



A Subsidiary of
American States Water Company

2022 ANNUAL REPORT | 2023 ANNUAL PLAN

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

(U-913-E)

Growing

Building

Expanding

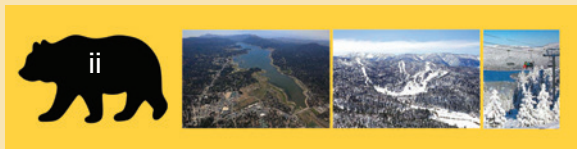


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Message from the President



Bear Valley Electric Service, Inc. (BVES) is very pleased to submit to the California Public Utilities Commission in accordance with the requirements of General Order 156 our 2022 Annual Report on Supplier Diversity and 2023 Plan. This is our second report on our activities since separating our operations from our sister company, Golden State Water Company (GSWC). Prior to 2021, BVES was a division of GSWC.

2022 was another great year for the BVES Supplier Diversity Program. While our overall spend remained steady, we achieved 38.11% spend with diverse suppliers, 16.11% above the California Public Utilities Commission's 22% program goal. I am especially proud of our program's performance because of the unique challenges associated with our location and service area.

Another challenge that we had was the departure of our Supplier Diversity Manager, Holley Joy. I am thankful for the work that Holley Joy has done as an advocate for BVES' Supplier Diversity Program. While this is a significant loss, I am very excited for our program's future with her replacement Michael Moss, our new Supplier Diversity Manager. He has a clear vision and is poised to continue to grow our program. Building on last year's theme of "A New Path Forward", we will continue **Growing, Building and Expanding** into the future.

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



Message from the Supplier Diversity Program Manager

**“Whatever you do, strive to do it so well
that no [one] living,
no [one] dead, and
no [one] yet to be born could do it any better!”**

— Dr. Benjamin E. Mays



It is with the spirit, passion, and purpose of Dr. Mays' statement that I approach the role of Supplier Diversity Program Manager at Bear Valley Electric Service, Inc. (“BVES”). While this is my first year at BVES, I have supported this program (and other regulated utilities) for 10 years through my predecessor, both directly and indirectly, as the manager of the Supplier Clearinghouse, which is the entity regulated by the California Public Utilities Commission for diverse business certifications and verification. I bring with me extensive experience with identifying qualified diverse vendors for strategic inclusion in Supplier Diversity programs.

I am thankful to my predecessor, Holley Joy, whom I’ve known and worked with for over 10 years. The work that she has done has made this a smooth transition. I will walk in her footsteps as an advocate for diverse suppliers at BVES for our team internally and externally for many years to come.

While we have been successful, my goal(s) now and going forward will be to continue the success that we’ve had and build upon existing best practices to expand and reflect the diverse communities that we serve. As our President said, our program will continue **GROWING, BUILDING and EXPANDING**.

GROWING – Dollars spent with diverse suppliers; Number of diverse suppliers

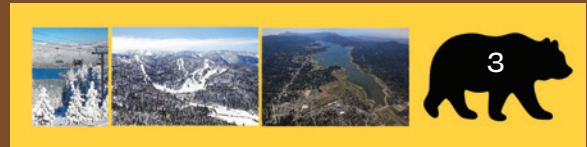
BUILDING – Relationships with Community Based Organizations; Supplier capacity

EXPANDING – Increase spend with underutilized categories; Opportunities for growing the spend

Michael A. Moss, II

Michael Moss
Supplier Diversity Program Manager

Introduction



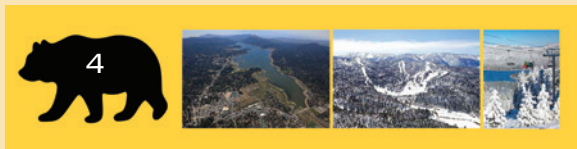
At Bear Valley Electric Service, Inc., we work hard to provide our customers with superior customer service, and dependable power. We do it each and every day, safely and with confidence. We have been “Powering the Mountain since 1929.” When Golden State Water Company acquired the company in 1938, we served a total of 147 customers. Today, we provide electric power to a resort community with a mix of 23,153 full-time and part-time residents, 1,497 commercial, industrial and public authority customers, including:

- » Big Bear Lake
- » Big Bear City
- » Fawnskin
- » Erwin Lake
- » Moonridge
- » Sugarloaf
- » Lake Williams
- » Baldwin Lake

We provide excellence in customer service to our 32 square miles territory. We are also responsible for engineering, system operation and maintenance, planning, meter reading, accounting and purchasing quality.

BVES employs 46 team members.





Corporate Commitment to Supplier Diversity

Bear Valley Electric Service, Inc.'s commitment to Supplier Diversity remains unwavering. Our relationship with diverse suppliers is a core element to our overall diversity program. Historically, from our roots with Golden State Water Company, to our growth into our own program, BVES's foundation is firmly committed to Supplier Diversity. The goals set forth by the California Public Utilities Commission's Supplier Diversity Program in General Order 156 are the sticks by which our program's success is measured. We will continue to do our best to comply with the program, its goals and the spirit in which it was intended for:

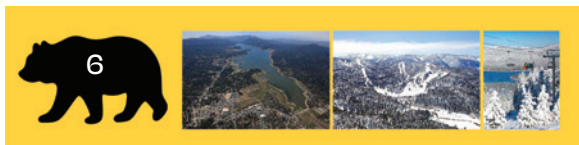
- » Minority Business Enterprises (MBE)
- » Women Business Enterprises (WBE)
- » Disabled Veteran Business Enterprises (DVBE)
- » Lesbian, Gay, Bisexual and Transgender Business Enterprises (LGBTBE)
- » Persons with Disabilities Business Enterprises (PDBE)

Bear Valley Electric Service, Inc.'s 2022 Annual Supplier Diversity Report



With great pride, we are submitting Bear Valley Electric Service, Inc.'s Supplier Diversity Program highlights as presented in the following pages with supporting narratives. We were successful in surpassing the Supplier Diversity goal as set forth by the California Public Utilities Commission under General Order 156.





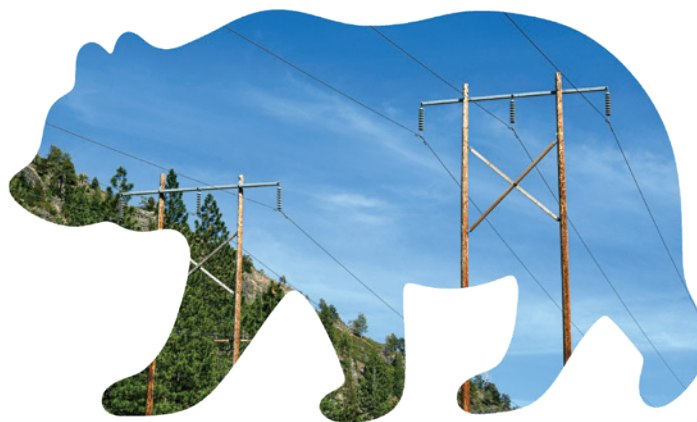
Sec. 9.1.1 Description of Supplier Diversity Program Activities During the Previous Calendar Year

2022 Highlights

Bear Valley Electric Service, Inc.'s Supplier Diversity Program continues on an upward trend. Our team is always searching for the best and the brightest suppliers that can provide the goods and services that will allow us to continue to ensure our ability to maintain our infrastructure and provide the best and most reliable service to our customers.

Internal Activities

Bear Valley Electric Service, Inc. has brought in a new Supplier Diversity Manager, Michael Moss. As part of his transition and introduction to the company, Mr. Moss met with members of senior level management in an effort to assess our program and determine where the greatest needs were including the President, Department Heads and other managers who manage budgets. An area of focus for BVES will be facilitating introduction meetings between prime contractors and potential subcontractors. BVES team members are introduced to and educated about the Supplier Diversity Program.



Sec. 9.1.1 Description of Supplier Diversity Program Activities During the Previous Calendar Year



2022 Highlights – External Activities

American Indian Chamber of Commerce of California (AICCC)

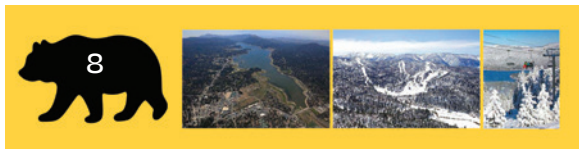
With the theme of “Reconnect, Rebound, Rebuild and Recover for Next-Level Success,” the AICCC hosted their three-day Expo '22 at the Agua Caliente Resort in Rancho Mirage in July 2022. With this event, they successfully upheld their mission “to provide opportunities for networking and support of American Indian business people in California. To provide a mentor’s environment for those individuals beginning new endeavors and establish a vehicle for education, networking and growth opportunities.” We support their efforts wholeheartedly and will continue to do so in the future as it aligns with the supplier diversity goals of BVES.



California Hispanic Chamber of Commerce

The California Hispanic Chamber of Commerce's Annual Statewide Convention is the largest networking venue for Hispanic businesses. Their theme was “BE ALL IN: highlighting the tenacity, dedication, grit and perseverance of our diverse small business owners and their outlook in pursuing their dreams and ambitions.” This organization represents the interests of over 815,000 California Hispanic-owned businesses.





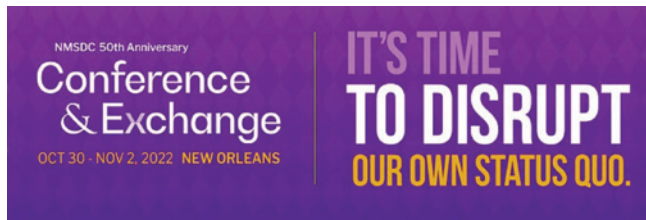
Sec. 9.1.1 Description of Supplier Diversity Program Activities During the Previous Calendar Year

2022 Highlights – External Activities



National Asian American Coalition 19th Annual Economic Development & Empowerment Conference

The National Asian American Coalition (NAAC) and National Diversity Coalition (NDC) brought together financial & housing government officials, community thought leaders, high-ranking officers from the media and banking officials. This year's theme was to "INFORM. INSPIRE. EMPOWER." GSWC's Supplier Diversity Manager, Michael Moss, was a featured panelist during the panel on Supplier Diversity.



National Minority Supplier Diversity Council's 50th Anniversary Conference & Exchange

The National Minority Supplier Development Council (NMSDC) celebrated their 50th anniversary in New Orleans, LA with the theme of "It's time to disrupt our own status quo." NMSDC is the

longest-operating business growth engine for the broadest group of systematically excluded communities of color (Asian-Indian, Asian Pacific, Black, Hispanic and Native American). This four-day conference serves as the intersection between thousands including corporate CEOs, procurement executives and Supplier Diversity professionals from the nation's top corporations where we all converge to learn and advocate for minority firms in corporate supply chain.



Sec. 9.1.1 Description of Supplier Diversity Program Activities During the Previous Calendar Year



2022 Highlights – External Activities



Experience Excellence.
The VIB Network is excited to host the 6th Annual National Conference in beautiful San Diego at the DoubleTree by Hilton Hotel San Diego - Mission Valley. This conference is designed to connect Corporations, Government Agencies, Prime Contractors, and Veterans.

Join us IN-PERSON!

- **Tactical Networking is BACK** (face-to-face Roundtable Business Matchmaking)
- **Team Building Exercise** - Fun networking opportunity for early bird attendees
- **Veteran Business Marketplace Reception** - Display your goods and services
- **One-on-One Business Matchmaking** In-person/virtual
- **Opportunity Expo** with Corporations, Government Agencies, Primes, and Business Resource Groups
- **Informative Speakers & Panel Discussions**
- **Iconic Above & Beyond Awards Banquet Dinner**

VIB NETWORK
Veterans in Business Networking for Success

VIBconference.com
A 501(c)3 nonprofit organization

"This was the best networking event I have ever attended."
- Kelly C. Kendall, MBA
CEO & President KINS Strategic Services (VOSB/SDVOSB/DVBE)

TITLE SPONSOR
T-Mobile

Veterans in Business National Conference

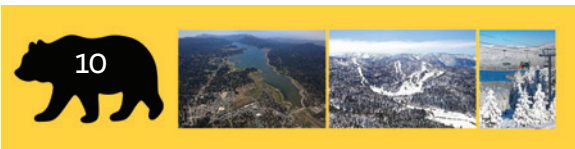
The Veterans in Business (VIB) National Conference is a venue in which veteran owned businesses can build connections between corporations, government agencies and prime contractors to create partnerships and learn about contracting opportunities. This event is designed by Service Disabled Veteran Owned Small Businesses. As they stated, "We're on a mission to provide education, training, resources, outreach and support to help Veterans in Business grow and succeed!"



Southern California Minority Supplier Development Council – The B3 Conference + Expo (Business Beyond Barriers)

With the theme of "What It Takes is All of Us," this event was hosted by SCMSDC at SoFi Stadium in July 2022. This networking event, training session and awards luncheon honored several of our contractors with nominations and awards for their performance over the previous year.





Sec. 9.1.2 Supplier Diversity Results by Ethnicity

Bear Valley Electric Service, Inc. was successful in achieving **38.11%** diverse spend in 2022, surpassing the aggregate **22.00%** goal of GO 156 with women, minority, disabled veteran, persons with disabilities, and lesbian, gay, bisexual and transgender business enterprises.

Bear Valley Electric Service, Inc.		2022		G.O. #156 Sec. 9.1.2	
Supplier Diversity Annual Results by Ethnicity					
		Direct	Sub	Total \$	%
Minority Male	Asian Pacific American	\$24,443	\$0	\$24,443	0.10%
	African American	\$48,963	\$0	\$48,963	0.21%
	Hispanic American	\$194,745	\$0	\$194,745	0.83%
	Native American	\$307	\$0	\$307	0.00%
	Total Minority Male	\$268,457	\$0	\$268,457	1.14%
Minority Female	Asian Pacific American	\$819	\$0	\$819	0.00%
	African American	\$0	\$0	\$0	0.00%
	Hispanic American	\$0	\$0	\$0	0.00%
	Native American	\$0	\$0	\$0	0.00%
	Total Minority Female	\$819	\$0	\$819	0.00%
Total Minority Business Enterprise (MBE)		\$269,276	\$0	\$269,276	1.14%
Women Business Enterprise (WBE)		\$8,721,295	\$0	\$8,721,295	36.97%
Lesbian, Gay Bisexual, Transgender Business Enterprise (LGBTBE)		\$0	\$0	\$0	0.00%
Disabled Veteran Business Enterprise (DVBE)		\$0	\$0	\$0	0.00%
Persons with Disabilities Business Enterprise (PDBE)		\$0	\$0	\$0	0.00%
Other 8(a)*		\$0	\$0	\$0	0.00%
TOTAL Supplier Diversity		\$8,990,571	\$0	\$8,990,571	38.11%
Gross Procurement	\$28,745,325				
Exclusions	5,156,355				
Net Procurement**	\$23,588,969				

NOTE: Line detail percentages may not sum to Total percentages due to rounding.
 * Firms Classified as 8(a) of Small Business Administration Includes Non-Supplier Diversity
 ** Net Procurement Includes Purchase Order, Non-Purchase Order, and Credit Card Dollars
 Direct – Direct Procurement
 Sub – Subcontractor Procurement
 % – Percentage of Net Procurement

Sec. 9.1.2 Supplier Diversity Direct Procurement Results by Product and Service Categories



Bear Valley Electric Service, Inc.

2022

G.O. #156 Sec. 9.1.2

Supplier Diversity Direct Procurement by Product and Service Categories

			Products		Services		Total	
			\$	%	\$	%	\$	%
Minority Male	Asian Pacific American	Direct	\$0	0.00%	\$24,443	0.10%	\$24,443	0.10%
	African American	Direct	\$0	0.00%	\$48,963	0.21%	\$48,963	0.21%
	Hispanic American	Direct	\$149,085	0.63%	\$45,660	0.19%	\$194,745	0.83%
	Native American	Direct	\$0	0.00%	\$307	0.00%	\$307	0.00%
	Total Minority Male	Direct	\$149,085	0.63%	\$119,373	23.09%	\$268,457	1.14%
Minority Female	Asian Pacific American	Direct	\$819	0.42%	\$0	0.00%	\$819	0.00%
	African American	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
	Hispanic American	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
	Native American	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
	Total Minority Female	Direct	\$819	0.00%	\$0	0.00%	\$819	0.00%
Total Minority Business Enterprise (MBE)		Direct	\$149,904	0.64%	\$119,3731	0.51%	\$43,781,320	1.14%
Women Business Enterprise (WBE)		Direct	\$78,756	0.33%	\$8,642,538	36.64%	\$8,367,853	36.97%
Lesbian, Gay Bisexual, Transgender Business Enterprise (LGBTBE)		Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
Disabled Veteran Business Enterprise (DVBE)		Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
Persons with Disabilities Business Enterprise (PDBE)		Direct	\$0	0.00%	\$0	0.01%	\$0	0.00%
Other 8(a)*		Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
TOTAL Supplier Diversity		Direct	\$228,660	0.97%	\$8,761,911	37.14%	\$8,990,571	38.11%
Total Product Procurement			\$7,844,996					
Total Service Procurement			\$15,743,974					
Net Procurement***			\$23,588,969					
Total Number of Diverse Suppliers that Received Direct Spend			16					

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

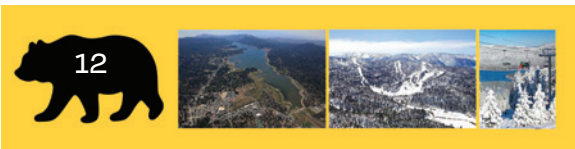
NOTE: * Firms Classified as 8(a) of Small Business Administration Includes Non-Supplier Diversity

** Net Procurement Includes Purchase Order, Non-Purchase Order and Credit Card Dollars

Direct – Direct Procurement

Sub – Subcontractor Procurement

% – Percentage of Net Procurement



Sec. 9.1.2 Supplier Diversity Subcontractor Procurement Results by Product and Service Categories

Bear Valley Electric Service, Inc.

2022

G.O. #156 Sec. 9.1.2

Supplier Diversity Subcontractor Procurement Results by Product and Service Categories

			Products		Services		Total	
			\$	%	\$	%	\$	%
Minority Male	Asian Pacific American	Sub	\$0	0.00%	\$0	0.27%	\$0	0.00%
	African American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
	Hispanic American	Sub	\$0	0.00%	\$0	0.22%	\$0	0.00%
	Native American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
	Total Minority Male	Sub	\$0	0.00%	\$0	0.49%	\$0	0.00%
Minority Female	Asian Pacific American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
	African American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
	Hispanic American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
	Native American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
	Total Minority Female	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
Total Minority Business Enterprise (MBE)		Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
Women Business Enterprise (WBE)		Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
Lesbian, Gay Bisexual, Transgender Business Enterprise (LGBTBE)		Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
Disabled Veteran Business Enterprise (DVBE)		Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
Persons with Disabilities Business Enterprise (PDBE)		Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
Other 8(a)*		Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
TOTAL Supplier Diversity		Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
Total Product Procurement			\$7,844,996					
Total Service Procurement			\$15,743,974					
Net Procurement***			\$23,588,969					

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

NOTE: * Firms classified as 8(a) of Small Business Administration includes Non-Supplier Diversity

*** Net Procurement includes Purchase Order, Non-Purchase Order and Credit Card Dollars

Direct – Direct Procurement

Sub – Subcontractor Procurement

% – Percentage of Net Procurement

Sec. 9.1.2 Supplier Diversity Results by Standard Industrial Classification (SIC) Codes



Bear Valley Electric Service, Inc.

2022

G.O. #156 Sec 9.1.2

Supplier Diversity Results by Standard Industrial Classification Codes

SIC Category	Asian Pacific American		African American		Hispanic American		Native American		Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (PDBE)	Other 8(a)**	Total Supplier Diversity	Total Dollars
	Male	Female	Male	Female	Male	Female	Male	Female								
7 Agricultural Services	\$ -	-	-	-	-	-	-	-	-	3,001,116	-	-	-	-	3,001,116	3,021,656
	% 0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	12.72%	0.00%	0.00%	0.00%	0.00%	12.72%	
8 Forestry Services	\$ -	-	-	-	-	-	-	-	-	-	-	-	-	-	-	17,121
	% 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%	
17 Special Trade Contractor	\$ -	-	-	-	-	-	-	-	-	5,443,524	-	3,077,511	-	-	5,443,524	6,725,354
	% 0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	23.08%	0.00%	1.85%	0.00%	0.00%	23.08%	
27 Printing and Publishing	\$ -	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1,795
	% 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%	
34 Fluid Power Valves Hoses Fittings	\$ -	-	-	-	-	-	-	-	-	-	-	-	-	-	-	90,046
	% 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%	
35 Industrial Machinery & Computer Equip	\$ 9,255	-	-	-	-	-	-	-	9,255	-	-	-	-	-	9,255	31,944
	% 0.04%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.04%	0.00%	0.00%	0.00%	0.00%	0.00%	0.04%	
39 Fasteners, Buttons, Needles, and Pins	\$ -	-	-	-	149,085	-	-	-	149,085	-	-	-	-	-	149,085	149,085
	% 0.00%	0.00%	0.00%	0.00%	0.63%	0.00%	0.00%	0.00%	0.63%	0.00%	0.00%	0.00%	0.00%	0.00%	0.63%	
49 Electric Services & Other Services Combined	\$ -	-	-	-	-	-	-	-	-	192,246	-	-	-	-	192,246	192,246
	% 0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.81%	0.00%	0.00%	0.00%	0.00%	0.81%	
50 Wholesale Trade – Durable Goods	\$ -	-	-	-	-	-	-	-	-	-	-	-	-	-	-	78,851
	% 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%	
59 Miscellaneous Retail Stores NEC	\$ -	819	-	-	-	-	-	-	819	28,356	-	-	-	-	29,175	369,870
	% 0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.12%	0.00%	0.00%	0.00%	0.00%	0.12%	
65 Real Estate	\$ -	-	-	-	-	-	-	-	-	-	-	-	-	-	-	53,398
	% 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 Business Services NEC	\$ 15,188	-	4,763	-	39,160	-	-	-	59,110	-	-	-	2,352	-	59,110	2,239,347
	% 0.06%	0.00%	0.02%	0.00%	0.17%	0.00%	0.00%	0.00%	0.25%	0.00%	0.00%	0.00%	0.00%	0.00%	0.25%	
81 Legal Services	\$ -	-	-	-	-	-	-	-	-	5,652	-	-	-	-	5,652	220,734
	% 0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.02%	0.00%	0.00%	0.00%	0.00%	0.02%	
87 Engineering and Management Services	\$ -	-	44,200	-	6,500	-	-	-	51,007	50,400	-	-	19,900	-	101,407	1,808,237
	% 0.00%	0.00%	0.19%	0.00%	0.03%	0.00%	0.00%	0.00%	0.22%	0.21%	0.00%	0.00%	0.01%	0.00%	0.43%	
89 Services NEC	\$ -	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8,589,285
	% 0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
TOTAL	\$ 24,443	819	48,963	-	194,745	-	-	-	269,276	8,721,295	-	-	-	-	8,990,571	23,588,969
	% 0.10%	0.00%	0.21%	0.00%	0.83%	0.00%	0.00%	0.00%	1.14%	36.97%	0.00%	0.00%	0.00%	0.00%	38.11%	100.00%

Total Product Procurement	\$7,844,996
Total Service Procurement	\$15,743,974
Net Direct Procurement***	\$23,588,969
Net Sub Procurement	\$0
Net Procurement	\$23,588,969

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

NOTE:
 * Firms With Multi Minority Ownership Status
 ** Firms Classified as 8(a) of Small Business Administration Includes Non-Supplier Diversity
 *** Net Procurement Includes Purchase Order, Non-Purchase Order and Credit Card Dollars
 Total Dollars – Total Procurement Dollar Amount in the Specific SIC Category
 % – Percentage of Total Dollars



Sec. 9.1.2 Number of Diverse Suppliers and Revenue Reported to the Supplier Clearinghouse

Bear Valley Electric Service, Inc.

2022

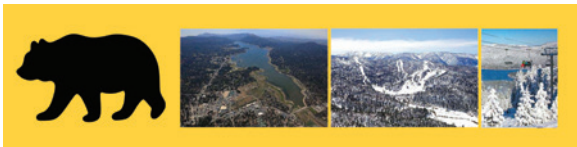
G. O. #156 Sec 9.1.2 (D.11-05-019 & D.06-11-028)

Number of WMDVLGBTBE and Revenue Reported to the Clearinghouse

Data on Number of Suppliers														
Revenue Reported to SCH								Utility-Specific 2021 Summary						
# WMDVLGBTBEs	MBE	WBE	LGBTBE	DVBE	PDBE	Other 8(a)*	Grand Total	MBE	WBE	LGBTBE	DVBE	PDBE	Other 8(a)*	Grand Total
Under \$1 Million	3	1	0	0	0	0	4	10	4	0	0	0	0	14
Under \$5 Million	3	1	0	0	0	0	4	0	1	0	0	0	0	1
Under \$10 Million	2	0	0	0	0	0	12	0	1	0	0	0	0	1
Above \$10 Million	2	4	0	0	0	0	6	0	0	0	0	0	0	1
TOTAL	10	6	0	0	0	0	16	10	6	0	0	0	0	16

Revenue and Payment Data														
Revenue Reported to SCH								Utility-Specific 2021 Summary						
WMDVLGBTBE \$M	MBE	WBE	LGBTBE	DVBE	PDBE	Other 8(a)*	Grand Total	MBE	WBE	LGBTBE	DVBE	PDBE	Other 8(a)*	Grand Total
Under \$1 Million	\$55,463	\$5,652	\$0	\$0	\$0	\$0	\$61,114	\$269,276	\$276,654	\$0	\$0	\$0	\$0	\$545,930
Under \$5 Million	\$158,647	\$50,400	\$0	\$0	\$0	\$0	\$209,047	\$0	\$3,001,116	\$0	\$0	\$0	\$0	\$3,001,116
Under \$10 Million	\$39,256	\$0	\$0	\$0	\$0	\$0	\$39,256	\$0	\$5,443,524	\$0	\$0	\$0	\$0	\$5,443,524
Above \$10 Million	\$15,911	\$8,665,243	\$0	\$0	\$0	\$0	\$8,681,154	\$0	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL	\$43,781,320	\$8,721,295	\$0	\$0	\$0	\$0	\$8,990,571	\$43,781,320	\$8,721,295	\$0	\$0	\$0	\$0	\$8,990,571

NOTE: * Firms classified as 8(a) of Small Business Administration includes Non-WMDVLGBTBE
 SCH – Supplier Clearinghouse



Sec. 9.1.2 Description of Number of Diverse Suppliers with California Majority Workforce

Of the **16** diverse suppliers paid by Bear Valley Electric Service, Inc. in 2022 all have indicated that the majority of their workforce is located in California as reported to The Supplier Clearinghouse who captures the demographic information for our diverse suppliers.

Sec. 9.1.3 Supplier Diversity Program Expenses



Bear Valley Electric Service, Inc. **2022**
Supplier Diversity Program Expenses

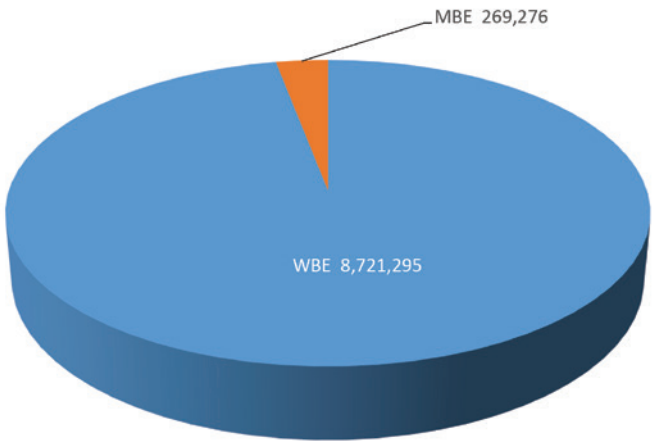
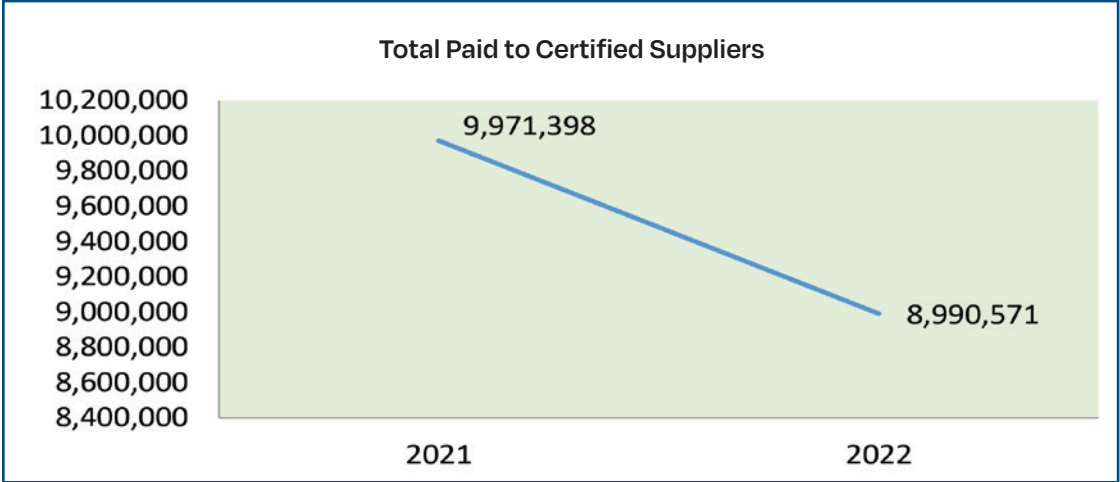
Expense Category	2022
Wages	\$13,075.23
Other Employment Expenses	-
Program Expenses	\$1,308.85
Reporting Expenses	\$466.71
Training Expenses	693.00
Consulting Expenses*	\$3,634.97
Other Expenses	-
TOTAL	\$19,178.76

- **Other Employee Expenses:** Office space, travel and non-wage costs
- **Program Expenses:** Printing, postage, supplies, outreach and other costs directly related to the program
- **Reporting Expenses:** Computer, accounting and other expenses in preparing report to CPUC
- **Training Expenses:** Costs related to training employees (internal) and suppliers (external)
- ***Consulting Expenses:** Bear Valley Electric Service, Inc. portion of cost for the CPUC Supplier Clearinghouse



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

Bear Valley Electric Service, Inc. was successful in achieving **38.11%** spend with diverse suppliers exceeding the overall **22%** goal set by the California Public Utilities Commission by 16.11%. The greatest areas of utilization are: legal services, engineering and management services, special equipment and tools.



Bear Valley Electric Service, Inc. 2022
Supplier Diversity Results Compared to Set Goals

Category	2022 Results	2022 Goals
Minority Men	1.14%	12.00%
Minority Women	0.00%	3.00%
Minority Business Enterprise (MBE)	1.14%	15.00%
Women Business Enterprise (WBE)	36.97%	5.00%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	0.00%	0.50%
Disabled Veteran Business Enterprise (DVBE)	0.00%	1.50%
Persons with Disabilities Business Enterprise (DVBE)	0.00%	0.00%
TOTAL WMDVLGBTBE	38.11%	22.00%

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

NOTE: % – Percentage of Net Procurement

Sec. 9.1.5 Description of Prime Contractor Utilization of Diverse Subcontractors



Bear Valley Electric Services, Inc. impresses upon our Prime Supplier Partners (PSP) the importance of utilizing diverse suppliers for subcontracting opportunities on work performed for BVES. We are also focusing on developing a process for our PSPs to provide their subcontractors with training and a reporting mechanism so that we can verify their certification status throughout the year, and activities for inclusion on our Supplier Diversity Annual Report.

Bear Valley Electric Service, Inc. 2022 G.O. #156 Sec. 9.1.5
 Summary of Prime Contractor Utilization of Supplier Diversity Subcontractors

	Minority Male	Minority Female	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (PDBE)	Other 8(a)*	TOTAL Supplier Diversity
Direct \$	\$268,457	\$819	\$269,276	\$8,721,295	\$0	\$0	\$0	\$0	\$8,990,571
Subcontracting \$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL \$	\$268,457	\$819	\$269,276	\$8,721,295	\$0	\$0	\$0	\$0	\$8,990,571
Direct %	1.14%	0.00%	1.14%	36.97%	0.00%	0.00%	0.00%	0.00%	38.11%
Subcontracting %	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL %	1.14%	0.00%	1.14%	36.97%	0.00%	0.00%	0.00%	0.00%	38.11%
Net Procurement **	\$23,588,969								

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

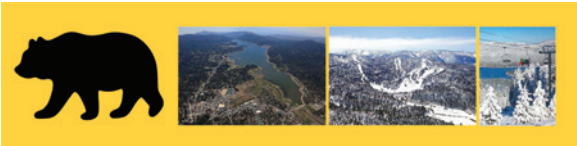
NOTE: * Firms Classified as 8(a) of Small Business Administration Includes Non-Supplier Diversity
 ** Net Procurement Includes Purchase Order, Non-Purchase Order and Credit Card Dollars
 % – Percentage of Net Procurement
 Direct – Direct Procurement
 Sub – Subcontractor Procurement



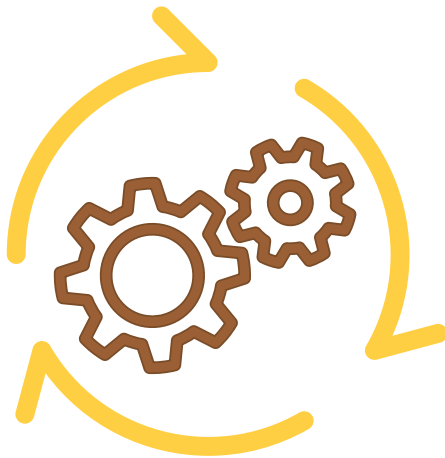
Sec. 9.1.6 List of Supplier Diversity Complaints Received and Current Status

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

0
COMPLAINTS

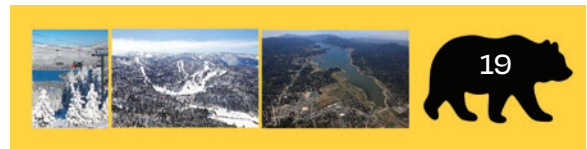


Sec. 9.1.7 Description of Efforts to Recruit Diverse Suppliers in Low Utilization Categories



Bear Valley Electric Service, Inc. will increase our efforts to recruit diverse suppliers in low utilization categories. This is particularly challenging because our service territory is 32 square miles in an area that is challenging for many potential suppliers to provide goods or services. We will target community based organizations and trade organizations that have suppliers that provide the products and services that we utilize. We will support outreach events, job fairs, panels, and others that will allow us to identify suppliers in an effort to help us to reach our goals stated and unstated.

Sec. 9.1.9 Supplier Diversity Results in Power (Energy) Procurement



Bear Valley Electric Service, Inc.'s commitment to supplier diversity extends to power procurement. BVES encourages diverse businesses inclusion with regards to our Prime Supplier Partners and also through subcontracting. Part of our plan for the path forward is identifying diverse suppliers who can help us meet our goals. Our representative will find, attend and support organizations and their efforts as it relates to increasing diverse supplier inclusion in power procurement.

Bear Valley Electric Service, Inc.

2022

G.O. #156 Sec. 9.1.9

Supplier Diversity Results in Power (Energy) Procurement

		Direct Power Purchases \$	Direct Fuels for Generation \$			Totals \$ ¹			% ²
		Renewable & Non-Renewable Power Products	Diesel	Nuclear	Natural Gas	Direct ³	Sub ⁴	Total \$ ⁵	
Minority Male	Asian Pacific American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
	African American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
	Hispanic American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
	Native American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
	Total Minority Male	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
Minority Female	Asian Pacific American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
	African American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
	Hispanic American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
	Native American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
	Total Minority Female	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
Total Minority Business Enterprise (MBE)		\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
Women Business Enterprise (WBE)		\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
Lesbian, Gay Bisexual, Transgender Business Enterprise (LGBTBE)		\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
Disabled Veteran Business Enterprise (DVBE)		\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
Persons with Disabilities Business Enterprise (PDBE)		\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
Other 8(a) ⁶		\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
TOTAL Supplier Diversity		\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
Net Power Procurement		\$13,672,272	NOTES: ¹ Excludes purchases from the California Independent System Operator (CAISO), utilities, federal entities, state entities, municipalities and cooperatives; ² % - Percentage of Net Procurement; ³ Includes Direct Power Purchases and Direct Fuels for Generation. Direct - Means Direct Procurement: when an ESP directly procures from a supplier; ⁴ Sub - Means Subcontractor Procurement: when a prime contractor, in contract with an ESP, procures from a subcontractor to fulfill its contractual obligation(s); ⁵ "Total" does not include pre-commercial development (COD) subcontracting values; ⁶ 8(a) - 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 Direct Power Purchases		\$7,817,377							
Net Direct Fuels for Generation		\$407,488							
Total Number of Diverse Suppliers		0							



Sec. 9.1.9 Supplier Diversity Results in Power (Energy) Procurement (Confidential)

Bear Valley Electric Service, Inc.

2022

G.O. #156 Sec. 9.1.9

Supplier Diversity Results in Power (Energy) Procurement

		Direct Power Purchases \$	Direct Fuels for Generation \$			Totals \$ ¹			% ²	
		Renewable & Non-Renewable Power Products	Diesel	Nuclear ⁶	Natural Gas	Direct ³	Sub	Total \$ ⁴		
Minority Male	Asian Pacific American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%	
	African American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%	
	Hispanic American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%	
	Native American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%	
	Total Minority Male	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%	
Minority Female	Asian Pacific American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%	
	African American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%	
	Hispanic American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%	
	Native American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%	
	Total Minority Female	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%	
Total Minority Business Enterprise (MBE)		\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%	
Women Business Enterprise (WBE)		\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%	
Lesbian, Gay Bisexual, Transgender Business Enterprise (LGBTBE)		\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%	
Disabled Veteran Business Enterprise (DVBE)		\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%	
Persons with Disabilities Business Enterprise (PDBE)		\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%	
Other 8(a) ⁵		\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%	
TOTAL Supplier Diversity		\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%	
Net Power Procurement		\$13,672,272								
Net Direct Power Purchases		\$7,817,377								
Net Direct Fuels for Generation		\$407,488								

NOTES: ¹Excludes purchases from the California Independent System Operator (CAISO), other utilities, federal entities, state entities, municipalities and cooperatives; ²% - Percentage of Net Procurement; ³Includes Direct Power Purchases and Direct Fuels for Generation; ⁴"Total" does not include pre-commercial development (COD) subcontracting values; ⁵8(a) - 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); ⁶Total 2022 Nuclear Spend XXXX



A Subsidiary of
American States Water Company

2023 ANNUAL PLAN

Growing

Building

Expanding



Sec. 10.1.1 Supplier Diversity Short-, Mid- and Long-Term Procurement Goals



Short-Term Goals

Bear Valley Electric Service, Inc. will support efforts within the communities that we serve. We will partner with organizations whose mission align with ours in an effort to identify, train, and develop their skills with regards to working with our energy utility. We will develop and maintain relationships which will serve to meet our goals. We will work with our team internally and identify opportunities for vendors that qualify for CPUC Supplier Diversity categories.

Mid- and Long-Term Goals

There are diverse categories where Bear Valley Electric Service, Inc. currently does not have any spend or low spend. We have identified Community Based Organizations which have databases and access to suppliers that can help BVES meet our goals. We will work with and support these organizations and their leadership in an effort to develop suppliers who can provide service and add value to BVES' supplier base.

For additional, district specific project details, please visit www.BVESInc.com.

Sec. 10.1.1 Supplier Diversity Annual Short, Mid and Long-Term Goals by Product and Service Categories



Bear Valley Electric Service, Inc.

2022

G.O. #156 Sec. 10.1.1

Supplier Diversity Annual Short, Mid, and Long-Term Goals by Product Category

Products	Short-Term 2023						Mid-Term 2024						Long-Term 2025				
	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (PDBE)	Supplier Diversity	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	Person with Disabilities Business Enterprise (DVBE)	Supplier Diversity	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Person with Disabilities Business Enterprise (DVBE)	Supplier Diversity
Agricultural Services	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%
Special Trade Contractor	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%
Industrial Machinery & Computer Equipment	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%
Fasteners, Buttons, Needles, and Pins	0.63%	0.00%	0.00%	0.00%	0.00%	0.63%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Electric Services & Other Services Combined	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%
Miscellaneous Retail Stores NEC	0.00%	0.12%	0.00%	0.00%	0.00%	0.12%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Business Services NEC	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%
Legal Services	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%
Engineering and Management Services	0.00%	0.21%	0.00%	0.00%	0.00%	0.21%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Subtotal	0.64%	0.33%	0.00%	0.00%	0.00%	0.97%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Services	Short-Term 2023						Mid-Term 2024						Long-Term 2025				
	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (PDBE)	Supplier Diversity	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	Person with Disabilities Business Enterprise (DVBE)	Supplier Diversity	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Person with Disabilities Business Enterprise (DVBE)	Supplier Diversity
Agricultural Services	0.00%	12.72%	0.00%	0.00%	0.00%	12.72%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Special Trade Contractor	0.00%	23.08%	0.00%	0.00%	0.00%	23.08%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Industrial Machinery & Computer Equipment	0.04%	0.00%	0.00%	0.00%	0.00%	0.04%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Fasteners, Buttons, Needles, and Pins	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%
Electric Services & Other Services Combined	0.00%	0.81%	0.00%	0.00%	0.00%	0.81%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Miscellaneous Retail Stores NEC	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%
Business Services NEC	0.25%	0.00%	0.00%	0.00%	0.00%	0.25%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Legal Services	0.00%	0.02%	0.00%	0.00%	0.00%	0.02%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Engineering and Management Services	0.22%	0.00%	0.00%	0.00%	0.00%	0.22%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Subtotal	0.51%	36.64%	0.00%	0.00%	0.00%	37.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	1.14%	36.97%	0.00%	0.00%	0.00%	38.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

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- and Long-Term goals.



Sec. 10.1.2 Description of Supplier Diversity Program Activities Planned for the Next Calendar year

Internal Program Activities

Bear Valley Electric Service, Inc. will focus on communicating internally with our "Supplier Diversity Champions." This interdepartmental group is focused on establishing Supplier Diversity protocols, informing interested parties about Supplier Diversity activities, serve as a "think tank" to discuss how to best serve, develop, and identify opportunities, for partnering directly and indirectly with diverse suppliers, among others.



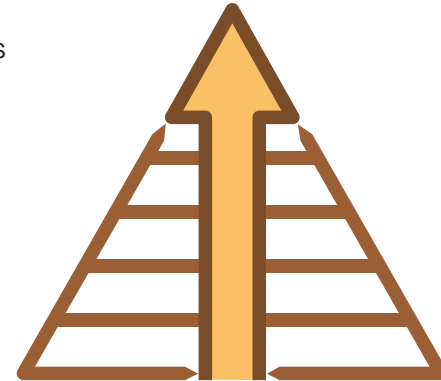
External Program Activities

Bear Valley Electric Service, Inc. will build relationships with Community Based Organizations. We will partner with and inform their members and interested communities about opportunities with BVES. Attending and partnering with CBOs will be a core component of BVES' approach to Supplier Diversity.

Sec. 10.1.3 Plans for Recruiting Diverse Suppliers in Low Utilization Categories



Bear Valley Electric Service, Inc. will strategically partner with and support organizations which represent categories of low utilization by BVES. BVES' membership to organizations allows us access to lists of suppliers. While the lists do not determine quality of work, that access does, in fact, allow us to evaluate on an ongoing basis the field of providers of the goods or services that BVES is purchasing. We have also invested in gaining access to diverse vendors through an online portal which has a broad supplier base for many supplier groups and is not associated with any particular CBO. This allows us to access information not available on other platforms which we believe will help us to identify new diverse suppliers to help us meet our goals.



Sec. 10.1.4 Plans for Recruiting Diverse Suppliers Where Unavailable



Bear Valley Electric Service, Inc. will evaluate, on an ongoing basis, the marketplace for diverse suppliers where they are currently unavailable. We will, when possible, identify suppliers and potential suppliers who can help support BVES' needs as it relates to BVES' goods and services. We will motivate suppliers who are entering the marketplace as they build their business, develop their skills, and build their portfolio.



Sec. 10.1.5 Plans for Encouraging Prime Contractors to Subcontract with Diverse Suppliers



Bear Valley Electric Service, Inc. engages with our prime contractors at various stages of the contracting process to encourage utilization of diverse suppliers. We are always in search of opportunities to introduce suppliers who have synergy. We will host events to introduce prime contractors to diverse subcontractors. Additionally, we want to ensure that the relationships are true and real. We will seek to have proof of a prime contractor/subcontractor relationship by verifying the relationship including a contract, demographic information, as well as proof of payment.



Sec. 10.1.6 Plans for Complying with the Supplier Diversity Program Guidelines

Bear Valley Electric Service, Inc. will comply with all of the requirements of the California Public Utilities Commission's Supplier Diversity Program Guidelines as stated in General Order 156. It is our goal to meet and exceed these requirements in an effort to meet our goals, stated and unstated.



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APPENDIX

Growing

Building

Expanding



Legend for 2-Digit Standard Industrial Classification (SIC) Codes

2-Digit SIC	SIC Description
07	Agricultural Services
08	Forestry Services
17	Construction Special Trade Contractors
27	Printing, Publishing and Allied Industries
34	Fabricated Metal Products, Except Machinery and Transportation Equipment
35	Industrial and Commercial Machinery and Computer Equipment
36	Rubber and Miscellaneous Plastics
39	Miscellaneous Manufacturing Industries
49	Electric, Gas, and Sanitary Services
50	Wholesale Trade – Durable Goods
59	Miscellaneous Retail
65	Real Estate
73	Business Services
81	Legal Services
87	Engineering, Accounting, Research, Management and Related Services
89	Miscellaneous Services

2022 Supplier Diversity Annual Report 2023 Annual Plan

Prepared and respectfully submitted by:

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A special thank you to our design partner

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