

KAMILAH CUMMINGS

Editor. Writer. Educator

EDITING PORTFOLIO

This portfolio contains recent copy editing and proofreading samples that demonstrate my editing style as well as the range of clients and content for which I have successfully performed this role.

I am happy to present additional samples upon request.

Thank you for your time and consideration. Please do not hesitate to contact me with any questions regarding my work.

Sincerely,
Kamilah

Copy Editing Sample

Client: Wesco Anixter

Project: Blog

Work Completed: Editing and proofreading feedback

Description: Below is a sample of copy editing I completed for a blog. I provided corrections and revision feedback to ensure the copy complied with company, brand, and AP style guidelines. I have provided this sample to demonstrate my work and how I communicate with clients.

The published piece can be found at <https://blog.wesco.com/fiber-broadband-is-sprouting-in-alabama>

Fiber Broadband is Sprouting in Alabama

Founded in 1936, the Cullman Electric Cooperative ~~is~~ located in Cullman, Alabama ~~and~~ was one of the first electric cooperatives to be formed in the ~~State of Alabama~~ ~~state~~. The cooperative has 44,000 members in Cullman, Winston, Morgan and Lawrence counties.

Wanting to further enhance the quality of service to its members, they decided to build a fiber ring around their service area. This would connect their substations and office to create a smart grid that would offer better reliability. This would mean faster power restoration, automation capabilities, fewer outages and the ability to perform some remote trouble-shooting functions.

As a result of the fiber ring project, they also decided to launch internet service to provide residents and businesses in the build-zone with high-speed fiber optic internet service. Sprout Fiber Internet was formed as a subsidiary company owned by the cooperative.

~~The~~ first phase of the project started in the summer of 2020 with the plan to add additional phases ~~which that~~ would eventually connect every Cullman Electric member.

As most cooperatives find out, building a fiber network takes ~~time~~ ~~and~~ ~~And~~ there are always challenges. Early into the build, Cullman started facing issues with availability and fulfillment with the supply chain management company that was initially providing materials on the project. ~~That~~ was when the cooperative reached out and started building a relationship with the team from WESCO | Anixter. Having a similar project already in the works nearby and other deployments across the country meant ~~that~~ the WESCO | Anixter team already had a proven track record ~~with of~~ successful fiber deployment projects.

Experience Matters

Commented [CK1]: It might be helpful to add a subheading here

Commented [CK2]: Consider starting the sentence with a conjunction here for effect to transition to describing the challenge.

In the summer of 2021, the cooperative decided to have WESCO | Anixter take over the supply chain management of their project and become the full turnkey products, services and solutions provider for the project.

Having leased a satellite warehouse location from the cooperative, the WESCO | Anixter team quickly streamlined it and made it fully operational by adding material handling equipment, racking, inventory management equipment and the manpower to run it.

Mark Freeman, Cullman Electric Cooperative's Manager of Network Operations said, "Cullman Electric Cooperative has worked with the WESCO | Anixter team for years on our electrical operations. We knew their people and the quality of service they could provide. There is a huge learning curve for any cooperative getting into the fiber business. Having a trusted partner like WESCO | Anixter that can manage the material acquisition and warehousing gives our team the confidence to focus on other critical issues knowing the materials required to build the fiber network will be there when we need them."

Utilizing WESCO | Anixter's long-standing relationships with industry suppliers meant that the team could take advantage of their buying power ~~in order~~ to ensure ~~all of all~~ the needed fiber-build products were ~~in~~-stock and ready when Cullman needed them. This helped keep the cooperative's deployment on track and avoided costly delays.

Another big factor in the overall success that WESCO | Anixter continues to demonstrate with these types of projects is their internal WESCO Broadband Support ~~Center~~SM~~Center~~SM (BSC). -The BSC is a proven asset to any of these fiber deployments and ~~provides-brings~~ world-class project management, procurement and expediting experience and knowledge to the table.

As more and more members are directly connected, they will begin to experience the difference that high-quality, high-speed broadband can make in their everyday lives. Having a robust broadband connection is a game changer to residents and business in rural Alabama ~~and. It will bring jobs and as well as~~ better quality healthcare, public safety, education and overall lifestyle. ~~When potential large-scale employers are evaluating sites, internet access is always near the top of their list of needs.~~

~~This area is number one in the state in poultry production. With-Because~~ poultry farms ~~are~~ typically ~~located~~ in remote areas and ~~off of off~~ the grid, ~~that-they~~ usually ~~means~~ lack of internet ~~to these types of locations~~. -Cullman's poultry industry was already getting electricity from the cooperative. With Sprout Fiber being deployed, ~~it-will-mean-they will have~~ access to broadband internet to implement next generation tools to improve the poultry production. ~~This is a perfect example~~ ~~exemplifies~~ how the Internet of Things (IoT) is making a difference to businesses in rural communities.

"Having an already established multi-year relationship with Cullman laid the foundation for WESCO | Anixter to pivot to the project management services and logistical turnkey services that are needed to assist Cullman in the launching of their fiber optic network," stated Steve Dean, Senior Vice President and General Manager, WESCO | Anixter Utility. "We strive to be a seamless extension of the co-op's operation, and we are proud of what our teams have accomplished together to bring broadband to Cullman's service area."

Commented [CK3]: Is this a claim that can be made beyond the jobs? Perhaps a more general sentence could convey this sentiment – maybe something like "It will bring jobs and help improve the overall quality of life in many areas" or "It will bring jobs and help improve the overall quality of life in many areas from healthcare and public safety to education."

Commented [CK4]: This sentence seems disconnected from the rest of the paragraph. Maybe it needs rewording to better connect to the rest of the paragraph or to be moved. Is it connected to the subsequent paragraph? For example, can it be connected to the IoT statement in that one?

Commented [CK5]: The area is unclear. Are you referring to Cullman? It would aid clarity to be specific here.

Deploying a rural broadband network doesn't have to be challenging. ~~By u~~Utilizing WESCO | Anixter's ~~proven track record of~~ experience and expertise in fiber deployment projects their ~~proven track record~~ guarantees that the products, services and solutions for a successful and future-ready network are already in place.

SUPPLY CHAIN & COMMODITY TRENDS

Manufacturing - Q1 2022

Economy:

- Supply chain issues continue to plague the industry. Persistent inflation is compounded by the conflict in Ukraine and lockdowns in China, and actions by the Federal Reserve have created market uncertainty and increased fuel costs.
- Both Russia and Ukraine are key suppliers of “energy-transition metals,” “noble gases” used in the manufacture of a wide variety of electrical products. The conflict threatens the global supplies of aluminum, nickel, lithium, neon and krypton. The price of material and labor coupled with planned Federal Reserve moves present short-term risk and “embedded inflation.” Exhibit 1 highlights some of the more dramatic cost increases year-over-year for some notable commodities used to make products.
- Plan on further price increases and shortages as the cost and supply gap is projected to remain at a record deficit through 2022.

Commodities:

- Gas prices are up 30% since January 1, 2022, diesel averaging \$5.25/gallon, expect higher fuel surcharges and rates.
- Copper has, once again, increased in cost with a high of \$4.93 in early March and settling around \$4.70 in March – up 6% in Q1 2022. Global market is 3 days of raw copper supply in inventory, the lowest level since 2008.
- Aluminum costs have risen roughly 26% since the start of the year, reaching an all-time high in early March of \$3,966 per ton.
- Zinc hit a 16-year record high price in March, up 42.2% year over year.
- Wesco has recorded more than 320 supplier price increases in Q1 2022. Year over year, the volume of price increases has risen 30%, more than 100 suppliers have announced for Q2 2022. Prices are low on a wide variety of electrical products. As base commodity costs continue to increase, the lag effect will eventually result in higher finished good costs.

Manufacturing growth:

- The recent Infrastructure Investment and Jobs Act will eventually mean billions in new projects and will present many tailwinds for manufacturing and the trades. Overall manufacturing sector continues to expand, see Exhibit 3, with machinery and oil/gas sectors leading. Skilled labor and materials availability / lead times will be a strong headwind.
- Manufacturing, overall, is still on recovery trajectory despite expected weaker macroeconomic factors. Global Data has identified over 1,000 new plants / expansions planned in North America; each capital project valued at over \$50M.
- Manufacturing Capacity Utilization is expected to reach new highs @ 78.5% as plants optimize production. Automation spend will surpass \$205 billion in 2022 as manufacturing strives for advantages in quality, efficiency, and safety.

Summary:

Supply chain challenges and commodity volatility are expected to continue. Ingenuity will prevail in supply chain efficiency and resiliency—Wesco can help.

- ✓ Keep in close communication with your Wesco sales and leverage our \$2 billion inventory, increased on-orders and ecosystem of supplier partnerships.
- ✓ Plan way ahead. Securing skilled labor and long lead times will require advanced planning and creative ways to optimize labor and manage material availability.
- ✓ Optimizing your organization is essential for success. The efficiency of your supply chain and plant efficiency can be differentiators.

Exhibit 1 – Key Commodities Cost Increases YOY 3/28/2021 vs 3/28/22

	Year
Coal	178.10%
Nickel	117.03%
Tin	67.96%
Molybdenum	63.10%
Aluminum	60.22%
Neodymium	59.28%
Cobalt	58.45%
Soda Ash	49.05%
Zinc	44.90%
Bitumen	38.00%

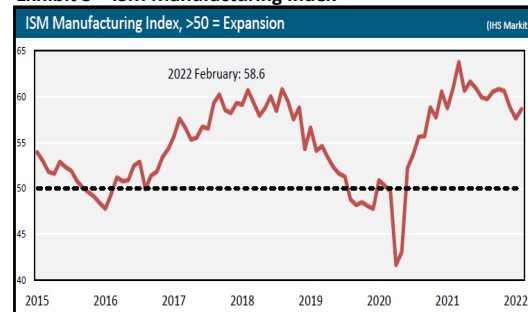
Source: Trading Economics

Exhibit 2 – Producer Price Index

Electrical Price Index — February 2022					
2012=100	Feb. 2022	Jan. 2022	Feb. 2021	% Change 1 Mo.	1 Yr.
Building Wire & Cable	256.6	254.3	204.1	0.9	25.7
Power Wire & Cable	333.5	334.1	235.6	-0.2	41.6
Telephone	226.5	225.6	194.6	0.4	16.4
Hand & Power Tools	158.5	157.7	147.2	0.6	7.7
Elec. Heating Equip.	165.7	164.8	149.4	0.5	10.9
Residential Lighting	168.9	167.7	149.5	0.7	13.0
Industrial Fixtures	159.6	158.6	144.4	0.6	10.5
Blowers	191.5	189.3	169.6	1.2	12.9
Wiring Devices & Connectors	153.2	152.1	137.3	0.7	11.6
Pole Line Hardware	262.8	266.9	181.1	-1.5	45.1
Boxes	276.9	276	191.3	0.3	44.7
Conduit Fittings	263.7	267.4	176.6	-1.4	49.3
Metal Conduit	228	226.4	191.1	0.7	19.3
Nonmetallic Conduit	258.6	260.4	178.1	-0.7	45.2
Motors	199.6	190.9	164.9	4.6	21.0
Generators	179.6	174.5	155.2	2.9	15.7
Ballasts	214.6	213.4	154.2	0.6	39.1
Elect. Meas. & Integ. Inst.	134.8	134.8	127.1	0	6.1
Transformers	153.5	153.2	142.6	0.2	7.7
Panelboards & Switches	205.6	195.6	175.3	5.1	17.3
Circuit Breakers	204.4	212.6	181.8	-3.9	12.4
Switchgear	216.4	195.9	176	10.5	23.0
Fuses	188.6	182.6	164.1	3.3	14.9
Industrial Controls	185.8	185	166.1	0.5	11.9
Lamps	177.7	177.7	163.3	0	8.8
Appliances	127.3	126.5	116.5	0.6	9.2
Air Conditioners	177.2	176.6	164.2	0.3	7.9
Fasteners	190	186.8	166.3	1.7	14.3
Total Index	192	190.8	160.5	0.6	19.6

Source: EPI

Exhibit 3 – ISM Manufacturing Index



Source: ISM/ HS Markit

Safe, productive and smart manufacturing solutions.



15%
materials
savings¹



240
hours of labor
savings²



95%
inventory
availability³



\$1.5m
OPEX/CAPEX
savings⁴



INGENUITY | A better supply chain.

Increase your competitive advantage with our suite of supply chain solutions to optimize indirect and direct spend.

Slide 1

- CK0** Inserted hyphen
Cummings, Kamilah, 2022-04-14T20:20:16.946
- CK1** Corrected date to remove ordinal
Cummings, Kamilah, 2022-04-14T20:23:33.854
- CK2** Inserted "/"
Cummings, Kamilah, 2022-04-14T20:25:35.042
- CK3** This is a bit unclear. Should "is" be "has?"
Cummings, Kamilah, 2022-04-14T20:26:56.843
- CK4** Added "n"
Cummings, Kamilah, 2022-04-14T20:27:25.218
- CK5** Inserted hyphen
Cummings, Kamilah, 2022-04-14T20:27:51.632
- CK6** Changed "sixteen" to "16"
Cummings, Kamilah, 2022-04-14T20:28:16.775
- CK7** Changed "over" to "more than"
Cummings, Kamilah, 2022-04-14T20:29:01.905
- CK8** Added "s"
Cummings, Kamilah, 2022-04-14T20:35:58.236
- CK9** Inserted comma
Cummings, Kamilah, 2022-04-14T20:43:37.786
- CK10** Inserted commas
Cummings, Kamilah, 2022-04-14T20:45:24.457
- CK11** Added "is"
Cummings, Kamilah, 2022-04-14T20:46:02.409
- CK12** Replaced comma with semicolon
Cummings, Kamilah, 2022-04-14T20:47:14.635
- CK13** Added "is"
Cummings, Kamilah, 2022-04-14T20:48:23.060
- CK14** Replaced ampersand with "and"
Cummings, Kamilah, 2022-04-14T20:48:41.301
- CK15** Lowercase "b"
Cummings, Kamilah, 2022-04-14T20:49:06.994
- CK16** Lowercased per new branding guidelines
Cummings, Kamilah, 2022-04-14T20:49:46.921
- CK17** Lowercased
Cummings, Kamilah, 2022-04-14T20:50:08.747
- CK18** Replaced comma with period and started new sentence
Cummings, Kamilah, 2022-04-14T20:57:05.162
- CK19** Wrote full name; AP recommends writing out full name on first reference and using Fed on subsequent references.
Cummings, Kamilah, 2022-04-14T20:59:15.092

Slide 1 (Continued)

CK20	Added "are" Cummings, Kamilah, 2022-04-14T21:18:53.805
CK21	Replaced comma with "and" Cummings, Kamilah, 2022-04-15T18:55:01.691
CK22	Inserted comma Cummings, Kamilah, 2022-04-15T18:55:13.134
CK23	Added "of" Cummings, Kamilah, 2022-04-15T18:55:49.413
CK24	Replaced "d" with "s" Cummings, Kamilah, 2022-04-15T18:57:42.401
CK25	Added commas Cummings, Kamilah, 2022-04-15T18:58:54.622
CK26	Removed "of" Cummings, Kamilah, 2022-04-15T20:02:40.698
CK27	Removed "of" Cummings, Kamilah, 2022-04-15T20:03:32.866
CK28	Replaced "have" with "has" Cummings, Kamilah, 2022-04-15T20:59:23.390
CK29	Added comma Cummings, Kamilah, 2022-04-15T20:59:38.112
CK30	Added period; started new sentence Cummings, Kamilah, 2022-04-15T21:00:01.906
CK31	Replaced "over" with "more than" Cummings, Kamilah, 2022-04-15T21:00:50.826
CK32	added "s" Cummings, Kamilah, 2022-04-15T21:02:32.590
CK33	Added comma Cummings, Kamilah, 2022-04-15T21:02:54.331
CK34	Should this be uppercased? Cummings, Kamilah, 2022-04-15T21:27:06.776

Copy Editing Sample

Client: Wesco

Project: Various PowerPoints

Work Completed: Copy editing and proofreading of slides and notes.

Description: Below are screenshots of slides from various webinar presentations I edited for one of my clients. As the samples demonstrate, I edited slides and notes, and I used the comment feature to identify revisions. I also used comments to make suggestions to the client.

I have provided this sample to demonstrate my work and how I communicate with clients.

5G Discussion Rick-Matt March 2022 PPT AUDIT 3 (002) KC
Search (Alt+Q)
Cummings, Kamilah
Record
Share

Draw
Design
Transitions
Animations
Slide Show
Record
Review
View
Help
Acrobat

New Slide
Reuse Slides
Layout
Reset
Section
Slides
Font
Paragraph
Drawing
Editing
Adobe Acrobat
Voice
Designer

Structured Cabling – The Keys To The Kingdom

Current Product Offering

- Corning SD-LAN – Several TSS engineers and SME's are being trained in April.






Growing/Slowing Market


- CAGR of 17.8% 2021-2027

Challenge/Opportunity

- 5G Support and Datacom Contractors
 - Marketing literature and landing page

Structured Cabling Market Snapshot

Market Value in 2018 US\$ 16 Bn 	CAGR through 2028 8% 	Top Selling Category Optical Fiber Cables 
Leading Market North America 	High Growth Market Asia-Pacific (Excluding Japan) 	Key Trend Modularization of data centers creating new demands for structured cabling



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Comments

New

Cummings, Kamilah
Uppercased for consistency with heading

Reply

Cummings, Kamilah
Remove apostrophe if plural

Reply

Cummings, Kamilah
Added period because this is a complete sentence.

Reply

Cummings, Kamilah
Uppercased "Marketing" and replaced ampersand with "and"

Reply

See more comments

5G Discussion Rick-Matt March 2022 PPT AUDIT 3 (002) KC
Search (Alt+Q)
Cummings, Kamilah
Record
Share

Draw
Design
Transitions
Animations
Slide Show
Record
Review
View
Help
Acrobat

New Slide
Reuse Slides
Layout
Reset
Section

B I U S Aa
Font

Text Direction
Align Text
Convert to SmartArt
Paragraph

Arrange
Quick Styles
Shape Fill
Shape Outline
Shape Effects
Drawing


Find
Replace
Select
Editing

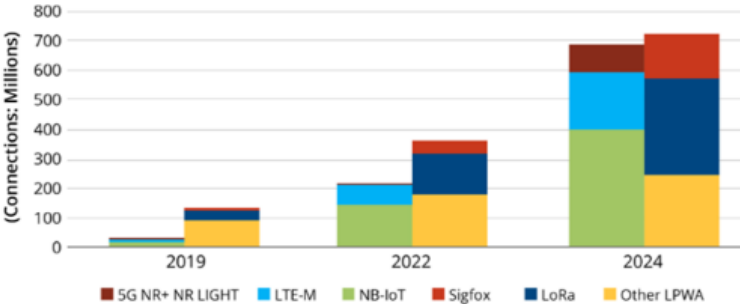
Create and Share Adobe PDF
Dictate
Voice
Design Ideas
Designer

Wireless Markets – 5G for NB-IoT/CAT M1 and Other IoT

Product Offering

- NB-IoT and LTE-M – Subscription
 - Sensor – Advantech/most cell routers
 - AMI - Honeywell/Itron/Aclara
- LoRa/Sigfox – needs a gateway/controller
 - Sensor vendors – Tektelic/Synetica
 - Gateways – Advantech/Kona
- Wi-Fi with BLE available from AP's
 - Our sensor vendors – Enocean
- On Prem/Cloud services - SaaS, PaaS, IaaS





Technology	2019	2022	2024
5G NR+ NR LIGHT	0	0	~100
LTE-M	~10	~100	~150
NB-IoT	~10	~150	~400
Sigfox	0	~50	~100
LoRa	~10	~150	~300
Other LPWA	~10	~150	~250

Target Customers

- Enterprise
- Manufacturing
- Industrial/Utilities
- Healthcare

Challenges

- Selecting the right tech
- Building a solution
- Adding services

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Comments
New

Cummings, Kamilah Lowercased
Reply

Cummings, Kamilah Lowercased
Reply

Cummings, Kamilah Inserted hyphen
Reply

Cummings, Kamilah Lowercased/assuming this is not a brand name
Reply

Cummings, Kamilah If you are referencing more than one, this should be "APs." The current construction indicates possession.
Reply

Cummings, Kamilah Lowercased
Reply

Cummings, Kamilah Lowercased
Reply

Click to add notes

Insert

Draw

Design

Transitions

Animations

Slide Show

Record

Review

View

Help

Acrobat

Search (Alt+Q)

Cummings, Kamilah

Record

Share

New Slide

Reuse Slides

Layout

Reset

Section

Slides

B

I

U

S

AV

Aa

Font

Text Direction

Align Text

Convert to SmartArt

Paragraph

Shapes

Arrange

Quick Styles

Shape Fill

Shape Outline

Shape Effects

Drawing

Find

Replace

Select

Editing

Create and Share Adobe PDF

Dictate

Design Ideas

Adobe Acrobat

Voice

Designer

The World is Changing

Electrification

Electricity demand is growing at twice the rate of overall energy demand* driven by transport, connected devices and data systems protection.

* World Energy Needs, World Nuclear Association, 2020

24/7 Connectivity and Security

An estimated \$3.5 trillion will be invested in infrastructure over the next five years* to deliver the 5G technology for the connected world.

* Oxford Economics Report, 2019

Automation and IoT

The number of IoT devices is forecasted to almost triple from 8.7 billion in 2020 to more than 25.4 billion worldwide by 2030.*

* Statista, 2021

Green Energy and Grid Modernization

The smart grid market is expected to triple in size from 2019 to 2026* due to smart cities, advancements in digital network infrastructures, adoption of e-vehicles, and higher penetration of AI, IoT and automation.

* Research and Markets, 2021





Comments

New

Cummings, Kamilah

Remove extra space between "size from"

Reply

Cummings, Kamilah

Remove extra space between "network infrastructures."

Reply

Cummings, Kamilah

Remove comma after "e-vehicles."

Reply

See more comments

Microsoft PowerPoint interface showing a presentation slide titled "Belden Transportation Solutions". The slide content includes:

Belden Transportation Solutions

The right equipment for rail transportation operators ensuring complete network infrastructure for harshest operating conditions

- Onboard Solutions for Rail Vehicles
- Train-to-Train Communication Solutions
- Train-to-Ground Communication Solutions
- Line Side Communication Solutions
- Onboard Solutions for Light Rail and Road Vehicles
- LRT & Road Vehicle to Ground Communication Solutions
- Tunnel Solutions
- Integrated Solutions for Intelligent Traffic Systems
- Airport Network Solutions
- Control Center Communication Solutions

EXPERTISE ACROSS THE TRANSPORTATION SOLUTIONS

From the bus or car, to the tunnel, wayside equipment, station and control center, Belden's unmatched portfolio of industrial networking solutions meets the evolving needs of the transit industry.

BELDEN

HIRSCHMANN
A BELDEN BRAND

lumbergautomation
A BELDEN BRAND

Belden Industrial Ethernet RailTuff Rail Cable

- Cat 5e SF/UTP and Cat 7 S/FTP with multiple conductor sizes according to system choice.
- 100 Mbps, 1000 Mbps & 10Gbps cables
- Low toxicity, low smoke emissions and flame retardant
- Small bend radius cable
- Meeting the stringent requirements of EN 50155 TX and EN 45545

Hirschmann OCTOPUS IP 54/ IP 67 Switches

- To set up cost-effective connections to Ethernet terminal devices under demanding conditions
- Approved for transportation use (EN 50155)
- Robust housing – IP67/65
- PoE Versions available

Lumberg Automation Shielded 12 Connectors and Patch Cables

- Cat 5e SF/UTP Maximum security due to compliance with the highest fire protection class including Hazard Level 2.
- Fast and inexpensive installation due to molded and field-attachable connector types
- Industrial protection class IP67
- Robust design ensures maximum reliability and a long service life
- Ready to install pre terminated M12

Comments

Cummings, Kamilah
Ampersand should be replaced with "and" in "LRT and Road Vehicle"

Cummings, Kamilah
Comma after "car" should be removed from "From the bus or car."

Cummings, Kamilah
Add comma after "operators" and "the" before "harshest"

EESCO Webinar 2.03.22 v2 KC

Search (Alt+Q)

Cummings, Kamilah

Design

Transitions

Animations

Slide Show

Record

Review

View

Help

Acrobat

Layout

Reset

Section

Calibri (Body)

12

A

A

A

B

I

U

S

AV

Aa

Text Direction

Align Text

Convert to SmartArt

Shape Fill

Shape Outline

Shape Effects

Find

Replace

Select

Create and Share Adobe PDF

Dictate

Design Ideas

Record

Share

Font

Paragraph

Drawing

Editing

Adobe Acrobat

Voice

Designer

No better time to stand up a microgrid

Energy Transition mega-trends are fueling microgrid growth

ELECTRIFICATION

75M

projected EV chargers in 2030

50%

increase in proportion of global building energy from electricity

RENEWABLES

~50%

global GDP covered by government net-zero pledges

75%

global additions in power gen thru 2050 from solar and wind

GRID RESILIENCE

67%

increase in major U.S. power outages over last two decades

900GW

storage needed for U.S. to shift to 100% renewable energy

Access to available financing and incentives

- Federal Stimulus and Investment Tax Credit (ITC)
- Energy as a service business model

Evolving regulatory environment

- FERC Order 841 – energy storage
- FERC Order 2222 – wholesale markets

Improving microgrid/DER economics

- Rising electricity prices and tariffs
- DER monetization with grid services

Expanding global commitments to ESG goals

- Government climate change actions/proposals
- Ambitious net zero pledges by corporations

EATON

Powering Business Worldwide

EESCO

A DIVISION OF WESCO

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Comments

New

Cummings, Kamilah

In the image, "thru" should be replaced with "through." The former is not an actual word.

Reply

Cummings, Kamilah

Should this be EaaS? Reminder to be consistent with this term. Typically, the full name along with the acronym/initialism is used on the first reference with the

Reply

See more comments

Multiple macro drivers accelerating growth in DERs and microgrids.

Regulatory: FERC (Federal Energy Regulatory Commission)

- Order 841 (2018) directs regional grid operators to remove barriers to the participation of energy storage in wholesale markets
- Order 2222 (2020) This rule enables DERs to participate alongside traditional resources in the regional organized wholesale markets through aggregations, opening U.S. organized wholesale markets to new sources of energy and grid services. FERC order 2222 allows for continued innovation around DER market participation in wholesale energy markets and the further democratization of the grid.

Improving DER economics

- California Rule 21 = Tariff that describes the interconnection, operating and metering requirements for generation facilities (including DERs) to be connected to a utility's distribution system. Requires interconnection compliant inverters (solar and battery) in the name of safety and reliability of the T&D system

EESCO Webinar 2.03.22 v2 KC

Search (Alt+Q)

Cummings, Kamilah

Design Transitions Animations Slide Show Record Review View Help Acrobat

Layout Reset Section

Font Paragraph Drawing Editing

Find Replace Select

Create and Share Adobe PDF

Dictate Voice

Design Ideas

Record Share

CHALLENGE: Eaton's circuit breaker factory in Puerto Rico was hit by Hurricane Maria, highlighting the need for a more resilient energy infrastructure

Bolster critical operations:

Eaton's intelligent microgrid control technology balances where, when and how electricity is consumed, ensuring **power resilience** for the site during grid outage events

Resilience is

- an investment in business continuity
- the ability to recover quickly from a crisis

Deliver on our sustainability goals:

Reduce carbon emissions from Eaton operations **50% by 2030** positioning Eaton to achieve carbon neutrality

Sustainability matters

- Shift to low-carbon, resource-efficient operations
- Reduce demand on local energy infrastructure

EATON **EESCO**
Powering Business Worldwide A DIVISION OF WESCO

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Comments

New

Cummings, Kamilah

This phrase could be removed to improve concision. This is not actually the challenge but a detail, so it could be discussed without being included in the slide title.

Reply

See more comments

Sustainability: microgrids will enable customers to reduce their carbon footprint and demand on local energy infrastructure while providing reliable power.

- <https://www.eaton.com/us/en-us/company/sustainability/2030-sustainability-goals.html>

Resilience: Eaton's intelligent microgrid control technology will balance where, when and how electricity is consumed, to ensure resiliency for the site, including during grid outage events.

- Power resilience solutions help organizations bounce back quickly in times of crisis
- Microgrids are an investment in business continuity
- Different resilience levels depending on the application – how do you tolerate an outage? Is it OK for the lights to flicker and the power to go out a few minutes or do you require uninterrupted power?

The microgrid will enable Eaton to reduce its carbon footprint and demand on local energy infrastructure while improving energy resilience. The project will also enable Eaton to share clean energy back onto Puerto Rico's electrical grid during periods of excess generation.

TSS Engineering Design Services Success



CHALLENGE

- Electrical Power Board (EPB) of Chattanooga, TN, released an RFP for an Out-of-Band Management solution. CK15 CK12 CK0 to manage their critical servers in the event the network CK13 was not stable. Our local utility office received the RFP. CK1
- Sharon Murray, Senior Sales Associate Wesco Utility, CK11, reached out to Laura Marshall from the Broadband Support Center for help.
- Because of the complexity of the product being sought, Laura and Sharon reached out to TSS for support.

SOLUTIONS

- At the request of UBS, Wesco TSS reviewed the RFP specs to see if a specific vendor was written CK14 to the documents.
- After review of the specs, CK2 determined CK3 this was a somewhat open CK10 spec, only requesting the features that CK4 required as well as the features that would be good to have.
- Based on the specs, TSS decided on a partner vendor: CK16 Lantronix/Transition, a longtime CK5 vendor.

RESULTS

- After multiple calls with Lantronix to review the specs to identify the best, most cost-effective solution, a product series was selected CK18 CK6 CK7 CK17
- A registered CK20 was given to UBS to quote EPB Chattanooga with some CK20 objection for bringing the opportunity to Lantronix.
- A few weeks after the quote was submitted, we were informed that Wesco won the RFP. CK8
- The total order to Wesco UBS was CK19 \$26K at 14% GP.
- This is a great example of a cross-sell opportunity where UBS needed help and TSS brought in their CK9 expertise. CK21

Slide 1

CK0 **Inserted hyphens**
Cummings, Kamilah, 2022-06-08T23:02:01.942

CK1 **Removed "that"**
Cummings, Kamilah, 2022-06-08T23:02:52.005

CK2 **Added comma**
Cummings, Kamilah, 2022-06-08T23:07:11.726

CK3 **Added "d"**
Cummings, Kamilah, 2022-06-08T23:07:27.922

CK4 **Added "s"**
Cummings, Kamilah, 2022-06-08T23:07:58.074

CK5 **Removed space**
Cummings, Kamilah, 2022-06-08T23:10:18.642

CK6 **Inserted hyphen**
Cummings, Kamilah, 2022-06-08T23:10:52.323

CK7 **Added comma**
Cummings, Kamilah, 2022-06-08T23:11:16.032

CK8 **Replaced "went by" with "passed" and added a comma**

However, removed "passed" and revised sentence from "After the quote was submitted, a few weeks passed, and we were informed that Wesco had won the RFP" to improve flow and conciseness.

Cummings, Kamilah, 2022-06-08T23:14:30.476

CK9 **Inserted hyphen**
Cummings, Kamilah, 2022-06-08T23:35:42.497

CK10 **Revised from "somewhat of an open spec" to "a somewhat open spec" for improved flow and conciseness**
Cummings, Kamilah, 2022-06-08T23:39:21.432

CK11 **Added comma**
Cummings, Kamilah, 2022-06-08T23:54:36.582

CK12 **Revised sentence for improved flow and conciseness.**

Changed from "Electrical Power Board of Chattanooga had an RFP released for an Out-of-Band Management solution that our local utility office received. This solution was to manage their critical servers in the event the network was not stable."

Cummings, Kamilah, 2022-06-09T01:07:40.415

CK13 **Changed from "This" to "The"**
Cummings, Kamilah, 2022-06-09T01:10:27.113

CK14 **Revised sentence to improve flow and conciseness.**

Changed from "Wesco TSS got involved at the request of UBS to review the RFP specs to see if a specific vendor was written into the documents."

Cummings, Kamilah, 2022-06-09T01:14:00.220

CK15 **Added EPB for later reference**
Cummings, Kamilah, 2022-06-09T01:41:43.359

Slide 1 (Continued)

- CK16** Added colon for improved flow and clarity
Cummings, Kamilah, 2022-06-09T02:00:46.482
- CK17** For improved conciseness and a more active voice, this was changed from "decision was made on which product series to go with."
Cummings, Kamilah, 2022-06-09T02:03:13.769
- CK18** To improve conciseness, this was changed from "zero in on "
Cummings, Kamilah, 2022-06-09T02:05:03.997
- CK19** Removed "had"
Cummings, Kamilah, 2022-06-09T02:07:51.057
- CK20** This point is a bit unclear.
Cummings, Kamilah, 2022-06-09T02:08:59.502
- CK21** Maybe change to "provided it with"
Cummings, Kamilah, 2022-06-09T02:22:30.756

TSS Engineering Design Services Success



CHALLENGE

- Electrical Power Board (EPB) of Chattanooga released an RFP for an Out-of-Band Management solution. The solution was to manage their critical servers in the event the network was not stable. Our local utility office received the RFP.
- Sharon Murray, Senior Sales Associate Wesco Utility, reached out to Laura Marshall from the Broadband Support Center for help.
- Because of the complexity of the product being sought, Laura and Sharon reached out to TSS for support.

SOLUTIONS

- At the request of UBS, Wesco TSS reviewed the RFP specs to see if a specific vendor was written into the documents.
- After review of the specs, it was determined that this was a somewhat open spec, only requesting the features that were required as well as the features that would be good to have.
- Based on the specs, TSS decided on a partner vendor: Lantronix/Transition, a longtime trusted vendor.

RESULTS

- After multiple calls with Lantronix to review the specs to identify the best, most cost-effective solution, a product series was selected.
- A registered quote was given to UBS to quote EPB Chattanooga with some price protection for bringing the opportunity to Lantronix.
- A few weeks after the quote was submitted, we were informed that Wesco won the RFP.
- The total order to Wesco UBS sales was \$26K at 14% GP.
- This is a great example of a cross-sell opportunity where UBS needed help and TSS brought in their expertise.

Copy Editing Sample

Client: Dwayne Purvis P.E., a reservoir consultant, writer/speaker, and trainer

Project: Article for the Journal of Petroleum Technology

Work Completed: Copy editing and proofreading

Description: Below is a sample of copy editing I completed for one of my clients. I provided copy editing along with some content editing feedback to help improve the overall piece by strengthening the argument and flow. This is the final fifth version, I provided feedback on versions four and five. The final revision was published here <https://jpt.spe.org/venting-and-the-moral-case-for-fossil-fuels>

I have provided this sample to demonstrate my work and how I communicate with clients.

Moral Case for Venting

For more than a century, the oil industry magnificently improved the lives and health of humankind. That fact lies beyond debate. Our industry simultaneously expanded, ~~and~~ made profits yet progressively protected water, land, people and air from its potent products. Now it is time to lean in to solving the last step of our direct emissions.

In 1919, just a handful of months after Texas empowered its Railroad Commission (RRC) to regulate oil and gas, the agency promulgated its first well spacing rule. Wells were to be spread apart not on principles of efficient recovery but on protection of groundwater and against fires. Four years later, the same state made it a crime to pollute surface water with oil. Plus, it held corporate officers personally responsible for the pollution.

As effects accumulated, so did protections of surface and subsurface. ~~From from~~ oil down rivers to oil in dirt pits, to lined pits, to covered pits, to closed tanks. At this point, any release of oil more than a couple of barrels requires public reporting in most jurisdictions. In Texas, for example, just half a barrel of oil released from an onshore storage tank mandates a public report, and U.S. federal waters require reporting of any release which that makes sheen on the water.

By the 1950s, most U.S. states required cementing casing through the fresh-water table, and modern plugging regulations date from the 1960s. Perhaps belatedly, the health and safety of workers became a buzz word and then a corporate imperative but now an easy habit. Notwithstanding the pandemic of “temporary” flaring in recent years, decades of both punitive and positive policies aimed to reduce air pollution.

Our predecessors often did not welcome the new obligations, but they thrived even as they conformed, cajoled and adapted. Generations ago the first serious efforts by the RRC to impose basic regulation the oil industry sparked an epic legal battle ostensibly and oddly over the 14th Amendment to the U.S. Constitution. It seems that all industry lives in strife with regulators, not just oil. Still, our predecessors’ lack of initiative then resistance then lackluster diligence over the decades contributed to public disdain.

Commented [CK1]: Depending on the audience/publication, you might want to play up what some could find the irony of this statement.

Commented [CK2]: It feels like there is a transition missing between these sentences. Is there a way that you can add a bridge sentence or even a transitional phrase that acknowledges the good work done so that it flows more smoothly into your assessment of the work still needed? For example, how might you complete: “Although _____, now it is time...” or “While _____, now it is time...”?

Commented [CK3]: After reading this a couple of times, what strikes me is that venting is not established as a central topic. Why is now the time? How is this related to venting? This might be my ignorance of the topic on display, so if you think the audience will make the connection, keep it as is. However, for someone like me, the connection to the title and venting when it is mentioned later is not clear.

Perhaps you could follow this sentence with a thesis statement on venting.

Commented [CK4]: Perhaps a topic sentence that establishes the relevance/purpose of the historical context is needed. Maybe something like “the industry has a long history of regulation,” or “to understand how we got here” type of thing.

Commented [CK5]: Consider a different word here to emphasize this.

Commented [CK6]: Check correctness. Is it Federal or federal?

Commented [CK7]: in/on? There seems to be a missing word here. I am not sure what is standard in your industry. Are regulations imposed on the industry or in it?

Commented [CK8]: For improved flow, consider revising. Suggestion: Still, our predecessors’ lack of initiative followed first by resistance then lackluster diligence contributed to public disdain over the decades.”

Their track record set up kneejerk and passionate distrust when the shale revolution began. ~~Though~~ ~~Although~~ controversy faded as fracking contracted, more than 60%-percent of Americans still believe that fracking harms the environment. Among 25 industries tracked by Gallup, the oil industry enjoys the fourth highest disapproval rating among Americans, down from the number one slot a handful of years ago. College enrollment has plummeted as, among other reasons, the youngest generation eschews our reputation ironically as we have become the cleanest version of ourselves yet.

We improved protections for everything our products could pollute. Now, our communities' standards ask us to address the last, smallest and least visible of our direct releases, namely fugitive natural gas. And there is no reason not to do it aggressively. ~~Venting offers no righteous credit.~~

Fugitive natural gas constitutes a relatively minor piece of the greenhouse gas puzzle, but it still needs to be put in place. Accountability for our part will continue to increase, both from reporting pressures and from third-party satellite monitoring.

The economic benefits are about as invisible as the gas itself, - completely obscured by noisy and imprecise measurements of both costs and produced volumes. Still, the fact of increased revenue (in many situations) cannot be denied, ~~certain even if too small to measure and too small to calculate an economic return.~~

The biggest issue our industry faces is not the need to patch gathering lines, replace valves or install combusters. In fact, it is not even the biggest environmental issue in front us. ~~Not addressing fugitive emissions, as well as the larger issues, further endangers our social right to operate at all.~~

The fact that oil and gas have made people's lives richer in the past does not alleviate our obligation to reduce harm; it aligns with the obligation to reduce harm. We will continue to produce in order to continue to meet human needs, even as the overall global use glacially slows and retreats. If we prize the good that we have done for the world, and if we want to maintain the right to ~~continue~~, then we must tack aggressively into our responsibilities and our role ~~— even opportunities —~~ in a changing world.

gallup industry ratings

2019 <https://news.gallup.com/poll/266060/big-pharma-sinks-bottom-industry-rankings.aspx>

then the best thing we can to do protect our purpose and our legacy is step up and ~~lead~~.

Commented [CK9]: Unsolicited grammar lesson 😊:
Although starts a sentence and is paired with a comma.
Though is used within a sentence, usually without a comma.
Examples:
Although he was tired, he prepared the meal.
He prepared the meal though he was tired.

Commented [CK10]: Do you have a source you can link to for this information? It's helpful for the reader and your own credibility. If posting online, linking directly to sources in the piece is customary.

Commented [CK11]: In oil industry related programs? It is unclear how this connects.

Commented [CK12]: This is the first place you mention venting. As I stated in my earlier comment, I think it would strengthen the piece and tighten the focus to mention it earlier to establish it as your central point. As it is stated here, it assumes the topic has already been established. It would help to establish it earlier then circle back here. It is a sandwich or full circle approach.

Commented [CK13]: This is unclear to me.

Commented [CK14]: This might weaken your argument. Is not addressing fugitive emissions one of the larger issues? I am in favor of cutting this if not addressing fugitive emissions is the issue. However, if it is one of other issues, you might restate this something like: "not addressing larger issues such as/including fugitive emissions..." I am curious, does venting allow you to address this issue? If so, I recommend stating that as a way to send home your point unless that is something you think is understood by your reader.

Commented [CK15]: It feels like a strong phrase needs to introduce this sentence to strengthen its impact. It would help to tie into the topic sentence regarding "the biggest." For example, you could lead with something like "the greatest threat..."

Commented [CK16]: To continue? The good [it] or to continue in general? You might want to clarify this.

Commented [CK17]: I would remove this. It breaks the flow of an effective closing sentence. Also, it could be inferred that seizing opportunities is part of the role and responsibilities.

Commented [CK18]: Ah, here is the source. Depending on the publication, you can link it or use footnotes. The former is customary for online publication.

Commented [CK19]: I like this sentence. It feels like an orphan. It needs to find a home in this piece. 😊

Writing Feedback Sample

Client: University Student

Project: Literature Review

Work Completed: Feedback on a literature review for a research writing course

Description: Below is a sample of global feedback that I provided an undergraduate student in an advanced-level research writing course. As this was a first draft, my feedback primarily focused on ways to improve it to meet the conventions of the literature genre, along with some local revision (copy editing).

Hello Student,

Congratulations on completing the first draft of your Literature Review for this course. You are off to a very good start gathering some sources to contextualize and analyze your topic, which is quite relevant as the world continues to shift ideologically in terms of work-life balance and workplace benefits, particularly as growing numbers of intergenerational workers co-exist in the workplace. It is, indeed, a fascinating topic.

It is evident that you have expanded your knowledgeable about your topic through your research. I appreciate your thoughtful observations as a result. As you revise, think more about how you can present the ideas in your paper more as a literature review by increasing your synthesis and critique of the arguments and ideas put forth in your sources, particularly in relation to each other. You do a good job summarizing your sources overall. However, you want to focus on putting your research in conversation with each other as much as you do on presenting the research itself as in this sample https://libguides.uwf.edu/ld.php?content_id=42292575. It is a slight but significant distinction that is specific to the literature review genre.

Overall, your writing is clear, focused, and well organized. I have made some suggestions for revisions in your paper. Please make sure to view and address them for your final draft.

Let me know if you have any questions.

KC

Literature Review:

What impact have the values of the inter-generational workforce had on workplace benefits?

Student Name Redacted

DePaul University

Abstract

Workforce generations ~~is~~are in a transformational period. Life experiences of a generation cohort are varying. These create values that remain consistent and generally unchanged. Workplace environments are being directly impacted by the needs, wants and expectations of their diverse workforce. Remaining unchanged or deploying a reactive strategy to manage these workforce generation expectations will be unsuccessful. Preparing to make changes above and beyond benefit compensation is a hint of moving in the right direction. These cohorts have a fair degree of differing values, which result in competing priorities. This means impact to organizations.

Keyword: *values, generation, benefits*

Commented [CK1]: I am not sure what you mean with this word choice. Alternatively, you could remove “means” to improve clarity and conciseness. Your overall abstract is quite effective in establishing the subject and context for your literature review.

Great job adding the key words to your abstract as well.

Presently, the multitude of generations making up the workforce across various industries is in a state of transformation. This change has created a problem or presented a new need within the workspace. Different generations may hold different values which shape expectations. These expectations are diverse, that may create a new opportunity that compels organizations to make changes. Workplace benefits touch on many different aspects an organization has to offer an employee. Depending on the generation, those benefits may or may not meet the needs of those employees.

Commented [CK2]: Quick Grammar Tip: “that” should be used here. Use “that” when the words that follow are essential to the meaning of the sentence. Use “, which” when the words that follow are non-essential or can be removed without changing the meaning of the sentence.

Learning about the differences and similarities in values within the inter-generational ~~workforce has today and is bringing into the~~ workplace is essential. Recruitment and retention are basic fundamentals a company must deal with to thrive. The blueprint that will define the strategic approach in succeeding within those areas of the business are dependent on understanding the needs of the workforce. Complicating this approach is the process of eliminating the stereotypes applied to certain generations. Validating or invalidating the differences and/or similarities of the workforce gives broader clarity in determining whether a ~~one-size-fits-all~~ approach is suitable.

Commented [CK3]: Note this suggestion for ideas on improving the style of this sentence with regard to clarity.

Content removed to prevent plagiarism

This review will look to identify how the values of different generations have impacted the current and future state of workplace benefits. It aims to further advance the knowledge we have of the inter-generational workforce similarities and differences. In parallel to that exploration it identifies the different types of benefits that are being fine-tuned within the workplace as a direct impact.

Commented [CK4]: You have a strong introduction overall. You do an effective job providing sufficient yet concise detail to establish the context and subject of your literature review. When you revise, consider how you might summarize the purpose of your Literature Review in a single sentence that anchors your introduction. Think of it as the equivalent of a thesis but for a literature review. For example, you might state something like: “This literature review examines . . .” or “This literature presents . . .”

Review of Literature

Workforce Generations

Kamilah Cummings – Editing Portfolio Sample – Confidential: May not be reprinted or reused.

Revolutionary transformation in the current workforce is underway with greater change expected in the coming years. The shift in current workforce generations from one cohort to another is dramatic. Adding complexity to this change is driven by the fact that the shifts in workforce is not a one for one exchange. This alteration moves from one dominant generation to multiple generations making up the new wave.

In brief, a generation is defined and grouped by generally being born within a similar time period. This time period creates an ecosystem of similar life experiences this group may have come across during their life thus far. The experiences range from various forms of culture, to technology and major events. Generations are broken up by these time periods due to changing ecosystems by time period, which would result in life experiences.

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Diverse Values

Values are developed and cultivated over an individual's different life experiences. These can be specific to family upbringing, social influences or dramatic world events. Once developed they tend to remain consistent and unchanged throughout their life cycle. They directly impact behaviors and expectations both in personal as well as work environments. Generational cohorts allow for a comparison to take place that highlights similarities and differences of values as a result of age or period effects.

This theoretical construct is best described by Parry & Urwin (2011) in which they relate changing views, impact of environment, attitudes and behaviors of individuals as they mature as a result of the age and period effects. Values varying among these generations must be identified and understood by organizations to adapt to the potential impact these values may create in the workplace.

Kamilah Cummings – Editing Portfolio Sample – Confidential: May not be reprinted or reused.

Baby boomers are approaching the retirement stage of their careers. Immediately this draws significant contrast from the Gen X and Y generations which make up the largest pool of young people in the workforce. Of most importance to one generation would be financial security after retirement and ensuring the ability to maintain a healthy quality of life. Whereas, another generation at the early stages of their career seek autonomy and work life balance as a priority. As a result of this exercise, defining generational values is segmented. Values and work values may at times have conflicting positions and meanings. Rajput et al. (2019) draws this distinction between these two sets of values when applied in different environments. Outside of the workplace value can translate to be what an individual may deem to be right vs. wrong. Within the workplace, work values are defined as the values which give an insight about the things which are right vs. wrong in the workplace.

Character Differences

Personal goals and self-fulfillment are a paramount value for the new generation workforce. This directly translates to holding high regard for personal enjoyment while pursuing a successful career. Organizations must look to determine how to shape a workplace environment that can support this need. Culture within the workplace will be a key component. Developing and nurturing the employee through various work programs can meet that values need. Learning and development programs that are more curtailed to that individual is key. This may present a change from the team exercise approach.

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Benefits

Benefits in the workplace are no longer defined as salary and health insurance coverage. This new development and idea of benefits is initiated from these different workforce

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Commented [CK5]: This section/theme could be developed with a bit more detail if research is available on more specifically identifiable values for each generation. Are there differing opinions? What is the cause of these differences/what has influenced them? Are there studies with conflicting conclusions about value differences between and among generations?

Commented [CK6]: Is leisure considered an aspect of this? Did you research explore the different ways generations viewed leisure? It would be interesting to see if there is research on this and how that affects the workplace.

To your question regarding this paragraph, I would like to see you define character as you did values so that readers have a frame of reference for how you are using the term in this context. Some examples would provide additional clarity.

generations that challenged this category within the workplace assertively. Organizations have complied with their requests as they try to expand and introduce new creative benefits within the workplace to satisfy their needs.

We learn the generation that is on the verge of retirement is concerned about pensions as well as other security benefits. Career options and success is dominant amongst the largest workforce generation. Whereas, monetary benefits reign supreme for the newest generation of workforces. These variances show the greatest degree in difference amongst these distinct cohorts. However, these differences extend beyond monetary and self-fulfilling benefits.

Leadership styles has a varying preference amongst workforce generations as well. A formal structure of rules with defined lines of oversight and governance is a want of the baby boomer generation. They have no issue with respecting authority or following a specific chain of command. Influential leaders capture their attention. Contributing to the decision-making process is a realized benefit in the workplace. Patience is key when seeking feedback or direction. They will and can tolerate it.

Gen X wants the authority. Instantaneous feedback, gratification or accountability is expected. They translate these leadership abilities as successful traits of a leader. Taking the lead, making the decision and directly reaping the success of your own contribution is a benefit to this generation. When comparing this need to that of Gen Y of wanting a participatory leadership culture we can further tie this back to their relaxed approach to the working lifestyle. Leaders must be supportive, encouraging and inspiring when comes to qualities. Generation Y approach the workplace with this benefit as a forgone conclusion.

Organizations are compelled to review the leadership structures in place to determine if they are going to meet the needs of these generations. The answer is not straightforward but complex.

Conclusion

The review and research conducted gives us insight on the different types of values these inter-generational workforces maintain. It allows us to further breakdown the meaning of values inside and outside the workplace. Once defined we can translate the impact it has to expectations of benefits within the workplace.

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Similarities exist among workforce generations, at times stereotypes can create a false perception of values. Nonetheless, differences in value exist. These differences are driving change within organizations. The impact is far more reaching and complex than anticipated. The impacts to benefits stretch from compensation to leadership qualities that want a form of instant gratification. It continues, providing work life balance in which the very offerings a company gives its workforce must incorporate learning and development curtailed to that individual employee.

References

Dencker, J.C., Aparna, J., & Matocchio, J.J. (2007). Employee benefits as context for intergenerational conflict. *Human Resource Management Review*, 17(2), 208-220. <https://doi-org.ezproxy.depaul.edu/10.1016/j.hrmr.2007.04.002>

Dick, S. D. (2019). Generational similarities in work values of generations X, Y and Z. *Journal of HRM*, 22(2), 10–27.

Commented [CK7]: Are these last two sections your observations or the conclusions of researchers? I would like to see your revised version center the focus on the findings of researchers.

As you revise, consider where you might be able to better highlight the relationship between the ideas of some of your sources. Using transitions to connect the ideas and information put forth in your sources is a great way to put them in conversation with each other to strengthen the synthesis of your findings.

Also, do any of your sources put forth opinions about the subject? Showing the relationship between those opinions in addition to summarizing and analyzing the results of research will strengthen your review of the literature. Also, are there critiques of the findings/sources? What are the shortcomings, limitations, etc.? If there are places where you can explore your sources from these perspectives, the addition of insights gained from that exploration will strengthen the overall review.

See this exemplar for ideas on how to do this
https://libguides.uwf.edu/ld.php?content_id=42292186

Commented [CK8]: Who are the “we” you are referencing here? Is it employers? HR professionals? If so, you should state that. Although some of the samples include first person voice, you should try to avoid using the first person “I, me, my, we” in a literature review because the focus is the research findings not the author. You should write most academic papers using the third person (he, she, it, they, etc.) voice.

Commented [CK9]: Good job overall with your conclusion.

Commented [CK10]: Good job with the format of your source page overall. However, make sure to add the hanging indent to your entries to adhere APA format. That means that all lines except the first line of an entry are indented. Also, entries should be double-spaced. For a sample Reference Page visit <http://owl.english.purdue.edu/owl/resource/560/18/>

Developmental Editing Feedback Sample

Client: Charles Matlock

Project: Memoir

Work Completed: Developmental editing

Description: Below is a sample of feedback that I provided to an author for a memoir. I was hired as an editor and subject matter expert. As such, my feedback includes suggestions based on my knowledge of the subject matter in addition to global feedback on the writing itself. Although I was not hired as a copy editor, I did provide some copyediting feedback. I have included passages of the work with the sole purpose of demonstrating my editing style. This is copywritten material and cannot be reused or reprinted without permission from the copyright owner, Charles Matlock.

Musical Chairs, A House Music Memoir

By Charles Matlock
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Introduction

Seeing wondrous sights and experiencing wondrous things has, and is, its own reward, but there's something particularly special about sharing those experiences with others. I've seen and experienced wonders in this world, and with this narrative, I intend to ~~try and~~ boil down and share how I felt through those experiences and share. The goal, my objective, my end-zone is to paint a vivid enough picture that you feel as if you share some of those experiences and I encourage you to have them of your own. The attorney in me feels it prudent after having said that, that I make a general disclaimer I am not encouraging anyone to do drugs or engage in any lewd lascivious or otherwise immoral behavior, (not that I have) but interpretation of words is a funny thing.

I learned my love for the arts from my mother although my particular love for a particular genre of music and the culture there is often part and parcel of it is a little too unrestrained for my mother's particular tastes. I grew up listening to jazz at home and in the car on the radio (although, I had records of my own, pop, soul and later rock, and my own record player since I was 4). My mom has records by Ella Fitzgerald, Cannonball Adderley, Stan Getz, Chuck Mangione, Sarah Vaughn and she dabbled in so many different types of arts, it made me dizzy. As much as she loved arts and as much as I do, me going out and being a part of that culture, first as a fan and then working within it as a practitioner scared her as a mom. Looking back, I can only imagine the sleepless nights she went through worrying about when (or if) her son would come home. Regardless of my empathy for her fear, if I had to do over again, I would pretty much do it exactly the same.

I saw the Birth of House Music, like I was in the delivery room and was one of the first to hold the new baby and share pictures of it with others. It was the most beautiful baby ever and I showed it off at every occasion. Seeing this wondrous creature be born and watching it grow and taking a hand in helping to raise it is my proudest moment. As some parents feel that their children are their crowning achievement, I being part of the village and one of the original villagers to help raise this child, I feel the same.

My experience with Dance Music began when I was in high school in Hyde Park. Hyde Park is one of the only parts of segregated Chicago that is a true melting pot, and it has been since I've known and that goes back to the early 70s. The melting ~~part-pot~~ that Hyde Park offered provided the unique environment that created that island where a particular cross-pollination could occur; Darwin would be proud. Mixing of cultures provides opportunities for hybrids that get the benefit of synergy that is a sum greater than its parts. My story is a story of hybrids and the Dance Music part begins in 1982 in Hyde Park, where it can be said that House Music was first conceived.

Commented [KC1]: This would be a great place to establish the subject and central theme of this memoir as your experience of the birth of House music and culture in Chicago. I think it comes a bit too late in the introduction. Conveying it here, sets the stage and context for the autobiographical elements you start to explore later in the introduction. It also situates House as one of those wondrous things. It is, indeed, wondrous, isn't it? I really like this intro paragraph.

Also, though I am not copyediting, I made a few copyediting revisions for you to think about as you revise. Some minor mechanical adjustments to avoid run-on sentences and some to improve conciseness.

Commented [KC2]: OK. I know that I am not copyediting this work, but I could not resist making a copy suggestion. I think "witnessed" is a much stronger verb and in many ways your memoir is like witnessing the "church" of House music. You are testifying, so that word jumped out to me. ☺

Commented [KC3]: You might want to identify HP geographically as being on the Southside of Chicago, as that is an important fact about the birth of House. It also provides a point of reference for those outside Chicago, as the Southside has some familiarity/notoriety beyond the city/state.

Our mothers were right of course and Rod and I would have been stoned out of our minds if we could've been. Instead, we had a great time (even sober) under the youth group leader's watchful eye.

First, Rock music drew Rod and I together but our tastes soon branched into underground Electronica like Bauhaus, New Order and the like. Bella Lagosi's Dead (and other gothy stuff like that) plus Punk Rock, Adam and the Ants and the Clash, that was the shit that Rod and I were into but good luck finding more than a small room full of other black folks in Chicago who liked that stuff then. From Punk influenced Electronica, my taste in Dance Music evolved to Soul influenced Electronica and my journey began. The dance music that I'd been exposed to from the house parties and from just going to parties with Shawn (she's coming up) had given me a taste for underground electronic dance music and also late 70's and early 80's Soul.

On the north side it was kind of a gay/alternative lifestyle environment and it wasn't like you had to be gay to go there but for communities that had been marginalized by society or just didn't fit in, it seemed to be a place of sanctuary. Rod and I would ride our bikes to the north side and explore up around Broadway and Belmont going back to Diversey because that was where there was cool/wild shit. We would walk the streets looking into the seedy porno bookstores or places with leather and bondage. They all were chock full of weird shit and stuff that we would half trip on, and half see where people who were into shit like that hung out and what did they look like.

The punk-out scene in the upwardly mobile black neighborhoods was what was in style and the North side was where Punks went to hang out. There was a place called the Alley where

Commented [KC5]: Do you have examples? It would help to balance the rock examples, especially if there is Disco, Philly Soul, etc. that later segues into House.

Side note: Nice concerts! There was a ton of Rock in my house growing up from my brother. We saw the Stones together in 2019 at Soldier Field. ☺

Commented [KC6]: Here you identify the North Side, which is why it is important to identify the South Side. The geographical, cultural, and racial contrasts are important in terms of the history of House and the context in which it was born. Can you tie this paragraph into the music scene or your development a bit more? It doesn't flow as smoothly from the previous paragraph.

Commented [KC7]: This topic sentence would be a nice transition to start the previous paragraph. Consider how you might combine and condense this paragraph and the preceding one. Side note: I totally remember the Alley! ☺

you could get clothing to reflect your “push back against the regular old establishment” ways of looking at life.

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But Medusa’s was a phenomenon and the more I went the more I realized this was really a high level, grown-up party. At that point I been going out to parties for a little while and there were some high school parties which weren’t bad. Sometimes big DJs came to the high school parties although I think I went to more parties at IIT, which is a college but they often had parties that many high schoolers would go to. There were also tons of parties at Sauers, a massive German restaurant that people rented out for events. So I had been going to parties at this point but nothing like Medusa’s.

Commented [KC8]: As a House memoir, it might be important to dig into these parties a bit more. It would help to paint a more detailed picture of the scene at that time. What kind of music was playing? Who was DJing? What was the general vibe, attraction to the parties? It would also help to then contrast that with Medusa’s.

At this point, it may be a good idea to backtrack a little and talk about things which are outside of my personal experience but as I have become a bit of a Dance Music historian, I can still speak knowledgeably about them. It’s time to include a brief history of dance music:

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DJ collectives also started to form and they would also often host events either at Catholic School gyms or halls or at rented loft spaces and their events would often be battles against other DJ collectives. Wall To Wall Sounds, Vertigo and Vertigo II, Hot Wax, Rare Sounds of Space, SSA Audio and Gucci Sounds were a few. Wayne Williams added DJ Jesse Saunders and then soon after DJ Tony Hatchett to the Chosen Few and Batman (not holding

himself out as a DJ any longer) hosted events with others using the name Gudi Productions, occasionally with Dave Risque hosting. The teens' dress of tight jeans, white t-shirts and gym shoes had a certain "good kid, ready to party" look and the upwardly mobile group was dubbed the Gudi kids. These kids were somewhat part of a community of a group of schools and usually knew one another through no more than a couple of degrees of separation at most. Fights were rare and often security was minimal. Around 1981, WBMX's Hotmix 5 began to broadcast Dance Music and music was shared with crowds *outside* of the bubble of upwardly mobile high schoolers from the small community of schools. After Chicago's appetite for Dance Music had been whetted, we all know you can't keep 'em down on the farm after they've seen Paris... Batman says this was a loss of innocence as masses of wilder kids flooded his events and the entire scene. The beginning of a tough guy era was to begin.

Clubs in Chicago in the mid-late 70's which catered to largely gay and lesbian crowds included: Martin's Den, Den One, and Carol's Speakeasy, all in Old Town, then one of Chicago's alternative lifestyle melting-pot neighborhoods, the Ritz and Foster's in the Gold Coast, the Rialto Tap downtown and The Bitter End and the Jeffery Pub on the south side.

Blacks, gay or straight were often discriminated against and asked for 2 to 3 or more forms of ID to get into popular white Rush street clubs like BBC, Faces and P.S. Chicago and consequently, some of these turned away patrons decided to host their own events. This exemplifies one of my favorite credos: if you can't join 'em, beat 'em.

A group of gay men in Chicago formed a social club named "US" and it included Robert Williams, who had by 1976 moved to Chicago, Harold ____ also a New York transplant, Zygfried "Ziggy" Shuch, a German second generation master violin maker born and raised in a suburb of Berlin and Benny Winfield a Chicago native. These early tastemakers decided to host

Commented [KC9]: You might want to add on the radio for those who do not know.

Commented [KC10]: Add geographical location. Try to do this whenever identifying places like with Rush Street below. Adding context for the reader of the dynamics of the city as the birth is occurring adds history, context, and interest.

their own events based on the model Robert brought to them from the blueprint he had seen at David Mancuso's Loft of a party that sells no liquor and only charges for cover at the door. US began hosting events at a 10,000 sq. loft space at 555 W Adams. Robert was originally a tag-along and not a core member of the group but they nonetheless voted him president.

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The Warehouse was a phenomenon and the mixture of sound system, lights, DJ, crowd and staff made the after hours club reach the highest peak in Chicago's history. The Warehouse sold no liquor, just the price of admission. It opened once a week from midnight Saturday night until noon on Sunday. It was three floors which included an entire floor of dancefloor and two lounges. The lounge in the basement offered chips, cookies, sliced fruit, ice cream and LSD laden punch.

Robert originally asked Frankie's best friend Larry to move to Chicago and play at the Warehouse but at the same time, the Paradise Garage in New York was about to open and Larry had already accepted the job as resident DJ there. As Chicago partiers will swear that there was nothing like the Warehouse, NYC heads will say the same of the Garage, however, the Garage was more than three times the size of the Warehouse and had the same sound system architect, Richard Long, but the Garage was his undisputed opus sound system and is still hailed as the best dance club sound system ever to have been created. The Garage also included a movie theatre.

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Commented [KC11]: Can you speak more on the WH and FK in terms of adding detail/perspective on its impact, influence, draw, success, legend. Doesn't everyone lie and say they were there? ☺ It speaks to how revered it is as a structure – literally and figuratively in the life and history of House music.

By 1980, the Warehouse had won the crowd back and then some and it reigned supreme in Chicago until the end of 1982. It had added a significant heterosexual crowd to its patronage. Since Robert had found US Studios an attorney who was connected to Chicago's Democratic "Machine", the afterhours dance space operated without hassle regarding building regulations. Chicago underground icon Dave Medusa had been friends with Frankie since about 1978 and had taught Knuckles to drive one afternoon after the Warehouse closed when the pair were still on LSD. The Warehouse had parties every Saturday night from midnight until noon and on some Friday nights as well. In 1982, on one of the Fridays that there wasn't a party at the Warehouse, Medusa had a party at 161 W Harrison where he had started hosting events. Frankie loaned him equipment from the Warehouse to use for the party, unbeknownst to Robert. Robert attended the party and thought that the tweeters looked familiar but dismissed it. The next party Medusa had was on Halloween and again, Robert thought he recognized his equipment but it wasn't until the Warehouse's resident sound engineer Nick Kenwick said that he had to go back to the Warehouse to get some forgotten cables that it clicked for Robert. Robert asked

"Wait, why do you have to go back to the Warehouse, for what?"

"For some cables for the crossover" Nick said, hurriedly.

"For *what* crossover?" Robert asked.

"*Your* crossover dummy, its in the booth, right there" Nick said, gesturing to the DJ booth Frankie was in.

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Before Frankie left New York, he and Larry would discuss what songs would go with others and which place to bring them in to get the maximum effect on the dancefloor. This

Commented [KC12]: From where?

Commented [KC13]: If you are going to include this, it might be helpful to explore David's relationship with Robert a bit more, especially what he learned from him and that he went on to have Medusa's after working with Robert.

requires a knowledge of when to release one song in relation to the first one playing live so that the musical/lyrical phrasing lines up a certain way to realize the vision of the DJ. I'll come back to this later with an example, **promise**.

In Chicago, the DJ collective named the Chosen Few had several parties at a loft space named The Loft (no affiliation with David Mancuso's Loft which was in full swing in NYC although there is no evidence that either event was on the radar of the other) and also at a loft space named the Penthouse and a massive German restaurant named Sauers, popular for teen dance parties. The Chosen Few added two inductees: Alan King and Tony Hatchett's younger brother, Andre Hatchett. Around 1983, the Chosen Few's members began to pursue individual projects, but Andre continued a DJ career in Chicago in earnest. Jesse Saunders began a career as a music producer and released the first song recognized as the first House Music song, "On and On", which was a mishmash of other song melodies, vocal hooks and sound effects and he followed with "Funk You Up" and the first House Music offerings were on the shelf for purchase. Jamie Principle was an artist who had been put on Frankie's radar by Jose Gomez, a member of the DJ collective, Vertigo. Jamie's music was not released as quickly and it developed an underground following for years before it was available for purchase but it was a much more fully baked and complete version of the sound coming from Chicago which was soon to be named House Music.

Since I've discussed House Music and *when* it came to be, I feel it's worth mentioning *how* it came to be named. Brett Wilcox was the manager at Imports **etc.** and he told me how House Music came to be named. Imports Etc. started out as IRS (Independent Record Service), a record pool and after servicing so many DJs, they decided to open a record store to service DJs who did not have the stature to be part of the pool. **Chicago** was and still is the only outpost of

Commented [KC14]: Love this detail on the "journey!" As with the WH, it would be nice to add more detail about The MB. Try to take readers to both places through your experience or understanding of the experience.

Commented [KC15]: You have not introduced this yet. Make sure to introduce it first, then reference later.

Commented [KC16]: In the Midwest, ...?

true cosmopolitan civilization for 1,000 miles. Certain records were pretty much *only* sent to Chicago record stores, ~~(within the Midwest)~~ and unless you were in a really great record pool, if you wanted them, you had to come to Chicago and particularly, to Imports Etc.

From 1976 until 1979, Disco was everywhere and everyone jumped on-board. Record companies were releasing excellent opus' by madly talented artists like Donna Summer and Giorgio Moroder, while at the same time, trying to capitalize on the dance craze trend, also releasing hot garbage; grotesque imitations of Disco by Ethel Merman, Rick Dees' Disco Duck, and a string of other ugly bastardizations, supporting the narrative pushed by white, homophobic masses of men who refused to dance, screaming that "Disco Sucked".

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He suggested shortening the name to "House Music" since it sounded cooler and the name stuck and this new and emerging genre of music comprised of soul flavored with cutting-edge electronica infused with lush orchestras and wailing divas became known as House Music to the world.

It is important to stress the "to the world" part of this statement because, People from Chicago view House Music as comprising the entire diaspora of Dance Music from Philly soul (circa 1975) to Kraftwerk (circa 1977) and beyond, while the rest of the world considers "House Music" a phenomenon which started with Chip E's "Its House" and Steve Hurley's "Music is the key", the first songs which used the term "House Music" in the lyrical content of the song (and for the people who know a little bit more, go back to Jesse and Jamie's early releases). So, it is somewhat understandable that considering that the Warehouse, which is how House Music was named, was in Chicago where Frankie played Harold Melvin and the Blue Notes and Teddy

Commented [KC17]: Maybe add some more. Not that you have to, but in my course I explore the distinction between mainstream Disco (not just the "grotesque imitations" ☹️) and the more soulful underground stuff that has become the bedrock of House.

Commented [KC18]: This is a very important point and should really be its own paragraph.

Formatted: Indent: First line: 0.5"

named “House Music” like _____ (i.e. what were some of the cuts on the wall?)

As members of the Chosen Few had gone to the Warehouse and harvested music knowledge since Frankie was the first to play many songs, Detroit DJ’s and soon to be producers Derrick “Mayday” May, “Magic” Juan Atkins and Kevin Saunderson (known as the Belleville Three) were coming to the Powerplant and the Music Box and harvesting music knowledge as well.

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The next crowd was the “fluid” kids. Not content to leave this marginalized group on the outside, Shawn was an early unwitting advocate of LGBTQ rights and she openly, publicly befriended members of this group despite the prevailing intolerance and if anyone asked her, “why are you hanging with those dykes?”, “why do all those whoops hang around you?”, her answer was always the same, “Because, they’re *my friends*.” Those kids still struggled socially but having a friend who was one of the most popular kids in school helped those kids feel a little more comfortable in their skins and provided a small umbrella to help weather the constant, unpredictable storms that are part of high school. Her third group, was just high-schoolers like me, who wanted to go out to parties and wanted to not just fit in but also be part of something that was real and when I listened to the music, it was real and so was something to actually believe in. _____

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Commented [KC19]: This is a lovely sentiment to explore in more detail, possibly elsewhere, when digging deeper into what House has meant to you.

There was a lot of new music out in Chicago in 1982 and '83. A song that sounded really retro named Moody was all the rage and you couldn't go to a party and not hear it. It sounded very soulful 1960s-ish and in 1982 I guess that's what retro was. It was very simple but a groove that would catch everybody and make you start dancing immediately. Lots of congas and heavy bass in fact bass drove the entire song. As retro as that was, juxtaposed to that, which came out within months, was the new emerging electronica and in front of the line was a song named Planet Rock which used the melody of Kraftwerk's Trans-Europe Express and was created by Arthur Baker and the now disgraced, accused of hundreds of incidences of child molestation DJ/producer Afrika Bambaataa who at that time lead the way for electronica.

Commented [CK20]: By ESG? Make sure you include artists with the titles to help document the music. I never thought of this track as having a retro vibe, but I can see that now. 😊

A lot of songs that were European imports were also big songs and this was the land just before House Music. Kline & MBO's Dirty Talk was one of those songs of emerging electronica which still held on to live instrumentation and the guitar riff along with the syncopated drum programming made for an infectious groove and when the chords came in, it immediately drew people to the dance floor and seemed to put immediacy in the air.

Commented [CK21]: Is there a reason you don't use the term Italo Disco? Just curious. I think people classify this song in that genre, and I wonder if that label is more identifiable. However, European covers everything from Europe that wasn't Italian.

Totally pushing electronica passed-past live instrumentation was the underground hit massive in both New York and Chicago called Hip-Hop Bebop by Man Parish (despite its name, it is nothing like Hip Hop, then or now). This was the dawn of Hip-Hop and at that point, there were some songs that would become known as pure Hip-Hop which were played in the dance music mix such as The Warning by Grandmaster Flash. Also, at that point, the music, which would later become known as Hip Hop, was still called Rap. Some Dance Music songs such as "Dance or Die" by Sweet Pea Atkinson would include a rap in the lyrics or some like The Breaks by Rap artist Kurtis Blow was an early Dance Music favorite which didn't at all stray from its Rap lineage and later *T.S.O.B. (The Sound Of Brooklyn)*.

Commented [CK22]: On a copyediting note, you use quotation marks for all song titles. Styles differ, but most use italics or quotation marks for titles. The latter is for shorter works within larger works like titles of songs, poems, an episode of a TV series, etc.

T.S.O.B. was one of those songs ~~which~~ that immediately brought the energy level up in the party. It would make me go ~~beserk~~ berserk and I always counted myself lucky to be on the dancefloor when it came on because trying to get onto an already packed dancefloor was tough. When I say packed, I mean shoulder to shoulder, with everyone completely drenched in sweat. Charlie P who was a Warehouse regular hipped me up on a House Music history fun fact: Frankie only played the instrumental version of *T.S.O.B* at the Warehouse but only the vocal version at the Powerplant. Weird.

Some songs which were considered pure Dance Music were almost completely comprised of electronic elements but still kept the soul and song structure of R&B such as Keep On by D-Train, a New York icon and the break of that song with the sing-songy, Uber positive message was the part that everyone would scream and lose themselves in: “The *sky’s the limit* and you know that you keep on, just keep on pressing on, the *sky’s the limit* and you know that you can have what you want, be who you want!” This simple “Break” as it was called in Dance Music was so strong and powerful it taught you to enjoy other parts of the song but wait for that break that would make everyone go wild.

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As music and fashion changed, so did attitudes and beliefs. It seemed to be a new 60’s era but folk rock and the anti-war movement were replaced by gender bending, genre defying Dance Music gems which always seemed to reach for the future or honor the past. The message of anti-war was eclipsed by the fear of nuclear proliferation and the spoken word of Frankie Goes To Hollywood’s Import version of *Two Tribes*, saying “If your grandmother or any other member of the family should die whilst in the shelter, put them outside, but remember to tag them first for identification purposes...” was a sign of the times.

Commented [CK23]: More bonus copyediting advice here. 😊
Without getting to grammar geeky, “which” is used with commas for nonessential clauses. “That” is used when the information is essential and flows as part of the sentence, so it is not set off by commas.

Commented [CK24]: This is great. I love that you integrate your voice here and stay in the memoir space by adding this personal detail to the history. Make sure you sprinkle these nuggets similarly in the earlier part where you are giving the history. You disappear for a bit and it loses the personal connection. This might be an opening to explore the differences between the crowds or vibes at the two places. Or just leave it at weird. 😊 As a DJ, though, why do you think he did that? It’s interesting and he was so good at reading a floor. I am curious myself.

Commented [CK25]: You are a lawyer, so I won’t jump in your wheelhouse, but be careful with lyrics. Several of the authors, including myself, in the Prince book for Bloomsbury had to remove lyrics because the cost for permission to reprint them in the was astronomical.

Commented [CK26]: It is interesting that you mention the break on this song. I was wondering if earlier when you talked about the NYC scene if it might be important to talk briefly about Tom Moulton and remixing and Walter Gibbons’ remix of Double Exposure’s *Ten Percent* and how these influenced dance music DJing, especially what Larry and FK were doing with FK bringing that style with him to Chicago. I know others where DJing here, but were they doing that? If you could add insight that might be beneficial in helping people to understand the draw to FK’s sound, the WH and PP if you think it is significant.

Note: I just read the subsequent paragraphs. I am not deleting this comment. Leaving it to illustrate the synergy. Too funny! Never mind. 😊

Commented [CK27]: This seems a bit underdeveloped. Either expand, combine with something else or remove. If you expand or explore, tie it into your own evolving attitudes, belief, identity, etc. You should introduce the idea of fashion changing alongside the music before you get to this though, because as stated, it supposes that you have already established that fashion has changed. For example, the subsequent paragraphs where you explore fashion changes should precede this one. Structurally, it could look something like:
I. Music changing
II. Fashion changing
III. Attitudes changing

Proofreading Sample

Client: esgEvolution

Project: Proofreading annual corporate social responsibility report for client Carter's, Inc.

Work Completed: Proofreading and light copy editing

Description: Here are excerpts from a 63-page proofreading project I completed for esgEvolution on behalf of apparel company Carter's, Inc.

I proofread for grammatical errors. I also provided light copy editing with feedback on inclusive language, style consistency, and sentence structure. This sample is from the 2022 report, which will soon be published. You can view the 2021 report at <https://www.carters.com/corporate-social-responsibility.html>

Responsible Sourcing

Our Social Compliance Program is designed to help ensure our Tier 1 suppliers operate according to the requirements of our Vendor Code of Ethics and Social Responsibility Policy, which in some cases requires going above and beyond their local laws. We set compliance targets for Tier 1 suppliers, who own and operate the factories that manufacture our products. We are in the process of extending visibility to Tier 2 and 3 apparel suppliers who provide cotton-based materials (such as yarns and fabrics) to Tier 1 apparel suppliers.

Our social compliance is overseen by our SVP, Corporate Social Responsibility, who reports quarterly to the Nominating and Corporate Governance Committee of the Board of Directors. The team that executes this work is part of our ESG Council and its Supply Chain Task Force.



Tier 1 Suppliers Must Pass Our Onboarding Procedure Before Being Contracted



Identification

Includes evaluation of country conditions and review of Tier 1 supplier or factory credentials and alignment with Carter’s policies. Facilities reports may also be requested.



Qualification

Includes extensive reputation screening and third-party audits for product safety, social compliance and security. These inform the decision on whether or not to contract with a potential Tier 1 supplier.



Activation

Includes onboarding, production planning, and yearly assessments for compliance with our policies. Additional training and corrective action plans are put in place where needed, based on assessment results.

Auditing

We uphold our labor standards through a rigorous supplier monitoring process that includes unannounced visits, verification of business documentation, assurance that worker pay complies with our CSR Policy and applicable labor laws, evaluation of health and safety conditions, and visits to production facilities and worker housing. We are also increasing our worker surveys and in special circumstances will conduct off-site interviews.

Our Social Responsibility Policy sets forth requirements that Tier 1 suppliers must satisfy in order to do business with us. We screen 100% of our new Tier 1 suppliers on our standards. We regularly audit our Tier 1 suppliers to verify compliance with our policies, as well as to improve working conditions and labor practices in factories.

Between 2020 and 2021, our onboarding and auditing process eliminated 9 suppliers from consideration and dropped 4 active suppliers due to substantial concerns about their ability or willingness to adhere to our requirements.

Driving Improvement

Tier 1 suppliers must achieve a minimum score, which is set by Carter’s based on the type of product being produced. We contract with accredited and industry-leading third party auditors Intertek and Elevate to perform these audits.

Unannounced audits are conducted when a facility scores below 85 out of 100. Approximately 38% of audits were conducted unannounced in 2021. If an audit finds non-compliant practices, we conduct an onsite summary review of findings and leave a signed corrective action plan to remediate areas of noncompliance. If the supplier fails to demonstrate improvement and meet our requirements in the corrective action plan, we may choose to terminate the relationship.

Training

We have developed a Tier 1 supplier training program that provides specific guidance on compensation and benefits, employee documentation, and worker health and safety. The program is updated periodically and provided to Tier 1 suppliers.

Today, we have teams working in Cambodia, China, and Bangladesh to better support our Tier 1 suppliers and enhance workplace conditions.

In 2021, we achieved our annual audit plan and performance target by completing our desired number of audits and having at least 90% of suppliers achieve a passing rating.

Supplier Environmental Screening and Engagement

We intend to source only from suppliers that use the Sustainable Apparel Coalition’s Higg Facility Environmental Module (Higg FEM) by 2025. Approximately 53% of our Tier 1 factories completed the Higg FEM in 2021. As part of our ongoing engagement, we also surveyed suppliers in 2021 to identify whether they had goals related to energy, waste, greenhouse gases, worker well-being, and other matters, an effort we intend to extend in 2022.

Tier 1 Supplier Compliance	2021	2020	2019
Number of Active Tier 1 suppliers	93	100	110
Number of Active Factories	142*	164	195
Number of Factories With a Passing Score	125	155	191
Number of Factories With a Below Passing Score	4	3	4
Number of Unannounced Audits Conducted	55	69**	105

* There were 13 factories we were only able to audit virtually due to the pandemic; we therefore chose not to issue a score.
** Due to pandemic restrictions, we paused the execution of unannounced factory audits in 2020.

Partnering for Progress

We believe multi-stakeholder dialogue and collaboration often represent the most productive and effective approach to address complex industry-wide issues that cannot be solved by any one company alone.



The BSR HER project is a collaborative initiative that strives to empower low-income women working in global supply chains through workplace programs promoting health, financial inclusion, and gender equality. Our participation in the program focuses on providing training programs to three of our suppliers, representing approximately 3,000 workers. These programs train senior leaders within those organizations who in turn train workers in critical skills. The progress of these initiatives is measured by the Observer projects, which will provide useful data about the quantity and quality of our impacts. Unfortunately, on-the-ground implementation has been slowed by COVID-19, but we expect to have program results to share in future years.

Worker's Labor Application — Our Rights

We have partnered with GIZ FABRIC and launched a digital application to improve the knowledge of garment workers on their rights and obligations under the Cambodian labor law with a focus on the most important labor laws and occupational health and safety regulations in the workplace. Currently the application is available in ten of our suppliers in Cambodia and we anticipate impacting approximately 23,000 workers.



With the Alliance for Bangladesh Worker Safety winding down its operations at the end of 2018, several former Alliance members, including Carter's and other brands committed to sustaining the culture of factory safety in Bangladesh, launched Nirapon. Nirapon is a locally managed organization tasked with overseeing the ongoing safety, training and helpline efforts of the factories from which Nirapon members source. To date approximately 28 of our suppliers participate in these efforts, including the Worker Helpline impacting approximately 80,100 workers.

Other Partnerships



employee spotlight

Ensuring Human Rights Through Partnership



Rashedul Hasan

Senior Corporate Social Responsibility Specialist, Bangladesh

I focus on supporting our social and environmental efforts with our suppliers and representing Carter's in a number of industry initiatives such as Nirapon. I spend most of my time visiting our suppliers to assess workplace conditions, providing training on our social compliance requirements, and educating suppliers on our environmental expectations. That has given me the opportunity to see and be part of our Company's commitment to safe working environments first-hand.

I'm especially proud of having helped to integrate our social compliance work with the Sourcing group for better decision-making, implementing data systems that have improved our audits, and launching training and monitoring initiatives that have helped to improve the lives of workers in Bangladesh. I am looking forward to continuing to expand our stewardship in ways that integrate social and environmental management for better impacts, transparency, and products.



Creating Products Sustainably

We are focused on providing the best value and experience in young children’s apparel

We believe it is important to create our products to be of high quality and safe for the children who wear them as well as for the planet we share. We pursue these objectives by working closely with our suppliers, testing labs, and other third parties to help ensure our products meet our high standards of quality and safety. We are also making progress in increasing our use of sustainably produced and certified materials.

Our responsible product stewardship also includes inclusive practices in the development and marketing of our products. Our Diversity Advisory Council contributes perspectives on our product development as appropriate. Our Global Marketing Team has developed a strategy to create authentic relationships with diverse consumers. As part of that strategy, we have created specialized outreach campaigns that have increased media impressions among Black and Latinx families in particular, who represent a growing segment of children’s apparel purchases.

Goals	2021 Progress
<ul style="list-style-type: none">• Grow <i>Little Planet</i> to be the leading sustainable children's apparel brand• Use 100% sustainable cotton and polyester fibers by 2030	<ul style="list-style-type: none">• New goal; we will report progress in 2023• Began purchase of Better Cotton credits and increased purchase of Global Organic Textile Standard (GOTS) certified organic cotton• Introduced recycled polyester products in 2021



Product Design, Innovation, and Stewardship

Designing for children who are discovering the world around them is a fulfilling challenge. We develop our products with the needs of children and families in mind. We listen carefully to the input of customers, which we receive through a number of feedback channels and our frequent consumer surveys, which now include sustainability topics.

Recognizing that sustainability can be complex and technical, we have committed to communicating our initiatives and their benefits in simple, consumer-friendly ways. These have begun to appear in our sales channels during 2022 via our multi-faceted **Raise the Future** platform, which is founded on a promise to better our world through our commitments to developing more sustainable products and processes.

Using a redesigned website experience, new iconography to designate products with sustainable attributes, and new explanatory messaging woven throughout all our brand channels, we are inviting our Carter’s families across the globe – from customers to our own internal teams – on this sustainability journey with us. These are just the first steps we are taking to build a better tomorrow through Raise the Future.



New explanatory messaging

GOTS certified organic

- each style starts with at least 95% pure organic raw materials
- each process is monitored, from farm to finished piece
- each person that brings your product to life is ethically treated

heirloom style

- timeless designs
- thoughtful details
- made to love, last and pass on and on

STANDARD 100 by OEKO-TEX®

- safe from over 400 chemicals
- every little detail is tested from fabric to snaps

recycled swim

- UPF 50+ in a sustainable material
- recycled poly makes it gentle on the planet
- made to give new life to plastics

New iconography



Chemicals Management

We focus on product safety and quality throughout development and manufacturing and we test finished products against our established standards and regulatory requirements. Our standards and requirements are updated as needed and distributed to vendors throughout the year. To evaluate and improve our systems, our Product Integrity team tracks trends and consumer feedback to perform root cause analysis and escalates issues as needed for improvements in product design.

Restricted Substances

One way we focus on safety is by managing and minimizing the use of potentially harmful chemicals in our products. For example, our Restricted Substances List (RSL) designates chemicals that should be minimized or avoided in our apparel and accessories for *Carter's* and *OshKosh*, including exclusive brands.

There are several reasons we might restrict a substance, including government legislation or regulation, health and safety concerns for consumers and workers, or potential environmental hazards. We distribute our RSL to Tier 1 apparel suppliers and employees where relevant so they can be aware of and follow our chemical policies.

Testing

We test products to our proprietary protocols, which include chemical, safety and quality compliance to federal and state regulations as well as various industry standards.

If a product fails our initial testing, we evaluate whether the issue can be remedied, the flaw is minor enough to be considered commercially acceptable, or the impacted product should be destroyed and the order canceled.

Starting in March 2022, RSL testing is based on the percentage of a vendor's styles that are not OEKO-TEX® Standard 100 certified. In November 2021 we distributed our updated RSL

which was benchmarked against industry RSL lists such as the American Apparel & Footwear Association (AAFA) RSL and the Apparel and Footwear International RSL Management (AFIRM) Group RSL. The AFIRM RSL captures the most stringent regulation globally and in many cases includes additional chemicals or stricter limits to promote best practices and to advance the industry. We also distribute our RSL to our licensees. Licensees are held accountable to ensure they meet our standards and local laws.

In FY2021, our risk-based RSL approach tested 237 styles, which covered 84% of inline vendors, and we worked with suppliers on corrective actions for four testing failures.



employee spotlight

Adopting OEKO-TEX® Standard 100



Wilson Lam
*Senior Manager,
Product Integrity,
Hong Kong*

In recent years the focus of my role has been supporting the implementation of our OEKO-TEX® Standard 100 initiative as part of our Product Integrity team, which helps our vendor factories produce safe products.

We have chosen to have our baby, sleepwear and playwear products comply with OEKO-TEX® Standard 100 by the end of 2022 because it will help us ensure our products achieve the highest global safety standards available for families. In the last three years, we have provided more than 40 training sessions to different stakeholders, including fabric mills, trims suppliers, garment vendors, and internal Sourcing partners.

As of the second quarter of 2022, more than 90% of our vendor factories are OEKO-TEX® certificate holders. We see this as the first step on the next stage of our sustainability and chemicals management journey.

Managing Climate Risk

We believe that climate change poses risks to the planet. We also believe that our business could suffer a material adverse effect from unseasonable or extreme weather conditions, or other effects of climate change.

Strategy

In 2021, we conducted a climate change risk assessment that evaluated climate risk for our stores, DCs, supply chain and cotton sourcing in alignment with the guidelines of the TCFD.

Our business is susceptible to unseasonable weather conditions, which could influence customer demand, consumer traffic, and shopping habits. For example, extended periods of unseasonably warm temperatures during the winter season or cool temperatures during the summer season have in the past and could in the future affect the timing of and reduce or shift demand, and thereby could have an adverse effect on our operational results, financial position, and cash flows. In addition, extreme weather conditions in the areas in which our stores are located could negatively affect our business, operational results, financial position, and cash flows. For example, frequent or unusually heavy or intense snowfall, flooding, hurricanes, or other extreme weather conditions over an extended period have caused and could in the future cause our stores

to close for a period of time or permanently, and could make it difficult for our customers to travel to our stores, which in turn could negatively impact our operational results.

In addition, there is concern that climate changes could cause significant changes in weather patterns around the globe and an increase in the frequency and severity of natural disasters. These changes may increase the effects described above, and changing weather patterns could result in decreased agricultural productivity in certain regions, which may limit availability and/or increase the cost of certain key materials, such as cotton. Public expectations for reductions in greenhouse gas emissions could result in increased energy, transportation and raw material costs, and may require us to make additional investments in facilities and equipment. As a result, the effects of climate change could have a long-term adverse impact on our business and results of operations.

Risk Management

We began to evaluate our climate-related risks in greater detail through a climate change risk assessment we conducted in 2021. It evaluated both potential physical and transitional risks and identified potential impacts in both best-case (RCP 2.6) and worst-case (RCP 8.6) scenarios across our owned operations as well as for key aspects of our supply chain,

such as cotton production. The findings are under review by our Board and executive team and we intend to use the analysis to guide future planning. For example, our Real Estate Committee is reviewing the opportunity to integrate climate risk scores into the existing store review process as well as the new-store siting process.

Governance

Our climate-related efforts and other environmental management are overseen by our Senior Vice President, Corporate Social Responsibility, who reports directly to our

Chairman and CEO. Our Board of Directors reviews our management of these issues quarterly. Our work in this area is executed by employees who form part of our ESG Council and its designated Climate Change Task Force, both of which meet regularly to drive our decisions and monitor progress.

We are evaluating new climate disclosure rules proposed by the Securities and Exchange Commission and believe the steps we have been taking, including seeking limited assurance of certain emissions data, prepare us to be in compliance.

