Redwood Coast Energy Authority's

Supplier Diversity 2025 Annual Report & 2026 Annual Plan

Report to the California Public Utilities Commission
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2025 ANNUAL REPORT

The Redwood Coast Energy Authority's (RCEA) Community Choice Aggregation (CCA) program started serving load to Humboldt County in May 2017 for the express purpose of empowering its member communities to choose the generation resources that reflect their specific values and needs. Chief among these needs identified through community workshops and input to RCEA's Board of Directors are affordability, local economic development, local control over power resources and generation rates, greenhouse gas emissions reduction, air quality, protection of natural resources, and energy reliability in rural Humboldt County, an area especially prone to extended electric outages.

2025 marks the sixth year for RCEA's participation in the California Public Utilities Commission's (CPUC) Supplier Diversity Program. Several highlights from RCEA's 2025 supplier diversity activities include increased engagement with our community, the launch of several equity-focused customer energy efficiency programs in Northern California under the Northern California Rural Regional Energy Network (NREN) that RCEA administers, and procuring services and products from three new certified diverse businesses, in addition to maintaining vendor relationships with two existing certified diverse businesses. RCEA is thankful for the opportunity to continue participating in this and other programs in our community to expand equity.

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

In 2025, RCEA made progress toward the goals set in the Annual Plan submitted last reporting cycle. 2025 activities and a description of progress are provided below.

External Program Activities In 2025

As reported in previously filed Supplier Diversity reports, the RCEA Board of Directors adopted a Resolution in 2020 that made a commitment to racial justice. In October 2022, the Board adopted the RCEA Racial Justice Plan, which established a plan of action for

ongoing work toward increasing diversity and equity in RCEA's hiring practices, governance, workplace culture, program development, and program delivery. RCEA recognizes that access to energy, energy efficiency, freedom from pollution and a role in the renewable energy transition intimately affect economic and personal health outcomes. RCEA strives to serve everyone in our community more equitably. Throughout the course of 2025, RCEA has made progress on many of the components identified in the Racial Justice Plan.

Tribal Engagement

RCEA's service area is home to several California Tribes, namely the Big Lagoon Rancheria, Blue Lake Rancheria Tribe, Hoopa Valley Tribe, Karuk Tribe, Resighini Rancheria, Bear River Band of Rohnerville Rancheria, Cher-Ae Heights Indian Community of the Trinidad Rancheria, Wiyot Tribe and the Yurok Tribe. Because of this, many of the programs RCEA implements in the community serve Tribal members and Tribally-owned businesses and entities.

The Racial Justice Plan goals related to Tribes are to strive to include Tribal representation, including Board representation, expand work with local Tribes on program development, customer outreach, and policy setting, and expand efforts to identify opportunities to collaborate with local Tribes as partners on sustainable energy initiatives. As such, RCEA leadership contacted the Tribal Chairperson's Association in 2025 to gauge interest in enhanced participation with RCEA.

RCEA continued implementation of a $3,000,000 grant award to construct resilient energy systems consisting of solar panels and batteries at fire stations that serve high-fire risk areas. This effort is in partnership with the Yurok Tribe Fire Department, Karuk Tribe Department of Natural Resources, Hoopa Fire Department, and 13 other non-tribal rural fire stations. In 2025, the Karuk Tribe Department of Natural Resources received their fully functional mobile resilient energy system and RCEA staff worked with our consultant to prepare designs for the Yurok and Hoopa systems.

RCEA partnered with four Tribal Nations (Blue Lake Rancheria, Karuk, Hoopa, and Yurok) and Schatz Energy Research Center on the Tribal Energy Resilience and Sovereignty (TERAS) project. The TERAS project aims to increase reliability and resiliency for the Tribal Nations by developing microgrids. The project serves vulnerable and historically under-resourced populations, in a fire-prone region, while simultaneously pushing microgrid innovation and tribal energy sovereignty. Although federal funding for TERAS was paused for the majority of 2025, RCEA continued our engagement with the project partners to identify a path forward for the project.

Efforts in Support of Small, Local, and Diverse Businesses

RCEA staff continues to engage with new and existing vendors that are qualified but not certified to provide information about Clearinghouse certification and offer technical assistance and resources to become certified.

In 2025, RCEA staff continued offering the electric bike (e-bike) voucher incentive program. This voucher program has a focus on supporting local businesses, as it limits voucher redemption to purchases made at small, locally owned bike shops throughout Humboldt County. This program was designed to offer vouchers, rather than rebates, to enable rebate recipients who are low-income to purchase an e-bike without initially fronting the funds and waiting until a rebate payment is generated. The program also offers adaptive e-bike rebates, defined as e-bikes that are modified to accommodate riders who have conditions that significantly impair their ability to ride a standard e-bike. The e-bike program continues to be popular and successful, particularly with the adaptive customers whose purchase of an e-bike using RCEA's voucher is their primary, or only, form of independent transportation.

As described in our Racial Justice Plan, RCEA incorporates energy equity best practices into power resource contracting and siting. These efforts include the following activities:

- RCEA includes project location, workforce development and community benefits in its evaluation criteria for all power solicitations. This practice expresses a preference for projects that provide non-energy benefits to host communities and underrepresented groups, and ensures contracted projects don't negatively impact those communities. Our solicitations also include information about the CPUC's Supplier Diversity Program and are posted to the Supplier Clearinghouse.
- RCEA's contract for the Sandrini Battery Energy Storage System (BESS) located in Kern County includes a $250,000 community benefit fund to be used either in Kern or Humboldt Counties. Sandrini BESS came online in January 2026 and RCEA's is currently deliberating how the fund will be used.
- RCEA has either contracted or brought online 15 MW of solar capacity and 14.5 MW of BESS capacity in its service area, which is located within the CAISO-designated Humboldt Local Capacity Area. The incremental solar and storage capacity will reduce the run time of PG&E's Humboldt Bay Generating Station, thereby improving air quality for the communities surrounding the gas plant.
- RCEA procures biomass power from Humboldt Sawmill Company's (HSC) Scotia Cogeneration Plant. In response to community concerns, RCEA partnered with the North Coast Air Quality Management District to place additional air sensors around the county to monitor and characterize the air quality impacts of the plant on surrounding communities.

Outreach and Community Engagement

RCEA staff continues to find opportunities to learn more about our community and customers and to reach wider audiences to share information, resources, and programs. RCEA conducted its first-ever countywide brand awareness survey this year. The insights we gleaned helped us to determine which segments of our community we should focus outreach efforts on. We learned that we should shift marketing focus from persuasion to introduction by targeting our community engagement at the 44% of residents who are not yet aware of RCEA to correct the two primary misconceptions: RCEA is a local, independent public agency (not PG&E), and it provides competitive rates (not an extra charge).

RCEA staff tabled at 18 public community events in geographically diverse locations throughout the county. Some examples of events RCEA tabled at include Annie & Mary Days in Blue Lake, two days at the Humboldt County Fair, Wiyot Day, and the opening of the Humboldt Bay Trail.

RCEA staff gave 40 presentations in 2025 educating our customers and community members about our agency, resources, and programs to organizations like chambers of commerce, city councils, rotary clubs, neighborhood groups, and educational settings across Humboldt County. In July, RCEA hosted a well-attended communitywide event about battery energy storage. RCEA provides a supplier diversity brochure and presentation slide tailored for contractors and business owners for presentation and distribution at appropriate RCEA-led workshops and events.

RCEA is a member of all 12 local chambers and staff attended chambers of commerce mixers in Arcata, Ferndale, Fortuna, Eureka, and McKinleyville. RCEA staff members also attended the Women's Leadership Training at Eureka Chamber of Commerce, which was hosted by the Eureka Chamber of Commerce.

Collaboration with External Equity Organizations

RCEA continues to maintain collaboration with organizations that promote the interest of and advocate for diverse suppliers and diverse communities.

CalCCA: As a member of CalCCA, who "share a commitment to inclusion and representation of our diverse communities through democratic governance and intensive community engagement," RCEA continues to represent Humboldt County in these endeavors. Staff have continued participation in the CalCCA Environmental Justice and Equity Committee, which is a forum for CCAs to learn from each other and share best practices on equity work and programming.

CAEECC: RCEA is a member of the Equity Metrics Working Group of the California Energy Efficiency Coordinating Committee (CAEECC). CAEECC is a forum for stakeholders to discuss energy efficiency matters under the purview of the CPUC. The purpose of the working group is to identify and define metrics to track progress of CPUC-authorized programs that provide energy efficiency services to hard-to-reach or underserved customers and disadvantaged communities to further environmental and social justice. Specific equity and community engagement indicators and metrics have been adopted into tracking and design of Public Purpose Program (PPP) energy efficiency programs as a result.

NREN: In September 2024, the CPUC issued a decision approving the Northern California Rural Regional Energy Network (NREN) to deliver energy efficiency programs to underserved rural customers. RCEA, serving as Lead Portfolio Administrator, partnered with the Sierra Business Council, Lake Area Planning Commission, and the Mendocino Council of Governments to govern the NREN. In 2025, RCEA and our NREN Partners have worked towards developing and launching implementation of the following programs across the 17 county NREN territory:

- Residential Direct Install: Provide rebates for energy efficient and electrification appliances and equipment; provide technical assistance, project assistance, and incentives for energy efficiency and electrification projects for residential customers.
- Commercial Resource Acquisition: Provide energy assessments, incentives, and technical support to small business, public, or agricultural customers looking to reduce energy usage and costs, and/or to decarbonize.
- Residential Equity: Provide outreach and education to underserved customers in rural northern California including Residential Energy Efficiency Kits, Workshops, and Energy advisor services
- Public Equity: Provide support to local government agencies looking to understand and reduce energy usage and costs, decarbonize, or put together plans for addressing these needs in the future.
- Workforce Education & Training and Codes & Standards: Collaborate with community colleges, community-based organizations, tribes, and other training providers to create local training opportunities for the energy efficiency workforce.
- Financing: Provides support to access energy efficiency financing for residential, commercial, and public agency customers.

In 2025, RCEA worked with our NREN partners to continue program design and implementation planning for program launch in 2025. three of the six NREN programs are equity programs that will target and primarily serve hard-to-reach or underserved customers and disadvantaged communities in advancement of the CPUC's Environmental and Social Justice (ESJ) Action Plan. As RCEA continues with program design, staff are collecting demographic information for participation in NREN programs to determine disadvantaged, underserved, tribal membership, and other Hard To Reach (HTR) qualifications. Staff are reviewing collected demographic data to inform program design and outreach with the intention of increasing participation by these targeted customers.

CalREN: RCEA is a member of California Regional Energy Networks (CalREN), on behalf of the NREN. RCEA staff presented at the 2025 CalREN Forum titled Equitable Electrification in Action.

Internal Program Activities In 2025

This year, RCEA continued to integrate and update supplier diversity language in solicitations and continue the practice of posting solicitations directly to the Supplier Clearinghouse to share these opportunities with existing certified vendors. RCEA also trained key staff, as needed, with instructions and procedures for distributing contract opportunities on the Supplier Clearinghouse platform.

Diversity, Equity, and Inclusion Policies

RCEA is committed to creating a supportive and affirming space for staff, stakeholders, and community members across all identities. To foster this environment, RCEA has worked to progress the goals in our Racial Justice Plan in our hiring process and internal operations through the incorporation of equity actions in job descriptions and work plans, interviewing, and continued staff training.

In 2025, RCEA took additional steps to ensure fair and equitable hiring. All staff participating in RCEA hiring committees receive training on implicit bias. The training includes how to overcome unconscious bias when interviewing and hiring. Additionally, HR Staff collaborated with multiple departments at CalPoly Humboldt, the Northern California Indian Development Council, and the California Training Panel to create connections for future employment partnerships.

Additionally, this year, RCEA collaborated with a Supplier Clearinghouse-certified consultant in early 2025 to facilitate an in-person, one-day, all-staff training. The topic of this all-staff training was driving organizational change towards community inclusion, and it included subject matter that covered diversity, equity, and inclusion concepts.

Workforce Data

RCEA is not required to report any non-confidential workforce data that is already reported to other state and federal agencies such as the Equal Employment Opportunities Commission on the EEO-1.

Self-reported CCA Board Member Demographics

RCEA's Board is made up of member-agency appointed representatives, who are primarily elected Council and Board members.

Board demographic data was collected via a survey with this question: "In three sentences or less, please describe yourself using whatever demographic categories or language you prefer. Or let us know if you decline to participate."

See the table below for the results of RCEA's Board demographic survey:

Jurisdiction	Director	Survey Response
City of Arcata	Sarah Schaefer	I am a 33-year-old white, cis-gender female.
City of Blue Lake	Elise Scafani	Decline
County Humboldt	Mike Wilson	I am a Caucasian American cisgender male.
City of Eureka	Scott Bauer	No response
City Ferndale	Skip Jorgensen	I am a 75-year-old male Caucasian and a retired educator and public-school administrator. I worked 37 years in California and served as Superintendent in three different school districts. I have lived with a neurological condition since 2016, which transitioned and was diagnosed as Amyotrophic Lateral Sclerosis in early 2023.
City of Fortuna	Carlos Diaz	Decline
City of Rio Dell	Frank Wilson	White American male
City of Trinidad	Jack Tuttle	I'm a 46-year-old English-speaking Caucasian male, a father, and a husband, who has worked in the renewable energy industry for the past 20 years.
Blue Lake Rancheria	Jason Ramos	I'm the Tribal Chairman of the Blue Lake Rancheria Tribe of California. I'm a tribal member and part of the larger native American community in Humboldt County.
Yurok Tribe	Michael Gerace	Decline

Details about RCEA's supplier diversity efforts are available at http://www.RedwoodEnergy.org/supplier-diversity/. To learn more, contact supplierdiversity@redwoodenergy.org or call (707) 269-1700.

9.1.2 – Supplier Diversity Results of Goods and Services (Non-Power Purchases) if Procured

2025									
		Direct Spend[1] $	Sub Spend[2] $	Total $	%	Product Spend $	Service Spend $	Total $	%
Minority Male	African American								
	Asian Pacific American								
	Hispanic American	$24,404		$24,404	0.65%		$24,404	$24,404	0.65%
	Native American								
	Total Minority Male	$24,404		$24,404	0.65%		$24,404	$24,404	0.65%
Minority Female	African American								
	Asian Pacific American								
	Hispanic American								
	Native American								
	Total Minority Female								
Total Minority Business Enterprise (MBE)		$24,404		$24,404	0.65%		$24,404	$24,404	0.65%
Women Business Enterprise (WBE)		$9,618		$9,618	0.26%	$5,179	$4,439	$9,618	0.26%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		$10,400		$10,400	0.28%		$10,400	$10,400	0.28%
Disabled Veteran Business Enterprise (DVBE)									
Persons with Disabilities Business Enterprise (DBE)									
8(a)*									
Total Supplier Diversity Spend		**$44,422**		**$44,422**	**1.21%**			**$44,422**	**1.21%**

Net Procurement**	**$3,668,813**
Net Product Procurement	$103,315
Net Service Procurement	$3,565,498
Total Number of Diverse Suppliers that Received Direct Spend	4

[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 fulfil its contractual obligation(s).

* **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.

% - Percentage of Net Procurement.

RCEA's Diverse, Small and Local Suppliers

Diverse Businesses

RCEA is pleased to report that 2025 efforts resulted in direct procurement of services and products from three new certified diverse businesses, in addition to maintaining vendor relationships with two existing certified diverse businesses. Four of the five of these certified diverse businesses are captured in the Supplier Diversity Results of Goods and Services for Non-Power Purchases on the previous page. The other certified diverse business that contracted with RCEA beginning in 2025 was funded through RCEA's NREN program, a CPUC-directed energy efficiency program, for which the $51,605 spend in 2025 was not included in these report totals. While RCEA is not able to claim this supplier's spend in the Total Supplier Diversity Spend within this report, we are pleased that our Supplier Diversity program efforts have attracted responses to RCEA solicitations from certified diverse businesses. We are encouraged by these results and will continue to include language in our solicitations about the Supplier Diversity Clearinghouse Program and posting our solicitations to the Supplier Clearinghouse's Bid Opportunities page.

Local and Certified Small and Micro Businesses

In addition to RCEA's efforts to engage with and procure from certified diverse business, RCEA's procurement policies continue to support small and local business owners. While General Order (GO) 156 acknowledges Small Business Administration 8(a) certified small businesses, RCEA notes the importance of purchasing from local and small businesses not recognized through the CPUC's diverse business enterprises-focused Supplier Clearinghouse. Procuring from small businesses is impactful because our CCA service territory is rural, thus experiencing economic marginalization distinct from our metropolitan neighbors. RCEA defines "small" as businesses that have California Department of General Services "Small Business" and "Micro Business" certifications. RCEA defines "local" as businesses based within RCEA's CCA territory, Humboldt County. This year, RCEA did business with nine certified small or micro businesses. For purposes of clarity, seven out of the nine businesses RCEA identified as small also met the criteria for local, but the expenditures for these seven businesses were excluded from the local expense calculations. This year, RCEA's business with these certified small businesses resulted in a total sum of $128,398, which is a marked increase from the 2024 total of $48,457.

RCEA also recognizes the value in procurement with local businesses. Local procurement is essential in our service territory, where poverty and low household income are widespread, and where distance creates logistical challenges in procuring goods and services from outside our area. In 2025, RCEA did business with 55 local businesses including one power supplier and other non-power businesses providing a wide array of services such as event and training facilitation, IT, security, legal, financial, engineering, project consulting, as well as facility and outreach material expenses. More information can be found in section 9.1.9 regarding RCEA's efforts to procure local renewable energy and energy storage projects.

	Small Business Procurement	Number of Small Suppliers	Local Business Procurement	Number of Local Suppliers	Small & Local Combined Spend	Small & Local Combined %
Non-Power	$128,398	9	$353,453	54	$481,851	13%
Power	-	-	$6,504,122	1	$6,504,122	25%
ALL	**$128,398**	**9**	**$6,857,575**	**55**	**$6,985,973**	**24%**

Net Non-Power Procurement	$3,668,813
Net Power Procurement	$25,611,028
Net Power and Non-Power Procurement	$29,279,841

RCEA has maintained contracts with several vendors over several years that are local and have been identified as woman-owned or disabled veteran-owned, but not Supplier Clearinghouse-certified. In 2025, RCEA identified eight businesses that are qualified but not yet certified. These eight businesses represent $179,836 of RCEA's spend across seven qualified women-owned businesses and one qualified disabled veteran-owned business. RCEA does not currently survey all existing vendors for eligibility, so this total only represents the local businesses that are primarily sole proprietorships for which eligibility verification comes easily. While RCEA has engaged with some of our contracted DBVE-qualified and WBE-qualified businesses to educate and assist with the certification process, it is important to note that the certification requirements pose a material hurdle for some sole proprietors, and a more streamlined certification process could provide an equitable opportunity for certification of smaller vendors.

Nevertheless, RCEA is proud of our procurement from these businesses and is excited to continue leveraging GO 156 as an opportunity to further the power our procurement holds to stimulate small, local, and diverse business growth.

9.1.2 – Description of Diverse Suppliers with Majority Workforce in California

All four certified Diverse Supplier vendors RCEA hired in 2025 have 100% of their workforce working in California.

Supplier	Average Percentage of Workforce
Supplier 1	1.00
Supplier 2	1.00
Supplier 3	1.00
Supplier 4	1.00
Sum of Average Percentage	**4.00**
Number of Suppliers	4
Average percentage of total diverse workforce that resides in California	**1.00**

9.1.3 – Supplier Diversity Program Expense

Expense Category	2025 (Actual)
Wages	$3,584
Other Employee Expenses	$2,258
Program Expenses	
Reporting Expenses	
Training Expenses	
Consultant Expenses	
Other Expenses	
Total	**$5,842**

9.1.5 – Description of Prime Contractors Utilization of Diverse Subcontractors

In 2025, RCEA had three contracts that included the utilization of a subcontractor, all of which were for services funded by State grants or CPUC-directed energy efficiency programs. Staff verified that none of those subcontractors were certified diverse business enterprises. RCEA enters very few contracts that entail prime contractors who utilize subcontractors for the work.

9.1.5 – New Diverse Prime and Subcontractor Utilization

RCEA maintained contracts for services with three of the four certified diverse businesses from the previous year, and contracted with two unique, new prime contractors in 2025. RCEA does not have any new certified subcontractors to report for 2025.

Category	New Prime Contractors #	New Subcontractors #
Minority Male Business Enterprise		
Minority Female Business Enterprise		
Total Minority Business Enterprise (MBE)		
Women Business Enterprise (WBE)	1	
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	1	
Disabled Veteran Business Enterprise (DVBE)		
Persons with Disabilities Business Enterprise (DBE)		
8(a)		
Total	**2**	**0**

9.1.6 – List of Supplier Diversity Complaints Received and Current Status

RCEA did not receive any formal complaints this reporting cycle.

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

RCEA did not procure power products from a Clearinghouse-certified entity during reporting year 2025, nor did RCEA have any owned power plants or power purchase agreements (PPA) that required fuel provision. RCEA did, however, post two open power procurement solicitations for long-term contracts to the Supplier Clearinghouse website. No responses were received via the Clearinghouse as of the end of 2025.

Despite this, RCEA does procure power products from a variety of small, local producers as part of our Board-directed effort to spur and sustain economic development within our service area. In 2025, RCEA continued to procure energy and capacity from the HSC Scotia Cogeneration Plant, a local biomass power facility depicted in the Small and Local Vendors subsection in section 9.1.2 of this report. RCEA's procurement from HSC sustains local jobs at the Humboldt Redwood Company lumber mill, which is powered solely by the co-located power plant. RCEA will continue to procure power from this facility until its current PPA expires in 2031.

RCEA has issued at least one solicitation for renewable energy and energy storage projects per year over the last few years, most of which have expressed preference for local resources. In addition, RCEA offers a Feed-In Tariff Program for local solar and storage resources of 5 MW or less. These solicitations have resulted in the following achievements in 2025:

- The Foster Clean Energy A & B facilities near Arcata achieved commercial operation, adding 7 MW of solar PV capacity and 2.5 MW of lithium ion battery storage capacity to the local grid.
- The North Coast Highway Solar 1 & 2 facilities near Hydesville began construction and are expected to achieve commercial operation by Q2 2026, adding 2 MW of solar PV capacity to the local grid.
- RCEA signed two Energy Storage Service Agreements for the Flycatcher 1 & 2 Energy Storage projects, which are expected to commence construction in 2026 and add 6 MW of battery storage capacity to the local grid when they become operational in 2027.
- RCEA signed a PPA for the Hatchery Road Solar & Storage projects, which are expected to commence construction in 2026 and add 4 MW of solar PV and 4 MW of battery storage capacity to the local grid when they become operational in 2027 and 2028, respectively.

RCEA will continue to seek procurement opportunities with an emphasis on projects within its service area to promote local economic development and grid reliability.

9.1.9 – Supplier Diversity Results in Power (Energy) Procurement

RCEA has no results to report in Energy Procurement from certified diverse businesses in 2025, notwithstanding the efforts and activities outlined in the preceding section.

2025									
		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]	
Minority Male	African American	$ -	$ -	$ -	$ -	$ -	$ -	$ -	
	Asian Pacific American	$ -	$ -	$ -	$ -	$ -	$ -	$ -	
	Hispanic American	$ -	$ -	$ -	$ -	$ -	$ -	$ -	
	Native American	$ -	$ -	$ -	$ -	$ -	$ -	$ -	
	Total Minority Male	$ -	$ -	$ -	$ -	$ -	$ -	$ -	
Minority Female	African American	$ -	$ -	$ -	$ -	$ -	$ -	$ -	
	Asian Pacific American	$ -	$ -	$ -	$ -	$ -	$ -	$ -	
	Hispanic American	$ -	$ -	$ -	$ -	$ -	$ -	$ -	
	Native American	$ -	$ -	$ -	$ -	$ -	$ -	$ -	
	Total Minority Female	$ -	$ -	$ -	$ -	$ -	$ -	$ -	
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 Enterprises (DBE)		$ -	$ -	$ -	$ -	$ -	$ -	$ -	
8(a) [6]		$ -	$ -	$ -	$ -	$ -	$ -	$ -	
Total Supplier Diversity		$ -	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	

Net Power Procurement	**$ 25,611,029**
Net Direct Power Purchases	$ 25,611,029
Net Direct Fuels for Generation	$ -
Total Number of Diverse Suppliers	0

1 Excludes purchases from the California Independent System Operator (CAISO), utilities, federal entities, state entities, municipalities and cooperatives.
2 % — Percentage of Net Procurement.
3 **Direct** — Includes Direct Power Purchases and Direct Fuels for Generation. 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 fulfill its contractual.
5 "Total" does not include pre-commercial development (COD) subcontracting values.
* **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)

2026 ANNUAL PLAN

RCEA looks forward to continuing our Supplier Diversity Program with expanded efforts, policies, and programs in 2026.

Overall, RCEA's 2026 activities will focus on refining the methods established over the last several years to continue and improve our engagement and support with small, local, and diverse businesses. RCEA looks forward to continuing to grow the programs, initiatives, and policies outlined in this report.

10.2 – Description of Supplier Diversity Program Activities Planned for the Next Calendar Year

Planned External Program Activities For 2026

In 2026, RCEA' external activities include:

- **Continuing to provide technical assistance** to diverse businesses and encourage qualified businesses and existing vendors to pursue certification.
- **Expanding outreach efforts** to connect with more local community environmental groups, trade organizations, and chambers of commerce. In 2025, we focused on providing general presentations to community-based organizations. This year, we will focus our efforts on providing presentations specifically about understanding customer energy bills and reaching out to organizations we haven't connected with yet. We also plan to participate in at least one event or presentation in each town or city of our service territory. Additionally, RCEA will continue to host workshops and trainings tailored for contractors and will continue sharing resources and information about the benefits of certification at these events.
- **Promoting MCE's Certify and Amplify workshop**, as well as any other CCA-led supplier diversity events throughout the year via social media, our website, community presentations, tabling, and participation in chamber of commerce activities.
- **Continuing to make accessibility improvements** to our resources, program applications, and public-facing information.
- **Expanding work with local Tribes** on program development, customer outreach, and policy setting, and expand efforts to identify opportunities to collaborate with local Tribes as partners on sustainable energy initiatives.

- **Continuing development and implementation of equity-focused rebate and energy efficiency programs** mentioned in section 9.1.1 that are designed to target and primarily serve hard-to-reach or underserved customers and disadvantaged communities in advancement of the CPUC's Environmental and Social Justice (ESJ) Action Plan.
- **Identifying strategies to collect supplier diversity and labor practice information** from suppliers to have a more complete data set of RCEA's qualified and certified prime contractors and their subcontractors.

Planned Internal Program Activities For 2026

In 2026, RCEA's planned internal activities include:

- **Continuing equitable recruitment and hiring practices** to support diversity and inclusion in the workplace.
- **Continuing the practice** of sending requests for proposals to be published on the Supplier Clearinghouse Bid Opportunities page and providing staff trainings to educate staff of how to distribute opportunities on the Supplier Clearinghouse platform.
- **Restructuring aspects of our Community Strategies Department** to emphasize responsibilities related to RCEA's strategy for targeted outreach for rural, hard-to-reach, and equity-priority communities and for facilitating ongoing Tribal engagement. With increased team capacity, RCEA will be able to include more elements of our supplier diversity program in community events and engagements with business owners and community members.
- **Continuing the incorporation energy-justice best practices and affordability** into renewable development and power purchase solicitations and resource planning**.**

10.2 – Plans to Encourage Prime Contractors to Subcontract Small, Local, and Diverse Businesses

As noted in previous sections, RCEA very seldom solicits and contracts for work that entails hiring prime contractors who utilize subcontractors. As such, RCEA intends to educate prime contractors about utilization of diverse subcontractors on a case-by-case basis in upcoming years. As with all RCEA solicitations, supplier diversity information will be collected from vendors who contract with RCEA, and this request will extend to subcontractors when applicable.