

# New York State Diversity Practices Scoring Matrix

Exhibit IV.C

|           |
|-----------|
| Questions |
|-----------|

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

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| <b>Q8 - Utilization Plan</b>                               |  |  | Robust | Moderate | Minimum | No    |  |
|  |  |  | 5 pts  | 3 pts    | 1 pts   | 0 pts |  |
| <b>Total Diversity Score<br/>(Max 100 pts)</b>             |  |  |        |          |         |       |  |
| <b>Weighted<br/>Score (Up to<br/>10% of<br/>Technical)</b> |  |  |        |          |         |       |  |