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# California Water Service 2022 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 and Chief Executive Officer of California Water Service

Despite continuing effects from the worldwide pandemic in 2022—including staffing shortages and supply chain delays—we continued to prioritize doing business with diverse suppliers as we provided a safe, reliable, and affordable water supply to our communities.

To ensure continuous improvement in this area, we also conducted a best-practices review of our supplier diversity program. As we implement the recommendations from that review, we look forward to increasing the benefits to our customers, communities, and stockholders of partnering with diverse vendors.

Despite the 2022 challenges, I am proud of the achievements made through our Supplier Diversity Program, some of which included:

- Surpassing the supplier diversity overall spending goal of 22%, with spending at 24.33%
- Surpassing disabled-veteran business enterprise spending goal for the second year in a row
- Securing strong diverse subcontracting results, at 54% growth year over year

This report provides details about our Supplier Diversity Program, including 2022 successes and challenges. Continually making improvements to this program will keep us moving in the right direction as a company, while also improving the quality of life for the communities we serve.



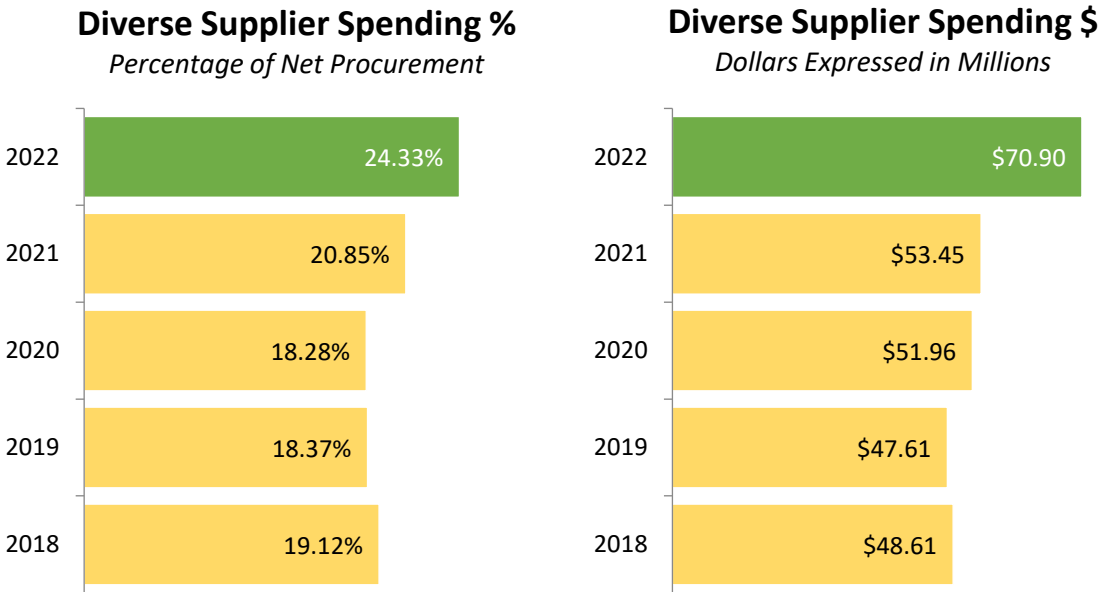
Martin A. Kropelnicki  
President & CEO



## SUMMARY OF 2022 SUPPLIER DIVERSITY PROGRAM

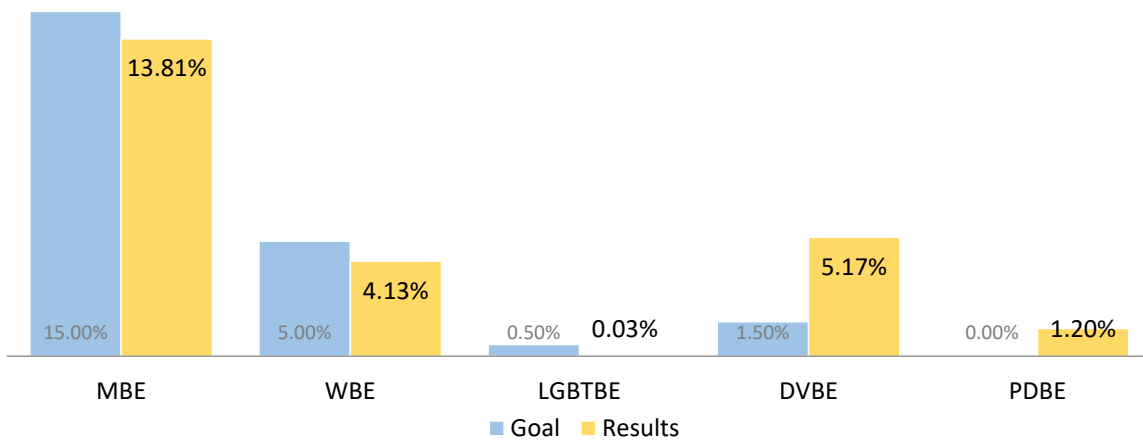
This report outlines the progress of California Water Service (Cal Water) in procuring goods and services from women, minority, disabled veteran, lesbian, gay, bisexual, transgender and persons with disabilities business enterprises (to which we refer collectively as diverse suppliers) for the period of January 1, 2022, through December 31, 2022.

In 2022, Cal Water’s discretionary spending totaled \$291,396,436.62, of which the company spent \$70,902,591.10 (or 24.33%) 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 program, Supplier Diversity's goals are to benefit supply chain operations, be compliant and sustainable. To achieve these goals, we engage in a series of supporting activities; below we share a breakdown of these initiatives and their impact on the program.

#### 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.

In 2022, approximately \$4.8M in expenditures with 21 diverse suppliers can be attributed (directly or indirectly) to the application of this policy.

##### *Internal Communications*

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

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

These updates provide an opportunity to highlight progress towards meeting the goals and share success stories, legislative initiatives, and challenges. These updates have provided an opportunity to implement timely corrective actions.

In 2022, these updates included data on primes' subcontracting performance, specific legislative initiatives (e.g., LGBTBE goal setting, workforce/board diversity), results on individual categories, as well as results of our certification-assistance efforts.

##### *Storekeepers Forum*

Storekeepers are key personnel in every field office. They routinely seek services (e.g., facility maintenance, landscaping services) to support their operations, thus making them an important avenue to incorporate local/diverse suppliers.

A procurement department initiative is to host a storekeeper-focused forum quarterly to address policy questions and share upcoming programs or best practices; we've leveraged these forums to reiterate the supplier diversity goals and address questions.

##### *Internal Supplier Diversity Program Review*

In 2022, as part of a continuous-improvement effort, we conducted a best-practices review of our supplier diversity program. We sought two seasoned practitioners in the area, who provided us with a series of recommendations; we look forward to implementing them, improving our program approach, and reporting on their impact.

#### External Program Activities

##### *External Outreach*

External outreach is a fundamental activity supporting supplier diversity; outreach events provide an opportunity to identify prospective suppliers, meet community leaders, and share best practices to engage in future procurement opportunities.

We've seen a successful shift from virtual to in-person conferences by community-based organizations (CBOs)—the success is evident through both the frequency of events and attendee turnout. We're excited about this shift as face-to-face interactions lead to lasting relationships.

The following calendar outlines many of the outreach events we participated in 2022:

### Jan

- Asian Business Association LA New Year Mixer; Los Angeles
- CWA RISE Accelerator Session; Virtual
- CWA USDP Monthly Meeting; Virtual
- RCCSV January 2022 Board Meeting; Virtual

### Feb

- CWA USDP Monthly Meeting; Virtual
- CWA W.A.T.E.R. Session; Virtual
- NAWIC OC Monthly Event; Tustin
- RCCSV Monthly Mixer; San Jose

### Mar

- CWA USDP Monthly Meeting; Virtual
- CWA W.A.T.E.R. Session; Virtual
- RCCSV Monthly Mixer; San Jose
- CPUC, Joint Utilities Community-Based Organizations Meeting; Virtual
- Golden Gate Business Association's Make the Contact; San Francisco
- Quarterly Joint Utilities Meeting; Virtual
- USPAACC Western Regional Chapter SHEroes 2022; Sunnyvale
- Women in Construction Week, Building Leaders Luncheon; Los Angeles
- Women in Construction Week, Diversity Breakfast; Los Angeles
- Women in Construction Week, Equity Reception; Los Angeles
- WRMSDC Construction Day; Oakland

### Apr

- CWA USDP Monthly Meeting; Virtual
- CWA W.A.T.E.R. Session; Virtual
- AGCC, Working with Underutilized Business Enterprises Workshop; Virtual
- CA-NV AWWA Spring Conference 2022; Los Angeles
- GLAACC, How to Contract with CWA Session; Virtual
- NAWIC Pacific Southwest Region Forum; Irvine
- RCCSV Monthly Event; San Jose
- VIB Network's The CPUC and Opportunities for DVBES; Virtual

### May

- CWA USDP Monthly Meeting; Virtual
- CWA W.A.T.E.R. Session; Virtual
- CWA Spring Conference; Sacramento
- National Utilities Diversity Council's 9th Annual Conference; Chicago
- NAWBO California PROPEL 2022; Sacramento
- NCAIED, Reservation Economic Summit 2022; Las Vegas
- RCCSV Mixer with San Jose Giants; San Jose
- WRMSDC Black Tie Awards & Fundraiser Gala; Oakland

### Jun

- CWA USDP Monthly Meeting; Virtual
- Quarterly Joint Utilities Meeting; Virtual
- GLAACC, How to Contract with CWA Session; Virtual
- Facilities/Property Management Networking; Long Beach
- RCCSV Pride Mixer; San Jose
- San Gabriel Chamber of Commerce, Megamix Expo; San Gabriel

### Jul

- CWA USDP Monthly Meeting; Virtual
- American Indian Chamber of Commerce of California, Expo'22; Rancho Mirage
- Disability:IN 2022 Conference; Dallas
- GLAAACC Workshop Series: Meet the Buyers; Virtual
- SCMSDC The B3 Conference + Expo; Los Angeles

### Aug

- CWA USDP Monthly Meeting; Virtual
- CWA W.A.T.E.R. Session; Virtual
- CHCC Annual Statewide Convention; Oakland
- Latinos for Water Event; Virtual
- NAWIC OC Monthly Event; Anaheim
- NGLCC National Conference; Las Vegas

### Sep

- CWA USDP Monthly Meeting; Virtual
- CWA W.A.T.E.R. Session; Virtual
- Quarterly Joint Utilities Meeting; Virtual
- CWA Meet the Primes; Virtual
- Western Regional SIGNature Procurement Event; Bellevue

### Oct

- CWA USDP Monthly Meeting; Virtual
- 20th Annual Supplier Diversity En Banc; Virtual
- HispanicPro Heritage Month Celebration; Los Angeles
- National Hispanic Business Women Association Monthly Event; Santa Ana
- NMSDC National Conference; New Orleans
- RCCSV All Wiggled Out! Event; Campbell

### Nov

- CWA USDP Monthly Meeting; Virtual
- VIB Network's 6th Annual National Conference; San Diego

### Dec

- AICCC Native American Heritage Month Luncheon; Anaheim
- Asian Business Association LA Monthly Mixer; Los Angeles
- CWA USDP Monthly Meeting; Virtual
- CWA W.A.T.E.R. Session; Whittier
- Quarterly Joint Utilities Meeting; Virtual
- NAWIC LA Monthly Event; Los Angeles
- NAWIC OC Monthly Event; Brea

On the Spotlight: Rainbow Chamber of Commerce Silicon Valley (RCCSV)

Through the California Water Association, we’ve worked many years with the RCCSV, supporting its mission “to create a vibrant LGBTQ+ supportive business community through development, education, promotion and advocacy.”

## SUPPLIER DIVERSITY

Supplier diversity is the intentional inclusion of socially and/or economically disadvantaged groups in procurement opportunities. Certified “diverse” suppliers are for-profit businesses at least 51% owned, operated, and controlled by a person or people who identify by race, gender, military service, LGBTQ, or as a person with disabilities.

Rainbow Chamber of Commerce Silicon Valley works closely with the National Gay and Lesbian Chamber of Commerce (NGLCC)’s LGBT Business Enterprises® (LGBTBE®) certification program. To become certified, a business must be 51% owned and operated by a person who is lesbian, gay, bisexual, transgender or queer.

The fee for certification by NGLCC is \$400, but with a membership in an affiliate chamber, like RCCSV, the fee is waived.

Certification as an LGBTBE® offers you unprecedented access to Corporate Supplier Diversity offices and opportunities to bid on contracts for business with corporations, public utilities, government organizations, and other enterprises that support diversity in the workplace.

As an LGBTBE®, you will also enjoy webinars and in-person seminars presented by corporate partners and organizational allies, as well as the ability to brand your business with the NGLCC LGBTBE® logo.

**nglcc**  
National LGBT  
Chamber of Commerce

12 • Rainbow Chamber of Commerce

2022 Membership Directory & Business Guide • 13

RCCSV 2022 Membership Directory, Excerpt

Two of our employees served on the board, and their contributions throughout the years added to the chamber’s many accomplishments.

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



## 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 about 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.

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SEE ALL ALERTS

August 17, 2022 - Scheduled maintenance August 20-21 | August 15, 2022 - Waterin

### 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 SDVOB National Convention	<a href="http://www.sdvoconference.com">www.sdvoconference.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.vbocix.org">www.vbocix.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

## 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; in 2022, we continued the practice with an information-technology consulting firm and a land-surveying contractor.

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.

#### 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 W.A.T.E.R. Program

The Water Acumen Training for Entrepreneurship Refinement (W.A.T.E.R.) business certification provides insights on navigating water-industry procurement standards and has been instrumental in helping the 2022 cohort (15 highly qualified vendors) increase their capacity to earn contracts in the water industry; participants are selected based on their potential to contribute to upcoming projects.



California Water Association W.A.T.E.R. 2022 Graduation

The seven-session training began in March 2022 with an overview of the California water industry, presented by expert Alison Loukeh, a consultant with experience in multiple facets of the industry. She provided statistics about drought conditions and the need for innovation in conservation. Throughout the sessions, we discussed best practices for responding to bids and how to propose new service/product solutions.

After this foundation was established, vendors were introduced to buyers and primes who evaluated them for potential collaborations.

We're proud of the many accomplishments from the growing W.A.T.E.R. alumni base. One of the first cohort members has earned lucrative contracts in California and has also expanded into other states—and recently another country.

Melanie Rae, Chief Learning Designer and founder of Guided Business Plan, designed, produced, and facilitated the cohort. Guided Business Plan is an entrepreneur-education firm based in Los Angeles.

### 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 2022, four suppliers became certified through this initiative, accounting for more than \$3.7M in qualified-diverse expenditures. Additionally, we recognized that certain ownership structures add complexity beyond our knowledge; consequently, we established an agreement with an experienced 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:

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December 6, 2022 - Cal Water customers not impacted by City of Stockton boil order

**Community**

- Reliability Runs Deep
- In the Community
- Community Giving
- ESG Report**
- College Scholarship Program

**ESG Report**

California Water Service Group's Environmental, Social, and Governance (ESG) Report is an annual update of the company's efforts to provide safe water at affordable rates, plan for our customers' future water needs, be responsible stewards of the environment, give back to our communities, have the best-trained employees, and maintain the highest ethical standards.

- 2021 ESG report
- 2020 ESG report
- 2019 Corporate Citizenship report
- 2018 Corporate Citizenship report
- 2016 Corporate Citizenship report
- 2014 Corporate Citizenship report

Additional information can be found on the California Water Service Group web site:

- Environmental Sustainability Policy
- Human Rights Policy
- Diversity, Equality, and Inclusion Policy
- Political Engagement Policy

<https://www.calwater.com/community/esg-report/>

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

		2022				
		Direct Spend \$	Sub Spend \$	Total \$	%	
1	<b>Minority Male</b>	African American	\$ 111,461	\$ -	\$ 111,461	0.04%
2		Asian Pacific American	\$ 5,647,175	\$ 567,441	\$ 6,214,616	2.13%
3		Hispanic American	\$ 17,311,400	\$ 14,316,959	\$ 31,628,359	10.85%
4		Native American	\$ 436,806	\$ 112,178	\$ 548,984	0.19%
5		<b>Total Minority Male</b>	<b>\$ 23,506,841</b>	<b>\$ 14,996,579</b>	<b>\$ 38,503,420</b>	<b>13.21%</b>
6	<b>Minority Female</b>	African American	\$ 35,752	\$ -	\$ 35,752	0.01%
7		Asian Pacific American	\$ 881,703	\$ 34,626	\$ 916,328	0.31%
8		Hispanic American	\$ 765,812	\$ 7,991	\$ 773,803	0.27%
9		Native American	\$ -	\$ -	\$ -	0.00%
10		<b>Total Minority Female</b>	<b>\$ 1,683,268</b>	<b>\$ 42,616</b>	<b>\$ 1,725,884</b>	<b>0.59%</b>
11	Total Minority Business Enterprise (MBE)		\$ 25,190,109	\$ 15,039,195	\$ 40,229,304	13.81%
12	Women Business Enterprise (WBE)		\$ 5,570,447	\$ 6,457,625	\$ 12,028,072	4.13%
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$ 86,580	\$ -	\$ 86,580	0.03%
14	Disabled Veteran Business Enterprise (DVBE)		\$ 128,750	\$ 14,927,749	\$ 15,056,500	5.17%
15	Persons with Disabilities Business Enterprises (PDBE)		\$ 616,996	\$ 2,877,620	\$ 3,494,616	1.20%
16	8(a)		\$ 7,519	\$ -	\$ 7,519	0.00%
17	<b>Total Supplier Diversity Spend</b>		<b>\$ 31,600,401</b>	<b>\$ 39,302,190</b>	<b>\$ 70,902,591</b>	<b>24.33%</b>
18	<b>Net Procurement</b>	<b>\$ 291,396,437</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: American Indian Chamber of Commerce of California, Expo'22

The American Indian Chamber of Commerce of California hosted their Expo'22 at the Agua Caliente Resort in Rancho Mirage, CA on July 2022.

The three-day event theme was "Reconnect, Rebound, Rebuild and Recover for Next-Level Success."



*American Indian Chamber of Commerce of California, Expo'22*

The American Indian Chamber of Commerce of California's mission is "to provide opportunities for networking and support of American Indian business people in California. To provide a mentor's environment for those individuals beginning new endeavors and establish a vehicle for education, networking and growth opportunities."

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

## 9.1.2 Supplier Diversity Direct Procurement Results by Product and Service Categories

				2022					
				Product		Service		Total	
				\$	%	\$	%	\$	%
1	Minority Male	African American	Direct	\$ -	0.00%	\$ 111,461	0.04%	\$ 111,461	0.04%
2		Asian Pacific American	Direct	\$ 971,384	0.33%	\$ 4,675,790	1.60%	\$ 5,647,175	1.94%
3		Hispanic American	Direct	\$ 302,712	0.10%	\$ 17,008,688	5.84%	\$ 17,311,400	5.94%
4		Native American	Direct	\$ -	0.00%	\$ 436,806	0.15%	\$ 436,806	0.15%
5		<b>Total Minority Male</b>	<b>Direct</b>	<b>\$ 1,274,096</b>	<b>0.44%</b>	<b>\$ 22,232,745</b>	<b>7.63%</b>	<b>\$ 23,506,841</b>	<b>8.07%</b>
6	Minority Female	African American	Direct	\$ 35,752	0.01%	\$ -	0.00%	\$ 35,752	0.01%
7		Asian Pacific American	Direct	\$ 658,953	0.23%	\$ 222,750	0.08%	\$ 881,703	0.30%
8		Hispanic American	Direct	\$ -	0.00%	\$ 765,812	0.26%	\$ 765,812	0.26%
9		Native American	Direct	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
10		<b>Total Minority Female</b>	<b>Direct</b>	<b>\$ 694,705</b>	<b>0.24%</b>	<b>\$ 988,563</b>	<b>0.34%</b>	<b>\$ 1,683,268</b>	<b>0.58%</b>
11	Total Minority Business Enterprise (MBE)		Direct	\$ 1,968,801	0.68%	\$ 23,221,308	7.97%	\$ 25,190,109	8.64%
12	Women Business Enterprise (WBE)		Direct	\$ 697,262	0.24%	\$ 4,873,185	1.67%	\$ 5,570,447	1.91%
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		Direct	\$ 63,280	0.02%	\$ 23,300	0.01%	\$ 86,580	0.03%
14	Disabled Veteran Business Enterprise (DVBE)		Direct	\$ 46,396	0.02%	\$ 82,355	0.03%	\$ 128,750	0.04%
15	Persons with Disabilities Business Enterprises (PDDBE)		Direct	\$ -	0.00%	\$ 616,996	0.21%	\$ 616,996	0.21%
16	8(a)		Direct	\$ -	0.00%	\$ 7,519	0.00%	\$ 7,519	0.00%
17	<b>Total Supplier Diversity Spend</b>		<b>Direct</b>	<b>\$ 2,775,739</b>	<b>0.95%</b>	<b>\$ 28,824,662</b>	<b>9.89%</b>	<b>\$ 31,600,401</b>	<b>10.84%</b>
18	Net Procurement			\$ 291,396,437					
19	Net Product Procurement			\$ 62,028,172					
20	Net Service Procurement			\$ 229,368,265					
21	Total Number of Diverse Suppliers that Received Direct Spend			121					

## 9.1.2 Supplier Diversity Subcontractor Procurement Results by Product and Service Categories

				2022					
				Product		Service		Total	
				\$	%	\$	%	\$	%
1	Minority Male	African American	Sub	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
2		Asian Pacific American	Sub	\$ -	0.00%	\$ 567,441	0.19%	\$ 567,441	0.19%
3		Hispanic American	Sub	\$ -	0.00%	\$ 14,316,959	4.91%	\$ 14,316,959	4.91%
4		Native American	Sub	\$ -	0.00%	\$ 112,178	0.04%	\$ 112,178	0.04%
5		<b>Total Minority Male</b>	<b>Sub</b>	<b>\$ -</b>	<b>0.00%</b>	<b>\$ 14,996,579</b>	<b>5.15%</b>	<b>\$ 14,996,579</b>	<b>5.15%</b>
6	Minority Female	African American	Sub	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
7		Asian Pacific American	Sub	\$ -	0.00%	\$ 34,626	0.01%	\$ 34,626	0.01%
8		Hispanic American	Sub	\$ -	0.00%	\$ 7,991	0.00%	\$ 7,991	0.00%
9		Native American	Sub	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
10		<b>Total Minority Female</b>	<b>Sub</b>	<b>\$ -</b>	<b>0.00%</b>	<b>\$ 42,616</b>	<b>0.01%</b>	<b>\$ 42,616</b>	<b>0.01%</b>
11	Total Minority Business Enterprise (MBE)		Sub	\$ -	0.00%	\$ 15,039,195	5.16%	\$ 15,039,195	5.16%
12	Women Business Enterprise (WBE)		Sub	\$ -	0.00%	\$ 6,457,625	2.22%	\$ 6,457,625	2.22%
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		Sub	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
14	Disabled Veteran Business Enterprise (DVBE)		Sub	\$ 14,893,269	5.11%	\$ 34,481	0.01%	\$ 14,927,749	5.12%
15	Persons with Disabilities Business Enterprises (PDBE)		Sub	\$ 2,710,800	0.93%	\$ 166,820	0.06%	\$ 2,877,620	0.99%
16	8(a)		Sub	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
17	<b>Total Supplier Diversity Spend</b>		<b>Sub</b>	<b>\$ 17,604,069</b>	<b>6.04%</b>	<b>\$ 21,698,121</b>	<b>7.45%</b>	<b>\$ 39,302,190</b>	<b>13.49%</b>
18	<b>Net Procurement</b>			\$ 291,396,437					
19	<b>Net Product Procurement</b>			\$ 62,028,172					
20	<b>Net Service Procurement</b>			\$ 229,368,265					

On the Spotlight: Veterans in Business (VIB) Network 6<sup>th</sup> Annual National Conference  
VIB's National Conference is designed to "help Veteran businesses build connections between Corporations, Government Agencies, and Primes looking to create partnerships for contracting opportunities."



*Veterans in Business (VIB) Network 6th Annual National Conference*

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

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



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

SIC Code		African American		Asian Pacific American		Hispanic American		Native American	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBEE)	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								
07: AGRICULTURAL SERVICES	\$	\$0	\$0	\$0	\$0	\$532,138	\$0	\$0	\$532,138	\$0	\$0	\$0	\$0	\$0	\$532,138	\$3,937,634
	%	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%	1.35%
13: OIL AND GAS EXTRACTION	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$11,000
	%	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	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$1,188
	%	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%
15: GENERAL BUILDING CONTRACTORS	\$	\$0	\$0	\$0	\$0	\$302,942	\$0	\$0	\$302,942	\$0	\$0	\$0	\$0	\$0	\$302,942	\$1,868,402
	%	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%	0.64%
16: HEAVY CONSTRUCTION, EXCEPT BUILDING	\$	\$0	\$0	\$567,441	\$34,626	\$27,954,471	\$11,841	\$112,178	\$28,680,556	\$6,555,650	\$0	\$34,481	\$166,820	\$7,519	\$35,445,026	\$128,413,848
	%	0.00%	0.00%	0.19%	0.01%	9.59%	0.00%	0.04%	9.84%	2.25%	0.00%	0.01%	0.06%	0.00%	12.16%	44.07%
17: SPECIAL TRADE CONTRACTORS	\$	\$0	\$0	\$181,159	\$3,428	\$64,476	\$229,101	\$0	\$478,164	\$99,524	\$0	\$7,998	\$551,045	\$0	\$1,136,731	\$17,030,677
	%	0.00%	0.00%	0.06%	0.00%	0.02%	0.08%	0.00%	0.16%	0.03%	0.00%	0.00%	0.19%	0.00%	0.39%	5.84%
20: FOOD AND KINDRED PRODUCTS	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$15,551
	%	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%
22: TEXTILE MILL PRODUCTS	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$7,176
	%	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	\$	\$0	\$35,752	\$0	\$0	\$0	\$0	\$0	\$35,752	\$231,728	\$0	\$0	\$0	\$0	\$267,480	\$466,998
	%	0.00%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.01%	0.08%	0.00%	0.00%	0.00%	0.00%	0.09%	0.16%
24: LUMBER AND WOOD PRODUCTS, EXCEPT FURNITURE	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$17,137
	%	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%
27: PRINTING AND PUBLISHING	\$	\$0	\$0	\$0	\$0	\$20,058	\$8,451	\$0	\$28,509	\$204	\$0	\$0	\$0	\$0	\$28,713	\$771,019
	%	0.00%	0.00%	0.00%	0.00%	0.01%	0.00%	0.00%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.01%	0.26%
28: CHEMICALS AND ALLIED PRODUCTS	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$41,051	\$0	\$0	\$0	\$0	\$41,051	\$8,426,260
	%	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%	2.89%
29: PETROLEUM AND COAL PRODUCTS	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$87,301
	%	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%
30: RUBBER AND MISC. PLASTICS PRODUCTS	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$2,113

SIC Code	African American		Asian Pacific American		Hispanic American		Native American	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTB/E)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (PD/E)	8(a)	Total Supplier Diversity Spend	Total Procurement
	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%
32: STONE, CLAY, AND GLASS PRODUCTS	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$726,865
	%	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%	0.25%
33: PRIMARY METAL INDUSTRIES	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$106,943
	%	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%
34: FABRICATED METAL PRODUCTS	\$	\$0	\$0	\$0	\$0	\$206,079	\$0	\$0	\$206,079	\$0	\$0	\$0	\$0	\$206,079	\$3,816,560
	%	0.00%	0.00%	0.00%	0.00%	0.07%	0.00%	0.00%	0.07%	0.00%	0.00%	0.00%	0.00%	0.07%	1.31%
35: INDUSTRIAL MACHINERY AND EQUIPMENT	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$3,176,137
	%	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%	1.09%
36: ELECTRONIC AND OTHER ELECTRIC EQUIPMENT	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$1,427,681
	%	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%	0.49%
37: TRANSPORTATION EQUIPMENT	\$	\$0	\$0	\$21,793	\$0	\$0	\$0	\$0	\$21,793	\$0	\$0	\$0	\$0	\$21,793	\$742,668
	%	0.00%	0.00%	0.01%	0.00%	0.00%	0.00%	0.00%	0.01%	0.00%	0.00%	0.00%	0.00%	0.01%	0.25%
38: INSTRUMENTS AND RELATED PRODUCTS	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$4,361,356
	%	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%	1.50%
39: MISC. MANUFACTURING INDUSTRIES	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$680	\$0	\$41,385	\$0	\$42,265	\$42,807
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.01%	0.00%	0.01%	0.01%
42: TRUCKING AND WAREHOUSING	\$	\$9,784	\$0	\$0	\$0	\$402,034	\$0	\$0	\$411,818	\$4,476	\$0	\$0	\$0	\$416,293	\$558,107
	%	0.00%	0.00%	0.00%	0.00%	0.14%	0.00%	0.00%	0.14%	0.00%	0.00%	0.00%	0.00%	0.14%	0.19%
45: TRANSPORTATION BY AIR	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$3,183
	%	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%
47: TRANSPORTATION SERVICES	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$16,096
	%	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%
48: COMMUNICATION	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$262,557
	%	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%	0.09%
49: ELECTRIC, GAS, AND SANITARY SERVICES	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$443,990	\$0	\$0	\$0	\$0	\$443,990	\$617,766
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.15%	0.00%	0.00%	0.00%	0.00%	0.15%	0.21%
50: WHOLESALE TRADE - DURABLE GOODS	\$	\$0	\$0	\$2,906	\$69,953	\$0	\$0	\$0	\$661,859	\$390,155	\$63,280	\$14,898,080	\$2,710,800	\$18,724,174	\$27,378,209

SIC Code	African American		Asian Pacific American		Hispanic American		Native American	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTB/E)	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%	0.00%	0.23%	0.00%	0.00%	0.00%	0.23%	0.13%	0.02%	5.11%	0.93%	0.00%	6.43%	9.40%
51: WHOLESALE TRADE - NONDURABLE GOODS	\$	\$0	\$0	\$0	\$0	\$94,072	\$0	\$0	\$94,072	\$26,231	\$0	\$0	\$0	\$0	\$120,303	\$1,756,078
	%	0.00%	0.00%	0.00%	0.00%	0.03%	0.00%	0.00%	0.03%	0.01%	0.00%	0.00%	0.00%	0.00%	0.04%	0.60%
52: BUILDING MATERIALS AND HARDWARE	\$	\$0	\$0	\$1,194	\$0	\$0	\$0	\$0	\$1,194	\$1,110	\$0	\$0	\$0	\$0	\$2,304	\$533,363
	%	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%	0.18%
53: GENERAL MERCHANDISE STORES	\$	\$0	\$0	\$3,599	\$0	\$0	\$0	\$0	\$3,599	\$0	\$0	\$0	\$0	\$0	\$3,599	\$173,973
	%	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	\$80,174
	%	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%
55: AUTOMOTIVE DEALERS AND SERVICE STATIONS	\$	\$0	\$0	\$941,892	\$0	\$2,561	\$0	\$0	\$944,454	\$229	\$0	\$0	\$0	\$0	\$944,682	\$7,424,864
	%	0.00%	0.00%	0.32%	0.00%	0.00%	0.00%	0.00%	0.32%	0.00%	0.00%	0.00%	0.00%	0.00%	0.32%	2.55%
56: APPAREL AND ACCESSORY STORES	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$143,063
	%	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	\$107,505
	%	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%
58: EATING AND DRINKING PLACES	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$484,702
	%	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%	0.17%
59: MISCELLANEOUS RETAIL	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$6,078	\$0	\$0	\$0	\$0	\$6,078	\$994,599
	%	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%	0.34%
62: SECURITY AND COMMODITY BROKERS	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$1,355
	%	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%
65: REAL ESTATE	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$19,243
	%	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	\$1,242	\$0	\$0	\$0	\$0	\$1,242	\$0	\$0	\$0	\$0	\$0	\$1,242	\$114,453
	%	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%	0.04%
73: BUSINESS SERVICES	\$	\$101,677	\$0	\$4,340,156	\$41,481	\$420,334	\$433,189	\$0	\$5,336,838	\$3,254,873	\$0	\$66,857	\$0	\$8,648,567	\$28,183,894	
	%	0.03%	0.00%	1.49%	0.01%	0.14%	0.15%	0.00%	1.83%	1.12%	0.02%	0.00%	0.00%	2.97%	9.67%	
74: OTHER PROFESSIONAL ACTIVITIES	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$41	

SIC Code	African American		Asian Pacific American		Hispanic American		Native American	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 (PDBE)	8(a)	Total Supplier Diversity Spend	Total Procurement	
	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%	
75: AUTO REPAIR, SERVICES, AND PARKING	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$237,198	
	%	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%	0.08%	
76: MISCELLANEOUS REPAIR SERVICES	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$368	\$0	\$0	\$0	\$0	\$368	\$743,394	
	%	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%	0.26%	
78: MOTION PICTURES	\$	\$0	\$0	\$0	\$0	\$345	\$0	\$0	\$345	\$0	\$0	\$0	\$0	\$345	\$1,722	
	%	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%	
79: AMUSEMENT AND RECREATION SERVICES	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$40,586	
	%	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%	
80: HEALTH SERVICES	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$368	\$0	\$0	\$0	\$0	\$368	\$189,567	
	%	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%	0.07%	
81: LEGAL SERVICES	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$213,198	\$0	\$0	\$0	\$0	\$213,198	\$2,356,245	
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.07%	0.00%	0.00%	0.00%	0.00%	0.07%	0.81%	
82: EDUCATIONAL SERVICES	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$82,435	
	%	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%	0.03%	
83: SOCIAL SERVICES	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$17,500	\$0	\$0	\$17,500	\$17,500	
	%	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%	0.01%	
86: MEMBERSHIP ORGANIZATIONS	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$12	
	%	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	\$153,233	\$177,842	\$1,627,253	\$91,222	\$436,806	\$2,486,356	\$712,559	\$23,300	\$0	\$65,951	\$3,288,165	\$42,189,551	
	%	0.00%	0.00%	0.05%	0.06%	0.56%	0.03%	0.15%	0.85%	0.24%	0.01%	0.00%	0.02%	1.13%	14.48%	
89: SERVICES (NOT ELSEWHERE CLASSIFIED)	\$	\$0	\$0	\$0	\$0	\$1,595	\$0	\$0	\$1,595	\$45,602	\$0	\$0	\$0	\$47,197	\$1,216,077	
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.02%	0.00%	0.00%	0.00%	0.02%	0.42%	
TOTAL	\$	\$111,461	\$35,752	\$6,214,616	\$916,328	\$31,628,359	\$773,803	\$548,984	\$40,229,304	\$12,038,072	\$86,580	\$15,856,500	\$3,494,616	\$7,519	\$70,902,591	\$291,396,437
	%	0.04%	0.01%	2.13%	0.31%	10.85%	0.27%	0.19%	13.81%	4.13%	0.03%	5.17%	1.20%	0.00%	24.33%	100.00%

Net Procurement	\$	291,396,437
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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 2022 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 (PDBE)	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 (PDBE)	8(a)	Total
Under \$1 Million	16	18	2	9	5	1	51	78	63	2	9	4	1	157
Under \$5 Million	22	16	-	-	-	-	38	3	2	-	-	1	-	6
Under \$10 Million	10	14	-	-	-	-	24	1	-	-	-	-	-	1
Above \$10 Million	35	17	-	-	-	-	52	1	-	-	-	-	-	1
<b>Total</b>	<b>83</b>	<b>65</b>	<b>2</b>	<b>9</b>	<b>5</b>	<b>1</b>	<b>165</b>	<b>83</b>	<b>65</b>	<b>2</b>	<b>9</b>	<b>5</b>	<b>1</b>	<b>165</b>

Revenue and Payment Data														
Revenue of Diverse Suppliers	Revenue Reported to the Supplier Clearinghouse							Utility-Specific 2022 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 (PDBE)	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 (PDBE)	8(a)	Total
Under \$1 Million	\$6.5	\$6.2	\$.5	\$.	\$.	\$.	\$13.3	\$13.	\$8.1	\$.1	\$.2	\$1.5	\$.	\$22.9
Under \$5 Million	\$54.6	\$44.3	\$.	\$.	\$.	\$.	\$98.9	\$8.1	\$3.9	\$.	\$.	\$2.	\$.	\$14.
Under \$10 Million	\$76.7	\$105.	\$.	\$.	\$.	\$.	\$181.7	\$8.9	\$.	\$.	\$.	\$.	\$.	\$8.9
Above \$10 Million	\$12,977.	\$524.3	\$.	\$.	\$.	\$.	\$13,501.2	\$10.2	\$.	\$.	\$14.9	\$.	\$.	\$25.1
<b>Total</b>	<b>\$13,114.8</b>	<b>\$679.8</b>	<b>\$.5</b>	<b>\$.</b>	<b>\$.</b>	<b>\$.</b>	<b>\$13,795.1</b>	<b>\$40.2</b>	<b>\$12.</b>	<b>\$.1</b>	<b>\$15.1</b>	<b>\$3.5</b>	<b>\$.</b>	<b>\$70.9</b>

On the Spotlight: Disability:IN 2022 Conference

Disability:IN, the leading nonprofit resource for business disability inclusion worldwide, hosted its 2022 Conference at the Sheraton Dallas Hotel in Dallas, TX on July 2022.



*Disability:IN 2022 Conference*

The four-day event theme was “Are you IN?”

Disability:IN “promotes an inclusive global economy that empowers people with disabilities to participate fully and meaningfully. We empower business to achieve disability equality and inclusion. Our shared commitment is to collaborate with purpose to promote the full inclusion of people with disabilities, to inspire accessible innovation for all, and to foster cultures of inclusion.”

Learn more about Disability:IN at: <https://disabilityin.org/>

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

Based on information from the Supplier Clearinghouse, we have identified 45 diverse suppliers with a California-based workforce.

### 9.1.3 Supplier Diversity Program Expense

Expense Category	2022
1 Wages	\$ 122,000.00
2 Other Employment Expenses	\$ 23,890.12
3 Program Expenses	\$ -
4 Reporting Expenses	\$ -
5 Training Expenses	\$ -
6 Consultant Expenses	\$ 15,439.13
7 Other Expenses	\$ 50,773.85
<b>TOTAL</b>	<b>\$ 212,103.10</b>

1. Wages: salary 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 preparing reports for the CPUC
5. Training: costs related to training employees (internal) and suppliers (external); included in Wages
6. Consultants: Cal Water's portion of CWA USDP consultant fees
7. Other: 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: Southern California Minority Supplier Development Council, the B3 Conference + Expo SCMSDC, a regional affiliate council of the National Minority Supplier Development Council, hosted their Business Beyond Barriers Conference + Expo at SoFi Stadium in Inglewood, CA on July 2022.



*Southern California Minority Supplier Development Council, the B3 Conference + Expo*

The event's theme was "What it takes is all of us."

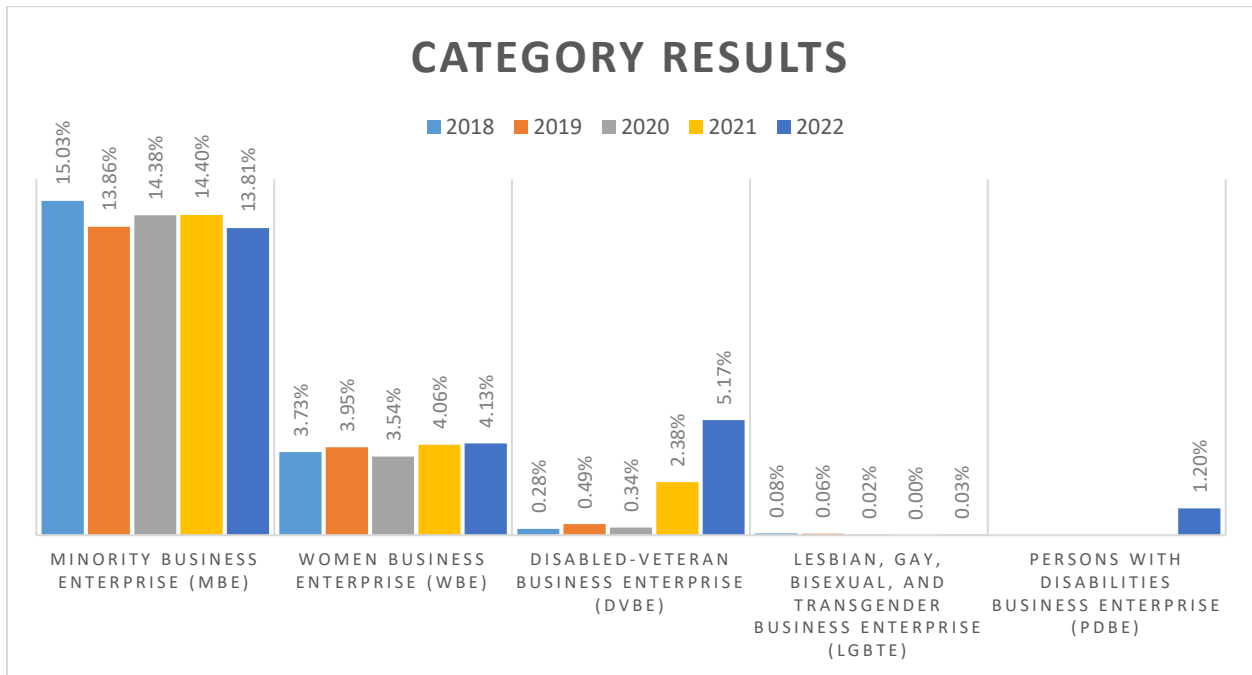
SCMSDC is "the region's preeminent corporate membership organization committed to supplier diversity and the success of minority businesses."

Learn more about SCMSDC at: <https://www.scmsdc.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.



#### Minority Business Enterprises (MBE)

MBE remains a strong category in our supply chain, and in 2022, many initiatives proved successful in further advancing their participation.

Among the most impactful in this category is the 2022 MBE-certification of a Ventura-based underground-pipeline contractor; this trade is where the majority of our opportunities are, and it’s a critical area for us to provide safe and reliable drinking water. The expenditures with this firm are considerable as the contractor ranks among our top-10 suppliers.

We also saw substantial growth with a Sacramento-based public affairs firm. Our initial engagement in 2021 was limited in scope, allowing us (and the firm) to learn about our approach and culture. Following this successful engagement, we invited them to participate in a broader strategic communications request for proposal (RFP), and upon submitting a competitive bid, they were awarded the work. This scope of work expansion accounts for the expenditure growth.

An additional development we’re excited to share is the 10x year-over-year growth in the engagement with a San Jose-based underground-pipeline contractor. This firm was referred to us by a fellow CWA-member utility, and it’s a testimony to the maxim of “doing business with one of us leads to business with many of us.”

Finally, in 2022, we engaged the longest, continuously operated African-American investment banking and financial services company (in partnership with other organizations) for an equity-distribution agreement. We’re excited to share how diverse suppliers contribute to the success in all areas of our operations.

### Women Business Enterprises (WBE)

In 2022, we continued a trend of increased expenditures with WBEs. Among our success stories, as the outcome of a competitive-bid engineering services RFP, we found a Long Beach-based construction management firm working on five different projects in Southern California.

In a previous report, we mentioned a Bay Area-based fencing contractor joining our supply chain; we're excited to see a 3x growth year over year in expenditures. This WBE benefits from the application of our procurement policy's inclusion clause as it continues to open up opportunities for additional projects.

Similarly, in our previous report, we highlighted a Fresno-based traffic-control contractor who became Supplier Clearinghouse certified with our assistance. We continue working with them on many projects and, in fact, registered a 25% growth in expenditures year over year.

Finally, two WBEs supporting our drought/conservation efforts registered outstanding year-over-year growth (a combined increase of almost \$600K)—a testament to the support diverse suppliers provide us in such critical projects for our organization.

In contrast, in terms of challenges, one key SCADA-hardware supplier and our office-furniture supplier had their certifications expire mid-year and won't be able to renew; while we'll continue doing business with them, we won't be able to account for the expenditures towards the category.

### Disabled-Veteran Business Enterprises (DVBE)

We continue registering strong growth with the DVBE category.

Among our success stories, a Sacramento-based fencing contractor is experiencing 3x growth in engagement (when compared to 2021). The contractor is benefiting from a centralized location in Northern California (Sacramento), allowing them to serve many of our operations in Livermore, Stockton, Marysville, Oroville—areas of the state that have been challenging for finding diverse suppliers.

Following our 2021 efforts in simplifying underground-construction material purchases, we're registering increased expenditures with a water/wastewater treatment DVBE, whom we met at CWA's 2015 Meet the Primes. This effort has benefited us in streamlining our procurement operations while opening opportunities for this firm.

An additional notable contribution comes from a Lafayette-based DVBE providing emergency-operations and hazard-mitigation plans. This firm has provided us expertise throughout the years in a variety of areas to ensure that we, as an organization, are prepared for emergencies.

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

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

In terms of current suppliers, we've worked with our different business lines to identify new contracting opportunities. As a result, we increased expenditures with a 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.

Since most of our opportunities are in the construction trades, we had a few initiatives in the area for new firms. For example, we completed the vetting of a Southern California general contractor; we're expecting them to bid on a water-infrastructure project in 2023.

A critical effort was in the Construction Management trade, a related category where we're seeing increased LGBTBE availability. For background, these services (following a competitive-bidding event) were under contract. Yet, in recognition of both the importance of the category and LGBTBE availability, we carved a section and invited additional firms to an RFP. This event remains active, and we're hoping for a successful outcome from the effort.

#### Persons with Disabilities Business Enterprises (PDBE)

This is a new program category, and we're excited about the opportunities.

Following the General Order 156 rulemaking, we updated our Supplier Diversity website to list the category under our program and initiated outreach in the community by joining Disability:IN's 2022 Global Conference & Expo in Dallas.

Once the Supplier Clearinghouse updated vendor profiles in their database (designating PDBEs), we adjusted our financial systems to identify current suppliers with the designation to track their participation in our procurement.

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

Category	Result	Goal
Minority Male Business Enterprise	13.21%	12.0%
Minority Female Business Enterprise	0.59%	3.0%
Minority Business Enterprise (MBE)	13.81%	15.0%
Women Business Enterprise (WBE)	4.13%	5.0%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	0.03%	0.5%
Disabled-Veteran Business Enterprise (DVBE)	5.17%	1.5%
Persons with Disabilities Business Enterprise (PDBE)	1.20%	N/A
8(a)	0.00%	N/A
<b>TOTAL</b>	<b>24.33%</b>	<b>22.0%</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: California Hispanic Chambers of Commerce (CHCC), Annual Statewide Convention*  
 The CHCC’s Annual Statewide Convention is “the largest networking venue for Hispanic businesses in the western region. For over forty years, the CHCC has served as a leading regional Hispanic business organization in the United States, working to bring the interests of the more than 815,000 California Hispanic-owned businesses to the forefront of both California and national economic agendas.”



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

The 2022 Convention theme was BE ALL IN, “highlighting the tenacity, dedication, grit, and perseverance of our diverse small business owners and their outlook in pursuing their dreams and ambitions.”

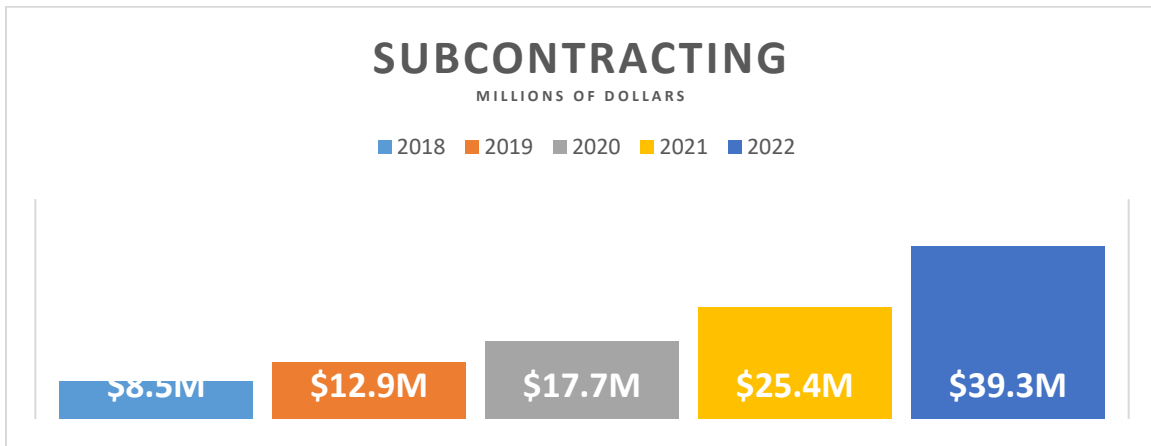
Learn more about CHCC at: <https://www.cahcc.com/>

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

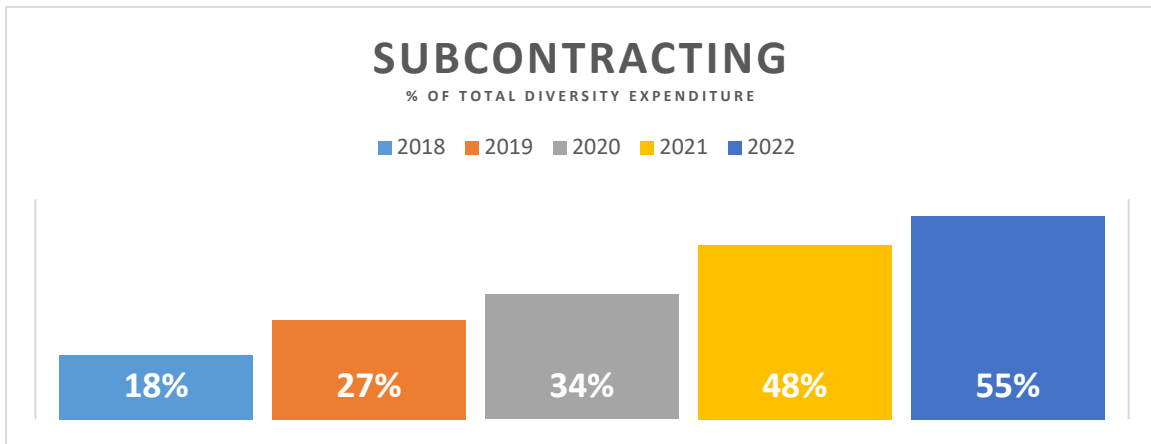
Subcontracting is a critical initiative in supplier diversity for a variety of reasons. For example, Tier-2 is an avenue where many suppliers can participate in our projects while generating capacity (to eventually become a prime). Our primes provide opportunities in areas we normally don't source in, 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:



As well as the percentage subcontracting contributes to overall supplier-diversity expenditures:



In 2022, subcontracting expenditures raised to new levels at \$39.3M, contributing to 55% of our overall supplier diversity results. Primes contracted with DVBs, MBEs, and WBEs in a variety of trades; from construction materials, traffic control, and paving to trucking—highlighting the fact that most of our opportunities are in construction. On a related note, a longtime partner prime initiated their subcontracting program in 2022, and we're excited to see the results reflected in upcoming reports.

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

The Meet the Primes 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, 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 listing 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 (PDBE)	8(a)	Total Supplier Diversity Spend
Direct \$	\$23,506,841	\$1,683,268	\$25,190,109	\$5,570,447	\$86,580	\$128,750	\$616,996	\$7,519	\$31,600,401
Sub \$	\$14,996,579	\$42,616	\$15,039,195	\$6,457,625	\$0	\$14,927,749	\$2,877,620	\$0	\$39,302,190
<b>Total \$</b>	<b>\$38,503,420</b>	<b>\$1,725,884</b>	<b>\$40,229,304</b>	<b>\$12,028,072</b>	<b>\$86,580</b>	<b>\$15,056,500</b>	<b>\$3,494,616</b>	<b>\$7,519</b>	<b>\$70,902,591</b>

Direct %	8.07%	0.58%	8.64%	1.91%	0.03%	0.04%	0.21%	0.00%	10.84%
Sub %	5.15%	0.01%	5.16%	2.22%	0.00%	5.12%	0.99%	0.00%	13.49%
<b>Total %</b>	<b>13.21%</b>	<b>0.59%</b>	<b>13.81%</b>	<b>4.13%</b>	<b>0.03%</b>	<b>5.17%</b>	<b>1.20%</b>	<b>0.00%</b>	<b>24.33%</b>

<b>Net Procurement</b>	\$ 291,396,437
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On the Spotlight: National LGBT Chamber of Commerce, International Business & Leadership Conference  
During the first week of August, LGBTQ+ entrepreneurs and allies, corporate supplier diversity leaders, and business experts gathered in sunny Las Vegas for the 2022 International Business & Leadership Conference.



*National LGBT Chamber of Commerce, International Business & Leadership Conference*

Convening for the first time since 2019, #NGLCC22 remains the largest LGBT business event on the planet! Nearly 1,500 attendees participated in a wide variety of panels, workshops, and plenaries geared at developing, empowering, and amplifying LGBT businesses across the world.

Learn more about the NGLCC at: <https://nglcc.org/>



### 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

Our approach is to focus on finding specialized water-industry diverse suppliers, and we're excited about the results we've had in a few areas.

For instance, we previously mentioned the engagement with an African-American MBE for an equity-distribution agreement—transaction details can be found in our public financial filings.

In addition, the 10x year-over-year growth in the engagement with a San Jose-based underground-pipeline contractor providing specialized construction services; this follows internal advocacy for higher utilization.

Finally, the bidding of a section from contracted construction-management services for LGBTBEs to compete was the result of internal advocacy for creating opportunities in areas with vendor availability.

On the Spotlight: National Association of Women in Construction, Los Angeles & Orange County Chapters Throughout 2022, we attended many events hosted by Los Angeles and Orange County chapters of The National Association of Women in Construction (NAWIC).



*National Association of Women in Construction, Los Angeles & Orange County Chapters*

NAWIC “originated as Women in Construction of Fort Worth, Texas. Sixteen women working in the construction industry founded it in 1953. Knowing that women represented only a small fraction of the construction industry, the founders organized NAWIC to create a support network for women working in a male-dominated field. Women in Construction of Fort Worth was so successful that it gained its national charter in 1955 and officially became The National Association of Women in Construction.”

Learn more about NAWIC LA at: <http://www.nawicla.org/>

Learn more about NAWIC OC at: <https://www.nawicoc.org/>

## 2023 ANNUAL PLAN

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

In 2023, Cal Water’s goal is to meet the overall 22.5% 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)	1.00%	1.00%	1.00%
Disabled-Veteran Business Enterprise (DVBE)	1.50%	1.50%	1.50%
<b>TOTAL</b>	<b>22.50%</b>	<b>22.50%</b>	<b>22.50%</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 2022, we look at 2023 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

The program is anchored on five supporting activities 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 on a periodic basis, 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 different approach in supporting their communities.

### Capacity Building & Technical Assistance

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.

We anticipate a content review of our CWA-lead program to ensure the training remains relevant and addresses diverse suppliers' evolving needs.

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

A persistent challenge is the discovery of specialized diverse suppliers within the water industry. To overcome it, we'll keep seeking partnerships with industry-specific CBOs and participating in industry-specific events. We believe these efforts will aid us in finding diverse contractors working in the water treatment and distribution field, who may not have had previous exposure to supplier diversity.

### 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 look at the upcoming year as an opportunity to continue building on our successful subcontracting approach. Our intent remains to be consistent on supplier diversity messaging through the bidding process by including a discussion of the program on pre-bid conference calls, scoring supplier diversity/Tier-2 in submitted proposals, including supplier diversity language (and exhibits) on the contract templates, requesting subcontracting reports (on a quarterly basis) to review both the results as well as participating subs, and routinely meeting with major primes to examine their successes/challenges.

### 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.

Jose Gabriel Espinoza  
Supplier Diversity Program Manager