

Quality. Service. Value.®



# California Water Service 2023 Annual Report

Women, Minority, Disabled-Veteran, LGBT and Persons with Disabilities Business Enterprises Procurement Pursuant to CPUC General Order 156 (U-60-W)



Learn more at [calwater.com](https://calwater.com)

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## Message from the President, CEO, and Chairman of California Water Service

Following prolonged supply chain challenges brought by the pandemic over the past few years, California Water Service (Cal Water) emerged in 2023 with a renewed commitment to our Supplier Diversity Program. This commitment led us to achieve an all-time company high spending of **27.23%** with certified, diverse suppliers last year, surpassing the California Public Utilities Commission's (CPUC) goal of 22.5%. With this spending, we were better able to provide quality, service, and value to the more than two million people who depend on us every day for a safe, reliable water supply.



At Cal Water, we believe that doing business with diverse suppliers benefits our customers, communities, and stockholders alike by increasing competition, promoting local business, and supporting our local communities. We believe that working with diverse suppliers is the right thing to do, and we look for opportunities to consistently increase our growth in this area.

I am pleased with the achievements we made through our Supplier Diversity Program in 2023, some of which included:

- Surpassing our previous high spending of 24.33% with diverse vendors in 2022 by nearly 3%, spending more than \$91.5 million in 2023 over \$70.9 million in 2022.
- Surpassing Minority Business Enterprise and Disabled-veteran Business Enterprise spending goals.
- Increasing our subcontracting spending with diverse suppliers from \$39.3 million in 2022 to \$55.2 million in 2023, an increase from 55% to 60%.

This report details more of the efforts our team made in our Supplier Diversity Program last year, including both successes and challenges. We will continue working to elevate this important program, as we seek to fulfill our purpose to enhance the quality of life in the communities we serve.

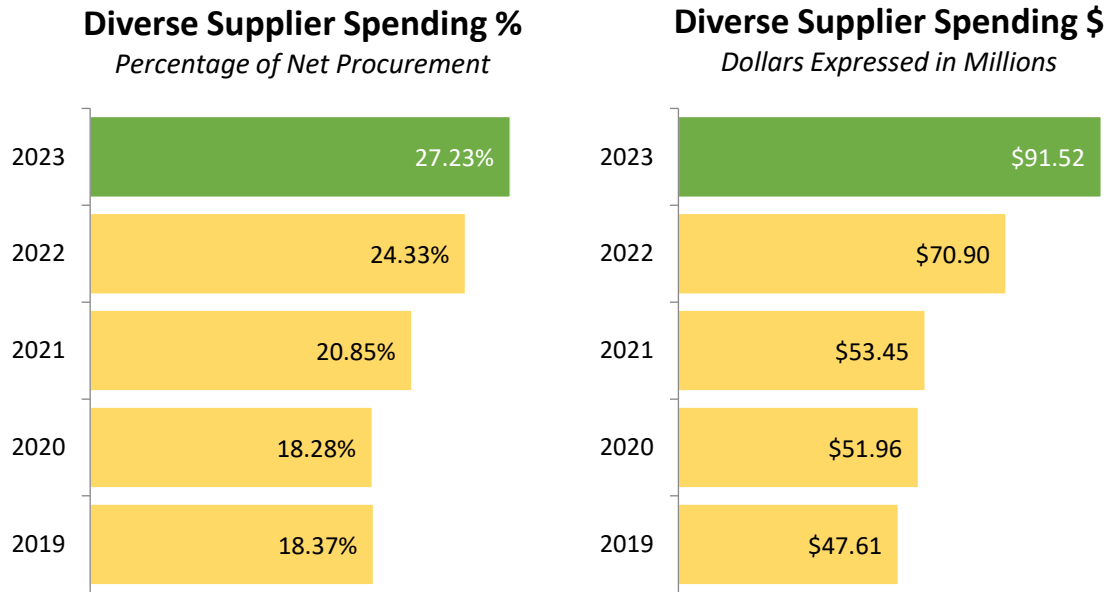
A handwritten signature in black ink that reads "Martin A. Kropelnicki". The signature is written in a cursive, flowing style.

Martin A. Kropelnicki  
Chairman, President & CEO

## SUMMARY OF 2023 SUPPLIER DIVERSITY PROGRAM

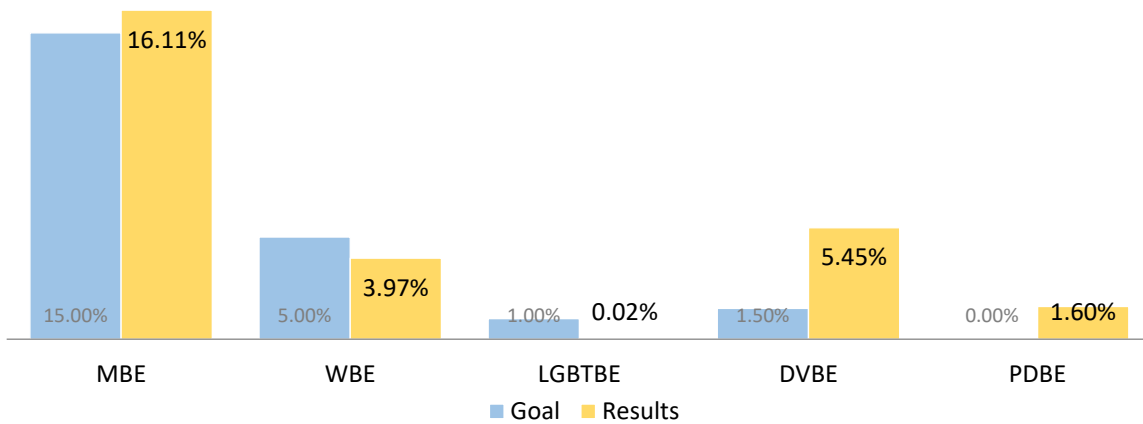
This report outlines the progress of California Water Service (Cal Water) in procuring goods and services from women, minority, disabled veteran, lesbian, gay, bisexual, transgender, and persons with disabilities business enterprises (to which we refer collectively as diverse suppliers) for the period of January 1, 2023, through December 31, 2023.

In 2023, Cal Water’s discretionary spending totaled \$336,087,944.70, of which the company spent \$91,522,020.64 (or 27.23%) with diverse suppliers.



Our results per category are:

## Results per Category



*Due to rounding, numbers presented may not add up precisely to the totals provided, and percentages may not precisely reflect the absolute figures.*

### 9.1.1 Description of Supplier Diversity Program Activities During the Previous Calendar Year

As a fundamental aspect of Cal Water’s commitment to affordable, excellent service, the Supplier Diversity Program diligently pursued a range of initiatives throughout 2023. The primary objectives of these activities were to enhance supply chain operations, ensure compliance with established standards, and foster long-term sustainability.

#### Internal Program Activities

##### *Procurement Policy*

At Cal Water, supplier diversity is incorporated at a policy level. The procurement policy requires inclusion of a diverse supplier in every competitive-bidding event. This remains the program’s cornerstone as its application has opened the doors for many (new) diverse suppliers to become part of our supply chain.

##### *Internal Communications*

This practice ensures internal-stakeholder visibility of the program through a variety of activities as described below.

##### *All-Hands Review*

We post quarterly updates on the company intranet.

##### *Quarterly Updates to Leadership and Six-Month Updates to Board*

To ensure the continued success and compliance of our Supplier Diversity Program, we continue our implementation of robust monitoring and reporting mechanisms. The performance monitoring and reporting activities allow Cal Water to track progress, identify areas for improvement, and showcase the positive impact of our program to stakeholders.

##### *Storekeepers Forum*

Storekeepers are key personnel in every field office. They are responsible for routine procurement activities and regularly seek services (e.g., facility maintenance, landscaping services) to support the field operations. This makes them an important avenue to incorporate local/diverse suppliers, especially the ones in the communities we serve.

#### External Program Activities

##### *External Outreach*

Recognizing the strength in collaboration, Cal Water actively sought and fostered partnerships with external organizations and advocacy groups dedicated to supplier diversity. These collaborations aimed to amplify the impact of our efforts and contribute to a more diverse business ecosystem.

The following calendar outlines many of the outreach events we participated in 2023:

### Jan

- SBA Second Wednesday Training Sessions; Virtual
- BBA's CEO Welcome Reception; Downey
- California Water Association (CWA) USDP Monthly Meeting; Virtual

### Feb

- CWA USDP Monthly Meeting; Virtual

### Mar

- US Pan Asian American Chamber of Commerce (USPAACC) Education Foundation: SHEroes 2023; San Francisco
- Rainbow Chamber of Commerce Silicon Valley CONNECT 2023; San Jose
- CWA Primes Thank You Luncheon; Whittier
- CWA USDP Monthly Meeting; Virtual
- GLAAACC Economic Awards Dinner; Los Angeles

### Apr

- CWA USDP Monthly Meeting; Virtual
- SIG's Procurement Technology Summit; Fernandina Beach, FL
- Hawthorne Business Expo; Hawthorne

### May

- CWA USDP Monthly Meeting; Virtual
- CWA's Spring Conference; Sacramento**
- Outreach: National Utilities Diversity Council's Annual Conference; Downey**

### Jun

- BuildOUT California's Founders Day 2023; Los Angeles**
- CWA Securing Capital and Building Legacy Session 2023; Rancho Cucamonga**
- CWA USDP Monthly Meeting; Virtual

### July

- AICCOC: EXPO American Indian Chamber Reinvention & Restoration Through Constant Change
- CWA USDP Monthly Meeting; Virtual

### Aug

- CWA USDP Monthly Meeting; Virtual
- CHCC: 44th Annual Convention & Expo
- WRMSDC: Multi-Industry Supplier Diversity Expo 2023

### Sept

- CWA USDP Monthly Meeting; Virtual
- 21st Annual CPUC GO 156 Supplier Diversity En Banc 2023
- WBEC Pacific Industry Day

### Oct

- CWA USDP Monthly Meeting; Virtual
- BuildOUT: Construction Inclusion Week
- SIG's Procurement Technology Summit
- CWA 2023 Annual Conference
- CWA WATER 1.0

### Nov

- CWA USDP Monthly Meeting; Virtual
- 7th Annual VIB Network National Conference

### Dec

- CWA USDP Monthly Meeting; Virtual

On the Spotlight: Hawthorne Business Expo 2023

Organized by Hawthorne’s City Manager Office, the Hawthorne Business Expo is a community event connecting local businesses with resources to help them grow.



# HAWTHORNE BUSINESS EXPO 2023



*Hawthorne Business Expo, 2023*

In addition to supplying drinking water, we also provide business opportunities to the community and contribute to local economic development through participation in events like this.

Learn more at: [hawthornebusinessexpo.com](http://hawthornebusinessexpo.com)

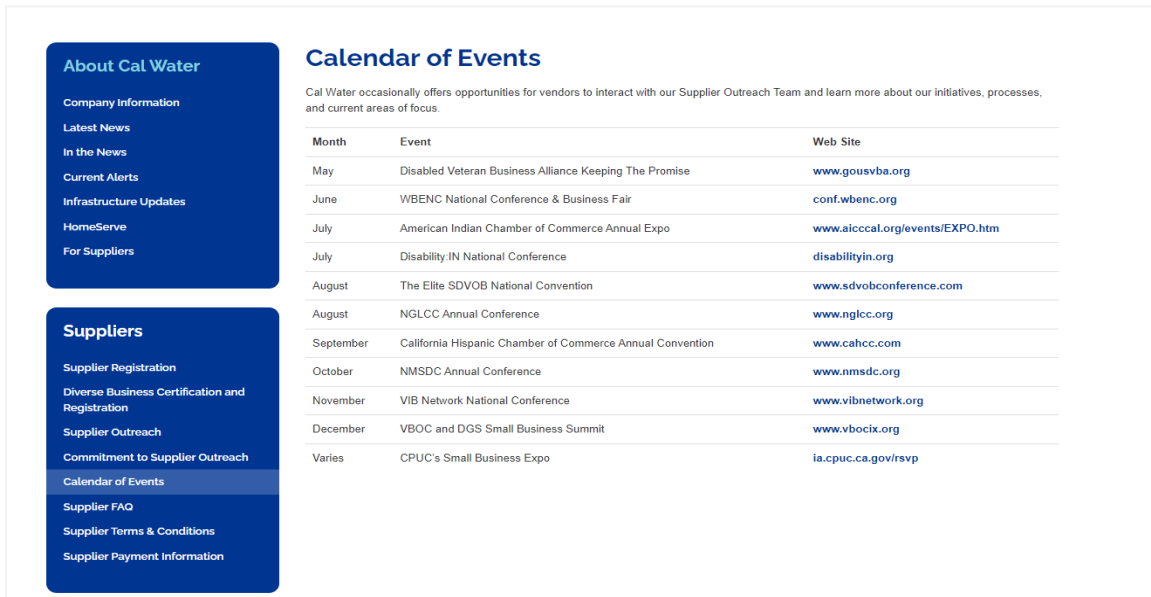


## Website Update & Online Calendar of Events

The *For Suppliers* section of the calwater.com website is the starting point for prospective suppliers looking to do business with us. The site includes a wealth of information on procurement opportunities, business registration, insurance requirements, and invoice-payment information.

The online Calendar of Events lists the different CBOs and outreach events we support to identify prospective suppliers, share Cal Water's supplier diversity program, and offer opportunities for interacting with our associates.

Following the 2022 General Order 156 rulemaking, we updated our website to reflect the added diversity categories. Additionally, we reviewed the calendar of events to include CBOs (supporting the new diversity categories) we'll be conducting outreach with.



**About Cal Water**

- Company Information
- Latest News
- In the News
- Current Alerts
- Infrastructure Updates
- HomeServe
- For Suppliers

**Suppliers**

- Supplier Registration
- Diverse Business Certification and Registration
- Supplier Outreach
- Commitment to Supplier Outreach
- Calendar of Events
- Supplier FAQ
- Supplier Terms & Conditions
- Supplier Payment Information

### Calendar of Events

Cal Water occasionally offers opportunities for vendors to interact with our Supplier Outreach Team and learn more about our initiatives, processes, and current areas of focus.

Month	Event	Web Site
May	Disabled Veteran Business Alliance Keeping The Promise	<a href="http://www.gousvba.org">www.gousvba.org</a>
June	WBENC National Conference & Business Fair	<a href="http://conf.wbenc.org">conf.wbenc.org</a>
July	American Indian Chamber of Commerce Annual Expo	<a href="http://www.aicccal.org/events/EXPO.htm">www.aicccal.org/events/EXPO.htm</a>
July	Disability:IN National Conference	<a href="http://disabilityin.org">disabilityin.org</a>
August	The Elite SDOVB National Convention	<a href="http://www.sdvobconference.com">www.sdvobconference.com</a>
August	NGLCC Annual Conference	<a href="http://www.nglcc.org">www.nglcc.org</a>
September	California Hispanic Chamber of Commerce Annual Convention	<a href="http://www.cahcc.com">www.cahcc.com</a>
October	NMSDC Annual Conference	<a href="http://www.nmsdc.org">www.nmsdc.org</a>
November	VIB Network National Conference	<a href="http://www.vibnetwork.org">www.vibnetwork.org</a>
December	VBOC and DGS Small Business Summit	<a href="http://www.vboctx.org">www.vboctx.org</a>
Varies	CPUC's Small Business Expo	<a href="http://ia.cpuc.ca.gov/rsvp">ia.cpuc.ca.gov/rsvp</a>

*Online Calendar of Events for 2023*

## Timely Payment

A supply chain's financial health is key for operational continuity; with this in mind, we take several steps to ensure diverse suppliers are paid in a timely manner.

We extend favorable payment terms to diverse suppliers providing critical products/services to our operations.

We use a set of standardized data queries to monitor invoices through the submission, approval, and payment process; using this data, we can determine whether there are any exceptions, pending steps, or otherwise anomalies in the operation.

Finally, we routinely address subcontractor payment on quarterly meetings with key construction primes, and address any issues promptly.

## Capacity Building & Technical Assistance (CB&TA)

We have a two-pronged approach to CB&TA: a main effort through CWA and a certification-assistance effort focused on eligible (but not certified) vendors in our supply chain.

### California Water Association (CWA) W.A.T.E.R. Program

Celebrating its fourth year, the CWA Capacity Building Program proudly presents the Water Acumen Training for Entrepreneur Refinement (W.A.T.E.R.) 1.0 Program. This successful program has become a cornerstone for entrepreneurs within the water sector, offering a transformative experience that enhances skills, refines business strategies, and empowers participants to thrive in the industry.

In 2023, W.A.T.E.R. 1.0 brought together a diverse cohort of 13 vendors, each offering unique services spanning a broad spectrum within the water sector. The range of expertise included construction site brush clearing, water conservation enforcement, as well as specialized areas such as cybersecurity and data protection.

### Certification Assistance

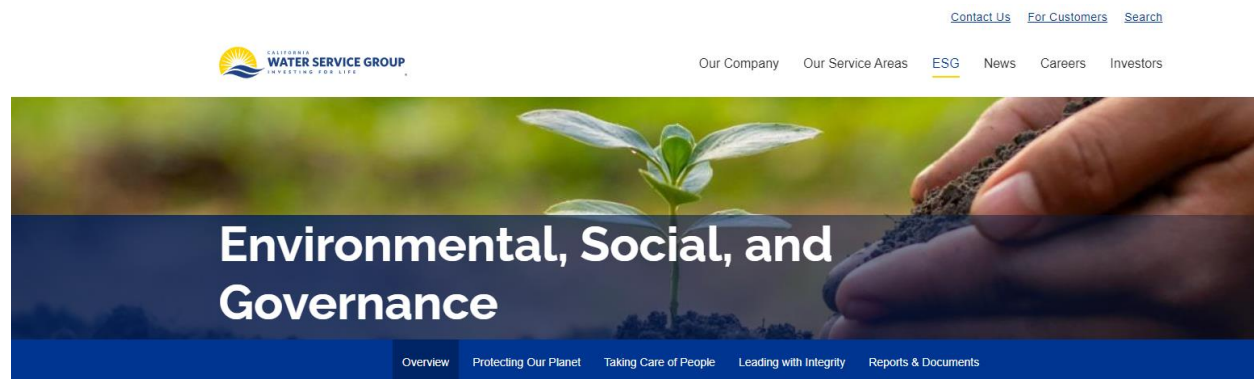
The certification process can be a daunting task for many diverse suppliers, and we consistently assisted eligible (but not certified) suppliers; past efforts in this area have always yielded results.

In 2023, we assisted with the Certification of Roots Supply & Services, a major construction material supplier we engaged supporting our water infrastructure projects.

Additionally, we recognized that certain ownership structures add complexity beyond our knowledge; consequently, we have engaged an experienced certification-assistance consultant for these cases. The consultant is highly recommended by a fellow water utility.

### Other: Workforce Diversity and Board Diversity

Pursuant to Section 14 of the General Order 156 (dated April 7, 2022), we invite interested parties to find Cal Water's Workforce and Board Diversity data on the yearly Environmental, Social, and Governance (ESG) Report:



"By investing in the well-being of people and the planet, we are investing in the long-term sustainability of our business." — Marty Kropelnicki, CEO

<https://www.calwatergroup.com/esg>

ESG Reports follow the [Global Reporting Initiative Standards](#); the data is available under the General Disclosures section.

## 9.1.2 Supplier Diversity Results by Ethnicity

			2023			
			Direct Spend <sup>1</sup> \$	Sub Spend <sup>2</sup> \$	Total \$	%
1	<b>Minority Male</b>	African American	\$ 15,205.47	\$ -	\$ 15,205.47	0.00%
2		Asian Pacific American	\$ 4,772,825.10	\$ 621,351.59	\$ 5,394,176.69	1.60%
3		Hispanic American	\$ 22,005,496.95	\$ 24,129,007.80	\$ 46,134,504.75	13.73%
4		Native American	\$ 468,522.42	\$ 6,320.00	\$ 474,842.42	0.14%
5		<b>Total Minority Male</b>	\$ 27,262,049.94	\$ 24,756,679.39	\$ 52,018,729.33	15.48%
6	<b>Minority Female</b>	African American	\$ 18,238.36	\$ -	\$ 18,238.36	0.01%
7		Asian Pacific American	\$ 1,090,139.61	\$ 60,090.00	\$ 1,150,229.61	0.34%
8		Hispanic American	\$ 864,476.26	\$ 94,689.42	\$ 959,165.68	0.29%
9		Native American	\$ -	\$ -	\$ -	0.00%
10		<b>Total Minority Female</b>	\$ 1,972,854.23	\$ 154,779.42	\$ 2,127,633.65	0.63%
11	<b>Total Minority Business Enterprise (MBE)</b>		\$ 29,234,904.17	\$ 24,911,458.81	\$ 54,146,362.98	16.11%
12	<b>Women Business Enterprise (WBE)</b>		\$ 5,078,105.91	\$ 8,264,155.44	\$ 13,342,261.35	3.97%
13	<b>Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)</b>		\$ 66,675.00	\$ -	\$ 66,675.00	0.02%
14	<b>Disabled Veteran Business Enterprise (DVBE)</b>		\$ 588,441.71	\$ 17,712,980.89	\$ 18,301,422.60	5.45%
15	<b>Persons with Disabilities Business Enterprise (PDBE)</b>		\$ 1,024,544.83	\$ 4,343,101.81	\$ 5,367,646.64	1.60%
16	<b>8(a)*</b>		\$ 297,652.07	\$ -	\$ 297,652.07	0.09%
17	<b>Total Supplier Diversity Spend</b>		\$ 36,290,323.69	\$ 55,231,696.95	\$ 91,522,020.64	27.23%
18	<b>Net Procurement**</b>		\$ 336,087,944.70			

*Due to rounding, numbers presented may not add up precisely to the totals provided, and percentages may not precisely reflect the absolute figures.*

### On the Spotlight: Rainbow Chamber of Commerce Silicon Valley CONNECT 2023

The Rainbow Chamber of Commerce Silicon Valley held their annual CONNECT 2023 event in San Jose, CA on March 2023.

The event was “all about business—finding possible business partners or clients, meeting supplier diversity reps who purchase for corporations, discovering community services that you or your business need.”

The event included 15+ exhibitors, providing an opportunity to connect with local nonprofits, local-government procurement departments, and corporations with supplier diversity programs.



*Rainbow Chamber of Commerce Silicon Valley CONNECT 2023*

Cal Water remains committed to the chamber’s mission “to create a vibrant LGBTQ+ supportive business community through development, education, promotion and advocacy.”

Learn more about the Chamber at: <https://rainbowchamber.org/>

9.1.2 Supplier Diversity Direct Procurement Results by Product and Service Categories

				2023					
				Product		Service		Total	
				\$	%	\$	%	\$	%
1	Minority Male	African American	Direct	\$ 353.10	0.00%	\$ 14,852.37	0.00%	\$ 15,205.47	0.00%
2		Asian Pacific American	Direct	\$ 715,341.96	0.21%	\$ 4,057,483.14	1.21%	\$ 4,772,825.10	1.42%
3		Hispanic American	Direct	\$ 1,471,673.48	0.44%	\$ 20,533,823.47	6.11%	\$ 22,005,496.95	6.55%
4		Native American	Direct	\$ -	0.00%	\$ 468,522.42	0.14%	\$ 468,522.42	0.14%
5		<b>Total Minority Male</b>	Direct	\$ 2,187,368.54	0.65%	\$ 25,074,681.40	7.46%	\$ 27,262,049.94	8.11%
6	Minority Female	African American	Direct	\$ -	0.00%	\$ 18,238.36	0.01%	\$ 18,238.36	0.01%
7		Asian Pacific American	Direct	\$ 856,615.80	0.25%	\$ 233,523.81	0.07%	\$ 1,090,139.61	0.32%
8		Hispanic American	Direct	\$ 4,000.00	0.00%	\$ 860,476.26	0.26%	\$ 864,476.26	0.26%
9		Native American	Direct	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
10		<b>Total Minority Female</b>	Direct	\$ 860,615.80	0.26%	\$ 1,112,238.43	0.33%	\$ 1,972,854.23	0.59%
11	Total Minority Business Enterprise (MBE)		Direct	\$ 3,047,984.34	0.91%	\$ 26,186,919.83	7.79%	\$ 29,234,904.17	8.70%
12	Women Business Enterprise (WBE)		Direct	\$ 666,441.07	0.20%	\$ 4,411,664.84	1.31%	\$ 5,078,105.91	1.51%
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		Direct	\$ 66,675.00	0.02%	\$ -	0.00%	\$ 66,675.00	0.02%
14	Disabled Veteran Business Enterprise (DVBE)		Direct	\$ 39,460.00	0.01%	\$ 548,981.71	0.16%	\$ 588,441.71	0.18%
15	Persons with Disabilities Business Enterprise (DBE)		Direct	\$ -	0.00%	\$ 1,024,544.83	0.30%	\$ 1,024,544.83	0.30%
16	8(a)*		Direct	\$ -	0.00%	\$ 297,652.07	0.09%	\$ 297,652.07	0.09%
17	<b>Total Supplier Diversity Spend</b>		Direct	\$ 3,820,560.41	1.14%	\$ 32,469,763.28	9.66%	\$ 36,290,323.69	10.80%
18	Net Procurement**		\$ 336,087,944.70						
19	Net Product Procurement		\$ 75,842,157.22						

20	Net Service Procurement	\$ 260,245,787.48
21	Total Number of Diverse Suppliers that Received Direct Spend	101

9.1.2 Supplier Diversity Subcontractor Procurement Results by Product and Service Categories

				2023					
				Product		Service		Total	
				\$	%	\$	%	\$	%
1	Minority Male	African American	Sub	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
2		Asian Pacific American	Sub	\$ 107,235.00	0.03%	\$ 514,116.59	0.15%	\$ 621,351.59	0.18%
3		Hispanic American	Sub	\$ 4,189,449.28	1.25%	\$ 19,939,558.52	5.93%	\$ 24,129,007.80	7.18%
4		Native American	Sub	\$ 6,320.00	0.00%	\$ -	0.00%	\$ 6,320.00	0.00%
5		<b>Total Minority Male</b>	Sub	\$ 4,303,004.28	1.28%	\$ 20,453,675.11	6.09%	\$ 24,756,679.39	7.37%
6	Minority Female	African American	Sub	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
7		Asian Pacific American	Sub	\$ -	0.00%	\$ 60,090.00	0.02%	\$ 60,090.00	0.02%
8		Hispanic American	Sub	\$ 56,761.92	0.02%	\$ 37,927.50	0.01%	\$ 94,689.42	0.03%
9		Native American	Sub	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
10		<b>Total Minority Female</b>	Sub	\$ 56,761.92	0.02%	\$ 98,017.50	0.03%	\$ 154,779.42	0.05%
11	Total Minority Business Enterprise (MBE)	Sub	\$ 4,359,766.20	1.30%	\$ 20,551,692.61	6.11%	\$ 24,911,458.81	7.41%	
12	Women Business Enterprise (WBE)	Sub	\$ 1,726,005.60	0.51%	\$ 6,538,149.84	1.95%	\$ 8,264,155.44	2.46%	
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Sub	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%	
14	Disabled Veteran Business Enterprise (DVBE)	Sub	\$ 17,532,935.89	5.22%	\$ 180,045.00	0.05%	\$ 17,712,980.89	5.27%	
15	Persons with Disabilities Business Enterprise (DBE)	Sub	\$ 4,016,051.81	1.19%	\$ 327,050.00	0.10%	\$ 4,343,101.81	1.29%	
16	8(a)*	Sub	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%	

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17	<b>Total Supplier Diversity Spend</b>	Sub	\$ 27,634,759.50	8.22%	\$ 27,596,937.45	8.21%	\$ 55,231,696.95	16.43%
18	Net Procurement**	\$	336,087,944.70					
19	Net Product Procurement	\$	75,842,157.22					
20	Net Service Procurement	\$	260,245,787.48					

9.1.2 Supplier Diversity Results by Standard Industrial Classification (SIC) Codes

SIC Code Cat		Black American		Asian Pacific American		Hispanic American		Native American	Minority Business Enterprise (MBE) Total	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (PDBE)	#(a)	Total Supplier Diversity Spend	Total Procurement
		Male	Female	Male	Female	Male	Female	Male								
07: AGRICULTURAL SERVICES	\$	\$0	\$0	\$0	\$0	\$592,401	\$0	\$0	\$592,401	\$0	\$0	\$0	\$0	\$0	\$592,401	\$4,577,190
	%	0.00%	0.00%	0.00%	0.00%	0.18%	0.00%	0.00%	0.18%	0.00%	0.00%	0.00%	0.00%	0.00%	0.18%	1.36%
13: OIL AND GAS EXTRACTION	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$15,730
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
14: NONMETALLIC MINERALS, EXCEPT FUELS	\$	\$0	\$0	\$0	\$0	\$835,178	\$0	\$0	\$835,178	\$815,633	\$0	\$0	\$0	\$0	\$1,650,810	\$1,650,810
	%	0.00%	0.00%	0.00%	0.00%	0.25%	0.00%	0.00%	0.25%	0.24%	0.00%	0.00%	0.00%	0.00%	0.49%	0.49%
15: GENERAL BUILDING CONTRACTORS	\$	\$0	\$0	\$0	\$0	\$530,317	\$0	\$0	\$530,317	\$0	\$0	\$0	\$0	\$0	\$530,317	\$1,440,794
	%	0.00%	0.00%	0.00%	0.00%	0.16%	0.00%	0.00%	0.16%	0.00%	0.00%	0.00%	0.00%	0.00%	0.16%	0.43%
16: HEAVY CONSTRUCTION, EXCEPT BUILDING	\$	\$0	\$0	\$0	\$0	\$23,128,249	\$35,451	\$0	\$23,163,699	\$137,463	\$0	\$179,475	\$0	\$297,662	\$23,778,279	\$137,849,344
	%	0.00%	0.00%	0.00%	0.00%	6.88%	0.01%	0.00%	6.89%	0.04%	0.00%	0.05%	0.00%	0.09%	7.08%	41.02%
17: SPECIAL TRADE CONTRACTORS	\$	\$0	\$0	\$821,683	\$94,528	\$13,700,595	\$507,565	\$0	\$15,124,870	\$1,376,115	\$0	\$498,089	\$423,490	\$0	\$17,422,064	\$36,992,266
	%	0.00%	0.00%	0.24%	0.03%	4.08%	0.15%	0.00%	4.50%	0.41%	0.00%	0.15%	0.13%	0.00%	5.18%	11.01%
22: TEXTILE MILL PRODUCTS	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$8,485
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
23: APPAREL AND OTHER TEXTILE PRODUCTS	\$	\$353	\$0	\$0	\$0	\$0	\$0	\$0	\$353	\$110,123	\$0	\$0	\$0	\$0	\$310,476	\$498,356
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.09%	0.00%	0.00%	0.00%	0.00%	0.09%	0.15%
27: PRINTING AND PUBLISHING	\$	\$0	\$0	\$0	\$0	\$7,602	\$8,469	\$0	\$16,071	\$0	\$0	\$0	\$0	\$0	\$16,071	\$716,613
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.21%
28: CHEMICALS AND ALLIED PRODUCTS	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$45,803	\$0	\$0	\$0	\$0	\$45,803	\$6,154,112
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.01%	0.00%	0.00%	0.00%	0.00%	0.01%	1.95%
29: PETROLEUM AND COAL PRODUCTS	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$79,455
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.02%
30: RUBBER AND MISC. PLASTICS PRODUCTS	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$1,670	\$0	\$0	\$0	\$0	\$1,670	\$3,309
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
32: STONE, CLAY, AND GLASS PRODUCTS	\$	\$0	\$0	\$0	\$0	\$0	\$56,762	\$0	\$56,762	\$0	\$0	\$0	\$0	\$0	\$56,762	\$715,047
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.02%	0.00%	0.02%	0.00%	0.00%	0.00%	0.00%	0.00%	0.02%	0.21%
33: PRIMARY METAL INDUSTRIES	\$	\$0	\$0	\$107,235	\$0	\$0	\$0	\$0	\$107,235	\$19,751	\$0	\$0	\$0	\$0	\$126,986	\$297,385



SIC Code Cat		Black American		Asian Pacific American		Hispanic American		Native American	Minority Business Enterprise (MBE) Total	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (PDBE)	8(a)	Total Supplier Diversity Spend	Total Procurement
		Male	Female	Male	Female	Male	Female	Male								
	%	0.00%	0.00%	0.03%	0.00%	0.00%	0.00%	0.00%	0.03%	0.01%	0.00%	0.00%	0.00%	0.00%	0.04%	0.09%
34: FABRICATED METAL PRODUCTS	\$	\$0	\$0	\$0	\$0	\$93,651	\$0	\$0	\$93,651	\$0	\$0	\$0	\$0	\$0	\$93,651	\$5,693,233
	%	0.00%	0.00%	0.00%	0.00%	0.03%	0.00%	0.00%	0.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.03%	1.69%
35: INDUSTRIAL MACHINERY AND EQUIPMENT	\$	\$0	\$0	\$0	\$0	\$277,623	\$0	\$0	\$277,623	\$0	\$0	\$0	\$0	\$0	\$277,623	\$3,777,380
	%	0.00%	0.00%	0.00%	0.00%	0.08%	0.00%	0.00%	0.08%	0.00%	0.00%	0.00%	0.00%	0.00%	0.08%	1.12%
36: ELECTRONIC AND OTHER ELECTRIC EQUIPMENT	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$900,005
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.27%
37: TRANSPORTATION EQUIPMENT	\$	\$0	\$0	\$325,972	\$0	\$0	\$0	\$0	\$325,972	\$21,874	\$0	\$0	\$0	\$0	\$347,846	\$1,844,271
	%	0.00%	0.00%	0.10%	0.00%	0.00%	0.00%	0.00%	0.10%	0.01%	0.00%	0.00%	0.00%	0.00%	0.10%	0.55%
38: INSTRUMENTS AND RELATED PRODUCTS	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$5,366,035
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.60%
39: MSC, MANUFACTURING INDUSTRIES	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$500	\$0	\$39,940	\$0	\$0	\$39,940	\$71,135
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.01%	0.00%	0.00%	0.01%	0.02%
42: TRUCKING AND WAREHOUSING	\$	\$13,532	\$0	\$0	\$0	\$317,946	\$2,477	\$0	\$333,955	\$1,219,996	\$0	\$0	\$0	\$0	\$3,555,951	\$5,684,003
	%	0.00%	0.00%	0.00%	0.00%	0.09%	0.00%	0.00%	0.10%	0.96%	0.00%	0.00%	0.00%	0.00%	1.06%	1.10%
43: TRANSPORTATION BY AIR	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$2,676
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
46: PIPELINES, EXCEPT NATURAL GAS	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$37,227	\$0	\$0	\$0	\$0	\$37,227	\$37,227
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.01%	0.00%	0.00%	0.00%	0.00%	0.01%	0.01%
47: TRANSPORTATION SERVICES	\$	\$0	\$0	\$0	\$0	\$335,374	\$0	\$0	\$335,374	\$0	\$0	\$0	\$0	\$0	\$335,374	\$425,448
	%	0.00%	0.00%	0.00%	0.00%	0.10%	0.00%	0.00%	0.10%	0.00%	0.00%	0.00%	0.00%	0.00%	0.10%	0.13%
48: COMMUNICATION	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$822,379
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.24%
49: ELECTRIC, GAS, AND SANITARY SERVICES	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$539,832	\$0	\$0	\$0	\$0	\$539,832	\$1,040,406
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.16%	0.00%	0.00%	0.00%	0.00%	0.16%	0.31%
50: WHOLESALE TRADE - DURABLE GOODS	\$	\$0	\$0	\$1,178	\$856,656	\$4,327,577	\$4,000	\$6,320	\$5,195,691	\$253,527	\$66,675	\$17,512,936	\$4,016,092	\$0	\$27,064,881	\$35,608,536
	%	0.00%	0.00%	0.00%	0.25%	1.29%	0.00%	0.00%	1.55%	0.08%	0.02%	5.22%	1.19%	0.00%	8.05%	10.60%
51: WHOLESALE TRADE - NONDURABLE GOODS	\$	\$0	\$0	\$0	\$0	\$116,734	\$0	\$0	\$116,734	\$895,461	\$0	\$0	\$0	\$0	\$1,012,195	\$2,517,130

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		Male	Female	Male	Female	Male	Female	Male								
	%	0.00%	0.00%	0.00%	0.00%	0.03%	0.00%	0.00%	0.03%	0.27%	0.00%	0.00%	0.00%	0.00%	0.30%	0.75%
52: BUILDING MATERIALS AND HARDWARE	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$27,704	\$0	\$0	\$0	\$0	\$27,704	\$954,763
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.01%	0.00%	0.00%	0.00%	0.00%	0.01%	0.28%
53: GENERAL MERCHANDISE STORES	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$198,473
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.06%
54: FOOD STORES	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$123,382
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.04%
55: AUTOMOTIVE DEALERS AND SERVICE STATIONS	\$	\$0	\$0	\$388,192	\$0	\$10,360	\$0	\$0	\$388,552	\$412	\$0	\$0	\$0	\$0	\$388,963	\$7,451,907
	%	0.00%	0.00%	0.12%	0.00%	0.00%	0.00%	0.00%	0.12%	0.00%	0.00%	0.00%	0.00%	0.00%	0.12%	2.22%
56: APPAREL AND ACCESSORY STORES	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$160,049
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.05%
57: FURNITURE AND HOMEFURNISHINGS STORES	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$152,606
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.05%
58: EATING AND DRINKING PLACES	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$665,190
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.20%
59: MISCELLANEOUS RETAIL	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$1,200,363
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.36%
60: DEPOSITORY INSTITUTIONS	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$25,776
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.01%
62: SECURITY AND COMMODITY BROKERS	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$393
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
64: INSURANCE AGENTS, BROKERS, AND SERVICE	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$918,326	\$0	\$0	\$0	\$0	\$918,326	\$926,326
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.27%	0.00%	0.00%	0.00%	0.00%	0.27%	0.28%
65: REAL ESTATE	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$26,453
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.01%
70: HOTELS AND OTHER LODGING PLACES	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$22,804
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.01%
72: PERSONAL SERVICES	\$	\$0	\$0	\$1,172	\$0	\$0	\$0	\$0	\$1,172	\$0	\$0	\$0	\$0	\$0	\$1,172	\$123,780

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		Male	Female	Male	Female	Male	Female	Male								
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.04%
73: BUSINESS SERVICES	\$	\$1,320	\$18,238	\$3,713,690	\$31,882	\$412,549	\$289,443	\$2,586	\$4,469,708	\$3,234,767	\$0	\$0	\$37,469	\$0	\$7,741,944	\$34,750,027
	%	0.00%	0.01%	1.10%	0.01%	0.12%	0.09%	0.00%	1.33%	0.96%	0.00%	0.00%	0.01%	0.00%	2.30%	10.34%
75: AUTO REPAIR, SERVICES, AND PARKING	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$188,145
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.06%
76: MISCELLANEOUS REPAIR SERVICES	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$1,195,112
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.36%
78: MOTION PICTURES	\$	\$0	\$0	\$0	\$15,400	\$0	\$0	\$0	\$15,400	\$0	\$0	\$0	\$0	\$0	\$15,400	\$21,222
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.01%
79: AMUSEMENT AND RECREATION SERVICES	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$105,987
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.03%
80: HEALTH SERVICES	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$97,436
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.03%
81: LEGAL SERVICES	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$182,479	\$0	\$0	\$0	\$0	\$182,479	\$1,579,177
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.05%	0.00%	0.00%	0.00%	0.00%	0.05%	0.47%
82: EDUCATIONAL SERVICES	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$126,435
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.04%
86: MEMBERSHIP ORGANIZATIONS	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$138
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
87: ENGINEERING AND MANAGEMENT SERVICES	\$	\$0	\$0	\$35,055	\$151,804	\$1,448,349	\$55,000	\$465,937	\$2,156,144	\$1,245,050	\$0	\$51,463	\$890,636	\$0	\$4,343,292	\$31,232,611
	%	0.00%	0.00%	0.01%	0.05%	0.43%	0.02%	0.14%	0.64%	0.37%	0.00%	0.02%	0.27%	0.00%	1.29%	9.29%
89: SERVICES (NOT ELSEWHERE CLASSIFIED)	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$58,571	\$0	\$0	\$0	\$0	\$58,571	\$1,556,550
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.02%	0.00%	0.00%	0.00%	0.00%	0.02%	0.46%
92: JUSTICE, PUBLIC ORDER, AND SAFETY	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$13,880
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total \$		\$15,205	\$18,238	\$5,394,177	\$1,310,230	\$46,134,505	\$999,166	\$474,842	\$54,146,363	\$13,342,261	\$66,675	\$18,301,423	\$5,367,647	\$297,602	\$91,522,021	\$386,087,945
Total %		0.00%	0.01%	1.60%	0.34%	13.73%	0.29%	0.14%	16.11%	3.97%	0.02%	5.45%	1.60%	0.09%	27.23%	100.00%

Net Procurement	5	336,087,944.70
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9.1.2 Number of Diverse Suppliers and Revenue Reported to the Supplier Clearinghouse

Number of Diverse Suppliers Data														
Number of Diverse Suppliers	Revenue Reported to the Supplier Clearinghouse							Utility-Specific 2023 Summary						
	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	8(a)	Total	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	8(a)	Total
Under \$1 Million	16	11	1	4	4	1	37	2	-	-	-	-	-	2
Under \$5 Million	23	9	-	-	-	-	32	81	47	1	4	3	1	137
Under \$10 Million	12	11	-	-	-	-	23	1	-	-	-	-	-	1
Above \$10 Million	37	18	-	-	-	-	55	4	2	-	-	1	-	7
Total	88	49	1	4	4	1	147	88	49	1	4	4	1	147

Revenue and Payment Data														
Revenue of Diverse Suppliers	Revenue Reported to the Supplier Clearinghouse							Utility-Specific 2024 Summary						
	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	8(a)	Total	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	8(a)	Total
Under \$1 Million	\$5.1	\$3.0	\$4	\$0	\$0	\$0	\$8.5	\$28.8	\$.	\$.	\$17.5	\$.	\$.	\$46.4
Under \$5 Million	\$62.1	\$22.4	\$.	\$.	\$.	\$.	\$84.5	\$12.	\$7.6	\$1.	\$8	\$1.4	\$3	\$22.2
Under \$10 Million	\$91.8	\$75.1	\$.	\$.	\$.	\$.	\$166.9	\$5.4	\$.	\$.	\$.	\$.	\$.	\$5.4
Above \$10 Million	\$13,290.9	\$470.0	\$.	\$.	\$.	\$.	\$13,760.9	\$7.9	\$5.7	\$.	\$.	\$4.	\$.	\$17.6
Total	\$13,449.8	\$570.6	\$4	\$0	\$0	\$0	\$14,020.8	\$54.1	\$13.3	\$1	\$18.3	\$5.4	\$3	\$91.5

## On the Spotlight: USPAACC Western Region SHEroes 2023

USPAACC-West celebrated their 2023 SHEroes in San Francisco on March 9, 2023.



*USPAACC Western Region SHEroes 2023*

Cal Water is proud to participate in events like SHEroes that promote and honor women heroes during Women's History Month.

USPAACC Western Region is an affiliate of US Pan Asian American Chamber of Commerce Education Foundation (USPAACC) and was founded in 1984 as a national nonprofit, nonpartisan Pan Asian American organization, representing Asian American and Asian American-related groups in business, sciences, the arts, sports, education, and public and community services.

More info: <https://uspaacc-west.com/>

### 9.1.2 Description of Diverse Suppliers with Majority Workforce in California

Based on information from the Supplier Clearinghouse, we have identified 66 diverse suppliers with a California-based workforce.

### 9.1.3 Supplier Diversity Program Expense

<b>Expense Category</b>	<b>2023</b>
1 Wages (w/ benefits)	\$ 234,000.00
2 Other Employment Expenses	\$ 15,972.82
3 Program Expenses	\$ -
4 Reporting Expenses	\$ -
5 Training Expenses	\$ -
6 Consultant Expenses	\$ 3,413.46
7 Other Expenses	\$ 64,030.89
<b>TOTAL</b>	<b>\$ 317,417.17</b>

1. Wages: salary (w/ benefits) and payroll-related costs of permanent and temporary employees working on supplier diversity
2. Other Employment Expenses: office space, travel, and non-wage costs
3. Program Expenses: printing, postage, supplies, outreach, and other costs directly related to the program
4. Reporting Expenses: computer, accounting, and other expenses incurred while preparing reports for the CPUC
5. Training Expenses: costs related to training employees (internal) and suppliers (external); included in Wages
6. Consultant Expenses: Cal Water's portion of CWA USDP consultant fees
7. Other Expenses: Cal Water's portion of expenses captured and disbursed by CWA for Class A Companies' USDP and Cal Water's cost for the CPUC Supplier Diversity Clearinghouse

On the Spotlight: The American Indian Chamber of Commerce Annual Expo

The American Indian Chamber of Commerce (AICC) hosted their annual Expo at Agua Caliente Casino Resort & Spa in Rancho Mirage, CA on July 16–18, 2023.



*The American Indian Chamber of Commerce (AICC) EXPO '23*

Cal Water actively collaborates with the American Indian Chamber of Commerce to foster diversity and inclusivity by participating in events, workshops, initiatives aimed at empowering businesses, and advocating for policies that support diverse communities.

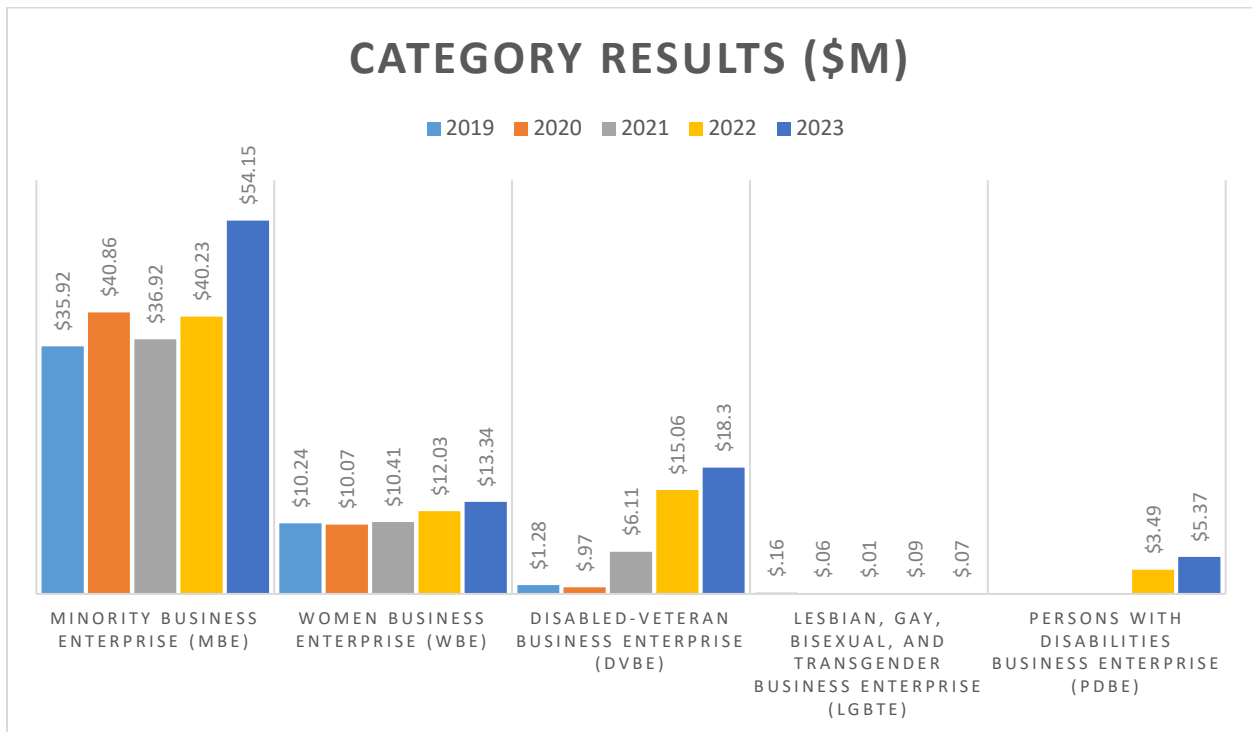
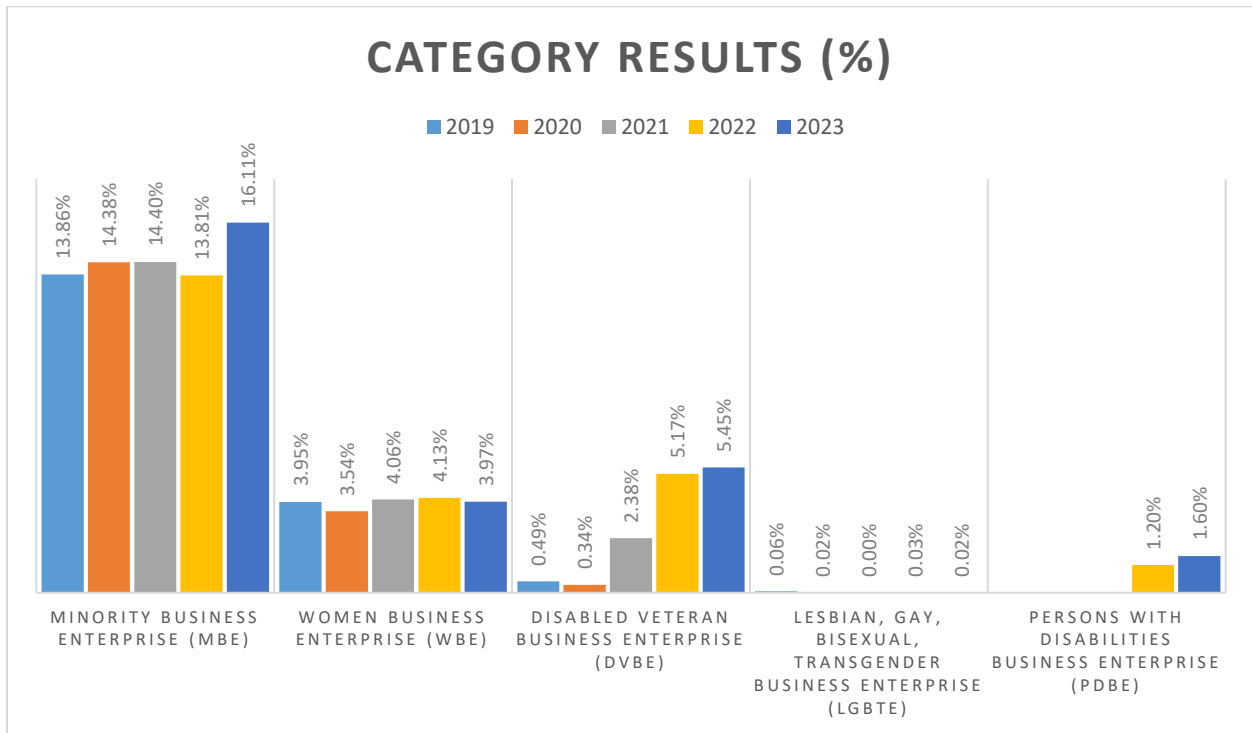
AICC's primary goal is to "provide opportunities for networking and support of Tribes, tribal enterprises, ANCs, and American Indian/Alaska Native (AI/AN) businesspeople."

Learn more about AICC at: <https://www.aicccal.org/>



### 9.1.4 Description of Progress in Meeting or Exceeding Set Goals

Below find additional details on category-specific developments, including both accomplishments and challenges.



*Due to rounding, numbers presented may not add up precisely to the totals provided, and percentages may not precisely reflect the absolute figures.*

### Minority Business Enterprises (MBE)

In 2023, we continued another exciting year in the MBE category. Spending increased to \$54M, up from \$40M in 2022, and we created a new partnership with a Bay Area-based underground material supplier. This partnership will be in a critical area for us as we continue to provide safe and reliable drinking water.

### Women Business Enterprises (WBE)

In 2023, we continued a trend of increased expenditures with WBEs.

Among our top performers in this category is a traffic control contractor who continues to register outstanding performance. The contractor has reached almost two times the growth since becoming certified in 2021.

Another supplier saw substantial growth in 2023. This supplier provides Cal Water with promotional products as well as all uniforms for many of our districts. We originally met this supplier in 2017 at the Council for Supplier Diversity in San Diego, and the partnership has continued to grow.

One last highlight within our WBE category is with a waste transportation and compliance company with specialized knowledge in waste characterization, profiling, transporting, and disposing of hazardous and nonhazardous waste. This company provides services to over 10 districts within the company.

### Disabled Veteran Business Enterprises (DVBE)

We continue registering strong growth with the DVBE category.

Our partnership with a Perimeter Protection & Control Systems company registered a substantial increased expenditure over 2022. We reaffirm the value of external outreach as we met this company in 2015 at the Keeping the Promise event in Sacramento.

An additional notable contribution comes from a land-surveyor DVBE, who provides topographic and utility surveying. This company was originally met at the CPUC's 2014 Small Business Expo in Sacramento and grew to be a valuable partner over the years because of their excellent service. In 2023, they were identified as the designated land surveyor for Cal Water's PFAS Compliance Program.

### Lesbian, Gay, Bisexual, and Transgender Business Enterprises (LGBTBE)

In terms of LGBTBEs, we had initiatives for both current suppliers and new firms.

In 2023, we continued a strong partnership with our San Francisco-based office furniture supplier with whom we've had a commercial relationship since 2020; additionally, we engaged a Pasadena-based talent acquisition firm to assist us in the sourcing, recruiting, and placement of roles.

Late in 2023, we were introduced to an Engineering and Construction supplier, with whom we look to partner in 2024.

Following up on 2022 efforts, we have completed a construction management RFP and were able to onboard and issue a contract to an LGBTBE supplier in late 2023. We are excited to start reporting on their successes in 2024.

### Persons with Disabilities Business Enterprise (PDBE)

Following the General Order 156 rulemaking, we updated our Supplier Diversity website to list the category under our program. We continue to partner with Disability:IN and participate in outreach events to increase participation.

Our financial system update has been completed to support current and future suppliers within the designation.

#### 9.1.4 Supplier Diversity Results Compared to Set Goals

Category	Result	Goal
Minority Male Business Enterprise	15.48%	12.0%
Minority Female Business Enterprise	0.63%	3.0%
Minority Business Enterprise (MBE)	16.11%	15.0%
Women Business Enterprise (WBE)	3.97%	5.0%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	0.02%	1.0%
Disabled Veteran Business Enterprise (DVBE)	5.45%	1.5%
Persons with Disabilities Business Enterprise (PDBE)	1.60%	N/A
8(a)	0.09%	N/A
<b>TOTAL</b>	<b>27.23%</b>	<b>22.5%</b>

*Due to rounding, numbers presented may not add up precisely to the totals provided, and percentages may not precisely reflect the absolute figures.*

On the Spotlight: The California Hispanic Chamber of Commerce Annual Convention  
The Annual Statewide Convention of the California Hispanic Chambers of Commerce (CHCC) held in Costa Mesa, CA on August 16-18, 2023.



*The Annual Statewide Convention of the California Hispanic Chambers of Commerce (CHCC)*

Cal Water has been a proud partner of the California Hispanic Chambers of Commerce for many years.

We are fully supportive of their mission to represent the interests of California's 815,000 Hispanic-owned businesses through its advocacy, education, and empowerment programs, and feel a natural alignment with their values of inclusivity and diversity.

At their annual convention, Cal Water maintains a significant presence every year by serving on and hosting educational and informative panels that offer real-world solutions for small businesses who seek to engage and do business with companies such as Cal Water. Our supplier diversity program and our commitment to engagement of small, minority, women and veteran owned businesses sets us apart and is appreciated and valued by the attendees and the Chamber.

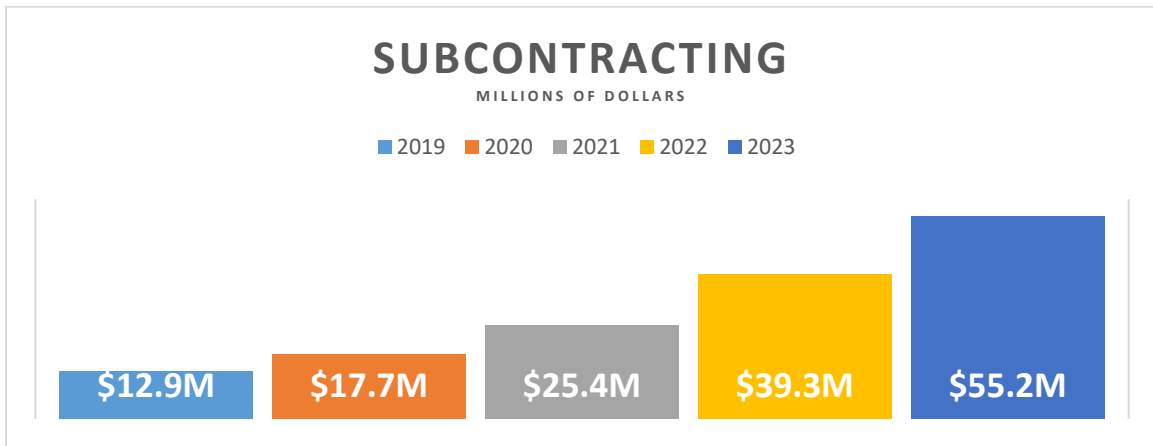
Learn more about CHCC at: <https://www.cahcc.com/>

### 9.1.5 Description of Prime Contractors Utilization of Diverse Subcontractors

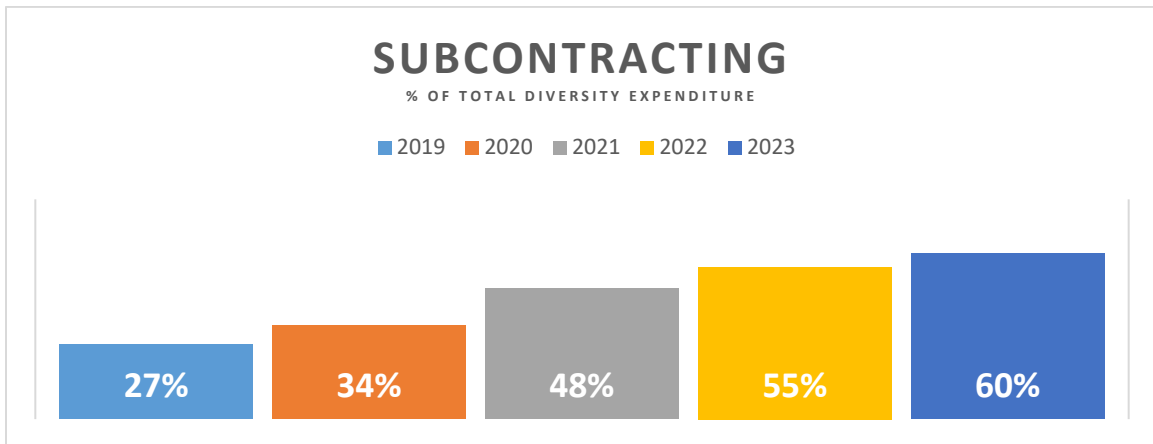
Subcontracting is a critical initiative in supplier diversity for a variety of reasons. For example, Tier-2 is an avenue where many suppliers can participate in our projects while generating capacity (to eventually become a prime). Our primes provide opportunities in areas we normally don't source in, and—as we have several primes across the state—they can provide opportunities for local/small suppliers who might not be able to compete for statewide contracts.

Prime contractors will find that we're consistent on supplier diversity messaging through the bidding process; we include a discussion of the program on pre-bid conference calls, score supplier diversity/Tier-2 in submitted proposals, include supplier diversity language (and exhibits) on contract templates, request subcontracting reports (on a quarterly basis) to review both the results as well as participating subs, and routinely meet with major primes to examine their successes/challenges.

The success of the approach is evident in the subcontracting-expenditure figures:



It is also evident in the percentage subcontracting contributes to overall supplier-diversity expenditures:



In 2023, subcontracting expenditures rose to new levels at \$55.2M, contributing to 60% of our overall supplier diversity results.

California Water Association (CWA), Prime Thank You Luncheon

On March 2023, CWA hosted a luncheon in Whittier, CA as a gesture of appreciation to our prime contractors for their ongoing commitment to supplier diversity.

JOIN CWA UTILITY REPRESENTATIVES AND BUYERS TO CELEBRATE OUR PARTNERSHIP AND SUCCESSSES. ENJOY LUNCH WHILE NETWORKING WITH CWA UTILITIES YOU CURRENTLY DO NOT DO BUSINESS WITH.

PRIME THANK YOU LUNCHEON



March 8, 2023

Lunch will be served

11:30 am - 1 pm  
California Country Club  
1509 Workman Mill Rd, Whittier, CA 90601

HOSTED BY:



California Water Association (CWA), Prime Thank You Luncheon

This event was an opportunity to pause, reflect on our 2022 achievements, and thank the primes for their efforts in identifying, vetting, and contracting with diverse subcontractors.

During the luncheon, we shared our overall results and provided an update on changes to the General Order governing supplier diversity.

It's the ongoing efforts of our primes that have contributed throughout many years to our success.

California Water Association (CWA), Meet the Primes (MTP)

The MTP event is crucial in building relationships between prime contractors and qualified diverse subcontractors to advance our supplier diversity program.

During the event, attendees had the opportunity to learn about upcoming contracting opportunities, hear success stories from prime contractors, pitch to the primes in breakout rooms, and complete Connect-to-Primes forms for post-event engagement.



*California Water Association (CWA), Meet the Primes*

We relied on Guided Business Plan, an entrepreneur-education firm based in Los Angeles, to host the event and customize their entrepreneur-education training materials for the 180+ attendees.

Many post-event survey comments show the value attendees found:

*“Everything about this event was well worth the time! CWA always knocks it out of the park!!! Another Grand Slam!!”*

*“These events are greatly appreciated.”*

*“I appreciated that the primes listed what they were looking for in their introductions.”*

To further leverage the event, we compiled a list of the attendees’ offerings; we’ll use this list to source for future contracting opportunities.

9.1.5 Summary of Prime Contractors Utilization of Diverse Subcontractors

	Minority Male	Minority Female	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	8(a)	Total Supplier Diversity Spend
Direct	\$27,262,050	\$1,972,854	\$29,234,904	\$5,078,106	\$66,675	\$588,442	\$1,024,545	\$297,652	\$36,290,324
Sub	\$24,756,679	\$154,779	\$24,911,459	\$8,264,155		\$17,712,981	\$4,343,102		\$55,231,697
<b>Total \$</b>	<b>\$52,018,729</b>	<b>\$2,127,634</b>	<b>\$54,146,363</b>	<b>\$13,342,261</b>	<b>\$66,675</b>	<b>\$18,301,423</b>	<b>\$5,367,647</b>	<b>\$297,652</b>	<b>\$91,522,021</b>

Direct	8.11%	0.59%	8.70%	1.51%	0.02%	0.18%	0.30%	0.09%	10.80%
Sub	7.37%	0.05%	7.41%	2.46%	0.00%	5.27%	1.29%	0.00%	16.43%
<b>Total %</b>	<b>15.48%</b>	<b>0.63%</b>	<b>16.11%</b>	<b>3.97%</b>	<b>0.02%</b>	<b>5.45%</b>	<b>1.60%</b>	<b>0.09%</b>	<b>27.23%</b>

<b>Net Procurement</b>	\$ 336,087,945
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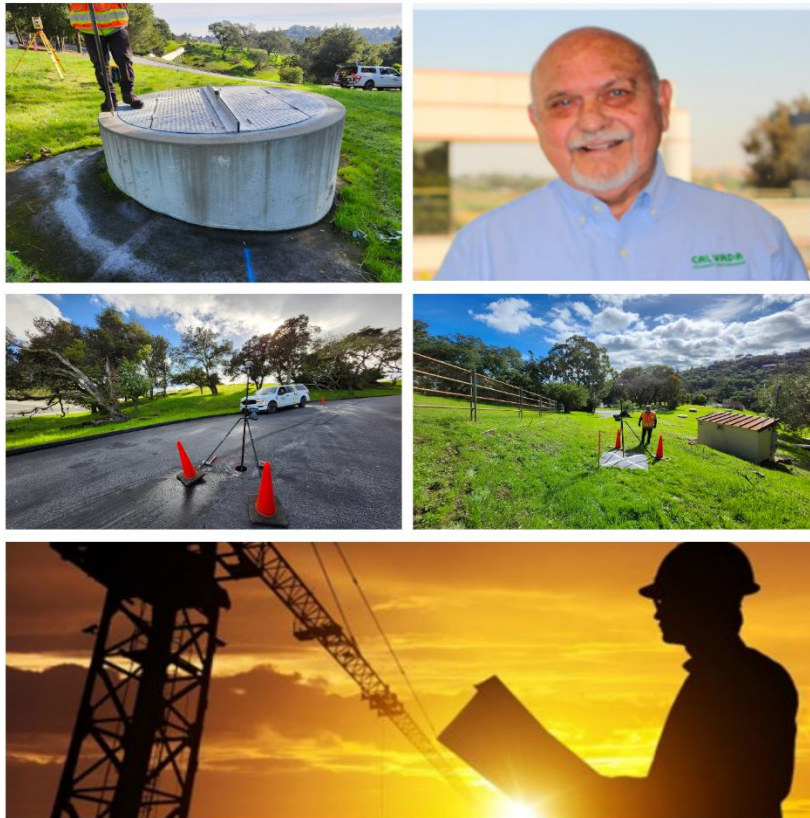


On the Spotlight: Calvada Surveying, Inc.

Calvada Surveying (Calvada) is a leading surveying and land development firm dedicated to delivering high-quality services across the United States. With decades of experience, Calvada Surveying specializes in providing comprehensive surveying solutions for a wide range of industries, including real estate, construction, environmental, and government sectors.

Cal Water connected with Calvada at the 2014 CPUC Small Business Expo. A year later, Cal Water issued the first Purchase Order to try out Calvada's services. Since then, Calvada has been providing quality services and demonstrated their capability. So far Cal Water has issued over 100 Purchase Orders to Calvada. In 2023, Calvada was selected as the designated land surveyor for Cal Water's PFAS Compliance Program.

## CAL VADA SURVEYING, INC.



*Calvada Surveying, Inc*

Learn more about Calvada Surveying, Inc. at: <https://www.calvada.com/>

### 9.1.6 List of Supplier Diversity Complaints Received and Current Status

No complaints received.

### 9.1.7 Description of Efforts to Recruit Diverse Suppliers in Low Utilization Categories

In 2023, we've continued to partner with industry-specific CBOs and attend industry-specific events to assist in our search for suppliers to meet our needs in low utilization categories. Internally, we continued to work with our stakeholders to identify opportunities for these suppliers to work with Cal Water.

We have conducted "Doing Business with CWA" events, where we continue to share our upcoming opportunities and steps to join our supply chain.

We will continue to focus our efforts on increasing spend in areas including legal, business, and engineering & management services.

### On the Spotlight: Veterans in Business Network National Conference

In November 2023, we attended the 7<sup>th</sup> Annual Veterans In Business (VIB) Network National Conference in San Diego, CA.



*Veterans In Business National Conference 2023*

“The Veterans In Business (VIB) Network is a nonprofit 501(c)3 organization that advocates for all Veteran Businesses, including SDVOSBs and DVBES. We help Veteran businesses build connections between Corporations, Government Agencies, and Prime Contractors looking to create partnerships for contracting opportunities.”

Cal Water is deeply committed to supporting veterans and disabled veterans in business. We actively seek out opportunities to collaborate with veteran-owned businesses, provide mentorship and resources to their needs.

Learn more about VIB at: <https://www.vibnetwork.org/about-us/>

## 2024 ANNUAL PLAN

### 10.1.1 Supplier Diversity Short-, Mid-, and Long-Term Procurement Goals

In 2024, Cal Water’s goal is to meet the overall 23% spending-level target set by the Commission and the individual goals per category. At the same time, we remain focused on increasing business with LGBTBEs and supporting PDBEs.

Category	Short-Term Goals	Mid-Term Goals	Long-Term Goals
Minority Business Enterprise (MBE)	15.00%	15.00%	15.00%
Women Business Enterprise (WBE)	5.00%	5.00%	5.00%
Lesbian, Gay, Bisexual, and Transgender Business Enterprise (LGBTBE)	1.50%	1.50%	1.50%
Disabled Veteran Business Enterprise (DVBE)	1.50%	1.50%	1.50%
<b>TOTAL</b>	<b>23.00%</b>	<b>23.00%</b>	<b>23.00%</b>

*Breaking down goals by SIC code is not practical, as the needs for products and services differ yearly due to a variety of reasons (e.g., rate cases, major events). We strive to identify areas and trades with future opportunities throughout this report.*

### 10.1.2 Description of Supplier Diversity Program Activities Planned for the Next Calendar Year

With our success in 2023, we look at 2024 to further advance opportunities for diverse suppliers.

Question Zero

## Supplier Diversity will benefit operations, be compliant and sustainable <sup>Q0</sup>

Supporting Activities

Procurement Policy

Internal Communications

Subcontracting Program

External Outreach

Capacity Building & Technical Assistance (CB&TA)

The program is anchored on five supporting pillars directly contributing to the program’s goal:

#### Procurement Policy

We'll continue both with the inclusion of a diverse supplier in every competitive-bidding event and the measurement of its impact throughout the year. We’re also anticipating a periodic review of the policy to ensure clauses and requirements remain relevant to the reality of field operations.

#### Internal Communications

Similarly, we’ll keep our leadership and board updated periodically, meet with the Engineering Capital Delivery team biweekly, and participate in the Storekeepers Forum to address questions on supplier diversity at every stakeholder level within our organization.

### Subcontracting Program

Please refer to 10.1.5 for insights on our subcontracting efforts.

### External Outreach

We'll continue joining virtual and in-person outreach events to identify prospective suppliers, meet community leaders, and share best practices to engage in future procurement opportunities. Similarly, we'll strive to identify and support emerging CBOs that can provide a new approach in supporting their communities.

### Capacity Building & Technical Assistance (CB&TA)

We'll maintain our two-pronged approach to CB&TA: a main effort through CWA with The Water Acumen Training for Entrepreneurship Refinement (W.A.T.E.R.) business certification and a certification-assistance effort focused on eligible (but not certified) vendors in our supply chain.

### 10.1.3 Plans for Recruiting Diverse Suppliers in Low Utilization Categories

In the water industry, sourcing diverse vendors to perform specialized work has presented unique challenges. One significant obstacle is the limited availability of diverse businesses within niche sectors, such as water treatment, infrastructure development, and environmental services.

Partnering with community-based organizations within the water industry will provide helpful connections and resources, enabling our program to reach out to diverse suppliers who may not have been aware of supplier diversity opportunities. These partnerships will facilitate broader outreach efforts and foster collaboration, ultimately enhancing our ability to identify and engage with a wider pool of qualified vendors.

In addition, monthly meetings within the California Water Association will be dedicated to inviting suppliers within our low utilization categories. We look forward to seeing the positive outcomes of this year's initiatives.

### 10.1.4 Plans for Recruiting Diverse Suppliers Where Unavailable

We will follow activities noted in sections 10.1.2 and 10.1.3 to identify viable suppliers.

### 10.1.5 Plans for Encouraging Prime Contractors to Subcontract with Diverse Suppliers

We view 2024 as a chance to further enhance our successful subcontracting strategy. We remain committed to integrating supplier diversity messaging throughout the bidding process. This includes discussing the program during pre-bid conference calls, incorporating supplier diversity/Tier-2 scoring in submitted proposals, embedding supplier diversity language (and exhibits) into contract templates, requesting quarterly subcontracting reports to assess outcomes and participating subcontractors, and regularly engaging with major primes to evaluate their achievements and address any challenges they may encounter.

### 10.1.6 Plans for Complying with Supplier Diversity Program Guidelines

Cal Water intends to comply with the Diverse Supplier program guidelines established by the CPUC, as required by Public Utilities Section 8283(c). The CPUC Executive Director's Office will be responsible for developing, periodically refining, and recommending such guidelines for the CPUC's adoption in an appropriate procedural forum.

Cal Water will also continue to comply with the General Order 156 program guideline, participate in the CPUC's Supplier Diversity Forums and Workshops as requested, and work in partnership with the California Water Association and Joint Utilities to address the challenges faced by diverse suppliers in the procurement process.

**Prepared by:**

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California Water Service