

2022

ANNUAL REPORT AND 2023 PLAN

WOMEN, MINORITY, DISABLED VETERAN,
LGBT BUSINESS ENTERPRISE AND
PERSONS WITH DISABILITIES



**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”) 2022 Supplier Diversity Annual Report and 2023 Plan. I am happy to report that San Gabriel has exceeded the California Public Utilities Commission (“CPUC”) General Order 156 (“GO156”) total diverse spend goal since 2017. In 2022 we had a total of 77 diverse vendors which accounted for 34.32% of our total procurement spend. Our diverse suppliers 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.



I recognize the importance of our Supplier Diversity Program and the impact it has on diverse suppliers. Our partnership with diverse suppliers play a vital role in the economic success of our local communities.

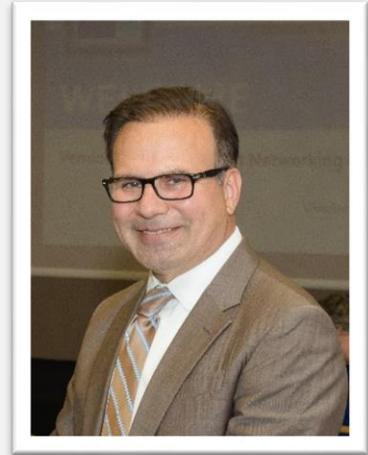
Throughout this report, you will see the results of our efforts in 2022, success stories, challenges and our future goals for 2023.

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 oversee San Gabriel's Procurement Department and 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 suppliers, and additionally, to educate our internal staff on its positive impact to not only the diverse businesses we support, but also our local communities.



In 2022, we reported a total direct and second tier spend of \$25,238,623 with diverse suppliers, which was a total of 34.32% of our total procurement spend. Although we were unable to meet all of the categorical goals in 2022, we made progress in increasing our percentage of spend in the minority business enterprise and disabled veteran business enterprise categories. As detailed further in our 2023 plan, we will remain committed to the continued growth of our Supplier Diversity Program. While we will continue to add diverse suppliers, we will also work very closely and actively with our existing Prime suppliers to increase second tier spend. We plan to strengthen our second tier spend initiatives, increase the number of business opportunities, and continue the promotion of the utilization of diverse-owned businesses internally. 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.

As always, I am 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.

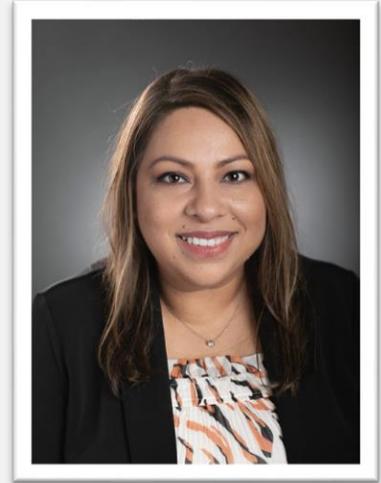
Very truly yours,

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**

As I complete another year managing San Gabriel’s Supplier Diversity Program, I continue to strongly recognize the impact our program has on local, small, and diverse suppliers. Over the last few years, I have witnessed the growth of diverse suppliers as some of them have grown from the ground up into thriving, successful businesses. It brings me so much gratitude knowing that my role as a Supplier Diversity Program Manager plays a part in their journey.



I remain committed to mentoring and training Darryl Brown, San Gabriel’s Supplier Diversity Program Coordinator, as his success will contribute to the improvement of our program and ultimately help us meet all diverse spend categorical goals.

I am proud of the efforts we made in 2022 to strengthen our Supplier Diversity Program here at San Gabriel. We made great efforts to connect with and recruit new diverse suppliers and will continue these efforts into 2023.

I am looking forward to a new program year with new opportunities to promote the utilization of diverse suppliers.

Very truly yours,

Jeanette Diaz

Supplier Diversity and Procurement Manager

San Gabriel Valley Water Company	2022 Report	GO 156 Sec. 9.1.1
Description of Supplier Diversity Program Activities During the Previous Calendar Year		

Internal Program Activities

Department Growth

In 2022, San Gabriel remained focus on continuing the growth and success of our Supplier Diversity Program. Darryl Brown, San Gabriel’s Supplier Diversity Procurement Coordinator, continued to learn the day-to-day activities of the program while being managed by Jeanette Diaz, San Gabriel’s Supplier Diversity and Procurement Manager. As in-person events began to roll out slowly throughout the year, Darryl quickly acclimated to the supplier diversity scene and began to meet new diverse vendors at various outreach events, as well as, get to know other Supplier Diversity Program managers and representatives. Jeanette and Darryl are continuing to work well together as a team and focus on the program goals, as you will read in greater depth further on in our report.

2022 Success Stories and New Business Relationships

One of San Gabriel’s goals for 2022 was to increase internal communication in an effort to increase support of San Gabriel’s Supplier Diversity Program. With Jeanette and Darryl working together we have made a positive impact in this area. We have seen an increase in internal requests for diverse suppliers for various services and products. Early in the year, our El Monte division Maintenance Department requested roofing vendors and after a Clearinghouse search, a list of diverse suppliers was provided. One of the vendors on the list, Conor Roofing Corporation, a local African American-owned business was selected for the job. San Gabriel was pleased with their work and continued to provide them with potential opportunities throughout the year.

Our El Monte division Operations Manager met a representative from Hayes Automation, a disabled veteran-owned water treatment supplier, at a local event. Their information was passed along to San Gabriel’s Supplier Diversity and Procurement Manager, and a business relationship was established from there. Hayes Automation supplied San Gabriel with various water treatment products in 2022.

We are grateful for the continuous support from our internal colleagues and leadership. The success of San Gabriel’s Supplier Diversity program is a team effort and we recognize the importance of continuous internal communication and program education.



San Gabriel Valley Water Company and sister company Arizona State Water Company employees attend California Water Association’s Pipeline into Procurement event in October 2022: Oscar Ramos – San Gabriel Valley Water Company, Jeanette Diaz – San Gabriel Valley Water Company, Darryl Brown – San Gabriel Valley Water Company, Bridgid Benitez – Arizona Water Company, Rashelle Spencer – Arizona Water Company, Melissa Rodriguez – Arizona Water Company.

We are proud to report that in 2022, San Gabriel on boarded 15 new suppliers. The products and services provided by these vendors range from office supplies to water treatment products and Engineering services. In 2022, San Gabriel procured \$24,936,341 with our diverse suppliers. Below are a couple of new diverse vendors we would like to highlight.

KNS Industrial Supply and Corporation (“KNS”) is a disabled veteran and minority-owned business located in Fullerton, California who provide a various array of products. These products include personal protective equipment, cleaning and janitorial equipment, and steel



products. After connecting at various virtual events throughout the past two years, San Gabriel reached out to KNS and arranged a meeting to discuss potential utilization opportunities. We began ordering from KNS shortly after our meeting and the business relationship set forth from there. KNS has proved to be reliable and responsive to their customer’s needs and we are pleased with the business relationship, and look forward to working with them in the future.

Emergent Battery Technologies (“Emergent”) is a disabled veteran business enterprise located in Corona, California who provides automobile batteries and other related materials. San Gabriel located Emergent in the Supplier Clearinghouse and passed their information along to our Operations Department, which oversees the maintenance of company vehicles. A meeting was

set, and mid-year we began to purchase our auto batteries from Emergent for both our El Monte and Fontana divisions.

This year, San Gabriel performed an internal analysis of our current vendors and identified a handful of companies who were eligible for Supplier Clearinghouse certification. Although some were not interested in becoming certified for personal reasons, we were able to assist two current suppliers in obtaining their certification.

Elite Office Solutions, Inc. (“Elite”) located in San Gabriel’s service area of El Monte has provided copier services and products to San Gabriel over the past few years. After discussions with Elite’s company representative, we confirmed the business was minority-owned. The owner was pleased to know he met the certification requirements and applied shortly after. The Supplier Clearinghouse approved Elite for certification as a male, Hispanic-owned business enterprise. We hope this certification brings Elite increased business opportunities in the future.

During a non-certified vendor search in the Supplier Clearinghouse, we discovered that a current contractor, Hydro Industrial Electric was a female, Native American-owned business, but was not certified. After explaining the significance of the certification, and the process, they were more than willing to apply for certification. Hydro Industrial Electric obtained their certification in 2022 and attended their first supplier diversity outreach event where they were able to make potential connections with other water utility agencies.



Jodie Frobese with Hydro Industrial Electric speaks at a California Water Association hosted event.

External Program Activities

Southern California Virtual Business Center



In 2022, 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 diverse suppliers. 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.

In November 2022, 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, diverse suppliers 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 diverse suppliers an opportunity to create a networking connection with San Gabriel.

Furthermore, SC-VBC is continuing to build a relationship with the California Water Association (“CWA”) for additional sponsorship opportunities.

Collaboration with the California Water Association (“CWA”)



In 2022, CWA’s Utility Supplier Diversity Program (“USD”) Committee continued to work together to achieve success in meeting the requirements of GO156 and promote leading, sustainable, and compliant Supplier Diversity Programs. In 2022, the USD Committee held various events and programs to educate diverse suppliers on best practices when working within the water utility industry.

Meet the Primes Event

CWA hosted their annual Meet the Primes event in September 2022. This event is crucial in building relationships between Prime contractors and qualified diverse suppliers to ultimately advance economic equality. The virtual event hosted 188 attendees and the participation of 14 Primes. During the event, diverse suppliers had the opportunity to learn about upcoming contracting opportunities, hear success stories from Prime contractors who have collaborated with diverse subcontractors, and pitch to the Primes in attendance.



Meet the Primes Event continued

Melanie Rae with Guided Business Plan hosted the event and customized education-training materials for both the Primes and diverse suppliers in attendance. Two multimedia online worksheets were created for the event, one focused on the preparation for event and the other worksheet streamlined how diverse vendors could successfully connect to Primes.

Overall, the event was successful with an overall increase in attendance in comparison to the prior year, and 77% of the RSVPs had not attended a Meet the Primes event in the past. The event resulted in a number of potential future business opportunities.

CWA R.I.S.E. 2022



Water utilities are not often associated with creating jobs through small businesses, but the CWA USDP team can be credited with fueling the growth of hundreds of businesses through our ongoing diverse supplier mentoring and business matchmaking events.

One of our programs, CWA RISE, focused on African American-owned businesses in California to introduce them to contracting opportunities within the water industry.

Below is a brilliant CWA RISE success story:

Que Alicea attended CWA RISE in early 2021 and remained memorable as she asked the question “I’m new to the industry, how do I meet people?” Almost two years later, Que's QA Consulting environmental risk mitigation is known to many.

CWA RISE facilitator, Melanie Rae, reached out to Que to invite her to attend additional cohort-based training. Since completing CWA RISE, Que now holds a position on a BART transportation advisory board; graduated from CWA’s Water Acumen Training for Entrepreneurship Refinement Program; was selected to attend NIKE’s Diverse Supplier Academy; and graduated from Women’s Business Enterprise Council (“WBEC”)-Pacific’s WE-Xcel, a cohort for women pursuing corporate contracts. In December 2022, Que was awarded Women Business Enterprise Supplier of the Year – Class 1 from WBEC-Pacific. Her company serves as a Prime and Sub on various environmental risk projects.

CWA RISE opened these doors of opportunity for her and many other businesses.

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

Water Acumen Training for Entrepreneurship Refinement (“W.A.T.E.R.”)



The CWA’s annual W.A.T.E.R. vendor training cohort has been instrumental in helping 15 highly-qualified vendors increase their capacity to earn contracts in the water industry.

The CWA USDP Committee hosted our annual CWA W.A.T.E.R. training cohort to prepare diverse suppliers for opportunities in the water industry. Vendors were selected based on their potential to contribute to upcoming projects. This mentoring forum provided insights into how to navigate industry procurement standards. In a surprising twist for the 2022 cohort, an open forum discussion turned into a “joint venture” with the graduates preparing to collaborate to pursue a major water infrastructure project.

Vendors received extensive mentorship from Supplier Diversity and Inclusion professionals. The CWA USDP Committee is proud of the accomplishments from our growing W.A.T.E.R. alumni base. One of the first cohort members, David Ramil with Pivotal Adaptive Services, not only earned lucrative contracts in California, but his business has also expanded into other states and *countries*.

Our training cohort officially began in March 2022 with an overview of the California water industry presented by expert Alison Loukeh, a consultant with experience in multiple facets of the industry. She provided dire statistics about drought conditions and the need for innovation in conservation. Throughout the cohort, we discussed best practices for responding to bids and how to propose new solutions. After this foundation was established, vendors were introduced to buyers and Primes who evaluated them for potential collaborations.

Our intensive CWA W.A.T.E.R. curriculum gave vendors an edge that could not be found elsewhere in the industry.

Water Acumen Training for Entrepreneurship Refinement (“W.A.T.E.R.”) continued



Photos from CWA’s WATER Program graduation in Whittier, CA

In addition to technical knowledge, diverse suppliers also gained invaluable networking opportunities. During graduation, the cohorts discussed ways in which they could work together on larger projects such as a multi-million dollar construction project or a complex infrastructure project requiring multiple teams from many industries working together seamlessly. By leveraging their collective strengths and experience, these entrepreneurs are discussing a powerful “joint venture” that could compete for contracts more effectively than any single entity could do alone.

Pipeline into Procurement



Photos from CWA's Pipeline into Procurement event in Whittier, CA

The CWA USDP Committee hosted the Pipeline into Procurement event in October 2022. The purpose of this event is to introduce diverse suppliers to the CWA water companies, as well as, provide an opportunity for Operations and Procurement personnel from the CWA companies to network and share best practices.

Along with CWA representatives there were sixteen diverse-owned businesses in attendance. Each business had the opportunity to present their business pitch and participate in matchmaking with CWA water company representatives.

CWA's Pipeline into Procurement event has proven to be a successful networking opportunity focused on strengthening business relationships and creating potential business collaborations.

2022 Outreach Events Highlights

In the beginning of 2022, in-person events were scarce as there was still a presence of COVID. As the year progressed, in-person events picked up momentum and were mostly scheduled in the third and fourth quarter of the year. Although it was not a full calendar year of in-person events, it did not take long to get back into the swing of in-person networking and the benefits of face-to-face interactions. Below are some highlights from events San Gabriel attended in 2022 in an effort to connect with diverse suppliers.

BuildOUT California hosted a Founder's Day event in June, which included golden pitches from LGBT firms, subject matter-specific breakout sessions, and a VIP gala dinner and awards program. The event had over 500 attendees and took place at the San Francisco Marriott Marquis Hotel.



Photos from BuildOUT California's Founders Day event in San Francisco, CA

Southern California Minority Supplier Development Council (“SCMSDC”) hosted their Business Beyond Barriers Conference + Expo at SoFi Stadium in Inglewood, California in July 2022. The event’s theme was "What it takes is all of us." SCMSDC is the region’s preeminent corporate membership organization committed to supplier diversity and the success of minority businesses.



Photos from the SCMSDC B3 Conference in Inglewood, CA

Disability:IN, the leading nonprofit resource for business disability inclusion worldwide, hosted their 2022 Conference at the Sheraton Dallas Hotel in Dallas, Texas in July 2022. San Gabriel, along with other CWA USDP committee members attended for the first time. The conference had over 4000 attendees from 32 countries!

The conference agenda included a number of subject matter-specific breakout sessions, matchmaking sessions, and plenty of networking opportunities. We will continue to support Disability:IN’s mission in “creating an inclusive global economy where people with disabilities participate fully and meaningfully.”



Jeanette Diaz at the Disability:In Conference in Dallas, TX



Darryl Brown at the NGLCC Conference in Las Vegas, NV

During the first week of August, LGBTQ+ entrepreneurs and allies, corporate supplier diversity leaders, and business experts gathered in Las Vegas, Nevada for the 2022 National LGBT Chamber of Commerce (“NGLCC”) International Business & Leadership Conference. Convening for the first time since 2019, the NGLCC Conference remains the largest LGBT business event on the planet! Nearly 1,500 attendees participated in a wide variety of panels, workshops, and plenaries geared at developing, empowering, and amplifying LGBT businesses across the world.

In October, CWA held its fall conference in Monterey, CA. Matt Yucelen, San Gabriel’s Vice President – Engineering, and Jeanette Diaz, San Gabriel’s Supplier Diversity Procurement Manager, were invited to be a part of the conference’s “Be a Better Ally” panel. The panel focused on defining allyship and how to put it into action. Matt and Jeanette were honored to be labeled as an example of positive allyship and shared their personal allyship journeys with fellow association members and diverse suppliers in the audience.



Matt Yucelen and Jeanette Diaz, panelists at the California Water Association Conference in Monterey, CA

The Veterans In Business (“VIB”) Network is a nonprofit 501(c)3 organization that advocates for all veteran businesses including DVBEs. They help veteran businesses build connections between Corporations, Government Agencies, and Prime Contractors looking to create partnerships for contracting opportunities. In November, the VIB Network held their 6th annual national conference in San Diego, CA. San Gabriel was proud to be in attendance, and CWA is a proud VIB sponsor.



Photos from the Veterans Business Network Conference in San Diego, CA

San Gabriel Valley Water Company		2022 Report		GO 156 Section 9.1.2		
Supplier Diversity Results by Ethnicity						
		2022				
		Direct Spend ¹ \$	Sub Spend ² \$	Total \$	%	
1	Minority Male	African American	\$72,176	\$152,209	\$224,385	0.31%
2		Asian Pacific American	\$399,026	\$50,403	\$449,429	0.61%
3		Hispanic American	\$4,813,008	\$76,357	\$4,889,365	6.65%
4		Native American	\$1,971,618	\$0	\$1,971,618	2.68%
5		Total Minority Male	\$7,255,828	\$278,969	\$7,534,797	10.25%
6	Minority Female	African American	\$785,943	\$0	\$785,943	1.07%
7		Asian Pacific American	\$1,174,321	\$23,312	\$1,197,633	1.63%
8		Hispanic American	\$485,543	\$0	\$485,543	0.66%
9		Native American	\$811,859	\$0	\$811,859	1.10%
10		Total Minority Female	\$3,257,666	\$23,312	\$3,280,978	4.46%
11	Total Minority Business Enterprise (MBE)		\$10,513,494	\$302,281	\$10,815,775	14.71%
12	Women Business Enterprise (WBE)		\$10,381,724	\$0	\$10,381,724	14.12%
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$3,044,995	\$0	\$3,044,995	4.14%
14	Disabled Veteran Business Enterprise (DVBE)		\$996,129	\$0	\$996,129	1.35%
15	Persons with Disabilities Business Enterprise (PDBE)		\$0	\$0	\$0	0.00%
16	8(a)*		\$0	\$0	\$0	0.00%
17	Total Supplier Diversity Spend		\$24,936,342	\$302,281	\$25,238,623	34.32%
18	Net Procurement**		\$73,545,978			

NOTES:

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

Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).

** Net Procurement includes purchase orders, non-purchase orders, and credit card dollars.

¹ Direct - Means Direct Procurement: when a utility directly procures from a supplier.

² Sub - Means Subcontractor Procurement: when a prime contractor, in contract with a utility, procures from a subcontractor to fulfil its contractual obligation(s).

% - Percentage of Net Procurement.

Totals may not add due to rounding.

San Gabriel Valley Water Company				2022 Report		GO 156 Section 9.1.2			
Supplier Diversity Direct Procurement Results by Product and Service Categories									
				2022					
				Product		Service		Total	
				\$	%	\$	%	\$	%
1	Minority Male	African American	Direct	\$18,779	0.03%	\$53,396	0.07%	\$72,175	0.10%
2		Asian Pacific American	Direct	\$129,154	0.18%	\$269,872	0.37%	\$399,026	0.54%
3		Hispanic American	Direct	\$2,599,146	3.53%	\$2,213,862	3.01%	\$4,813,008	6.54%
4		Native American	Direct	\$0	0.00%	\$1,971,618	2.68%	\$1,971,618	2.68%
5		Total Minority Male	Direct	\$2,747,079	3.74%	\$4,508,748	6.13%	\$7,255,827	9.87%
6	Minority Female	African American	Direct	\$69,821	0.09%	\$716,122	0.97%	\$785,943	1.07%
7		Asian Pacific American	Direct	\$0	0.00%	\$1,174,321	1.60%	\$1,174,321	1.60%
8		Hispanic American	Direct	\$462,873	0.63%	\$22,670	0.03%	\$485,543	0.66%
9		Native American	Direct	\$0	0.00%	\$811,859	1.10%	\$811,859	1.10%
10		Total Minority Female	Direct	\$532,694	0.72%	\$2,724,972	3.71%	\$3,257,666	4.43%
			Direct						
11	Total Minority Business Enterprise (MBE)		Direct	\$3,279,773	4.46%	\$7,233,720	9.84%	\$10,513,493	14.30%
			Direct						
12	Women Business Enterprise (WBE)		Direct	\$8,080,228	10.99%	\$2,301,496	3.13%	\$10,381,724	14.12%
			Direct						
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		Direct	\$0	0.00%	\$3,044,995	4.14%	\$3,044,995	4.14%
			Direct						
14	Disabled Veteran Business Enterprise (DVBE)		Direct	\$451,931	0.61%	\$544,198	0.74%	\$996,129	1.35%
			Direct						
15	Persons with Disabilities Business Enterprise (DBE)		Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
			Direct						
16	8(a)*		Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
			Direct						
17	Total Supplier Diversity Spend		Direct	\$11,811,932	16.06%	\$13,124,409	17.85%	\$24,936,341	33.91%
18	Net Procurement**		\$73,545,978						
19	Net Product Procurement		\$23,332,647						
20	Net Service Procurement		\$50,213,331						
21	Total Number of Diverse Suppliers that Received Direct Spend		77						

San Gabriel Valley Water Company			2022 Report			GO 156 Section 9.1.2				
Supplier Diversity Subcontractor Procurement Results by Product and Service Categories										
					2022					
					Product		Service		Total	
					\$	%	\$	%	\$	%
1	Minority Male	African American	Sub	\$0	0.00%	\$152,209	0.21%	\$152,209	0.21%	
2		Asian Pacific American	Sub	\$0	0.00%	\$50,403	0.07%	\$50,403	0.07%	
3		Hispanic American	Sub	\$4,084	0.01%	\$0	0.00%	\$4,084	0.01%	
4		Native American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%	
5		Total Minority Male	Sub	\$4,084	0.01%	\$202,612	0.28%	\$206,696	0.28%	
6	Minority Female	African American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%	
7		Asian Pacific American	Sub	\$23,312	0.03%	\$0	0.00%	\$23,312	0.03%	
8		Hispanic American	Sub	\$0	0.00%	\$72,273	0.10%	\$72,273	0.10%	
9		Native American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%	
10		Total Minority Female	Sub	\$23,312	0.03%	\$72,273	0.10%	\$95,585	0.13%	
			Sub							
11	Total Minority Business Enterprise (MBE)		Sub	\$27,396	0.04%	\$274,885	0.37%	\$302,281	0.41%	
			Sub							
12	Women Business Enterprise (WBE)		Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%	
			Sub							
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%	
			Sub							
14	Disabled Veteran Business Enterprise (DVBE)		Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%	
			Sub							
15	Persons with Disabilities Business Enterprise (DBE)		Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%	
			Sub							
16	8(a)*		Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%	
			Sub							
17	Total Supplier Diversity Spend		Sub	\$27,396	0.04%	\$274,885	0.00%	\$302,281	0.41%	
18	Net Procurement**		\$73,545,978							
19	Net Product Procurement		\$23,332,647							
20	Net Service Procurement		\$50,213,331							

Supplier Diversity Results by Standard Industrial Classification (SIC) Categories

SIC Category	\$ - %	African American		Asian Pacific American		Hispanic American		Native American		Minority Business Enterprise (MBE)	Women Business Enterprises (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprises (LGBTBE)	Disabled Veterans Business Enterprises (DVBE)	Persons with Disabilities Business Enterprise (DBE)	Other 8(a)**	Total Supplier Diversity Spend	Total Procurement
		Male	Female	Male	Female	Male	Female	Male	Female								
		15 - Construction	\$														
	%									0.78%					0.78%	9.50%	
16 - Construction	\$					315,423		1,971,618		2,287,041		3,003,225	22,177		\$ 5,312,443.00	\$ 5,312,443.00	
	%					0.43%		2.68%		3.11%		4.08%	0.03%		7.22%	7.22%	
17 - Construction	\$	16,046		50,403		457,137		811,859		1,335,445	1,326,026		168,439		\$ 2,829,910.00	\$ 20,650,076.00	
	%	0.02%		0.07%		0.62%		1.10%		1.82%	1.80%		0.23%		3.85%	28.08%	
23 - Apparel	\$										653				653.00	653.00	
	%										0.00%				0.00%	0.00%	
25 - Furniture	\$			2,083						2,083	65,411				\$ 67,494.00	\$ 67,494.00	
	%			0.00%						0.00%	0.09%				0.09%	0.09%	
26 - Paper	\$									0			7,653		\$ 7,653.00	\$ 7,653.00	
	%									0.00%			0.01%		0.01%	0.01%	
27 - Printing	\$					2,869				2,869					\$ 2,869.00	\$ 105,318.00	
	%					0.00%				0.00%					0.00%	0.14%	
28 - Chemicals	\$														\$ -	\$ 1,956,800.00	
	%														0.00%	2.66%	
29 - Petroleum	\$														\$ -	\$ 21,456.00	
	%														0.00%	0.03%	
30 - Rubber, Plastics	\$										6,175,162				\$ 6,175,162.00	\$ 6,189,309.00	
	%										8.40%				8.40%	8.42%	
32 - Stone, Concrete	\$					722,195				722,195					\$ 722,195.00	\$ 724,345.00	
	%					0.98%				0.98%					0.98%	0.98%	
33 - Primary Metal	\$														\$ -	\$ 9,481.00	
	%														0.00%	0.01%	
34 - Fabricated	\$					1,379,591	16,404			1,395,995	988,745				\$ 2,384,740.00	\$ 3,241,291.00	
	%					1.88%	0.02%			1.90%	1.34%				3.24%	4.41%	
35 - Machinery	\$			11,926		25,500				37,426	4,237		339,541		\$ 381,204.00	\$ 1,280,967.00	
	%			0.02%		0.03%				0.05%	0.01%		0.46%		0.52%	1.74%	
36 - Electronic Components	\$												3,446		\$ 3,446.00	\$ 266,534.00	
	%												0.00%		0.00%	0.36%	
37 - Transportation	\$				23,312	1,952				25,264					\$ 25,264.00	\$ 51,544.00	
	%				0.03%	0.00%				0.03%					0.03%	0.07%	
38 - Measuring Instruments	\$									0			101,291		\$ 101,291.00	\$ 2,561,988.00	
	%									0.00%			0.14%		0.14%	3.48%	
39 - Misc Mfg	\$		69,821							69,821					\$ 69,821.00	\$ 84,184.00	
	%		0.09%							0.09%					0.09%	0.11%	
42 - Motor Freight	\$	152,209				70,661				222,870					\$ 222,870.00	\$ 222,870.00	
	%	0.21%				0.10%				0.30%					0.30%	0.30%	
44 - Water Transport	\$						443,892			443,892					\$ 443,892.00	\$ 444,253.00	
	%						0.60%			0.60%					0.60%	0.60%	
46 - Pipeline	\$														\$ -	\$ 3,657,067.00	
	%														0.00%	4.97%	
47 - Transportation	\$														\$ -	\$ 102,220.00	
	%														0.00%	0.14%	
48 - Communications	\$														\$ -	\$ 90,077.00	
	%														0.00%	0.12%	

Supplier Diversity Results by Standard Industrial Classification (SIC) Categories (Cont.)

SIC Category	\$ - %	African American		Asian Pacific American		Hispanic American		Native American		Minority Business Enterprise (MBE)	Women Business Enterprises (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprises (LGBTBE)	Disabled Veterans Business Enterprises (DVBE)	Persons with Disabilities Business Enterprise (DBE)	Other 8(a)**	Total Supplier Diversity Spend	Total Procurement
		Male	Female	Male	Female	Male	Female	Male	Female								
50 - Wholesale-durable	\$			58,554		65,140	2,577			126,271	1,243					\$ 127,514.00	\$ 210,508.00
	%			0.08%		0.09%	0.00%			0.17%	0.00%					0.17%	0.29%
52 - Building Material	\$	18,779								18,779						\$ 18,779.00	\$ 149,695.00
	%	0.03%								0.03%						0.03%	0.20%
55 - Auto Dealers-Gas Serv	\$			55,595		405,983				461,578	844,777					\$ 1,306,355.00	\$ 1,942,703.00
	%			0.08%		0.55%				0.63%	1.15%					1.78%	2.64%
56 - Apparel and Accessory	\$															\$ -	\$ 5,320.00
	%															0.00%	0.01%
57 - Home Furniture	\$															\$ -	\$ 8,368.00
	%															0.00%	0.01%
59 - Misc Retail	\$			996						996						\$ 996.00	\$ 349,801.00
	%			0.00%						0.00%						0.00%	0.48%
60 - Depository Institutions	\$															\$ -	\$ 229,590.00
	%															0.00%	0.31%
63 - Insurance Carriers	\$															\$ -	\$ 1,609.00
	%															0.00%	0.00%
64 - Insurance Broker	\$		716,122							716,122						\$ 716,122.00	\$ 749,570.00
	%		0.97%							0.97%						0.97%	1.02%
70 - Hotels-Lodging Places	\$															\$ -	\$ 7,036.00
	%															0.00%	0.01%
73 - Business Services	\$	37,350		166,290	1,164,523	230,930	22,670			1,621,763	378,700	7,355	353,583			\$ 2,361,401.00	\$ 9,183,833.00
	%	0.05%		0.23%	1.58%	0.31%	0.03%			2.21%	0.51%	0.01%	0.48%			3.21%	12.49%
75 - Auto Repair	\$				9,798	15,751				25,549						\$ 25,549.00	\$ 410,007.00
	%				0.01%	0.02%				0.03%						0.03%	0.56%
76 - Misc Repair	\$															\$ -	\$ 283,695.00
	%															0.00%	0.39%
80 - Health Services	\$															\$ -	\$ 2,929.00
	%															0.00%	0.00%
81 - Legal Services	\$															\$ -	\$ 557,355.00
	%															0.00%	0.76%
87 - Consulting Services	\$			85,557		986,232				1,071,789	25,970	34,414				\$ 1,132,173.00	\$ 2,445,611.00
	%			0.12%		1.34%				1.46%	0.04%	0.05%				1.54%	3.33%
89 - Misc Services	\$			18,025		210,000				228,025						\$ 228,025.00	\$ 2,973,587.00
	%			0.02%		0.29%				0.31%						0.31%	4.04%
TOTAL		224,384	785,943	449,429	1,197,633	4,889,364	485,543	1,971,618	811,859	10,815,773	10,381,724	3,044,994	996,130	0	0	25,238,621	73,545,979
TOTAL		0.31%	1.07%	0.61%	1.63%	6.65%	0.66%	2.68%	1.10%	14.71%	14.12%	4.14%	1.35%	0.00%	0.00%	34.32%	100.00%

Total Product Procurement	\$23,332,647
Total Service Procurement	\$50,213,331

Net Procurement ***	\$73,545,978
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Number of Diverse Suppliers and Revenue Reported to the Clearinghouse

Number of Diverse Suppliers Data														
Number of Diverse Suppliers	Revenue Reported to the Supplier Clearinghouse							Utility-Specific 2022 Summary						
	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	8(a)*	Total	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	8(a)*	Total
Under \$1 million	14	5	-	12	-	-	31	45	12	2	12	-	-	71
Under \$5 million	10	4	2	-	-	-	16	3	1	1	-	-	-	5
Under \$10 million	7	2	-	-	-	-	9	-	1	-	-	-	-	1
Above \$10 million	17	3	1	-	-	-	21	-	-	-	-	-	-	-
Total	48	14	3	12	0	0	77	48	14	3	12	0	0	77
Revenue and Payment Data														
Revenue of Diverse Suppliers	Revenue Reported to the Supplier Clearinghouse							Utility-Specific 2022 Summary						
	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	8(a)*	Total	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	8(a)*	Total
Under \$1 million	\$10,422,298	\$17,872,567	-	-	-	-	\$28,294,865	\$6,052,616	\$2,880,536	\$41,769	\$996,129	-	-	\$9,971,050
Under \$5 million	\$27,601,890	\$9,968,000	\$5,903,189	-	-	-	\$43,473,079	\$4,460,878	\$1,326,026	\$3,003,226	-	-	-	\$8,790,130
Under \$10 million	\$883,634,610	\$21,757,000	-	-	-	-	\$905,391,610	-	\$6,175,162	-	-	-	-	\$6,175,162
Above \$10 million	\$12,966,800,724	\$55,738,709	\$15,000,000	-	-	-	\$13,037,539,433	-	-	-	-	-	-	-
Total	\$13,888,459,522	\$105,336,276	\$20,903,189	\$0	\$0	\$0	\$14,014,698,987	\$10,513,494	\$10,381,724	\$3,044,995	\$996,129	\$0	\$0	\$24,936,342

San Gabriel Valley Water Company	2022 Report	GO 156 Section 9.1.2
Description of Diverse Suppliers with Majority Workforce in California		

Based on information provided from the Supplier Clearinghouse, we have identified 74 out of our 77 diverse suppliers for whom California is their main contact location.

San Gabriel Valley Water Company	2022 Report	GO 156 Section 9.1.3
Supplier Diversity Program Expense		

Expenses Category	2022
Wages	\$240,000
Other Employee Expenses	\$6,977
Program Expenses	\$14,772
Reporting Expenses	0
Training Expenses	0
Consultant Expenses	\$6,002
Other Expenses	\$12,680
TOTAL	\$280,431

San Gabriel Valley Water Company	2022 Report	GO 156 Section 9.1.4
Description of Progress in Meeting or Exceeding Set Goals		

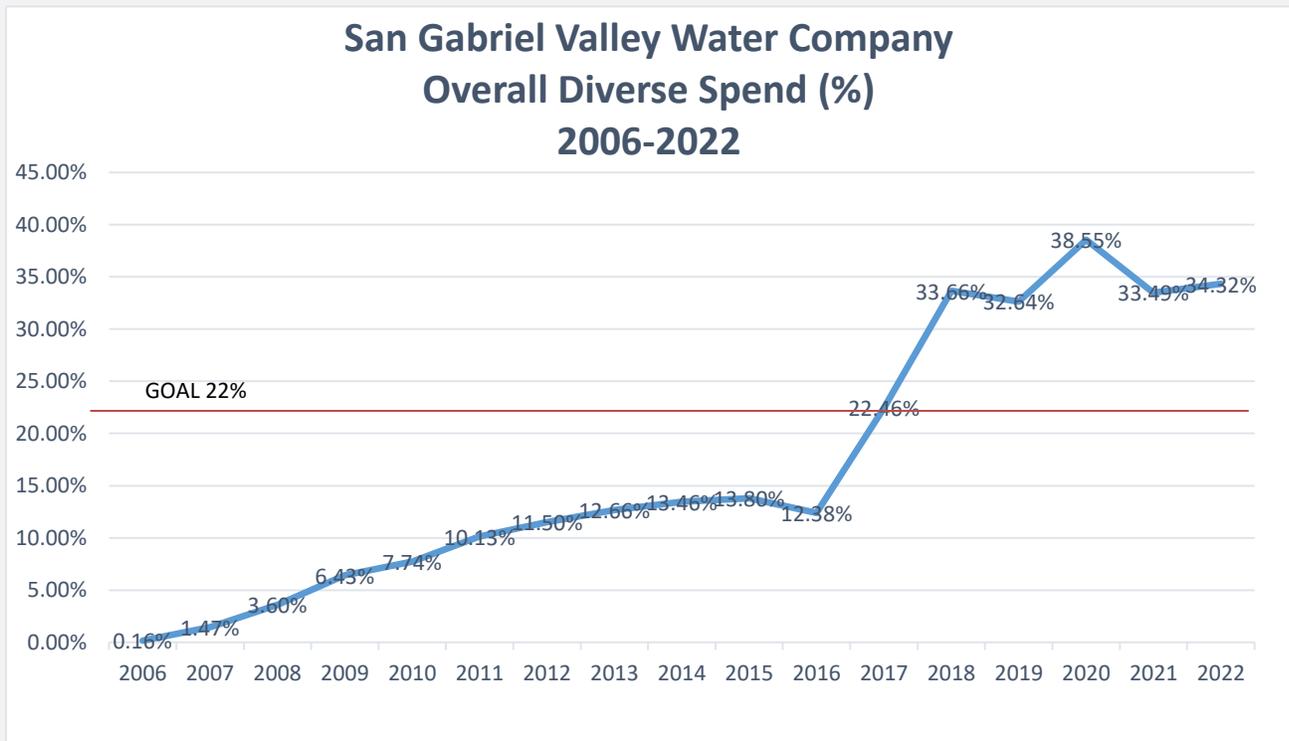
In 2022, San Gabriel’s total direct spend with diverse suppliers totaled \$24,936,342 and our second tier spend totaled \$302,281. As requested, our second tier spend has been detailed separately in the SIC Categories table, thus matching the total diverse spend in the Results by Ethnicity table.

With an overall total of 34.32% diverse spend in 2022, San Gabriel met and exceeded the GO156 goal of 22%. San Gabriel exceeded the 5% WBE goal by spending 14.12% of our total procurement with woman-owned businesses. Our LGBT spend more than doubled in 2022, with an increase of \$1,537,164 from 2021, far exceeding the recently established .5% goal for this category. Although we had a slight increase in our overall minority business enterprise spend, we fell short by .29% in meeting the established goal of 15%. We made great efforts to add qualified disabled veteran business enterprises in 2022, which resulted in an increase of \$770,895 from the prior year. Although we did not meet the disabled veteran business enterprise categorical goal, we are quite proud of the progress we made in this category this year.

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

One of our high priority goals listed in our 2021 report was to distribute diverse spend amongst all categories. As you can see in our 2022 results, we definitely made improvements toward this goal. We made an effort to seek and utilize DVBE and MBEs to increase spend in these specific categories. We ended 2022 with a total of 13 DVBE vendors utilized, this is a 44% increase in DVBE vendors from 2021. We also added five new MBEs to our vendor database in 2022. WE recognize that since we are not meeting these two categorical goals, these two categories will continue to be a focus for us in 2023.

Although we did not meet two of the categorical goals, we are pleased with the overall growth and sustainability 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	2022 Report	GO 156 Section 9.1.4
Supplier Diversity Results Compared to Set Goals		

Category	2022 Results	2022 Goals
Minority Male Business Enterprise	10.25%	-
Minority Female Business Enterprise	4.46%	-
Total Minority Business Enterprise (MBE)	14.71%	15.00%
Women Business Enterprise (WBE)	14.12%	5.00%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	4.14%	1.50%
Disabled Veteran Business Enterprise (DVBE)	1.35%	1.50%
Persons with Disabilities Business Enterprise (DBE)	-	-
TOTAL	34.32%	23.00%

San Gabriel Valley Water Company	2022 Report	GO 156 Sec. 9.1.5
Description of Prime Contractors Utilization of Diverse Subcontractors		

San Gabriel remained 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 2022, San Gabriel’s prime contractors utilized diverse subcontractors for services and products. The specific categories of spend were primarily transportation services and the purchase of project materials. Our second tier spend for 2022 totaled \$302,281, which is a 42% increase from \$212,728 in 2021. We made communication to our Primes a priority in 2022, and as you can see from the increase in spend, our efforts did result in an increase in second tier spend. As you will read below in section 10.1.6, San Gabriel plans to increase our efforts in this area, as we feel this part of our program could benefit from additional support and is an integral part of the program’s success.

San Gabriel Valley Water Company			2022 Report			GO 156 Section 9.1.5			
Summary of Prime Contractors Utilization of Diverse Subcontractors									
	Minority Male	Minority Female	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	8(a)*	Total Supplier Diversity Spend
Sub \$	\$278,969	\$23,312	\$302,281	\$0	\$0	\$0	\$0	\$0	\$302,281
Total \$	\$7,534,797	\$3,280,978	\$10,815,775	\$10,381,724	\$3,044,995	\$996,129	\$0	\$0	\$25,238,623
Direct %	9.87%	4.43%	14.30%	14.12%	4.14%	1.35%	0.00%	0.00%	33.91%
Sub %	0.38%	0.03%	0.41%	0.00%	0.00%	0.00%	0.00%	0.00%	0.41%
Total %	10.25%	4.46%	14.71%	14.12%	4.14%	1.35%	0.00%	0.00%	34.32%
Net Procurement **	\$73,545,978								

NOTES:

* 8(a) - Firms classified as 8(a) by the Small Business Administration include non-WMDVLGBTDPDBE. Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).

** Net Procurement includes purchase orders, non-purchase orders, and credit card dollars.

Direct - Means Direct Procurement: when a utility directly procures from a supplier.

Sub - Means Subcontractor Procurement: when a prime contractor, in contract with a utility, procures from a subcontractor to fulfil its contractual obligation(s).

% - Percentage of Net Procurement.

Totals may not add due to rounding.

San Gabriel Valley Water Company	2022 Report	GO 156 Sec. 9.1.6
List of Supplier Diversity Complaints Received and Current Status		

San Gabriel received no complaints and none were filed in 2022 relative to its USDP.

San Gabriel Valley Water Company	2022 Report	GO 156 Sec. 9.1.7
Description of Efforts to Recruit Diverse 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 diverse suppliers 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 diverse suppliers to provide studies and reports dealing with highly technical water resource planning, environmental compliance issues, and general civil engineering.

In 2022, San Gabriel continued to utilize SHI International Corporation, a minority woman-owned business for Information Technology (“IT”) product acquisition. SHI was also awarded the contract for San Gabriel’s server upgrade, a contract valued at one million dollars.

2023 ANNUAL PLAN

Supplier Diversity Short-, Mid-, and Long-Term Procurement Goals

SIC Code Product	Short-Term 2023						Mid-Term 2023						Long-Term 2023						
	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	Total Supplier Diversity Goal	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	Total Supplier Diversity Goal	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	Total Supplier Diversity Goal	
	25	0.00%	0.25%	0.00%	0.00%	0.00%	0.25%	0.00%	0.25%	0.00%	0.00%	0.00%	0.25%	0.00%	0.25%	0.00%	0.00%	0.00%	0.25%
26	0.00%	0.00%	0.00%	0.25%	0.15%	0.40%	0.00%	0.00%	0.00%	0.25%	0.15%	0.40%	0.00%	0.00%	0.00%	0.25%	0.15%	0.40%	0.40%
27	0.50%	0.00%	0.00%	0.00%	0.00%	0.50%	0.50%	0.00%	0.00%	0.00%	0.00%	0.50%	0.50%	0.00%	0.00%	0.00%	0.00%	0.50%	0.50%
30	0.50%	0.75%	0.00%	0.00%	0.00%	1.25%	0.50%	0.75%	0.00%	0.00%	0.00%	1.25%	0.50%	0.75%	0.00%	0.00%	0.00%	1.25%	1.25%
32	0.50%	0.00%	0.00%	0.00%	0.00%	0.50%	0.50%	0.00%	0.00%	0.00%	0.00%	0.50%	0.50%	0.00%	0.00%	0.00%	0.00%	0.50%	0.50%
34	0.00%	0.00%	0.00%	0.25%	0.15%	0.40%	0.00%	0.00%	0.00%	0.25%	0.15%	0.40%	0.00%	0.00%	0.00%	0.25%	0.15%	0.40%	0.40%
35	0.50%	0.00%	0.00%	0.00%	0.00%	0.50%	0.50%	0.00%	0.00%	0.00%	0.00%	0.50%	0.50%	0.00%	0.00%	0.00%	0.00%	0.50%	0.50%
36	0.50%	0.00%	0.00%	0.00%	0.00%	0.50%	0.50%	0.00%	0.00%	0.00%	0.00%	0.50%	0.50%	0.00%	0.00%	0.00%	0.00%	0.50%	0.50%
37	0.50%	0.00%	0.00%	0.00%	0.00%	0.50%	0.50%	0.00%	0.00%	0.00%	0.00%	0.50%	0.50%	0.00%	0.00%	0.00%	0.00%	0.50%	0.50%
46	0.00%	0.50%	0.00%	0.00%	0.00%	0.50%	0.00%	0.50%	0.00%	0.00%	0.00%	0.50%	0.00%	0.50%	0.00%	0.00%	0.00%	0.50%	0.50%
50	0.00%	0.00%	0.00%	0.25%	0.00%	0.25%	0.00%	0.00%	0.00%	0.25%	0.00%	0.25%	0.00%	0.00%	0.00%	0.25%	0.00%	0.25%	0.25%
55	0.00%	0.25%	0.30%	0.00%	0.00%	0.55%	0.00%	0.25%	0.30%	0.00%	0.00%	0.55%	0.00%	0.25%	0.30%	0.00%	0.00%	0.55%	0.55%
59	0.00%	0.25%	0.00%	0.00%	0.00%	0.25%	0.00%	0.25%	0.00%	0.00%	0.00%	0.25%	0.00%	0.25%	0.00%	0.00%	0.00%	0.25%	0.25%
Subtotal	3.00%	2.00%	0.30%	0.75%	0.30%	6.35%	3.00%	2.00%	0.30%	0.75%	0.30%	6.35%	3.00%	2.00%	0.30%	0.75%	0.30%	6.35%	6.35%

SIC Code Service	Short-Term 2023						Mid-Term 2023						Long-Term 2023						
	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	Total Supplier Diversity Goal	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	Total Supplier Diversity Goal	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	Total Supplier Diversity Goal	
	15	1.00%	1.00%	0.00%	0.00%	0.00%	2.00%	1.00%	1.00%	0.00%	0.00%	0.00%	2.00%	1.00%	1.00%	0.00%	0.00%	0.00%	2.00%
16	2.00%	1.50%	0.40%	0.50%	0.20%	4.60%	2.00%	1.50%	0.40%	0.50%	0.20%	4.60%	2.00%	1.50%	0.40%	0.50%	0.20%	4.60%	4.60%
17	1.00%	0.50%	0.00%	0.00%	0.00%	1.50%	1.00%	0.50%	0.00%	0.00%	0.00%	1.50%	1.00%	0.50%	0.00%	0.00%	0.00%	1.50%	1.50%
42	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
44	0.50%	0.00%	0.00%	0.00%	0.00%	0.50%	0.50%	0.00%	0.00%	0.00%	0.00%	0.50%	0.50%	0.00%	0.00%	0.00%	0.00%	0.50%	0.50%
64	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
73	2.50%	0.00%	0.00%	0.25%	0.00%	2.75%	2.50%	0.00%	0.00%	0.25%	0.00%	2.75%	2.50%	0.00%	0.00%	0.25%	0.00%	2.75%	2.75%
75	1.00%	0.00%	0.00%	0.00%	0.00%	1.00%	1.00%	0.00%	0.00%	0.00%	0.00%	1.00%	1.00%	0.00%	0.00%	0.00%	0.00%	1.00%	1.00%
81	0.50%	0.00%	0.00%	0.00%	0.00%	0.50%	0.50%	0.00%	0.00%	0.00%	0.00%	0.50%	0.50%	0.00%	0.00%	0.00%	0.00%	0.50%	0.50%
87	3.00%	0.00%	0.30%	0.00%	0.00%	3.30%	3.00%	0.00%	0.30%	0.00%	0.00%	3.30%	3.00%	0.00%	0.30%	0.00%	0.00%	3.30%	3.30%
89	0.50%	0.00%	0.00%	0.00%	0.00%	0.50%	0.50%	0.00%	0.00%	0.00%	0.00%	0.50%	0.50%	0.00%	0.00%	0.00%	0.00%	0.50%	0.50%
Subtotal	12.00%	3.00%	0.70%	0.75%	0.20%	16.65%	12.00%	3.00%	0.70%	0.75%	0.20%	16.65%	12.00%	3.00%	0.70%	0.75%	0.20%	16.65%	16.65%
Total	15.00%	5.00%	1.00%	1.50%	0.50%	23.00%	15.00%	5.00%	1.00%	1.50%	0.50%	23.00%	15.00%	5.00%	1.00%	1.50%	0.50%	23.00%	23.00%

San Gabriel Valley Water Company	2023 Plan	GO 156 Sec. 10.1.2
Description of Supplier Diversity Program Activities Planned for the Next Calendar Year		

Internal Activities

Capacity Building and Technical Assistance Program

San Gabriel plans to continue 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.

Internal Communication

San Gabriel places internal communication as a high priority in our program’s success, with it being just as important as external communication, and will continue efforts in this area. This communication is not just amongst colleagues, but also with leadership and our Prime contractors and consultants. The continuous education and awareness of the importance of our Supplier Diversity program is imperative to our sustainability. In 2023, we have made a plan to meet with department heads to analyze each department’s spend, identify areas of opportunities for diverse suppliers, and establish diverse spend goals for each department. Thereafter, we will meet monthly to follow up and track progress on the established goals.

In addition to the Prime engagement events we have planned with CWA, we also plan to engage with our Primes on a San Gabriel level as well. Educating our Primes on the role they play, introducing them to qualified diverse suppliers, inviting them to outreach events, and assisting them in their search for a specific subcontractor are just some of the examples of how we will plan to work together to increase second tier spend.

External Activities

Collaboration with CWA

San Gabriel will continue to collaborate with CWA to bring procurement and growth opportunities to diverse suppliers. In 2023, we plan to focus on our second tier spend initiative, starting our Prime events earlier in the year and further educating them on the importance of second tier spend and the role they play in the success of our Supplier Diversity Programs. We plan to return to an in-person Meet the Primes, and enhance the agenda for a more engaging and impactful event. Our W.A.T.E.R. certification program will focus on the previous cohorts and evaluating how CWA can support them in sustaining the success of their business. Overall, San Gabriel’s primary goal for our collaborated events is to aid and prepare diverse suppliers for procurement opportunities with the water utility industry.

San Gabriel Valley Water Company	2023 Plan	GO 156 Sec. 10.1.3
Plans for Recruiting Diverse 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 diverse suppliers when opportunities arise.

San Gabriel Valley Water Company	2023 Plan	GO 156 Sec. 10.1.4
Plans for Recruiting Diverse Suppliers Where Unavailable		

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

San Gabriel Valley Water Company	2023 Plan	GO 156 Sec. 10.1.5
Plans for Encouraging Prime Contractors to Subcontract Diverse Suppliers		

As further described 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 diverse suppliers. San Gabriel also plans to host informational meetings with our prime contractors.

San Gabriel Valley Water Company	2023 Plan	G.O. #156 Sec. 10.1.6
Plans for Complying with Supplier Diversity Program Guidelines		

San Gabriel is pleased to report that for the last six years we have met and exceeded the overall goal of GO 156. We are quite proud of this sustained achievement; as we have come a long way from an overall spend percentage of .16% in 2006. In our 2022 plan we provided a detailed list of goals, and some of those goals will still remain a work in progress as we head into 2023. We feel like we have made progress in our goals, but there are still areas of improvement we would like to focus on to reach our main goal of meeting all GO156 subcategories. Moving forward into 2023, we plan to focus on the following areas to improve our Supplier Diversity Program and meet all goals set by the CPUC GO156:

- **Second Tier Spend** As mentioned throughout our report, San Gabriel plans to make our second tier spend initiatives a high priority in 2023. Our efforts to increase our second tier spend will include the following actions:

- Meet individually with our Prime contractors and consultants and express the importance of their participation and utilization of diverse subcontractor and consultants;
- Set an achievable second tier spend goal for each Prime;
- Modify our second tier spend data review by collecting the data on a quarterly basis so we can identify the progress our Primes are making and identify which Primes may need additional support;
- Communicate with Primes on a monthly basis by introducing them to a qualified diverse supplier that we feel could provide them with a quality product or service.

We are hopeful these efforts will increase our second tier spend and increase business opportunities for diverse suppliers. These are the opportunities small and diverse suppliers need to kick-start their journey and gain the experience they need to become successful in the water utility industry.

- **Distribute diverse spend.** In 2023, we plan to continue to analyze our spend and strategize our plan to meet all categorical goals. DVBE and MBE are the two categories we were unable to meet in 2022 and will be our main areas of focus. In addition, we will continue our efforts to evenly distribute our spend throughout all categories. Taking a look at our 2022 spend, we plan to focus on DVBE, minority female-owned businesses, Asian American male-owned businesses, African American male-owned businesses, and Persons with Disabilities Business Enterprises, as these are the specific categories where an increase in spend is needed. Based on an analysis of our 2022 spend, we have identified the following high spend procurement areas that need improvement in the distribution of diverse spend:

- Treatment Chemicals;
- Pipe Suppliers;
- Fabricated Metal Products;
- Engineering Related Services;
- Uniform Services;
- General Contractors;
- Meter supplier;
- Generator Suppliers.

Although some of these procurement categories currently include diverse spend, in some cases it is only from one subcategory. 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 continue to review 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, the Veterans in Business Network and Disability:In.

- **Internal Communication.** As mentioned previously, 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.
- **Setting new goals to be reached in 2023 is a priority for San Gabriel.** As reported in table 10.1.1, we plan to comply with all provisions and revisions of GO156 in reaching our projected annual short, mid, and long-term goals. Our objective is to achieve compliance with the program guidelines established by the Commission as required by the California Public Utilities Code section 8283 (c). San Gabriel will continue its efforts to not only meet, but also surpass the projected goals and furthermore, exceed our 2022 results.

San Gabriel's Supplier Diversity team will meet monthly to assess the progress made in each of the goals listed above. We are looking forward to another successful year of promoting the utilization of diverse vendors and providing them opportunities for their continued success.

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