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February 25, 2022

**VIA ELECTRONIC FILING**

Ms. A. Shonta Dunston, Chief Clerk  
North Carolina Utilities Commission  
4325 Mail Service Center  
Raleigh, North Carolina 27699-4300

**RE: Rule R25-6 Hire North Carolina 2021 Annual Report of Duke Energy Progress, LLC, Duke Energy Carolinas, LLC and Piedmont Natural Gas Company, Inc.  
Docket Nos. M-100, Sub 159, E-2, Sub 1142 and E-7, Sub 1146**

Dear Ms. Dunston:

Pursuant to Commission Rule R25-6 and the Commission's February 6, 2020 *Order Granting Motion to Consolidate Annual Analysis into Commission Rule R25-6 Annual Report* in Docket Nos. E-2, Sub 1142 and E-7, Sub 1146, I enclose the Rule R25-6 Hire North Carolina 2021 Annual Report (the "Hire NC Report") of Duke Energy Progress, LLC, Duke Energy Carolinas, LLC and Piedmont Natural Gas Company, Inc. (the "Companies") for filing in connection with the referenced matter. Rule R25-6 provides for confidential treatment of cost information, and the Companies request that the "spend" data for individual contractors on pages 16, 19, 20, 21 and 22 of the Hire NC Report be filed under seal as confidential information. The total spend amounts are being filed publicly. Accordingly, the Companies request that the unredacted version of the Hire NC Report be treated confidentially pursuant to N.C. Gen. Stat. §132-1.2. It will be provided to interested parties pursuant to an appropriate confidentiality agreement.

Thank you for your attention to this matter. If you have any questions, please let me know.

Sincerely,

Jack E. Jirak

Enclosure

cc: Parties of Record

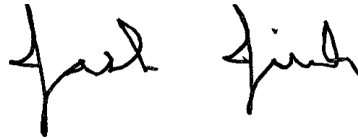
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Feb 25 2022

**CERTIFICATE OF SERVICE**

I certify that a copy of the Hire NC Annual Report of Duke Energy Carolinas, LLC, Duke Energy Progress, LLC and Piedmont Natural Gas Company, Inc., in Docket Nos. M-100, Sub 159, E-2, Sub 1142 and E-7, Sub 1146, has been served by electronic mail, hand delivery or by depositing a copy in the United States mail, postage prepaid to parties of record.

This the 25<sup>th</sup> day of February, 2022.

A handwritten signature in black ink, appearing to read "Jack Jirak", written over a horizontal line.

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**DUKE ENERGY PROGRESS, LLC, DUKE ENERGY CAROLINAS, LLC AND  
PIEDMONT NATURAL GAS COMPANY, INC. RULE R25-6 HIRE NORTH CAROLINA  
2021 Annual Report**

**March 1, 2022**

**Docket Nos. M-100, Sub 159; E-2, Sub 1142 and E-7, Sub 1146**

On February 6, 2020, the North Carolina Utilities Commission (“Commission”) issued its *Order Granting Motion To Consolidate Annual Analysis Into Commission Rule R25-6 Annual Report* in Docket Nos. E-2, Sub 1142, E-7, Sub 1146 and M-100, Sub 154 which authorized Duke Energy Carolinas, LLC (“DEC”) and Duke Energy Progress, LLC (“DEP,” and collectively, “Duke Energy”) to consolidate the filing of the Coal Combustion Residuals Rule (“CCR”) and North Carolina’s Coal Ash Management Act (“CAMA”) spending information required by the Commission’s November 9, 2018 *Order Requesting Additional Information* in Docket Nos. E-2, Sub 1142, E-7, Sub 1146 and M-100, Sub 154 (“Additional Information Order”) into Duke Energy’s Hire North Carolina Annual Report filed pursuant to Commission Rule R25-6. This consolidated report includes two separate sections addressing each reporting requirement.

**Hire North Carolina**

Duke Energy Carolinas, LLC and Duke Energy Progress, LLC (Duke Energy) and Piedmont Natural Gas Company, Inc. (Duke Energy) are committed to supporting and working with North Carolina based companies and contractors to promote economic development within the state. The Hire North Carolina rule (Rule R25-1) has further assisted Duke Energy in supporting job creation and investment with suppliers, vendors, and contractors who, like many of our team members, call North Carolina home. The Hire North Carolina rule, created by the North Carolina Utilities Commission, established an annual filing to be submitted by

March 1 of each year to address compliance with the rule for the preceding calendar year. This report will detail Duke Energy's efforts to comply with Rule R25-1 from January 1, 2021 through December 31, 2021.

The following annual reporting requirements from Rule R25-6 will be addressed in the sections below:

- A. Copy of the most recent Hire North Carolina List
- B. Listing of student outreach event opportunities afforded by the utility
- C. Total number of contracts subject to R25-1
- D. A breakdown of how many of those contracts were awarded to resident contractors, including women- and minority-owned businesses, and how many to nonresident contractors
- E. A brief description of the type of work performed
- F. Summary of outreach efforts undertaken, including perceived impact of such efforts

A. Copy of the most recent Hire North Carolina List

Duke Energy has developed a Hire North Carolina list of qualified local contractors to expand the local contracting source pool within the state. To be added to the Hire North Carolina list, contractors must be domiciled within the state of North Carolina and apply through Power Advocate (Duke Energy's supplier management system) with certain required information. The application is reviewed and, if approved by Duke Energy, the contractor is added to the Hire North Carolina list. As of January 4, 2022, there were 136 approved North Carolina based contractors on the Hire North Carolina list. Qualified contractors from the Hire North Carolina list are encouraged to be considered and selected when Duke Energy solicits bids for Hire North Carolina projects. The Hire North Carolina list is also provided to all bidding prime contractors to consider for potential subcontract opportunities for Hire North

Carolina projects. The most recent version of the Hire North Carolina list is attached as **Exhibit A**.

B. Listing of student outreach event opportunities afforded by the utility

Duke Energy's Talent Acquisition and Workforce Development teams participated in more than 20 events at North Carolina universities and technical schools in 2021. These events were intended to communicate opportunities in the energy and utility sector, build our brand on campus and support our recruiting efforts for interns, co-ops, and entry-level talent. Events consisted of career fairs, networking events, resumé workshops, interview workshops, and information sessions. See a list of events held and attended from January 1, 2021 through December 31, 2021 below:

<i>Duke Energy Student Outreach Events from January 1, 2021 through December 31, 2021</i>	
<i>Date</i>	<i>Event</i>
2/4/2021	UNC Charlotte- Resume Building Workshop
2/10/2021	NC A&T- Accounting Colloquium
3/10/2021	UNC Charlotte- ACMW Tech Girls
3/24/2021	UNC Charlotte- UNCC/FLA/NABA/BAP Finance Presentation
4/7/2021	UNC Charlotte- ACMW Tech Girls
4/8/2021	UNC Charlotte- Opportunities Available in Cybersecurity Virtual Meetup
4/8/2021	NCSU- American Nuclear Society (ANS) Conference
4/9/2021	NCSU- American Nuclear Society (ANS) Conference
7/8/2021	Line Worker Technical School Recruiting Event (13 community colleges and technical schools invited)
8/19/2021	Fayetteville State University- Recruiting Event
8/20/2021	Fayetteville State University- Recruiting Event
9/14/2021	NC State University- Engineering Career Fair
9/14/2021	UNC Charlotte CCI Business Partners- ACMW TechTalks
9/15/2021	North Carolina A&T University- Fall 2021 Virtual Career Awareness Fair
9/16/2021	University of Chapel Hill- Carolina Career & Internship (All Major) Fair
9/17/2021	UNC Charlotte- Fall Career & Internship Fair
9/21/2021	Carolina Cluster Career Pathways Initiative- 2021 Carolina HBCU Career Talent Showcase
9/23/2021	UNCC CCI Business Partner- Meet and Eat
9/28/2021	UNC Charlotte CCI Business Partners- Career Fair
9/29/2021	Line Worker Technical School Recruiting Event (13 community colleges and technical schools invited)
9/30/2021	NC State University- Supply Chain Career Fair
10/12/2021	NC State University- 2021 Virtual Co-Op Job Fair
11/16/2021	UNC Charlotte CCI Business Partners- ACMW TechTalks

Total number of contracts subject to R25-1

From January 1, 2021 through December 31, 2021, Duke Energy initiated 100 projects that meet the Hire North Carolina criteria (taking place in North Carolina, over \$700,000, for construction, extension or repair of facilities and non-outage work). Hire North Carolina projects span several business units, including Generation, Transmission and Distribution, Coal Combustion Products (“CCP”) and Gas. Of the 100 Hire North Carolina project bid events initiated by Duke Energy from January 1, 2021 through December 31, 2021, sixty-four have been awarded.

C. A breakdown of how many of those contracts were awarded to resident contractors, including women- and/or minority-owned businesses, and how many to nonresident contractors

Sixty-four Hire North Carolina contracts have been awarded from January 1, 2021 through December 31, 2021. Of the 64 Hire North Carolina contracts awarded, 23 (totaling approximately \$224 million) have been awarded to resident contractors on Duke Energy’s Hire North Carolina list. Nine of the 23 contracts were awarded to companies that identified as woman-, minority- or veteran-owned. Forty-one of the 64 Hire North Carolina contracts were awarded to nonresident contractors.

D. A brief description of the type of work performed

See below for the list of 100 Hire North Carolina projects (bid events that were initiated by Duke Energy from January 1, 2021 through December 31, 2021), along with a brief description of each project.

<i>Hire North Carolina Bid Events In Progress From January 1, 2021 through December 31, 2021</i>	
(CCP) Allen Site Closure Activities	CCP- Construction and Maintenance
(CCP) Belews Creek Site Closure Activities	CCP- Construction and Maintenance
(CCP) Cliffside Site Closure Activities	CCP- Construction and Maintenance
(CCP) Marshall Site Closure Activities	CCP- Construction and Maintenance
(CCP) Mayo Site Closure Activities	CCP- Construction and Maintenance
(CCP) Roxboro Site Closure Activities	CCP- Construction and Maintenance
Leak Survey Alliance Program	Gas- Construction and Maintenance
Blewett Falls Upstream Fish Passage RFP	Strategic Projects- Construction and Maintenance
(CCP) Allen GW CAP Project	CCP- Construction and Maintenance
MN - HVAC System	Generation- Facilities
Piedmont Line 473 & Flowers Plantation Regulator Station Bid	Gas- Construction and Maintenance
Piedmont Line 208 Retrofit and Modifications	Gas- Construction and Maintenance
Cliffside Material Handling	Generation- Mechanical Equipment
Distribution Wood Pole Inspections	T&D- T and D Services
Fairfax Ops Center Crew Room	Enterprise- Corporate
Little Rock Ops Chiller Replacement	Enterprise- Corporate
CCP - Allen Ash Basin Closure Waste Water Treatment System Supply & Installation	CCP- Construction and Maintenance
DEC Tier I Site Physical Security - East Durham Tie, Eno Tap Bent, Ernest Switching Station	CCP- Construction and Maintenance
Line 88 Small Diameter Replacement	Gas- Corporate
Line 12 MAOP Reconfirmation	Gas- Corporate
Belews Creek (CCP): BC-172 Landfill DCS Tie-in	CCP- Construction and Maintenance
DEC / Southpoint Sub Site Development	T&D- T and D Services
CCP - Roxboro Water Treatment System	CCP- Construction and Maintenance
CCP WSPN-130 EAP Event - Sheet Pile Repairs	CCP- Construction and Maintenance
NCRH Fire Pump Replacement - Update	Enterprise- Corporate
Transmission Vegetation - 2021 - 2023 ROW Herbicide Services	T&D- Vegetation Management
(CCP) Belews Creek Operational CCR Hauling	CCP- Construction and Maintenance
Piedmont Line 470 Phase 1	Gas- Construction and Maintenance
(CCP) Mayo Ash Basin Closure Trucking	CCP- Construction and Maintenance
DEP - Folkstone Jacksonville 115kV TLine Construction	T&D- T and D Services
PNG Indian Trail Ops and Annex	Enterprise- Corporate
DEC - Durham Main Substation Construction	T&D- T and D Services Construction
Clinton Construction Center Building-Building Renovation	Enterprise- Corporate
DEC - Pisgah Tie Transformer Replacement	T&D- T and D Services Construction
NASCAR Center HVAC Replacement	Enterprise- Corporate
AC Mitigation Bid Event - 2021	Gas- Construction Services
Mayo Ammonia Conversion Construction Project	Renewables- Construction and Maintenance

<i>Hire North Carolina Bid Events In Progress From January 1, 2021 through December 31, 2021</i>	
Duke Energy Mission Critical Metro Optimization	Enterprise- Corporate
Franklin Pike Loop Bid	Gas- Construction and Maintenance
Substation Optimization-Customer Delivery Carolinas	T&D- T and D Services
DEP - Enka Substation Site Development Project	T&D- T and D Services
Owner's Engineer Compression Station	Gas- Pipeline Services Construction
ON: Isolated Phase Bus (IPB) Forced Air Cooling (FAC) Unit Replacement Project	Generation- Electrical Equipment
NCRH Portfolio Optimization I-III	Enterprise- Corporate
(CCP) HF LEE Inactive Basins Dam Stabilization Project	CCP- Construction and Maintenance
Fort Bragg Privatization Project Area B Bid	Gas- Construction and Maintenance
Conley Creek Access Area Trail	Renewables- Construction and Maintenance
Black Bear Access Area Improvements	Renewables- Construction and Maintenance
Pacolet Tie 32'x70' - New Control Enclosure	T&D- T and D Equipment
RFP Carolinas Regional Resources	T&D- T and D Services
Robeson Perimeter Fence and Roadway Bid	Gas- Construction and Maintenance
Carolinas Site Develop, Erosion Control and Matting_RFP	T&D- Construction and Maintenance
(CCP) Cape Fear 1956 Ash Basin Excavation Project	CCP- Construction and Maintenance
DEP - Seven Springs Bore	T&D- Construction and Maintenance
DEC - Allen Steam and Southpoint Substation Below Grade Construction	T&D- T and D Services
BNP Visitor Center	Generation- Construction and Maintenance
DEP - Tier I Physical Security - Lee 230 and Cane River	T&D- T and D Services
Dan River Game Land Access Area	Renewables- Construction and Maintenance
SOUTH POINT ACCESS AREA IMPROVEMENTS	Renewables- Construction and Maintenance
DEC - Allen and South Point Physical Security	T&D- T and D Services
2022-2024 Transmission Vegetation Management - ROW Maintenance Services	T&D Services- Vegetation Management
DEC - Allen Steam and Southpoint SW Sta Substation Construction	T&D- T and D Construction
NCRH Cooling Tower Replacement	Corporate- Real Estate
DEP - Barnard's and Mott's Creek Bore	T&D- Construction and Maintenance
CCP Buck Basin 2 Access	CCP- Construction and Maintenance
Line 99 Construction Bid	Gas- Construction and Maintenance
DEP - VT - OL255 & OL297 Veg Clearing - RFP	T&D- T and D Services
DEC - Allen Steam 100kV Transmission Line Construction	T&D- Construction
NCDOT Havelock Bypass Line 243 Construction	Gas- Pipeline Services Construction
Customer Delivery Carolinas Design-Build RFP	T&D- Electrical Construction



<i>Hire North Carolina Bid Events In Progress From January 1, 2021 through December 31, 2021</i>	
Walters Potable and Fire Water Piping Project	Generation- Electrical Equipment
DEC - Stonewall 44kV TLine Rebuild	T&D- T and D Services
BNP Below Ground Service Water Piping Project	Generation- Construction and Maintenance
RFP Lighting Maintenance and Repair	T&D- Outdoor Lighting and Maintenance
Pitzer Road Access Area Project	Renewables- Construction and Maintenance
BNP Crane Corral Roof	Generation- Facilities
Customer Delivery Site Develop, Erosion Control and Matting RFP	T&D- Construction and Maintenance
DEP - Delco 115kV Substation Site Development	T&D- T and D Services
DEC - Esto TLine Rebuild	T&D- Construction and Maintenance
DEC - Belfast TLine Access, EC, and Rebuild	T&D- Construction and Maintenance
BNP TAC Synthetic Turf Installation	Generation- Facilities Groundskeeping
Wittenburg Access Area Upgrades	Renewables- Construction and Maintenance
Line 475 Laydown Yard Bid	Gas- Construction and Maintenance
CCP HF Lee IAB Waste Water Treatment System	CCP- Construction and Maintenance
DEC - Wilkes Tie Substation Construction	T&D- T and D Services
(CCP) HF Lee 1982 Basin Liner and Containment	CCP- Construction and Maintenance
HF Lee IAB Ash Excavation Project	CCP- Construction and Maintenance
Line 142 Laydown Yard RFP	T&D- Professional Services
Line 142 Flowers	Gas- Pipeline Construction Services
Buck Ash Excavation Project	CCP- Construction and Maintenance
Line 475 Phase I & II	Gas- Construction and Maintenance
DEC - LTC Retrofits	T&D- Construction and Maintenance
McGuire - Dry Cask Welding Support	Generation- Construction and Maintenance
DEC - Windemere Access, EC, TLine Construction	T&D- T and D Construction
BNP Intake Bank Stabilization	Generation- Construction and Maintenance
DEC - Wilkes Tie Transmission Lines Construction	T&D- T and D Construction
DEP - Milburnie 115kV Yard Rebuild	T&D- Construction and Maintenance
Line 223 Providence Construction	Gas- Construction and Maintenance
ILI Survey and CP Design and Remediation Services	Gas- Construction Services
2021 Piedmont Lines 90 & 5 Fayetteville DOT Outerloop Project	Gas- Construction Services

E. Summary of outreach efforts undertaken, including perceived impact of such efforts

Duke Energy's Supply Chain and Corporate Communications groups conducted outreach efforts including direct communications with North Carolina-based contractors and media communications. Duke Energy's goal is to raise awareness and communicate the

application process for the Hire North Carolina program, including a focused effort marketing the program to woman, minority and veteran-owned businesses. The Hire North Carolina website includes all applicable program information with instructions on how to apply, and is advertised on the “Prospective Suppliers” page on Duke-Energy.com (<https://www.duke-energy.com/partner-with-us/suppliers/hire-north-carolina>). A Hire North Carolina brochure is also used to market the program (see **Exhibit B**). A summary of community and direct outreach efforts are listed below, along with the perceived impact of those efforts.

#### Community and Government Outreach

Duke Energy executed multiple outreach efforts to advertise and grow the Hire North Carolina program in 2021. See a summary of select community outreach efforts covering Duke Energy’s Hire North Carolina program below.

- Charlotte Business Journal- ‘What Duke Energy’s \$60 billion spending plan means for business here’ 2/18
- Duke Energy’s Annual Sustainability Report- Hire North Carolina program featured in Duke Energy’s 2020 Sustainability Report 4/28
- Quarterly Update to NC Legislative Black Caucus- Quarterly updates of local and diverse hiring initiatives (including Hire North Carolina) to the North Carolina Legislative Black Caucus
- Community Relations District Manger Outreach- Coordinated with Duke Energy’s local Community Relations District Mangers to communicate and advertise Hire North Carolina at select community events- Throughout the year

#### Direct Contractor Outreach

Duke Energy has made efforts to reach out to local businesses and contractors to communicate the Hire North Carolina program and advertise the opportunity to register for Duke Energy’s Hire North Carolina list. The program has been well received and is serving as an avenue for Duke Energy to further increase the local and diverse sourcing pool when

soliciting bids for qualifying North Carolina based projects. The [HireNC@Duke-Energy.com](mailto:HireNC@Duke-Energy.com) email address is used to manage application requests and questions. See a summary of direct contractor outreach communications listed below:

<i>Date</i>	<i>Event</i>	<i>Description</i>
04/28/21	Hire NC Contractor Marketing Email	Communication email sent to more than 200 North Carolina contractors with program details and application instructions
05/20/21	Hire NC Diverse Contractor Marketing Email	Communication email targeted North Carolina diverse contractors with program details and application instructions
Weekly	Targeted Direct Outreach	Identification and direct communication to contractors within Duke Energy's supplier database (Power Advocate) promoting the Hire North Carolina program
10/28/21	Hire NC Contractor Follow Up Marketing Email	Follow up communication email sent to more than 200 North Carolina contractors with program details and application instructions
10/28/21	Hire NC Diverse Contractor Follow Up Marketing Email	Follow up communication email targeted North Carolina diverse contractors with program details and application instructions

Duke Energy will continue to advertise the Hire North Carolina program to increase awareness within the local business community and increase the number of local and diverse contractors on Duke Energy's Hire North Carolina list.

### **CCR and CAMA Additional Information**

Duke Energy has a robust history of supporting diversity and economic development with diverse and local suppliers. As requested annually by the Commission, this year's report is submitted. For Duke Energy, as an enterprise, it is expected to have a total diverse spend for 2021 that exceeds \$1 billion for the seventh consecutive year.

During the reporting period (2020 Q4 through 2021 Q3), Duke Energy was recognized with the following national, state, or local awards for its work with diverse suppliers and/or its focus on workforce diversity:

- 2020
  - American Veterans (AMVETS) Veteran Friendly Employer of the Year Award
- 2021
  - Forbes' "Best Employers for Diversity"
  - Human Rights Campaign's "Best Places to Work for LGBTQ Equality"
  - Florida State Minority Supplier Development Council Supplier Diversity Advocate of the Year
  - National Association of Women Business Owners (NAWBO) Orlando Advocate of the Year Award for Supplier Diversity

The Supplier Engagement & Diversity team led the Duke Energy outreach efforts by engaging with national, regional, and local community economic development organizations that support local and diverse businesses. An integral part of the supplier recruitment efforts of Duke Energy is identifying suppliers through outreach activities. Due to the ongoing COVID-19 pandemic many events during the reporting period were cancelled, postponed,

or presented through virtual media. This created an opportunity for minority suppliers from North Carolina (and elsewhere) to interact with Duke Energy at events limited only by schedules and technology.

With an enhanced focus on the inclusion of more local and/or diverse suppliers to support the specialized Coal Combustion Products (“CCP”) work directly or through subcontracting, Duke Energy did the following:

- a) Introduced the inaugural Duke Energy Supplier Diversity University (“SDU”), a two-day virtual educational event focused on enhancing existing diverse supplier relationships and developing in new ones. Presented August 18-19, 2021, safety, risk, access to capital, and cybersecurity were among the topics discussed. The first day, “How to Do Business with Duke Energy,” was geared toward potential new diverse vendors, and information on how Duke Energy makes purchases and available supplier resources was shared. Current diverse suppliers attended “How to Grow Your Business with Duke Energy,” during the second day. Ongoing and upcoming projects and contracting opportunities were highlighted as the suppliers learned about what was on the horizon for the business units they currently support and others where they may want to create new relationships. Introductory meetings with suppliers, supply chain, and business units were held during the ensuing weeks to allow all parties to enhance their knowledge about the others. SDU was strategically planned to enable meaningful engagement.
- b) Hosted the 17<sup>th</sup> Annual Energizing Powerful Connections (“EPC”) conference co-sponsored along with five other southeastern energy companies and presented virtually, December 1-2, 2020. The event was designed to encourage candid

engagement among supplier diversity, sourcing, and business unit representatives to share information, identify priorities and develop strategies to achieve equity and economic empowerment for diverse businesses.

- c) Continued to support the National Minority Supplier Development Council (“NMSDC”) as a national corporate member. The organization’s mission is to support the development of U.S. minority-owned businesses and advocate on their behalf with corporations and government entities. Duke Energy participated in the annual Conference and Business Opportunity Exchange held virtually, October 26-29, 2020.
- d) Actively engaged with the Carolinas-Virginia Minority Supplier Development Council (“CVMSDC”) as a corporate member and participated in monthly virtual meetings, the Virtual Business Opportunity Conference & MBE Summit (December 2-3, 2020), and the Virtual Annual Meeting & ProForum (April 13-14, 2021).

<b>2020 Q4 through 2021 Q3 North Carolina Outreach Activities</b>	
<b>Organization</b>	<b>Event</b>
Duke Energy – Supplier Diversity & Engagement	Supplier Diversity University (virtual)
NC Veteran Business Association	NC Vet Biz Annual Meeting (virtual) Mini Procurement Summit (virtual)
Carolinas-Virginia Minority Supplier Development Council	Business Opportunity Conference & MBE Summit (virtual) Annual Meeting & ProForum (virtual)
The National Institute	Heart of A Women Conference (virtual) Executive Networking Conference
United Minority Contractors of NC (UMCNC)	Industry Day (virtual) Annual Meeting (virtual)
Gaston Business Association	Good Morning Gaston
National Association of Women Business Owners - Charlotte	Awards Gala (virtual)

2020 Q4 through 2021 Q3 North Carolina Outreach Activities	
Organization	Event
National Association of Women Business Owners – Greater Raleigh	Awards Gala (virtual)
<b>National Events (NC suppliers participated)</b>	
National Minority Supplier Diversity Council	Business Opportunity Conference (virtual)
National Veteran Business Development Council	Match Making Conference (virtual)
Edison Electric Institute	Business Diversity Conference (virtual)

Duke Energy became a member of the Women’s Business Enterprise National Council (“WBENC”), one of the largest third-party certifiers of businesses owned, controlled, and operated by women in the United States. Our membership entitles us to numerous benefits, e.g., access to more than 17,000 certified women business enterprises, assistance with the expansion of our supplier diversity program, and special opportunities to participate in WBENC national events.

The Economic Impact of the Coal Combustion Products (“CCP”) NC spend is shown on the graphical illustrations on page 15. Note this is based on NC remit address or NC headquartered companies and represents CCP NC spend with local NC suppliers from 2020 Q4 through 2021 Q3. The CCP direct spend with DEC NC contractors for the period identified is \$66M, and the CCP direct spend with DEP NC contractors for the period identified is \$36M. This spend increases local employment, and provides direct, indirect, and induced value added. The economic impact was estimated in collaboration with Dr. Jesse Daystar, Assistant Adjunct Professor at the Nicholas School of the Environment, Duke University using IMPLAN, an industry-standard economic impact modeling tool, with data supplied by Power Advocate, an energy intelligence company offering spend intelligence.

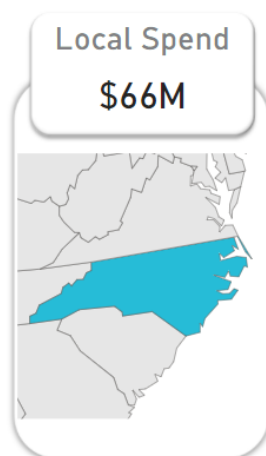
**Direct impacts:** The impact that is created in the industries in which a purchase is made.  
(The vendors Duke Energy directly does business with)

**Indirect impacts:** The impacts created by the supply chain required to create the original product or service. (The supply chain of Duke Energy's vendors)

**Induced Impacts:** The impacts created by employees spending wages on food, entertainment, and other activities not related to the industry under study.



## DEC Economic Impact (2020 Q4 - 2021 Q3)



<b>Employment</b> <b>651</b>	345 Employment Direct
	145 Employment Indirect
	160 Employment Induced
<b>Value Added</b> <b>\$54.8M</b>	\$25,794,771 Value Added Direct
	\$14,685,139 Value Added Indirect
	\$14,295,261 Value Added Induced
<b>Labor Income</b> <b>\$37.4M</b>	\$20,824,892 Labor Income Direct
	\$8,933,319 Labor Income Indirect
	\$7,634,619 Labor Income Induced

Duke Energy's supply chain sourcing spent **\$66M** that supported **491** full and part time local jobs. Local spending from hired workers supported an additional **160** local jobs, full & part time.

That equates to **9.9** jobs for every \$1M Duke Energy spent.

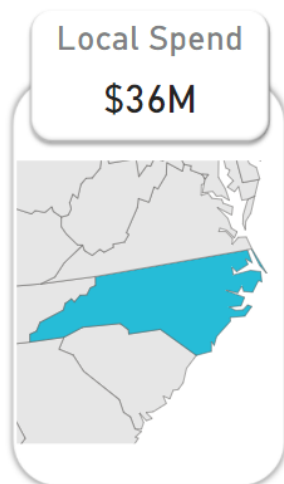
Duke Energy's supply chain spending supported local production contributing an estimated **\$55M** of value added to the Gross Regional Product in the form of labor income, other property type income, and indirect business taxes.

That equates to **\$0.83** of added value to the GRP for every \$1 Duke Energy spent.

Duke Energy's supply chain sourcing spent **\$66M** with local vendors supporting production and jobs. As a result, an estimated **\$37M** of labor income was generated.

That equates to **\$0.57** in labor income for every \$1 Duke Energy spent.

## DEP Economic Impact (2020 Q4 - 2021 Q3)



<b>Employment</b> <b>394</b>	213 Employment Direct
	88 Employment Indirect
	94 Employment Induced
<b>Value Added</b> <b>\$32.0M</b>	\$15,096,802 Value Added Direct
	\$8,509,373 Value Added Indirect
	\$8,379,456 Value Added Induced
<b>Labor Income</b> <b>\$21.9M</b>	\$12,246,518 Labor Income Direct
	\$5,197,486 Labor Income Indirect
	\$4,475,128 Labor Income Induced

Duke Energy's supply chain sourcing spent **\$36M** that supported **300** full and part time local jobs. Local spending from hired workers supported an additional **94** local jobs, full & part time.

That equates to **11.1** jobs for every \$1M Duke Energy spent.

Duke Energy's supply chain spending supported local production contributing an estimated **\$32M** of value added to the Gross Regional Product in the form of labor income, other property type income, and indirect business taxes.

That equates to **\$0.90** of added value to the GRP for every \$1 Duke Energy spent.

Duke Energy's supply chain sourcing spent **\$36M** with local vendors supporting production and jobs. As a result, an estimated **\$22M** of labor income was generated.

That equates to **\$0.62** in labor income for every \$1 Duke Energy spent.

**Employment:** The total annual average jobs. This includes self-employed, wage and salary, full-time, part-time, and seasonal jobs.

**Labor Income:** The total value paid to local workers within a region. It is the income source for induced household spending estimations.

**Value Added:** The industries value of production over the cost of its purchasing its goods and services required to make its products. It's the sum of employee wages, other property type income (corporate profits, interest income, rental payments), and indirect business taxes (sales tax, excise tax, property tax, fines, licenses). Value added does not account for monies spent purchasing goods and services to create an industries production. It can also be defined as the Gross Regional Product (GRP), the regional expression of Gross Domestic Product (GDP).

Regarding the CCP support of NC local suppliers, Duke Energy prepared tables of the top North Carolina contractors supporting CCP work for DEC and DEP. Note that these are firms with headquarters or remit payment to address located in North Carolina and the table does not include non-headquartered contractors (*though they may have local offices in NC*) actively performing work in NC. See the tables below:

**Top North Carolina Based Contractors/Government Entity Supporting the DEC Ash Basin Work**

**[BEGIN CONFIDENTIAL]**

	Name of Contractor/Government Entity	Location	\$ Spend <sup>1</sup>
1	CROWDER CONSTRUCTORS, INC	Charlotte	
2	SEQUOIA SERVICES, LLC	Greensboro	
3	EARNHARDT GRADING INC	Lowesville	
4	CAROLINA TRACTOR & EQUIPMENT COMPANY	Charlotte	
5	GEOLOGIC EXPLORATION INC	Statesville	
6	SOUTHLAND EXCAVATING LLC	Terrell	
7	CHARLOTTE TRUCK CENTER	Charlotte	
8	J L RAPER CORP	Statesville	
9	STEWART'S GRADING HAULING INC	Germanton	
10	GREGORY POOLE EQUIPMENT COMPANY	Raleigh	
	<b>Total</b>		<b>\$48,583,620</b>

<sup>1</sup>The spend data is from Q4 of 2020 through Q3 of 2021.

**Top North Carolina Based Contractors Supporting the DEP Ash Basin Work**

	Name of Contractor	Location	\$ Spend <sup>1</sup>
1	SEQUOIA SERVICES, LLC	Greensboro	
2	D H GRIFFIN WRECKING CO INC	Greensboro	
3	GLENN INDUSTRIAL GROUP INC	Charlotte	
4	J L RAPER CORP	Statesville	
5	XYLEM DEWATERING SOLUTIONS INC	Charlotte	
6	CROWDER CONSTRUCTORS INC	Charlotte	
7	GEOLOGIC EXPLORATION INC	Statesville	
8	REI CONSTRUCTION SERVICES INC	Charlotte	
9	SOUTHERN INDUSTRIAL CONSTRUCTORS INC	Raleigh	
10	CRISP AND CRISP INC	Robbinsville	
	<b>Total</b>		<b>\$24,213,074</b>

**[END CONFIDENTIAL]**

<sup>1</sup>The spend data is from Q4 of 2020 through Q3 of 2021.

A conservative estimate of NC residents employed as the result of CCP work is 2,073 (651 + 394 + 1,028), which includes the NC Economic Impact numbers (651 + 394). We also received input from 16 companies (see page 18) performing CCP work in NC that were not represented in the NC Local Economic Impact study (non-NC headquartered). These companies, during the 2020 Q4 through 2021 Q3 timeframe, have employed 1,028 NC residents, of which 371 NC residents are diverse. The total new hires of NC residents during the 2020 Q4 through 2021 Q3 period is 543 NC residents for these non-NC headquartered companies. A breakdown of the demographics of the 371 diverse residents by these non-NC headquartered companies is shown below:

<b>Diverse Classification</b>	<b>Number</b>
African American Men	91
Hispanic/Latino Men	113
Asian Men	14
Native-American Men	17
African American Women	16
Hispanic/Latino Women	12
Asian Women	3
Native-American Women	1
Caucasian Women	104
<b>Total</b>	<b>371</b>

**Non-North Carolina Headquartered Companies Performing CCP Work in North Carolina**

Name of Contractor	1. Please state the full Legal Name of your Company.	2. Please state the City and State of your Corporate Headquarters.	3. If your Corporate Headquarters are not in North Carolina, please state whether or not you have a base of operations in North Carolina. If so, please state the City of your North Carolina base of operations. (If you have no base of operations are in North Carolina, please state "none".)	4. Between October 1, 2020 and September 30, 2021, please state the total number of employees supporting the Duke Energy Coal Combustion Products Work in North Carolina who are residents of North Carolina.	5. Of the total number of employees supporting the Duke Energy Coal Combustion Products Work in North Carolina, how many are minorities/females? (The total shall be entered into cell K6. Then, the demographic breakout must be entered in cells K11 through K19).	6. Between October 1, 2020 and September 30, 2021, please state the total number of employees that have been hired to support the Duke Energy Coal Combustion Products Work in North Carolina who are residents of North Carolina.
AECOM	AECOM Power E&C, Inc. dba United E&C, Inc.	Piscataway, NJ	Raleigh, NC	42	19	3
Arcadis	Arcadis U.S. Inc. / Arcadis G&M of North Carolina, Inc.	Highlands Ranch, Colorado	Raleigh, North Carolina	17	5	1
BHI Energy	BHI Energy I Power Services LLC	Weymouth, MA	None	144	38	144
Charah	Charah, LLC	Louisville, KY	Charlotte, NC	187	50	48
ERM	Environmental Resources Management, Inc.	Philadelphia (Malvern), PA	Charlotte and Raleigh, NC	31	11	10
Geosyntec Consultants, Inc.	Geosyntec Consultants, Inc.	Boca Raton, FL	Raleigh, North Carolina	23	11	3
Graycor Southern Inc.	Graycor Southern Inc.	Oak Brook Terrace, Illinois	Charlotte, North Carolina	155	103	61
Keystone Constructors, Inc.	Keystone Constructors, Inc.	Gaffney, SC	No	20	10	20
Pace Analytical Services, LLC	Pace Analytical Services, LLC	Minneapolis, Mn	Huntersville, NC	75	24	18
SAEDACCO	South Atlantic Environmental Drilling and Construction Co., Inc.	Fort Mill, SC	We are incorporated in North Carolina but reside in South Carolina	10	4	2
Schnabel Engineering	Schnabel Engineering South, PC.	Glen Allen, Virginia	Greensboro, North Carolina	30	16	1
THE SEFA GROUP, INC.	THE SEFA GROUP, INC.	LEXINGTON, SOUTH CAROLINA	NONE	57	17	90
SynTerra Corporation	SynTerra Corporation	Greenville, SC	Yes, Charlotte, NC	24	8	3
Trans Ash	Trans Ash, Inc.	Cincinnati, Ohio	Dan River Plant, Eden, NC Sutton Plant, Wilmington, NC Roxboro Plant, Roxboro, NC Marshall Plant, Sherrill's Ford, NC Belews Creek Plant, Belews Creek, NC	170	49	128
Waste Management National Services, Inc. (WMNS)	Waste Management National Services, Inc.	Houston, TX	Yes - Asheville, NC; Charlotte, NC; Randleman, NC	36	5	10
WesTech Engineering	WesTech Engineering, LLC	Salt Lake City, UT	Asheville, NC	7	1	1
			<b>TOTAL</b>	<b>1,028</b>	<b>371</b>	<b>543</b>



The CCP total **DEC** Tier I<sup>1</sup> diverse spend with NC based companies and other companies outside of NC from 2020 Q4 through 2021 Q3 is \$5,189,511. The CCP total **DEP** Tier I diverse spend with NC based companies and other companies outside of NC from 2020 Q4 through 2021 Q3 is \$4,827,926. Regarding CCP support of Tier I NC based diverse suppliers, we have prepared tables of the Top NC based diverse Tier I contractors supporting CCP work, for both DEC and DEP. **[BEGIN CONFIDENTIAL]**

Top 10 North Carolina Based Diversity Contractors Supporting the DEC Ash Basin Work				
Tier I Diverse Contractor	Diverse Classification	Location	Primary Work Category	Spend <sup>2</sup>
CHARLOTTE TRUCK CENTER	Veteran owned	Charlotte	Heavy Duty Trucks and Equipment	████████
J L RAPER CORP	Woman owned	Statesville	Site Work	████████
STEWART'S GRADING HAULING INC	Woman owned	Germanton	Site Work	████████
LOCKE LANE CONSTRUCTION COMPANY INC	Service-Disabled Veteran owned	Stony Point	Site Work	████████
LDSI INC	Service-Disabled Veteran owned	Charlotte	Surveying Services	████████
SEWELL CONTRACTORS INC	Woman owned	Shelby	Mechanical Construction	████████
WATER PURIFICATION CONSULTANTS INC	Woman owned	Winston-Salem	Water Treatment Services	████████
COUNTRY GARDENS GARDEN CENTER INC	Woman owned	Roxboro	Vegetation Management	████████
ASHEVILLE COMMUNICATIONS INC	Minority owned (American-Indian)	Asheville	Communications Equipment	████████
SOUTHEAST VALVE INC	Woman owned	Pineville	Valve Maintenance	████████
<b>Total</b>				<b>\$3,484,950</b>
<b>Notes:</b> <sup>1</sup> Tier I diverse spend represents payments made to diverse suppliers by Duke Energy. <sup>2</sup> The spend data is from Q4 of 2020 through Q3 of 2021.				

[CONFIDENTIAL CONTINUED]

Top North Carolina Based Diverse Contractors Supporting the DEP Ash Basin Work				
Tier I Diverse Contractor	Diverse Classification	Location	Primary Work Category	Spend <sup>2</sup>
J L RAPER CORP	Woman owned	Statesville	Site Work	████████
REI CONSTRUCTION SERVICES INC	Veteran owned	Charlotte	Roofing Maintenance	████████
STEWART'S GRADING & HAULING INC	Woman owned	Germanton	Site Work	████████
HEARTLAND CONTRACTING LLC	Woman owned	Indiana Trail	Building Construction	████████
SEWELL CONTRACTORS INC	Woman owned	Shelby	Mechanical Construction	████████
PROFESSIONAL BUSINESS INTERIORS	Woman owned	Asheville	Office Furniture	████████
EDWARDS INC	Veteran owned	Spring Hope	Crane and Hoist Rental	████████
GNB VENTURES LLC	Woman owned	Charlotte	Fire Suppression Equipment and Maintenance	████████
OPTIMUM FILTRATION COMPANY	Veteran owned	Washington	Industrial Parts and Suppliers	████████
MCFARLAND BUILDING GROUP LLC	Minority owned (African-American)	Charlotte	General Construction	████████
<b>Total</b>				<b>\$4,288,863</b>
<b>Notes:</b> <sup>1</sup> Tier I diverse spend represents payments made to diverse suppliers by Duke Energy. <b>[END CONFIDENTIAL]</b> <sup>2</sup> The spend data is from Q4 of 2020 through Q3 of 2021.				



### **Tier II Diverse Spend**

CCP Tier II diverse spend for both DEC and DEP amounts to \$10.5M for the period of 2020 Q4 through 2021 Q3. Tier II diverse spend represents payments to diverse suppliers by Duke Energy Tier I suppliers. Below is the CCP Tier II diverse spend reported by the following DEC and DEP contractors: **[BEGIN CONFIDENTIAL]**

<b>Tier II North Carolina Diverse Spend 2020 Q4 - 2021 Q3</b>	
<b>Company</b>	<b>Subcontracted Amount</b>
Arcadis	
Charah	
Crowder Industrial Construction LLC	
Earnhardt Grading Inc	
Graycor Southern Inc (formerly Early Construction Inc)	
Keystone Constructors	
Mitsubishi Power Americas	
Morgan Corp	
S&ME Inc	
Sequoia Services	
Southern Industrial Constructors	
Southland Excavating	
Trans Ash Inc	
Waste Management	
Wood Environment & Infrastructure Solutions	
<b>Grand Total Subcontracted North Carolina Diverse Spend</b>	<b>\$10,539,776</b>
Non-diverse Tier I contractors who have subcontracted with diverse NC headquartered companies.	<b>[END CONFIDENTIAL]</b>

### Tier II Local Spend

Several of Duke Energy's CCP non-NC headquartered direct contractors subcontracted with NC headquartered companies during the 2020 Q3 through 2021 Q4 period, this is not reflected in the NC Local Economic Impact study. A summary of the \$39.5M NC Local subcontracted spend not included in the study, as provided by the following non-NC headquartered contractors, is shown below: **[BEGIN CONFIDENTIAL]**

Tier II North Carolina / Local Spend 2020 Q4 - 2021 Q3	
Non-North Carolina Company	Subcontracted Amount
Bowen Engineering Corporation	
Charah	
Graycor Southern Inc (formerly Early Construction)	
Morgan Corp	
SynTerra Corp	
Trans Ash Inc	
Waste Management	
Wood Environment & Infrastructure Solutions	
<b>Grand Total Subcontracted North Carolina / Local Spend</b>	<b>\$39,504,740</b>
*Non-NC headquartered contractors who have subcontracted with NC headquartered companies	

**[END CONFIDENTIAL]**

In summary, Duke Energy embraces its responsibility to power the communities where our customers live and work, as well as support the growth and development of local suppliers and diverse suppliers. As a service to rate payers, Duke Energy must be reasonable, equitable, and prudent while considering suppliers that are market competitive, experienced in safe work methodologies, and incorporate sustainable business practices.



EXHIBIT A: Duke Energy Hire North  
Carolina List



January 4, 2022

	Business Name	City	Address of principal place of business	Companies primary competency or work category	Diverse Classification?
1	24K Hauling Inc.	Charlotte	6047 Tyvola Glen Circle	Hauling Services	Disadvantaged Business Enterprise (DBE)
2	Accelerate Solar	Charlotte	10345 NATIONS FORD RD.,	Solar Energy Contractors	No
3	ACP Fiber Services	Pineville	10817 Southern Loop Blvd Pineville, NC 28134	Telecom Construction	No
4	AECOM Technical Services of North Carolina	Morrisville	1600 Perimeter Park Drive	engineering, environmental, construction/CM	No
5	Alliance Land Surveying, PC	Sylva	1000 US Hwy 441 S, Sylva, NC	Land Surveying	Small Business Enterprise (SBE), Veteran-Owned Business Enterprise (VBE)
6	Allied Staff Augmentation Partners, Inc.	Charlotte	7421 Carmel Executive Park Dr.	Professional Staffing Services	Minority-Owned Business Enterprise (MBE) - African American Disabled Veteran Owned Business Enterprise
7	ALPHACx LLC	Huntersville	858 WINDY FALLS DR	Electrical Commissioning and Consulting	No
8	Andrew Consulting Engineers, PC	Wilmington	3811 Peachtree Ave, Suite 300, Wilmington, NC 28403	Professional Engineering	No
9	Anson Contractors, Inc.	Wadesboro	PO Box 796, Wadesboro, NC 28170	Heavy Civil Construction	No
10	Appalachian Sitework Inc.	Waynesville	76 Riley Ridge Waynesville, NC 28785	Utility Contractor, Water & Sewer	No
11	Bahnson	Clemmons	4731 Commercial Park Court, Clemmons, NC 27012	Mechanical, HVAC, Controls, Design, Engineering	Minority-Owned Business Enterprise (MBE) - Other, Small Business Enterprise (SBE)
12	Bartimaeus By Design	Thomasville	1010 Randolph Street, Thomasville NC	Metal Fabrication; Metal Machining; Sheet Metal Fabrication; Job Shop	No
13	Baxter Johnson Contracting, Inc.	Raleigh	PO Box 27257 Raleigh, NC 27611	Sitework	No
14	Benton Roofing, Inc.	East Flat Rock	2421 Spartanburg Hwy, East Flat Rock, NC 28726	Commercial, Industrial, Residential Roofing	Veteran-Owned Business Enterprise (VBE)
15	Besco Electric Corporation	Huntersville	9835 NORTHCROSS CENTER CT, HUNTERSVILLE, NC 28078	Electrical	DOT Disadvantaged Business Enterprise (DBE), Minority-Owned Business Enterprise (MBE) - Hispanic, Woman-Owned Business Enterprise (WBE)
16	Best Sand & Gravel, Inc.	Goldsboro	2390 NC Hwy 111 s	Civil Earthwork, Utilities & Hauling	Minority-Owned Business Enterprise (MBE) - Other, Small Business Enterprise (SBE)
17	Big Prime Hauling LLC	Raleigh	808 Kavkaz St	Dump Truck Hauler	Minority-Owned Business (African-American), SBA HUBZone, DOT Disadvantaged Business
18	Bill's Mobile Crane Service Inc	Fayetteville	443 Wilkes Rd, Fayetteville, NC	CRANE AND RIGGING	Woman-Owned Business Enterprise (WBE)

19	Boilerworks Inc.	Concord	4350 Motorsports Drive SW, Concord, NC 28027	Boilers, Piping, Mechanical, Refractory	Minority-Owned Business Enterprise (MBE) - Other, Small Business Enterprise (SBE)
20	Boyer Enterprises East, LLC	Dunn	127 Red Hill Church Road	Environmental	No
21	Broadlinx Telecom Inc	Salisbury	6405 Old Concord Rd Salisbury, NC 28146	Utility and Telecommunications Construction	No
22	CADET Construction Company	Raleigh	6300 Chapel Hill Road, Suite 120; Raleigh, N.C. 27607	Civil & Commercial Construction	Minority-Owned Business Enterprise (MBE) - African American
23	Callaway Industrial Services	Mooresville	118 Overhill Dr., Suite 105; Mooresville, NC 28117	Industrial cleaning, painting, floor systems, construction.	Woman-Owned Business Enterprise (WBE)
24	Carolina Air Solutions	Charlotte	9224 Stockport Place, Charlotte, NC 28273	HVAC	No
25	Carolina Power & Signalization, Inc.	Fayetteville	1416 Middle River Loop Fayetteville NC 28312 Po Box 53650 (28305)	Lighting, traffic signalization, utility distribution and transmission construction	No
26	Carver Machine Works, Inc	Washington	129 Christian Service Camp Rd. Washington, NC 27889	Equipment	No
27	CATLIN Engineers and Scientists	Wilmington	220 Old Dairy Road, Wilmington, NC 28405	Environmental, Civil, Geotechnical Engineering; Drilling Services	Small Business Enterprise (SBE)
28	Chesapeake Containment Systems, Inc.	Statesville	2690D Salisbury Hwy, Statesville, NC 28677	Supply and installation of geosynthetics	No
29	Coastal Carolina Pumping, Inc.	Charlotte	PO Box 7767 Charlotte, NC 28241	Concrete Pumping Service	No
30	CORMETECH, Inc.	Charlotte	11707 Steele Creek Road, Charlotte, NC 28273	SCR catalyst	No
31	Country Boy Landscaping, Inc.	Statesville	429 Old Mocksville Rd. Statesville, NC 28625	Sitework, Utilities, Landscaping, Fencing, Hauling	No
32	Crisp and Crisp Inc.	Robbinsville	116 Hyde Town Rd	Site Development	SBA HUBZone Business (HUBZone)
33	Critical Power Services, Inc.	Charlotte	4732 Lebanon Road, Suite C, Charlotte, NC 28227	Stationary Battery Systems, Uninterruptible Power Supply (UPS) Systems	Small Business Enterprise (SBE)
34	Crowder Industrial Construction LLC	Charlotte	6425 Brookshire Blvd. Charlotte, NC 28216	General Contractor	No
35	D L Peoples Construction, Inc	Charlotte	P.O. Box 39127	Unlimited General Contractor	No
36	D.H.Griffin	Greensboro	4716 Hilltop Road	Turn Key Site Package	No
37	Danforth Construction Group, LLC	Charlotte	2023 N. Davidson St.	General Contractor - Upfit & Interior Renovations & Metal Buildings	No
38	DanGrady Company LLC	Sylva	1517 Little Savannah Rd, Sylva, NC 28779	Construction/ Hauling	No
39	Davis-Martin-Powell & Associates Inc.	Hight Point	6415 Old Plank Road, High Point, NC 27265	Engineering, Surveying, & SUE	No
40	Directional Services Inc.	Hope Mills	4830 Hwy 301 Hope Mills NC	Power, Solar, Natural Gas, RNG	No
41	DiTech Industries LLC	Greensboro	2910 Manufacturers Rd	Underground utility construction (Directional drill, open trench, hydro excavation)	No

42	Draw Enterprises, Inc	Charlotte	8100 Wilkinson Blvd Ste 105, charlotte 28214	concrete, foundations, site work, oil containment, grounding, substation foundations and below grade items	No
43	Duncklee & Dunham, P.C.	Cary	511 Keisler Drive, Suite 102; Cary, NC 27518	Environmental and engineering consulting	No
44	EBF Enterprises Inc	Lincolnton	2381 Industrial Park Rd. Lincolnton, NC 28092	Transportation	No
45	EcoExpress, LLC	Castle Hayne	418 Hermitage Rd, Castle Hayne, NC 28429	Seeding and Erosion Control	Small Business Enterprise (SBE)
46	ECS Southeast, LLP	Raleigh	9001 Glenwood Avenue, Raleigh NC 27617	Engineering Services	No
47	Edwards Inc	Spring Hope	4119 Sheep Pasture Road, Spring Hope NC 27882	Construction	Veteran-Owned Business Enterprise (VBE)
48	ELECT, P.C.	Wendell	375 E Third Street Wendell NC	Electrical Engineering & Testing	No
49	Environmental Sitekeeper, LLC	Rockingham	613 Fayetteville Rd, Rockingham NC 28379	Construction and Maintenance- Environmental	Veteran-Owned Business Enterprise (VBE)
50	Envirotrol, LLC	High Point	250 Swathmore Avenue High Point, NC 27263	Mechanical Construction, Service, Facility automation, Security, Design Build Design Assist	No
51	Erwin's Tree Service & Stump Grinding, LLC	Stallings	7314 Olive Branch Rd. Marshville, NC 28103	Tree Service/Vegetation Management	No
52	Family Farms Grading LLC	Reidsville	338 Lindsey Rd., Reidsville NC 27320	Vegetation Management	No
53	FHG, Inc.	Mint Hill	7015 Tutor St Mint Hill, NC 28227	GC Civil, Mechanical, and Structural Specializing in mechanical piping, pipelines, natural gas facilities	No
54	Fleming Engineering, Inc.	Colfax	8518 Triad Drive, Colfax, NC 27235	Land Surveying & Civil Engineering	No
55	Frenzelit, Inc.	Lexington	4165 Old Salisbury Rd. Lexington, NC 27295	Expansion Joints; Repair & Installation Services	No
56	FSC II, LLC dba Fred Smith Company	Raleigh	701 Corporate Center Drive, Suite 101, Raleigh, NC 27607	Site work, utilities, asphalt paving	No
57	GDC Inc	Charlotte	516 E. Hebron Street	Construction services-Traffic Control ,Demo	DOT Disadvantaged Business Enterprise (DBE)
58	Geoforce Utility Technologies is a DBA of Lost Time Control West, Inc.	Denver	2265 Hwy 16 N Denver, NC 28037	Pole Inspection/Treatment Reinforcement, Pad mount Facilities inspection/repair, Overhead Safety Services	No
59	Geologic Exploration Inc	Charlotte	176 Commerce Blvd	environmental well drilling	No
60	Glenn Industrial Group, Inc	Charlotte	5325 Marshall Air Drive	UNDERWATER INSPECTION, REPAIR, CONSTRUCTION, REMOTELY OPERATED VEHICLES	No
61	Glover Construction Co., Inc.	Pleasant Hill	4493 US 301 Highway, Pleasant Hill, NC 27866	Mass excavation, earthwork, landfill construction, ash excavation, power plant site development preparation	Small Business Enterprise (SBE)
62	GNB Ventures, LLC dba Sisco Fire & Safety	Charlotte	1800F Associates Lane	Fire & Life Safety Inspection maintenance & repair	DOT Disadvantaged Business Enterprise (DBE), Small Business Enterprise (SBE), Woman-Owned Business Enterprise (WBE)

63	Graham County Land Company, LLC	Robbinsville	750 Tallulah Road, Robbinsville, NC 28771	Vegetation Management, Civil Site Work (Substation, Transmission, Distribution, Solar & Wind), Access Road Construction, Coal Ash Remediation, Matting	SBA HUBZone Business (HUBZone)
64	Gupton Land Clearing	Salisbury	675 Gupton Drive Salisbury NC 28147	Right of Way Clearing	No
65	Guy M. Turner, Inc.	Greensboro	4514 S. Holden Rd., Greensboro, NC 27406	Crane Service, Rigging & Millwright, Heavy Transportation	No
66	Hall Contracting	Charlotte	6415 Lakeview Road Charlotte, NC 28269	General Contracting (Utility, Civil, Mechanical construction)	No
67	Hearns Real Estate Solutions, LLC	Charlotte	2015 Ayrslay Town Blvd, Suite 202, Charlotte, NC 28273	NIGP Code: 96866. Right of Way Services - Negotiation, Acquisition, Appraisal, and Relocation	DOT Disadvantaged Business Enterprise (DBE), Minority-Owned Business Enterprise (MBE) - African American
68	Herve Cody Contractor LLC	Robbinsville	15 N. Main Street, Robbinsville, NC 28771	Construction	No
69	IMA POWER SERVICES	Shelby	2409 South Post Road Shelby NC 28152	Electrical contracting; Substation services	No
70	J L Raper Corp.	Statesville	150 Sportsman Dr Statesville, NC 28625	Industrial Grading & Site Works	No
71	Jack A. Farrior, Inc. Steelworks	<u>Farmville</u>	P.O. Box 839- 9585 US 264A Farmville, NC 27828	Fabrication and Millwright Services	Minority-Owned Business Enterprise (MBE) - Other, Small Business Enterprise (SBE)
72	Jenison Construction, Inc.	Charlotte	201 Southside Drive Charlotte, NC 28217	Construction Services- Building Construction	No
73	JMS Southeast, Inc	Statesville	105 Temperature Lane	Manufacturer	No
74	JSD Environmental Solutions Inc.	Elm City	7255 Jobe Rd	Environmental	No
75	L&M Industrial Contracting, Inc.	Lewisville	459 Conrad Road, Lewisville NC	Expansion joints in ducting and air handling systems; rope access solutions	Woman-Owned Business Enterprise (WBE)
76	Landmasters, Inc.	Gastonia	P.O.Box 12846; 1229 Shannon-Bradley Rd. Gastonia, NC 28052	Landscape and Site Management	No
77	Laury TMG	Charlotte	128 S. Tryon Street	Engineering, Management, Construction, O&M	Minority-Owned Business Enterprise (MBE) - African American
78	Letourneau Enterprises, LLC	Charlotte	15105-D John J. Delaney Drive, #22, Charlotte, NC 28277	Clearing, Grading, Access, Erosion and Sediment Control	No
79	Liburdi GAPCO	Mooresville	2599 Charlotte Highway Mooresville NC 28117	Specialty Welding, Remote Welding, Mechanized Orbital Welding	No
80	Locke-Lane Construction	Stony Point	5063 Taylorsville Highway, Stony Point, NC 28678	General Contractor	SBA Small Disadvantaged Business (SDB) Enterprise, Small Business Enterprise (SBE), Veteran-Owned Business Enterprise (VBE)
81	Lynn Thomas Grading Inc.	Polkton	230 Rocky River Church Rd	General Contractor	Small Business Enterprise (SBE), DOT Disadvantaged Business Enterprise (DBE), Woman-Owned Business Enterprise (WBE)
82	Marand Builders, Inc.	Charlotte	4534 Old Pineville Rd Charlotte NC, 28217	Commercial General Contractor	Minority-Owned Business Enterprise (MBE) - Hispanic
83	MB Haynes Corporation	Asheville	187 Deaverview Rd, Asheville, NC 28806	Multi-disciplined Construction	Minority-Owned Business Enterprise (MBE) - Other, Small Business Enterprise (SBE)

84	McDonald York Building Company	Raleigh	801 Oberlin Road Suite 235	General Contracting/Construction Management	Veteran-Owned Business Enterprise (VBE)
85	McFarland Building Group, LLC dba McFarland Construction	Charlotte	831 E. Morehead Street, Suite 540, Charlotte, NC 28202	General Contractor, Construction Management, Design-Build, Preconstruction	Minority-Owned Business Enterprise (African-American)
86	MEC Environmental Construction, Inc.	Chapel Hill	1340 Environ Way, Suite 321	Site Construction / Environmental Remediation	Service-Disabled Veteran-Owned Small Business
87	Metcon Building and Infrastructure	Pembroke	763 Comtech Drive Pembroke 28372	General Contractor, CM	Minority-Owned Business Enterprise (MBE) - Native American
88	Modular Technologies, Inc.	Kinston	101 N. Herritage St., Suite J Kinston, NC 28501	Construction - Sell and lease commercial modular buildings	No
89	Mohawk Traffic Services, LLC.	Charlotte	6910 Old Statesville Rd. Bldg. B Charlotte, NC 28269	Traffic Control	No
90	Momentum Construction LLC	Charlotte	610 B MINUET LANE, STE 106 CHARLOTTE NC 28217	COMMERICAL CONSTRUCTION	Woman-Owned Business Enterprise (WBE)
91	National Standard Electric	Gastonia	1467 Plantation Trl, Gastonia, NC 28056	electrical contracting	Woman-Owned Business Enterprise (WBE) Small Business Enterprise (SBE)
92	NGE Services, Inc.	Charlotte	P.O. Box 30665 Charlotte, NC 28230	Right-of-Way Clearing & Maintenance. Site Prep.	No
93	NHM Constructors, LLC	Asheville	1121 Brevard Road, Asheville, NC 28806	Civil site development	Small Business Enterprise (SBE)
94	Northstar Demolition and Remediation	Charlotte	16928 Lancaster Highway, Unit 103 Charlotte, NC 28277	Civil Construction, Coal Ash Remediation, Demolition/abatement, and environmental remediation	No
95	OL Parker and Son Grading Co.	Charlotte	2742 Miranda Rd, Charlotte, NC	Sitework	Woman-Owned Business Enterprise (WBE)
96	Parker Stockstill	Elm City	6941 E Langley Road	Distribution Services	Small Business Enterprise (SBE), Woman-Owned Business Enterprise (WBE)
97	Patriot Roofing Company LLC	Wilmington	5041 NEW CENTRE DRIVE	Roofing	Woman-Owned Business Enterprise (WBE)
98	Performance Lifting Technologies Inc.	Sherrills Ford	8046 Parkview Ln, Sherrills Ford, NC 28673	Repair/Maintenance/Testing of Overhead Cranes/Hoists	No
99	Piedmont Earthworks, LLC	High Point	510 Shadybrook Road	Vegetation management, site services/access road maintenance/repairs	Woman-Owned Business Enterprise (WBE)
100	Piedmont Maintenance & Services of Roxboro, Inc.	Roxboro	259 WOODSDALE RD	Industrial Maintenance	Minority-Owned Business Enterprise (MBE) - Other, Small Business Enterprise (SBE), Veteran-Owned Business Enterprise (VBE)
101	Pike Electric, LLC	Mount Airy	100 Pike Way, Mount Airy, NC 27030	Distribution and transmission powerlines and substations, Storm Restoration Services and Gas Distribution Services	No
102	Plank Road Forestry, LLC	Wadesboro	302 Lee Avenue, Wadesboro, NC 28170	Vegetation Management, Arboriculture, Forestry Consulting, Forestry Mulching/Mowing, Utility Herbicide Applications	No
103	Precision Valve Group, Inc.	Monroe	4815 East Fork Lane, Monroe NC 28110	Valve Repair and Machining	No
104	RCI Construction Group	Mooresville	213 S. Broad St., Mooresville, NC 28115	Construction and Maintenance Contractor, Civil & Electrical	No

105	RHC Southeastern, INC/ Ricky Hewett Construction	Supply	1481 STANBURY RD SW, Supply, NC	General Contractor	No
106	River City Construction, Inc.	Washington	3534 Cherry Run Road, Washington, NC	Electric Transmission & Distribution Construction, Maintenance & Repair	No
107	RJ Wiggins Company	Cary	2054-170 Kildaire Farm Road, Cary NC 27518	Commercial Electrical Services	No
108	SBFI North America Inc.	Asheville	123 Lyman Street Asheville, NC 28801	Control Consoles; Office Furniture	No
109	SEPI Engineering & Construction, Inc.	Raleigh	1 Glenwood Ave. Ste. 600 Raleigh NC 27603	Civil engineering +planning +surveying and environmental services	Minority-Owned Business Enterprise (MBE) - Other, Woman-Owned Business Enterprise (WBE)
110	Sequoia Services LLC	Greensboro	7815 National Service Rd Ste 606, Greensboro NC 27409	General Contractor; R.O.W. Clearing & Access, Civil Construction, Earthmoving & Excavation, Remediation, Concrete, Foundations	Small Business Enterprise (SBE)
111	Sewell Contractors Inc.	Shelby	1410 Chatfield Road Shelby, NC 28150	Steel Fabrication/ Industrial Maintenance	Minority-Owned Business Enterprise (MBE) - Other, Woman-Owned Business Enterprise (WBE)
112	Silar Services Incorporated	Efland	3213 Back Acres RD Efland, NC	Environmental Consulting and Construction	No
113	Smith Excavating LLC	Mocksville	162 Production Lane, Mocksville NC, 27028	Right-of-Way Maintenance	No
114	Southern Industrial Constructors, Inc.	Raleigh	6101 Triangle Drive Raleigh NC 27617	Industrial Construction	No
115	Southern Lighting Services	Leland	8756 Trade Street, Leland, NC 28451	Electrical Contractor	No
116	Southern Mechanical Services	Albemarle	2031 Kingsley Drive Albemarle NC 28001	Industrial Mechanical Contractor	Woman-Owned Business Enterprise (WBE)
117	Southland Excavating	Statesville	438 Baymount Dr Statesville, NC 28625	Grading	No
118	Statesville Process Instru Inc	Statesville	111 Temperature Lane Statesville NC 28677	Distribution	Minority-Owned Business Enterprise (MBE) - Other, Small Business Enterprise (SBE)
119	Stewart's Grading and Hauling	Germanton	3420 NC 8 & 65 HWY	Grading, Clearing, Site Prep	No
120	Superior Cranes, Inc	Rockingham	405 Highway 74 West, Rockingham, NC 28379	Crane, rigging and specialized transportation services	No
121	Superior Industrial Maintenance Co LLC	<u>Concord</u>	4801 Stough Rd, Concord, NC	Specialty Coating & Mechanical Repair	Small Business Enterprise (SBE)
122	Superior Piping Fabricators & Erectors, Inc.	Stanfield	605 South Love Chapel Road	Mechanical	Woman-Owned Business Enterprise (WBE), SBA HUBZone Business (HUBZone)
123	T&T Lawn Care Inc	Greensboro	3989 Liberty Road	Vegetation Management	No
124	Thalle Construction	Hillsborough	900 NC Hwy 86 North, Hillsborough, NC 27278	Heavy Civil, CCR remediation and Landfills .	No
125	Theorem Geo Associates Engineering, PLLC/ Theorem Geo Associates Inc.	Charlotte	5550 77 CENTER DRIVE SUITE 320, CHARLOTTE, NC 28217	Engineering, Landscape Architecture, GIS Surveying, Design & Construction Support Services	No
126	Thomas Land Care	Princeton	803 Princeton Rd, Princeton NC 27569	land maintenance, landscaping, light grading	No
127	Tiger Controls Inc	Greensboro	7615 Business Park Drive	Electrical, electronic, and industrial supply distribution (MRO type of items)	Minority-Owned Business (Asian-Indian), Woman Owned Business Enterprise (WBE)

128	TMC Taylor	Charlotte	1406 Castle Hayne Rd	Construction/General Contractor	No
129	Triad Tree Removal LLC	Hight Point	4125 Tecumseh St, High Point, NC 27265	Tree cutting service	No
130	Utili-Serve, LLC	Conover	1701 NE Cable Dr.	Electric Substation Construction and Maintenance	Veteran-Owned Business Enterprise (VBE)
131	Viking Turbine Services, Inc.	Swansboro	102 Seth Thomas Ln, Swansboro, NC 28584	Outage Technical Oversight	Small Business Enterprise (SBE)
132	Watana Engineering PLLC	Charlotte	8058 Corporate Center Drive Suite 300 Charlotte, NC 28226	Engineering/Construction Management	Minority-Owned Business Enterprise (MBE) - Asian
133	Watson Electrical Construction Co. LLC	Wilson	1500 Charleston Street, Wilson, NC 27893	Electrical	No
134	Wayne Brothers, Inc.	Davidson	357 Concrecere Parkway	Civil & Infrastructure; Concrete	No
135	Yount Construction Co	Marshville	105 Seaboard Dr., Stallings NC 28104	Railroad Construction and Repair	No
136	Zapata Engineering	Charlotte	6302 Fairview Road, Suite 600, Charlotte, NC	Engineering and Architecture	Minority-Owned Business Enterprise (MBE) - Hispanic, Small Business Enterprise (SBE)



Exhibit B- Hire North Carolina Marketing Brochure



Promoting economic  
development, creating jobs  
and improving communities  
within North Carolina.

A complete copy of the Hire North Carolina  
rule is available upon request. For more  
information, email [HireNC@duke-energy.com](mailto:HireNC@duke-energy.com).

To register and qualify as a Hire North  
Carolina resident contractor, visit  
[duke-energy.com/partner-with-us/suppliers](http://duke-energy.com/partner-with-us/suppliers).



BUILDING A SMARTER ENERGY FUTURE®

#### Contract Categories

The following are a selection of Hire North  
Carolina service contract categories in which  
Duke Energy actively solicits qualified bidders  
based in North Carolina. A full list of contract  
categories is available on our supplier webpage  
at [duke-energy.com/partner-with-us/suppliers](http://duke-energy.com/partner-with-us/suppliers).

#### Construction and Maintenance

Craft Labor  
Maintenance and Repair  
Engineering  
Welding

#### Facility Services

Building Maintenance

#### Transmission and Distribution

T&D Construction  
Maintenance and Repair  
Paving and Concrete  
Drilling and Trenching  
Location Services  
Vegetation Management

Duke Energy  
526 South Church Street  
Charlotte, NC 28202  
[duke-energy.com](http://duke-energy.com)

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# HIRE NORTH CAROLINA

Overview of North Carolina Utilities Commission  
Rules and Regulations: Chapter 25



BUILDING A SMARTER ENERGY FUTURE®



### What Is Hire North Carolina?

To help further encourage and measure utility utilization of North Carolina resident contractors, including women- and minority-owned businesses, the North Carolina Utilities Commission has implemented the Hire North Carolina rule.

The intention of the rule is to promote economic development, create jobs, and improve the communities served by Duke Energy by maximizing the use of resident contractors for utility projects undertaken in the state of North Carolina. Duke Energy strives to help improve the vitality of our communities by consistently considering the corporate responsibility components of supplier diversity, local impact and environmental stewardship as part of our sourcing process.

### Hire North Carolina Contractor List

To encourage the participation of resident contractors as prime contractors and subcontractors, Duke Energy is developing and maintaining a Hire North Carolina list. This list will consist of resident contractors, including women- and minority-owned businesses, determined to be qualified in order to expand the local contracting source pool within the state of North Carolina.

For all applicable projects, no contract shall be awarded to any prime contractor without Duke Energy first providing the Hire North Carolina list for consideration of awarding subcontracts arising out of the prime contract.

### Resident Contractors

A resident contractor is defined as a contractor or subcontractor who has their primary business in the state of North Carolina. If a contractor meets these qualifications, they are encouraged to register for the Hire North Carolina list in order to be considered for Hire North Carolina projects and contracts.

### Applicability

The Hire North Carolina rule covers contracts for construction, extension and/or repair of facilities or other utility projects that meet the following:

- Located in North Carolina
- In excess of \$700,000
- Excluding materials
- Excluding planned or unplanned outage work

### How Do I Register for the Hire North Carolina List?

Resident contractors can register and qualify to be included on the Hire North Carolina list, and Hire North Carolina registration instructions are available on the Duke Energy Supplier webpage at [duke-energy.com/partner-with-us/suppliers](https://duke-energy.com/partner-with-us/suppliers).

Register your business today!



### Bid Process Overview

Duke Energy develops comprehensive bid packages that clearly communicate the scope of work, our requirements and desired outcomes to help ensure project success will ultimately be achieved. We utilize objective bid evaluation criteria to select the best value bidder through qualitative and quantitative analysis. A weighted average approach is used to evaluate bids involving technical, commercial and corporate responsibility components.

