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I. 2014 ANNUAL REPORT

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9.1.1 WMDVBE ACTIVITIES

Description of internal and external WMDVBE program activities engaged in during previous calendar year.

Internal Activities

XO's WMDVBE program is managed by XO's Procurement Group, which was led by Julie A. Clark, Procurement Manager. XO's Procurement Group will facilitate the efforts to implement and continually expand XO's WMDVBE program through internal and external communications, tracking and reporting results and training. The efforts of XO's Procurement Group will be supplemented by XO's Business Operating Units, Human Relations, Legal, Regulatory and various internal system support groups.

Some of the Procurement Group's efforts to help increase the awareness and knowledge of XO's WMDVBE program include the following:

- Establishment of WMDVBE source list to use for soliciting contracts;
- Presentation of information and training on the WMDVBE program;
- Establishment of goals for XO's WMDVBE program; and
- Review of current suppliers for participation in the WMDVBE program.

External Activities

In order to ensure the success of XO's Supplier Diversity Program, XO seeks new sources for materials, components, supplies and services from WMDVBE certified businesses that are able to provide quality products and services in a timely and competitive fashion.

In an effort to both utilize the services of more WMDVBE suppliers and to make more suppliers aware of California's WMDVBE program, XO began to identify and schedule discussions with supplier cooperatives made up of woman, minority and disable veteran-owned businesses.

XO also encourages the use of WMDVBE suppliers and subcontractors by including a Small Minority Woman Owned Business Entity (SMWBE) Utilization clause in its Global Master Procurement Agreement.

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9.1.2 WMDVBE RESULTS

Summary of WMDVBE purchases and/or contracts with breakdowns by ethnicity, product and service categories compared with total utility contract dollars awarded to outside vendors.

- **9.1.2 Ethnicity** Product and Service Procurement by Vendor Ethnicity
- **9.1.2 Direct** Product and Service Procurement by Direct Contract
- **9.1.2 Sub** Product and Service Procurement by Subcontractor
- **9.1.2 Detail** Product and Service Procurement by Prod/Serv Category

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9.1.2 WMDVBE ANNUAL RESULTS BY ETHNICITY

			Direct	Sub	Total \$	%
1	Minority Men	Asian-Pacific	0	0	0	0
2		Black	0	0	0	0
3		Hispanic	15,389.03	0	15,389.03	0.04
4		Native-American	0	0	0	0
5		Other	0	0	0	0
6		Total Minority Men		15,389.03	0	15,389.03
7	Minority Women	Asian-Pacific	0	0	0	0
8		Black	0	0	0	0
9		Hispanic	0	0	0	0
10		Native-American	0	0	0	0
11		Other	0	0	0	0
12		Total Minority Women		0	0	0
13	Total Minority Business Enterprise (MBE)		15,389.03	0	15,389.03	0.04
14	Women Business Enterprise (WBE)		1,181,365.59	0	1,181,365.59	3.13
15	Subtotal Women, Minority Business Enterprise (MWBE)		1,196,754.62	0	1,196,754.62	3.17
16	Service Disabled Veteran Business Enterprise (DVBE)		30,655.00	0	30,655.00	0.08
17	Total WMDVBE		1,227,409.62	0	1,227,409.62	3.25
18	Total Procurement		37,722,436.98			

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9.1.2 WMDVBE Procurement by Product & Service Categories – Direct Contract

				Products/Services	
				\$	%
1	Minority Men	Asian-Pacific	Direct	0	0
2		Black	Direct	0	0
3		Hispanic	Direct	15,389.03	0.04
4		Native-American	Direct	0	0
5		Other	Direct	0	0
6		Total Minority Men	Direct	15,389.03	0.04
7	Minority Women	Asian-Pacific	Direct	0	0
8		Black	Direct	0	0
9		Hispanic	Direct	0	0
10		Native-American	Direct	0	0
11		Other	Direct	0	0
12		Total Minority Women	Direct	0	0
13	Total Minority Business Enterprise (MBE)		Direct	15,389.03	0.04
14	Women Business Enterprise (WBE)		Direct	1,181,365.59	3.13
15	Subtotal Women, Minority Business Enterprise (WMBE)		Direct	1,196,754.62	3.17
16	Service Disabled Veteran Business Enterprise (DVBE)		Direct	30,655.00	0.08
17	Total WMDVBE		Direct	1,227,409.62	3.25
18	Total Procurement			37,722,436.98	

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9.1.2.WMDVBE Procurement by Product & Service Categories –Sub-Contracting*

				Products/Services	
				\$	%
1	Minority Men	Asian-Pacific	Sub	0	0
2		Black	Sub	0	0
3		Hispanic	Sub	0	0
4		Native-American	Sub	0	0
5		Other	Sub	0	0
6		Total Minority Men	Sub	0	0
7	Minority Women	Asian-Pacific	Sub	0	0
8		Black	Sub	0	0
9		Hispanic	Sub	0	0
10		Native-American	Sub	0	0
11		Other	Sub	0	0
12		Total Minority Women	Sub	0	0
13	Total Minority Business Enterprise (MBE)		Sub	0	0
14	Women Business Enterprise (WBE)		Sub	0	0
15	Subtotal Women, Minority Business Enterprise (MWBE)		Sub	0	0
16	Service Disabled Veteran Business Enterprise (DVBE)		Sub	0	0
17	Total WMDVBE		Sub	0	0
18	Total Procurement			37,722,436.98	

* XO does not currently have a method for tracking sub-contractors.

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9.1.2. WMDVBE Product & Service Procurements – By Product/Service Category

Line #	Products/ Services		Asian-Pacific		Black		Hispanic		Native-American		Other		Total Minority		Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Subtotal Women, Minority Business Enterprise (WMBE)	Service Disabled Veteran Business Enterprise (DVBE)	Total WMDVBE	Total
			Men	Wom	Men	Wom	Men	Wom	Men	Wom	Men	Women	Men	Women						
1	Admin. Supplies & Equipment	\$	0	0	0	0	15,389.03	0	0	0	0	0	15,389.03	0	15,389.03	17,293.89	32,682.92	30,655.00	63,337.92	63,337.92
2		%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3	Business Office Infrastructure	\$	0	0	0	0	0	0	0	0	0	0	0	0	390,560.85	390,560.85	390,560.85	0	390,560.85	390,560.85
4		%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5	Freight	\$	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6		%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
7	Information Technology	\$	0	0	0	0	0	0	0	0	0	0	0	0	537,443.68	537,443.68	537,443.68	0	537,443.68	537,443.68
8		%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9	Marketing	\$	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
10		%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11	Network	\$	0	0	0	0	0	0	0	0	0	0	0	0	236,067.17	236,067.17	236,067.17	0	236,067.17	236,067.17
12		%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13	Professional Services	\$	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
14		%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
15	Total	\$	0	0	0	0	15,389.03	0	0	0	0	0	15,389.03	0	15,389.03	1,181,365.59	1,196,754.62	30,655.00	1,227,406.62	607,648.12
16		%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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9.1.3 WMDVBE Program Expenses

The following summarizes 2014 expenses solely attributable to activities supporting California Public Utilities Commission General Order 156.

Line No.	Expense Category	2014 Expense*
1	Wages	\$0
2	Other Employee Expenses	\$0
3	Program Expenses	\$0
4	Reporting Expenses	\$0
5	Training	\$0
6	Consultants	\$0
7	Other	\$0
8	TOTAL	\$0

Wages: Salary and payroll related costs of employees working on WMDVBE issues.

Other Employee Expenses: Office space, travel and other non-wage costs.

Program Expenses: Printing, postage, suppliers and other costs directly related to the program.

Reporting Expenses: Computer, accounting, printing and other expenses in preparing reports for the CPUC.

Training: Costs associated with training employees (internal) and vendors (external).

Consultants: Costs of hiring consultants to assist with WMDVBE Program.

Other: Costs that do not apply to any category.

*While expenses were incurred in supporting GO 156, none of these expenses were solely attributable to these activities.

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9.1.4 Description of Progress in Meeting or Exceeding Set Goals*

Line #	Category	2014 Results	2014 Goals
1	Minority Men	0.04%	N/A
2	Minority Women	0	N/A
3	Minority Business Enterprise (MBE)	0.04%	N/A
4	Women Business Enterprise (WBE)	3.13%	N/A
5	Subtotal Women, Minority Business Enterprise (WMBE)	3.17%	N/A
6	Service Disabled Veteran Business Enterprise (DVBE)	0.08%	N/A
7	Total WMDVE	3.25%	N/A

*See Section 9.1.1 for explanation of Results and Goals

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9.1.5 A Summary of Prime Contractor Utilization of WMDVBE Subcontractors*

1		Minority Men	Minority Women	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Women, Minority Business Enterprise (WMBE)	Service Disabled Veteran Business Enterprise (DVBE)	Total WMDVBE
2	Direct \$	0	0	0	0	0	0	0
3	Sub \$	0	0	0	0	0	0	0
4	Total \$	0	0	0	0	0	0	0
5	Direct %	0	0	0	0	0	0	0
6	Sub %	0	0	0	0	0	0	0
7	Total %	0	0	0	0	0	0	0
8	Total Procurement	0	0	0	0	0	0	0

* XO does not currently have a method for tracking sub-contractors.

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9.1.6 List of 2014 WMDVBE Complaints

No WMDVBE complaints were received in 2014.

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9.1.7 N/A

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9.1.8 Supplier Recruitment in Low Utilization Categories

See Section 9.1.1.

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II. 2014 ANNUAL PLAN

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10.1.1 Short, Mid and Long Term Goals by Product and Service Category

Line No.	Products/Services		Short-Term (2015)						Mid-Term (2017)						Long-Term (2019)					
			Minority		Minority Business Enterprise	Women Business Enterprise	Women Minority Business Enterprise	Service Disabled Veteran	Minority		Minority Business Enterprise	Women Business Enterprise	Women Minority Business Enterprise	Service Disabled Veteran	Minority		Minority Business Enterprise	Women Business Enterprise	Women Minority Business Enterprise	Service Disabled Veteran
			Men	Women	(MBE)	(WBE)	(WMBE)	(SDV)	Men	Women	(MBE)	(WBE)	(WMBE)	(SDV)	Men	Women	(MBE)	(WBE)	(WMBE)	(SDV)
1	Admin. Supplies & Equipment	%	0.08%	0.40%	0.48%	2.20%	0.54%	0.03%	0.12%	0.76%	0.70%	2.31%	1.07%	0.04%	0.15%	1.44%	0.91%	2.42%	2.14%	0.05%
2	Business Office Infrastructure	%	0.80%	0.16%	0.96%	0.12%	0.22%	0.12%	1.16%	0.30%	1.39%	0.14%	0.43%	0.17%	1.52%	0.56%	1.82%	0.16%	0.86%	0.18%
3	Freight/Transportation	%	1.60%	0.02%	1.62%	1.65%	0.65%	0.15%	2.32%	0.03%	2.34%	1.74%	1.31%	0.20%	3.04%	0.05%	3.07%	1.82%	2.62%	0.26%
4	Information Technology	%	1.92%	0.40%	2.32%	0.12%	0.49%	0.14%	2.79%	0.76%	3.36%	0.14%	0.98%	0.17%	3.65%	1.44%	4.41%	0.16%	1.96%	0.20%
5	Marketing	%	0.16%	0.11%	0.27%	1.10%	0.27%	0.06%	0.23%	0.21%	0.40%	1.26%	0.55%	0.07%	0.30%	0.40%	0.52%	1.43%	1.10%	0.09%
6	Network Equipment & Infrastructure	%	0.56%	0.56%	1.12%	0.12%	0.25%	0.17%	0.81%	1.06%	1.63%	0.14%	0.49%	0.23%	1.06%	2.01%	2.13%	0.16%	0.98%	0.29%
7	Business & Professional Services	%	0.96%	0.56%	1.52%	0.24%	0.35%	0.30%	1.39%	1.06%	2.21%	0.28%	0.90%	0.37%	1.82%	2.01%	2.89%	0.31%	1.80%	0.45%
8	TOTAL	%	6.08%	2.21%	8.29%	5.55%	2.77%	0.97%	8.82%	4.20%	12.03%	6.01%	5.73%	1.25%	11.55%	7.91%	15.75%	6.45%	11.46%	1.52%

*See section 9.1.1

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10.1.2 Description of WMDVBE Program for 2014

XO recognizes that the importance of the use of WMDVBE suppliers and the social and economic benefits that it brings. To that extent, XO's Procurement Group will make efforts to:

Internal Activities

- provide training and information on WMDVBE suppliers in Management meetings;
- review the WMDVBE database on the CPUC's website in order to identify potential WMDVBE suppliers for procurement opportunities;
- periodically track WMDVBE utilization to help ensure goals are met.

External Activities

- encourage existing suppliers to participate in the WMDVBE program;
- distribute information on the WMDVBE program to new and potential suppliers;
- attend WMDVBE-related trade fairs and conferences;
- participate in WMDVBE and community events and associations.

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10.1.3 Plans for Recruiting WMDVBE Suppliers for Product and Service Categories with
Historically Low Utilization
(Legal, Financial, Fuel, High Tech)

XO will focus on matching procurement opportunities in under-represented product and service categories with qualified suppliers identified in the Commission's WMDVBE database. XO also will analyze its procurement patterns in an effort to identify future procurement opportunities in under-represented categories.

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10.1.4 Plans for Seeking and/or Recruiting WMDVBE Suppliers in Categories Where WMDVBE Suppliers are Unavailable

XO plans to distribute information on the WMDVBE program to all new and potential suppliers in an effort to increase the number and type of suppliers that participate in the WMDVBE program.

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10.1.5 Plans for Encouraging Both Prime Contractors and Grantees to Engage WMDVBE's in Subcontracts in All Categories which Provide Subcontracting Opportunities

XO often is not involved, nor aware, of the use of subcontractors by XO's prime contractors; however, XO will try to encourage its prime contractors to utilize the services of WMDVBE suppliers as opportunity allows. XO's Procurement Group also will try to identify and implement subcontracting opportunities for WMDVBE suppliers and bring such opportunities to the attention of XO's prime contractors.

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10.1.6 Plans for Complying with the WMDVBE Program Guidelines Established by the Commission as Required by PU Code §8283(c)

XO recognizes the social and economic benefits of a successful WMDVBE program. To that extent, XO will make efforts to comply with the Commission-established WMDVBE Program Guidelines and to meet or exceed the goals established above.

In order to help make the WMDVBE program successful, XO will encourage self-certified suppliers to register with the Commission's Clearinghouse as a WMDVBE program supplier. XO also will provide information to new and potential suppliers informing them of the Commission's WMDVBE program.

XO also will review its current procurement practices and to identify product and service categories where WMDVBE suppliers may have opportunity. In this regard, XO also hopes to be able to identify opportunities for WMDVBES in areas where they have been historically underrepresented or not represented, in an effort to expand the reach and number of WMDVBE participants.