Clean Energy Alliance

Supplier Diversity

2025 Annual Report & 2026 Annual Plan

Clean Energy Alliance
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Introduction

Clean Energy Alliance (CEA) is the local energy provider for the cities of Carlsbad, Del Mar, Solana Beach, Oceanside, Vista, Escondido, and San Marcos. CEA remains committed to deep decarbonization while seeking to promote supplier and workforce diversity in the region and the State. CEA offers competitive rates and cleaner energy than the incumbent utility, while being more responsive to the community's needs and priorities. The CEA Board of Directors (CEA Board) is made up of elected representatives from each of the member agencies, and meetings are publicly noticed.

The City of Solana Beach formed the first CCA in the San Diego region, beginning service to its customers in 2018. Solana Beach subsequently joined CEA, which began service 2021 and included customers in the cities of Carlsbad and Del Mar. In 2023, CEA expanded its service to residents and businesses of the cities of San Marcos and Escondido. In April 2024, CEA again expanded to include the member cities of Oceanside and Vista. During this period, CEA gained over 100,000 customer accounts through this electric service expansion. With this addition of customers, CEA now serves approximately 256,000 customer accounts across its service territory, which covers a sizable portion of North San Diego County.

In compliance with Proposition 209 (Prop 209), CCAs as local government entities do not explicitly give preferential treatment to bidders based on race, sex, color, ethnicity, or national origin. As local government entities, the CCAs may institute policies for local and small business preferences, but more targeted procurement risks violation of state law and government code. CEA submits this report in accordance with Section 366.2(m) of the California Public Utilities Code, which requires (1) a report on CCA procurement from women, minority, disabled veteran, and LGBT business enterprises (WMDVLGBTBE) and (2) a plan for procuring from small, local, and diverse business enterprises. For ease of reference, the section numbers utilized in this report correspond to the section numbers in General Order 156 (GO 156) of the California Public Utilities Commission (CPUC), through which investor-owned utilities report their supplier diversity metrics and activities.

CEA continuously works to identify ways to increase supplier procurement and foster relationships with small, local, and diverse businesses consistent with its own Inclusive and Sustainable Workforce Policy and other State guidelines.

2025 Annual Report

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

Internal Activities in 2025

Inclusive and Sustainable Workforce Policy

In August 20, 2020, the CEA Board adopted an Inclusive and Sustainable Workforce Policy that seeks to support local jobs, sustainable and inclusive workforce opportunities, local economic sustainability, and diversity through contracting for power sources, procuring goods and services, and implementing hiring initiatives where appropriate, without limiting fair and open competition for projects or programs implemented by CEA.

The policy is a living document that, where appropriate and consistent with applicable law and other CEA policies, promotes a diverse, inclusive, and sustainable workforce and supply chain. CEA continues to implement this policy and identify other ways in which its activities can further an inclusive and sustainable workforce.

CEA's Inclusive and Sustainable Workforce Policy is provided in Appendix A.

CEA's Non-Energy Procurement Policy

CEA's non-energy procurement is governed by its Board-approved Non-Energy Procurement Policy, which establishes competitive solicitation requirements and best-value evaluation criteria to ensure fair and open access for all vendors.

The policy outlines when formal Requests for Proposals (RFPs), informal bids, or simple quotes are required based on contract value, defines limited circumstances for sole-source procurement, and prohibits practices such as bid-splitting or the acceptance of gifts. It also clarifies the Chief Executive Officer's signing authority and encourages joint procurement with other public agencies.

The policy framework supports transparency, ethical conduct, and equitable participation, including opportunities for diverse suppliers.

CEA's Non-Energy Procurement Policy is provided in Appendix B.

Collecting Supplier Diversity Data

In compliance with Prop 209, CEA explicitly does not give preferential treatment to bidders based on race, sex, color, ethnicity, or national origin. In 2023, CEA began including a Suppler Diversity section in solicitation documents, asking respondents to voluntarily disclose their GO 156 certification status as well as their efforts to work with diverse business enterprises.

In addition, CEA distributes a voluntary supplier survey to all potential and current suppliers to gather information on diverse business participation. Survey questions are provided in Appendix C. CEA received eight responses in total. One vendor became newly certified under GO 156 in the past year and remains an active supplier. One respondent indicated they qualify as a diverse supplier but are not certified through the CPUC Supplier Clearinghouse. Six respondents reported they are not certified, including five vendors who indicated they do not qualify and one vendor who is currently in the process of applying for certification. Through its voluntary supplier diversity survey, CEA has identified a need to further educate current and prospective vendors about the CPUC Supplier Clearinghouse registration process and the criteria for qualification. Several respondents who appear eligible but are not certified cited reasons such as the administrative burden of the certification process, concerns about disclosing private information, or a lack of perceived need to obtain GO-156 certification. Additional information on CEA's next steps for future Supplier Diversity Program plans can be found in Section 10.2.

Staffing

In 2025 CEA completed its second phase of staffing by hiring permanent, full-time staff to add to its already robust in-house expertise that complements its expert consulting team. In 2025, CEA has expanded its staff to build upon the areas of procurement, key accounts management, and office administrative staff. Beyond promoting open staff positions via its website and social media, CEA ensured that organizations with diverse audiences received job notifications. CEA also promoted open positions through its Community Advisory Committee and encouraged all recipients to share them broadly. CEA plans to expand its staff during the 2026 plan year and intends to follow the same methodology throughout the hiring process, in order to maintain existing processes and systems that are functioning effectively.

Through the preparation of this report, CEA educates its staff on the Supplier Clearinghouse registration and process, and the overall intent of Supplier Diversity to better assist current and potential business partnerships that may want to certify.

CEA is currently not aware of any available reporting related to non-confidential workforce data submitted to other state and federal agencies, nor of any publicly available CEA Board diversity data.

Program Resources

CEA's Supplier Diversity Program web page can be found under the 'Resources' menu on CEA's website (https://thecleanenergyalliance.org/) or by directly visiting https://thecleanenergyalliance.org/supplier-diversity/

Inquiries regarding CEA's Supplier Diversity Program can be directed to:

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External Activities in 2025

Organizational Progress

As noted in last year's report, CEA remains in its organizational formation stage and continues to build out policies and procedures related to procurement. Since hiring its initial staff between 2023 and 2025, CEA has continued to implement the following activities:

- Maintains a solicitations webpage with key information, links to procurement materials, and a subscription option for interested vendors.
- Maintains a vendor-specific communication list to provide updates on upcoming opportunities.
- Continues to notify vendors of opportunities to bid on products and services procured by CEA.
- Attended and participated in multiple community outreach events across CEA's seven member cities.
- Attended and participated in CPUC-hosted Supplier Diversity Expo and En Banc events in Carson, California.

CEA's Green Impact Champions

To promote local businesses and drive engagement on opting up to CEA's 100% renewable energy service tier, CEA established its Green Impact Champions program and continues to market the program to increase enrollment. As of February 2026, at the time this report was completed, CEA has 1,461 active Green Impact customers, with 927 of those customers being commercial businesses. The Green Impact program encourages businesses to opt-up to 100% renewable energy service in exchange for marketing and promotional support.

CEA Programs Update

CEA offers a range of customer programs designed to support clean energy adoption, enhance resilience, and provide cost-saving opportunities for households and businesses. These programs include incentives for solar and battery storage, demand-response options that incentivize customers to shift their energy use, and income-qualified offerings that expand access to clean-energy technologies. Together, these initiatives help CEA customers reduce energy costs, increase reliability, and participate more fully in the region's clean-energy transition.

In 2024, as a newly staffed CCA, CEA launched several initiatives to expand access to local clean energy and support community decarbonization, including new customer programs like Solar Plus and the Local Solar Feed-In Tariff. CEA also committed to partnering with the California Energy Commission and the SoCal Coalition for Equitable Building Decarbonization to bring energy-efficiency, weatherization, and electrification upgrades to disadvantaged and hard-to-reach communities while supporting local workforce development.

In 2025, with the assistance of new Programs staff, CEA expanded its customer offerings with new programs designed to increase access to clean energy and improve household resilience. These programs included Solar Plus Connect and Battery Bonus Connect, which provide income-qualified customers with discounted

or free solar and battery systems supported by state incentives. Together, these programs advance CEA's commitment to energy equity by helping lower-income households reduce energy costs, participate in the clean-energy transition, and strengthen reliability during outages. In addition to the Connect programs, CEA also launched Battery Bonus, which helps minimize the gap between solar and battery adoption by offering customers with existing solar an option for adding battery storage.

PeakSmart Savers Program

Launched in June 2025, CEA's PeakSmart Savers Program was designed to support load shifting and customer bill savings while creating opportunities for diverse suppliers to participate in program delivery, customer engagement, and future technology integrations. Developed alongside the expansion of CEA's Solar Plus SGIP offering for CARE customers, PeakSmart provides discounted time-of-use generation rates and incentives for reducing usage during high-demand periods. As CEA evaluates enhancements to the program, PeakSmart is expected to generate additional contracting needs in areas such as outreach, data services, technology support, and demand-response operations—areas well-suited for certified diverse business enterprises.

More information on CEA's program offerings is available on our website at: https://thecleanenergyalliance.org/programs/

Also, in 2025 CEA began evaluating ways to support the San Diego Regional Energy Network (SDREN), which was authorized by the Commission in June 2024 and will administer ten energy-efficiency, building-decarbonization, and demand-response programs throughout San Diego County, with a focus on hard-to-reach and underserved communities. Although CEA is not the program administrator, San Diego Community Power serves in that role, SDREN's offerings are available to CEA customers because CEA's service territory lies within San Diego County. CEA looks forward to the opportunities the regional energy network will bring to member cities as it helps accelerate an equitable clean-energy transition across the region.

More information on the SDREN is available at: https://sdcommunitypower.org/sdren/

Supplier Diversity Procurement Outreach

CEA continues to offer easily accessible information on its website related to Supplier Diversity. In addition, staff and/or consultants provide information on procurement opportunities at organizational and public meetings, when appropriate.

For example, as was done in 2024, CEA staff attended and hosted a table at the 2025 Small & Diverse Business Expo in Carson, to connect and exchange information with diverse businesses in attendance. Additionally, new (and existing) CEA staff attended the 24th Annual GO 156 Supplier Diversity En Banc to ensure staff is up to date with information from leaders of California's investor-owned utilities, local government, ethnic Chambers of Commerce, community-based organizations, Community Choice Aggregators, and emerging firms.

CEA Event Participation

Over the past year, CEA has maintained a strong and visible presence throughout North County and the broader San Diego region by participating in a wide range of community, civic, environmental, and industry events. The CEA team engaged with local chambers of commerce, city councils, sustainability and climate commissions, and regional planning entities, while also supporting numerous community festivals, Earth Day celebrations, cultural events, and nonprofit initiatives.

CEA staff contributed to policy and climate-focused forums, energy and clean-tech conferences, supplier diversity events, and educational workshops on electrification and energy programs. This broad engagement strengthens relationships with residents, businesses, local governments, and community-based organizations, ensuring CEA remains an active partner in advancing regional sustainability, equity, and clean-energy goals.

Section 9.1.2 – Supplier Diversity Procurement Results by Product and Service Categories (non-power purchases)

As previously mentioned, per Prop 209, public agencies like CEA are prohibited from granting preferential treatment to an individual or group on the basis of race, sex, color, ethnicity, or national origin. Therefore, CEA is limited in the actions it can take to diversify its procurement.

Since its establishment in November 2019, CEA has focused on creating a financially stable organization and hiring staff for its operations. Moreover, CEA has enacted several policies that will guide future procurement of products, services, and power.

CEA collects data on all vendors engaged with the agency through a voluntary supplier-diversity survey (Appendix C). The survey requests information on certification status, barriers to certification, and internal supplier-diversity practices. Because response rates were low during CEA's first year of operation, staff now makes a concerted effort each year to encourage suppliers to complete the survey while emphasizing that participation is voluntary. .When needed, CEA also conducts additional outreach and reminder efforts to active vendors to support survey completion.

Section 9.1.2 – Summary of Supplier Diversity Procurement Results by Product and Service Categories

			2025 Report							
			Direct Spend[1] $	Sub Spend[2] $	Total $	%	Product Spend $	Service Spend $	Total $	%
1	Minority Male	African American								
2		Asian Pacific American								
3		Hispanic American								
4		Native American								
5		**Total Minority Male**								
6	Minority Female	African American								
7		Asian Pacific American								
8		Hispanic American								
9		Native American								
10		**Total Minority Female**								
11	Total Minority Business Enterprise (MBE)									
12	Women Business Enterprise (WBE)		$ 62,979.83		$62,979.83	1.0%				
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)									
14	Disabled Veteran Business Enterprise (DVBE)									
15	Persons with Disabilities Business Enterprise (DBE)									
16	8(a)*									
17	**Total Supplier Diversity Spend**		$ 62,979.83		$62,979.83	1.0%				
18	Net Procurement**		$ 6,291,040.93							
19	Net Product Procurement		$ 46,414.83							
20	Net Service Procurement		$ 6,244,626.10							
21	Total Number of Diverse Suppliers that Received Direct Spend		2							

NOTE:

* 8(a) - Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).

** Net Procurement includes purchase orders, non-purchase orders, and credit card dollars.

[1] Direct - Means Direct Procurement: when a CCA directly procures from a supplier.

[2] Sub - Means Subcontractor Procurement: when a prime contractor, in contract with a CCA, procures from a subcontractor to fulfill its contractual obligation(s).

% - Percentage of Net Procurement.

Section 9.1.2 –Majority Workforce in California

Description of Parties with California Majority Workforce

To gather information about vendors' workforce presence in California, CEA included questions related to workforce and location in the survey provided in the appendix to this report. Three respondents are local businesses located in San Diego County, and three additional respondents are based elsewhere in California. In total, six of the eight respondents are California-based suppliers.

Percentage of Workforce

Five supplier survey respondents indicated that the majority of their workforce resides in California, while one respondent reported that their workforce majority is located elsewhere. Two suppliers did not provide a response.

Section 9.1.3 – Supplier Diversity Program Expense

CEA staff and consultants engaged with California Community Choice Association (CalCCA), and other community aggregation program staff to prepare, develop, and enhance its procurement efforts and GO 156 efforts for 2025.

Staff time has included meetings, GO 156 proceeding participation, workshops, material development, communication with vendors, internal meetings in preparation of the report.

CEA also worked with its accounting service to ensure that it could track necessary information and statistics related to standard industry codes and other GO 156 reporting requirements.

Reflected here is the staff and consultant time spent on this topic.

Expense Category	Year (Actual)
Wages	$2,541
Other Employee Expenses	-
Program Expenses	$ 400
Reporting Expenses	-
Training Expenses	-
Consultant Expenses	$ 250
Other Expenses	-
Total	$ 3,191

Section 9.1.5 – Description of Prime Contractor Utilization of Certified Subcontractors and New Diverse Prime and Subcontractor Utilization

Summary of Prime Contractor Utilization of Certified Subcontractors

CEA does not have data on primary contractors' subcontracts. However, CEA has begun educating prime suppliers and encouraging them to share information with their subcontractors regarding Clearinghouse certification.

Section 9.1.6 – Complaints Received

CEA is not aware of any complaints from diverse suppliers or third parties in 2025.

Section 9.1.9 – Supplier Diversity Activities and Progress in Power (Energy) Procurement

Because CCAs spend the majority of their revenues on power procurement, the figures below represent most of CEA's 2025 expenditures. For reporting purposes, CEA classifies 2025 Resource Adequacy (RA) costs and carbon-free power costs as non-renewable. Power costs are reconciled by April of the following year, so the amounts shown should be considered near-final estimates.

CEA's procurement team continues to maintain an open offer process, inviting suppliers to submit energy product offers that support CEA's renewable energy goals, capacity needs, and customer requirements. In addition, CEA's procurement-related RFPs evaluate projects on several criteria, including potential economic benefits in communities with higher levels of poverty and unemployment, as well as anticipated workforce benefits. CEA also encourages all suppliers to complete our Supplier Diversity Survey (Appendix C).

At this time, none of CEA's power suppliers have identified themselves as GO-156 certified. CEA looks forward to continued engagement with the power supplier community to advance the objectives of GO-156 within the parameters of Prop 209.

Section 9.1.9 – Supplier Diversity Results in Power (Energy) Procurement

			Direct Power Purchases $	Direct Fuels for Generation $			Totals $[1]			%[2]
			Renewable and Non-Renewable Power Products	Diesel	Nuclear	Natural Gas	Direct[3]	Sub[4]	Total $[5]	
1	Minority Male	African American	$0	$0	$0	$0	$0	$0	$0	
2		Asian Pacific American	$0	$0	$0	$0	$0	$0	$0	
3		Hispanic American	$0	$0	$0	$0	$0	$0	$0	
4		Native American	$0	$0	$0	$0	$0	$0	$0	
5		Total Minority Male	$0	$0	$0	$0	$0	$0	$0	
6	Minority Female	African American	$0	$0	$0	$0	$0	$0	$0	
7		Asian Pacific American	$0	$0	$0	$0	$0	$0	$0	
8		Hispanic American	$0	$0	$0	$0	$0	$0	$0	
9		Native American	$0	$0	$0	$0	$0	$0	$0	
10		Total Minority Female	$0	$0	$0	$0	$0	$0	$0	
11	Total Minority Business Enterprise (MBE)		$0	$0	$0	$0	$0	$0	$0	
12	Women Business Enterprise (WBE)		$0	$0	$0	$0	$0	$0	$0	
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		$0	$0	$0	$0	$0	$0	$0	
14	Disabled Veteran Business Enterprise (DVBE)		$0	$0	$0	$0	$0	$0	$0	
15	Persons with Disabilities Business Enterprises (DBE)		$0	$0	$0	$0	0	0	0	
16	8(a) [6]		$0	$0	$0	$0	$0	$0	$0	
17	**Total Supplier Diversity**		**$0**	**$0**	**$0**	**$0**	**$0**	**$0**	**$0**	
18	**Net Power Procurement**		**$222,327,148**							
19	**Net Direct Power Purchases**		**$222,327,148**							
20	**Net Direct Fuels for Generation**		**$0**							
21	**Total Number of Diverse Suppliers**		**0**							

Line Item 18 is the sum of of line item 19 and 20

NOTES:

[1] Excludes purchases from the California Independent System Operator (CAISO), utilities, federal entities, state entities, municipalities and cooperatives.

[2] % - Percentage of Net Procurement

[3] Includes Direct Power Purchases and Direct Fuels for Generation. Direct - Means Direct Procurement: when a CCA directly procures from a supplier.

[4] Sub - Means Subcontractor Procurement: when a prime contractor, in contract with a CCA, procures from a subcontractor to fulfil its contractual obligation(s).

[5] "Total" does not include pre-commercial development (COD) subcontracting values.

[6] 8(a) - Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).

Section 10.2 – A Description of Program Activities Planned for the Next Year

In the next reporting year, CEA will continue to maintain and undertake internal and external activities aimed at working toward the creation of a Supplier Diversity program, which aligns with the goals of fostering a diverse and inclusive workforce, while remaining compliant with the limitations set by Prop 209. Additionally, beyond engaging its prime contractors, CEA will continue to encourage these contractors to support subcontracting opportunities with small, local, and diverse businesses. To support this development process, CEA will continue to pursue the following activities in 2026.

Planned Internal Activities

- Continue to refine data collections practices and processes within the organization.
- Continue to educate internal staff and consultants of the Supplier Clearinghouse registration and process, and the overall intent of Supplier Diversity to better assist businesses that may want to certify.
- Document efforts to minimize bias in hiring and contracting and implement Diversity, Equity, and Inclusion efforts and training.
- Report on local businesses as well as those certified as small businesses by the California Department of General Services.

Planned External Activities

- CEA once again has plans to expand its staff in the upcoming year, and with these additional resources, is willing to explore the opportunity to host or co-host a workshop with CPUC staff to raise awareness of the Supplier Clearinghouse and its certification process. CEA is open to collaborating with Commission staff on this effort.
- CEA will continue to conduct outreach on procurement to local chambers of commerce and other diverse business groups, demonstrating CEA's commitment to a diverse and inclusive workforce within the confines of Prop 209.
- CEA will continue to increase the information about Supplier Diversity on CEA's website by directing suppliers to relevant Supplier Diversity resources and information.
- CEA will continue to provide translation services to businesses and customers.
- For firms that win future solicitations, CEA will continue to send them the Supplier Diversity voluntary survey following the contract award to capture demographic data for the purposes of GO 156 reporting.
- CEA encourages supplier diversity on our webpage and will continue to list the CEA logo on the Supplier Clearinghouse website for supplier awareness. In addition, as previously mentioned, details surrounding CEA's Supplier Diversity Program and information regarding the CPUC Supplier Clearinghouse Certification can be found on the main page of the CEA website under the Resources menu.
- For 2026, CEA continues its plans to develop additional customer programs that will be inclusive of all customer communities.

Supplier Diversity Results Compared to Set Goals

Supplier diversity reporting requires the comparison of net procurement results to set goals, measuring the reporting year's supplier diversity performance against the goals established by a covered entity. While we are prohibited from targeted procurement to ensure compliance with Proposition 209 (Prop 209), we recognize that CEA's 2025 comparison of net procurement results are on the lower end. As CEA is still in the development stages as an organization, it is challenging at this time to set specific supplier diversity goals. Nevertheless, we remain committed to participating in community events, CPUC-hosted supplier diversity events, and making every effort to connect with diverse suppliers within the parameters of Prop 209 regulations.

Category	2025 Result %	2025 Goal %
Minority Business Enterprise (MBE)	0%	NA
Women Business Enterprise (WBE)	1%	NA
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	0%	NA
Disabled Veteran Business Enterprise (DVBE)	0%	NA
Persons with Disabilities Business Enterprise (DBE)	0%	NA
Total	1%	NA

NOTE:

% - Percentage of Net Procurement.

Appendix A – CEA Inclusive and Sustainable Workforce Policy

INCLUSIVE & SUSTAINABLE WORKFORCE POLICY

The CEA Board desires to establish a policy that supports local jobs, sustainable and inclusive workforce opportunities, local economic sustainability, and diversity through contracting for power sources, procuring goods and services, and implementing hiring initiatives where appropriate, without limiting fair and open competition for projects or programs implemented by CEA. For the purposes of this policy, "local" shall mean San Diego County and any additional areas served by CEA.

CEA Staff

CEA relies on its employees to provide clean, cost-effective, alternative energy to its customers. These customers live in diverse communities and an inclusive workforce of staff who reflect and are invested in these communities allows CEA to serve them more effectively. An inclusive staff also provides good jobs for people from diverse communities.

To help maintain and strengthen CEA's inclusive staff, CEA will:

1. Engage in broad outreach efforts in diverse communities, including disadvantaged and low- income communities, to ensure a diverse pool of candidates for open positions;
2. Provide fair compensation that aligns with regional market indicators for compensation levels for each position;
3. Be transparent about these practices and lessons learned; and
1. Provide contact information for staff who can answer questions about this policy.

Supply Chain

CEA also strives for inclusion and transparency in its supply chain. Where and from whom CEA purchases goods and services have important consequences for businesses, customers, and their communities. Where appropriate, an inclusive and transparent supply chain is an important driver for successful delivery of CEA's services to its customers, and of fair and equitable economic development generally.

Where appropriate, and without limiting fair and open competition, to support an inclusive and transparent supply chain, CEA will:

1. Use local businesses and provide fair compensation in the purchase of services and supplies;
2. Proactively seek services from local businesses that are taking steps to protect the environment;
3. Engage in efforts to reach diverse communities to ensure an inclusive pool of potential suppliers;
4. Collect information from suppliers and contractors on the inclusivity of their workforce;
5. Include questions about supplier inclusivity in requests for proposals (RFPs) for services;
6. Encourage reporting from developers and vendors on inclusivity in business ownership and staff;
7. Be transparent about these practices and lessons learned; and
8. Provide contact information for staff who can answer questions about this policy.

Inclusive Business Practices

To fulfill its goals of providing a range of energy product and programs, available to all CEA communities and customers, that best serve their needs and their local communities, and support local sustainability efforts, CEA will:

1. Provide information in the multiple languages commonly spoken in CEA's service area (including mailers, tabling materials, customer service, call center, workshops and outreach events, advertisements, and other means of customer engagement);
2. Conduct marketing and outreach in diverse communities with multi-lingual materials and/or speakers, including attending multi-cultural community events as appropriate, to increase awareness of CEA's services and programs;
3. Share information about activities and initiatives that promote inclusion, access, and diverse engagement in the community.

Non-Discrimination Pledge

CEA will not discriminate, and will require in its contracts with suppliers that they will not discriminate, on the basis of race, color, national origin, ancestry, age, disability (physical or mental), sex, sexual orientation, gender identity, marital or domestic partner status, religion, political beliefs or affiliation, familial or parental status (including pregnancy), medical condition (cancer-related), military service, or genetic information.

Sustainable Workforce

Support of local businesses, fair compensation, apprenticeship and pre-apprenticeship programs that create employment opportunities, without limiting fair and open competition, are important components of building and sustaining healthy and sustainable communities. It is in the interest of CEA to provide fair compensation and sustainable workforce opportunities, within a framework of fair and open competition and the promotion of renewable energy, energy efficiency and greenhouse gas reduction.

CEA recognizes the importance of locally-generated renewable energy (local is defined as within the San Diego County region) in assuring that California is provided with (1) adequate supplies of renewable energy for economic growth, (2) sustained local job opportunities and job creation, and (3) effective means to reduce the impacts of greenhouse gas emissions. CEA also recognizes the opportunities that energy efficiency programs provide for local workforce training and employment.

CEA encourages fair compensation in direct hiring, renewable development projects, energy efficiency programs and in procurement of CEA services and supplies. CEA also encourages use of State of California approved apprenticeship and pre-apprenticeship training programs in construction craft occupations to foster long-term, fairly compensated employment opportunities for program graduates.

Where appropriate, without limiting fair and open competition, CEA will pursue the following objectives:

1. Support for and direct use of local businesses;
2. Support for and direct use of green and sustainable businesses;
3. Encourage the use of skilled and trained workers who receive fair compensation;
4. Encourage the use of State of California approved apprenticeship programs, and pre-apprenticeship programs within CEA's service territory.

CEA Power Purchase Agreements with Third Parties

CEA will encourage the submission of information from respondents to any bidding and/or RFP/RFQ process regarding planned efforts by project developers and their contractors to achieve the following goals:

- Employ workers and use businesses from the San Diego county area.
- Employ properly licensed contractors and California Certified electricians.
- Utilize local apprentices, particularly graduates of San Diego County pre-apprenticeship programs.
- Pay workers prevailing wage for each craft, classification and type of work performed.
- Provide workers compensation coverage to on-site workers.
- Support and use State of California approved apprenticeship programs.

Relevant information submitted by proposers will be used to evaluate potential impact on local jobs and workforce of the planned project.

CEA Owned Generation Projects

Each construction contractor or subcontractor performing work on any CEA-owned project is encouraged to use local labor and apprenticeship programs and follow fair compensation practices including proper assignment of work to crafts that traditionally perform the work. Contractors and subcontractors shall pay at least prevailing rate of wages, as defined in Article 2 (commencing with Section 1770) of Chapter 1 of Part 7 of Division 2 of the California Labor Code and encouraged to use a skilled and trained workforce, as defined in Chapter 2.9 (commencing with Section 2600) of Part 1 of Division 2 of the California Public Contract Code.

CEA Feed-In Tariff Projects

CEA will encourage construction contractors or subcontractors performing work on any CEA Feed-In Tariff project utilizes local businesses and local apprenticeship programs, and fair compensation practices including proper assignment of work to crafts that traditionally perform the work.

CEA encourages contractors and subcontractors performing work on any CEA Feed-In-Tariff project to pay at least prevailing rate of wages, as defined in Article 2 (commencing with Section 1770) of Chapter 1 of Part 7 of Division 2 of the California Labor Code and encouraged to use a skilled and trained workforce, as defined in Chapter 2.9 (commencing with Section 2600) of Part 1 of Division 2 of the California Public Contract Code.

CEA Energy Efficiency Projects

CEA will strive to support local businesses and apprenticeship programs, in the implementation of its energy efficiency programs. CEA will encourage construction contractors or subcontractors performing work on any CEA energy efficiency program utilize local businesses and apprenticeship programs and fair compensation practices including proper assignment of work to crafts that traditionally perform the work.

Union Neutrality Pledge

CEA will remain neutral regarding whether its employees choose to join or support labor unions and will not interfere with decisions by its contractors' and suppliers' employees about whether to join or support labor unions.

Appendix B – CEA's Non-Energy Procurement Policy

NON-ENERGY PROCUREMENT POLICY

It is in the interest of Clean Energy Alliance (CEA) to establish non-energy competitive solicitation and procurement practices that facilitate efficient business operations and offer fair and open competition. This policy shall not apply to any energy procurements or transactions.

DEFINITIONS

"Best Value" is award based on factors in addition to price that provide the best overall value to CEA.

"Informal Bid Process" is a process wherein the Chief Executive Officer requests written quotes from at least three (3) vendors. A written proposal may be in an electronic mail format.

"Competitive Solicitation" is a competitive process in which CEA procures Goods, Services, or a combination thereof from Proposers in order to secure the Best Value for CEA and its customers.

RULES REGARDING COMPETITIVE SOLICITATION OF GOODS AND SERVICES

1. **Goods, Services or a Combination of Goods and Services.**
    a. A Request for Proposals or Request for Qualifications for Goods, Services or a Combination of Goods and Services shall be required if the aggregate anticipated value of a contract exceeds $100,000 in any fiscal year. These contracts are subject to Board approval before final execution.
    b. An Informal Bid Process for Goods, Services or a Combination of Goods and Services shall be required if the aggregate anticipated value of a contract is between $50,000 and $99,999.
    c. An Informal Verbal Proposal for Goods, Services or Combination of Goods and Services shall be required if the aggregate anticipated value of a contract is between $10,000 and $49,999. Staff shall note the three verbal bids by including the providers' name, address, phone number and amount of the verbal proposal.
    d. For Goods, Services or Combination of Goods and Services anticipated to be valued at less than $10,000, no formal or informal bids shall be required, however, staff is directed to seek the best value available.
2. CEA shall be permitted to award a contract on Best Value, unless a lowest cost award is required by California law.
3. No CEA employee, official or director shall split purchases into more than one purchase in order to avoid the competitive solicitation requirements in this policy.
4. Exceptions to competitive solicitation requirements:
    a. Sole source purchasing is authorized when the goods or services contemplated are capable of being performed by a sole provider, such as the holder of an exclusive patent or franchise, for purchase of unique or innovative goods or services including but not limited to computer software and technology, or for purchases of goods or services when there is a demonstrated need for compatibility with an existing item or service. A sole source may be designated when it is apparent that a needed product or service may be designated when it is apparent that a needed product or service is uniquely available from the source, or for all practical purposes, it is justifiable in the best interest of CEA. Under some circumstances, CEA competitive solicitation requirements may be dispensed with when the goods or services are only available from one source either because the brand or trade name article, goods, product or proprietary service is the only one which properly meets the needs of the CEA or the item or service is unique and available only from a sole source.

b. The following factors shall not apply to sole source requests: personal preference for product or vendor; cost, vendor performance, and local service; features that exceed the minimum requirements for the goods or services; explanation for the actual need and basic use for the equipment, unless the information relates to a request for unique factors.

c. No competitive solicitation shall be required to rent or lease equipment or offices.

d. No competitive solicitation shall be required when the contract, the goods or the services will be provided by another governmental agency. CEA can rely on the competitive solicitation process provided by another governmental agency providing that that agency's procurement is in compliance with California law.

e. In the event of an emergency, the CEO may suspend the normal purchasing and procurement requirements for goods and services related to abatement of the impacts or effects of the emergency.

5. CEA is encouraged to jointly procure supplies with other governmental agencies to obtain lowest cost when possible.

6. No CEA employee, officer or Director shall accept, directly or indirectly, any gift, rebate, money or anything else of value from any person or entity if such gift, rebate, money or anything of value is intended to reward or be an inducement for conducting business, placing orders with, or otherwise using the employee's position to secure an agreement with CEA.

PROCUREMENT OF PROFESSIONAL SERVICES

CEA may contract for professional services, including but not limited to consultant, legal or technical services in its sole discretion. CEA shall endeavor to secure the highest quality professional services available. While CEA shall secure such services in compliance with the Competitive Solicitation Requirements above, awarding a contract for services need not be awarded to the lowest responsible bidder.

SIGNING AUTHORITY

1. The Chief Executive Officer (CEO) is authorized to enter into contracts of $100,000 or less without prior Board approval with the stipulation that the contract be for goods or services budgeted for in the current CEA budget, that the contract has been approved as to form and content by the CEA General Counsel. All new contracts in excess of $50,000 shall be reported at the next regular Board meeting.

2. Invoices and vendor payments shall be approved by the CEO prior to payment, pursuant to the approved CEA budget.

Appendix C – CEA Voluntary Supplier Diversity Survey

Clean Energy Alliance Supplier Diversity Survey

Please note that not all questions may apply to your business. For the questions that do not apply, please skip them or answer "Not Applicable."

Pursuant to Proposition 209, CEA does not give preferential treatment based on race, sex, color, ethnicity, or national origin. Providing information in these categories is optional and will not impact your participation in any future CEA solicitation selection process. Responses are collected for informational and reporting purposes only pursuant to Senate Bill (SB) 255.

1. Email address
2. Business Name
3. Where is your business located/headquartered?
4. Does the majority of your workforce reside in California? If known, for your organization's direct suppliers and subcontrators, provide the average percentage of the workforce that resides in California.
5. If known, provide the diversity of the TOTAL contractor or subcontractor workforce. To the extent that the data is provided voluntarily by the employees of the suppliers.
6. Is your business certified under General Order 156 (GO 156)? GO 156 is a California Public Utilities Commission ruling that requires utility entities to report annually on their contracts with majority women-owned, minority-owned, disabled veteran-owned and LGBT-owned business enterprises (WMDVLGBTEs) in all categories. Qualified businesses become GO 156 Certified through the CPUC and are then added to the GO 156 Clearinghouse database at www.thesupplierclearinghouse.com.
    a. Yes
    b. No
    c. Qualified as a WMDVLGBTBE but not GO 156 certified
7. If you answered "yes" to the previous question, when does your certification expire?
8. If you answered "yes" or "qualified, but not certified", in which categories are you certified or qualified? Please choose all that apply.
    a. Women-Owned
    b. Minority-Owned
    c. Disabled Veteran-Owned
    d. LGBT-Owned
    e. Other (found to be disadvantaged by the US Small Business Administration)
9. If your business is a minority-owned business enterprise, what GO 156 certification or qualification does your business fall under?
    a. Black American
    b. Hispanic American
    c. Asian Pacific American
    d. Native American
    e. Not applicable
10. Please list the Standardized Industrial Code (SIC) of the products and services your business offers. Please go to https://sch.thesupplierclearinghouse.com/FrontEnd/SearchCertifiedDirectory.asp, click on "Look Up Commodity Codes" and then "Browse Codes" or "Search".
11. If certified under GO 156, please list 1) your annual business revenue as reported to the CPUC Supplier Clearinghouse and 2) your revenue last year. You may check your CPUC Supplier Clearinghouse status here: https://sch.thesupplierclearinghouse.com/FrontEnd/SearchCertifiedDirectory.asp
12. If your business is qualified, but not GO 156 certified, please list the reasons for not completing the certification process?

13. If your business has used GO 156 certified subcontractors for your CEA contract, please include a list of your subcontractor business names, if the subcontract is for products or services, and the anticipated subcontract amount. Example: Electrical Design Technology, Inc.; products (batteries); $100,000.
14. If applicable, please describe any hiring targets your business has for using small, local, and/or economically disadvantaged subcontractors.
15. Is your business certified by the Department of General Services as a Small Business?
    a. Yes
    b. No
16. Is your business certified by the Department of General Services as a Disabled Veteran Business Enterprise?
    a. Yes
    b. No
17. Does your business have a history of using apprenticeship programs, local-hires, union labor, or multi-trade project labor agreements? Local hires can be defined as labor-sourced from within the San Diego County area.
    a. Yes, apprenticeship programs in this recent contract with CEA
    b. Yes, local labor in this recent contract with CEA
    c. Yes, union labor in this recent contract with CEA
    d. Yes, multi-trade PLA in this recent contract with CEA
    e. Yes, apprenticeship programs but not in this contract with CEA
    f. Yes, history of local hire but not in this contract with CEA
    g. Yes, history of union labor but not in this contract with CEA
    h. Yes, history of multi-trade PLA but not in this contract with CEA
    i. Uses California-based labor, but not local to CEA's service areas
    j. None of the above
    k. Not applicable
18. If you answered "yes" to the previous question, please describe your history with labor agreements, union labor, multi-trade labor, apprenticeship labor, or how many local workers/businesses you employ for your contract with CEA.
19. Does your business pay workers prevailing wage rates or the equivalent? (Prevailing wage in California is required by state law for all workers employed on public works projects and determine by the California Department of Industrial Relations according to the type of work and location of the project. To see the latest prevailing wage rates go to https://www.dir.ca.gov/public-works/prevailing-wage.html).
20. Is there any additional information you'd like to add?