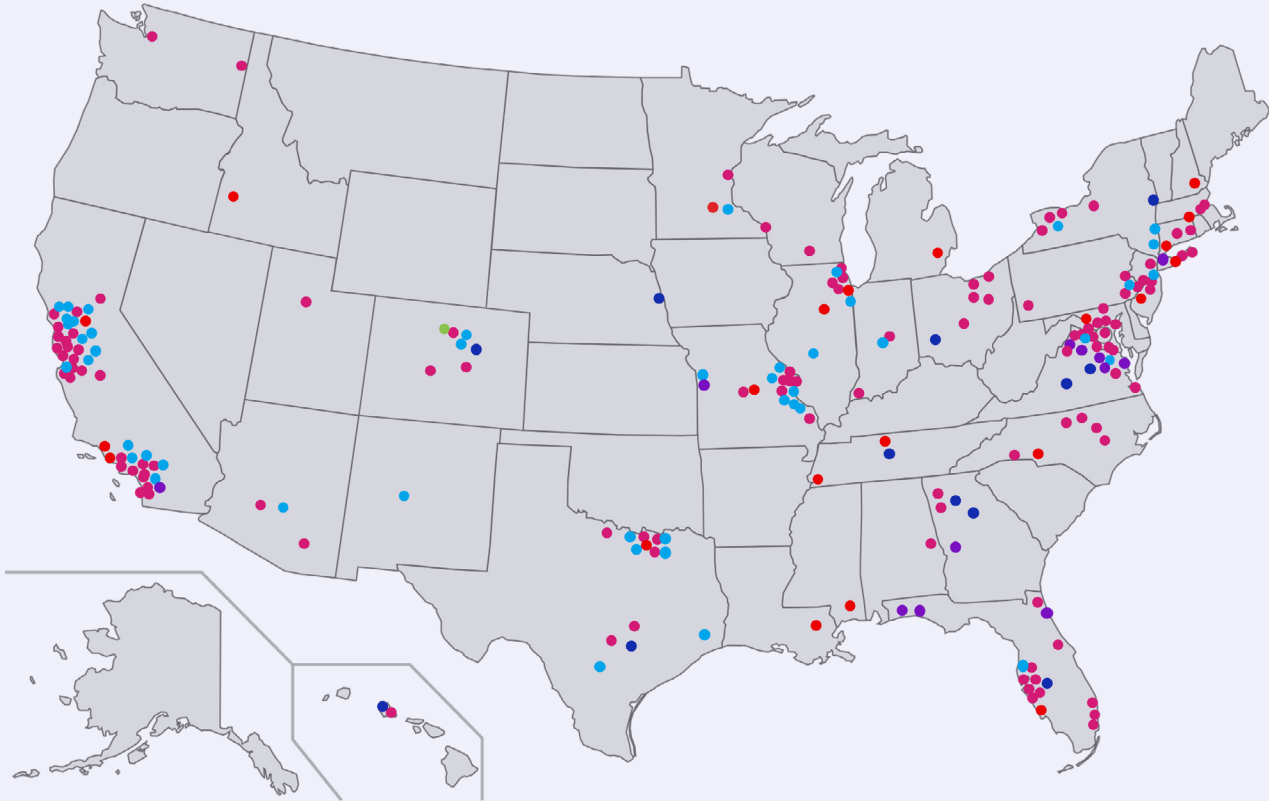
Bob Ferrell
EVP of Diversity & Inclusion

Supplier Diversity Highlights

2023 Global Small Business and Diverse Supplier Spend



US Supplier Locations



- Disabled Veteran Owned
- Minority Owned
- LGBT Owned
- Small Business
- Veteran Owned
- Woman Owned

Supplier International Locations



United Kingdom

(London) (St. Austell) (Southampton)
(Basingstoke) (Bristol)



Costa Rica

(San José) (Heredia)



Singapore

(Singapore)



India

(Uttar Pradesh) (Mumbai)
(Delhi) (Karnataka)



China

(Beijing) (Hong Kong)



Australia

(New South Wales)
(Victoria) (Sydney)



United Arab Emirates

(Abu Dhabi)



Greece

(Athens)



Indonesia

(Jakarta)



Netherlands

(Amsterdam) (The Hague)
(Groningen) (Bilthoven)



México

(Nuevo León)



Ireland

(Dublin)



France

(Bordeaux)



NMSDC
National Minority Supplier
Development Council

National Minority Supplier Development Council (NMSDC)

WWT’s Supplier Diversity program works closely with the National Minority Supplier Development Council (NMSDC) and its affiliate regional councils across the country to help advance business opportunities for minority-owned business enterprises.

In 1998, WWT became a Corporate Plus member of the NMSDC in recognition of our proven capacity to handle national contracts. Today, WWT’s ability to help advance business opportunities for minority-owned business enterprises is largely realized through NMSDC and its affiliates’ efforts. As a result, WWT is highly vested and committed to NMSDC’s success

Some of the ways WWT supported NMSDC in 2023 include:

- Serving on NMSDC’s technology committee
- Holding board leadership roles across multiple affiliate councils
- Committing to annual conference title sponsorship
- Participated in 50+ conferences, award ceremonies, outreach events, forums, matchmaker events and annual meetings NMSDC’s mission to advance business opportunities for minority-owned business enterprises is one we share. We look forward to supporting the NMSDC for many years to come.
- Inaugural Founder Sponsor of the Minority Economic Forum

NMSDC’s mission to help advance business opportunities for minority-owned business enterprises is one we share. We look forward to supporting the NMSDC for many years to come.

NMSDC Minority Business Economic Forum



From May 8-10, 2023, the leaders of WWT joined some of the most esteemed minority-owned businesses, fortune 100 corporations, policymakers and community leaders for the second annual Minority Business Economic Forum hosted by the National Minority Supplier Development Council (NMSDC). This event aimed to amplify the impact and influence of certified Minority Business Enterprises (MBEs) on the American economy, to reach \$1 trillion in certified MBE revenue by 2030.

The forum brought together financial experts from all over the country to engage in constructive panel discussions and explore actionable solutions to the critical challenges minority businesses face, such as limited access to contracts, capital and information. The discussions aimed to create a more inclusive economy that empowers and supports minority businesses, driving growth and creating opportunities for all.

WWT's Collaborative Impact at the 2023 NMSDC Annual Conference & Exchange

World Wide Technology (WWT) proudly joined forces with the National Minority Supplier Development Council (NMSDC) during the Annual Conference & Exchange in Baltimore, MD, from October 22 to 25. Aligned with the Minority Business Development Agency (MBDA) National MED Week, this strategic alliance aimed to address economic challenges faced by minority communities. WWT actively engaged with corporations, industry leaders, and entrepreneurs, advocating for policy reforms to foster diversity and economic equity.

To kick off the NMSDC conference, WWT hosted its annual Customer Reception at The Bygone rooftop restaurant. This event, held against the picturesque Baltimore skyline, provided a vibrant platform for networking and fostering connections among diverse stakeholders.

The reception demonstrated WWT's commitment to collaboration and set the tone for the subsequent days of the conference, fostering an atmosphere of shared goals and collective impact.

Through these combined efforts, WWT contributed significantly to reshaping the economic landscape and promoting a more inclusive business environment for minority communities. The collaboration with NMSDC and participation in the MBDA National MED Week underscored WWT's dedication to diversity and inclusion, echoing a collective commitment to positive change and economic equity.



WWT team members at its annual Customer Reception at The Bygone rooftop restaurant in Baltimore, MD.



In addition, during the NMSDC conference, WWT's Brian Sharpless participated in a panel discussion on the importance of unlocking international growth.



Members of WWT collaborated at the booth to talk to corporations and MBEs

Billion Dollar Roundtable



WWT proudly participated in the Billion Dollar Roundtable Inc. (BDR) annual best practices summit, where seven new companies, including Abbott, Amazon, Bristol Myers Squibb, Caterpillar, Citi, Duke Energy and ExxonMobil, were inducted into the BDR, marking the highest number of new members in a single year since the organization's founding in 2001. With a record-breaking 39 member companies, BDR focuses on promoting supply-chain diversity excellence, with members committing to documented supply chain spend of \$1 billion or more annually on a first-tier basis with diverse suppliers. The summit, titled "Game On: Moving Global Supplier Diversity Beyond Spend," hosted by CDW, discussed the global economic impact of supplier diversity spend. The new members, along with existing ones, contribute to the BDR's mission of advancing thought leadership around supplier diversity and enhancing the participation of diverse companies in corporate supply chains. For more information about the BDR, visit www.billiondollarroundtable.org/





Women’s Business Enterprise National Council (WBENC)

The Women’s Business Enterprise National Council (WBENC) is a leading nonprofit organization dedicated to helping women-owned businesses thrive. Alongside WWT, WBENC believes diversity promotes innovation, opens doors and creates partnerships that fuel the economy. WBENC provides the most relied-upon certification standard for women-owned businesses but also offers the tools to help them succeed.

WBENC certification validates that a business is at least 51 percent owned, controlled, operated and managed by a woman or women. WBENC’s certification standard is accepted by thousands of corporations representing America’s most prestigious brands, in addition to many states, cities and government entities.

In addition, WBENC provides best-in-class programs, events and networking opportunities for women-owned businesses, supplier diversity experts, government and corporate procurement professionals, and other industry and thought leaders throughout the U.S.

To address the challenges that many women face in building and growing a business, WBENC provides support and resources through the full life cycle of entrepreneurship. With WWT as a partner, WBENC looks to continue to ensure women business owners have access to the education, support and tools they need to grow and succeed.



WBENC National Conference March 20-23, 2023

WWT participated in the WBENC National Conference March 20-23, 2023.

The event focused on sharing bold and innovative best practices, learning industry trends, and celebrating accomplishments by WBEs and Corporate Members that further a diverse supply chain and business opportunities for women entrepreneurs.

Inclusive Mentorship and Partnership for Access, Capacity and Training



Celebrating Innovation and Inclusivity: Unveiling the IMPACT Supplier Development Program

March 2023 marked a pivotal moment as we proudly launched the IMPACT Supplier Development Program, a definitive stride in our unyielding commitment to fostering diversity, equity, inclusion and belonging within WWT.

At the core of this groundbreaking initiative is a meticulously tailored program designed to empower the growth and expansion of small and diverse businesses. Going above and beyond conventional support structures, our training and mentorship program serves as a powerful catalyst for the success of these entrepreneurs.

Our program is intricately designed to equip small and diverse suppliers with the essential skills and knowledge to thrive in today's dynamic and competitive business landscape. Strategic training modules cover key areas such as DEI, marketing, finance, recruitment and partnerships, delving into critical aspects of business operations.

What truly distinguishes our program is the active involvement of experienced mentors who are not just mentors but dedicated World Wide Technology leaders. These mentors provide personalized guidance, leveraging their wealth of experience to ensure participants receive tailored support throughout their journey in the program.

Through the Supplier Development Program, our goal is to cultivate a collaborative environment where the success of small and diverse businesses seamlessly aligns with our broader commitment to diversity, equity, inclusion and belonging. The IMPACT Supplier Development Program exemplifies our dedication to creating opportunities, breaking barriers and fostering an inclusive business ecosystem.



WWT leaders, IMPACT program participants and the program managers posed for a photo to celebrate the culmination of this inaugural program.



Image of the Participants awards.

Additional WWT Partnerships and Collaborative Events in 2023

- The Supplier Diversity Team volunteered as a pitch competition judge for the UMSL Accelerator 2023 Cohort. The UMSL Accelerator offers St. Louis region-based entrepreneurs an advanced curriculum, expertise, mentorship and experiences.
- Information Technology Senior Management Forum (ITSMF) at WWT's Global Headquarters. WWT hosted ITSMF board members and staff in a day centered around leveraging AI for business growth, innovation and mentoring.
- St. Louis Supplier Diversity Professionals Network (STLSDPN) Supplier Diversity Mixer: An exclusive gathering crafted to foster meaningful connections and collaborative brainstorming, with the overarching goal of empowering businesses owned by minorities to coalesce ideas, expertise, and resources to forge a more inclusive and robust economy that benefits everyone.
- Mastercard Start Path Founders Event: Mastercard partnered with NMSDC to support Start Path in Solidarity founders in becoming certified, diverse-owned businesses. A new program to help MBEs certify and obtain reimbursement of the cost of the NMSDC certification application fee.
- Milwaukee The Business Council Business Connection Module: WWT Supplier Diversity Team was a presenter for The Business Council of the Milwaukee Metropolitan Association of Commerce Business Connection Module.
- Mid States MSDC Top Golf Event: St. Louis Golf Networking Social to bridge the gap between corporations and MBEs.
- Diversity Alliance for Science: WWT attended the Diversity Alliance for Science Annual East Coast Conference. Diversity Alliance for Science organization focuses on diversity, bringing together like-minded corporations and suppliers to advance equity and inclusion in the life science/healthcare global supply chain.
- Grit with Grace: This invitation-only event provided attendees an opportunity to network, learn from each other, empower and nurture women around us, and amplify their voices to drive opportunities for women in the male-dominated technology space.
- NPower Jazz It Up: WWT sponsored the NPower Jazz It Up event in St. Louis. Jazz IT Up is a fundraiser for NPower Missouri's work to help unemployed and underemployed young adults launch careers in tech. This event provided networking, inspirational alumni testimonials and an evening of delightful jazz musicianship.



Representing WWT at the MSDUK European Supplier Diversity Conference in Amsterdam, Netherlands

WWT's Nicole Tate, Brian Sharpless, Phil Baker, Stacey Kingshott, and Sukhi Gill proudly represented the company in person at the MSDUK European Supplier Diversity Conference in Amsterdam, Netherlands, September 20-21, 2023, as part of the European Supplier Diversity Program. WWT's physical presence at the event served as a tangible demonstration of our unwavering commitment to fostering an inclusive and diverse supply chain.

EMB Workshops, organized by Heart of The City, kicked off with the workshop titled "Gaining a Competitive Edge through ESG and Sustainability," empowering Ethnic Minority Businesses (EMBs) to integrate Environmental, Social, and Governance (ESG) principles and sustainability practices.

MSDUK curated Corporate Roundtables featuring hosts from GSK, EY, Accenture, Warner Bros Discovery, and more, offering tailored insights into procurement practices, industry trends and innovative approaches.

The Connect & Collaboration Lounge served as an interactive platform fostering collaboration between corporates and EMBs, encouraging open discussions about diversifying supply chains. Through role-playing workshops, participants gained insights into corporate operations and the challenges and advantages EMBs face.

MSDUK proudly launched the "MSDUK Community Platform," an exclusive space for EMBs to connect, collaborate and learn. The platform includes networking spaces, and themed communities facing similar challenges.

This event and the MSDUK Conference 2023 in London one week prior offer valuable knowledge, expanded professional networks, and numerous business opportunities in the UK and European markets.

Running parallel to these conferences, the EU Innovation Challenge Finals provided diverse entrepreneurs and innovators with a platform to showcase groundbreaking ideas and compete for a cash prize. MSDUK continues to champion diversity, connection, and growth, inviting all to join in this exciting journey toward a more inclusive and diverse business.



WWT & Strategic Partners photographed at the MSDUK conference

Canadian Aboriginal and Minority Supplier Council (CAMSC) Diversity Procurement Fair

Members of WWT’s Supplier Diversity and Diversity Business Development Team participated in the CAMC Diversity Procurement Fair, a flagship event dedicated to strategic business development, knowledge sharing and networking. The conference took place on April 18–19, 2023, at the Beanfield Center, Exhibition Place, Toronto, drawing a vibrant community of 300 attendees eager to learn, connect and explore new business opportunities.

The event featured engaging activities, including a supplier boot camp and corporate member forum, providing attendees with valuable insights through workshops and panel discussions. These interactive sessions facilitated the creation of meaningful connections, fostering an environment conducive to business growth.

The overarching theme of the 2023 conference was “Mission Possible – People, Planet, Profit,” emphasizing a commitment to Environmental, Social, and Governance (ESG) principles. This theme guided the discussions and activities, reflecting a collective dedication to advancing sustainability and responsible business practices.

WWT’s participation in the CAMSC Diversity Procurement Fair enables us to contribute to the broader mission of positively impacting people, the planet and profit. We look forward to building on the connections and knowledge gained as we continue aligning our business strategies with ESG values.



WWT’s Katrina Scott participated in CAMSC Supply Chain Sustainability Panel

Technician Apprenticeship Program

WWT's Supplier Diversity team, alongside WWT's project management team, the Integration Lab leadership and WWT supplier Inspired Solutions (Inspired), created the Technician Apprenticeship Program (TAP).

Inspired Solutions is a Minority Woman and Service-Disabled Veteran Owned small business that provides world-class information technology, cybersecurity, program and project management, training and development, and strategic supply-chain management solutions to meet the business and operational needs of their customers.

TAP is designed to increase the diversity of candidates while also addressing the Integration Lab's attrition. In addition, TAP allows the lab's resources and management to focus on the deployment of successful solutions. Upon completion of this innovative four-week program, WWT and Inspired are able to deliver trained lab technicians who are well-versed in WWT's core values and have direct experience and exposure to the labs.

Technician Apprenticeship Program



To date, **100 percent** of the apprentices who completed the TAP training are eligible to be hired as full-time employees



56 percent of the resources who completed the training classify as diverse



In 2023, **178 apprentices** have completed the program



Three cohorts per month

World Wide Technology All-Star Program



All-Star Program

WWT believes that organizational success is driven by satisfied and motivated employees and suppliers. We also believe that satisfaction and performance can be enhanced through awards and recognition. Internally, WWT uses annual surveys to capture the impact WWT is having on employees, clients and suppliers. Likewise, we conduct annual surveys to assess how our diverse and non-diverse suppliers are impacting our clients.

Our commitment to recognizing performance is why WWT's All-Star Program was born. The program's objective is to provide mentorship, access, recognition and opportunities for WWT's top diverse suppliers. Through this program, we strive to recognize suppliers in a timely and effective way while providing internally and externally facing opportunities that drive growth for our diverse supplier base.

2022 Class 1 & 2 Diverse Supplier of the Year



Isabella Piña - Inspired Solutions
CEO and President

2022 Class 1 Supplier of the Year - Inspired Solutions

Inspired Solutions is an 8(a) Minority, Woman, and Service-Disabled Veteran-Owned IT value-added reseller providing turnkey IT and Logistics Management solutions that deliver cost-effective, high-quality services across the Commercial, Federal, State and Local sectors.

Isabella Piña, founder and CEO of Inspired Solutions, retired from the U.S. Army after serving for 21 years. She built her company on three simple philosophies: invest in people, solve critical challenges, and give back to communities and people who need it most. She has achieved these goals by empowering others to grow themselves, serving on several nonprofit boards, and founding

Inspired Solutions to assist other companies in achieving their business goals. With over 25 years of nursing experience, warehouse management, logistics expertise and supply chain management, Isabella's experience makes her the perfect leader for Inspired Solutions to help companies serve their customers through more client distribution channels.

Isabella is tirelessly dedicated to giving back. She gives her time, talent, and resources to help in the communities where Inspired Solutions team members live, work, and play. She also invests in impoverished communities overseas, particularly in the Caribbean, where she was born.



Robert Steward -
End2End CEO

2022 Class 2 Supplier of the Year - End2End Solution

End2End Solution is an agile technology company specializing in customizable on-demand project management services and tools. Its mission is to create superior customer value by leveraging a team of experts and solutions to meet critical business, program and project requirements. At End2End Solution, the company sets the industry standard in secure management and execution of business solutions and infrastructure implementation.

End2End supports small and underrepresented companies that may need to gain the size, scale, or financial capability to do business directly with WWT or other large corporations; that is where End2End helps. As a Tier 2 partner to enterprise-level companies, End2End is key in

helping small and underrepresented businesses gain a seat at the table of opportunity with large contracts. End2End assists the community in meeting its commitment to bridging the gap for small businesses. The company's ability to authenticate, assure delivery, and provide predictable outcomes is at the core of its mission to Cultural Excellence.

From Agriculture to Aerospace and everything in between, we provide industry expertise and field-tested tools to analyze, optimize and automate project management solutions globally. Key benefits are improved productivity, increased profitability and greater customer satisfaction. With End2End, you'll find truth in transparency. That's peace of mind.

2022 Internal Champions

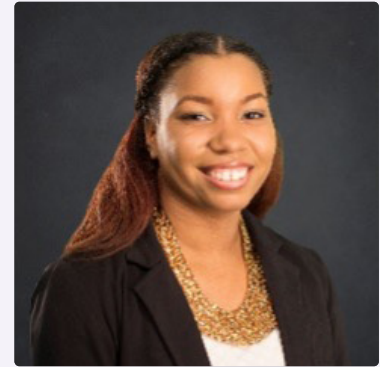
Erica Clark

Erica Clark is a Supplier Diversity Specialist for the Global Supplier Diversity Program. Erica is pivotal in managing various aspects of WWT's Supplier Diversity Program. Her responsibilities include overseeing customer Tier 2 reporting, managing diverse suppliers in internal databases, and meticulously auditing diverse suppliers' certifications. Erica's attention to detail and dedication to accuracy ensure that WWT's Supplier Diversity Program operates at the highest standards.

Erica takes charge of WWT's All-Star Program, which encompasses the Diverse Supplier of the Year and the Internal Champion of the Year awards. Her leadership in this program showcases her commitment to recognizing and celebrating excellence

within the diverse supplier community and acknowledging the outstanding contributions of internal champions. From the moment Erica joined WWT as an intern, she has consistently embodied the organization's core values, with a particular focus on diversity and inclusion. Her passion for fostering a diverse and inclusive workplace aligns seamlessly with WWT's core values.

Over the past year, Erica's efforts have exceeded expectations, demonstrating her dedication to ensuring the success of program initiatives. Her strategic mindset and proactive approach have played a crucial role in efficiently operating the Supplier Diversity Program, contributing to its overall success.



Dicran "D" Arnold

Dicran "D" Arnold, who served as Area Vice President for the Diversity Business Development Team, is one of the pioneers of WWT's Supplier Diversity Program. His impact has resonated profoundly since January 2011 when WWT formally introduced its program, signifying a substantial commitment to diversity within its supply chain. D's leadership was pivotal in initiating this transformative program, solidifying his status as a critical figure in championing diversity at WWT. His dedication and vision have shaped the Supplier Diversity Program and set a benchmark for fostering inclusivity and equity within the organization which led to the development of the Diversity Business Development Team.

The Diversity Business Development team is responsible for building strategic relationships with WWT's customers and fostering partnerships

with women- and Minority-owned businesses, the NMSDC, and its regional councils and global affiliates. In addition, they support the company's local community outreach, including support of STEM organizations to help create the next generation of technologists.

The motivation behind the Supplier Diversity Program was clear for D, "A diversity strategy, which includes supplier diversity, is a business imperative. The access and opportunity the Minority Supplier Development Councils, including the WRMSDC, NWMMSDC, PSWMSDC, MPMSDC, and our customers' supplier diversity programs have provided has tremendously contributed to our growth.



2023 Diverse Supplier of the Year



Ellen Turner - The William Everett Group Founder and CEO

The William Everett Group

The William Everett Group, a certified minority- and women-owned strategic solutions and technology services provider, stands as a testament to the vision and dedication of its Founder and CEO, Ellen Turner. Ellen's journey to success is deeply rooted in her upbringing, influenced by her parents' work ethic and her grandfather's entrepreneurial spirit. Her entrepreneurial journey began as a teenager when she helped her grandfather run his shoe store. The exposure to her grandfather's business acumen left a lasting impact, instilling in her the values of hard work, innovation and customer service. These early experiences laid the foundation for Ellen's future success in the business world, in addition to dedicating 15 years of her career to the public and private sectors. As a result, she founded The William Everett Group, naming it after her influential grandfather. Under Ellen's leadership, the company has experienced remarkable growth, expanding to include 100 consultants and growing tenfold in just five years.

Since 2018, The William Everett Group has been a strategic partner of WWT, providing exceptional Program and Project Management resources. The collaboration has proven mutually beneficial, with The William Everett Group playing a vital role in representing WWT effectively and generating additional business through their interactions with customers. Notably, in a challenging situation requiring on-site support in Chicago, The William Everett Group went above and beyond by promptly sending their Network Practice Lead, who even worked over the weekend to address critical issues.

The William Everett Group's commitment to excellence is evident in its dedication to supporting leading cities, public institutions, and global companies in working better. Their proactive approach and willingness to go the extra mile showcase the company's values and the leadership philosophy instilled by Ellen Turner.

2023 Internal Champions

Marleen Judge

Marleen Judge is Vice President of Finance Compliance. Marleen has been an integral part of our organization for the past nine years, demonstrating dedication to her role and going above and beyond in various aspects of her responsibilities. In addition to her day-to-day duties, Marleen has exemplified leadership by pivotally fostering opportunities for our small and diverse suppliers through her key involvement in establishing an insurance program for existing and prospective WWT suppliers. Collaborating with Gallagher Insurance, Marleen helped initiate a pilot program that serves as a lifeline for these suppliers, offering them the support needed to overcome barriers to entry.

Unlike conventional approaches that may restrict access, the Gallagher Insurance program ensures all suppliers can meet the necessary insurance requirements by

providing essential tools and resources. This enhances their capabilities and broadens the pool of potential suppliers WWT can onboard. She actively participated in all phases, from the initial conceptualization to the finalization of the project. Her engagement in meetings, diligent follow-up and collaboration with various departments within the company highlight her dedication to the initiative's success.

The impact of Marleen's efforts extends beyond the immediate benefits to the suppliers. By supporting this program, she is contributing to the operational effectiveness of our organization and addressing a significant barrier for small and diverse-owned businesses. Marleen's vision and execution exemplify the values we hold at WWT, and her work aligns seamlessly with our commitment to diversity, equity, inclusion and belonging.



Sheryl Edwards

Sheryl Edwards, the Area Vice President of Global Service Provider (GSP) at WWT, leads a dynamic team dedicated to delivering solutions to key customers, including Charter, Cox Communications and Segra. With over seven years of unwavering commitment to WWT, Sheryl has played a pivotal role in enhancing our relationships with Charter, Cox Communications and Segra.

As the Client Executive for both Charter and Cox Communications, Sheryl has emerged as a true champion in advancing WWT's supplier diversity initiatives. Under her leadership, WWT has increased connections with diverse suppliers, aligning with the business needs of Charter and Cox. Sheryl's commitment to supplier

diversity extends beyond metrics. She consistently champions diversity and actively seeks ways to deepen this aspect of WWT's business with her clients. Notably, she cohosted a diverse supplier summit at WWT in partnership with Cox Communications, showcasing her dedication to building impactful relationships within the diverse business community.

Sheryl's commitment is consistent, and she continues her advocacy for supplier diversity. As an innovative leader, Sheryl seeks opportunities to deepen WWT's engagement with diverse suppliers and key customers. Sheryl Edwards remains a champion in advocating for a diverse and inclusive future for WWT.



Awards and Recognition



Bob Ferrell receiving the Abe Venable Legacy Award from Under Secretary Don Cravins Jr on behalf of Dave Steward

Dave Steward Receives Abe Venable Legacy Award

On October 23, 2023, the Minority Business Development Agency (MBDA) presented WWT Founder and Chairman David Steward with the Abe Venable Legacy for Lifetime Achievement Award. The award recognizes individuals who are trailblazers in advancing the economic inclusion, development and advancement of minority businesses.

WWT Earns EEI Prime Leadership Award

WWT was chosen as this year's recipient of the EEI Prime Leadership Award. This award is presented annually to a prime supplier who exemplifies leadership in diverse supplier inclusion, outreach, and mentoring in their supply chain. Some impressive aspects that helped distinguish WWT from this competitive award pool include the company's comprehensive approach

to supplier diversity. The development of noteworthy training has benefited the diverse business community.

WWT has the distinction of being nominated for prime leadership honors by three EEI member companies: Duke Energy, Entergy Corporation and OGE Energy Corporation.



WWT Earns Prime Leadership award

Additional Awards Won in 2023

- Entergy Premier Vendor Award- WWT was selected as one of Entergy's Premier Vendors for its exemplary performance in the category of Diversity, Inclusion and Belonging.
- PSWMSDC 30th Anniversary "Enduring Commitment" Award- The Enduring Commitment Award is presented to organizations that have been certified for 10 or more years and whose leadership and involvement have shown an "Enduring Commitment" to the growth and success of the Pacific Southwest Minority Supplier Development Council over its now 30 years of existence!
- DFWMSDC Mega Deal Award-The DFW MSDC awards this award, titled The Mega

Deal Award, to large corporation with contracts that exceed \$25 million with minority owned businesses. As you can imagine WWT has won this quite a bit. This awards gala will be the council recognizing all of their sponsors, the top MBE's and partners. It's one of their signature events and Toyota is the title sponsor. AT&T won the Mega Deal Award for WWT.

- Cisco Supplier Award- WWT's win Cisco Supplier award at Cisco's Supplier Day.
- Cisco AA/Black Owned Business US Sponsorship Class Graduation- D Arnold won an individual award at the completion of a two-year journey as part of Cisco's AA/Black-Owned Business US Sponsorship Class





WWT wins Cisco Supplier Award



Grit with Grace Event photo



WWT Team at DFW MSDC conference



WWT wins Entergy Premier Vendor Award



WWT at DFW MSDC event



WWT wins Mega Deal Award



Diversity Alliance for Science : Michael Mickens, Managing Principal; Nicole Van Valen, Senior Manager, CVS Health Enterprise Procurement Supplier Diversity; Dr. Erin Jospe, Chief Healthcare Advisor



Diversity Alliance for Science: Brian Sharpless, Director Diversity Business Development; Ramy Boghdadi, Life Science Regional Director; Dr. Erin Jospe, Chief Healthcare Advisor; Michael Mickens, Strategic Advisor



WWT is a proud sponsor and supporter of the Southern Region MSDC. The event took place in New Orleans on August 23-25



WWT at Mid States MSDC Conference



WWT attends Michigan MSDC



WWT hosted ITSMF board members at GHQ

Customer Engagements

2nd Annual Cox - WWT Partnership Networking Reception

For the second year in a row, Cox Communications and World Wide Technology jointly hosted our annual networking event. The event proved to be a dynamic platform for fostering connections. With a primary goal of linking diverse vendors with the leadership of WWT and Cox, the event surpassed expectations as a nexus for collaboration. Attendees, including customers, partners and suppliers, found ample opportunities to engage, exchange ideas and forge meaningful relationships. The success of the event lay not only in its well-curated agenda but also in the vibrant interactions that unfolded. Through panel discussions, networking sessions, and collaborative forums, the event emerged as a pivotal moment for synergies, laying the groundwork for future partnerships.



Celebrating 55+ Years of Global Supplier Diversity Excellence



IBM 55 Years of Supplier Diversity Celebration

WWT Global Service Provider team attended IBM's 55 Years of Supplier Diversity celebration in Poughkeepsie, NY at their global headquarters. WWT extends our gratitude for IBM's exceptional leadership and steadfast commitment to supplier diversity over the past 55 years. Your unwavering investment has not only enriched our partnership but also fostered inclusivity and innovation in the industry. We appreciate your continued support and look forward to many more years of collaborative success.

Microsoft 2023 MCB Give Golf Scramble

As a part of the annual Microsoft Give Campaign, Microsoft with partnerships host the third version of this event. Held at the Glendale Country Club. Proceeds raised directly benefit

The First Tee of Greater Seattle summer program, giving young people opportunities to learn life skills, core values and healthy habits through the game of golf. The tournament raised more than \$132,000 for The First Tee of Greater Seattle.



Dataminr Supplier Diversity Advisory Council

In 2023 WWT's GSP CDO Marlan Hardie joined Dataminr's Supplier Diversity Advisory Group. Dataminr is a leading real-time artificial intelligence (AI) platform that puts real-time AI and public data to work for their clients, generating relevant and actionable alerts for global corporations, public sector agencies, newsrooms, and NGOs.

Equally important is their commitment to the supplier diversity community. Together with trusted partners, Dataminr aims to ensure their outreach and support efforts to diverse suppliers are authentic and meet the perspectives and needs of the communities we engage with. It's a privilege to be a part of such an amazing group of professionals and organizations with the same passion for supplier diversity.



Marlan Hardie, AVP, Chief Digital Officer
& Head of Diverse Services

Microsoft Advisory Event Vantage Point Supplier Community-Societal Impacts

The Vantage Point supplier community is an avenue to discuss top-of-mind topics, share ideas and discuss solution options with a discrete group of selected strategic suppliers. The collaboration is through scenario-based sessions and group discussions, to better understand and improve business processes, test and exchange ideas, and approach solutions with openness, innovation, and creativity.



MBC Staffing visit's WWT's North America Integration Center

WWT proudly hosted Jerome "The Bus" Bettis and the MBC Staffing leadership team at WWT's NAIC facility. MBC Staffing is a certified Service-Disabled Veteran Owned Small Business (SDVODB), as well as a Minority Business Enterprise (MBE) that focuses on Staffing solutions aimed at Federal, State and Local agencies as well as the private sector. During their visit, the team engaged in insightful discussions on partnership opportunities and growing supplier diversity as partners. MBC's engagement and participation are pivotal in WWT's efforts to grow small and diverse businesses.

Spectrum Small Business Week Celebration

In 2023, WWT hosted Charter Communications, Inc. at our Global Headquarters in celebration of National Small Business Week. From May 1-4, Charter hosted "Small Business Support, Big Community Impact" events in New York City, Columbus, St. Louis and Dallas to highlight how the company's support impacts businesses in local communities.

The Spectrum Community Investment Loan Fund provides loans for small businesses in underserved communities through community development financial institutions (CDFIs). To date through the Loan Fund, Charter has made commitments to CDFIs in 14 states, including an initial \$1 million investment to the ECDI in Columbus in 2020 and an additional \$1 million commitment announced in 2023.





AT&T Connected Learning Centers

GSP's very own Marlon Hardie was selected as a speaker at the opening of the AT&T Connected Learning Center (CLC) located in the Urban League of Metropolitan St. Louis, Inc. Headquarters facility.

AT&T plans to launch more than 50 total centers across the country. The goal of the centers is to encourage the community to get connected through free access to the internet and computers and education resources that teach the value of broadband and how to use it safely and effectively.

After opening the center, the World Wide Technology Global Service Provider team joined the AT&T, Urban League teams and state representatives in handing out 300 free laptops in a St. Louis community.

WWT is extremely grateful for the amazing generosity of the AT&T team and the unfailing and tireless contributions of the Urban League of Metropolitan St. Louis, Inc. In addition, this well-attended event included the Greater St. Louis, Inc., NAACP ST LOUIS COUNTY chapter, State Officials, Senators the Honorable Ella M. Jones, Mayor of Ferguson, Missouri.

World Wide Technology is eternally thankful for your support in business as well as the decades of service alongside you in your support of giving back to the communities we serve.

JPMORGAN CHASE & Co.

JPMorgan Chase Diverse Supplier Grant Initiative

WWT is partnering with JP Morgan Chase, and several other corporations, as part of their Diverse Supplier Grant Initiative, a program aimed at breaking down barriers for historically underrepresented companies [including Black, Hispanic and Latino owned businesses] in the business landscape. For many small businesses, meeting industry compliance standards can be financially daunting. This program offers affordable funding and growth capital to help them compete more effectively and secure corporate contracts from the Fortune 500.

The collective goal is to deliver a multi-year grant program that is agile and scalable to meet the rising demand for emerging, and minority businesses in corporate supply chains. Through the successful execution of this program, we are helping to increase the number of qualified and corporate-ready supplier base for the industry at large.

Initial impact reporting indicates that the program recipients are more effectively competing and earning more corporate contract opportunities. Recipients that have begun reporting back have seen top line revenue and employee growth by 25% respectively. We're proud to report this impact and confirm that the program is working as designed.



Small Business Overview

World Wide Technology, Inc. (WWT) agrees to meet the principles of Public Law 95-507 and the Federal Procurement Regulations, including the Federal Acquisition Regulation, and to ensure that our business practices conform to these regulations.

As a successful graduate of the Small Business Administration (SBA) 8(a) Business Development Program and the largest African American-owned technology business in the country, WWT has a profound appreciation for the assistance it provides to small and diverse companies during its formative and early growth years. In our own case, with support from SBA and mentoring support from larger companies, WWT is now recognized as one of the top Federal contractors. Our experience has encouraged us to offer similar support to other small business suppliers. For WWT, it is good business as well as good corporate citizenship.

WWT's commitment to small business partners includes:

- Participation in Business Opportunity Workshops, Minority Business Enterprise Seminars, Trade Fairs, Federal Procurement conferences, etc.
- Ensuring WWT subcontracting procurement "packages" are well-designed to be compact and simplified to encourage the maximum possible participation of firms on the list.
- Ensuring small and diverse companies are aware of subcontracting opportunities and how to prepare responsive bids to WWT.
- Providing assistance and counsel to small and diverse businesses, regarding subcontracting opportunities and procurement procedures.
- Providing adequate and timely consideration of potential opportunities to small and diverse businesses.

WWT partners with small business suppliers that have the following classifications:

- 8(a) Business Development Program
- Small Disadvantaged Business (SDB)
- Woman-Owned Small Business (WOSB)
- HUBZone (Historically-Underutilized Business Zone)
- Veteran-Owned Small Business (VOSB)
- Service-Disabled Veteran-Owned (SDVOSB)
- Historically Black College and Universities and other Minority Institutions (HBCU/MI)
- Alaska Native Corporations (ANC)

In fiscal year 2023, WWT procured more than \$300,000,000 with small business partners across the US. WWT is currently doing business with more than 240 small business suppliers. Small businesses provide products and/or services to include, transportation and logistics, staff augmentation, facilities management, technology services (such as product installations and rack builds), supply chain services, construction and software licensing and support. In order to ensure our small business suppliers have an ability to work on federal contracts, we review and gather representations and certifications information on an annual basis, which is vetted through SAM.gov.

The result is a small business program that mirrors WWT's keys to success for more than 25 years in business. We strive for a results-driven approach that produces a win-win situation for our customers and our small business partners.

In 2023, WWT sent over \$630,000,000 in business through small business set-aside prime contracts, which included over 170 unique companies.

hubzone	\$4,923,182
sba 8a	\$1,657,546
sbe	\$166,758,081
sdb	\$65,109,384
sdvosb	\$7,649,659
vosb	\$11,198,178
wosb	\$22,634,765
Total	\$301,675,886



We make a new world happen

We are **thinkers** and **doers**.

We provide services that span strategy through execution to help solve complex business and technology challenges, accelerating meaningful outcomes for our customers globally. Our approach is the direct result of a culture that champions the courage to embrace change and the spirit of innovation to make that change count.

We are driven to support your organization's success

Throughout the last 30 years, we have partnered with some of the world's largest organizations and developed insight and intellectual capital that reaches into every aspect of enterprise technology, across every sector of the economy. Our track record of overcoming obstacles to advance digital transformation ensures you a trusted partner on which you can rely. We provide a healthy and agile culture, a vast portfolio of services, hyperscale innovation labs, and a sophisticated global supply chain. **We create new realities for our customers.**

Our greatest innovations: our people and our culture

Our employees drive the results you want. Our team is committed to your success. Our company culture is reflected in our core values, our Integrated Management & Leadership Program, and our Diversity & Inclusion initiatives. These are principles we live by. They shape who we are and how we interact with each other, with our partners and with you.

DIVERSITY & INCLUSION



Minority-owned, privately held for over 30 years



10,000+ employees globally



WWT's founders, **Dave Steward** and **Jim Kavanaugh**



\$20B in annual revenue



Global presence in 60+ countries



Technology provider to more than 80% of Fortune 100 companies



Award-winning culture, Great Place to Work 12 years in a row

A Top Partner with Cisco, HPE, Dell Technologies, NetApp, F5, VMware, Intel, Palo Alto, Cohesity and Fortinet

Our Vision

To be the best technology solution provider in the world

Our Mission

To create a profitable growth company that is also a great place to work for all

Awards and recognition



PEOPLE'S VOICE 2020 HEALTH & FITNESS 2020

Plus, more than one hundred awards from our partners, clients and communities recognizing our dedication to our company culture and the innovative work we do for our customers.