

New York State Diversity Practices Scoring Matrix

Exhibit IV.A

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| Questions |
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| Q1 - CDO or other person tasked with function | | | | | Yes | No | Total |
|---|--------|--------|--------|----------|---------|-------|-------|
| | | | | | 5 pts | 0 pts | |
| Q2 - Percentage of prior yr. revenues that involved M/WBEs as subs or JVs/partners | 20%+ | 15-19% | 10-14% | 5-9% | 1-4% | 0% | |
| | 20 pts | 14 pts | 10 pts | 6 pts | 2 pts | 0pts | |
| Q3 - Percentage of overhead expenses paid to M/WBEs | 20%+ | 15-19% | 10-14% | 5-9% | 1-4% | 0% | |
| | 16 pts | 10 pts | 7 pts | 4 pts | 1 pts | 0pts | |
| Q4 - M/WBE Training | | | Robust | Moderate | Minimum | None | |
| | | | 16 pts | 8 pts | 4 pts | 0 pts | |
| Q5 - M/WBE Mentoring | | | Robust | Moderate | Minimum | None | |
| | | | 12 pts | 8 pts | 4 pts | 0 pts | |
| Q6 - Written M/WBE goals included in the Company's procurements | | | Robust | Moderate | Minimum | No | |
| | | | 20 pts | 12 pts | 6 pts | 0 pts | |
| Q7 - Formal Supplier Diversity Program | | | Robust | Moderate | Minimum | No | |
| | | | 6 pts | 4 pts | 2 pts | 0 pts | |

