2018 Corporate Social Responsibility Report
CenturyLink’s Corporate Social Responsibility (CSR) vision is simple: We believe we can make a positive difference in the world and specifically in the communities we serve. We believe being part of these communities brings with it the responsibility to support them as well. Through our actions, our goal is to make our employees, business partners and communities proud of our innovative and quality services, the unwavering integrity of our business ethics, our deep commitment to being a good employer, our respect for the environment, and our ongoing support of the communities where we live and work.

CenturyLink is committed to growing its business in a sustainable and socially-responsible manner. Giving back to help strengthen and improve our communities is a significant part of who we are. CenturyLink supports the passions and interests of our employees, and we empower them to be a positive influence in the world. We’re proud to provide many opportunities to be good neighbors by volunteering time and talent to support the causes that matter most to them.

CenturyLink’s Unifying Principles serve as the foundation upon which we continue to grow, conduct our business and guide our interactions with our customers, shareholders, communities and one another. They represent the fundamental values upon which CenturyLink is built and inform our CSR initiatives. These principles are: Fairness, Honesty and Integrity, Commitment to Excellence, Positive Attitude, Respect, Faith and Perseverance.

Highlights of our Corporate Social Responsibility efforts include:

| Diversity, Inclusion & Belonging | • Committed to embracing diversity and creating a culture of inclusion  
|                                 | • Diversity Steering Committee shapes and drives the company’s overall diversity strategy  
|                                 | • Proactive policies to encourage diversity in our recruiting and outreach initiatives  
|                                 | • Four of our 13 Board of Directors are female, representing 31% of our Board  
|                                 | • Includes supplier diversity as part of our overall program  
| Community Involvement | • Committed to strengthening the communities we serve through philanthropy, volunteerism and support of local community initiatives  
|                                 | • Encourage employee volunteerism with added support through the Matching Time Grants program  
|                                 | • Provide employees with a method for continual giving to charities they support  
|                                 | • In support of STEM education, CenturyLink offers teachers and technology grants to pre-K to 12th grade teachers  
|                                 | • Annual food drive to fight hunger as an issue critical to our communities  
| Ethics and Compliance | • Committed to creating and maintaining an ethical business culture based on our Unifying Principles  
|                                 | • CenturyLink Code of Conduct lays the foundation for our ethics and compliance program; required training for all employees and Board of Directors  
|                                 | • Maintain a 24/7 Integrity Line with a firm no-retaliation policy  
|                                 | • Focus on human rights throughout our global locations  
|                                 | • Train and reinforce anti-bribery and fair competition principles; require all employees to adhere to all applicable anti-bribery and anti-corruption legislation worldwide  
| Environment, Health & Safety and Sustainability | • Strive to build and operate energy-efficient networks and data centers  
|                                 | • Pursue sustainability initiatives that reduce energy, waste and materials consumption  
|                                 | • Engage our employees and suppliers in our sustainability efforts  
|                                 | • Establish sustainability metrics to measure and report our results  

Being a good corporate citizen is a priority for CenturyLink. Thank you for your interest in learning how we are giving back to our communities through our CSR program.

Jeff Storey  
President & CEO
CenturyLink (NYSE: CTL) is the second largest U.S. communications provider to global enterprise customers. With customers in more than 60 countries and an intense focus on the customer experience, CenturyLink strives to be the world’s best networking company by solving customers’ increased demand for reliable and secure connections. The company also serves as its customers’ trusted partner, helping them manage increased network and IT complexity and providing managed network and cyber security solutions that help protect their business.

Unifying Principles

Our Unifying Principles represent the fundamental values upon which CenturyLink was built. They serve as the foundation upon which we continue to grow and prosper, conduct our business and relate to one another, as well as our customers, shareholders, business associates and the general public.

Our Unifying Principles are Fairness, Honesty and Integrity, Commitment to Excellence, Positive Attitude, Respect, Faith and Perseverance.
Diversity, Inclusion & Belonging

We believe that embracing diversity and creating a culture of inclusion makes CenturyLink a better company. By incorporating a variety of viewpoints, insights and perspectives, CenturyLink is a better service provider, a better community partner and better able to serve our diverse employee and customer bases.

Diversity Steering Committee

Our approach to diversity is based on the belief that creating and maintaining a diverse workforce takes all of us working together, led by a team of our senior leaders helping drive different programs and initiatives. To that end, we formed a Diversity & Inclusion Steering Committee (DISC), which shapes and drives the company’s overall diversity strategy. The committee reviews the company’s diversity initiative results, which include training and education, marketing, hiring, talent development, company culture and employee engagement. In addition, it provides guidance and feedback on diversity initiatives through Diversity & Inclusion subcommittees, which are led by leaders within Human Resources.

Employee Resource Groups

CenturyLink employs thousands of individuals throughout the world, and we are committed to fostering a diverse and inclusive culture. We have 10 Employee Resource Groups (ERGs), some of which have been active for 40 years. ERGs play an important role in CenturyLink’s diversity philosophy. ERGs assist with employee career development, employee engagement, community and social responsibility initiatives, and help us connect with CenturyLink’s increasingly diverse customer base.

CenturyLink ERGs include:

- ABTP (Alliance of Black Technology Professionals)
- CenturyLink Veterans
- FRIENDS (Friends Respecting & Inspiring Employees Needing Disability Support)
- Global Community
- Millennial Minds
- PAAN (Pacific Asian Ancestry Network)
- PRIDE (LGBTQ+ Employees and Allies)
- SOMOS (Latin Support Network)
- Voice of Many Feathers (Native American Network)
- Women Empowered

CenturyLink provides each ERG with an operating budget, meeting space and an internal website. ERGs are open to all CenturyLink employees and are publicized through the company’s internal communication channels.

Recruiting and Outreach

We engage diverse talent in several ways: creative elements and targeted media linked to our web presence; social media, recruiter collateral, talent communities and the Employee Referral Rewards Program. In addition, we educate our employee base on the importance of diversity via internal events such as Diversity, Inclusion & Belonging Week.

CenturyLink attracts candidates who are drawn to improving lives, strengthening businesses and connecting communities, and who willingly embrace our Unifying Principles. Job openings are cross-posted on more than 200 diversity job boards, and we have an active military recruiting strategy, including an online military job code translator. We recruit through multiple diversity partners such as Historically Black Colleges and Universities and predominantly Hispanic educational institutions. We also partner with numerous organizations to sponsor diversity-focused hiring events and career development programs.

CenturyLink also has a year-round calendar of events that support many national observances through internal/external communications, company events and community events (i.e. PRIDE festivals, Black History, Women’s History, Hispanic Heritage Month Activities, Asian New Year, Veterans Day, National Disability Awareness Month, etc.).
Supplier Diversity

The Supplier Diversity Organization is an integral part of CenturyLink’s Global Supply Chain. CenturyLink values a unique blend of cultural and business expertise, as well as the flexibility and creativity that diverse suppliers provide to our operations.

Diverse suppliers have equal opportunity to be included in our strategic sourcing and procurement process to achieve our corporate goals and objectives. CenturyLink proactively identifies and encourages business opportunities for purchasing products and services from certified small businesses, as well as women, minority, disabled veteran and lesbian, gay, bisexual and transgender business enterprises. CenturyLink stays connected with diverse firms via an active presence in local, regional and national diversity business outreach events.

Lifeline

CenturyLink is a major participant in the Federal Communications Commission’s Lifeline program, which provides certain discounts on monthly service to qualified subscribers. The program helps low-income households stay connected.

Lifeline provides eligible customers a discount on qualifying voice or broadband service. Residents of tribal lands may qualify for an additional Lifeline discount, as well as support for initial installation costs for new service.
At CenturyLink, Doing the Right Thing is at the center of who we are. We are committed to creating and maintaining an ethical business culture based on our Unifying Principles. CenturyLink’s global Corporate Ethics and Compliance Program is designed to communicate the ethical and legal standards that govern our business conduct. We expect our employees, agents, business partners and other third-party representatives to embrace these standards and to act with the highest level of integrity and in accordance with all applicable laws and industry and trade regulations when doing business with and on behalf of CenturyLink.

CenturyLink’s global Code of Conduct is the cornerstone of our Corporate Ethics and Compliance Program. It sets forth the basic principles we must follow to uphold our company’s ethical business culture and provides guidance and resources to help employees make ethical business decisions. CenturyLink employees are trained on the Code and must acknowledge their obligations under the Code on an annual basis. CenturyLink’s Supplier Code of Conduct describes the ethical requirements of our suppliers, partners, contractors, vendors and other third parties with whom we do business.

CenturyLink promotes a culture of honest communication and mutual respect, and, in this regard, maintains a compliance hotline –the Integrity Line – which is available to employees and external stakeholders 24 hours a day, seven days a week. The Integrity Line is available to all employees in all CenturyLink locations around the world, and employees have the option to make reports in their local languages, whether via telephone or web intake. CenturyLink encourages employees to contact the Integrity Line to seek guidance regarding ethics and compliance issues, to report actual or suspected misconduct, and to obtain information about CenturyLink’s policies and procedures. CenturyLink allows employees to make anonymous reports, where permitted under applicable law, and prohibits retaliation.

Human Rights

At CenturyLink, our commitment to human rights is integrated into every aspect of our business. Our Code of Conduct addresses our position on topics that relate directly to human rights, such as privacy, data security, diversity, inclusion and fair treatment, individual rights, confidentiality of information, health and safety, and our prohibition on the use of forced or involuntary labor in the supply chain. We train our employees to recognize and report violations of human rights laws, such as those relating to child labor, forced labor, discrimination and harassment, immigration, and fair compensation. In addition, our Supplier Code of Conduct and our third-party contracts further advance our commitment by holding our vendors, suppliers and other third parties with whom we do business accountable for upholding the laws and ethical standards that promote human rights. Through our Supplier Code and third-party contracts, we specifically prohibit the use of any form of child labor or forced labor, including any form of human trafficking, in the supply chain. Our Supplier Code further requires that suppliers around the globe uphold CenturyLink’s commitment to freedom of association.

Anti-Bribery and Fair Competition

CenturyLink competes in the marketplace on the basis of service and product quality, pricing and reputation. We prohibit all corrupt practices and unethical payments, including bribes and kickbacks, everywhere we do business. In accordance with our Anti-Corruption Policy and Supplier Code, we require our employees and those with whom we do business to adhere to all applicable anti-bribery and anti-corruption legislation, including the Foreign Corrupt Practices Act and the UK Bribery Act. In addition, we communicate our anti-bribery policy to our agents, contractors, partners and vendors, and require them to certify that they will abide by all applicable laws and regulations. CenturyLink also strictly prohibits financial crimes, such as money laundering, the facilitation of tax evasion, terrorist financing, securities fraud, and market manipulation.

As our business expands globally, we continue to shape our Corporate Ethics and Compliance Program to address those issues that are relevant to our business within our diverse world market. Additional information on CenturyLink’s Ethics and Compliance program, including the global Code of Conduct and the Integrity Line, is available at centurylink.com/aboutus/governance/ethics-and-compliance.html.
CenturyLink encourages its employees to be actively involved in the community, including supporting political candidates and initiatives of their choice. CenturyLink employees and representatives are expected to comply with all applicable laws regarding political contributions.

CenturyLink has established various Political Action Committees (PACs) that are legally recognized organizations that accept voluntary contributions and make expenditures to support candidates for elected office. Only eligible employees may contribute to a CenturyLink employee PAC. CenturyLink does not attempt to influence employee contributions or political activities.

The company may, on occasion, elect to spend authorized funds to publicize a specific event or viewpoint. CenturyLink complies with all applicable laws, including requirements regarding the filing of disclosure reports with the appropriate federal or state election commission.

CenturyLink values responsible corporate governance and participates in the political process in an effort to formulate public policies that benefit our customers, shareholders, employees and the communities we serve. We provide transparency regarding our political contributions and expenditures. The company publishes a semiannual Political Contributions Report on our corporate website.

**Customer Privacy**

CenturyLink takes customer privacy very seriously; safeguarding personal information and protecting privacy are among our priorities.

Like most companies, we have certain information about our customers and may use it to provide our services. We also share it where appropriate to meet our business goals or fulfill our legal obligations. We protect the information we have about our customers, and we require those we share it with to protect it, too.

The CenturyLink Privacy Policy describes how we use and protect the information we collect about customers and their privacy options. Our Privacy Policy is available at centurylink.com/privacy.
CenturyLink is committed to strengthening the communities it serves through philanthropy, volunteerism, and support of local community initiatives.

The company focuses charitable giving and volunteerism on our employee’s passions and strengthening communities through educational programs that support youth and technology-focused initiatives. Most of CenturyLink’s community investment is driven by the programs of the CenturyLink Clarke M. Williams Foundation. Named after CenturyLink’s founder, Clarke M. Williams, the Foundation is endowed by CenturyLink to support community initiatives that encourage our employees to use their time, talents and treasures to strengthen the communities in which they live and work. The Foundation supports non-profits across the country through its Matching Time Grants program, the match on our annual Employee Giving Campaign and helps fight hunger in our communities through the match on our Campaign to Fight Hunger. In addition, the Foundation provides science, technology, engineering and math (STEM) solutions in pre-K-12 schools through its Teachers and Technology Grants.

Volunteerism and Matching Time Grants

CenturyLink encourages employee volunteerism and supports it through the Matching Time Grants program funded by the CenturyLink Clarke M. Williams Foundation. Through this program, employees who volunteer 40 hours or more, or teams who volunteer 80 hours, within a six-month period can earn a $500 grant to an eligible 501(c) (3) non-profit agency. In 2018, the Foundation awarded 473 Matching Time Grants for a total of $235,500 in support of employee volunteerism.

CenturyLink encourages volunteerism throughout the year and tracked more than 41,500 employee volunteer hours in 2018. CenturyLink adds emphasis around National Volunteer Week by kicking it off with CenturyLink Month of Service projects around the world. Employees can register for volunteer projects in their local community using our online community engagement portal. During the Month of Service alone, CenturyLink employees supported more than 130 different non-profits and NGOs and volunteered nearly 4,000 hours.

Skills-Based Volunteerism

CenturyLink has relationships with STEM schools and has identified ways the company can engage students early and get them interested in STEM and ultimately CenturyLink: Building Our Own pipeline of talent through STEM. P-TECH is one such program where volunteers, who are subject matter experts, work with schools to design essential workplace competencies and technical skills and assist in design of high school and college course scope and sequence that will be taught during high school to diverse, under-resourced youth. Students must apply to this program and commit to six years to obtain AAS in Technology through the partnered community college. Each year a new cohort of 30+ students enters the P-TECH program. At the end of each school year, the 9th and 10th grade students participate in a 3-day Camp SQL and the 11th grade students participate in a 3-day P-TECH Academy with formal job rotations throughout CenturyLink. The program provides volunteer mentor touch points to middle and high school students to engage around STEM, not only in curriculum design, but mentoring and advising opportunities, onsite job shadow opportunities, campus tours, expert panel speaking engagements, and guest lecturer opportunities.

CenturyLink is on its fourth cohort with P-TECH, as we work to reach students who are considered under-served in the areas of STEM. Of the 114 students accepted into the program, more than 80% are first generation college students, 30% are female, over 70% are living below the poverty level, and over 40% of the students are English-language learners.

At the end of 2018, nearly 700 college credits have been earned by these students and 22 students have been awarded the “Specialist Certificate” given their expertise and course curriculum completed in Microsoft products.
Employee Giving Campaign

CenturyLink also provides employees with a method for continual giving to charities they support. During the company’s annual Employee Giving Campaign, employees can donate to eligible 501(c)(3) agencies through payroll deduction. In turn, the Foundation matches those donations with a gift to the United Way in the employee’s local community.

CenturyLink’s 2018 campaign resulted in more than $2.6 million in individual donations pledged to more than 3,000 non-profit agencies in our U.S. markets with a match of approximately $1.3 million to local United Way organizations across the U.S. Organizations such as the American Red Cross, St. Jude Children’s Research Hospital, and the Wounded Warrior Project are positively impacted by the generosity of CenturyLink employees, as are numerous other organizations focusing on education, human services, animal welfare, the environment, the arts and much more.

Campaign to Fight Hunger

At CenturyLink, we know that regardless of the size or location of a community, hunger is an issue. Since 2009, we have worked to fight hunger in our communities through our annual Campaign to Fight Hunger, formerly known as Backpack Buddies Food Drive.

Our Campaign to Fight Hunger was created to generate donations for local food banks and help raise awareness of the need for backpack programs. These programs provide nutritional, shelf-stable meals for at-risk students during weekends and school breaks and are crucial to children who rely on school breakfasts and lunches to meet their nutritional needs each day.

Through donations from employees, customers and community members along with an annual $1 million match from the CenturyLink Clarke M. Williams Foundation, we have provided more than 80 million meals since the program’s inception to those in need through community food banks around the world.

In 2018, we expanded our campaign globally. Donations of more than $1.5 million were raised to support more than 130 food banks in the communities we serve. These donations, along with the $1 million Foundation Match, provided more than 24 million meals and much needed support for our community food banks in the fight against hunger.

Example of a Teachers and Technology Grant Award

Through the Teachers and Technology grant program, a classroom in Colorado helped students explore the world using Google Expedition, Virtual Reality Glasses and an iPad. Utilizing this technology, 2nd graders learned what it was like during the great westward expansion; 4th graders swam with the fish while reading the Island of Blue Dolphins, and 5th graders learned about the respiratory system. One student noted, “It was the best thing I ever have done, I felt like I was actually inside a body.”

Teachers and Technology Grants

In an effort to support STEM education, CenturyLink offers pre-K-12 teachers in schools an opportunity to earn grants of up to $5,000 to innovatively implement technology in their classrooms. The CenturyLink Teachers and Technology program annually awards grants to schools across the country and has provided almost $11 million since 2008. Grants are used for a number of technology solutions, including but not limited to laptops, projectors, drones, graphic design and photography equipment, microscopes and robotics. In 2018, $1.4 million was awarded through 335 grants across 34 states and supported 89,550 students.

Teachers interested in applying for a grant during the application window (October 1 – January 12) should visit centurylink.com/teachersandtechnology.
Environment, Health & Safety (EHS) Vision
CenturyLink is committed to achieving excellence in its protection of health, safety, and the environment for our employees, business partners, and global communities. The company will achieve and maintain excellence by:

- Evaluating risks to the company and developing and implementing effective strategies for mitigating identified risks
- Complying with applicable regulations and company requirements
- Allocating appropriate resources to facilitate implementation of the EHS function
- Communicating responsibilities and other requirements using effective training and awareness programs
- Encouraging employee participation
- Developing innovative and flexible solutions that drive improved EHS performance and contribute to achieving company objectives.

CenturyLink’s Environment, Health & Safety, and Sustainability (EHSS) team oversees and executes the company’s EHS and Environmental Sustainability visions. The EHSS program framework focuses on six key areas:

- Environmental Compliance and Management
- Occupational Health and Safety
- Energy and Emissions
- Waste
- Supplier Environmental Assessment
- Climate Preparedness

The targets and metrics tables (after the Climate Preparedness section) capture pertinent figures that are referenced in the text to follow.

Environmental Sustainability Vision
CenturyLink is committed to incorporating environmental sustainability principles and practices throughout our operations as we work to serve our customers and our communities. The company will maintain the following objectives to inform and drive our sustainability efforts:

- Reducing waste and energy/materials consumption
- Engaging employees and suppliers in our sustainability efforts
- Meeting applicable sustainability legal requirements
- Establishing sustainability metrics to measure the results of our efforts

Environmental Compliance and Management
CenturyLink’s environmental management systems (EMS) help us identify and mitigate the environmental impacts of our operations, drive continuous improvement, and facilitate regulatory compliance. CenturyLink ensures that internal and external matters, including authority and ability to control and influence, organizational units, physical boundaries, legal requirements, and contractual obligations are considered when determining the scope of the EMS.
Environmental Management Practices and Procedures

The CenturyLink EHSS team performs assessments and due diligence reviews of its programs, facilities and vendors. We monitor environmental legislative activity and develop documented practices and procedures that support compliance with applicable laws and regulations and drive improved performance. These practices and procedures are available to employees on the company intranet. CenturyLink also participates in the Environmental Health & Safety Communications Panel (EHSCP), where Environmental Health & Safety (EHS) professionals across the industry share best practices, monitor emerging issues, and engage with policy makers directly by commenting on and providing recommendations related to various proposed regulations.

Environmental Management Training

The CenturyLink EHSS team provides environmental training to employees in compliance with federal, state, and local regulations. In 2018, CenturyLink employees participated in more than 23,000 hours of environmental training.

ISO 14001-Certified Facilities

Facilities in Colombia, Peru, Ecuador, Chile, and the United Kingdom have been certified in accordance with ISO 14001. CenturyLink expects to expand this certification to facilities in Argentina in 2019. We will continue to evaluate opportunities to certify additional facilities in the future.

Non-Compliance with Environmental Laws and Regulations

CenturyLink has more than 5,000 facilities that are subject to federal, state and local environmental laws and regulations. In 2016, CenturyLink had one compliance issue which resulted in a minor fine. Information regarding this fine and the last five years of compliance information can be found in the targets and metrics table.

Occupational Health and Safety

CenturyLink recognizes the importance of providing employees with a safe and healthful workplace. We are committed to preventing occupational injuries and illnesses through our robust safety management systems.

Safety Performance

In 2018, CenturyLink’s OSHA recordable occupational injury and illnesses rate in the U.S. was 2.3 per 100 employees – below the industry average for wired telecommunications carriers which is 3.0 per 100 employees (as of year-end 2017, the most recent available data as reported by the Bureau of Labor Statistics (BLS)).

Occupational Health and Safety Practices and Procedures

The CenturyLink EHSS team conducts risk assessments and monitors health and safety legislation to develop practices and procedures that eliminate or control safety hazards and support compliance with applicable laws and regulations. For example, a new initiative to deploy lighter weight extension ladders with improved stability features was implemented in 2018. This initiative is intended to reduce our consumer network technicians’ risk of sprains and strains and falls from ladders.

Mutual Occupational Safety and Health Committees

CenturyLink’s Mutual Occupational Safety and Health (MOSH) Committees in the U.S. provide an opportunity for represented employee participation and consultation in the implementation and as-needed modifications to our safety management system. The MOSH Committee members meet quarterly and are responsible for identifying, evaluating and helping to implement practical and sustainable solutions to workplace health and safety issues. CenturyLink maintains state MOSH committees for Arizona, Colorado, Idaho, Iowa, Minnesota, Montana, Nebraska, New Mexico, North/South Dakota, Oregon, Utah, Washington, and Wyoming. These committees are codified in CenturyLink’s collective bargaining agreements with Communication Workers of America, District 7 and International Brotherhood of Electrical Workers, Local 206. Non-represented employees in these states and employees in other states are not currently included in management/labor safety committees.

Occupational Health and Safety Training

The CenturyLink EHSS team facilitates health and safety training to achieve and maintain compliance with federal, state, and local regulations and also to target high frequency and high severity safety hazards. In 2018, CenturyLink employees participated in over 200,000 hours of safety training. We believe this investment in training enables CenturyLink to maintain its better than industry average safety performance.
Emergency Procedures
Each CenturyLink organization participates in the development and implementation of emergency procedures for each facility they occupy. Management communicates emergency plans to employees. Employees participate in evacuation drills and adhere to requirements contained in these plans.

Incident Reporting and Investigations
CenturyLink employees are responsible for reporting work-related incidents immediately to their manager and to the company's 24/7 reporting system. Work-related incidents include on-the-job injuries and illnesses, automobile collisions, and property/equipment damage. We investigate all reported injuries and motor vehicle collisions to identify ways to prevent recurrences of safety incidents. CenturyLink also reports serious incidents to the appropriate government agencies when required.

Unsafe Conditions
Employees are trained to immediately report unsafe or hazardous condition or suspected violation of the law to management. If an unsafe or hazardous condition is reported, managers provide necessary warnings and report the unsafe or hazardous condition to the company’s EH&S team and/or our 24/7 incident reporting system. Suspected violations of the company’s Code of Conduct or legal obligations are reported to the Integrity Line, the company’s compliance hotline.

OHSAS 18001-Certified Facilities
Numerous facilities in Colombia, Peru, Ecuador, Chile, and the United Kingdom are been certified in accordance with OHSAS 18001. CenturyLink expects to expand this certification to facilities in Argentina in 2019. We will continue to evaluate opportunities to certify additional facilities in the future.

Energy and Emissions
The CenturyLink Environmental Sustainability Group facilitates collaboration across the company to identify and implement actionable energy efficiency and emissions reduction initiatives. This team is responsible for setting absolute, intensity, and science-based targets for greenhouse gas (GHG) emissions reduction.

Greenhouse Gas Emission Reduction Targets
CenturyLink has established targets to reduce the company’s greenhouse gas footprint and is on point to meet these targets. These targets are:

- 20 percent reduction in direct (exhaust) CO2e by 2024 (78% of target met as of 2017)
- 25 percent reduction of indirect (electricity) by terabyte by 2024 (target met as of 2017)
- 25 percent reduction of emissions by 2025 (Science-based target approved by Science-Based Target Initiative) for former-Level 3 Communications footprint. (66% of target met as of 2017)

See targets and metrics table for additional details.

CDP Participation
CenturyLink submits its annual climate change questionnaire to the CDP (formerly the Carbon Disclosure Project). The CDP is an independent, non-profit organization that aims to create an ongoing relationship and meaningful dialogue between shareholders, investors, and corporations about the implications of climate change. CDP’s network of investors and purchasers represents $96 trillion in assets and $3.3 trillion in purchasing power respectively.

CenturyLink continuously strives to earn high marks from the CDP through our global climate change mitigation activities. Because of the acquisition of Level 3 Communications in late 2017, CenturyLink submitted separate 2017 climate questionnaires for the legacy-CenturyLink footprint and for the former-Level 3 Communications footprint in 2018. CDP recognized our submission for the former Level 3 Communications footprint with “A List” and Leadership status. CDP awarded a “C” grade for our submission related to the legacy CenturyLink footprint. Further information regarding these submittals to CDP can be found at: www.CDP.net.

ISO 50001-Certified Facilities
CenturyLink’s major facilities in Belgium, Germany, France, the Netherlands, and the United Kingdom have been certified in accordance with ISO 50001. CenturyLink will continue to maintain these certifications and evaluate opportunities to expand them to other facilities.

Energy Efficiency and Reduction Initiatives
The CenturyLink Energy Efficiency Group leads an active program to improve efficiency, reduce energy consumption, and minimize carbon emissions in our facilities around the world. These initiatives include:

- Implementing Energy Management and Control Systems
- Turning down or shutting off underutilized equipment, including excess rectifiers and unused converter plants
- Consolidating switch equipment
- Installing and/or upgrading mechanical systems to improve efficiency, including the installation of variable speed EC (Electronically Commutated) fans
- Installing LED lighting retrofits and controls
- Improving facility airflow management, including deployment of hot aisle – cold aisle containment
include:
assist our customers in reducing their environmental impact
Examples of how CenturyLink, as an ICT company, can savings, as well as wider societal benefits. “
and resource use, to generating additional revenues, cost
benefits across the triple bottom line, from reducing CO2
greater efficiencies and decreased waste. ICT will provide
opportunities across key sectors and reduced costs from
benefits, comprising new revenues from new business
Technology (ICT) could enable $11.4 trillion in stakeholder
(GeSI), by 2030, “Information and Communications
Technology (ICT) could enable $11.4 trillion in stakeholder

Transportation Initiatives
The Environmental Protection Agency has estimated that GHG emissions from transportation represent about a quarter of total domestic emissions. CenturyLink initiatives to reduce transportation emissions include:

Fleet – The CenturyLink fleet includes flex-fuel and propane-fueled vehicles. These vehicles produce significantly less greenhouse gas emissions than traditional vehicles. The CenturyLink fleet team routinely evaluates greenhouse-gas-friendly alternatives for possible addition to the fleet.

Renewable Energy Initiatives
Solar-Powered Sites – CenturyLink has approximately 30 standalone (off-grid) solar-powered radio sites ranging in size from a few hundred to several thousand watts in its portfolio

Renewable Purchasing – CenturyLink has purchased 189,245 MWh of renewable sourced zero carbon electricity in 2017, which equates to 71,476 metric tons of GHG emissions avoided.

Customer Initiatives
CenturyLink helps customers reduce their energy consumption with our products and services. We believe being aligned with our customers’ climate change mitigation goals and communicating our efforts to support these goals creates a strategic advantage.

As outlined in the 2030 Global e-Sustainability Initiative (GeSI), by 2030, “Information and Communications Technology (ICT) could enable $11.4 trillion in stakeholder benefits, comprising new revenues from new business opportunities across key sectors and reduced costs from greater efficiencies and decreased waste. ICT will provide benefits across the triple bottom line, from reducing CO2 and resource use, to generating additional revenues, cost savings, as well as wider societal benefits.”

Examples of how CenturyLink, as an ICT company, can assist our customers in reducing their environmental impact include:

• Connector of IoT (Internet of Things) Solutions – CenturyLink not only connects devices and sensors to the internet, but also can connect business objectives with a solution that drives deeper analytical insights and real business value.
• Remote energy management through CenturyLink Smart Home allows customers “anywhere management” of thermostat settings and the ability to preprogram efficient energy practices such as turning lights on/off at specific times.
• Minimization of carbon footprints through technologies such as Voice over Internet Protocol (VOIP), that reduce the need for air travel and other transportation by encouraging telecommuting.
• Reduction of paper waste with online billing and autopay.
• Set-Top Box Energy Conservation – CenturyLink, in 2018, continued its voluntary participation with cable, satellite and communications providers and set-top box manufacturers in the Voluntary Agreement for Ongoing Improvement to the Energy Efficiency of Set-Top Boxes. The agreement stipulates that at least 90 percent of new set-top boxes purchased and installed beginning Jan. 1, 2013, will meet the U.S. Environmental Protection Agency Energy Star 3.0 efficiency levels (“Tier 1” standards). In addition, it stipulates that set-top boxes procured beginning Jan. 1, 2016, must meet more efficient standards (“Tier 2” standards). An independent report by D+R International “shows that the voluntary agreement has already saved consumers a tremendous $3.5 billion ($1.4 billion in 2017 alone) in energy savings and avoided more than 20 million metric tons of carbon dioxide emissions in the past five years since the award-winning program was implemented.”
• Small Network Equipment Energy Conservation – In 2018, CenturyLink also continued its participation in the Voluntary Agreement for Ongoing Improvement to the Energy Efficiency of Small Network Equipment with other residential broadband Internet service providers and manufacturers of small network equipment. This equipment includes items such as modems and routers used by consumers to access such services. The primary objective of the agreement is to increase the energy efficiency of small network equipment while promoting rapid innovation and timely introduction of new features. At least 90 percent of small network equipment procured, must meet the energy efficiency standards established by the agreement. It is estimated that these commitments will improve the energy efficiency of small network equipment by 10 to 20 percent compared to typical legacy devices developed prior to the agreement.

Employee Initiatives
CenturyLink has established ways to allow employees to participate in sustainability efforts. Our “Going Green” initiative encourages employees to submit sustainability
suggestions to the EHSS team, which are then evaluated based on feasibility, economics and other factors. Additionally, the Green Tip Board is an internal platform for employees to share sustainability ideas and news, showcasing both individual and organizational efforts that make a positive environmental impact.

Additional ways employees can participate in sustainability efforts include:

- **Utilizing Electric Vehicle (EV) Charging Stations**
  - In 2015, CenturyLink partnered with Kansas City Power & Light to install three (Level 2-ChargePoint) dual-port electric vehicle charging stations at CenturyLink’s office in New Century, KS. These stations provide charging for up to six EVs at once.
  - To accommodate increased demand, CenturyLink doubled EV charging capacity at the Broomfield, CO office in late 2018 with the addition of two dual-port charging stations. Four (Level 2-ChargePoint) dual-port stations now provide charging for up to eight EVs at once. From installation through year-end 2018, the Broomfield stations have delivered 9,470 charging sessions avoiding approximately 39 tons of GHG emissions.

- **Taking advantage of Commuter Programs**
  - CenturyLink offers commuter programs to employees in Seattle, Portland and Phoenix to encourage the use of public transportation. In partnership with Denver’s Regional Transportation District (RTD), CenturyLink offers employees who commute to work discounted monthly transit via bus or light rail paid on a pre-tax basis. RTD estimates the average commuter using public transit saves about $9,100 annually.

**Collaborative Initiatives**

- **Telecommunications Industry Association (TIA) - Corporate Sustainability Working Group (CSWG)**
  - The TIA CSWG is comprised of companies that prioritize sustainability and CSR. The group focuses on engaging best practices in benchmarking company and supply chain performance. As an active member and contributor to the TIA CSWG, CenturyLink works alongside other industry leaders to support the team’s goals and objectives.

**Waste**

The CenturyLink EHSS team helps determine appropriate disposal of waste materials, assists in establishing management programs, submits annual reports to regulatory agencies regarding disposal, and audits disposal facilities for environmental compliance.

CenturyLink does not manufacture the products used for its services, but partners with suppliers that are required to follow applicable environmental standards. See Supplier Environmental Assessment section for additional information.

**Recycling**

The CenturyLink Waste Minimization and Recycling Program diverts millions of pounds of electronic and communications equipment from landfills each year. CenturyLink recycles telecommunications equipment and many other items such as batteries, wood poles, electronics, copper wire, fluorescent lamps, fleet oil and solvents. CenturyLink recycled more than 3,450 metric tons of these materials in 2018. See targets and metrics table for additional information.

**Paper Recycling**

When it’s time to dispose of paperwork or non-paper media, CenturyLink values the security of that information – whether it’s customer, company or employee-related. CenturyLink uses a secure shred program where employees dispose of company documents and media through responsible recycling practices.

In 2018, more than 1,050 CenturyLink sites collected, securely shredded and recycled more than 1.08 metric tons of paper. See targets and metrics table for additional information.

**Significant Spills**

In 2016, 4,200 gallons (133 barrels) of fuel oil was released from an emergency generator in Pennsylvania. About 250 gallons (8 barrels) reached the Schuylkill River, while the rest was confined on the land around the generator. CenturyLink immediately hired an environmental remediation company to assist with the spill response.
Supplier Environmental Assessment

CenturyLink expects our agents, consultants, contractors, distributors, manufacturers, suppliers and other business partners as well as their respective employees, agents and representatives (collectively “Suppliers”) with whom CenturyLink does business to embrace and share CenturyLink’s commitment to integrity and compliance. While CenturyLink understands that its Suppliers are independent entities, a Supplier’s business practices may impact or reflect upon CenturyLink. Therefore, CenturyLink requires Suppliers and their employees, agents, and authorized subcontractors to review and comply with our Supplier Code of Conduct, in addition to their own comparable standards of ethical business conduct, while conducting business with or on behalf of CenturyLink.

Through contracts, CenturyLink requires its suppliers to use reasonable efforts to provide commercially available:

- environmentally preferable, energy-efficient services and products (based on best-in-class guidelines)
- services that eliminate or reduce the generation of hazardous waste/materials and the need for special material processing
- services and products that promote the use of non-hazardous, recovered and recycled materials.

Supplier Environmental Reviews

To ensure that CenturyLink Suppliers are meeting its Supplier Code of Conduct, CenturyLink conducts environmental reviews of select suppliers. These environmental reviews are done by both on-site visits and by records review.

Procurement

CenturyLink has initiated programs in the procurement of its products and services to lessen its environmental impact, including:

- EPA SmartWay – CenturyLink is a member of the EPA’s voluntary SmartWay Transport Shippers program. The SmartWay program recognizes partners that set and achieve goals to reduce greenhouse gas emissions in their freight transport operations. It encourages using SmartWay Partner freight carriers that are improving their own fuel efficiency, which helps reduce potential environmental impacts from freight shipping activities.
- Telecommunications Energy Efficiency Ratio – CenturyLink requires suppliers to apply the Telecommunications Energy Efficiency Ratio (TEER) metric to appropriate proposal submissions. The TEER measures and uniformly quantifies energy consumption for network components, which helps ensure the energy efficiency of new network equipment.

Climate Preparedness

CenturyLink is committed to ensuring business resiliency and survivability during an incident or business disruption. Our Corporate Business Continuity Management (BCM) program supports an environment of prevention, collaboration, communication, response, and recovery—ensuring our ability to serve customers, shareholders, and employees in the face of disruptive events.

CenturyLink prepares for any number of potential impacts to our network services and our operation regardless of the cause: man-made incidents or naturally occurring events such as severe weather resulting from global climate change.

Annually, the BCM team conducts a Business Impact Analysis (BIA) to identify critical business functions within the company. This process includes assessing the financial, customer, employee, and reputational impacts if these functions are disrupted. We assess risks to these business functions including those risks posed by events from global climate change, and business continuity plans are created to ensure recoverability of these critical functions.

The hazards and threats that are possible outcomes of climate change that are included in this risk management process include flooding from rising ocean levels or increased severe weather with disruption to our supply chain. Additional hazards and threats include loss of people or facilities due to disruptive natural phenomena such as tornadoes, cyclones, tsunamis, hurricanes, wildfires, and other extreme weather events as well as civil unrest.

Our industry faces many environmental challenges, and CenturyLink is committed to working toward solving them. CenturyLink uses remote work strategies to minimize the impact to customers and the environment during disasters. Environmentally sound data center design and the use of virtualization technology contribute to the resiliency, high availability, and recoverability of our operations.
### Environmental Compliance and Sustainability Targets and Metrics

<table>
<thead>
<tr>
<th>Category</th>
<th>Measure</th>
<th>Scale</th>
<th>Unit</th>
<th>Target Reduction Goal</th>
<th>2018</th>
<th>2017</th>
<th>Percent of Target Met</th>
<th>2016</th>
<th>2015</th>
<th>2014</th>
<th>2013</th>
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<tr>
<td><strong>GHG Emissions (legacy-CenturyLink footprint)</strong></td>
<td>GHG Scope 1</td>
<td>Thousands</td>
<td>metric tons CO2e</td>
<td>20% Direct Emission from 2012 by 2024 (Being Calculated)</td>
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<td>78%</td>
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<td>GHG Scope 2</td>
<td>Thousands</td>
<td>metric tons CO2e</td>
<td>25% Indirect Emission from 2012 by Terabyte by 2024 (Being Calculated)</td>
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<td>Total GHG (Scope 1 + 2) Emissions</td>
<td>Thousands</td>
<td>metric tons CO2e</td>
<td>See above (Being Calculated)</td>
<td>1612.44</td>
<td>See above</td>
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<td>2288.05</td>
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<td><strong>GHG Emissions (former Level3 footprint)</strong></td>
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<td>metric tons CO2e</td>
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<td>(former-Level 3 footprint)</td>
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<td>metric tons CO2e</td>
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<td>Health &amp; Safety Performance</td>
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<td>Total Recordable Incident Rate</td>
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Awards and Accolades

2018

CenturyLink ranks #190 on Forbes magazine’s “Best Employers For New Graduates” inaugural list
CenturyLink was named to Forbes magazine’s inaugural 2018 Best Employers for New Graduates list. The list was created from surveys given to more than 10,000 new professionals at companies with at least 1,000 employees. Survey questions included multiple topics, including working conditions, salary and wages and workplace diversity.

CenturyLink takes top supplier award and top colo award from Telarus
CenturyLink was awarded top supplier in sales, in addition to best performing supplier of colocation at Telarus Partner Xchange.

CenturyLink selected as an authorized internet service provider by national coalition of research and education networks
CenturyLink was selected as an authorized commercial internet service provider by The Quilt, a national coalition of non-profit U.S. regional research and education networks representing 40 networks and more than 900 educational institutions across the country.

Analyst firm ATLANTIC-ACM recognizes CenturyLink for delivering high-quality customer service and value to business customers
CenturyLink was recognized by ATLANTIC-ACM with two Business Connectivity Service Provider Excellence awards for delivering high-quality customer service and value with its retail data service offerings.

Frost & Sullivan recognizes CenturyLink as the product leader in hybrid cloud management platforms for its innovative Cloud Application Manager platform
CenturyLink received the Frost & Sullivan 2018 Product Leadership Award for its innovative Cloud Application Manager hybrid cloud management platform, whose dynamic capabilities deliver added value by aligning IT teams around workloads and business initiatives as they pursue their digital transformation goals.

CenturyLink named an Amazon Web Services Managed Service Provider Partner
The achievement highlights CenturyLink’s ongoing commitment to building robust services on AWS to deliver digital transformation to businesses on their cloud journeys.

MEF presents CenturyLink with five awards for service and network excellence
MEF’s awards program is the largest in the world enabling next generation network services, including LSO (Lifecycle Service Orchestration), SDN/NFV, SD-WAN, and Carrier Ethernet technologies. CenturyLink’s focus on the customer experience through innovative, relevant and competitive solutions was key to being selected for the following awards: LSO Leadership, Retail Service Provider of the Year (North America), Wholesale Service Provider of the Year (North America), Enterprise Application – Media.

CenturyLink ranks on Woman Engineer Magazine’s 2018 Top 50 Employer list
CenturyLink ranks on the 27th Annual “Top 50 Employers” in Woman Engineer Magazine.

Hired names CenturyLink one of its “Top 10 Denver Employer Brands” in its annual Brand Health Report
CenturyLink was named a Top Denver Employer Brand in career marketplace Hired’s second annual Brand Health Report. Hired asked their marketplace of tech talent based in Denver to rate the local companies they find most attractive to work for to determine which factors job seekers prioritize and which companies are doing it best.

CenturyLink recognized as the 2018 North American MPLS/IP VPN Services Competitive Strategy Innovation and Leadership Award
CenturyLink was recognized by Frost & Sullivan as the 2018 North American MPLS/IP VPN Services Competitive Strategy Innovation and Leadership Award.

CenturyLink honored with Frost & Sullivan’s Growth Excellence Leadership award for VoIP access and SIP trunking services
Frost & Sullivan identified several factors driving CenturyLink’s success, including significant growth in the VoIP access and SIP trunking services market through a highly effective merger strategy and carefully considered product integration approach. The company was also recognized for having one of the most diverse communications products and services portfolios in the industry.

CenturyLink Receives Frost & Sullivan Award for Competitive Strategy Innovation and Leadership in the MPLS/IP-VPN Services Market
Frost & Sullivan named CenturyLink winner of the 2018 Competitive Strategy Innovation and Leadership Award in the U.S. MPLS/IP-VPN Services Market.

FTSE4Good Index Series
The FTSE4Good Index Series is designed to measure the performance of companies demonstrating strong Environmental, Social and Governance (ESG) practices. Transparent management and clearly-defined ESG criteria make FTSE4Good indexes suitable tools to be used by a wide variety of market participants when creating or assessing sustainable investment products.
CenturyLink named one of Barron's Top 100 Sustainable Companies
The Barron's Top 100 Sustainable Companies ranking takes into account things like environmental policies, diversity, stakeholder relations, board structure and workplace safety.

CenturyLink was ranked as an EcoVadis Silver class company
CenturyLink was ranked in 2018 as a Silver class company with an aggregate score of 46. The Silver rating positions the company in the top 30% of all companies for ethical and responsible employment and business practices, sustainable procurement and environmental management. EcoVadis is the world’s most trusted provider of Corporate Social Responsibility (CSR) practices and sustainability ratings, intelligence and collaborative performance improvement tools for global supply chains.

CenturyLink's former-Level 3 Communications footprint makes CDP's Climate Change A List of 2018
CenturyLink's former-Level 3 Communications was included on CDP's annual A list of 2018. CDP recognizes the world's businesses leading on environmental performance. In 2018, they recognized more than 150 corporations as the pioneers acting on climate change, water security and deforestation, and building our future economy: one that works for both people and planet.

2017
Barron's Top 100 Sustainable Companies Lists
CenturyLink
Barron's recently offered its first ranking of the most sustainable companies in the U.S. To create the ranking, Barron's turned to a sustainable-investing stalwart: Calvert Research and Management. CenturyLink was ranked #64.

FTSE4Good Index Series member
The FTSE4Good Index Series has been designed to objectively measure the performance of companies that meet globally recognized corporate responsibility standards. Inclusion on the list is a reflection of meeting or exceeding FTSE (Financial Times Stock Exchange) standards; ranks are not assigned. CenturyLink continues to be a member company of the FTSE4Good Index.

Newsweek recognizes CenturyLink with Green Ranking
Newsweek's Green Rankings comprehensively assess the environmental performance of the largest publicly traded companies in the United States and around the world. CenturyLink was listed as 228 and former Level 3 Communications was listed 226 out of the top 500 companies in 2017.

2017 British Safety Council's Five Star Audit Award for Former Level 3 Communications UK Operations
The Five Star Audit process involves an in-depth examination of an organization's entire health and safety management system(s) and associated arrangements, focuses on the key aspects of their approach to managing occupational health and safety in the workplace and offers a structured path for continual improvement toward best practice status.

CenturyLink named to Minority Engineer Magazine's “Top 50 Employers” List
CenturyLink ranked #35 on the 27th Annual “Top 50 Employers” in the U.S. by Minority Engineer Magazine. The readers of Minority Engineer Magazine selected the top companies and/or government agencies in the country for which they would most prefer to work or believe would provide a positive working environment for engineers who are members of minority groups.

CenturyLink ranks #20 on CAREERS & the disABLED Magazine's “Top 50 Employers” List
The readers of CAREERS & the disABLED Magazine recognized CenturyLink as one of the top 50 companies in the country for which they would most prefer to work or believe provide a positive working environment for people with disabilities. This list is the result of an annual reader survey mailed and e-mailed to randomly selected readers of CAREERS & the disABLED magazine.

CenturyLink ranks #185 globally on the Equileap 2017 Gender Equality Global Report
Equileap researched and scored more than 3,000 public companies from 23 countries, using 19 criteria to measure their progress towards gender equality. CenturyLink ranked 185 out of the Top 200 companies which have demonstrated a commitment to gender equality.

CenturyLink’s Angela Norris receives 2017 MLK Business Award in Colorado
Angela Norris was selected as a 2017 Martin Luther King, Jr. Business Award recipient by the Colorado Black Chamber of Commerce, Denver Metro Chamber of Commerce and Colorado Women's Chamber of Commerce. The Business Award is a high honor bestowed upon individual business professionals, corporations and non-profit organizations who have contributed significantly to the community, living the spirit of the life of Dr. Martin Luther King, Jr.

CenturyLink wins seven awards for network excellence at MEF 2017
CenturyLink won seven awards from MEF that highlight the depth and breadth of CenturyLink's network and managed services, including Software-Defined Wide-Area Networking (SD-WAN).

CenturyLink receives Wholesale Provider Excellence Award from ATLANTIC-ACM
CenturyLink was awarded ATLANTIC-ACM's 2017 Metro Wholesale Service Provider Excellence Award for Billing at the 2017 IMCOMPAS Show in San Francisco.

CenturyLink receives Asia Pacific Hybrid IT Service Provider of the Year award from Frost & Sullivan for third consecutive year
CenturyLink was named the Asia Pacific Hybrid IT Service Provider of the Year for a third consecutive year by Frost & Sullivan, a global growth consulting firm. The award recognizes the company’s success in solving IT challenges for Asia Pacific businesses that leverage CenturyLink’s comprehensive portfolio of hybrid IT services.

CenturyLink Senior Vice President Vernon Irvin named to Colorado Technology Association Board of Directors

Vernon Irvin, CenturyLink senior vice president, was appointed to Colorado Technology Association’s (CTA) Board of Directors. In this role, Irvin helps advance the state’s tech community by leveraging his 20 years of executive leadership expertise in communications services.

Live Marketing and CenturyLink win International Business Award

Live Marketing, an award-winning creative agency, and CenturyLink, its client, earned a silver Stevie® Award in the 2017 International Business Awards. Live Marketing was responsible for the creative strategy and implementation of the project which was honored in the Live Event Category. Judges praised the exhibit for its interactive and personalized visitor experience, calling the program “effective and innovative” and citing its “impressive metrics.”

CenturyLink named a Leader in Gartner Magic Quadrant Hybrid Cloud Hosting, Europe for fifth consecutive year

CenturyLink has been positioned as a leader in Gartner’s 2017 Magic Quadrant for Managed Hybrid Cloud Hosting, Europe. This marks the fifth consecutive year Gartner has named CenturyLink a leader in this report. The report evaluated managed hybrid cloud hosting solutions from CenturyLink and recognized it as a leading provider based on its “ability to execute” and “completeness of vision.”

CenturyLink Senior Vice President Vernon Irvin named to Executive Leadership Council

Vernon Irvin, CenturyLink senior vice president, was inducted into the Executive Leadership Council (ELC) during its 2017 summer general membership meeting in London, England. Comprised of more than 600 current and former senior executives at Fortune 1,000 and Global 500 companies, the ELC champions the development of black leaders and strives to increase the number of successful black executives.

CenturyLink wins VMware Cloud Provider 2016 Global Partner Innovation Award

CenturyLink was honored as a winner of a VMware 2016 Global Partner Innovation Award in the Cloud Provider category.

CenturyLink Wins HPE 2017 Global Service Provider of the Year

CenturyLink won the 2017 Hewlett Packard Enterprise Global Service Provider of the Year award. This well-known award, presented at HPE’s Global Partner Summit, recognizes CenturyLink’s outstanding performance and accomplishments that raise the standard for business excellence and customer satisfaction.

CRN recognizes three CenturyLink Alliances professionals on its prestigious 2017 Women of the Channel list

CRN®, a brand of The Channel Company, named three CenturyLink Alliances professionals to its prestigious 2017 Women of the Channel list: April Miller, Tina Smith and Janine Soika. The professionals who comprise this annual list span the IT channel, representing vendors, distributors, solution providers and other organizations that figure prominently in the channel ecosystem.

John DeLozier, vice president of CenturyLink Channel Alliances, honored by Channel Partners magazine with 2017 Circle of Excellence award

Channel Partners magazine, a resource for indirect sales channels offering IT and telecom systems and services, recognized John DeLozier, vice president of CenturyLink Channel Alliances, with a 2017 Circle of Excellence award.

John DeLozier, vice president of Channel Alliances at CenturyLink, recognized as 2017 CRN® Channel Chief of the Year

CRN®, a brand of The Channel Company, named John DeLozier, vice president of Channel Alliances, to its prestigious list of 2017 Channel Chiefs. The executives on this annual list represent top leaders in the IT channel who excel at driving growth and revenue in their organizations through channel partners.

2016

CenturyLink awarded 2016 BizConnect Carrier Managed Services Partner of the Year by Ciena

CenturyLink was named the 2016 BizConnect Carrier Managed Services Partner of the Year by Ciena® in recognition of CenturyLink’s significant growth and innovation in managed services across several verticals, including healthcare, financial services, and federal, state and local government. CenturyLink deploys Ciena equipment to deliver wave and Ethernet services to enterprise customers.

Mountain Plains Minority Supplier Development Council – 2016 Corporation of the Year

The Corporation of the Year Award recognizes the corporation or government agency that, in the opinion of certified minority business owners, has demonstrated its commitment to minority business development during the past year. The award is regarded as the most significant honor to a major corporation for the utilization of minority suppliers in their supply chain.

STEM Workforce Diversity Magazine 2016 Top 50 Employers list

CenturyLink ranked #38 on STEM Workforce Diversity Magazine’s Top 50 Employers list. The readers of the magazine selected the top companies in the U.S. for which they would most prefer to work or believe would provide a positive working environment for engineers and IT
Patriotic Employer Award
Employer Support of the Guard and Reserve (ESGR) is a Department of Defense program that was established in 1972 to promote cooperation and understanding between Reserve Component Service members and their civilian employers and to assist in the resolution of conflicts arising from an employee’s military commitment. This award recognizes managers nominated by a Guardsman or Reservist employee.

Ohio Asian Award
The Asian-American Commerce Group (AACG) honors individuals who have made significant contributions to the Asian-American community at large. Winners were selected by a nominating committee representing a diverse cross-section of the Asian and Ohio business community.

2016 Data Center Excellence Award for operational excellence, innovation and certification achievements
CenturyLink won a 2016 TMC InfoTECH Spotlight Data Center Excellence Award for operational excellence and numerous global data center achievements. The award recognizes the most innovative and enterprising data center vendors and is a reflection of the numerous highlights in CenturyLink’s data center business in 2016.

Datacenter Dynamics 2016 Energy Efficiency Improver’s Award
CenturyLink won The Energy Efficiency Improver’s Award in connection with our efforts to increase energy efficiency at our Columbus, Ohio, data center. The award, part of a series that calls out worldwide recognition to outstanding individuals, teams and projects, was given to us by Datacenter Dynamics, an established global source of news and insight on data centers. Upgrading and replacing an existing cooling system using chiller-in-a-box yielded significant returns to the business and environment.

Newsweek recognizes CenturyLink with Green Ranking
Newsweek’s Green Rankings comprehensively assess the environmental performance of the largest publicly traded companies in the United States and around the world. CenturyLink rose to #113 out of the top 500 companies in 2016 from #182 in 2015.

Million Dollar Circle of Excellence in Supplier Diversity
For the fourth consecutive year, CenturyLink was named to the Arizona Hispanic Chamber of Commerce Million Dollar Circle of Excellence for Arizona companies spending more than $1 million annually in supplier diversity.

FTSE4Good Index Series member
The FTSE4Good Index Series has been designed to objectively measure the performance of companies that meet globally recognized corporate responsibility standards. Inclusion on the list is a reflection of meeting or exceeding FTSE (Financial Times Stock Exchange) standards; ranks are not assigned. CenturyLink continues to be a member company of the FTSE4Good Index.

2016 Indian Country Business Advocate – Rocky Mountain Indian Chamber of Commerce
The Indian Country Business Advocate award recognizes corporations who help the Rocky Mountain Indian Chamber of Commerce accomplish its goal of assisting American Indian Communities through Economic Development.

2015

2015 Data Center Excellence Award for operational excellence, innovation and certification achievements
CenturyLink won a 2015 TMC InfoTECH Spotlight Data Center Excellence Award for operational excellence and numerous global data center achievements. The award recognizes the most innovative and enterprising data center vendors and is a reflection of the numerous highlights in CenturyLink’s data center business in 2015. In 2015, CenturyLink completed data center expansion projects in Boston, London, Minneapolis-St. Paul, Phoenix, Seattle and Washington, D.C. The company also grew its market presence into Australia and in central Washington, where it opened a hydroelectric-powered data center.

Newsweek recognizes CenturyLink with Green Ranking
Newsweek’s Green Rankings comprehensively assess the environmental performance of the largest publicly traded companies in the United States and around the world. CenturyLink rose to #182 out of the top 500 companies in 2015 from #258 in 2014.

Million Dollar Circle of Excellence in Supplier Diversity
For the fourth consecutive year, CenturyLink was named to the Arizona Hispanic Chamber of Commerce Million Dollar Circle of Excellence for Arizona companies spending more than $1 million annually in supplier diversity.

FTSE4Good Index Series member
The FTSE4Good Index Series has been designed to objectively measure the performance of companies that meet globally recognized corporate responsibility standards. Inclusion on the list is a reflection of meeting or exceeding FTSE (Financial Times Stock Exchange) standards; ranks are not assigned. CenturyLink continues to be a member company of the FTSE4Good Index.

2014

18 Enterprises Receive Global Recognition for Data Center Design and Operations Efficiency
Uptime Institute, an independent division of the 451 Group, announced 18 winners, including CenturyLink, in the first annual Brill Awards for Efficient IT. In the judgment of more than 90 industry professionals who evaluated submissions from leading enterprises around the world, these companies best exhibited efficiency in data center and IT operations in the broadest sense of the word – efficiency of capital deployment, technology, design, operations and overall
management. The Brill Awards program seeks to showcase companies and technologies that improve the industry’s ability to sustainably deliver IT services to the end user.

CenturyLink named to DiversityInc’s Top 10 Companies for Veterans list
DiversityInc announced that CenturyLink ranked #10 on the 2014 Top 10 Companies for Veterans. More than 1,000 public and privately held companies competed for spots on the coveted list.

Newsweek recognizes CenturyLink with Green Ranking
Newsweek’s Green Rankings comprehensively assesses the environmental performance of the largest publicly traded companies in the United States and around the world. CenturyLink was ranked #258 in 2014. Newsweek did not conduct the Green Rankings in 2013.

Million Dollar Circle of Excellence in Supplier Diversity
For the third consecutive year, CenturyLink was named to the Arizona Hispanic Chamber of Commerce Million Dollar Circle of Excellence for Arizona companies spending more than $1 million annually in supplier diversity.

Minneapolis-St. Paul Data Center Earns Tier III Certification of Constructed Facility
CenturyLink’s data center in Minneapolis-St. Paul, MP2, received Uptime Institute’s coveted Tier III Certification of Constructed Facility. MP2 is the first colocation data center in Minnesota to receive this award, which signifies that the design, construction and commissioning meet the Uptime Institute’s rigorous criteria for concurrent maintainability.

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2013

CEEDA: Certified Energy Efficient Data Center Awards – Savvis, a CenturyLink company, receives Silver Award for LO3
BCS, the Chartered Institute for IT, awarded Savvis a Silver Certified Energy Efficient Data Center Award for its LO3 London Docklands data center. Savvis is the seventh organization in the world to demonstrate its leadership in sustainability and data center energy efficiency by earning a CEEDA honor, which is administered by DCProfessionals on behalf of BCS.

Savvis, a CenturyLink company, receives Carbon Trust Standard
All of Savvis’ UK data centers have been awarded the Carbon Trust Standard. This recognizes Savvis’ ongoing efforts to ensure its operational procedures are as energy efficient as possible in its L01, L03, L05 and L06 data centers in London, Slough and Reading.

The Carbon Trust Standard is widely acknowledged as the world’s leading certifier of organizational carbon footprint reduction. The certification has been achieved as a result of Savvis’ long-term commitment to reducing its carbon and the associated energy costs. Savvis is one of a small number of cloud infrastructure and hosted IT solutions companies to achieve this standard across all of its UK facilities.

Million Dollar Circle of Excellence in Supplier Diversity
For the second consecutive year, CenturyLink was named to the Arizona Hispanic Chamber of Commerce Million Dollar Circle of Excellence for Arizona companies spending more than $1 million annually in supplier diversity.

United Kingdom Carbon Trust Award
CenturyLink was presented with the UK Carbon Trust Award for efforts to reduce the carbon footprint within all CenturyLink’s United Kingdom data centers. Carbon Trust is a world-leading certifier of organizational carbon-footprint reduction. CenturyLink is one of only a few data center providers to receive this distinction. Carbon Trust measures and certifies the environmental footprint of organizations, products and services.

Minority Business News USA – Ambassador for Supplier Diversity
Minority Business News USA, the leading print and digital publication supporting the national minority supplier development initiative, recognized CenturyLink as an ambassador for its supplier diversity efforts.

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