



2021 | ANNUAL REPORT AND 2022 PLAN

Women, Minority, Disabled Veteran, and LGBT Business Enterprise Procurement
Pursuant to CPUC General Order 156

**G.O. #156
Section**

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Message from the President of San Gabriel Valley Water Company

It is with pleasure to submit San Gabriel Valley Water Company’s (“San Gabriel”) 2021 Supplier Diversity Annual Report and 2022 Plan. I am very proud that since 2017 San Gabriel has exceeded the California Public Utilities Commission (“CPUC”) General Order 156 (“GO156”) total diverse spend goal of 21.5%. In 2021 we had a total of 71 diverse vendors which accounted for 33.49% of our total procurement spend. Our diverse vendors provide an array of products and service that contribute to our company’s mission, which is to provide quality, reliable water service to our customers.



2021 was again a difficult year for most small businesses as we continued to navigate through the on-going COVID pandemic. I recognize the responsibility our company has to support and provide equal opportunities to the diverse-owned businesses in our communities. These businesses play a vital role in our company’s success and San Gabriel will continue our efforts in providing increased opportunities to diverse-owned businesses.

Throughout this report, you will see the results of our efforts in 2021, success stories, challenges and our future goals for 2022.

Very truly yours,

Robert W. Nicholson
President

Message from the Vice President – Engineering**Message from the Vice President – Engineering of San Gabriel Valley Water Company**

As the Vice President of Engineering, I also have the privilege of overseeing San Gabriel’s Supplier Diversity Program. I work very closely with our President, Robert W. Nicholson, and our Supplier Diversity and Procurement Manager, Jeanette Diaz, to promote the utilization of diverse-owned businesses, and additionally, to educate our internal staff on its positive impact to not only the diverse-owned businesses we support, but also our local communities.



In 2021, we reported a total direct and second tier spend of \$22,444,218 with diverse-owned businesses, which was a total of 33.49% of our total procurement spend. Although we were unable to meet all of the categorical goals in 2021, I am optimistic about the coming year and our strategy to overcome these challenges. As detailed further in our 2022 plan, we plan to focus on the continued growth of our Supplier Diversity Program, analyze our current diverse spend by category and identify ways to distribute it equally throughout all categories, increase the number of business opportunities, and strengthen our internal communication in the promotion of the utilization of diverse-owned businesses. We are committed to meeting the goals set by the CPUC, and strengthening our Supplier Diversity Program, which will result in an increase of opportunities to our current and potential diverse-owned businesses.

I remain strongly dedicated to our Supplier Diversity Program, to the support of our program personnel, and to the support of diverse-owned businesses. I am looking forward to a successful year.

Very truly yours,

Matt Y. Yucelen, P.E.

Vice President – Engineering

Message from the Supplier Diversity and Procurement Manager**Message from the Supplier Diversity and Procurement Manager of San Gabriel Valley Water Company**

2021 completes my second full year of managing San Gabriel's Supplier Diversity Program. As each year passes, I continue to recognize the importance our diverse-owned businesses have on our program, our company, and our surrounding communities. I have also become more aware of the impact we have on diverse-owned businesses, and I have seen how one opportunity can have such a positive effect on their success. I am proud to be a part of a company that recognizes this importance as well.



In 2021, I transitioned to the role of Supplier Diversity and Procurement Manager, and I am eager to diversify our supply chain even more than it already is. My intent is to create opportunities for diverse-owned businesses that will provide them with the experience and knowledge they need to continue working within the water utility industry. It brings me much gratitude to be a small part of their success. I am proud of the progress our Supplier Diversity Program has made, and I am confident that it will become even more successful in the coming years.

I am looking forward to establishing new diverse business relationships in 2022 and the continued growth of our program.

Very truly yours,

Jeanette Diaz

Supplier Diversity and Procurement Manager

Internal Program Activities

Department Growth

San Gabriel's Supplier Diversity Program has made substantial progress over the years and continues to grow. To support this growth, San Gabriel made some valuable changes in 2021 that we feel will contribute to the future success of the program.

Since the development of our Purchasing Department in the 1950's, the process to acquisition goods and services has evolved in many ways. The process has become more strategy-oriented, rather than transactional, and now includes activities such as planning and identifying need, strategic sourcing, selections, negotiation and contracting, and the inclusion of diverse-owned businesses. The grouping of these activities can be defined as the procurement of goods and services. In June 2021, San Gabriel's Purchasing Department transitioned to the Procurement Department.

Also in June 2021, Jeanette Diaz, previously Manager of Supplier Diversity and Special Projects, was promoted to the position of Supplier Diversity and Procurement Manager. In her new role, Jeanette will deal with the procurement and sourcing activities, negotiations, and strategic selection of the company's goods and services while including and increasing the opportunities for and utilization of disadvantaged business enterprises ("DBEs"). We are confident that the management of Supplier Diversity and Procurement under one umbrella will continue to progress our program's success in a positive direction. As mentioned, Jeanette will continue, with assistance from Darryl Brown, Supplier Diversity Program Coordinator, to oversee the day-to-day activities of the Supplier Diversity Program.

Darryl was promoted to the position of Supplier Diversity Program Coordinator in June 2021. Darryl has been with San Gabriel for 21 years and throughout that time has gained knowledge of the company's warehouse operations and purchasing processes. Darryl is also familiar with the products and services utilized by San Gabriel. In the first 6 months of being in his new role, Darryl has made great progress in communicating San Gabriel's Supplier Diversity initiatives to both internal staff and our prime contractors ("Primes"). We are confident that with Jeanette's guidance Darryl will continue to be a valuable asset to the program.



Success Stories – New Business Relationships

Like others, we were optimistic that 2021 would allow us the opportunity to attend in-person events and return to making connections face-to-face. Unfortunately, with the continuance of the COVID pandemic, this was not the reality. As we navigated through another year of virtual meetings and conferences, it became increasingly difficult to form new connections with potential DBEs. We utilized the Supplier Clearinghouse database as a resource as well as our Community Based Organization (CBO) leaders, but in-person connections have always made the most impact for us in the past. With that being said, I am pleased to report that we were still able to create some new business relationships in 2021.



After a request by our Engineering Department for an additional traffic control company to add to our bid list, a search in the Supplier Clearinghouse was completed. We reached out to a number of companies found in our search and DC Traffic Control, a Hispanic American male-owned company based in Santa Fe Springs, California, was responsive and eager to work with us. After completing our vendor onboarding process, DC Traffic Control was added to San Gabriel’s bid list and has successfully worked on a handful of projects for us in 2021. DC Traffic Control will continue to be an approved vendor for San Gabriel in 2022.

San Gabriel’s Engineering department was in need of additional consultants for NPEDS Stormwater Compliance Services for a plant project in Fontana, California. SWPPP Cal, a Hispanic American female-owned company located in Thousand Oaks, California, was also the result of a Supplier Clearinghouse search. After the vendor application review and onboarding, SWPPP Cal was added to the Request for Proposal (“RFP”) list for the project and was the awarded bidder. This project is set to be completed in 2022. We look forward to the start of a successful business relationship with SWPPP Cal.



Supplymates, an Asian American male-owned office supply company located in Pasadena, California presented during the California Water Association’s (“CWA”) monthly Utility Supplier Diversity Program (“USDP”) Committee meeting in July. After the introduction, San Gabriel reached out and Supplymates completed the vendor application review and onboarding process. San Gabriel began a working relationship with Supplymates, and has been utilizing them for our office supply needs.

As always, San Gabriel is eager to create new DBE business relationships and increase business opportunities. It is important to us that we not only strive to meet our diverse spend goals, but also that we make a conscious effort to give opportunities to small, local, diverse-owned

owned businesses. The startup of these relationships allow businesses to become familiar with working in the water utility industry and opens up additional opportunities and relationships that can assist in the continued success of their business. We look forward to the continuance of productive and positive business relationships with all of our vendors.

External Program Activities

Southern California Virtual Business Center



In 2021, San Gabriel continued to work with the Southern California Virtual Business Center (“SC-VBC”). SC-VBC is an organization based out of Los Angeles, California, with a mission to give access to programming and services to DBEs. The program primarily serves minority, women, and veteran business owners, with a strong focus on African American entrepreneurs. Members of SC-VBC have

access to training workshops, executive coaching, and accelerators led by professionals and university faculty.

Join Us Wednesday, April 21st, 11:30AM to 12:30PM (PST)
Contract Connection Lunch & Learn
SC Virtual Business Center welcomes San Gabriel Valley Water Company to Contract Connection Lunch & Learn. Jeanette Diaz, Manager of Supplier Diversity and Special Projects will be the featured speaker. In 2020, San Gabriel spent 38.55% of their total procurement spend with diverse-owned businesses and met all categorical goals set by the CPUC.
Plus the bonus guest Marsel Watts of CDC Small Business Finance. If you need funding for your business then join us for the bonus session.
Small Business Finance
For More Information: www.scvirtualbusinesscenter.com | Click Here To Register: <https://bit.ly/3aKE9ae>

In April 2021, San Gabriel hosted a training workshop to provide SC-VBC members with an in-depth overview of working with San Gabriel as well as connecting and sharing best practices in the industry. During the virtual event, DBEs learned more about San Gabriel as a company and doing business within the water utility industry in general. The event ended with a question and answer session where many of

the attendees were able to have their specific questions answered by San Gabriel and have the opportunity to network. Overall, the event was successful in allowing the DBEs an opportunity to create a networking connection with San Gabriel.

Furthermore, in an effort to create additional support and exposure for SB-VBC, San Gabriel invited SC-VBC representatives to present during CWA’s monthly USDP meeting in March. Because of this connection, the CWA USDP Committee proudly agreed to sponsor two of SC-VBC’s future Contract Connection Lunch and Learn sessions.

Collaboration with the California Water Association (“CWA”)



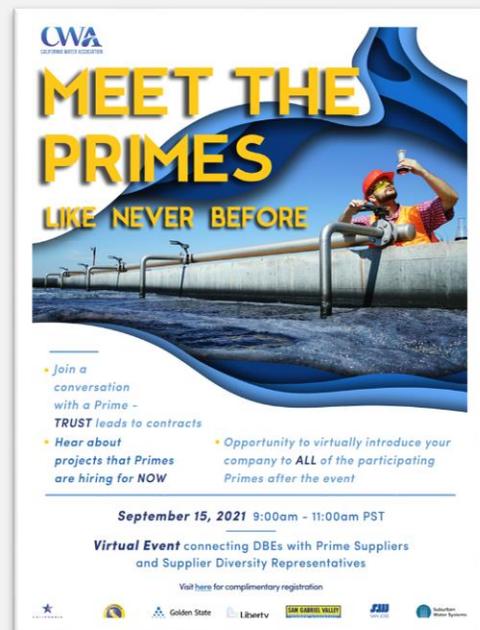
California Water Association Utility Supplier Diversity Committee: Daniel Rodriguez – formerly with Liberty Utilities, Edward Simon – California American Water, Tim McLaughlin – San Jose Water, Lauren James – Suburban Water Systems, Jeanette Diaz – San Gabriel Valley Water Company, Jose Espinoza – California Water Service, Holley Joy – Golden State Water.

In 2021, the collaboration between the CWA USDP Committee continued. As a team we continued to work together to achieve success in meeting the requirements of GO156, and continued our mission as a committee, which is to promote leading, sustainable, and compliant Supplier Diversity Programs. As we faced the second year of the COVID pandemic, we knew it was important for us to find ways to better our virtual events, and make them more engaging and impactful.

Meet the Primes Event

At the annual *CWA Meet the Primes: Like Never Before* event held on September 15, 2021, more than 430 people registered to learn how to connect with Primes, consultants and suppliers who help CWA member utilities serve more than 6 million people. Primes volunteered to share inspiration and insights. Solopreneurs as well as large companies had the same opportunity to pitch their company to CWA Primes. The objective was to facilitate introductions to Primes to cultivate relationships before there is an immediate need to hire.

Melanie Rae, founder of Guided Business Plan, an African American female-owned business, designed the event to feature pre-event recording of the Primes, online worksheets, and a post-event Connect to Primes form. The public is still able to join the free platform and access these materials. Innovate Marketing Group, an Asian American female-owned business, provided the technical platform that enabled more than 120 participants to engage in a group discussion.

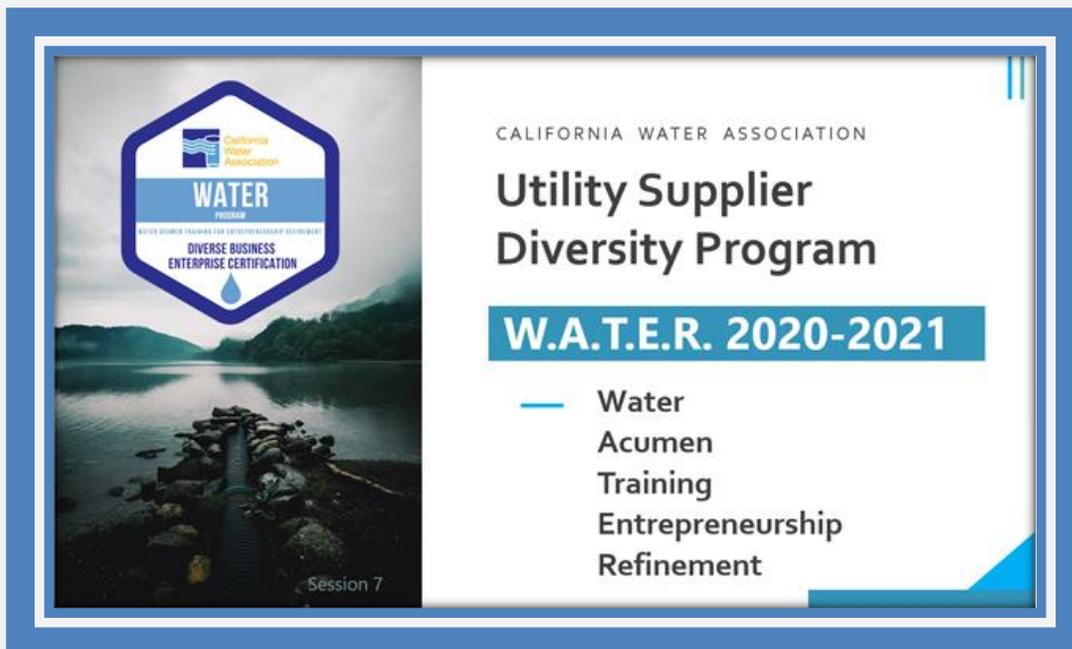


Holley Joy, Supplier Diversity Manager, Golden State Water, and Project Lead for the event stated, “When the communities we serve see themselves reflected back as they pass one of our construction projects or visit our offices, it is partly due to events like these where we purposefully outreach to diverse vendors to support our operations.”

Capacity Building & Technical Assistance

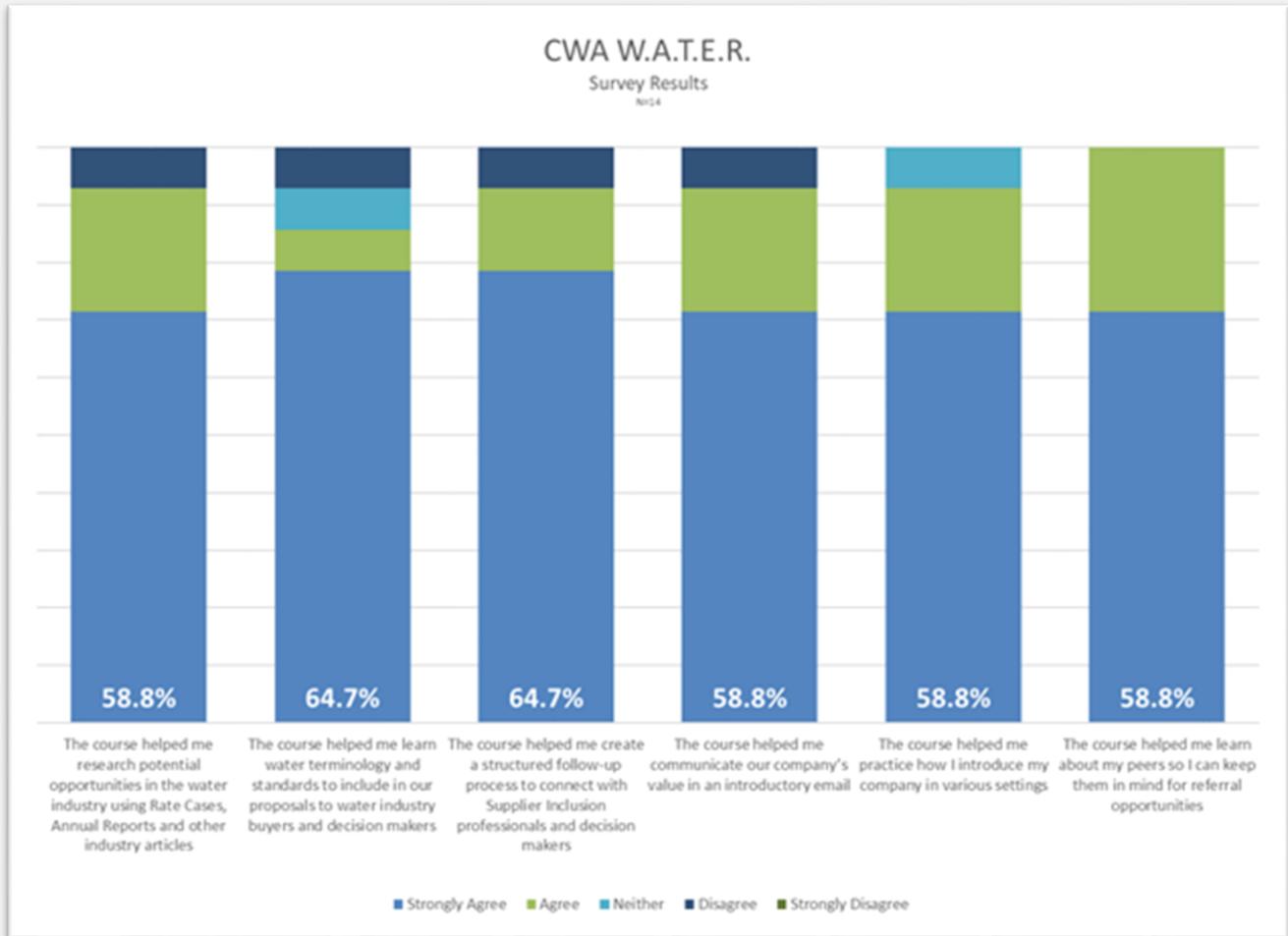
Capacity Building & Technical Assistance (“CB&TA”)

Our CB&TA main initiative remains through the CWA’s Water Acumen Training for Entrepreneurship Refinement (“W.A.T.E.R.”) Business Certification.



In 2021, the remaining three sessions were conducted virtually as the pandemic restrictions remained early in the year. During the meetings, we covered topics such as identifying a CWA-member utility, researching for opportunities, pricing/negotiation, and forecasting through research. The final session was a graduation celebration and included two previous-cohort participants to share their lessons learned, perspective on the program, and success stories since their training.

As depicted in the survey results below, this forum remains an effective way for diverse suppliers to learn about our industry:



The majority of our participants “strongly agree” the training helps them in researching opportunities, communicating value and introducing their companies.

Concurrent with the training, facilitated connections were made with internal stakeholders and potential contractual opportunities for attendees. For example:

- From the 2020-2021 cohort, three contractors received introductions to decision makers, and one contractor submitted a bid for an upcoming project with a CWA company.
- From the 2019 cohort, one contractor received introductions to decision makers, and two contractors participated in a Request for Information with a CWA company.

These potential opportunities are a direct result of our CB&TA program.

CWA R.I.S.E. Virtual Accelerator

In the latter part of 2020, the CWA committee was working to create an event geared towards African American-owned businesses. This is a categorical spend area that all seven of the CWA utility companies could use support in, and it was important for us to focus on this category to increase potential business opportunities in 2021. Through our collaborative work, we developed the CWA R.I.S.E. Virtual Accelerator Program.



The CWA R.I.S.E. Virtual Accelerator Program included a virtual platform that allowed African American-owned businesses to register to be included on a business directory accessible to the CWA companies. The program also included access to short, high impact virtual sessions that provided a deep dive into each CWA company's business opportunities and vendor requirements. Attendance in the virtual sessions also allowed the DBEs increased visibility and networking opportunities with the CWA USDP representatives.

The launch of the program was held on March 11, 2021 and had over 100 registrants. Attendees included water company representatives, fire management solution providers, digital energy management services, web application testers, and others. The launch session included a special guest speaker, Everett Sands, CEO of FinTech Company, Lendistry, the U.S. Small Business Administration's number two lender. His company was selected by the state to serve as the intermediary to administer California's \$2.5 billion in grants to California small businesses. He reminded everyone that while applying for grants and loan programs, they should also keep an eye on federal funds because that translates into both state and county contracts. He also advised attendees to expand their teams so as founders, they could spend more time on pursuing lucrative proposals.

Overall, the CWA R.I.S.E. Virtual Accelerator Program was successful and additional sessions are planned for 2022. "With the success of this significant launch, we look forward to more CWA R.I.S.E events in the future," said Summer Sepulveda, founder of Joy Experience, a woman-owned business, who has organized several CWA USDP events. "Anytime industry people gather, exciting new opportunities invariably arise."

2021 Outreach Events Highlights

Like most, we were optimistic of retuning to in-person events in 2021, but unfortunately, due to the continuation of the COVID pandemic and for the safety of our staff, travel was restricted for the year. As we are all well aware, communication is key in making new business connections, and in-person networking simply cannot be replaced. With that being said, every effort was made to stay connected to our current and prospective events on a virtual level. Although, as the year went on and virtual events continued, there seemed to be a decrease in the number of attendees in virtual events. This made it more challenging to connect with new diverse businesses in this avenue. Below is a highlight of the virtual outreach events San Gabriel attended in 2021.



CWA hosted a virtual exhibitor booth at the Southern California Minority Supplier Development Council B3 Conference and Expo in April. The platform allowed attendees to connect with exhibitors through interactive and intuitive group chat capabilities, one to one text and video.

In May, the Asian Business Association held the 8th Annual Womens Business Symposium. CWA attended the event as a sponsor and hosted a virtual booth. The event brought together hundreds of Asian American woman-owned business leaders and corporate leaders in an effort to connect and promote business connections.



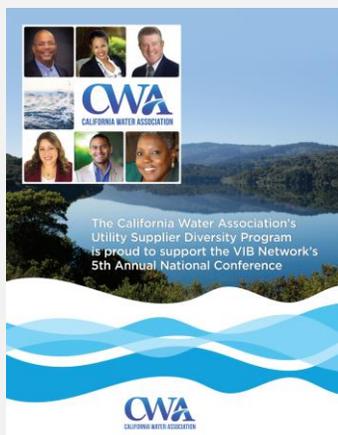
CWA was honored to be recognized as the 2021 Corporation of the Year by the Women's Business Enterprise Council ("WBEC") West. CWA is proud to work with WBEC West and be a part of their mission in increasing the support and utilization of women-owned businesses.

2021 Outreach Events Highlights continued

The CWA committee teamed up with the American Indian Chamber of Commerce to host a CWA Procurement Summit in June. This event brought together Native American-owned businesses, Prime contractors and CWA Supplier Diversity representatives. Each CWA company presented along with their Prime contractor. After the presentations, breakout sessions were scheduled which allowed Prime contractors to connect with potential DBE subcontractors. San Gabriel's Prime contractor in attendance was Mike Sager with G.M. Sager Construction.



In October, San Gabriel, along with the CWA committee presented on *How to Do Business with CWA* to both the Los Angeles LGBTQ Chamber of Commerce and the Southern California Minority Supplier Development Council. The virtual presentations highlighted each company's onboarding process and areas of opportunities. Both webinars gave the DBEs an opportunity to ask questions and network with the Supplier Diversity Program Managers.



CWA was proud to support and attend the Veterans in Business ("VIB") Network's 5th Annual National Conference. This event allowed the option to attend virtually or in-person. The VIB hosts a well-attended conference every year with motivational speakers and plenty of opportunities for disabled veteran-owned business and corporations to connect.

2021 Outreach Calendar

January

USDP Monthly Meeting
CWA Board of Directors Meeting
CWA Diversity and Inclusion Advisory Group Meeting
SCMSDC MBE Needs & Leads
ABA Business Forecast
NAMC Major Corporate Partner Meeting
NUDC Best Practices in Language Access
BuildOut California – The Golden Pitch

February

USDP Monthly Meeting
CWA Board of Directors Meeting
CWA Diversity and Inclusion Advisory Group Meeting
ABA Young Entrepreneur Forum
ABA New Member Meeting
NMSDC Advancing Black Entrepreneurs
SCMSDC Centers of Excellence
WRMSDC Construction Day

March

USDP Monthly Meeting
CWA Board of Directors Meeting
CWA Diversity and Inclusion Advisory Group Meeting
NAMC Major Corporate Partner Meeting
Buildout California: Growing and Supporting LGBT Suppliers
Joint Utilities Quarterly Meeting
SCMSDC MBE Orientation
SCMSDC Pre-Certification Workshop
BBA Salute to Black Women

April

USDP Monthly Meeting
CWA Board of Directors Executive Committee Meeting
CWA Diversity and Inclusion Advisory Group Meeting
SCMSDC B3 Conference + Expo Business Matchmaking
NUDC Commissioner Diversity: The Diversity Toolkit
ABA Golf Tournament
CPUC Spring Expo

May

WRMSDC Gala
NMSDC Leadership Week
USDP Monthly Meeting
NAMC Major Corporate Partner Meeting
CWA Spring Conference
CWA Board of Directors Meeting
CWA Diversity and Inclusion Advisory Group Meeting
WRMSDC Program Managers Meeting
NUDC The Chicago Re-Convening
WELL 2021 Virtual Conference

June

CWA and AICOC - Water Utilities and Primes Event
USDP Monthly Meeting
WRMSDC MBE Platinum Partner Pitch
NMSDC Tuck Diversity Program: Building a Successful Diverse Business
WRMSDC Networking Event
CWA Diversity and Inclusion Advisory Group Meeting

June, Cont.

CWA Board of Directors Meeting
Joint Utilities Quarterly Meeting
NUDC Fair Pay: The American Water Journey
CWA and SCMSDC - Doing Business with Water

July

USDP Monthly Meeting
CWA Board of Directors Meeting
CWA Diversity and Inclusion Advisory Group Meeting
NMSDC Program Managers' Seminar
AICOC - In-Person & Webinar EXPO'21
NCAIED 35th Annual Reservation Economic Summit

August

WBEC West Utilities Vendor Showcase
USDP Monthly Meeting
NAMC Major Corporate Partner Meeting
ABA LA Advisory Meeting
CWA Diversity and Inclusion Advisory Group Meeting
CWA Board of Directors Meeting
WRMSDC Expo

September

USDP Monthly Meeting
CHCC 42nd Annual Statewide Conference
CWA Meet the Primes
CWA Board of Directors Meeting
Joint Utilities Quarterly Meeting
CWA Diversity and Inclusion Advisory Group Meeting
ABA Annual Award Banquet

October

LAGLCC Doing Business with CWA
USDP Monthly Meeting
NAMC Major Corporate Partner Meeting
CPUC GO 156 En Banc
CWA Board of Directors Meeting
NMSDC Conference and Business Opportunity Exchange
CPUC Fall Expo
CWA Diversity and Inclusion Advisory Group Meeting

November

Veterans in Business Conference
USDP Monthly Meeting
AICOC Native American Heritage Month Luncheon
WRMSDC Holiday Celebration & Fundraiser
LAGLCC Virtual Luncheon
CWA Board of Directors Executive Committee Meeting
NGLCC Conference
CWA Diversity and Inclusion Advisory Group Meeting

December

CWA R.I.S.E. Accelerator
WBEC West Annual Conference
USDP Monthly Meeting
CWA Board of Directors Executive Committee Meeting
Joint Utilities Quarterly Meeting
CWA Diversity and Inclusion Advisory Group Meeting

San Gabriel Valley Water Company		2021 Report		G.O. #156 Section 9.1.2		
WMDVLGBTBE Annual Results by Ethnicity						
		2021				
		Direct	Sub	Total \$	%	
1	Minority Male	Asian Pacific American	\$ 601,062	\$ -	\$ 601,062	0.90%
2		African American	\$ 59,663	\$ 49,268	\$ 108,931	0.16%
3		Hispanic American	\$ 4,157,054	\$ 163,460	\$ 4,320,514	6.45%
4		Native American	\$ 3,218,182	\$ -	\$ 3,218,182	4.80%
5		Total Minority Male	\$ 8,035,961	\$ 212,728	\$ 8,248,689	12.31%
6	Minority Female	Asian Pacific American	\$ 196,075	\$ -	\$ 196,075	0.29%
7		African American	\$ 784,382	\$ -	\$ 784,382	1.17%
8		Hispanic American	\$ 559,688	\$ -	\$ 559,688	0.84%
9		Native American		\$ -	\$ -	0.00%
10		Total Minority Female	\$ 1,540,145	\$ -	\$ 1,540,145	2.30%
11	Total Minority Business Enterprise (MBE)		\$ 9,576,106	\$ 212,728	\$ 9,788,833	14.61%
12	Women Business Enterprise (WBE)		\$ 10,922,319	\$ -	\$ 10,922,319	16.30%
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$ 1,507,831	\$ -	\$ 1,507,831	2.25%
14	Disabled Veteran Business Enterprise (DVBE)		\$ 225,234	\$ -	\$ 225,234	0.34%
15	Other 8(a)*		\$ -	\$ -	\$ -	0.00%
16	Total WMDVLGBTBE		\$ 22,231,490	\$ 212,728	\$ 22,444,218	33.49%
17	Net Procurement**		\$ 67,012,782			

NOTE: * FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE

** NET PROCUREMENT INCLUDES PURCHASE ORDERS, NO-PURCHASE ORDER, AND CREDIT CARD DOLLARS

Direct - DIRECT PROCUREMENT

Sub - SUBCONTRACTOR PROCUREMENT

% - PERCENTAGE OF NET PROCUREMENT

WMDVLGBTBE Direct Procurement by Product and Service Categories

				Products		Services		Total	
				\$	%	\$	%	\$	%
1	Minority Male	Asian Pacific American	Direct	\$ 77,231	0.12%	\$ 523,831	0.78%	\$ 601,062	0.90%
2		African American	Direct	\$ 4,963	0.01%	\$ 54,700	0.08%	\$ 59,663	0.09%
3		Hispanic American	Direct	\$ 1,501,343	2.24%	\$ 2,655,711	3.96%	\$ 4,157,054	6.20%
4		Native American	Direct	-	-	\$ 3,218,182	4.80%	\$ 3,218,182	4.80%
5		Total Minority Male	Direct	\$ 1,583,537	2.36%	\$ 6,452,423.96	9.63%	\$ 8,035,961	11.99%
6	Minority Female	Asian Pacific American	Direct	\$ 3,518	0.01%	\$ 192,556	0.29%	\$ 196,075	0.29%
7		African American	Direct	-	-	\$ 784,382	1.17%	\$ 784,382	1.17%
8		Hispanic American	Direct	\$ 3,159	0.00%	\$ 556,529	0.83%	\$ 559,688	0.84%
9		Native American	Direct	-	-	-	-	-	-
10		Total Minority Female	Direct	\$ 6,677	0.01%	\$ 1,533,468	2.29%	\$ 1,540,145	2.30%
11	Total Minority Business Enterprises (MBE)		Direct	\$ 1,590,214	2.37%	\$ 7,985,892	12%	\$ 9,576,106	14.29%
12	Women Business Enterprises (WBE)		Direct	\$ 6,443,545	9.62%	\$ 4,478,774	6.68%	\$ 10,922,319	16.30%
13	Lesbian, Gay, Bisexual, Transgender Business Enterprises (LGBTBE)		Direct	\$ -	-	\$ 1,507,831	2.25%	\$ 1,507,831	2.25%
14	Disabled Veteran Business Enterprises (DVBE)		Direct	\$ 5,867	0.01%	\$ 219,367	0.33%	\$ 225,234	0.34%
15	Other (8a)*		Direct	-	-	-	-	-	-
16	TOTAL WMDVLGBTBE		Direct	\$ 8,039,626	12.00%	\$ 14,191,864	21.18%	\$ 22,231,490	33.17%
NOTE: * FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE ** NET PROCUREMENT INCLUDES PURCHASE ORDERS, NO-PURCHASE ORDER, AND CREDIT CARD DOLLARS Direct - DIRECT PROCUREMENT Sub - SUBCONTRACTOR PROCUREMENT % - PERCENTAGE OF NET PROCUREMENT									
17	Total Product Procurement	\$	20,921,258						
18	Total Service Procurement	\$	46,091,524						
19	Net Procurement**	\$	67,012,782						
20	Total Number of WMDVLGBTBEs that Received Direct	71							

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WMDVLGBTBE Subcontractor Procurement by Product and Service Categories		

				Products		Services		Total	
				\$	%	\$	%	\$	%
1	Minority Male	Asian Pacific American	Sub	-	-	-	-	-	-
2		African American	Sub	-	-	\$ 49,268	0.07%	\$ 49,268	0.07%
3		Hispanic American	Sub	-	-	\$ 163,460	0.24%	\$ 163,460	0.24%
4		Native American	Sub	-	-	-	-	-	-
5		Total Minority Male	Sub	\$ -	-	\$ 212,728	0.32%	\$ 212,728	0.32%
6	Minority Female	Asian Pacific American	Sub	-	-	-	-	-	-
7		African American	Sub	-	-	-	-	-	-
8		Hispanic American	Sub	-	-	-	-	-	-
9		Native American	Sub	-	-	-	-	-	-
10		Total Minority Female	Sub	\$ -	-	\$ -	-	-	-
11	Total Minority Business Enterprises (MBE)		Sub	\$ -	-	\$ 212,728	0.32%	\$ 212,728	0.32%
12	Women Business Enterprises (WBE)		Sub	\$ -	-	-	-	-	-
13	Lesbian, Gay, Bisexual, Transgender Business Enterprises (LGBTBE)		Sub	\$ -	-	-	-	-	-
14	Disabled Veteran Business Enterprises (DVBE)		Sub	\$ -	-	-	-	-	-
15	Other (8a)*		Sub	\$ -	-	-	-	-	-
16	TOTAL WMDVLGBTBE		Sub	\$ -	-	\$ 212,728	0.32%	\$ 212,728	0.32%
NOTE: * FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE ** NET PROCUREMENT INCLUDES PURCHASE ORDERS, NO-PURCHASE ORDER, AND CREDIT CARD DOLLARS									
17	Total Product Procurement			\$ 20,921,258					
18	Total Service Procurement			\$ 46,091,524					
19	Net Procurement**			\$ 67,012,782					

WMDVLGBTBE Procurement by Standard Industrial Classification Categories

SIC Category	\$ - %	Asian Pacific American		African American		Hispanic American		Native American		Total 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 Dollars
		Male	Female	Male	Female	Male	Female	Male	Female							Total Percentage
15	\$									1,724,330.64					\$ 1,724,330.64	\$ 8,170,186.54
	%									2.57%					2.57%	12.19%
16	\$			54,700.00		789,613.96		3,213,945.26		4,058,259.22		1,437,091.03	30,880.00		\$ 5,526,230.25	\$ 5,531,879.23
	%			0.08%		1.18%		4.80%		6.06%		2.14%	0.05%		8.25%	8.25%
17	\$					93,605.17				93,605.17	2,195,998.20		78,174.98		\$ 2,367,778.35	\$ 10,569,285.51
	%					0.14%				0.14%	3.28%		0.12%		3.53%	15.77%
23	\$									880.05					\$ 880.05	\$ 14,346.66
	%									0.00%					0.00%	0.02%
25	\$	36,184.54								36,184.54	112,827.37				\$ 149,011.91	\$ 149,011.91
	%	0.05%								0.05%	0.17%				0.22%	0.22%
26	\$									-			3,232.50		\$ 3,232.50	\$ 3,232.50
	%									0.00%			0.00%		0.00%	0.00%
27	\$					1,177.53				1,177.53					\$ 1,177.53	\$ 104,481.86
	%					0.00%				0.00%					0.00%	0.16%
28	\$														\$ -	\$ 2,873,302.31
	%														0.00%	4.29%
29	\$														\$ -	\$ 37,130.58
	%														0.00%	0.06%
30	\$										5,725,567.54				\$ 5,725,567.54	\$ 5,738,403.18
	%										8.54%				8.54%	8.56%
32	\$					837,729.50				837,729.50					\$ 837,729.50	\$ 838,874.35
	%					1.25%				1.25%					1.25%	1.25%
33	\$	7,620.94								7,620.94					\$ 7,620.94	\$ 20,612.03
	%	0.01%								0.01%					0.01%	0.03%
34	\$					159,871.05	740.00			160,611.05	6,389.03				\$ 167,000.08	\$ 2,793,054.17
	%					0.24%	0.00%			0.24%	0.01%				0.25%	4.17%
35	\$	31,254.17				10,214.01				41,468.18			1,593.75		\$ 43,061.93	\$ 784,946.92
	%	0.05%				0.02%				0.06%			0.00%		0.06%	1.17%
36	\$														\$ -	\$ 716,286.87
	%														0.00%	1.07%
37	\$					536.13				536.13					\$ 536.13	\$ 115,005.81
	%					0.00%				0.00%					0.00%	0.17%
38	\$														\$ -	\$ 2,625,499.83
	%														0.00%	3.92%
39	\$												1,041.08		\$ 1,041.08	\$ 39,605.10
	%												0.00%		0.00%	0.06%
42	\$			49,268.34		161,709.50				210,977.84					\$ 210,977.84	\$ 210,977.84
	%			0.07%		0.24%				0.31%					0.31%	0.31%
44	\$						528,376.21			528,376.21					\$ 528,376.21	\$ 593,529.15
	%						0.79%			0.79%					0.79%	0.89%
46	\$														\$ -	\$ 2,289,911.53
	%														0.00%	3.42%
47	\$														\$ -	\$ 257,558.61
	%														0.00%	0.38%
48	\$														\$ -	\$ 350,198.34
	%														0.00%	0.52%

WMDVLGBTBE Procurement by Standard Industrial Classification Categories (Cont.)

SIC Category	\$ - %	Asian Pacific American		African American		Hispanic American		Native American		Total 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 Dollars
		Male	Female	Male	Female	Male	Female	Male	Female							Total Percentage
50	\$						2,418.57			2418.57	212.08				\$ 2,630.65	\$ 129,800.02
	%						0.00%			0.00%	0.00%				0.00%	0.19%
52	\$			4,962.79						4,962.79					\$ 4,962.79	\$ 108,368.07
	%			0.01%						0.01%					0.01%	0.16%
54	\$														\$ -	\$ 46,300.80
	%														0.00%	0.07%
55	\$					491,815.03				491,815.03	598549.19				\$ 1,090,364.22	\$ 1,261,394.00
	%					0.73%				0.73%	0.89%				1.63%	1.88%
56	\$														\$ -	\$ 10,368.38
	%														0.00%	0.02%
57	\$														\$ -	\$ 5,931.93
	%														0.00%	0.01%
59	\$	2,171.18								2171.18					\$ 2,171.18	\$ 226,217.65
	%	0.00%								0.00%					0.00%	0.34%
60	\$														\$ -	\$ 177,755.82
	%														0.00%	0.27%
63	\$														\$ -	\$ 2,473,882.38
	%														0.00%	3.69%
64	\$				736,499.00					736,499.00					\$ 736,499.00	\$ 768,539.81
	%				1.10%					1.10%					1.10%	1.15%
70	\$														\$ -	\$ 4,036.29
	%														0.00%	0.01%
73	\$	311,535.24	192,556.46			286,806.15	7,580.00			798,477.85	550583.13		110311.58		\$ 1,459,372.56	\$ 9,310,699.81
	%	0.46%	0.29%			0.43%	0.01%			1.19%	0.82%		0.16%		2.18%	13.89%
75	\$		3,518.37			32,363.13	1,291.78			37173.28					\$ 37,173.28	\$ 229,111.92
	%		0.01%			0.05%	0.00%			0.06%					0.06%	0.34%
76	\$						1,626.50			1,626.50					\$ 1,626.50	\$ 17,810.12
	%						0.00%			0.00%					0.00%	0.03%
80	\$														\$ -	\$ 3,474.08
	%														0.00%	0.01%
81	\$														\$ -	\$ 490,264.19
	%														0.00%	0.73%
87	\$	194,037.62			47,883.32	1,245,072.65	17,654.50	4,236.68		1508884.77	6982	70740.2			\$ 1,586,606.97	\$ 3,806,599.03
	%	0.29%			0.07%	1.86%	0.03%	0.01%		2.25%	0.01%	0.11%			2.37%	5.68%
89	\$	18,258.10				210,000.00				228,258.10					\$ 228,258.10	\$ 3,114,906.77
	%	0.03%				0.31%				0.34%					0.34%	4.65%
TOTAL	\$	601,062	196,075	108,931	784,382	4,320,514	559,688	3,218,182	\$ -	9,788,833	10,922,319	1,507,831	225,234	\$ -	\$ 22,444,218	\$ 67,012,782
TOTAL		0.90%	0.29%	0.16%	1.17%	6.45%	0.84%	4.80%	0.00%	14.61%	16.30%	2.25%	0.34%	0.00%	33.49%	100.00%

Total Product Procurement	\$ 20,921,258
Total Service Procurement	\$ 46,091,524

Net Procurement ***	\$ 67,012,782
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Number of WMDVLGBTBE Suppliers and Revenue Reported to the Clearinghouse

# WMDVLGBTBEs	Data on Number of Suppliers											
	Revenue (Range) Reported to CHS						Utility-Specific 2021 Summary					
	MBE	WBE	LGBTBE	DVBE	Other 8(a)*	Grand Total	MBE	WBE	LGBTBE	DVBE	Other 8(a)*	Grand Total
Under \$1 million or Unknown	15	4	1	9	0	29	45	4	1	9	0	59
Under \$5 million	12	1	0	0	0	13	1	1	1	0	0	3
Under \$10 million	7	3	0	0	0	10	0	3	0	0	0	3
Above \$10 million	12	6	1	0	0	19	0	6	0	0	0	6
TOTAL	46	14	2	9	0	71	46	14	2	9	0	71

# WMDVLGBTBEs	Revenue and Payment Data											
	(Average) Revenue Reported to CHS						Utility-Specific 2021 Summary					
	MBE	WBE	LGBTBE	DVBE	Other 8(a)*	Grand Total	MBE	WBE	LGBTBE	DVBE	Other 8(a)*	Grand Total
Under \$1 million or Unknown	\$ 9,657,665.59	\$ 5,982,567.00	\$ 809,633.00	\$ 895,988.02	\$ -	\$ 17,345,853.61	\$6,362,160.28	\$ 7,926,872.24	\$ 70,740.20	\$ 225,233.89	\$ -	\$ 14,585,006.61
Under \$5 million	\$ 35,038,417.84	\$ 2,000,000.00	\$ -	\$ -	\$ -	\$ 37,038,417.84	\$3,213,945.26	\$ 523,426.30	\$ 1,437,091.03	\$ -	\$ -	\$ 5,174,462.59
Under \$10 million	\$ 43,957,077.00	\$ 20,913,633.00	\$ -	\$ -	\$ -	\$ 64,870,710.00	\$ -	\$ 126,198.40	\$ -	\$ -	\$ -	\$ 126,198.40
Above \$10 million	\$ 10,687,074,857.00	\$ 445,641,693.00	\$ 15,000,000.00	\$ -	\$ -	\$ 11,147,716,550.00	\$ -	\$ 2,345,822.29	\$ -	\$ -	\$ -	\$ 2,345,822.29
TOTAL	\$ 10,775,728,017.43	\$ 474,537,893.00	\$ 15,809,633.00	\$ 895,988.02	\$ -	\$ 11,266,971,531.45	\$9,576,105.54	\$ 10,922,319.23	\$ 1,507,831.23	\$ 225,233.89	\$ -	\$ 22,231,489.89

NOTE: *FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE
 CHS: SUPPLIER CLEARINGHOUSE

San Gabriel Valley Water Company	2021 Report	G.O. #156 Section 9.1.2
Description of WMDVLGBTBEs with CA Majority Workforce		

Based on information provided from the Supplier Clearinghouse, we have identified 69 out of our 71 diverse suppliers for whom California is their main contact location.

San Gabriel Valley Water Company	2021 Report	G.O. #156 Section 9.1.3
WMDVLGBTBEs Program Expenses		

Expenses Category	2021
Wages	\$146,735
Other Employee Expenses	\$150
Program Expenses	\$34,335
Reporting Expenses	--
Training	--
Consultants	\$4,620
Other	\$13,817
TOTAL	\$199,657

San Gabriel Valley Water Company	2021 Report	G.O. #156 Section 9.1.4
Description of Progress in Meeting or Exceeding Set Goals		

In 2021, San Gabriel’s total direct spend with diverse-owned businesses totaled \$22,231,490 and our second tier spend totaled \$212,728. As requested, our second tier spend has been detailed separately in the SIC Categories table, thus matching the total DBE spend in the Results by Ethnicity table.

With 33.49% DBE spend in 2021, San Gabriel met and exceeded the GO156 goal of 21.5%. San Gabriel also far exceeded the 5% WBE goal by spending 16.34% of our total procurement with woman-owned businesses. Our LGBT spend more than doubled, with a 105% increase from 2020. We fell short by .36% in meeting the minority business enterprise goal of 15%, and we did not meet the 1.5% goal set for the disabled veteran-owned business enterprise category.

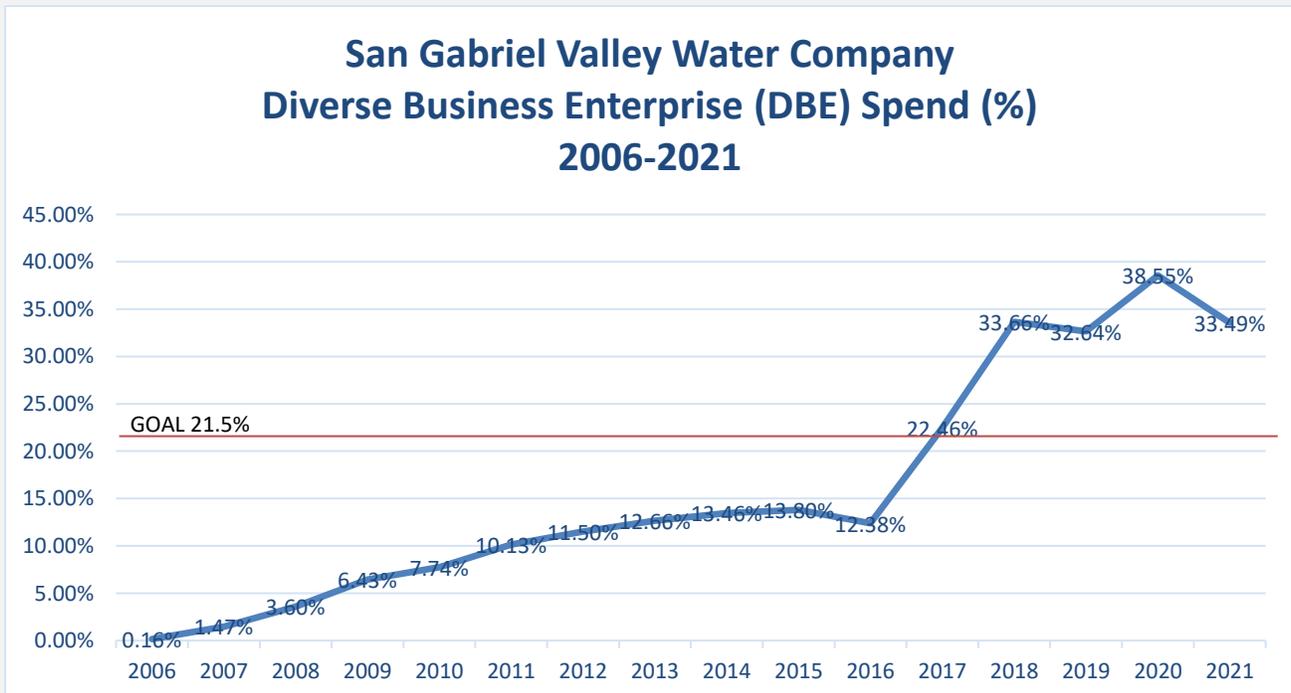
One of our high priority goals listed in our 2020 report was sustainability. With our success in 2020 it was important that we maintained the momentum and focused on equally distributing our diverse spend amongst the DBE categories. We do however realize that in 2020 we had completed numerous large-scale projects with the utilization of DBEs, which attributed to our 2020 success.

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

In 2021, we faced some challenges in meeting and exceeding our goals. Although we are very proud of spending 33.49% of our total procurement with diverse-owned businesses, this is an overall decrease from 2020 and we did not meet all categorical goals as we did in 2020. There are a number of factors that we feel attributed to this.

In 2021, because of the ongoing pandemic and labor shortages, San Gabriel and our contractors began to experience issues and delays obtaining material due to supply shortages. The delay and/or inability to obtain required project materials resulted in projects not being completed in the projected timeframe. Some projects projected to be completed in 2021 encountered major delays and are now set to be completed in 2022. Another attributing factor was the shortage of staff. Some projects were unable to be completed as planned due to employees being out ill due to COVID and/or the company having trouble maintaining adequate staff. Another challenge we faced was the continued restriction on travel due to COVID and decreased attendance in virtual events, which resulted in fewer opportunities to make new connections with diverse-owned businesses. We definitely utilized our available resources, such as the Supplier Clearinghouse database, and our connections with Community Based Organization leaders, but in-person connections have attributed to many of our success stories in the past, and just based on our experience, there seemed to be a decrease in DBE attendance in the 2021 virtual events.

Although we had some challenges in 2021, we are pleased with the overall growth of our Supplier Diversity Program and the progress we have made over the years which is displayed in the graph below.



San Gabriel Valley Water Company	2021 Report	G.O. #156 Section 9.1.4
WMDVLGBTBE Results and Goals		

Category	2021 Results	2021 Goals
Minority Men	12.31%	-
Minority Women	2.30%	-
Total Minority Business Enterprise (MBE)	14.61%	15.00%
Women Business Enterprise (WBE)	16.30%	5.00%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	2.25%	1.50%
Disabled Veteran Business Enterprise (DVBE)	.34%	1.50%
Other (8a)	-	-
TOTAL WMDVLGBTBE	33.49%	23.00%

San Gabriel Valley Water Company	2021 Report	G.O. #156 Sec. 9.1.5
Description of Prime Contractor Utilization of WMDVLGBTBE Subcontractors		

At San Gabriel, we remain committed to educating our prime contractors on the importance and impact of diverse subcontracting. Our primary contractors play a significant role in helping us reach our procurement goals by providing diverse suppliers the opportunity to participate in the work they perform on our behalf.

In 2021, San Gabriel’s prime contractors utilized DBEs for service categories. These services included construction and transportation. Our second tier spend for 2021 was \$212,725, which is a decrease from \$734,596 in 2020. In 2021, we plan to increase our communication with our prime contractors, facilitate connections between our primes and potential diverse subcontractor, and continue to spread awareness of the importance of utilizing diverse subcontractors.

Summary of Prime Contractor Utilization of WMDVLGBTBE Subcontractors								
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	Minority Male	Minority Female	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprises (DVBE)	Other 8(a)*	TOTAL WMDVLGBTBE
Direct \$	\$ 8,035,961	\$ 1,540,145	\$ 9,576,106	\$ 10,922,319	\$ 1,507,831	\$ 225,234	-	\$ 22,231,490
Subcontracting \$	\$ 212,728	-	\$ 212,728	-	-	-	-	\$ 212,728
Total \$	\$ 8,248,689	\$ 1,540,145	\$ 9,788,834	\$ 10,922,319	\$ 1,507,831	\$ 225,234	-	\$ 22,444,218

Direct %	11.99%	2.30%	14.29%	16.30%	2.25%	0.34%	-	33.17%
Subcontracting %	0.32%	-	0.32%	-	-	-	-	0.32%
Total %	12.31%	2.30%	14.61%	16.30%	2.25%	0.34%	-	33.49%

Net Procurement**	\$ 67,012,782
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NOTE: *FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBBE
 ** NET PROCUREMENT INCLUDES PURCHASE ORDERS, NON-PURCHASE ORDER, AND CREDIT CARD DOLLARS
 % - PERCENTAGE OF NET PROCUREMENT
 DIRECT - DIRECT PROCUREMENT
 Sub - SUBCONTRACTING PROCUREMENT

San Gabriel Valley Water Company	2021 Report	G.O. #156 Sec. 9.1.6
A List of WMDVLGBTBE Complaints Received and Current Status		

San Gabriel received no complaints and none were filed in 2021 relative to its USDP.

San Gabriel Valley Water Company	2021 Report	G.O. #156 Sec. 9.1.7
Description of Efforts to Recruit WMDVLGBTBE Suppliers in Low Utilization Categories		

Legal

San Gabriel utilizes in-house General Counsel for most routine legal issues. The company’s General Counsel is aware of the goal to seek and increase the use of diverse businesses in legal services and is making efforts to utilize DBEs in this area.

Finance

San Gabriel does not utilize Security and Commodity Brokers, Dealers Exchanges, or related services. We do, however, utilize the DBE accounting firm, Vasquez & Company, to provide audit and tax services including tax return preparation and advisory services.

Highly Technical

San Gabriel’s primary water quality testing laboratory is Weck Labs, a minority-owned business. San Gabriel also utilized DBEs to provide studies and reports dealing with highly technical water resource planning, environmental compliance issues, and general civil engineering.

In 2021, San Gabriel utilized SHI International Corporation, a minority woman-owned business for Information Technology (“IT”) product acquisition.

A hand holding a small globe of the Earth, with a blurred background of water and mountains. The text "2022 ANNUAL PLAN" is overlaid in the center.

2022 ANNUAL PLAN

San Gabriel Valley Water Company					2022 Plan					G.O. #156 Sec. 10.1.1					
WMDVLGBTBE Annual SHORT, MID, LONG-TERM Goals by Product and Service Category															
Product SIC Codes	Short-Term 2022					Mid-Term 2022					Long-Term 2022				
	Minority Business Enterprise (MBE)	Women Business Enterprises (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprises (LGBTBE)	Disabled Veterans Business Enterprises (DVBE)	WMDVLGBTBE	Minority Business Enterprise (MBE)	Women Business Enterprises (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprises (LGBTBE)	Disabled Veterans Business Enterprises (DVBE)	WMDVLGBTBE	Minority Business Enterprise (MBE)	Women Business Enterprises (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprises (LGBTBE)	Disabled Veterans Business Enterprises (DVBE)	WMDVLGBTBE
25		0.25			0.25		0.25			0.25		0.25		0.25	
26				0.25	0.25				0.25	0.25				0.25	
27	0.50				0.50	0.50				0.50	0.50			0.50	
30	0.50	0.75			1.25	0.50	0.75			1.25	0.50	0.75		1.25	
32	0.50				0.50	0.50				0.50	0.50			0.50	
34				0.25	0.25				0.25	0.25				0.25	
35	0.50				0.50	0.50				0.50	0.50			0.50	
36	0.50				0.50	0.50				0.50	0.50			0.50	
37	0.50				0.50	0.50				0.50	0.50			0.50	
46		0.50			0.50		0.50			0.50		0.50		0.50	
50				0.25	0.25				0.25	0.25				0.25	
55		0.25	0.50		0.75		0.25	0.50		0.75		0.25	0.50	0.75	
59		0.25			0.25		0.25			0.25		0.25		0.25	
Subtotal	3.00	2.00	0.50	0.75	6.25	3.00	2.00	0.50	0.75	6.25	3.00	2.00	0.50	0.75	6.25

Service SIC Codes	Short-Term 2022					Mid-Term 2022					Long-Term 2022				
	Minority Business Enterprise (MBE)	Women Business Enterprises (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprises (LGBTBE)	Disabled Veterans Business Enterprises (DVBE)	WMDVLGBTBE	Minority Business Enterprise (MBE)	Women Business Enterprises (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprises (LGBTBE)	Disabled Veterans Business Enterprises (DVBE)	WMDVLGBTBE	Minority Business Enterprise (MBE)	Women Business Enterprises (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprises (LGBTBE)	Disabled Veterans Business Enterprises (DVBE)	WMDVLGBTBE
15	1.00	1.00			2.00	1.00	1.00			2.00	1.00	1.00		2.00	
16	2.00	1.50	0.50	0.50	4.50	2.00	1.50	0.50	0.50	4.50	2.00	1.50	0.50	4.50	
17	1.00	0.50			1.50	1.00	0.50			1.50	1.00	0.50		1.50	
42					0.00					0.00				0.00	
44	0.50				0.50	0.50				0.50	0.50			0.50	
64					0.00					0.00				0.00	
73	2.50			0.25	2.75	2.50			0.25	2.75	2.50		0.25	2.75	
75	1.00				1.00	1.00				1.00	1.00			1.00	
81	0.50				0.50	0.50				0.50	0.50			0.50	
87	3.00		0.50		3.50	3.00		0.50		3.50	3.00		0.50	3.50	
89	0.50				0.50	0.50				0.50	0.50			0.50	
Subtotal	12.00	3.00	1.00	0.75	16.75	12.00	3.00	1.00	0.75	16.75	12.00	3.00	1.00	0.75	16.75

TOTAL	15.00%	5.00%	1.50%	1.50%	23.00%	15.00%	5.00%	1.50%	1.50%	23.00%	15.00%	5.00%	1.50%	1.50%	23.00%
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San Gabriel Valley Water Company	2022 Plan	G.O. #156 Sec. 10.1.2
Description of WMDVLGBTBE Planned Program Activities for the Next Calendar Year		

Internal Activities

Capacity Building and Technical Assistance Program

San Gabriel plans to continue building our relationship with the Southern California Virtual Business Center (SC-VBC). San Gabriel will continue to support the SC-VBC by attending engagement events and assisting in the evolving relationship between SC-VBC and CWA. Additionally, San Gabriel will continue its involvement with CBOs and Chambers of Commerce through memberships and participation in their outreach events.

Contractor meetings

San Gabriel and the CWA USDP Committee have events planned for 2022 that will concentrate on increasing the utilization of diverse subcontractors. Prime contractors are vital to the success of our Supplier Diversity Programs. It is imperative they understand the role they play in our Supplier Diversity Programs, and more importantly, how the utilization of small and diverse-owned businesses benefit the communities we serve and reside in. Together with CWA, our 2022 Annual Meet the Primes event is in the planning stages as well as our Pipeline into Procurement event. These events will bring together diverse businesses, prime contractors and procurement personnel from the CWA companies. In addition, with the added support from our new Supplier Diversity Program Coordinator, Darryl Brown, San Gabriel can focus on further developing our standing relationship with our prime contractors. In 2022, we plan to be proactive with our contractors throughout the year by communicating networking opportunities, hosting informative contractor meetings, and facilitating the introduction of qualified diverse-sub contractors.

External Activities

Collaboration with CWA

San Gabriel will continue its collaborative work with CWA to bring procurement and growth opportunities to women, minority, disabled-veteran, and LGBT businesses. In addition to our Meet the Primes and Pipeline into Procurement events mentioned above, we will also host our 3rd Annual 2022 W.A.T.E.R. certification program. Additionally, we plan to continue our CWA R.I.S.E. Virtual Accelerator Workshops, and we will continue to collaborate and plan events with our CBO leaders. Overall, San Gabriel’s primary goal for our collaborated events is to aid and prepare DBEs for procurement opportunities with the water utility industry through capacity building, networking, and educational programs.

San Gabriel Valley Water Company	2022 Plan	G.O. #156 Sec. 10.1.3
Plans for Recruiting WMDVLGBTBE Suppliers in Low Utilization Areas		

San Gabriel does not utilize Security and Commodity Brokers, Dealers, Exchanges or related services, thus we have no plans to recruit suppliers of those services. San Gabriel will, however, continue to seek to identify and recruit diverse businesses in other areas where their utilization is low by supporting events targeted at these areas. Purchasers of these services will be reminded of the importance to attend these events and to make every reasonable effort to retain DBEs when opportunities arise.

San Gabriel Valley Water Company	2022 Plan	G.O. #156 Sec. 10.1.4
Plans for Recruiting WMDVLGBTBE Suppliers Where Unavailable		

San Gabriel continues to seek out DBE suppliers in all areas through attending outreach events, working with CBOs and identifying businesses in the Supplier Clearinghouse.

San Gabriel Valley Water Company	2022 Plan	G.O. #156 Sec. 10.1.5
Plans for Encouraging Prime Contractors to Subcontract WMDVLGBTBE Suppliers		

As mentioned In Section 10.1.2, San Gabriel, in connection with CWA, will sponsor a prime contractors meeting with the main goal to educate our prime contractors on ways to assist us in meeting program goals, in addition to facilitate relationships between primes and DBEs. San Gabriel also plans to host informational meetings with our prime contractors.

San Gabriel Valley Water Company	2022 Plan	G.O. #156 Sec. 10.1.6
Plans to Comply with WMDVLGBTBE Program Guidelines		

San Gabriel is pleased to report that for the last five years we have met and exceeded the overall G.O. 156 goal of 21.5% total diverse procurement spend. San Gabriel was recognized for the third year in a row as a Top 10 Performer in the CPUC’s presentation deck. San Gabriel was also recognized for meeting all categorical goals in 2020. We are quite proud of these accomplishments considering how far our program has come over the last 15 years. Although 2020 was quite an accomplishment for us, we knew we were going to face some challenges in maintaining our success. As expected, we did face challenges in 2021, but we are ready to strategize and come back successfully in 2022.

	15% Minority	5% Women	1.5% DVBE
Cal-Am Water	20.7%	15.2%	2.6%
Frontier	18.4%	21.5%	1.8%
PG&E	22.8%	12.8%	3.3%
SDG&E	21.7%	13.6%	5.7%
San Gabriel Valley	15.1%	16.4%	6%
San Jose Water	19.2%	6%	5%
SoCalGas	26.5%	11.9%	2.8%
Southwest Gas	15.1%	5%	47.8%

California Public Utilities Commission

Moving forward into 2022, we plan to focus on the following areas to improve our Supplier Diversity Program and meet all goals set by the CPUC in the G.O. 156:

- **Continue Department Growth.** As our Supplier Diversity Program grows, we had to acknowledge that the amount of work it takes to sustain, improve and manage the program increased as well. As mentioned in Section 9.1.1., in 2021, Darryl Brown filled the role of Supplier Diversity Program Coordinator and Jeanette Diaz was promoted to the position of Supplier Diversity and Procurement Manager. In 2022, we plan to continue the integration of Supplier Diversity and Procurement. Furthermore, we are in the process of updating our company Procurement and Bidding Procedures. In this update we plan to emphasize the inclusion of DBEs in all procurement activity. With Jeanette’s guidance, Darryl will continue to learn in his role as Supplier Diversity Program Coordinator and help manage the day-to-day activities of the program. Working together, and with their experiences combined, we are confident this team will have a positive impact on the program.

- **Distribute diverse spend.** In 2022, we plan to take a closer look at our spend and strategize our plan to meet all categorical goals. DVBE and MBE are the two categories we were unable to meet in 2021 and will be our areas of focus. In addition, we will continue our efforts to evenly distribute our spend throughout all categories. Taking a look at our 2021 spend, we plan to focus on DVBE, minority female-owned businesses, Asian American male-owned businesses, and African American male-owned businesses, as these are the specific categories where an increase in spend is needed. Based on an analysis of our 2021 spend, we have identified the following high spend procurement areas that need improvement in the distribution of diverse spend:
 - Treatment Chemicals;
 - Pipe Suppliers;
 - Office Supplies;
 - Fabricated Metal Products;
 - Engineering Related Services;
 - Pipeline Contractors;
 - Building Materials and Hardware Supplies;
 - Uniform Services;
 - General Contractors;
 - Generator Suppliers.

Although some of these procurement categories currently include diverse spend, in some cases it is only from one DBE. Our goal is to not only increase the percentage of diverse

spend in these procurement categories, but also increase the number of diverse-owned businesses utilized. Our efforts to increase diverse spend in these areas will include increased communication with our community-based organizations, and reviewing the monthly Supplier Clearinghouse report to identify potential vendors from the list of newly certified businesses. Additionally, we will continue to participate in events held by our community-based organizations, with a focus on events held by the Asian Business Association, American Indian Chamber of Commerce, Black Business Association, Greater Los Angeles African American Chamber of Commerce, US Veterans Business Alliance and the Veterans in Business Network.

- **Providing more business opportunities.** In 2021, we learned that having redundancy and relationships with multiple businesses whom provide similar products and services is vital. Not only is this important for the procurement of critical goods and services, but it also allows for more business opportunities with DBEs. In 2022 we plan to take a closer look at our spend with our non-diverse vendors and identify ways to include opportunities to local, diverse-owned businesses. Our approach is to “cut the pie” and share it with as many diverse-owned businesses as possible. Giving the diverse businesses a “piece of the pie”, even if it starts out as a small piece, will help them in building up their experience working in the water utility industry and allow them to create and/or expand their business relationship skills.
- **Internal Communication.** San Gabriel highly values the internal support of our Supplier Diversity Program. Over the years, our internal communication to promote the utilization of diverse suppliers within the company has progressed, but it is an area that requires consistent communication and education. Internal relationships are key to the success of any Supplier Diversity Program, and it is important to continually promote the use of diverse suppliers within the company. This year, with the help of our Supplier Diversity Program Coordinator, Darryl Brown, we plan to be more effective in our communication with our internal staff. We plan to meet with our department managers and get a better understanding of the types of services and products they specifically need for their departments. From there we can identify potential diverse-owned businesses and facilitate the introduction. Furthermore, we would like to branch out and invite department managers and supervisors to attend networking events, and attend on-site meetings and tours with our diverse vendors. The more involved they are in the initiation and on-boarding process, the more they understand the importance of utilizing diverse-owned businesses. We want them to be a part of the DBEs success story, as their support contributes to the success of our program and to the success of the diverse-owned businesses.

- **Setting new goals to be reached in 2022 is a priority for San Gabriel.** As reported in table 10.1.1, we plan to comply with all provisions and revisions of General Order 156 in reaching our projected annual short, mid, and long-term goals. San Gabriel will continue its efforts to not only meet, but also surpass the projected goals. Our objective is to achieve compliance with the WMDVLGBTBE Program guidelines established by the Commission as required by the California Public Utilities Code section 8283 (c).

San Gabriel plans to focus on the above goals to improve our program in 2022. We are looking forward to a successful year of working with diverse-owned business and providing them opportunities for their continued success.

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