



*Pacific Gas and
Electric Company®*



Supplier Diversity
2020 | **2021**
ANNUAL REPORT | ANNUAL PLAN

**BEFORE THE PUBLIC UTILITIES COMMISSION
OF THE STATE OF CALIFORNIA**

Order Instituting Rulemaking into Implementation of Public Utilities Code
Sections 8281–8286 Relating to Woman, Minority, Service-Disabled Veteran and
Lesbian, Gay, Bisexual and Transgender Business Enterprises R. 91-02-0111

PACIFIC GAS AND ELECTRIC COMPANY (U 39 M)

Annual Woman, Minority, Service-Disabled Veteran
and Lesbian, Gay, Bisexual and Transgender Business
Enterprises Report for Calendar Year 2020

Pacific Gas and Electric Company
Post Office Box 770000
San Francisco, CA 94177
(415) 973-7000

March 1, 2021

Table of Contents

2020 ANNUAL REPORT

Letter from the Chief Executive Officer	2
Annual Report Results and Highlights	3
Sec. 9.1.1 Description of WMDVLGBTBE Program Activities during the Previous Calendar Year	5
Sec. 9.1.2 Summary of Purchases	17
Sec. 9.1.2 Supplier Diversity Procurement by Standard Industrial Classification (SIC) Code	20
Sec. 9.1.3 WMDVLGBTBE Program Expenses	25
Sec. 9.1.4 Description of Progress in Meeting or Exceeding Set Goals	25
Sec. 9.1.5 Summary of Prime Contractor Utilization of WMDVLGBTBE Subcontractors	26
Sec. 9.1.6 List of WMDVLGBTBE Complaints Received and Current Status	26
Sec. 9.1.7 Description of Efforts to Recruit WMDVLGBTBEs in Low Utilization Areas	27
Sec. 9.1.8 Retention of All Documents/Data	29
Sec. 9.1.9 Additional WMDVLGBTBE Activity	29

2021 ANNUAL PLAN

Sec. 10.1.1	WMDVLGBTBE Annual Short-, Mid- and Long-Term Goals	32
Sec. 10.1.2	Description of Efforts to Recruit WMDVLGBTBEs Planned Program Activities for the Next Calendar Year	32
Sec. 10.1.3	Plans for Recruiting WMDVLGBTBEs in Low Utilization Areas	34
Sec. 10.1.4	Plans for Recruiting WMDVLGBTBEs Where Unavailable	36
Sec. 10.1.5	Plans for Encouraging Prime Contractors to Subcontract to WMDVLGBTBEs	36
Sec. 10.1.6	Plans for Complying with WMDVLGBTBE Program Guidelines	36

Power Procurement

2020 Annual Report

Sec. 9.1.11A	Participation Results by Fuel Category	37
Sec. 9.1.11B	Market Conditions and Outreach	37

Fuel Procurement for Non-Generation

2020 Annual Report

Sec. 9.1.11A	Participation Results by Fuel Category	41
Sec. 9.1.11B	Market Conditions and Outreach	41

2020
ANNUAL REPORT



Letter from the Chief Executive Officer

Supplier Diversity and the Triple Bottom Line

Energy companies like PG&E exist for one fundamental purpose—to serve our customers well. Delivering on that promise is my passion. I see our job as producing results that flow beyond the profit and loss of a traditional balance sheet, yielding tangible benefits for people, the planet, and our shared prosperity.

PG&E's diverse suppliers contribute to all three elements of this "triple bottom line." In addition to the goods and services essential to our daily operations, they provide jobs and create opportunities. They help drive efforts to speed the clean energy transition and work to thwart climate change. And they bolster the economies of the communities they call home, and which we are privileged to serve.

Amid the unprecedented challenges of 2020, we saw this value more clearly than ever. Despite a global pandemic that left many small businesses reeling, PG&E's diverse suppliers came through for us in remarkable ways, and when we needed them most.

That included supplying protective gear for our frontline employees so that we could continue sending crews safely into communities and neighborhoods, while our customers and their families were sheltering in place. When our region was hit with some of the most extreme wildfire weather in history, requiring PG&E to repeatedly shut off power for safety, they delivered equipment that helped restore service more quickly. Diverse suppliers also worked alongside us to harden the electric grid against future wildfire risk, accounting for nearly half of PG&E's vegetation management spending.

The ability to rely on those sorts of partnerships makes me especially pleased to share the 2020 results presented in this report, along with our plans for 2021. I'm proud to be part of this company and its 40-year history of doing business with diverse suppliers, which totaled almost \$4 billion last year—a new record.

We appreciate the role that these suppliers play in our ability to provide PG&E's customers in Northern and Central California with safe, reliable, affordable and clean energy. We are invested in their success. And we welcome the benefits they bring to our triple bottom line of people, planet and prosperity.

Patti Poppe
Chief Executive Officer
PG&E Corporation

Annual Report Results and Highlights

This is Pacific Gas and Electric Company's (PG&E) annual report to the California Public Utilities Commission (CPUC) on its progress in procuring goods and services from woman (WBE), minority (MBE), service-disabled veteran (DVBE), and lesbian, gay, bisexual and transgender (LGBTBE) business enterprises (WMDVLGBTBE).

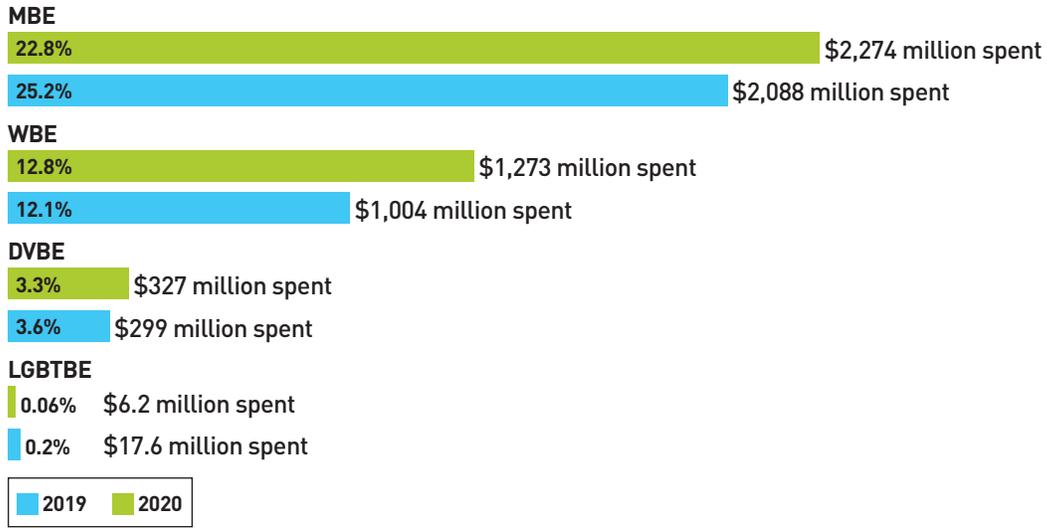
Last year turned a spotlight on longstanding issues of inequality—further exacerbated by a pandemic that continues to impact small and diverse businesses disproportionately. PG&E recognizes that many WMDVLGBTBEs were required to reduce their workforce or shut down completely. And while these stories are disheartening, we celebrate the many businesses that persevered under challenging circumstances to help PG&E deliver safe, reliable, affordable and clean energy to its customers.

For the first time in 40 years, PG&E is proud to report its highest spending ever with WMDVLGBTBEs—\$3.88 billion or 38.9 percent of Net Procurement. For 15 consecutive years, PG&E has exceeded the 21.5 percent CPUC goal with WMDVLGBTBEs established in General Order 156.

This achievement demonstrates PG&E's unwavering commitment to an inclusive supply chain even in the face of adversity. It also underscores how WMDVLGBTBEs pivot quickly to meet business challenges. WMDVLGBTBEs delivered masks, hand sanitizer, cots and other supplies to aid in PG&E's initial response to COVID-19 and quickly set up command centers where volunteers could safely sequester. WMDVLGBTBEs also supported PG&E's Wildfire Mitigation Plan and other critical Electric and Safety programs.

As PG&E moves forward, WMDVLGBTBEs will continue to be instrumental in helping us meet the highest safety, governance and operational standards.

Diverse Category Comparison 2019–2020

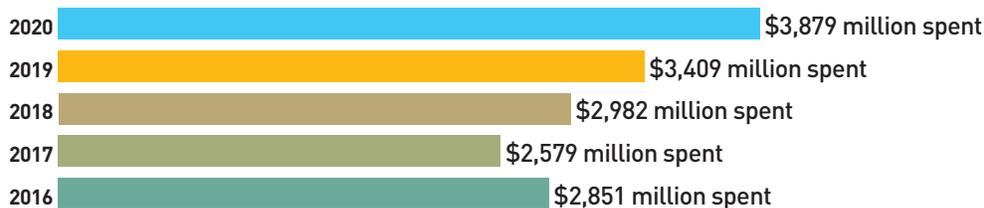


PG&E’s Five-Year Performance Trend

PG&E is committed to incorporating supplier diversity into its procurement process. Over the last five years (2016–2020), the company’s spend with diverse suppliers demonstrates PG&E’s commitment to sustaining world-class diversity results.

- Total WMDVLGBTBE spend increased \$1,028 billion or 36.1 percent
- MBE spend increased \$445.6 million or 24.4 percent
- WBE spend increased \$474.9 million or 59.5 percent
- DVBE spend increased \$102.8 million or 45.9 percent
- LGBTBE spend increased \$4.9 million or 395.2 percent

PG&E Five-Year Performance—WMDVLGBTBE 2016–2020



Description of WMDVLGBTBE Program Activities during the Previous Calendar Year (Sec. 9.1.1)

Internal Programs and Activities

Supplier Diversity Program Resources and Team Structure

PG&E's Supply Chain Responsibility team strives to contribute to PG&E's mission by promoting a diverse, environmentally sustainable, and ethical supply chain.

PG&E is committed to a diverse supply chain. The program's success is the result of a collaborative effort among internal and external stakeholders. PG&E engages employees throughout its service territory to drive WMDVLGBTBE goal achievement, encourages suppliers across the supply chain to commit to inclusivity, and partners with external community-based organizations (CBOs) locally, state-wide and nationally to champion supplier diversity excellence and support the competitive success of diverse businesses.

The Senior Manager of Supply Chain Responsibility leads the PG&E team of supply chain responsibility professionals and reports to the Supply Chain Vice President and Chief Procurement Officer. The Supply Chain Responsibility team partners internally with the PG&E Supply Chain organization, Line of Business (LOB) officers and appointed Supply Chain Responsibility LOB Champions, among others, to develop and execute strategies to strengthen WMDVLGBTBE participation in PG&E's business opportunities.

In 2020, supplier diversity activities included:

- Establishing supplier diversity goals at the LOB and suborganizational level
- Leading cross-functional teams to achieve LOB supplier diversity goals
- Tracking and reporting monthly supplier diversity spend results at the suborganizational, LOB and company level
- Advancing and implementing WMDVLGBTBE business development strategies
- Collaborating with internal PG&E departments, external community-based and diverse business organizations
- Sharing upcoming contract opportunities with the WMDVLGBTBE community
- Responding to WMDVLGBTBE prospective supplier inquiries
- Managing technical assistance and supplier development initiatives
- Offering remote training and on-line resources to suppliers due to COVID-19 to promote safe, affordable, environmentally sustainable, diverse and ethical supply chains
- Coordinating and participating in supplier diversity outreach and facilitating supplier introductions
- Managing PG&E's compliance with General Order 156

Employee Education

In 2020, PG&E continued to engage, coach and educate its Supply Chain and LOB employees about the Supplier Diversity Program through one-on-one and group webinars and by posting Supplier Diversity articles in PG&E's internal newsletters. The team onboarded new LOB Champions in 2020 and then shared tools and resources to help the new Champions drive supplier diversity performance.

The team also trained Supply Chain employees on policies related to supplier diversity in the Request for Proposal (RFP) and Request for Information (RFI) processes. The Supply Chain Responsibility team provided training on the importance of supplier diversity, environmental sustainability and ethical supply chain practices in achieving company goals during cross-functional internal educational forums.

Employee Engagement

PG&E asks senior officers from each line of business to appoint a Supply Chain Responsibility LOB Champion to advocate for and support Supplier Diversity programs within their organization. LOB Champions contributed to the annual goal-setting process, shared monthly results with their senior leadership and took part in ongoing WMDVLGBTBE supplier engagement, development and outreach activities. This group of engaged employees also met with Supply Chain Responsibility and Supply Chain team members to discuss cross-functional goal achievement strategies.

PG&E's Employee Resource Groups (ERG) continue to play an active role in promoting diversity and community service within the company. Due to COVID-19, in lieu of face-to-face meetings, many of these events were held virtually. These ERG-partnered events engaged employees in the company's supplier diversity program and connected PG&E leaders with the local business community.

Internal and External Websites

PG&E's Supply Chain Responsibility team continued to maintain external and internal websites for its department. The internal Supply Chain Responsibility website continued to serve as a centralized resource of supplier diversity, supply chain environmental sustainability and supplier code of conduct information for all PG&E employees. The internal website provided resources including key forms, guidance and process documents and team contact information.

In addition to an internal department website, PG&E's internal company website provided a range of company news, industry information and officer messages for employees. During the year, PG&E updated various internal corporate information channels and provided daily emails that regularly highlighted supplier diversity news, accomplishments and employee participation.

The Supply Chain Responsibility external website continued to offer a range of refreshed content regarding PG&E's Supplier Diversity Program, including a page devoted to COVID-19 resources for diverse businesses that was shared with our extensive CBO network. These resources also included contract opportunity announcements, an outreach calendar of upcoming events, diverse and small business certification resources, technical assistance program resources, prime supplier program resources, the latest General Order 156 Supplier Diversity Annual Report, and a comprehensive set of supplier frequently asked questions.

The external website also connected businesses to other beneficial information, including: PG&E's Supplier Code of Conduct, contractor safety program, supply chain environmental sustainability program, and a supplier quality assurance manual. PG&E published many contract opportunities on its external website, including opportunities in electric construction services, electric pole loading assessments, mail processing equipment, electric vehicle charge network program, energy efficiency program management, electrification pilots, and California Electric Program Investment Charge (EPIC) program.

In 2020, PG&E continued work with a WBE company to develop and improve its external Supply Chain Responsibility Technical Assistance Program Training website. This website is easier to navigate and acts as an educational resource for current and prospective suppliers. The first video classes recorded and posted on the site included a three-part Cybersecurity series and a three-part Disaster Preparedness series. The first Disaster Preparedness module was presented as an on-demand training session at the 2020 National Minority Supplier Development Council (NMSDC) Conference.

Coverage of Results

PG&E's comprehensive 2019 Supplier Diversity Annual Report and 2020 Plan was filed with the CPUC on March 1, 2020, and posted on its Supply Chain Responsibility website. The report was shared with PG&E's partners in the diverse business community and provided to key internal stakeholders and officers.

Supplier diversity results at the suborganizational, LOB and company level continued to be available companywide on a monthly basis through the company's supplier diversity reporting system. The Supply Chain Responsibility team also responded to numerous requests for data and analytics throughout the year from both internal and external stakeholders.

Prime Supplier Program

In 2020, PG&E's prime suppliers reported more than \$623.1 million in spending with WMDVLGBTBE subcontractors, representing a 12.4 percent decrease over 2019. However, during this same period, PG&E's direct spend with WMDVLGBTBEs increased by 28.3 percent.

PG&E worked with its prime suppliers to help them consider how to include diverse suppliers as business solution partners and for subcontracting opportunities. The Supply Chain Responsibility team partnered with Supply Chain and the LOB to encourage key prime suppliers to forecast and improve their supplier diversity subcontracting performance.

PG&E's Prime Supplier Program, through targeted outreach and in coordination with the Prime Supplier Academy, helped prime suppliers build their own supplier diversity programs, create supplier diversity plans, set annual performance goals and accurately report their monthly subcontracting efforts with WMDVLGBTBEs.

PG&E provided prime suppliers with a comprehensive Prime Supplier Guide and conducted monthly webinars and one-on-one training to help them comply with PG&E's annual subcontracting audit.

For the tenth year in a row, PG&E hired a third-party auditing firm to review documents to determine whether payments to WMDVLGBTBEs were reported correctly by prime suppliers. The audit findings were incorporated into the 2020 reported results.

Prime Supplier Academy

In its sixth year, PG&E's Prime Supplier Academy (Academy) continued to deliver valuable supply chain responsibility training to PG&E suppliers by shifting to a virtual format due to COVID-19 pandemic restrictions. The Academy provided resources and tools that helped increase prime suppliers' engagement and ownership of supplier diversity, environmental sustainability and ethical code of conduct initiatives.

PG&E conducted over a dozen virtual Academy workshops, including:

- Building the Business Case for Supplier Diversity
- Creating a formal Supplier Diversity Program
- Prime Supplier Value Chain Analysis to Determine Subcontracting Opportunities
- Supplier Diversity Metrics and Accountability
- Environmental Sustainability: Greenhouse Gas Tracking and Reporting
- Supplier Code of Conduct: Program Excellence

Technical Assistance and Capacity Building

PG&E has continued to collaborate with community partners to deliver its Technical Assistance Program (TAP), a broad range of educational and capacity-building initiatives for WMDVLGBTBEs of all sizes. PG&E's TAP is based on the structure defined in the CPUC's Order Instituting Rulemaking 09-07-027 Three-Tier Technical Assistance Plan for WMDVLGBTBEs. As with the Academy, 2020 saw almost all TAP interactions move online beginning in March due to COVID-19.

In 2020, PG&E began development of a new online learning management tool, in conjunction with a WMDVLGBTBE training development company to formalize TAP training, both instructor led and on demand.. The initial courses developed for this new platform included two robust three-part series on Cybersecurity and Disaster Preparedness. This training platform will be expanded in 2021 to enhance PG&E's TAP training efforts.

Each year, PG&E offers scholarships to selected WMDVLGBTBEs for university led and certification-focused business development training programs. These training programs, with their extensive curriculums, are important tools for the growth and development of WMDVLGBTBEs.

In 2020, PG&E issued a total of 19 scholarships to these distinguished U.S. universities:

- UCLA, Management Development for Entrepreneurs Program (MDE)
- University of Washington, Minority Business Executive Program (MBE)
- UC Berkeley, Financial Data Analysis for Leaders Course
- Stanford University, Latino Entrepreneur Initiative
- Dartmouth University, Tuck Business School, Building High-Performing MBEs Program
- St. Mary's College, Business Growth Acceleration Program

These scholarships are offered to the selected WMDVLGBTBEs to further develop their understanding of strategic management, leadership, business diversification, marketing, financial analysis and business development. Most programs require participants to develop a strategic plan for some aspect of their own business, to be implemented soon after graduation from the program.

TAP programs, activities and initiatives are generally structured into 3 Tiers depending on the size of the WMDVLGBTBE.

Tier 1: Smaller WMDVLGBTBEs	Tier 2: Mid-size WMDVLGBTBEs	Tier 3: Advanced Technology/Emerging Market WMDVLGBTBEs
<p>1–3 years’ experience, less than \$1M revenue</p> <ul style="list-style-type: none"> • St. Mary’s College, Business Growth Acceleration Program (BGAP) • Diverse Suppliers are Cyber-Secure • Diverse Suppliers are Safe • Diverse Suppliers Go Green • Diverse Suppliers Go Global • Financial Education • Small Business Administration (SBA)/Minority Business Development Agency (MBDA) Partnership Workshops • Business Tune-Up Workshops • Strategic Sourcing Process Series 	<p>3+ years’ experience, revenue greater than \$1M</p> <ul style="list-style-type: none"> • UCLA MDE Program • University of Washington MBE Program • UC Berkeley Financial Acumen for Leaders Course • Stanford Latino Entrepreneur Initiative • Dartmouth Tuck MBEs Program • Diverse Suppliers are Cyber-Secure • Diverse Suppliers are Safe • Diverse Suppliers Go Green • Diverse Suppliers Go Global • SBA/MBDA Partnership Workshops • Business Tune-Up Workshops • Strategic Sourcing Process Series 	<p>5+ years’ experience, demonstrated readiness to grow</p> <ul style="list-style-type: none"> • UCLA MDE Program • Stanford Latino Entrepreneur Initiative • Dartmouth Tuck MBEs Program • Future-Proofing Your Business

PG&E Signature Initiatives

The following signature TAP workshops were established to help WMDVLGBTBEs succeed in today’s changing marketplace. New initiatives were developed, and existing initiatives were refreshed to reflect current trends. These courses are offered to WMDVLGBTBEs on either an annual or biannual basis. Many of these courses will be moved to the new PG&E-branded TAP training website to provide on-demand training in addition to in-person training.

Diverse Suppliers are Safe

PG&E first launched the Diverse Suppliers are Safe initiative in 2012 to educate WMDVLGBTBEs on the importance of safety in everyday business practices. The training provides participants with information and key elements needed to develop a robust safety program.

Diverse Suppliers are Cyber-Secure

PG&E launched this initiative in 2014. At the time, it was one of the first cybersecurity initiatives in the country specifically created for the diverse business community. This signature initiative raises cybersecurity awareness, explains risks associated with web-based connectivity, details some approaches small businesses can take to cost-effectively assess vulnerability and suggests available resources to help diverse businesses reduce risk.

Diverse Suppliers Go Green and Environmental Sustainability

This TAP initiative launched in 2010 to help diverse suppliers better compete for business by having an environmental sustainability initiative that meets customer expectations. Participants develop an environmental policy, assess their environmental impacts and create a plan to reduce environmental impacts.

Business Tune-Ups for WMDVLGBTBEs

PG&E launched this TAP initiative in 2017 to help WMDVLGBTBEs become more competitive by exploring different strategies to identify operational efficiencies, increase productivity and reduce costs.

Future-Proofing Your Business

PG&E piloted this TAP initiative in 2017. It is designed to address some of the powerful disruptive forces driving rapid change in business. In this workshop, participants discuss some of the forces affecting their businesses, including e-commerce, big data, globalization, smart grid, advanced technology, artificial intelligence and robotics.

Supplier Code of Conduct Training

In 2018, PG&E launched a workshop covering many dimensions of PG&E's Supplier Code of Conduct (Code). This training assisted attendees in understanding the components of PG&E's Code, developing a Code management system and provided resources to develop their own supplier and employee codes of conduct.

How to Successfully Participate in Strategic Sourcing Webinar Series

PG&E launched this TAP initiative in 2018 to educate WMDVLGBTBEs on what to expect when taking part in the strategic sourcing process. The webinar series is broken out into four one-hour trainings:

- **Part I:** How to Present Your Capabilities and Ensure Your Fit with the Required Needs
- **Part II:** How to Navigate the RFx Process
- **Part III:** What to Think About When Negotiating a Potential Contract
- **Part IV:** How to Manage and Grow the Relationship Once You Have a Contract

External Program Activities

LGBTBE Inclusion and Outreach

PG&E has included LGBTBEs in its Supplier Diversity Program and corporate supplier diversity policy since 2012. In that time, PG&E has focused on LGBTBE considerations in internal training, prime supplier training, WMDVLGBTBE technical assistance and targeted matchmaking. PG&E continues to promote the inclusion of LGBTBEs by providing training and connecting LGBTBEs to contracting opportunities. PG&E's spend with LGBTBEs was \$6.2 million in 2020.

These results were bolstered by increased internal efforts to engage with LGBTBEs. PG&E facilitated business introductions internally by targeting at least one LGBTBE to introduce to decision makers within each LOB.

In addition to an internal focus on LGBTBEs, PG&E also increased collaboration with local LGBTBE business organizations—Golden Gate Business Association, Rainbow Chamber of Silicon Valley, Rainbow Chamber of Sacramento, BuildOut California—as well as the National LGBT Chamber of Commerce (NGLCC). PG&E sponsored and attended events focused on identifying and developing LGBTBEs, including two 2020 NGLCC Matchmaker events.

PG&E remains committed to growing its efforts, activities and spend with LGBTBEs.

DVBE Inclusion and Outreach

In 2020, PG&E continued to exceed the 1.5 percent CPUC goal for Disabled Veteran Business Enterprises (DVBEs) by spending more than \$326.6 million or 3.3 percent of overall procurement spend. The 2020 results represent a 9.1 percent increase in DVBE overall spending compared to 2019. PG&E continues to support internal and external activities to promote DVBE inclusion, engage with the DVBE community, provide training and connect DVBEs to contracting opportunities.

Even though Covid-19 impacted all Service-Disabled and Veteran CBO in-person events, these organizations continued to provide virtual outreach to their members. In 2020, PG&E's Supply Chain Responsibility team worked closely with the Elite Service Disabled Veteran Owned Business (SDVOB) Network—NorCal Chapter, the U.S. Veteran Business Alliance (USVBA) and their local affiliates, and the Veterans in Business Network (VIB) to educate DVBEs.

Additionally, PG&E sponsored three technical assistance webinars hosted by the Elite SDVOB Network's Northern California Chapter. Training topics covered leadership development, financial modeling and reading financial statements. PG&E also sponsored and conducted its "Boots to Business" event in December 2020, in which the USVBA hosted more than 40 participants. PG&E provided the keynote address and conducted a virtual matchmaking session with USVBA members and PG&E's Supply Chain Category Leaders.

Loan Fund

PG&E continues to support access to capital for diverse suppliers. As in years past, PG&E continued to support the Business Consortium Fund (BCF). The BCF is a minority business development company created by the National Minority Supplier Development Council to provide contract financing to certified MBEs through a network of local participating banks.

Awards and Recognition

PG&E's supplier diversity program continues to be recognized for its contributions to the diverse business community. PG&E received the following awards and recognitions in 2020:

Organization	Recognition
Omnikal	America's Top 50 Corporations for Multicultural Business Opportunities
Black EOE Journal	Best of the Best: Top Utilities
National Business Inclusion Consortium	Best-of-the-Best Corporations for Inclusion
MBN USA Magazine	2020 Corporate Buyers of the Year List
WE USA	2020 Corporate Buyers of the Year List
DIVERSEability Magazine	2020 Best of the Best Top Disability-Friendly Companies
Hispanic Network Magazine	2020 Best of the Best, Top Utilities
American Indian Chamber of Commerce—California	Lifetime Appreciation Award to Joan Kerr
NMSDC	President's Legacy Award, awarded to Joan Kerr
WBEC Pacific	Done Deals Corporate, Honoring Excellence in Business

Outreach

During 2020, PG&E participated virtually in local, state and national supplier diversity events to meet with qualified, prospective WMDVLGBTBEs. The Supply Chain Responsibility team benchmarked and shared best practices with other corporations, connected prime suppliers to WMDVLGBTBEs subcontractors and educated prospective suppliers on what it takes to compete for business.

PG&E sponsored and/or participated in the following activities:

- American Association of Blacks in Energy, 43rd National Conference: Energy Re-Imagined
- American Indian Chamber of Commerce, American Indian Chamber Heritage Luncheon
- American Indian Chamber of Commerce, Annual Business Expo
- CalAsian Chamber of Commerce, California Policy Summit
- CalAsian Chamber of Commerce, Third Annual Minority Women's Business Conference
- California Hispanic Chamber of Commerce, Annual Statewide Convention
- CPUC, Small Business Expo
- DistribuTECH, Summit and Exhibition
- Electric Utility Industry Sustainable Supply Chain Alliance, 2020 Sustainable Sourcing Conference
- Elite SDVOB Network, Northern California Chapter, Capturing Small Bid Acquisitions
- Elite SDVOB Network, Northern California Chapter, Grow Your Business: Business Planning Workshop
- Golden Gate Business Association, Power Lunch V: Bridges
- Golden Gate Business Association, 2020 Annual Member Meeting
- Golden Gate Business Association, Shifting from Surviving to Thriving in 2021
- National Asian American Coalition and National Diversity Coalition, 17th Annual Economic Development Conference
- National Association of Women Business Owners, California, Propel Your Business Conference
- National Business Inclusion Consortium, 2020 Unity Week and Best of the Best Corporations for Inclusion Awards
- National LGBT Chamber of Commerce, 2020 Matchmakers
- National Minority Supplier Development Council, Annual Business Conference and Opportunity Fair
- National Minority Supplier Development Council, Board Strategic Planning Meeting
- National Minority Supplier Development Council, Leadership Week 2020 and Leadership Awards

- National Minority Supplier Development Council, Program Managers Seminar Week
- National Utility Diversity Council, Using Data Analytics to Become Competitive
- National Utility Diversity Council, Virtual Panel: What Gets Measured Gets Done: The Impact of Supplier Diversity Reports on the Efficacy of Supplier Diversity
- National Utility Diversity Council, Impact Analysis: Supplier Diversity Supporting Activities
- National Utility Diversity Council, Virtual Conference: The Chicago Convening: Building the Future of Diversity and Inclusion
- PG&E, Prime Supplier Academy Monthly Webinar: Supplier Diversity Program Expectations
- PG&E, Prime Supplier Academy Workshop: Supplier Code of Conduct Program Excellence
- PG&E, Prime Supplier Academy Monthly Webinar: Supplier Environmental Performance Expectations
- PG&E, Prime Supplier Academy Workshop: Greenhouse Gas Accounting
- PG&E, Strategic Sourcing Four-Part Webinar Series: Part 1, Capabilities
- PG&E, Strategic Sourcing Four-Part Webinar Series: Part 2, RFx
- PG&E, Strategic Sourcing Four-Part Webinar Series: Part 3, Contract Negotiations
- PG&E, Strategic Sourcing Four-Part Webinar Series: Part 4, Contract Management
- PG&E, Virtual Workshop Series: Enhance Your Online Presence To Grow Your Business | Part 1, Strategic Communications Planning
- PG&E, Virtual Workshop Series: Enhance Your Online Presence To Grow Your Business | Part 2, The Art of Engaging Storytelling and Developing Compelling Content
- PG&E, Virtual Workshop Series: Enhance Your Online Presence To Grow Your Business | Part 3, Digital Marketing Channel Strategy
- PG&E, Prime Supplier Academy: Supplier Diversity Program Excellence Part 1, Building the Business Case for Supplier Diversity
- PG&E, Prime Supplier Academy: Supplier Diversity Program Excellence Part 2, Create a Formal Supplier Diversity Program Utilizing Templates and Trusted Tips
- PG&E, Prime Supplier Academy: Supplier Diversity Program Excellence Part 3, Supplier Diversity Metrics and Accountability
- PG&E, Prime Supplier Academy: Supplier Diversity Program Excellence Part 4, Supplier Value Chain Analysis
- PG&E, PG&E Power Generation Hydro Annual Contractor Safety Forum
- PG&E, Small Business Consultation and Feedback Forum
- Rainbow Chamber of Sacramento, 3-in-1 Tech Training: Tech Tips for WIFI Wizardry
- Rainbow Chamber of Silicon Valley, Boost Your Business with a Winning LinkedIn Page
- Southern California Minority Supplier Development Council, Annual Leadership Excellence Awards
- Sustainable Purchasing Leadership Council, 2020 Summit + Connect

2020 ANNUAL REPORT

- UCLA and Fresno Metro Black Chamber of Commerce, Using the Business Model Canvas to Pivot Business Strategies and Improve Profitability
- U.S. Veteran Business Alliance, Veterans Boots to Business Workshop
- U.S. Pan Asian American Chamber of Commerce, Supplier Diversity and Procurement Leadership Caucus
- Veterans in Business Network, 2020 National Conference
- WEConnect International, 2020 Global Supplier Diversity and Inclusion Virtual Symposium and Cyber Gala
- WEConnect International, International Day
- Western Regional Minority Supplier Development Council, Construction Work Group Webinar Series: Working with Primes/Subcontracting
- Western Regional Minority Supplier Development Council, Construction Work Group Webinar Series: Financial Resilience
- Western Regional Minority Supplier Development Council, Construction Work Group Webinar Series: Capacity Building
- Western Regional Minority Supplier Development Council, Construction Work Group Webinar Series: Successful Marketing
- Western Regional Minority Supplier Development Council, Business Matchmaking
- Western Regional Minority Supplier Development Council, Back to Business Builders Event: Construction Opportunities
- Western Regional Minority Supplier Development Council, Virtual Excellence Awards
- Western Regional Minority Supplier Development Council, Multi-Industry Diversity Expo: Pitch Contest, Roundtables and Business Matchmaking
- Western Regional Minority Supplier Development Council, Program Managers Meeting
- Western Regional Minority Supplier Development Council, Industry Day: Builders & Tradespeople Construction Day
- Western Regional Minority Supplier Development Council, Virtual Holiday Celebration
- Western Regional Minority Supplier Development Council, MBE 2 MBE Strategy and Primetime Event
- Women's Business Enterprise Council Pacific, IDEATION: The Pacific Regional Conference
- Women's Business Enterprise Council Pacific, Empower U, Training Sessions
- Women's Business Enterprise National Council, Virtual Business Labs
- Women's Business Enterprise National Council, Virtual Matchmakers

PG&E's Supplier Diversity team actively participated in the following organizations:

- American Indian Chamber of Commerce, California: Advisory Board
- California Asian Pacific Chamber of Commerce: Board Member
- Electric Utility Industry Sustainable Supply Chain Alliance: Working Team Lead
- Elite Service-Disabled Owned Business Network: Advisory Board
- Hispanic Chamber of Commerce Silicon Valley: Advisory Board
- Institute for Supply Management: Supplier Diversity Board Member
- National Minority Supplier Development Council: Board of Directors, Supplier Diversity Advisory Committee Chair, Utility Industry Group
- National Utilities Diversity Council: Board Executive Committee
- National LGBT Chamber of Commerce: Corporate Council Member, Procurement Council Member, Supply Chain Task Force Co-Chair
- Sustainable Purchasing Leadership Council: Member
- U.S. Business Leadership Network: Procurement Council Member
- Western Regional Minority Supplier Development Council: Board Member
- WEConnect International: Board Treasurer
- Women's Business Enterprise National Council: Utilities Advisory Board Member

PG&E also supports other local organizations through its Community Affairs and Government Affairs departments.

Summary of Purchases (Sec. 9.1.2)

WMDVLGBTBE Annual Results by Ethnicity

		Direct \$	Sub \$	Total \$	%
MALE	Asian Pacific American	\$213,394,545	\$20,485,463	\$233,880,008	2.34%
	African American	\$346,936,540	\$12,688,848	\$359,625,388	3.61%
	Hispanic American	\$769,168,317	\$196,108,757	\$965,277,074	9.68%
	Native American	\$120,757,023	\$12,667,366	\$133,424,389	1.34%
	Total Minority Male	\$1,450,256,425	\$241,950,434	\$1,692,206,859	16.97%
FEMALE	Asian Pacific American	\$358,239,008	\$18,536,761	\$376,775,769	3.78%
	African American	\$59,402,068	\$625,286	\$60,027,354	0.60%
	Hispanic American	\$76,294,264	\$9,958,521	\$86,252,785	0.86%
	Native American	\$31,293,215	\$27,408,493	\$58,701,709	0.59%
	Total Minority Female	\$525,228,556	\$56,529,061	\$581,757,617	5.83%
Total Minority Business Enterprise (MBE)		\$1,975,484,981	\$298,479,495	\$2,273,964,476	22.80%
Women Business Enterprise (WBE)		\$993,768,327	\$278,880,091	\$1,272,648,417	12.76%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$4,041,517	\$2,113,660	\$6,155,178	0.06%
Disabled Veteran Business Enterprise (DVBE)		\$283,039,582	\$43,607,583	\$326,647,165	3.27%
Other 8(a)*		\$0	\$0	\$0	0.0%
Total WMDVLGBTBE		\$3,256,334,407	\$623,080,829	\$3,879,415,236	38.90%

Net Procurement**	\$9,974,059,425
--------------------------	------------------------

NOTE:

*Firms classified as 8(a) by the Small Business Administration include non-WMDVLGBTBE

**Net Procurement includes purchase order, non-purchase order and credit card dollars. Results do not include amounts paid in calendar year 2020 to resolve Chapter 11 claims based on procurement conducted prior to PG&E's January 29, 2019 Chapter 11 filing. Including payments for those pre-petition claims would increase the amount of diverse spend in 2020 by approximately \$203 million and decrease the share of diverse spend by 1 percent.

Direct: Direct procurement

Subcontracting: Subcontracting procurement

%: Percentage of net procurement

Totals may not add due to rounding.

Summary of Purchases (Sec. 9.1.2)

WMDVLGBTBE Direct Procurement by Product and Service Categories

		Products		Services		Total	
		DIRECT \$	%	DIRECT \$	%	DIRECT \$	%
MALE	Asian Pacific American	\$33,201,925	2.28%	\$180,192,619	2.12%	\$213,394,545	2.14%
	African American	\$84,344,865	5.79%	\$262,591,675	3.08%	\$346,936,540	3.48%
	Hispanic American	\$11,234,002	0.77%	\$757,934,315	8.90%	\$769,168,317	7.71%
	Native American	\$4,932,496	0.34%	\$115,824,527	1.36%	\$120,757,023	1.21%
	Total Minority Male	\$133,713,288	9.18%	\$1,316,543,137	15.46%	\$1,450,256,425	14.54%
FEMALE	Asian Pacific American	\$304,024,153	20.88%	\$54,214,855	0.64%	\$358,239,008	3.59%
	African American	\$1,031,737	0.07%	\$58,370,331	0.69%	\$59,402,068	0.60%
	Hispanic American	\$47,377,979	3.25%	\$28,916,285	0.34%	\$76,294,264	0.76%
	Native American	\$8,480,228	0.58%	\$22,812,988	0.27%	\$31,293,215	0.31%
	Total Minority Female	\$360,914,097	24.79%	\$164,314,459	1.93%	\$525,228,556	5.27%
Total Minority Business Enterprise (MBE)		\$494,627,385	33.97%	\$1,480,857,596	17.39%	\$1,975,484,981	19.81%
Women Business Enterprise (WBE)		\$204,840,225	14.07%	\$788,928,102	9.26%	\$993,768,327	9.96%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$0	0.00%	\$4,041,517	0.05%	\$4,041,517	0.04%
Disabled Veteran Business Enterprise (DVBE)		\$336,482	0.02%	\$282,703,100	3.32%	\$283,039,582	2.84%
Other 8(a)*		\$0	0.00%	\$0	0.00%	\$0	0.00%
Total WMDVLGBTBE		\$699,804,092	48.06%	\$2,556,530,315	30.01%	\$3,256,334,407	32.65%

Total Product Procurement	\$1,456,112,152
Total Service Procurement	\$8,517,947,273
Net Procurement**	\$9,974,059,425
Total Number of WMDVLGBTBEs that Received Direct Spend	393

NOTE:

*Firms classified as 8(a) by the Small Business Administration include non-WMDVLGBTBE

**Net Procurement includes purchase order, non-purchase order and credit card dollars. Results do not include amounts paid in calendar year 2020 to resolve Chapter 11 claims based on procurement conducted prior to PG&E's January 29, 2019 Chapter 11 filing. Including payments for those pre-petition claims would increase the amount of diverse spend in 2020 by approximately \$203 million and decrease the share of diverse spend by 1 percent.

Direct: Direct procurement

Subcontracting: Subcontracting procurement

%: Percentage of net procurement

Totals may not add due to rounding.

Summary of Purchases (Sec. 9.1.2)

WMDVLGBTBE Subcontractor Procurement by Product and Service Categories

		Products		Services		Total	
		SUB \$	%	SUB \$	%	SUB \$	%
MALE	Asian Pacific American	N/A	N/A	\$20,485,463	N/A	\$20,485,463	0.21%
	African American	N/A	N/A	\$12,688,848	N/A	\$12,688,848	0.13%
	Hispanic American	N/A	N/A	\$196,108,757	N/A	\$196,108,757	1.97%
	Native American	N/A	N/A	\$12,667,366	N/A	\$12,667,366	0.13%
	Total Minority Male	N/A	N/A	\$241,950,434	N/A	\$241,950,434	2.43%
FEMALE	Asian Pacific American	N/A	N/A	\$18,536,761	N/A	\$18,536,761	0.19%
	African American	N/A	N/A	\$625,286	N/A	\$625,286	0.01%
	Hispanic American	N/A	N/A	\$9,958,521	N/A	\$9,958,521	0.10%
	Native American	N/A	N/A	\$27,408,493	N/A	\$27,408,493	0.27%
	Total Minority Female	N/A	N/A	\$56,529,061	N/A	\$56,529,061	0.57%
Total Minority Business Enterprise (MBE)		N/A	N/A	\$298,479,495	N/A	\$298,479,495	2.99%
Women Business Enterprise (WBE)		N/A	N/A	\$278,880,091	N/A	\$278,880,091	2.80%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		N/A	N/A	\$2,113,660	N/A	\$2,113,660	0.02%
Disabled Veteran Business Enterprise (DVBE)		N/A	N/A	\$43,607,583	N/A	\$43,607,583	0.44%
Other 8(a)*		N/A	N/A	N/A	N/A	N/A	0.00%
Total WMDVLGBTBE		N/A	N/A	\$623,080,829	N/A	\$623,080,829	6.25%

Total Product Procurement	\$1,456,112,152
Total Service Procurement	\$8,517,947,273
Net Procurement**	\$9,974,059,425

NOTE:

*Firms classified as 8(a) by the Small Business Administration include non-WMDVLGBTBE.

**Net Procurement includes purchase order, non-purchase order and credit card dollars. Results do not include amounts paid in calendar year 2020 to resolve Chapter 11 claims based on procurement conducted prior to PG&E's January 29, 2019 Chapter 11 filing. Including payments for those pre-petition claims would increase the amount of diverse spend in 2020 by approximately \$203 million and decrease the share of diverse spend by 1 percent.

Direct: Direct procurement

Subcontracting: Subcontracting procurement

%: Percentage of net procurement

Totals may not add due to rounding.

Supplier Diversity Procurement Standard Industrial Classification (SIC) Code (Sec. 9.1.2)

WMDVLGBTBE Procurement Standard Industrial Classification (SIC) Code Legend

	Major Group Description	Description of Items		Major Group Description	Description of Items
07	Agricultural Services	Ornamental Shrub and Tree Services, Ornamental Floriculture	45	Transportation by Air	Air Transportation
15	General Business Contractors	Industrial Buildings and Warehouses, Residential Buildings other than Single-Family	46	Pipelines, Except Natural Gas	Pipelines
17	Special Trade Contractors	Carpentry Work, Concrete, Electrical, Excavation	47	Transportation Services	Arrangement of Transportation of Freight and Cargo
24	Lumber and Wood Products	Wood Poles	48	Communications	Telephone Communications, Communications Services
25	Furniture and Fixtures	Office Furniture, Metal Household Furniture	49	Electric, Gas and Sanitary Services	Refuse Systems, Electric Services (Hydroelectric Power Generation)
26	Paper and Allied Products	Envelopes, Coated Paper, Paper Mills	50	Wholesale Trade-Durable Goods	Electrical Apparatus and Equipment, Wiring Supplies and Construction Materials, Computers
27	Printing and Publishing	Bookbinding and Related Work, Typesetting, Commercial Printing	51	Wholesale Trade-Nondurable Goods	Petroleum and Petroleum Products Wholesalers, Stationery and Office Supplies
28	Chemicals and Allied Products	Chemical Preparation, Industrial Chemicals, Paints, Varnishes	52	Building Materials and Garden Supplies	Hardware Stores, Lumber and Other Building Materials
29	Petroleum and Coal Products	Lubricating Oils and Greases	55	Automotive Dealers and Service Stations	Motor Vehicle Dealers
30	Rubber and Misc. Plastics Products	Plastic Products, Rubber and Plastic Hoses	56	Apparel and Accessory Stores	Miscellaneous Apparel and Accessory Stores
32	Stone, Clay and Glass Products	Concrete Products, Ready-Mixed Concrete, Cement	58	Eating and Drinking Places	Eating and Drinking Places
33	Primary Metal Industries	Primary Metal Products, Steel Pipes	63	Insurance Carriers	Fire, Marine and Casualty Insurance
34	Fabricated Metal Products	Heating Equipment, Fabricated Structural Metals, Miscellaneous Fabricated Wire Products	65	Real Estate	Real Estate Agents and Managers
35	Industrial Machinery and Equipment	Mechanical Power Transmission Equipment, Steam, Gas and Hydraulic Turbines and Turbine Generator Set Units	72	Personal Services	Hotels and Motels
36	Electronic and Other Electric Equipment	Switchgear and Switchboard Apparatus, Power, Distribution and Speciality Transformers	73	Business Services	Help Supply Services, Computer Programming Services, Advertising Agencies
37	Transportation Equipment	Truck and Bus Bodies, Aircraft Engines and Engine Parts	75	Auto Repair, Services and Parking	Top, Body and Upholstery Repair Shops and Paint Shops, Automotive Repair Shops
38	Instruments and Related Products	Instruments for Measuring and Testing of Electricity and Electrical Signals	76	Miscellaneous Repair Services	Electrical and Electronic Repair Shops
39	Miscellaneous Manufacturing Industries	Signs and Advertising Specialties, Marking Devices	78	Motion Pictures	Motion Picture and Video Tape Production
42	Trucking and Warehousing	Local Trucking	80	Health Services	Offices and Clinics of Doctors of Medicine
			81	Legal Services	Law Firms
			87	Engineering and Management Services	Engineering Services, Accounting, Auditing and Bookkeeping Services, Management Consulting Services

Supplier Diversity Procurement by Standard Industrial Classification (SIC) Code—Detail (Sec. 9.1.2)

		Asian Pacific American		African American		Hispanic American		Native American		Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Other 8(a)	Total WMDVLGBTBE	Total Procurement	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE								
07	Agricultural Services	\$	81,464,199	5,451,197	2,143,550	0	545,541,579	125,715	4,145,672	0	638,871,911	212,465,356	0	38,680,801	0	890,018,068	1,370,995,471
		%	5.94%	0.40%	0.16%	0.00%	39.79%	0.01%	0.30%	0.00%	46.60%	15.50%	0.00%	2.82%	0.00%	64.92%	
15	General Business Contractors	\$	1,910,911	287,608	1,814,751	0	145,575,269	19,495,225	3,217,019	916,420	173,217,203	266,109,617	0	137,901,379	0	577,228,199	1,353,910,482
		%	0.14%	0.02%	0.13%	0.00%	10.75%	1.44%	0.24%	0.07%	12.79%	19.65%	0.00%	10.19%	0.00%	42.63%	
17	Special Trade Contractors	\$	472,064	2,352,935	3,411,107	0	74,691,405	1,077,022	105,568,161	28,775,369	216,348,064	142,022,123	0	8,160,422	0	366,530,609	715,944,350
		%	0.07%	0.33%	0.48%	0.00%	10.43%	0.15%	14.75%	4.02%	30.22%	19.84%	0.00%	1.14%	0.00%	51.20%	
24	Lumber and Wood Products	\$	716,246	0	0	0	0	0	846,021	0	1,562,267	306,534	0	0	0	1,868,801	12,694,310
		%	5.64%	0.00%	0.00%	0.00%	0.00%	0.00%	6.66%	0.00%	12.31%	2.41%	0.00%	0.00%	0.00%	14.72%	
25	Furniture and Fixtures	\$	0	0	0	0	0	0	0	0	0	0	0	0	0	0	664,127
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
26	Paper and Allied Products	\$	0	0	0	0	0	36,293	0	0	36,293	0	0	0	0	36,293	36,293
		%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	100.00%	
27	Printing and Publishing	\$	209,662	0	0	0	0	0	0	0	209,662	529,493	0	0	0	739,155	2,865,412
		%	7.32%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	7.32%	18.48%	0.00%	0.00%	0.00%	25.80%	
28	Chemicals and Allied Products	\$	0	0	0	0	0	0	0	0	0	79,483	0	0	0	79,483	5,801,763
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.37%	0.00%	0.00%	0.00%	1.37%	
29	Petroleum and Coal Products	\$	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
30	Rubber and Misc. Plastics Products	\$	0	0	0	0	0	0	0	0	0	0	0	0	0	0	945,753
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
32	Stone, Clay and Glass Products	\$	0	0	0	0	0	533,887	0	0	533,887	717,844	0	0	0	1,251,731	18,724,960
		%	0.00%	0.00%	0.00%	0.00%	0.00%	2.85%	0.00%	0.00%	2.85%	3.83%	0.00%	0.00%	0.00%	6.68%	
33	Primary Metal Industries	\$	0	0	0	0	0	0	0	0	0	75,723	0	0	0	75,723	645,629
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	11.73%	0.00%	0.00%	0.00%	11.73%	
34	Fabricated Metal Products	\$	0	11,289,082	0	0	4,478,178	0	2,012,465	0	17,779,725	28,114	0	0	0	17,807,839	79,920,080
		%	0.00%	14.13%	0.00%	0.00%	5.60%	0.00%	2.52%	0.00%	22.25%	0.04%	0.00%	0.00%	0.00%	22.28%	
35	Industrial Machinery and Equipment	\$	8,116	0	161,678,752	0	36,079	0	0	0	161,722,946	6,330,156	0	0	0	168,053,101	313,807,248
		%	0.00%	0.00%	51.52%	0.00%	0.01%	0.00%	0.00%	0.00%	51.54%	2.02%	0.00%	0.00%	0.00%	53.55%	
36	Electronic and Other Electric Equipment	\$	3,831,644	0	0	0	2,622,773	0	0	0	6,454,417	32,275,346	0	360,474	0	39,090,236	138,956,721
		%	2.76%	0.00%	0.00%	0.00%	1.89%	0.00%	0.00%	0.00%	4.64%	23.23%	0.00%	0.26%	0.00%	28.13%	
37	Transportation Equipment	\$	0	0	0	0	0	0	3,238,333	0	3,238,333	0	0	0	0	3,238,333	3,911,304
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	82.79%	0.00%	82.79%	0.00%	0.00%	0.00%	0.00%	82.79%	
38	Instruments and Related Products	\$	97,125	2	8,290,890	0	100,488	0	0	0	8,488,505	16,057	0	3,407,313	0	11,911,876	57,178,761
		%	0.17%	0.00%	14.50%	0.00%	0.18%	0.00%	0.00%	0.00%	14.85%	0.03%	0.00%	5.96%	0.00%	20.83%	
39	Miscellaneous Manufacturing Industries	\$	0	0	0	0	0	0	0	0	6,670,070	0	0	0	6,670,070	6,770,635	
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	98.51%	0.00%	0.00%	0.00%	98.51%	
42	Trucking and Warehousing	\$	0	0	0	3,521,332	0	0	0	5,494,774	9,016,106	10,291,894	0	0	0	19,308,000	21,219,047
		%	0.00%	0.00%	0.00%	16.60%	0.00%	0.00%	0.00%	25.90%	42.49%	48.50%	0.00%	0.00%	0.00%	90.99%	
45	Transportation by Air	\$	0	0	0	0	700,297	43,283	0	0	743,580	25,773,123	0	0	0	26,516,703	88,877,808
		%	0.00%	0.00%	0.00%	0.00%	0.79%	0.05%	0.00%	0.00%	0.84%	29.00%	0.00%	0.00%	0.00%	29.84%	
46	Pipelines, Except Natural Gas	\$	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	

Totals may not add due to rounding.

Supplier Diversity Procurement by SIC Code—Detail (Sec. 9.1.2) continued

		Asian Pacific American		African American		Hispanic American		Native American		Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Other 8(a)	Total WMDVLGBTBE	Total Procurement	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE								
47	Transportation Services	\$	0	297,493,461	0	0	0	0	0	297,493,461	16,815	0	0	0	297,510,276	298,256,547	
		%	0.00%	99.74%	0.00%	0.00%	0.00%	0.00%	0.00%	99.74%	0.01%	0.00%	0.00%	0.00%	99.75%		
48	Communications	\$	0	0	0	621,397	0	0	0	621,397	0	0	0	0	621,397	10,567,678	
		%	0.00%	0.00%	0.00%	5.88%	0.00%	0.00%	0.00%	5.88%	0.00%	0.00%	0.00%	0.00%	5.88%		
49	Electric, Gas and Sanitary Services	\$	220,294	140,970	1,220,268	232,235	218,347	45,918,832	0	0	47,950,947	17,128,214	0	606,573	65,685,734	124,129,166	
		%	0.18%	0.11%	0.98%	0.19%	0.18%	36.99%	0.00%	0.00%	38.63%	13.80%	0.00%	0.49%	52.92%		
50	Wholesale Trade-Durable Goods	\$	30,681,077	1,148,710	3,059,734	47,203	0	11,059,522	12,755	11,695,750	57,704,751	182,136,282	0	2,734,188	242,575,221	472,223,336	
		%	6.50%	0.24%	0.65%	0.01%	0.00%	2.34%	0.00%	2.48%	12.22%	38.57%	0.00%	0.58%	51.37%		
51	Wholesale Trade-Nondurable Goods	\$	153,018	0	53,598	0	94,800	0	0	301,415	3,255,693	0	0	3,557,109	7,467,503		
		%	2.05%	0.00%	0.72%	0.00%	1.27%	0.00%	0.00%	4.04%	43.60%	0.00%	0.00%	47.63%			
52	Building Materials and Garden Supplies	\$	0	0	0	0	0	0	0	0	479,805	0	0	479,805	1,580,857		
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	30.35%	0.00%	0.00%	30.35%			
55	Automotive Dealers and Service Stations	\$	0	0	0	0	0	0	0	0	0	0	0	0	10,812,280		
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
56	Apparel and Accessory Stores	\$	0	0	0	0	0	0	0	0	0	0	0	0	1,591,932		
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
58	Eating and Drinking Places	\$	21,549	178,876	15,865,638	0	204,991	94,830	0	299,274	16,665,158	6,428,998	0	0	23,094,156	169,525,586	
		%	0.01%	0.11%	9.36%	0.00%	0.12%	0.06%	0.00%	0.18%	9.83%	3.79%	0.00%	0.00%	13.62%		
63	Insurance Carriers	\$	0	0	0	0	0	0	0	0	0	0	0	0	394,257		
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
65	Real Estate	\$	966,592	63,597	588	0	296,548	466,817	0	0	1,794,141	10,974,467	0	536,118	13,304,726	38,204,164	
		%	2.53%	0.17%	0.00%	0.00%	0.78%	1.22%	0.00%	0.00%	4.70%	28.73%	0.00%	1.40%	34.83%		
72	Personal Services	\$	0	0	0	0	264,705	0	1,974,703	337,457	2,576,865	975,341	56,150	254,960	3,863,316	28,542,393	
		%	0.00%	0.00%	0.00%	0.00%	0.93%	0.00%	6.92%	1.18%	9.03%	3.42%	0.20%	0.89%	13.54%		
73	Business Services	\$	24,451,968	39,786,253	2,646,169	55,779,113	55,576,583	4,339,128	3,110,230	5,794,312	191,483,755	192,860,337	2,085,140	61,057,144	447,486,376	3,046,381,024	
		%	0.80%	1.31%	0.09%	1.83%	1.82%	0.14%	0.10%	0.19%	6.29%	6.33%	0.07%	2.00%	14.69%		
75	Auto Repair, Services and Parking	\$	0	0	0	0	0	0	0	0	0	0	0	0	6,682,682		
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
76	Miscellaneous Repair Services	\$	0	0	0	0	0	0	0	0	0	0	0	0	11,010,285		
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
78	Motion Pictures	\$	0	0	0	0	0	0	0	0	0	0	0	0	2,597		
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
80	Health Services	\$	0	3,275,956	0	0	0	0	0	3,275,956	0	0	0	3,275,956	3,476,259		
		%	0.00%	94.24%	0.00%	0.00%	0.00%	0.00%	0.00%	94.24%	0.00%	0.00%	0.00%	94.24%			
81	Legal Services	\$	240,419	454,179	0	0	736,071	429,296	0	0	1,859,964	5,542,247	0	4,563	7,406,774	41,466,597	
		%	0.58%	1.10%	0.00%	0.00%	1.78%	1.04%	0.00%	0.00%	4.49%	13.37%	0.00%	0.01%	17.86%		
87	Engineering and Management Services	\$	88,435,125	14,852,943	159,440,344	447,471	133,517,566	2,632,936	9,299,030	5,388,352	414,013,767	149,159,285	4,013,887	72,943,229	640,130,169	1,507,874,130	
		%	5.86%	0.99%	10.57%	0.03%	8.85%	0.17%	0.62%	0.36%	27.46%	9.89%	0.27%	4.84%	42.45%		
Total		\$	233,880,008	376,775,769	359,625,388	60,027,354	965,277,074	86,252,785	133,424,389	58,701,709	2,273,964,476	1,272,648,417	6,155,178	326,647,165	0	3,879,415,236	9,974,059,425
		%	2.34%	3.78%	3.61%	0.60%	9.68%	0.86%	1.34%	0.59%	22.80%	12.76%	0.06%	3.27%	0.00%	38.90%	

Totals may not add due to rounding.

WMDVLGBTBE Program Expenses (Sec. 9.1.3)

Expense Category	2020 Actuals
Wages	\$1,430,788
Other Employee Expenses	\$126,521
Program Expenses	\$790,747
Reporting Expenses	\$407,821
Training	\$53,144
Consultants	\$0
Other	\$0
Total	\$2,809,022

NOTE: Totals may not add due to rounding.

Wages: Salary and payroll related costs of employees working on WMDVLGBTBE matters

Other Employee Expenses: Travel and other non-wage costs

Program Expenses: Material, staff augmentation, CPUC Clearinghouse, technical assistance and outreach, audit and other costs directly related to programs

Reporting Expenses: IT system, computer, other expenses related to preparing reports for the CPUC

Training: Costs related to employee training

Description of Progress in Meeting or Exceeding Set Goals (Sec. 9.1.4)

	2020 Results	2020 Goals
Minority Male	16.97%	12.00%
Minority Female	5.83%	3.00%
Minority Business Enterprise (MBE)	22.80%	15.00%
Women Business Enterprise (WBE)	12.76%	5.00%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	0.06%	N/A
Disabled Veteran Business Enterprise (DVBE)	3.27%	1.50%
Other 8(a)	0.00%	N/A
Total WMDVLGBTBE	38.90%	21.50%

NOTE:

#: Percentage of net procurement

Totals may not add due to rounding.

PG&E spent \$3.88 billion with WMDVLGBTBEs in 2020.

This is 38.9 percent of the company's total procurement.

For the 15th year, PG&E exceeded the CPUC target of 21.5 percent spend with WMDVLGBTBEs.

Summary of Prime Contractor Utilization of WMDVLGBTBE Subcontractors (Sec. 9.1.5)

	Minority Male	Minority Female	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	Other 8(a)*	Total WMDVLGBTBE
Direct \$	\$1,450,256,425	\$525,228,556	\$1,975,484,981	\$993,768,327	\$4,041,517	\$283,039,582	\$0	\$3,256,334,407
Subcontracting \$	\$241,950,434	\$56,529,061	\$298,479,495	\$278,880,091	\$2,113,660	\$43,607,583	\$0	\$623,080,829
Total \$	\$1,692,206,859	\$581,757,617	\$2,273,964,476	\$1,272,648,417	\$6,155,178	\$326,647,165	\$0	\$3,879,415,236
Direct %	14.54%	5.27%	19.81%	9.96%	0.04%	2.84%	0.00%	32.65%
Subcontracting %	2.43%	0.57%	2.99%	2.80%	0.02%	0.44%	0.00%	6.25%
Total %	16.97%	5.83%	22.80%	12.76%	0.06%	3.27%	0.00%	38.90%

Net Procurement**	\$9,974,059,425
--------------------------	------------------------

NOTE:

*Firms classified as 8(a) by the Small Business Administration include non-WMDVLGBTBE.

**Net Procurement includes purchase order, non-purchase order and credit card dollars. Results do not include amounts paid in calendar year 2020 to resolve Chapter 11 claims based on procurement conducted prior to PG&E's January 29, 2019 Chapter 11 filing. Including payments for those pre-petition claims would increase the amount of diverse spend in 2020 by approximately \$203 million and decrease the share of diverse spend by 1 percent.

Direct: Direct procurement

Subcontracting: Subcontracting procurement

%: Percentage of net procurement

Totals may not add due to rounding.

List of WMDVLGBTBE Complaints Received and Current Status (Sec. 9.1.6)

General Order 156 Ruling on August 24, 2006, ended the requirement to summarize complaints.

Description of Efforts to Recruit WMDVLGBTBEs in Low Utilization Areas (Sec. 9.1.7)

Finance and Risk

PG&E's Banking and Money Management area has historically led the California utility industry in establishing channels to expand its diverse supplier base and increase spending with WMDVLGBTBEs. For example, PG&E was the first California utility and the second utility in the nation to use minority-owned investment banks as joint book runners for a taxable bond offering.

2020 Finance and Risk highlights include:

- PG&E Treasury continued strong engagement with WMDVLGBTBE banks through meetings to learn more about their capabilities and assess new opportunities. PG&E restarted the Request for Information (RFI), to understand the health of WMDVLGBTBE banks and their changing capabilities. The RFI is an important touchpoint with the WMDVLGBTBE banks to align future financings with the banks' capabilities.
- PG&E Treasury had a record year, with the largest total underwriting fees paid to WMDVLGBTBE banks and the greatest number of WMDVLGBTBE banks included on PG&E transactions in a single year ever. Through the various financings across the Utility and Corporation, PG&E was able to bring in nineteen WMDVLGBTBE banks, paying nearly \$3 million in fees.
- PG&E Treasury engaged thirteen WMDVLGBTBE underwriters on two Utility debt transactions in 2020, paying over \$2.1 million in fees.
- PG&E Corporation's first marketed equity offering in recent history included seventeen WMDVLGBTBE banks as both underwriters and selling group participants, paying over \$0.8 million in fees.
- Investment Benefits Finance (Pension and Trust Fund Management) continued to partner with six WMDVLGBTBEs managing nine equity, fixed income and real estate securities accounts with PG&E's Employee Benefit and Nuclear Decommissioning Trusts. PG&E's diverse-managed trust investments totaled \$3.5 billion at the end of October 2020, representing 11 percent of PG&E's employee benefit and nuclear decommissioning trust funds.
- Tax, Accounting and Reporting continued its long-term relationship (since 2014) with an MBE that supports a multiyear tax project delivering tax savings and other value to PG&E.
- Risk and Audit continued to work with a WBE consulting company to perform critical work on policies and standards in risk management.

Law

The Law Department supported supplier diversity in 2020 by spending \$5.3 million with WMDVLGBTBEs and continued to provide work opportunities for diverse professionals. PG&E worked with 26 diverse law firms in 2020, with many of the firms playing a significant role in key legal matters.

In addition to its WMDVLGBTBE spend, the Law Department prioritizes utilizing diverse professionals at the non-diverse law firms it engages. In 2020, law firms representing more than 80 percent of the Law Department's fee payments to non-diverse law firms (representing approximately \$125 million), reported that more than 35 percent of those fees were for professional services performed by diverse lawyers and paralegals. All firms that PG&E engages are aware of the Law Department's commitment to increasing diversity in the legal profession and are strongly encouraged to ensure PG&E matters are staffed with diverse professionals.

In support of the community, in 2020 the Law Department participated in a Virtual Legal Clinic for homeless youth. The clinic provided legal advice and resources to children and teens who are in shelters or drop-in centers and have legal questions or issues. The Law Department also worked on plans to re-institute a summer internship program for first year law students to begin in the summer of 2021.

In 2020, the Law Department continued its support of WMDVLGBTBE legal associations. PG&E attorneys met with numerous firms at the 2020 California Minority Counsel Program with the goal of providing WMDVLGBT firms and attorneys greater access to in-house counsel and helping professionals improve their marketing skills.

Retention of All Documents/Data (Sec. 9.1.8)

PG&E has retained all documents and data it relies on in preparing its WMDVLGBTBE annual report. These documents are kept for the longer of either three years or in conformance with the utility's individual document retention policies. PG&E shall provide these documents and data to the CPUC upon request.

Additional WMDVLGBTBE Activity (Sec. 9.1.9)

Electric Program Investment Charge Program

The EPIC Program was created by the CPUC in December 2011 to drive innovative solutions that benefit the electric ratepayers of PG&E, San Diego Gas and Electric Company (SDG&E), and Southern California Edison Company (SCE). The goal of the EPIC Program is to support projects that advance new technologies that further safety, reliability and affordability while advancing California's clean energy goals.

PG&E's EPIC projects follow established program governance procedures and supplier contracting processes for externally sourced technology demonstrations. PG&E evaluates qualified suppliers on multiple factors including but not limited to quality, safety, value and supply chain responsibility. Through that process, PG&E continues to competitively award EPIC program work to WMDVLGBTBEs in technical assistance and other consulting services.

PG&E engages with industry stakeholders, including WMDVLGBTBEs, by participating in and presenting at conferences, as well as hosting workshops and symposiums. EPIC administrators (California Energy Commission, PG&E, SDG&E, SCE) jointly organized educational events in 2020, including:

- A PG&E-facilitated public workshop, in a webinar format with EPIC stakeholders, to gather input on the proposed projects that informed the details of their scoping in June. A combination of projects previously filed in PG&E's EPIC III Investment Plan plus new projects that aim to address emergent needs identified since PG&E's EPIC III Investment Plan was developed in 2017.
- EPIC Administrators conducted a virtual EPIC Symposium, in which PG&E presented two active projects and participated in a panel on Utility Planning for Accelerating Adoption of Storage and Renewables Integration.

Public notice for these events was provided to a broad range of stakeholders including technology vendors, disadvantaged community groups, WMDVLGBTBEs, researchers, academics and energy consultants.

PG&E's EPIC portfolio of active projects continues to address the challenges of a changing grid landscape and the impacts of climate change. These projects include enabling increased distributed energy resources adoption by customers, modernizing the grid to ensure continued safe, reliable, and resilient operation, and improving affordability by leveraging operational data. These achievements from the EPIC projects, and their future path forward for those technologies, are proven ready to scale, help pave the way for the grid of the future, advance California policy objectives, and ultimately, improve the safety, reliability, resiliency, and affordability of the electric grid.

The third triennial cycle of EPIC technology demonstration projects will continue to create additional bid opportunities for WMDVLGBTBEs. Going forward, PG&E will maintain EPIC transparency via webinars and workshops. Furthermore, PG&E's EPIC website (www.pge.com/epic) includes EPIC program information and updates, EPIC annual reports and project final reports, as well as a link to bid opportunities.

2021
ANNUAL PLAN

WMDVLGBTBE Annual Short-, Mid- and Long-Term Goals (Sec. 10.1.1)

PG&E sets supplier diversity goals annually through a cross-functional team that includes Supplier Diversity, Supply Chain and the Lines of Business. The team considers the previous year's performance and projected spending to establish company goals at the LOB level. PG&E does not set specific goals by product or service categories. As a long-term strategy, PG&E is focused on technical assistance and supplier development strategies to support the success of WMDVLGBTBEs in all key business areas.

PG&E's published short-, mid- and long-term WMDVLGBTBE goals mirror the recommended goals in General Order 156. A formal LGBTBE goal for General Order 156 is pending. PG&E will set an internal LGBTBE numerical spend goal again in 2021.

WMDVLGBTBE Annual Short-, Mid- and Long-Term Goals

Short-Term 2021				Mid-Term 2022				Long-Term 2023			
MBE	WBE	LGBTBE	DVBE	MBE	WBE	LGBTBE	DVBE	MBE	WBE	LGBTBE	DVBE
15.0%	5.0%	TBD	1.5%	15.0%	5.0%	TBD	1.5%	15.0%	5.0%	TBD	1.5%

Description of Efforts to Recruit WMDVLGBTBEs Planned Program Activities for the Next Calendar Year (Sec. 10.1.2)

PG&E will continue to make WMDVLGBTBE inclusion a fundamental way of doing business by facilitating opportunities at all tiers and contributing to WMDVLGBTBE growth and development. PG&E understands that WMDVLGBTBEs are important to the company's objectives to provide safe, reliable, affordable and clean products and services to its customers.

2021 ANNUAL PLAN

In 2021, PG&E will connect supplier diversity goals with PG&E's focus on the triple bottom line of "People, Planet and Prosperity, underpinned by Performance." To that end, PG&E's supplier diversity program goals include:

- Partnering with community and industry groups to identify new WMDVLGBTBEs to compete in growing areas of investment including construction and vegetation management.
- Enhancing supplier training in safety, disaster recovery and cyber security to help WMDVLGBTBEs meet PG&E's business requirements.
- Leveraging prime supplier relationships to help develop WMDVLGBTBEs and increase subcontracting and partnering opportunities.
- Reinvigorating the Supplier Development Program to support the success of incumbent WMDVLGBTBEs through executive mentorship and customized development plans.

PG&E will also continue to execute and enhance existing program goals that have contributed to a significant, positive impact to communities across PG&E's service territory.

- Goal Achievement: Providing Sourcing and the Lines of Business with tools and resources to drive supplier diversity performance, including defined policies and procedures, established goals and objectives and clear roles and responsibilities.
- Prime Supplier Program: Encourage prime suppliers to leverage PG&E trainings to improve their Supplier Diversity Programs. Conduct training on how to identify WMDVLGBTBE subcontracting opportunities and to report WMDVLGBTBE spend accurately.
- Communications: Develop new ways to educate leaders and employees about the supplier diversity business case by highlighting WMDVLGBTBE achievements through internal communication channels.
- Category Development: Develop strategies to improve in underperforming categories. Execute on plan to identify and introduce LGBTBEs to the business. Increase awareness of opportunities for WMDVLGBTBEs in professional services.
- Training: Launch online learning management system to provide free education to WMDVLGBTBEs. Partner with CBOs to deliver training to increase WMDVLGBTBEs competitiveness.
- Outreach: Incorporate process improvements to source and refer WMDVLGBTBEs, including partnering with the CPUC, Joint Utilities, Chambers of Commerce and other community-based organizations.
- Recognition: Leverage nominations, publications and PG&E leaders to acknowledge and celebrate WMDVLGBTBEs, prime suppliers and PG&E employees who contribute to the success of PG&E's Supplier Diversity program.

PG&E will evaluate existing Technical Assistance and Capacity Building Programs to deliver the maximum value to WMDVLGBTBEs. In 2021, PG&E will continue the following programs:

- Small Business Program: Partner with organizations focused on small business development to provide workshops and trainings.
- PG&E Signature Initiatives: Help WMDVLGBTBEs establish a competitive advantage by providing educational workshops that align with PG&E requirements and current industry trends.
- Trade Show Trade Missions: Encourage WMDVLGBTBEs to learn from industry experts, to network and identify new customers by attending industry trade shows.
- Scholarships: Offer scholarships to top institutions to help WMDVLGBTBEs build capacity and refine their business strategy.
- Financial Education: Provide training in growth strategies, business performance and risk management. Help address payment roadblocks through accelerated pay options.

Plans for Recruiting WMDVLGBTBEs in Low Utilization Areas (Sec. 10.1.3)

Finance and Risk

PG&E remains committed to expanding its reach to diverse suppliers. PG&E Finance and Risk's strong track record of working with diverse suppliers was hindered due to the bankruptcy.

Post-bankruptcy Finance and Risk plans to focus on the following activities:

- Provide opportunities for qualified WMDVLGBTBE investment banks to participate meaningfully in financings and to develop financial expertise and industry knowledge in the utility sector.
- Identify other ways to engage with and mentor WMDVLGBTBE investment banks, in money market investments or as pension managers.
- Continue to utilize WMDVLGBTBE best practices in pension management.
- Evaluate finance projects for opportunities to employ WMDVLGBTBEs and encourage prime suppliers to employ WMDVLGBTBE subcontractors.

Law

The Law Department's 2021 supplier diversity plan includes:

- Continued partnership with PG&E's Supply Chain Responsibility and Sourcing organizations to identify additional opportunities for diverse suppliers.
- Continued promotion of the utilization of diverse professionals at majority-owned firms.
- Continued partnering with non-diverse firms to work with WMDVLGBTBEs, including on major cases, such as the California wildfires and bankruptcy proceedings.
- Participation and engagement with a variety of legal associations promoting diversity and equal access to the law and legal profession.
- Participation in WMDVLGBTBE networking and CPUC events with other investor-owned utilities.

LGBT

PG&E will continue to execute its strategy to increase LGBT opportunities:

- Facilitate the introduction of LGBTs to Sourcing, business leaders and prime suppliers for current or future contract opportunity consideration.
- Highlight LGBTs and program objectives at Champion and Sourcing meetings and through the Pride Network Employee Resource Group.
- Ensure LGBT community-based organizations are receiving and sharing contract opportunity announcements.
- Strengthen business relationships with organizations like the NGLCC, BuildOut California, Golden Gate Business Association, Rainbow Chambers of Commerce of Silicon Valley and Sacramento to promote LGBT inclusion.
- Promote LGBT certification through the NGLCC and the CPUC Supplier Clearinghouse so more LGBT businesses are available to key decision-makers to fulfill business needs.
- Find opportunities to benchmark LGBT program development through the NGLCC Procurement and Joint Utilities committees and by working on the NGLCC taskforce.
- Include LGBTs in trade missions to industry tradeshows to learn about new trends and to meet potential customers and business partners.

Plans for Recruiting WMDVLGBTBEs Where Unavailable (Sec. 10.1.4)

General Order 156 Ruling on November 14, 2003 ended the excluded category.

Plans for Encouraging Prime Contractors to Subcontract to WMDVLGBTBEs (Sec. 10.1.5)

PG&E's Prime Supplier Program will continue to focus on providing prime suppliers with the tools and resources to increase spending with qualified WMDVLGBTBE subcontractors and business solution partners. PG&E's program will include training on how prime suppliers can develop and enhance their WMDVLGBTBE mentorship and development programs. Specific components of PG&E's program include:

- Holding educational workshops and webinars focused on building world class supplier diversity, environmental sustainability and ethical sourcing programs.
- Sharing outreach opportunities where prime suppliers can meet WMDVLGBTBEs by partnering with PG&E at matchmaking events and by serving on panels.
- Enabling sponsored WMDVLGBTBE attendance at industry trade shows in which prime suppliers plan to participate.
- Encouraging prime suppliers to support WMDVLGBTBE training programs, such as the UCLA Management Development for Entrepreneurs Program and other university programs.
- Providing monthly trainings to onboard new prime suppliers including outlining reporting standards and supplier diversity best practices.
- Conducting an annual subcontracting audit to assess the accuracy of reported WMDVLGBTBE subcontracting payments and to identify training focus areas.

PG&E understands that its prime suppliers' commitment to WMDVLGBTBEs inclusion is key to the success of PG&E's Supplier Diversity Program. PG&E will continue to provide training and educational opportunities that foster the growth of WMDVLGBTBEs as direct suppliers and subcontractors. We will also ensure prime supplier performance is visible to internal stakeholders through regular reporting of key metrics.

Plans for Complying with WMDVLGBTBE Program Guidelines (Sec. 10.1.6)

PG&E will continue to comply with the Supplier Diversity program guidelines established by the CPUC as required by Public Utilities Section 8283 (C).

Power Procurement

Participation Results by Fuel Category (Sec. 9.1.11A)

See Annual Energy Product Results by Ethnicity and WMDVLGBTBE Certification table.

Market Conditions and Outreach (Sec. 9.1.11B)

PG&E's objectives relating to electric and gas procurement include assembling a portfolio of reliable and operationally flexible resources, supporting the development of environmentally preferred resources and managing customer costs. PG&E's objectives are applied to all market participants, irrespective of entity classification.

The characteristics of the electric market are unique compared to the natural gas market. Electric markets are characterized by long-life assets. These assets, each of which could cost hundreds of millions of dollars where companies need stable, strong financial conditions, are generally constructed, owned and operated by large corporations or financial institutions. As such, it is exceedingly difficult for small and medium size companies to enter and succeed in this market.

Additionally, on the electric side, the vast majority of payments are through Renewable Portfolio Standard, Combined Heat and Power, Qualifying Facility and conventional tolling contracts which are associated with long-life assets, with the remaining amount clearing through the California Independent System Operator (CAISO) market (which is not regulated by the CPUC). Electric energy is commoditized through a centralized market. Day-ahead energy transactions have predominantly moved away from direct bilateral transactions to energy commodity exchanges.

In wholesale power markets, PG&E encourages the participation of WMDVLGBTBEs in renewables and Resource Adequacy (RA) products, both on a direct and subcontracting basis, however diverse businesses have much greater likelihood for success as subcontractors. Firms that do enter the market face a changing industry where investor-owned utilities like PG&E are losing load to new providers. In California, these alternative providers are typically Community Choice Aggregators (CCAs). Customers' transition from utilities to CCAs has resulted in PG&E's total electric load decreasing, generally leaving PG&E with excess supply. PG&E's bundled sales decreased in recent years due to CCA formation and expansion resulting in PG&E becoming a net seller across its electric portfolio, however there continues to be procurement opportunities.

While there are limited procurement opportunities, to promote WMDVLGBTBE participation in PG&E Energy Procurement Request for Offers (RFOs), PG&E's supplier diversity goals and objectives are provided on the RFO website: www.pge.com/rfo.

While GO 156 intends to create opportunities for WMDVLGBTBEs, these businesses and their IOU counterparties are faced with tightening margins in the wholesale power markets. As with any participant wishing to participate in wholesale power activities, meeting industry standard credit and collateral requirements is challenging. PG&E will continue to transact with WMDVLGBTBEs consistent with the Least Cost, Best Fit procurement standard.

For the natural gas commodity, asset ownership is not required, and the vast majority of commodity clears through the market or exchanges, so the opportunities have historically been greater for WMDVLGBTBE than in the electricity commodity. Transactions executed on an indexed price basis—which is how much of the gas commodity market transacts—require less credit and collateral requirements than do fixed price transactions. Historically, WMDVLGBTBEs have participated in this market successfully, but PG&E is seeing significant challenges as market conditions are changing and PG&E faced its own financial difficulties filing bankruptcy in January 2019. PG&E emerged from bankruptcy July 1, 2020. WMDVLGBTBEs are fighting for market share today against large, investor-owned businesses with strong credit and economies of scale and are at real risk of being forced out of the shrinking market.

Any firm must overcome considerable barriers to enter into a power contract, including gaining access to capital and establishing credit, technical knowledge and gaining operational experience. The difficulty associated with obtaining these prerequisites is the reason there are few firms engaged in developing power plants or trading power products.

Annual Energy Product Results by Ethnicity and WMDVLGBTBE Certification

(All dollar figures in \$MM)

Product ¹		Results by Ethnicity and Gender												Results by WMDVLGBTBE Certification						Total WMDVLGBTBE Procurement Spend ³	Total Procurement Spend				
		Asian Pacific American			African American			Hispanic American			Native American			Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Other 8(a) ⁵	Subcontracting Total						
		MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL						
POWER PURCHASED	Renewable Power Products Direct	\$	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$1.1	\$1.1	\$2,251.0			
		%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.05%	0.1%		
		\$ ²	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$0.9	\$0.9	\$628.7	
	Non-Renewable Power Products Direct	PHYSICAL	% ²	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.15%	0.1%		
			\$	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$0.0	\$0.0	\$861.8
			% ²	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.004%	0%	
FUELS FOR GENERATION	Diesel Direct	\$	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$0.5	\$0.5	\$-	\$-	\$-	\$0.5	\$-	\$-	\$-	\$-	\$-	\$-	\$0.5	\$0.5		
		%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100%	100%	0.0%	0.0%	0.0%	100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100%		
	Natural Gas Direct	PHYSICAL	\$	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$228.5	
			%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
	POST 2011	Sub Total of Columns ²	\$	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$0.5	\$0.5	\$-	\$-	\$-	\$0.5	\$-	\$-	\$-	\$-	\$-	0.9	\$1.4	\$984.9	
		Sub Total % of Total Procurement Spend	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	Overall WMDVLGBTBE %:	0.15%	
ALL	Sub Total of Columns ⁴	\$	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$0.5	\$0.5	\$-	\$-	\$-	\$0.5	\$-	\$-	\$-	\$-	\$-	\$1.2	\$1.7	\$3,341.7		
	Sub Total % of Total Procurement Spend	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.01%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	Overall WMDVLGBTBE %:	0.05%		

NOTE:

1Excludes purchases from the CAISO, other IOUs, utilities, federal entities, state entities, municipalities and cooperatives

2Includes only long term power procurement commitments after June 6, 2011, or as a result of RFOs after June 6, 2011

3Total WMDVLGBTBE spend does not include pre-commercial online date subcontracting values

4Includes all power procurement commitments

5Firms classified as 8(a) by the Small Business Administration include non-WMDVLGBTBE

Totals may not add due to rounding.

Fuel Procurement for Non-Generation

Introduction

PG&E purchases natural gas to serve its core (residential and small commercial) bundled gas customers. PG&E purchased gas supplies to serve core customers from Canada, the U.S. Rocky Mountain supply area and the U.S. Southwest. Core Gas Supply spent \$1.63 million on natural gas purchases with WMDVLGBTBEs, representing 0.30 percent of total purchases.

Participation Results by Fuel Category (Sec. 9.1.11A)

See Appendix A for a summary table of results.

Market Conditions and Outreach (Sec. 9.1.11B)

Market Conditions

Market Challenges

The U.S. Energy Information Administration estimates that 2020 U.S. dry natural gas production averaged 90.9 billion cubic feet per day (BCF/d), down 2.2 BCF/d from the previous year. Although natural gas demand fell in 2020, natural gas prices increased from 2019. The reduced production impacting our basin supply limited the opportunities for both WMDVLGBTBEs and non-WMDVLGBTBEs. To compound the challenge, PG&E was going through Bankruptcy and was limited to a smaller set of counterparties/suppliers and purchasing larger quantities of gas from those suppliers.

Competitive Challenges

In 2020, WMDVLGBTBEs, all of whom are marketers, were severely limited in providing gas supplies at prices competitive with non-WMDVLGBTBEs. Natural gas marketers have historically added value by applying their expertise to find buyers and to creatively fulfill end-user needs while fostering a liquid, transparent market. In addition to providing supplies, and in order to capture additional revenue streams, the role of many successful marketers has evolved and expanded to include intermediate steps in the supply chain such as arranging pipeline transportation and storage, providing nomination and balancing services and providing any other services required to facilitate natural gas sales. Marketers that have been able to expand in this way seem to be able to offer supplies at more competitive prices than those who have not. At this time, few WMDVLGBTBEs have expanded their businesses beyond the traditional marketer role, likely due to a lack of capital or physical assets.

Institutional Barriers

All industry participants face significant financial and credit risks. Most WMDVLGBTBEs are challenged to manage exposure to such risks because they lack capital to meet counterparty collateral requirements. Additionally, they generally do not hold physical assets, such as natural gas storage, to limit their exposure to performance risks. Finally, WMDVLGBTBEs are generally not able to participate in electronic or online trading platforms due to platform collateral requirements. Online trading platforms account for a significant percentage of transactions in today's fast-moving natural gas markets.

Funds Transfer Agents (FTA), such as banks, offer a secure payment mechanism for gas suppliers and remain an important fiduciary participant in natural gas transactions involving WMDVLGBTBE gas marketers. This solution may take time to grow, but having an additional FTA bank can allow WMDVLGBTBEs to attract source suppliers willing to enter into new arrangements. Many source suppliers are not willing to enter into new arrangements without an FTA agreement. Third-party payment (where payment is made directly to the source supplier) is still available for WMDVLGBTBEs to utilize, but even with these payment options WMDVLGBTBE gas marketers still face challenges providing competitive pricing vis-a-vis other market participants. These issues are compounded by the difficulty of conducting international business, particularly in Canada where PG&E sources roughly one-third of its gas supplies in Canadian dollars. WMDVLGBTBEs may not be able or willing to accept foreign exchange risk. However, PG&E continues to encourage U.S. and Canadian source suppliers to develop relationships with WMDVLGBTBEs.

Outreach

Communications and Assistance

PG&E maintains information on its public website to assist WMDVLGBTBEs in providing natural gas supplies. This website includes an overview of PG&E Core Gas Supply and provides information on PG&E's Supplier Diversity Program—including eligibility criteria for California's WMDVLGBTBE certification program and a description of resources available to assist such suppliers in selling products and services to PG&E, including Core Gas Supply.

In 2020, PG&E continued to provide support to diverse suppliers to answer questions about gas procurement and provided guidance on WMDVLGBTBE certification, credit and contracting matters.

Personal Contacts

Core Gas Supply maintains a solicitation list of WMDVLGBTBEs who have expressed interest in selling gas to PG&E. This list is used to track certification status and help ensure WMDVLGBTBEs are contacted on a regular basis about sales opportunities. Core Gas Supply staff also encourages natural gas producers to work with WMDVLGBTBEs in marketing gas and related services to PG&E.

Expanded Opportunities

During 2020, PG&E's Core Gas Supply contracts analysts continued to assist WMDVLGBTBEs (via phone or email) on opportunities to provide not only marketing services but also broker services. Broker services enable WMDVLGBTBEs to match major producers and suppliers with Core Gas Supply's gas buyers, thereby expanding opportunities beyond direct sales of gas to PG&E. Through a broker arrangement, WMDVLGBTBEs add value by finding a producer or supplier willing and able to meet PG&E's terms. The broker arranges the initial contact and may facilitate negotiations and assist with the administration. By acting as a broker, WMDVLGBTBEs are able to avoid many credit and operational risks while establishing themselves in the natural gas business. PG&E views broker services as a transitory opportunity for WMDVLGBTBEs to build their commercial experience so they become equipped to pursue more financially rewarding business opportunities.

Exclusions

The CPUC General Order 156 ruling on November 14, 2003 ended the Excluded Categories, including non-generation fuel types. Notably, PG&E procures only natural gas under its Fuel Procurement for Non-Generation.

Appendix A. PG&E Core Gas Supply, Annual Energy Product Results by Ethnicity and WMDVLGBTBE Certification

(All dollar figures in \$MM)

Product ¹		Unit	Results by Ethnicity and Gender												Results by WMDVLGBTBE Certification													
			Asian Pacific American			African American			Hispanic American			Native American			Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Other 8(a) ²	Total WMDVLGBTBE Procurement Spend	Total Procurement Spend							
			MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL								TOTAL	TOTAL	TOTAL	TOTAL	TOTAL		
NATURAL GAS	SHORT TERM	\$	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$136.28			
		%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			
	LONG TERM	\$	\$-	\$1.63	\$1.63	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$1.63	\$410.83	
		%	0.0%	0.4%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.4%		
	TOTAL NATURAL GAS	\$	\$-	\$1.63	\$1.63	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$1.63	\$547.11
%	0.0%	0.3%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%			
LPG	SHORT TERM	\$	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	
		%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
	LONG TERM	\$	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-
		%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	TOTAL LPG	\$	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Overall Total \$		\$	\$-	\$1.63	\$1.63	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$1.63	\$547.11
Overall Total %		%	0.0%	0.3%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%	Overall WMDVLGBTBE %	

NOTE:

Short Term: The term of the deal is no longer than one calendar month.

Long Term: The term of the deal is greater than one calendar month but less than one calendar year.

¹Excludes purchases from CAISO, other IOUs, utilities, federal entities, state entities, municipalities and cooperatives

²Includes Non-WMDVLGBT firms classified as 8(a) by Small Business Administration

?: Percentages calculated by row category Total Procurement Spend

Totals may not add due to rounding.

This page is not part of PG&E's GO 156 annual report. It is a separate, additional report, which PG&E provides simultaneously with the GO 156 annual report as directed by the Commission in D.06-11-028 (OP 1 and pp. 4-6).

2020

Pacific Gas and Electric Company
G. O. #156 Sec 9.1.2 (D.11-05-019 & D.06-11-028)

Number of WMDVLGBTBEs¹ and Revenue Reported to the CPUC Clearinghouse

# WMDVLGBTBEs	Data on Number of Suppliers											
	Revenue Reported to CHS						Utility-Specific 2020 Summary					
	MBE	WBE	LGBTBE	DVBE	Other 8(a) [*]	Grand Total ²	MBE	WBE	LGBTBE	DVBE	Other 8(a) [*]	Grand Total
Under \$1M	62	73	5	N/A	0	140	183	205	6	36	0	430
Under \$5M	79	97	1	N/A	0	177	58	68	2	4	0	132
Under \$10M	36	54	1	N/A	0	91	17	23	0	3	0	43
Above \$10M	117	99	1	N/A	0	217	36	27	0	8	0	71
TOTAL	294	323	8	51	0	676	294	323	8	51	0	676

WMDVLGBTBE \$M	Revenue and Payment Data											
	Revenue Reported to CHS						Utility-Specific 2020 Summary					
	MBE	WBE	LGBTBE	DVBE	Other 8(a) [*]	Grand Total ²	MBE	WBE	LGBTBE	DVBE	Other 8(a) [*]	Grand Total
Under \$1M	41,532,125	97,364,544	1,551,597	N/A	0	140,448,265	42,396,920	40,376,429	1,631,597	7,302,881	0	91,707,826
Under \$5M	294,495,850	125,299,734	80,000	N/A	0	419,875,585	126,052,534	172,449,007	4,523,581	9,028,532	0	312,053,654
Under \$10M	76,036,508	163,332,705	2,771,334	N/A	0	242,140,546	115,774,250	165,176,133	0	24,187,394	0	305,137,777
Above \$10M	1,861,899,993	886,651,434	1,752,247	N/A	0	2,750,303,675	1,989,740,773	894,646,848	0	286,128,358	0	3,170,515,978
TOTAL	2,273,964,476	1,272,648,417	6,155,178	326,647,165	0	3,879,415,236	2,273,964,476	1,272,648,417	6,155,178	326,647,165	0	3,879,415,236

NOTE:

*Firms classified as 8(a) by the Small Business Administration include non-WMDVLGBTBE.

CHS: CPUC Supplier Clearinghouse

¹Includes direct and subcontracting WMDVLGBTBEs.

²The CHS does not include information regarding DVBE revenue. As a result, Grand Total revenue cells do not include DVBE data. Grand Total/Total cell does include aggregate DVBE data.

The annual report was produced with support from Studio19.us, a certified WBE.

"PG&E" refers to Pacific Gas and Electric Company, a subsidiary of PG&E Corporation. ©2021 Pacific Gas and Electric Company. All rights reserved. These offerings are funded by California utility customers and administered by PG&E under the auspices of the California Public Utilities Commission.