

SUPPLIER DIVERSITY

A NEW PATH FORWARD

2021 ANNUAL REPORT

2022 ANNUAL PLAN

FOR THE UTILIZATION OF WOMEN, MINORITY, DISABLED VETERAN,
LESBIAN, GAY BISEXUAL AND TRANSGENDER BUSINESS ENTERPRISES

(U-913-E)



A Subsidiary of
American States Water Company

Table of Contents

	Message from the President	3
	Message from the Supplier Diversity Manager	4
	Introduction	5
	Corporate Commitment to Supplier Diversity	6
	Mission, Vision and Value Statement	
<small>GENERAL ORDER 156 SECTION</small>	2021 Annual Report	
	Highlights	7
9.1.1	Description of Program Activities Internal and External	7
	Community Involvement	8
9.1.2	WMDVLGBTE Annual Results	9
	• Results by Ethnicity	9
	• Direct Procurement by Product and Service Categories	10
	• Subcontractor Procurement by Product and Service Categories	11
	• Procurement by Standard Industrial Categories	12
	• WMDVLGBTE Suppliers and Revenue Reported to the Clearinghouse	13
	• Description of WMDVLGBTE with California Majority Workforce	13
9.1.3	Program Expenses	14
9.1.4	Progress in Meeting or Exceeding Set Goals	15
9.1.4	WMDVLGBTBE Results and Goals	15
9.1.5	Prime Contractor Utilization of WMDVLGBTE Subcontractors	16
9.1.6	WMDVLGBTE Complaints	16
9.1.7	Efforts to Recruit WMDVLGBTE Suppliers in Low Utilization Categories	16
	2022 Annual Plan	17
10.1.1	WMDVLGBTE Short, Mid and Long Term Goals	19
	• Products	19
	• Service Category	19
10.1.2	WMDVLGBTE Planned Program Activities for the Calendar Year	23
10.1.3	Plans for Recruiting WMDVLGBTE Suppliers in Low Utilization Areas	24
10.1.4	Plans for Recruiting WMDVLGBTE Suppliers Where Available	24
10.1.5	Plans for Complying with WMDVLGBTE Subcontractors	25
10.1.6	Plans for Complying with WMDVLGBTE Program Guidelines	25
	Appendix	26

Message from the President

PAUL MARCONI

President, Treasurer and Secretary
Bear Valley Electric Service, Inc.



Bear Valley Electric Service, Inc. (BVES) is pleased to submit our inaugural CPUC GO 156 Annual Report on Supplier Diversity. Prior to 2021, BVES was a subsidiary of Golden State Water Company (GSWC). As such, Supplier Diversity successes and challenges were previously embedded in the GSWC Report. 2021 represents a full year for BVES as it begins to create, develop and execute on Supplier Diversity Program Best Practice components.

As the review and creation of processes and administrative dials relative to Supplier Diversity is a **NEW PATH FORWARD**, BVES has historically been successful in surpassing the CPUC stated goal of 21.5% spend with diverse suppliers. In 2021, BVES achieved **40.26%** spend with diverse suppliers. This represents a **5.86%** increase as compared to 2020 diverse spend.

**Our focus in the
NEW PATH FORWARD
will be on establishment
of sound Best Practice
Supplier Diversity
principles to build a
sustainable Supplier
Diversity Program.**

MISSION - Our mission at BVES is to create and sustain a Supplier Diversity Program to encompass best practice policies, processes and initiatives in developing our Program components: Leadership Commitment and Engagement, Sourcing and Procurement, Internal/External Outreach, Community Relationships, Technical Assistance and Capacity Building, and Reporting and Metrics.

VISION - BVES believes the development of a Supplier Diversity Program aligns with our Business Strategy to provide and maintain access to critical energy resources to the communities of Big Bear, California. This program seeks to maintain current partnerships with suppliers and to identify and develop new partnerships with diverse suppliers able to competitively offer products and services that align with BVES procurement needs.

VALUES STATEMENT - BVES places value on diversifying our supply chain to ensure collaborative and inclusive opportunities are considered while sourcing for suppliers able to deliver energy resources as needed.

Please follow us as we journey on this **NEW PATH FORWARD.**

Message from the Supplier Diversity Manager

HOLLEY JOY

Supplier Diversity Manager



I am excited to journey on the **NEW PATH FORWARD** with Bear Valley Electric Service, Inc. (BVES) as we build a Supplier Diversity Program that addresses and encompasses all recognized Supplier Diversity Program components for success and sustainability.

It's always a good feeling to learn and become informed on new and positive ideas, and to create new and successful thought partnerships that lead to Corporate and community successes. I am encouraged by the welcome received from the BVES Leadership and team and look forward to getting into the work of how we will intersect and become victorious in our Supplier Diversity Program. Historically, BVES has achieved diverse spend beyond the stated CPUC GO 56 spend targets. However, we know that to maintain this good space, we must ensure and focus attention on how we landed here and how we build towards future longevity.

A **NEW PATH FORWARD** is certain to be a journey. One of which I'm sure might unveil some challenges, but with all challenges, I look at the glass as half full. The recognition of challenge is the first step, the innovative thought partnerships to ideate on solution is step 2 which should eventually lead to step 3, **SUCCESS**.

When we approach challenges collaboratively, professionally and respectfully, I believe that SUCCESS is an absolute given!!!

Thank you BVES Leadership Team and the Supplier Partners in our supply chain to date. I look forward to the Journey!!

Who is Bear Valley Electric Service, Inc?

Bear Valley Electric Service, Inc. has been “Powering the Mountain since 1929”, and provides power to Lake Williams, Erwin Lake, Sugarloaf, Big Bear City, Big Bear Lake, Moonridge, Fawnskin and Boulder Bay, CA. BVES employs 52 team members, and provides energy resources and services to 1,411 Commercial and 22,702 Residential Customers.

In 2021, BVES continued to provide excellent service and completed projects to maintain and sustain the Power. Please see below for some of the projects completed:



AUTOMATION OF BVES DISTRIBUTION GRID

This capital improvement project was approved in the GRC to fully instrument and automate the BVES grid and consists of installing a service area wide network operating on a SCADA system, substation automation, remote fault indicators, remote metering and power sensors and remote switching equipment to enable BVES to significantly improve its capability to detect and isolate faults rapidly before ever rolling out a crew. The project is scheduled for completion over a 4-year phased schedule from 2019 to 2022. Phases 1 and 2 is now complete.

PALOMINO SUBSTATION UPGRADE PROJECT

Installs safety and technical upgrades to the Palomino Substation and converts the existing substation from an overhead-type to an underground and pad-mounted design. Installs SCADA and physical security enhancements.

PILOT PROGRAM

BVES completed a pilot program to test various solutions such as fire-resistant overhead facilities and protecting existing wood poles with fire resistant and strengthening materials in its 2020–2021 WMP submission. The successful hardening techniques will be used in future WMPs. BVES successfully installed fire resistant composite poles, lightweight steel poles, and a wire mesh protective coating for wood poles.

WEATHER STATIONS

BVES installed 20 weather stations to provide staff real-time wind speed. When high winds are measured and high fire threat conditions exist, circuits will be de-energized to eliminate the risk of fire due to wire down incidents or vegetation coming in contact with power lines.

FUSING

Fuses are devices that protect the distribution system from faulted or damaged lines and equipment. Historically, BVES, other utilities in CA, and utilities across the country have used conventional fuses, which when operated, expel hot particles and gases that can under certain rare conditions start fires. In contrast, current limiting fuses expel no materials, limit the fault current, and reduce duration of faults. In order to mitigate fires, BVES replaced all conventional fuses protecting equipment (mostly transformers) with current limiting fuses and installing fused trip savers (electronic vacuum switches) on branch line fusing points system wide. BVES replaced all the 3,114 conventional fuses in the distribution system.

REMOTE MONITORING (VIA CAMERA)

BVES facilitated the installation of ALERT Wildfire HD Cameras at seven key locations to monitor its system in remote areas that are difficult to patrol on foot.

Corporate Commitment to Supplier Diversity

Bear Valley Electric Service, Inc. (BVES) has a long history of utilizing diverse suppliers to complete utility projects as approved by the California Public Utilities Commission (CPUC). Prior to July 2020, BVES' Supplier Diversity successes were embedded in the Golden State Water Company annual reporting as a subsidiary. Effective July 1, 2020, BVES became a separate entity of the American States Water Company portfolio. As such, per CPUC General Order 156, Senate Bill 255*, BVES became eligible to participate and comply with Supplier Diversity Program guidelines.

BVES embraces this opportunity to chart **A NEW PATH FORWARD** and has established the initial construct of their Supplier Diversity Program. Utilizing industry best practices and adhering to identified and sustainable Supplier Diversity Program components, BVES seeks to reiterate their history to some and introduce to others **A NEW PATH FORWARD** in procurement and supply chain goals and objectives to expand diverse supplier utilization.

* Changes the \$25,000,000 annual gross revenue threshold above which these requirements become applicable to \$25,000,000 in gross annual California revenues, and would extend these requirements to electric service providers, as specified. The bill would include energy storage system and vegetation management projects within the enumerated categories of projects to which these requirements apply. The bill would direct the commission to require every electrical corporation, gas corporation, water corporation, wireless telecommunications service provider, electric service provider, and telephone corporation with gross annual California revenues exceeding \$15,000,000, but not more than \$25,000,000, to annually submit data in a simplified form to the commission on its procurement from women, minority, disabled veteran, and LGBT business enterprises in all categories.





2021 Annual WMDVLGBTE Report

The following pages will introduce **A NEW PATH FORWARD** for Bear Valley Electric Service, Inc. (BVES) via the Supplier Diversity Program lens.

Section 9.1.1 Description of WMDVLGBTE Program Activities – External

As we continued to navigate through the twists of turns of the COVID-19 pandemic, corporate travel restrictions and the initial stand-up of the BVES Supplier Diversity Program, there are no external activities for Supplier Diversity to report.

Primary concentration was given to understanding and analyzing existing internal processes for procurement, supplier partnerships, team education and sharing of GO 156 guidelines that impact and encourage Supplier Diversity. Discussions were and will continue to be held to share knowledge of Supplier Diversity with BVES Leadership and team to identify focus areas.

Section 9.1.1 Description of WMDVLGBTE Program Activities – Internal

In 2021, BVES surpassed the CPUC stated goal of 21.5% spend utilizing diverse owned business enterprises and achieved **40.26%** spend utilizing diverse suppliers.

In reviewing the current procurement and supply chain processes for existing supplier partners, BVES has established long-term partnerships with diverse owned business enterprises in highly sourced areas such as Wildfire Mitigation and Vegetation Management. **96%** of the diverse supplier spend captured in 2021, was identified in these categories, as needed to ensure appropriate measures are taken to prevent wild fires.

Procurement Policy Revision

To support BVES Commitment to Supplier Diversity, Procurement Policy revisions are being considered to include language which will enlighten and encourage internal staff and suppliers to utilize diverse suppliers when sourcing from Prime our subcontracting opportunities. These revisions will address end-to-end procurement process solutions for diverse supplier inclusion in competitive bid sourcing and will set RFP expectations and contractual obligations that will encourage Prime Supplier partners to utilize diverse subcontractors, where appropriate. Finalization of the new Policy is under review and anticipated to become effective in the second quarter of 2022.

Community Involvement

Bear Valley Electric Service, Inc. (BVES) continued its tradition of giving back to the community during the holiday season by partnering with local organizations to donate \$1,800 for holiday meals to families and individuals in the Big Bear area. The donation was distributed to over 90 individuals and families with limited resources and were challenged with food insecurity. "Bear Valley Electric Service, Inc. cares about the Big Bear community, and is proud to once again provide holiday meal resources to deserving families through our annual Operation Gobble donation," said Paul Marconi, BVES President, Treasurer & Secretary. "Through this program, we provide a happier holiday for those who need it most and look to **raise awareness** regarding food insecurity in California." In 2021, BVES partnered with the following community organizations:

- **American Legion**
- **Bear Valley Firefighters Association**
- **Big Bear Lake Elks, Big Bear Lions Club**
- **Big Bear Lake Convention Center**
- **Big Bear Lake Rotary Club**
- **Big Bear Sheriff's Dept.**
- **BVCHD Mom & Dad Project**
- **Bear Valley Unified School District**
- **Citizens On Patrol**
- **DOVES**
- **Jah Healing Church**
- **The Journey Church**
- **Soroptimist Int. of Big Bear Valley**
- **St. Columba's Episcopal Church**
- **St. Joseph's Catholic Church**

BVES has served the Big Bear Valley since 1929. When Golden State Water Company acquired the company in 1938, BVES served a total of 147 customers. Today, BVES provides electric power to approximately 24,000 customers in the City of Big Bear and surrounding areas in San Bernardino County, California.



\$1,800
DONATED FOR
HOLIDAY MEALS

Bear Valley Electric Service, Inc. Proudly Supports Big Bear Fire Safe Council (BBFSC)

Wildfires are now a year-round threat for California communities like Big Bear, which is a designated 'High-Fire Threat District.' The safety of our customers and the community is a top priority for BVES, and we are committed to working alongside community partners to help mitigate the risk of wildfires in our service area.

In collaboration with the National Forest Foundation, Angeles National Forest, San Bernardino National Forest, Wrightwood Fire Safe Council, The Wildlands Conservancy, Mountain Communities Fire Safe Council, and the Irvine Ranch Conservancy, BVES is a committed supporter of the Big Bear Fire Safe Council (BBFSC).

After the 2020 wildfire season, forest management across public and private lands must be escalated and pest management is a crucial strategy to **ensure the health and resilience of Southern California forests**. We believe that this project exemplifies the Forest Health Program's goals of promoting long-term forest health, wildfire resilience, and carbon sequestration in critical California forests and communities.

The BBFSC will provide countless resources to the Big Bear community, arming them with life-saving information in the event of an emergency. This community group aims to educate and inform the Big Bear community on issues such as wildfire preparation, fire safety tips and more.

For additional information about BVES' community partnerships and philanthropic activities, customers are encouraged to visit www.BVESinc.com.

2021 Supplier Diversity Results

In compliance with California Public Utilities Commission, General Order 156 guidelines, the following pages provide data for the 2021 results achieved for Supplier Diversity.

SECTION 9.1. 2 WMDVLGBTBTE Annual Results - Ethnicity

			2021			
			Direct	Sub	Total \$	%
1	Minority Male	Asian Pacific American	\$70,309	\$0	\$70,309	0.28%
2		African American	\$29,730	\$0	\$29,730	0.12%
3		Hispanic American	\$55,078	\$0	\$55,078	0.22%
4		Native American	\$0	\$0	\$0	0.00%
5		Total Minority Male	\$155,117	\$0	\$155,117	0.63%
6	Minority Female	Asian Pacific American	\$18,726	\$0	\$18,726	0.08%
7		African American	\$0	\$0	\$0	0.00%
8		Hispanic American	\$0	\$0	\$0	0.00%
9		Native American	\$0	\$0	\$0	0.00%
10		Total Minority Female	\$18,726	\$0	\$18,726	0.08%

11	Total Minority Business Enterprise (MBE)	\$173,842	\$0	\$173,842	0.70%
12	Women Business Enterprise (WBE)	\$9,795,645	\$0	\$9,795,645	39.56%
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	\$0	\$0	\$0	0.00%
14	Disabled Veteran Business Enterprise (DVBE)	\$1,910	\$0	\$1,910	0.01%
15	Other 8(a)*	\$0	\$0	\$0	0.00%
16	TOTAL WMDVLGBTBTE	\$9,971,398	\$0	\$9,971,398	40.26%

17	Gross Procurement	\$29,490,620
18	Exclusions	4,726,156
19	Net Procurement**	\$24,764,464

Line detail percentages may not sum to Total percentages due to rounding

Note: *Firms Classified as 8(a) of Small Business Administration includes Non-WMDVLGBTBTE

**Net Procurement Includes Purchase Order and Non-Purchase Order

Direct – Direct Procurement

Sub – Subcontractor Procurement

% - Percentage of Net Procurement

2021 Supplier Diversity Results

SECTION 9.1.2 WMDVLGBT Annual Results - Direct Procurement by Product and Service Categories

				Products		Services		Total	
				\$	%	\$	%	\$	%
1	Minority Male	Asian Pacific American	Direct	\$0	0.00%	\$70,309	0.28%	\$70,309	0.28%
2		African American	Direct	\$0	0.00%	\$29,730	0.12%	\$29,730	0.12%
3		Hispanic American	Direct	\$0	0.00%	\$55,078	0.22%	\$55,078	0.22%
4		Native American	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
5		Total Minority Male	Direct	\$0	0.00%	\$155,117	0.63%	\$155,117	0.63%
6	Minority Female	Asian Pacific American	Direct	\$18,726	0.08%	\$0	0.00%	\$18,726	0.08%
7		African American	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
8		Hispanic American	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
9		Native American	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
10		Total Minority Female	Direct	\$18,726	0.08%	\$0	0.00%	\$18,726	0.08%

11	Total Minority Business Enterprise (MBE)	Direct	\$18,726	0.08%	\$155,117	0.63%	\$173,842	0.70%
12	Women Business Enterprise (WBE)	Direct	\$146,041	0.59%	\$9,649,604	38.97%	\$9,795,645	39.56%
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
14	Disabled Veteran Business Enterprise (DVBE)	Direct	\$0	0.00%	\$1,910	0.01%	\$1,910	0.01%
15	Other 8(a)*	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
16	TOTAL WMDVLGBTBE	Direct	\$164,767	0.67%	\$9,806,631	39.60%	\$9,971,398	40.26%

17	Total Product Procurement	\$164,767
18	Total Service Procurement	\$9,806,631
19	Net Procurement**	\$24,764,464
20	Total Number of WMDVLGBTBEs that Received Direct Spend	15

Line detail percentages may not sum to Total percentages due to rounding

Note: *Firms Classified as 8(a) of Small Business Administration includes Non-WMDVLGBTBE

**Net Procurement Includes Purchase Order and Non-Purchase Order

Direct – Direct Procurement

Sub – Subcontractor Procurement

% - Percentage of Net Procurement

2021 Supplier Diversity Results

SECTION 9.1.2 WMDVLGBT Annual Results - Subcontractor Procurement by Product and Service Categories

				Products		Services		Total	
				\$	%	\$	%	\$	%
1	Minority Male	Asian Pacific American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
2		African American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
3		Hispanic American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
4		Native American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
5		Total Minority Male	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
6	Minority Female	Asian Pacific American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
7		African American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
8		Hispanic American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
9		Native American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
10		Total Minority Female	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
11	Total Minority Business Enterprise (MBE)		Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
12	Women Business Enterprise (WBE)		Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
14	Disabled Veteran Business Enterprise (DVBE)		Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
15	Other 8(a)*		Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
16	TOTAL WMDVLGBTBE		Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%

17	Total Product Procurement	\$164,767
18	Total Service Procurement	\$9,806,631
19	Net Procurement**	\$24,764,464

Line detail percentages may not sum to Total percentages due to rounding

Note: *Firms Classified as 8(a) of Small Business Administration includes Non-WMDVLGBTBE

**Net Procurement Includes Purchase Order and Non-Purchase Order

Direct – Direct Procurement

Sub – Subcontractor Procurement

% - Percentage of Net Procurement

2021 Supplier Diversity Results

SECTION 9.1.2 WMDVLGBT Annual Results - Procurement by Standard Industrial Categories

SIC Category		Asian Pacific American		African American		Hispanic American		Native American	
		Male	Female	Male	Female	Male	Female	Male	Female
7 Agricultural Services	\$	-	-	-	-	-	-	-	-
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
8 Forestry Services	\$	-	-	-	-	-	-	-	-
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
17 Special Trade Contractor	\$	-	-	-	-	-	-	-	-
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
27 Printing and Publishing	\$	-	-	-	-	-	-	-	-
	%	0.00%	0.00%	0.00%	0	0.00%	0.00%	0.00%	0.00%
35 Industrial Machinery & Computer Equip	\$	10,867	-	-	-	-	-	-	-
	%	0.04%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
48 Communications	\$	-	-	-	-	-	-	-	-
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
50 Wholesale Trade - Durable Goods	\$	-	-	-	-	-	-	-	-
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
59 Miscellaneous Retail Stores NEC	\$	-	18,726	-	-	-	-	-	-
	%	0.00%	0.08%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
65 Real Estate	\$	-	-	-	-	-	-	-	-
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
73 Business Services NEC	\$	9,476	-	3,275	-	48,828	-	-	-
	%	0.04%	0.00%	0.01%	0.00%	0.20%	0.00%	0.00%	0.00%
81 Legal Services	\$	-	-	-	-	-	-	-	-
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
87 Engineering and Management Services	\$	49,965	-	26,455	-	6,250	-	-	-
	%	0.20%	0.00%	0.11%	0.00%	0.03%	0.00%	0.00%	0.00%
89 Services NEC	\$	-	-	-	-	-	-	-	-
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	\$	70,309	18,726	29,730	-	55,078	-	-	-
	%	0.28%	0.08%	0.12%	0.00%	0.22%	0.00%	0.00%	0.00%

Line detail percentages may not sum to Total percentages due to rounding

Note: *Firms Classified as 8(a) of Small Business Administration includes Non-WMDVLGBTBE

**Net Procurement Includes Purchase Order and Non-Purchase Order

Direct – Direct Procurement

Sub – Subcontractor Procurement

% - Percentage of Net Procurement

2021 Supplier Diversity Results

SECTION 9.1.2 WMDVLGBT Annual Results - Procurement by Standard Industrial Categories

SIC Category		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	Total Dollars
7 Agricultural Services	\$	-	2,826,218	-	-	-	2,826,218	2,826,218
	%	0.00%	11.41%	0.00%	0.00%	0.00%	11.41%	
8 Forestry Services	\$	-	-	-	-	-	-	59,849
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
17 Special Trade Contractor	\$	-	6,807,364	-	1,910	-	6,809,274	9,373,634
	%	0.00%	27.49%	0.00%	0.01%	0.00%	27.50%	
27 Printing and Publishing	\$	-	-	-	-	-	-	1,397
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
35 Industrial Machinery & Computer Equip	\$	10,867	-	-	-	-	10,867	30,537
	%	0.04%	0.00%	0.00%	0.00%	0.00%	0.04%	
48 Communications	\$	-	-	-	-	-	-	48
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
50 Wholesale Trade - Durable Goods	\$	-	-	-	-	-	-	126,490
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
59 Miscellaneous Retail Stores NEC	\$	18,726	48,166	-	-	-	66,892	634,680
	%	0.08%	0.19%	0.00%	0.00%	0.00%	0.27%	
65 Real Estate	\$	-	-	-	-	-	-	1,171
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
73 Business Services NEC	\$	61,579	-	-	-	-	61,579	3,825,692
	%	0.25%	0.00%	0.00%	0.00%	0.00%	0.25%	
81 Legal Services	\$	-	16,022	-	-	-	16,022	334,350
	%	0.00%	0.06%	0.00%	0.00%	0.00%	0.06%	
87 Engineering and Management Services	\$	82,670	97,875	-	-	-	180,545	1,286,141
	%	0.33%	0.40%	0.00%	0.00%	0.00%	0.73%	
89 Services NEC	\$	-	-	-	-	-	-	6,264,256
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
TOTAL	\$	173,842	9,795,645	-	1,910	-	9,971,398	24,764,464
	%	0.70%	39.56%	0.00%	0.01%	0.00%	40.26%	100.00%

Line detail percentages may not sum to Total percentages due to rounding

Note: *Firms Classified as 8(a) of Small Business Administration includes Non-WMDVLGBTBE

**Net Procurement Includes Purchase Order and Non-Purchase Order

Direct – Direct Procurement

Sub – Subcontractor Procurement

% - Percentage of Net Procurement

Total Product Procurement	\$164,767
Total Service Procurement	\$9,806,631
Net Direct Procurement***	\$24,764,464
Net Sub Procurement	\$0
Net Total Procurement	\$24,764,464

2021 Supplier Diversity Results

SECTION 9.1.2 WMDVLGBTE Annual Results - WMDVLGBTE Suppliers and Revenue Reported to the Clearinghouse

Data on Number of Suppliers												
# WMDVLGBTEs	Revenue Reported to SCH						Utility-Specific 2021 Summary					
	MBE	WBE	LGBT- BE	DVBE	Other 8(a)*	Grand Total	MBE	WBE	LGBTBE	DVBE	Other 8(a)*	Grand Total
Under \$1 million	3	1	0	1	0	5	3	1	0	1	0	5
Under \$5 million	2	0	0	0	0	2	2	0	0	0	0	1
Under \$10 million	2	1	0	0	0	3	2	1	0	0	0	1
Above \$10 million	2	3	0	0	0	5	2	3	0	0	0	0
TOTAL	9	5	0	1	0	15	9	5	0	1	0	15

Revenue and Payment Data												
WMDVLGBTE \$M	Revenue Reported to SCH						Utility-Specific 2021 Summary					
	MBE	WBE	LGBT- BE	DVBE	Other 8(a)*	Grand Total	MBE	WBE	LGBTBE	DVBE	Other 8(a)*	Grand Total
Under \$1 million	\$1,162,131	\$87,000	\$-	Unknown	\$-	\$1,249,131	\$35,980	\$16,022	\$-	\$1,910	\$-	\$53,912
Under \$5 million	\$6,335,927	\$-	\$-	\$-	\$-	\$6,335,927	\$60,832	\$-	\$-	\$-	\$-	\$60,832
Under \$10 million	\$16,700,000	\$8,200,000	\$-	\$-	\$-	\$24,900,000	\$48,045	\$97,875	\$-	\$-	\$-	\$145,920
Above \$10 million	\$275,401,000	\$168,883,204	\$-	\$-	\$-	\$444,284,204	\$28,985	\$9,681,748	\$-	\$-	\$-	\$9,710,733
TOTAL	\$299,599,058	\$177,170,204	0	0	0	\$476,769,262	\$173,842	\$9,795,645		\$1,910		\$9,971,397

Note: Firms classified as 8(a) by the Small Business Administration includes Non-WMDVLGBTE
SCH – The Supplier Clearinghouse

SECTION 9.1.2 WMDVLGBTE Annual Results - Description of WMDVLGBTE with California Majority Workforce

Of the **15** of diverse suppliers paid by BVES in 2021, all have indicated that the majority of their workforce is located in California. This data is captured by the Supplier Clearinghouse as reported by Certified Diverse Suppliers.

2021 Supplier Diversity Results

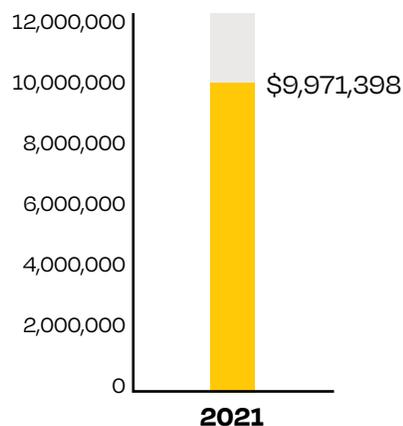
SECTION 9.1.3 WMDVLGBTE Program Expenses

EXPENSE CATEGORY	2021
Other Employment Expenses Office Space, travel and non-wage costs	00.00
Program Expenses Printing, Supplies, Postage, Outreach and Other Costs directly related to the Program	\$1,954.38
Reporting Expenses Completion/production of CPUC Annual Supplier Diversity Report (includes data accumulation and accounting services)	\$2,450.00
Training Costs related to internal (GSWC employees) and external (suppliers) training on Supplier Diversity Program definitions, compliance and On-Going Program status.	00.0
* Consultants	00.00
** Other	
TOTAL	\$4,404.38

2021 Supplier Diversity Results

SECTION 9.1.4 Progress in Meeting or Exceeding Set Goals

Total Paid to Certified Suppliers



As this is the first year of Bear Valley Electric Service, Inc. reporting as a separate entity, there are no historical graphs to present.

SECTION 9.1.4 WMDVLGBTBE Results and Goals

CATEGORY	2021 RESULTS	2021 GOALS
Minority Male	.63%	12%
Minority Female	.07%	3%
Total Minority Business Enterprises(MBE)	.70%	15%
Women Business Enterprise (WBE)	39.56%	5%
Disabled Veteran Business Enterprises (DVBE)	.001%	1.50%
Lesbian, Gay, Bisexual And Transgender (LGBTBE)	0%	0%

Line detail percentages may not sum to Total percentages due to rounding
 NOTE: % - Percentage of Net Procurement

2021 Supplier Diversity Results

SECTION 9.1.5 DESCRIPTION OF PRIME CONTRACTOR UTILIZATION OF WMDVLGBTBE SUBCONTRACTORS

Bear Valley Electric Service, Inc., continues to focus in this area to engage Prime Supplier Partners in understanding and utilizing diverse subcontractors in the execution and completion of awarded contracts where practicable and appropriate. This component is a specific focus area for our 2022 efforts. It will include education and knowledge share internally and externally, to ensure collaborative efforts are being made to advance diverse supplier utilization and subcontractor spend. In 2021, there was no subcontractor utilization to report.

	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 \$	\$155,117	\$18,726	\$173,842	\$9,795,645	\$0	\$1,910	\$0	\$9,971,398
Subcontracting \$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Total \$	\$155,117	\$18,726	\$173,842	\$9,795,645	\$0	\$1,910	\$0	\$9,971,398
Direct %	0.63%	0.08%	0.70%	39.56%	0.00%	0.01%	0.00%	40.26%
Subcontracting %	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total %	0.63%	0.08%	0.70%	39.56%	0.00%	0.01%	0.00%	40.26%

Net Procurement	\$24,764,464
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Line detail percentages may not sum to Total percentages due to rounding

Note: *Firms Classified as 8(a) of Small Business Administration includes Non-WMDVLGBTBE

**Net Procurement Includes Purchase Order and Non-Purchase Order

Direct – Direct Procurement

Sub – Subcontractor Procurement

% - Percentage of Net Procurement

SECTION 9.1.6 WMDVLGBTBE Complaints

There were no complaints received relative to the execution of practices for the Bear Valley Electric Service, Inc. Supplier Diversity Program.

SECTION 9.1.7 Efforts to Recruit WMDVLGBTBE Suppliers in Low Utilization Categories

BVES' efforts to identify and recruit WMDVLGBTBE suppliers in low-utilization categories will be a growth and learning process. We recognize these low-utilization areas to be professional services that include Legal, Investment Banking, Consulting and IT Services. As a previous subsidiary of Golden State Water Company, this is the first full year of separate corporate entity status and review. Consideration of existing suppliers utilized in these categories will be necessary.

2022 ANNUAL PLAN

A NEW PATH FORWARD



2022 Annual Plan

Bear Valley Electric Service, Inc. (BVES) is dedicated to providing equal opportunity to all potential business partners. It is the policy of BVES to encourage and afford opportunities to diverse suppliers including, but not limited to, Women Business Enterprises (WBEs), Minority Business Enterprises (MBEs), and Disabled Veteran Business Enterprises (DVBES), while simultaneously ensuring the best combination of quality, service and price is provided in accordance with the highest ethical and professional standards.

The following pages provides a summary of In-Flight Projects, Upcoming Projects and additional 2022 Plans for the Supplier Diversity Program.

POLE LOADING REMEDIATION PROJECT

This GRC project is designed to significantly accelerate pole loading assessment and remediation of noncompliant distribution poles in BVES system. BVES intends to be proactive and aggressively test and upgrade poles where warranted. The program will result in substantially increasing the safety and reliability of the BVES overhead distribution system as compared to BVES's current GO-95 compliance activities. To date the project is 40.8% complete. We have made the covered wire project our top priority.



TREE ATTACHMENT REMOVAL PROJECT

This GRC project is dedicated to the removal of existing distribution line tree attachments in BVES's distribution system and it includes costs for replacing tree attachments with poles as necessary to safely and reliably route distribution lines and service lines to customers. BVES plans to proactively accelerate the project, which will improve system reliability and safety and reduce potential fire hazards. To date the project is 46.2% complete. We have temporarily suspended work in this project and will resume in October 2022.

RADFORD LINE COVERED CONDUCTOR REPLACEMENT PROJECT

BVES plans to replace bare wire with a high-performance covered conductor on the Radford 34kV sub-transmission line. This line was selected specifically since it has the highest risk of wildfires (High Fire Threat District Tier 3). The line is located in a densely vegetated area that is difficult to patrol, so BVES believes that replacing the line completely will provide the greatest protection. The project is temporarily pending U.S. Forestry Service (USFS) approval of a permit request to construct. We anticipate starting work in April 2022 and completing the project by October 2022.



COVERED WIRE INSTALLATION PROGRAM – 34.5 kV

BVES plans to cover all overhead bare sub-transmission lines (34.5 kV) in the High Fire-Threat District (HFTD) Tiers 2 and 3 over a 6-year period of execution from 2020 to 2025 covering approximately 4.3 circuit miles per year. This action will result in the entire 34.5 kV system in the HFTD being underground or covered; thereby, reducing the risk of sub-transmission lines contacting vegetation or other debris and causing an ignition to near zero.

COVERED WIRE INSTALLATION PROGRAM – 4 kV

BVES plans to cover all overhead bare distribution lines (4 kV) in the HFTD Tiers 2 and 3 over a 20-year period. The focus of the first 10 years of the project are the highest risk areas and will result in covering approximately 8.6 circuit miles per year. This action will eventually result in the entire 4 kV system in the HFTD being underground or covered; thereby, reducing the risk of distribution lines contacting vegetation or other debris and causing an ignition to near zero. In 2021, BVES installed 8 circuit miles.



2022 Annual Plan

SECTION 10.1.1 WMDVLGBTBE SHORT, MID AND LONG TERM GOALS

PRODUCTS

SERVICE CATEGORY

Products	Short-Term 2022				WMDVLGBTBE
	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	
Agricultural Services	0.00%	0.00%	0.00%	0.00%	0.00%
Special Trade Contractor	0.00%	0.00%	0.00%	0.00%	0.00%
Industrial Machinery & Computer Equip	0.00%	0.00%	0.00%	0.00%	0.00%
Miscellaneous Retail Stores NEC	0.08%	0.19%	0.00%	0.00%	0.27%
Business Services NEC	0.00%	0.00%	0.00%	0.00%	0.00%
Legal Services	0.00%	0.00%	0.00%	0.00%	0.00%
Engineering and Management Services	0.00%	0.40%	0.00%	0.00%	0.40%
Engineering, Accounting, Research	0.00%	0.00%	0.00%	0.00%	0.00%
Subtotal	0.08%	0.59%	0.00%	0.00%	0.67%

Services	Short-Term 2022				WMDVLGBTBE
	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	
Agricultural Services	0.00%	11.41%	0.00%	0.00%	11.41%
Special Trade Contractor	0.00%	27.49%	0.00%	0.01%	27.50%
Industrial Machinery & Computer Equip	0.04%	0.00%	0.00%	0.00%	0.04%
Misc Retail & Transportation Equipment	0.00%	0.00%	0.00%	0.00%	0.00%
Business Services NEC	0.25%	0.00%	0.00%	0.00%	0.25%
Legal Services	0.00%	0.06%	0.00%	0.00%	0.06%
Engineering and Management Services	0.33%	0.00%	0.00%	0.00%	0.33%
Engineering, Accounting, Research	0.00%	0.00%	0.00%	0.00%	0.00%
Subtotal	0.63%	38.97%	0.00%	0.01%	39.60%

TOTAL	0.70%	39.56%	0.00%	0.01%	40.26%
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Line detail percentages may not sum to Total percentages due to rounding

Percentages are based on Direct Spend

Unable to determine the specific percentages of Products and Services spend for Mid-Long Term Goals.

2022 Annual Plan

SECTION 10.1.1 WMDVLGBTBE SHORT, MID AND LONG TERM GOALS

PRODUCTS

SERVICE CATEGORY

	Mid-Term 2023				
	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	WMDVLGBTBE
Products					
Agricultural Services	0.00%	0.00%	0.00%	0.00%	0.00%
Special Trade Contractor	0.00%	0.00%	0.00%	0.00%	0.00%
Industrial Machinery & Computer Equip	0.00%	0.00%	0.00%	0.00%	0.00%
Miscellaneous Retail Stores NEC	0.00%	0.00%	0.00%	0.00%	0.00%
Business Services NEC	0.00%	0.00%	0.00%	0.00%	0.00%
Legal Services	0.00%	0.00%	0.00%	0.00%	0.00%
Engineering and Management Services	0.00%	0.00%	0.00%	0.00%	0.00%
Engineering, Accounting, Research	0.00%	0.00%	0.00%	0.00%	0.00%
Subtotal	0.00%	0.00%	0.00%	0.00%	0.00%

	Mid-Term 2023				
	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	WMDVLGBTBE
Services					
Agricultural Services	0.00%	0.00%	0.00%	0.00%	0.00%
Special Trade Contractor	0.00%	0.00%	0.00%	0.00%	0.00%
Industrial Machinery & Computer Equip	0.00%	0.00%	0.00%	0.00%	0.00%
Misc Retail & Transportation Equipment	0.00%	0.00%	0.00%	0.00%	0.00%
Business Services NEC	0.00%	0.00%	0.00%	0.00%	0.00%
Legal Services	0.00%	0.00%	0.00%	0.00%	0.00%
Engineering and Management Services	0.00%	0.00%	0.00%	0.00%	0.00%
Engineering, Accounting, Research	0.00%	0.00%	0.00%	0.00%	0.00%
Subtotal	0.00%	0.00%	0.00%	0.00%	0.00%

TOTAL	0.00%	0.00%	0.00%	0.00%	0.00%
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Line detail percentages may not sum to Total percentages due to rounding

Percentages are based on Direct Spend

Unable to determine the specific percentages of Products and Services spend for Mid-Long Term Goals.

2022 Annual Plan

SECTION 10.1.1 WMDVLGBTBE SHORT, MID AND LONG TERM GOALS

PRODUCTS

SERVICE CATEGORY

	Long-Term 2024				
	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	WMDVLGBTBE
Products					
Agricultural Services	0.00%	0.00%	0.00%	0.00%	0.00%
Special Trade Contractor	0.00%	0.00%	0.00%	0.00%	0.00%
Industrial Machinery & Computer Equip	0.00%	0.00%	0.00%	0.00%	0.00%
Miscellaneous Retail Stores NEC	0.00%	0.00%	0.00%	0.00%	0.00%
Business Services NEC	0.00%	0.00%	0.00%	0.00%	0.00%
Legal Services	0.00%	0.00%	0.00%	0.00%	0.00%
Engineering and Management Services	0.00%	0.00%	0.00%	0.00%	0.00%
Engineering, Accounting, Research	0.00%	0.00%	0.00%	0.00%	0.00%
Subtotal	0.00%	0.00%	0.00%	0.00%	0.00%

	Long-Term 2024				
	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	WMDVLGBTBE
Services					
Agricultural Services	0.00%	0.00%	0.00%	0.00%	0.00%
Special Trade Contractor	0.00%	0.00%	0.00%	0.00%	0.00%
Industrial Machinery & Computer Equip	0.00%	0.00%	0.00%	0.00%	0.00%
Misc Retail & Transportation Equipment	0.00%	0.00%	0.00%	0.00%	0.00%
Business Services NEC	0.00%	0.00%	0.00%	0.00%	0.00%
Legal Services	0.00%	0.00%	0.00%	0.00%	0.00%
Engineering and Management Services	0.00%	0.00%	0.00%	0.00%	0.00%
Engineering, Accounting, Research	0.00%	0.00%	0.00%	0.00%	0.00%
Subtotal	0.00%	0.00%	0.00%	0.00%	0.00%

TOTAL	0.00%	0.00%	0.00%	0.00%	0.00%
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Line detail percentages may not sum to Total percentages due to rounding

Percentages are based on Direct Spend

Unable to determine the specific percentages of Products and Services spend for Mid-Long Term Goals.

2022 Annual Plan

SECTION 10.1.2 WMDVLGBTBE PLANNED PROGRAM ACTIVITIES FOR THE CALENDAR YEAR

Internal Program Activities

IMPLEMENT



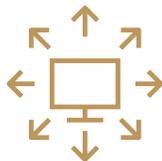
Implement new Procurement Policy to include Supplier Diversity Program process and policy

SUPPORT



Review, revise and/or create administrative dials and processes to support new Procurement Policy Supplier Diversity directives

SUPPLIER ACCESSIBILITY



Establishment and launch of BVES Diverse Supplier Registration Portal for interested suppliers

EDUCATION



Continue to provide education and share knowledge of Supplier Diversity Program components with BVES internal team and Prime Supplier partners

2022 Annual Plan

SECTION 10.1.2 WMDVLGBTBE PLANNED PROGRAM ACTIVITIES FOR THE CALENDAR YEAR

External Program Activities

IDENTIFY



Identify and establish relationships with Community Based Organizations that can identify diverse suppliers in the marketplace to support BVES project needs.

ATTEND



Attend Community Based Organization events to provide visibility of BVES support for diverse supplier utilization and to support efforts of the Community Based Organizations to recruit, introduce, develop and guide diverse suppliers interested in competitive and/or single-sourcing bidding on procurement opportunities with BVES.

*Activities will be dependent on status of COVID-19 Pandemic and corporate direction on travel restrictions and large group gatherings. Virtual presentations will be considered for development.

SECTION 10.1.3 PLANS FOR RECRUITING WMDVLGBTBE SUPPLIERS IN LOW UTILIZATION AREAS

BVES will continue to review current practices for utilization of WMDVLGBTBE suppliers in low-utilization areas through continued relationship building with Community Based Organizations and their current diverse supplier marketplace.

SECTION 10.1.4 PLANS FOR RECRUITING WMDVLGBTBE SUPPLIERS WHERE AVAILABLE

This will be a continual assessment of the diverse supplier marketplace to identify suppliers able to provide goods and services to meet BVES procurement needs.

2022 Annual Plan

SECTION 10.1.5 PLANS FOR ENCOURAGING PRIME CONTRACTORS TO SUBCONTRACT WITH WMDVLGBTB SUPPLIERS

BVES will introduce the second-tier subcontracting program to existing Prime Supplier partners in Q2 2022.

SECTION 10.1.6 PLANS FOR COMPLYING WITH THE WMDVLGBTB PROGRAM GUIDELINES

BVES commits to comply with all California Public Utilities Commission WMDVLGBTB Program Guidelines.

Appendix

LEGEND FOR 2 DIGIT STANDARD INDUSTRIAL CLASSIFICATION (SIC) CODES

2 SIC Code	SIC Description
7	Agricultural Services
17	Special Trade Contractor
35	Industrial Machinery & Computer Equip
59	Miscellaneous Retail Stores NEC
73	Business Services NEC
81	Legal Services
87	Engineering and Management Services
87	Engineering, Accounting, Research



THE BVES 2021 ANNUAL REPORT AND 2022 ANNUAL PLAN for the utilization of WMDVLGBTBE is prepared and respectfully submitted by:

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BVES appreciates the efforts and support from **We the Creative, Inc.** in the design and production of this report. Please visit www.wethecreative.com for more information on services provided.