



2023

ANNUAL REPORT

AND 2024 PLAN

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



**G.O. #156
Section**

**Page
Number**

2023 Annual Report

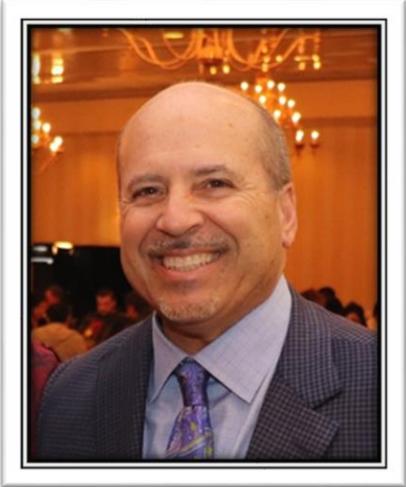
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Message from the President of San Gabriel Valley Water Company

It is with great pleasure to submit San Gabriel Valley Water Company’s (“San Gabriel”) 2023 Supplier Diversity Annual Report and 2024 Plan. As the newly appointed President of San Gabriel, I am very proud to report another consecutive year that San Gabriel has met and exceeded the California Public Utilities Commission (“CPUC”) General Order 156 (“GO156”) total diverse spend goal.



In 2023 we had a total of 88 active diverse suppliers and 2nd tier subcontractors in our vendor database. These vendors contributed to a total diverse procurement spend of \$32,848,328 which equates to 36.22% of our total procurement spend. Our diverse suppliers provide an impressive amount of products and services that help keep San Gabriel focus on a continued mission to provide quality reliable water service to our customers.

I acknowledge the positive impact that our Supplier Diversity Program has on diverse suppliers, and how partnering with diverse suppliers plays a role in the economic success of our local communities. I also realize the impact executive level support has on the success of our program. I plan to continue and support the program in any way possible.

In our report you will see our results expressed through success stories, accomplishments, and challenges that we faced. I look forward to another successful year in 2024.

Very truly yours,

Robert DiPrimio
President

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

As the Vice President of Engineering, I also have the privilege of overseeing San Gabriel’s Supplier Diversity Program. I continue to work closely with our President, Robert DiPrimio, and our Supplier Diversity and Procurement Manager, Jeanette Diaz, to encourage the utilization of diverse suppliers.

I am very proud of our Supplier Diversity program’s success in 2023. This year, we were able to meet the minority business enterprise goal, and more than doubled our 2nd tier spend from 2022. This year we spent \$485,215 with disabled veteran business enterprises (“DVBE”), which was .53% of our total procurement spend. One of our 2024 goals is to continue our efforts to meet this categorical goal, placing an emphasis on connecting with qualified DVBEs . Internally, we will continue to promote the utilization of diverse-owned businesses.

We are committed to meeting the goals set by the CPUC, and strengthening our supplier Diversity Program that will result in an increase of opportunities to our current and potential diverse owned businesses. I look forward to a successful plan of action towards our program goals set for 2024.



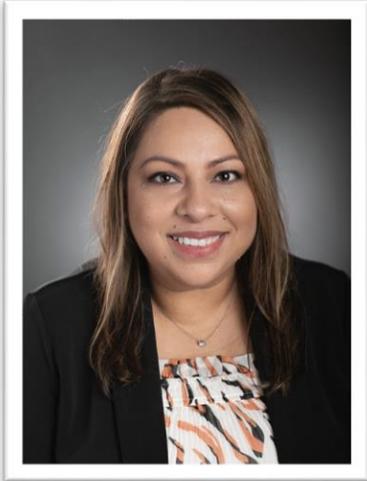
Very truly yours,

Matt Y. Yucelen, P.E.

Vice President – Engineering

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

As San Gabriel’s Supplier Diversity and Procurement Manager, I take great pride in managing the efforts and successes of our supplier diversity program. I strive to not only meet the program goals set in the California Public Utilities Commission General Order 156, but also support the growth and education of small and diverse-owned businesses in the communities we serve.



In 2023, we spent \$32,848,328 with diverse-owned businesses. This is over \$7 million more than we spent in 2022. This additional spend equates to growth and success for our diverse-owned vendors we utilize. It brings me so much joy and fulfillment knowing I am a part of our diverse-vendor’s success stories.

I look forward to 2024 as we continue to strengthen our supplier diversity program and increase procurement opportunities to diverse-owned businesses.

Very truly yours,

Jeanette Diaz
Supplier Diversity and Procurement Manager

Internal Program Activities

Internal Communication

Networking and creating new business connections will always remain a high priority for San Gabriel’s Supplier Diversity Program. It is evident that communication and continued education to diverse-owned business is critical for their business development and future success working within the water utility industry. This communication is not just important externally in creating potential business opportunities with diverse-owned businesses, but communication remains critical internally within our organization as well. The importance of the utilization of diverse-owned businesses is consistently communicated to all San Gabriel staff, especially those with purchasing authority.

In March, San Gabriel held a leadership conference where Jeanette Diaz, San Gabriel’s Supplier Diversity and Procurement Manager, presented on the company’s 2022 program results. This was also an opportunity to educate internal decision makers on how their support contributes to the success of the program.



Jeanette Diaz presenting an update on San Gabriel’s Supplier Diversity Program during a company leadership conference.

2022 Success Stories and New Business Relationships

Throughout the year, San Gabriel’s Supplier Diversity team attended numerous outreach events where they had the opportunity to meet with potential diverse-owned businesses. In addition to outreach events, new diverse-owned business connections were also established by means of community based organization and colleague referrals, and by searching the Supplier Clearinghouse database. Below, are a few success stories we are proud to share.

California Fuels and Lubricants is a Hispanic American-owned business located in Garden Grove, California. One of San Gabriel’s Prime contractors, G.M. Sager Construction, discovered this supplier while running a search through the Supplier Clearinghouse. He then shared their information with San Gabriel’s Supplier Diversity Manager and the business relationship started there. We have been using California Fuels and Lubricants consistently in 2023, and they have proven to be a reliable fuel supplier.



During a Supplier Clearinghouse database search, San Gabriel’s Supplier Diversity Program Coordinator, Darryl Brown, discovered a disabled veteran-owned business enterprise, Oversized Machine Industries (“OMI”). OMI is a paper goods supplier located in Perris, California. San Gabriel began utilizing OMI for our standard office paper needs, and as the year progressed, the purchase orders to OMI increased and included plotter paper and other large printer paper needs. We are pleased with the paper quality and customer service OMI provides.

In addition to the utilization of new diverse business enterprises, San Gabriel’s Supplier Diversity team also assisted numerous companies with obtaining their Supplier Clearinghouse certification in 2023. One of the companies, DotWave Solutions, is an African American-owned cybersecurity consulting firm located in Covina, California. The owner and Vice President, Miye Oni took advantage of the opportunity to get certified, and later in the year graduated from the California Water Association’s (“CWA”) W.A.T.E.R. 1.0 program.



Other qualified businesses we assisted with certification include Wintersun Chemical (MBE-ASAM), Ramirez Masonry (MBE-H), Lamk International USA (WBE) and Economy Office Supply (WMBE-H). We will continue to support these diverse business enterprises and help identify future business opportunities for them.

External Program Activities

Collaboration with the California Water Association (“CWA”)

In 2023, CWA’s Utility Supplier Diversity Program (“USDP”) Committee continued to work together to achieve success in meeting the requirements of GO156 and promote leading, sustainable, and compliant Supplier Diversity Programs. We collaborated with diverse groups of vendors from across the state, which lead to numerous benefits and ultimately improved services for ratepayers. CWA’s USDP Committee is at the forefront of the extensive diverse vendor outreach, hosting a variety of events throughout the year to connect vendors to opportunities and prepare them to meet with decision makers within the water industry.

Prime Thank You Luncheon

CWA hosted their first Prime Thank You Luncheon in March 2023. The intent of this luncheon was to collectively thank our Prime contractors and consultants for a successful 2022 year, and also highlight our goals for 2023. Networking, and the promotion of 2nd tier diverse spend was the hot topic, and the importance was communicated to all in attendance. Overall, the CWA USDP Committee was very pleased with the outcome of this event and plans to host the event again in 2024. It is important to us that our Primes know they play a critical role in the success of our Supplier Diversity Programs.



Water Acumen Training for Entrepreneurship Refinement (“W.A.T.E.R.”) 1.0

One of the capacity building programs CWA offers is W.A.T.E.R. 1.0. Now in its fourth year, the highly successful program convened 13 vendors who offered services that ranged from construction site brush clearing to water conservation enforcement to cybersecurity and data protection specialists.

In just three sessions, W.A.T.E.R. 1.0 graduates experienced before and after transformations as they learned how to tailor their messaging to industry buyers. They learned how to discover forecasted opportunities by reading rate cases and annual reports. Melanie Rae, founder of Guided Business Plan, designed and facilitated the cohort, which was held at the Suburban Water Systems’ corporate office.

The W.A.T.E.R. 1.0 cohort culminated with a vendor showcase with buyers from California Water Service, Suburban Water Systems, California American Water, San Gabriel Valley Water, Liberty Utilities and Golden State Water. The vendors refined their 60-second introductions, which made a tremendous difference as the buyers in attendance could see how the vendors could add value to their specific projects.

CWA’s W.A.T.E.R. 1.0 program continues to be a successful program educating vendors on best practices within the water utility industry.



Meet the Primes

CWA hosted their annual Meet the Primes event in June 2023. This event is focused on building relationships between Prime contractors and qualified diverse suppliers to ultimately advance economic equality. This year, our Meet the Primes event was held at the beautiful California Country Club located in Whittier, CA.

A total of 278 attendees were invited which included 241 diverse suppliers, 10 supplier diversity professionals, 11 Primes, and 16 water utility employees. The agenda featured a networking luncheon, along with a welcome presentation given by Jeanette Diaz. During her presentation, she also hosted a Prime panel discussion with panel Q&A. The purpose of this panel was to allow diverse subs the opportunity to hear directly from the Primes and ask questions on how they can be successful as 2nd tier subs. The event closed out with a Prime & Sub mixer. The USDP Committee was quite impressed with the turn out and potential Prime/Sub relationships that were created at the event.



Photos from CWA's Meet the Primes Event in Whittier, CA

End of Year Mixer

On December 5, 2023, the California Water Association celebrated a significant milestone: spending \$300 million dollars with diverse vendors.

The exponential impact is astonishing as these dollars fueled small and large businesses across the state resulting in job creation and local re-investment.

The event was held at a small business in Whittier, California, the Four Bricks restaurant. With its rustic but spacious atmosphere, it set the tone for a celebratory networking event that soon took a surprising twist. The DJ switched up the music and dance coaches from Show Off Dance Center created a fun atmosphere teaching attendees some of the most popular line dances. Corey Harris, whose company helps to eradicate “forever chemicals” that pollute water sources, exclaimed on LinkedIn that “it was the best diverse vendor event he had been to.” Melanie Rae, CEO of Guided Business Plan, who has collaborated with CWA USDP to provide comprehensive training programs for diverse vendors, produced the event.



Photos from CWA's End of Year Mixer in Whittier, CA

2023 Outreach Events Highlights

2023 was quite an eventful year. San Gabriel attended numerous outreach events during the year in an effort to meet new diverse suppliers. One of the many advantages of having additional staff within our supplier diversity team is the ability to attend more events and increase our networking efforts. Below are some highlights from events San Gabriel attended in 2023 in an effort to connect with potential diverse suppliers.

BuildOUT California hosted their annual Founder's Day event in June at the Wilshire Grand Hotel located in Los Angeles, California. BuildOUT California's Founders Day has quickly become the world's largest gathering of LGBTQ/Allied businesses, professionals. Industry leaders and key stakeholders in architecture, engineering, construction, materials supplies and real estate development who are looking to connect, advocate and build capacity within the Built Communities. The event included breakout sessions, golden pitches, a VIP reception, and awards program.



Photos from BuildOUT California Founder's Day event in Los Angeles, CA

Southern California Minority Supplier Development Council (“SCMSDC”) hosted their Business Beyond Barriers Conference + Expo at SoFi Stadium in Inglewood, California in June 2023. The event’s theme was "Winning Together." SCMSDC is the region’s preeminent corporate membership organization committed to supplier diversity and the success of minority businesses. The expo featured an early power breakfast, followed by workshops and matchmaking. A Supplier of the Year Awards luncheon with an Exhibit Fair closed out the day.



Photos from the SCMSDC B3 Conference in Inglewood, CA

In May 2023, the National Utilities Diversity Council (“NUDC”) held its annual conference. This year’s theme was Brainstorm at the Beach: The NUDC Summit on Supplier, Workforce, and Governance Diversity. The conference brought together 100 leaders from across the utilities industry – regulators, industry executives, suppliers, academics, and association leaders to have meaningful discussions that manifest into actionable outcomes to promote diversity and equity across the industry. Sharing insights as keynote speakers were The Honorable Michael Caron, Commissioner, Connecticut Public Utility Regulatory Authority and President, National Utilities Diversity Council; and Scott Drury, Chief Executive Officer of SoCal Gas. The Honorable Darcie Houck, of the CPUC, welcomed the gathering for its first conference in California.



Photos from the National Utilities Diversity Council in Redondo Beach and Downey, CA

In July 2023, San Gabriel USDP representatives attended the American Indian Chamber of Commerce (“AICOC”) Annual Expo in Rancho Mirage, California. This conference brings together tribes, tribal enterprises, corporations and native businesses as they gather over a two and half day conference. The AICOC Expo always provides opportunities to connect with Native American Indian owned businesses.



CWA USDP Committee Members with CPUC Representative, Drisha Melton, The Honorable Darci Houck CPUC Commissioner and AICOC President, Tracy Stanhoff

In September 2023, the Small Business Diversity Network (“SBDN”), held their Meet the Buyers State Procurement Conference. This conference brought together diverse suppliers and numerous utility diversity industry leaders from various sectors. SBDN’s President Jay Ungos does an excellent job platforming his network to focus on uniting small business entrepreneurs with corporations, and utilities. San Gabriel’s Supplier Diversity Program Coordinator, Darryl Brown, had the opportunity to present, providing useful information and tips on how to do business with San Gabriel.



Photos from the Small Business Diversity Network State Procurement Conference in Fullerton, CA

In September 2023, San Gabriel attended the Women’s Business Enterprise Council – West (“WBEC West”) Annual Procurement & Awards Conference held in Mesa, Arizona. WBEC-West brings together corporations and government entities with certified Women's Business Enterprises. This year, San Gabriel’s Supplier Diversity and Procurement Manager was nominated for Corporate Advocate of the Year for her efforts in the advocacy of women business enterprises. Although she did not win, the nomination alone was an honor.



San Gabriel Valley Water Company			2023 Report		GO 156 Section 9.1.2	
Supplier Diversity Results by Ethnicity						
			2023			
			Direct Spend ¹ \$	Sub Spend ² \$	Total \$	%
1	Minority Male	African American	\$43,130	\$53,032	\$96,162	0.11%
2		Asian Pacific American	\$636,394	\$165,677	\$802,071	0.88%
3		Hispanic American	\$9,336,408	\$389,881	\$9,726,289	10.72%
4		Native American	\$2,174,416	\$0	\$2,174,416	2.40%
5		Total Minority Male	\$12,190,348	\$608,590	\$12,798,938	14.11%
6	Minority Female	African American	\$969,469	\$0	\$969,469	1.07%
7		Asian Pacific American	\$313,969	\$0	\$313,969	0.35%
8		Hispanic American	\$1,038,947	\$0	\$1,038,947	1.15%
9		Native American	\$66,705	\$31,500	\$98,205	0.11%
10		Total Minority Female	\$2,389,090	\$31,500	\$2,420,590	2.67%
11	Total Minority Business Enterprise (MBE)		\$14,579,438	\$640,090	\$15,219,528	16.78%
12	Women Business Enterprise (WBE)		\$14,016,410	\$5,677	\$14,022,087	15.46%
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$3,121,498	\$0	\$3,121,498	3.44%
14	Disabled Veteran Business Enterprise (DVBE)		\$485,215	\$0	\$485,215	0.53%
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		\$32,202,561	\$645,767	\$32,848,328	36.22%
18	Net Procurement**		\$90,698,858			

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				2023 Report		GO 156 Section 9.1.2			
Supplier Diversity Direct Procurement Results by Product and Service Categories									
				2023					
				Product		Service		Total	
				\$	%	\$	%	\$	%
1	Minority Male	African American	Direct	\$0	0.00%	\$43,130	0.05%	\$43,130	0.05%
2		Asian Pacific American	Direct	\$359,787	0.40%	\$276,607	0.30%	\$636,394	0.70%
3		Hispanic American	Direct	\$6,822,493	7.52%	\$2,513,915	2.77%	\$9,336,408	10.29%
4		Native American	Direct	\$0	0.00%	\$2,174,416	2.40%	\$2,174,416	2.40%
5		Total Minority Male	Direct	\$7,182,280	7.92%	\$5,008,068	5.52%	\$12,190,348	13.44%
6	Minority Female	African American	Direct	\$253,426	0.28%	\$716,043	0.79%	\$969,469	1.07%
7		Asian Pacific American	Direct	\$76,790	0.08%	\$237,179	0.26%	\$313,969	0.35%
8		Hispanic American	Direct	\$968,998	1.07%	\$69,949	0.08%	\$1,038,947	1.15%
9		Native American	Direct	\$0	0.00%	\$66,705	0.07%	\$66,705	0.07%
10		Total Minority Female	Direct	\$1,299,214	1.43%	\$1,089,876	1.20%	\$2,389,090	2.63%
			Direct						
11	Total Minority Business Enterprise (MBE)		Direct	\$8,481,494	9.35%	\$6,097,944	6.72%	\$14,579,438	16.07%
			Direct						
12	Women Business Enterprise (WBE)		Direct	\$9,082,937	10.01%	\$4,933,473	5.44%	\$14,016,410	15.45%
			Direct						
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		Direct	\$0	0.00%	\$3,121,498	3.44%	\$3,121,498	3.44%
			Direct						
14	Disabled Veteran Business Enterprise (DVBE)		Direct	\$141,647	0.16%	\$343,568	0.38%	\$485,215	0.53%
			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	\$17,706,078	19.52%	\$14,496,483	15.98%	\$32,202,561	35.50%
18	Net Procurement**		\$90,698,858						
19	Net Product Procurement		\$30,804,305						
20	Net Service Procurement		\$59,894,553						
21	Total Number of Diverse Suppliers that Received Direct Spend		80						

San Gabriel Valley Water Company			2023 Report		GO 156 Section 9.1.2				
Supplier Diversity Subcontractor Procurement Results by Product and Service Categories									
				2023					
				Product		Service		Total	
				\$	%	\$	%	\$	%
1	Minority Male	African American	Sub	\$0	0.00%	\$53,032	0.06%	\$53,032	0.06%
2		Asian Pacific American	Sub	\$0	0.00%	\$165,677	0.18%	\$165,677	0.18%
3		Hispanic American	Sub	\$26,281	0.03%	\$363,600	0.40%	\$389,881	0.43%
4		Native American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
5		Total Minority Male	Sub	\$26,281	0.03%	\$582,309	0.64%	\$608,590	0.67%
6	Minority Female	African American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
7		Asian Pacific American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
8		Hispanic American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
9		Native American	Sub	\$0	0.00%	\$31,500	0.03%	\$31,500	0.03%
10		Total Minority Female	Sub	\$0	0.00%	\$31,500	0.03%	\$31,500	0.03%
			Sub						
11	Total Minority Business Enterprise (MBE)		Sub	\$26,281	0.03%	\$613,809	0.68%	\$640,090	0.71%
			Sub						
12	Women Business Enterprise (WBE)		Sub	\$0	0.00%	\$5,677	0.00%	\$5,677	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	\$26,281	0.03%	\$619,486	0.00%	\$645,767	0.71%
18	Net Procurement**		\$90,698,858						
19	Net Product Procurement		\$30,804,305						
20	Net Service Procurement		\$59,894,553						

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 Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (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	\$									\$130,207.44					\$ 130,207.44	\$ 9,714,715.82	
	%									0.14%					0.14%	10.71%	
16 - Construction	\$					\$720,930.15		\$2,040,472.68		\$2,761,402.83		\$3,121,497.53	\$59,622.52		\$ 5,942,522.88	\$ 6,463,532.88	
	%					0.79%		2.25%		3.04%		3.44%	0.07%		6.55%	7.13%	
17 - Construction	\$	\$30,955.00		\$165,677.00		\$154,478.05			\$98,205.00	\$449,315.05	\$4,164,379.14		\$103,098.46		\$ 4,716,792.65	\$ 23,910,574.86	
	%	0.03%		0.18%		0.17%			0.11%	0.50%	4.59%		0.11%		5.20%	26.36%	
23 - Apparel	\$									\$593.69					593.69	593.69	
	%									0.00%					0.00%	0.00%	
25 - Furniture	\$			\$9,571.38			\$31,485.42			\$41,056.80					\$ 41,056.80	\$ 41,056.80	
	%			0.01%			0.03%			0.05%					0.05%	0.05%	
26 - Paper	\$												\$8,710.69		\$ 8,710.69	\$ 8,710.69	
	%												0.01%		0.01%	0.01%	
27 - Printing	\$					\$52,844.22				\$52,844.22					\$ 52,844.22	\$ 172,006.78	
	%					0.06%				0.06%					0.06%	0.19%	
28 - Chemicals	\$														\$ -	\$ 4,134,031.44	
	%														0.00%	4.56%	
29 - Petroleum	\$														\$ -	\$ 16,227.29	
	%														0.00%	0.02%	
30 - Rubber, Plastics	\$														\$ -	\$ 13,640.28	
	%														0.00%	0.02%	
32 - Stone, Concrete	\$					\$1,075,158.08				\$1,075,158.08					\$ 1,075,158.08	\$ 1,076,358.08	
	%					1.19%				1.19%					1.19%	1.19%	
33 - Primary Metal	\$														\$ -	\$ 5,441.09	
	%														0.00%	0.01%	
34 - Fabricated	\$			\$76,790.00	\$5,027,716.48	\$28,844.09				\$5,133,350.57	\$8,513,567.78				\$ 13,646,918.35	\$ 15,576,517.23	
	%			0.08%	5.54%	0.03%				5.66%	9.39%				15.05%	17.17%	
35 - Machinery	\$			\$97,095.58		\$17,841.10				\$114,936.68	\$2,844.76				\$ 117,781.44	\$ 837,403.35	
	%			0.11%		0.02%				0.13%	0.00%				0.13%	0.92%	
36 - Electronic Components	\$												\$7,406.04		\$ 7,406.04	\$ 340,430.24	
	%												0.01%		0.01%	0.38%	
37 - Transportation	\$														\$ -	\$ 30,227.18	
	%														0.00%	0.03%	
38 - Measuring Instruments	\$												\$125,530.67		\$ 125,530.67	\$ 4,304,973.85	
	%												0.14%		0.14%	4.75%	
39 - Misc Mfg	\$		\$253,426.05							\$253,426.05					\$ 253,426.05	\$ 272,715.06	
	%		0.28%							0.28%					0.28%	0.30%	
42 - Motor Freight	\$	\$53,032.00				\$240,358.00				\$293,390.00					\$ 293,390.00	\$ 294,490.00	
	%	0.06%				0.27%				0.32%					0.32%	0.32%	
44 - Water Transport	\$						\$908,668.50			\$908,668.50					\$ 908,668.50	\$ 910,253.66	
	%						1.00%			1.00%					1.00%	1.00%	
46 - Pipeline	\$														\$ -	\$ 31,500.00	
	%														0.00%	0.03%	
47 - Transportation	\$														\$ -	\$ 161,559.48	
	%														0.00%	0.18%	
48 - Communications	\$														\$ -	\$ 102,077.43	
	%														0.00%	0.11%	
50 - Wholesale-durable	\$			\$93,538.61		\$134,871.08				\$228,409.69	\$12,622.32				\$ 241,032.01	\$ 687,972.13	
	%			0.10%		0.15%				0.25%	0.01%				0.27%	0.76%	

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 Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	Other 8(a)**	Total Supplier Diversity Spend	Total Procurement
		Male	Female	Male	Female	Male	Female	Male	Female								
52 - Building Material	\$															\$ -	\$ 170,692.34
	%															0.00%	0.19%
54 - Food Stores	\$															\$ -	\$ 6,842.88
	%																0.01%
55 - Auto Dealers-Gas Serv	\$			\$159,581.40		\$540,343.32				\$699,924.72	\$553,308.86					\$ 1,253,233.58	\$ 1,927,030.60
	%			0.18%		0.60%				0.77%	0.61%					1.38%	2.12%
56 - Apparel and Accessory	\$															\$ -	\$ 8,307.04
	%															0.00%	0.01%
57 - Home Furniture	\$															\$ -	\$ 8,592.96
	%															0.00%	0.01%
59 - Misc Retail	\$															\$ -	\$ 249,061.55
	%															0.00%	0.27%
60 - Depository Institutions	\$															\$ -	\$ 273,643.10
	%															0.00%	0.30%
63 - Insurance Carriers	\$															\$ -	
	%															0.00%	0.00%
64 - Insurance Broker	\$		\$716,043.32							\$716,043.32						\$ 716,043.32	\$ 748,196.40
	%		0.79%							0.79%						0.79%	0.82%
70 - Hotels-Lodging Places	\$															\$ -	\$ 9,336.29
	%															0.00%	0.01%
73 - Business Services	\$	\$6,225.00		\$112,991.30	\$236,969.57	\$251,465.91	\$31,585.00			\$639,236.78	\$594,682.60		\$180,846.57			\$ 1,414,765.95	\$ 10,323,465.24
	%	0.01%		0.12%	0.26%	0.28%	0.03%			0.70%	0.66%		0.20%			1.56%	11.38%
75 - Auto Repair	\$															\$ -	\$ 280,937.85
	%															0.00%	0.31%
76 - Misc Repair	\$				\$209.00		\$1,182.31			1391.31						\$ 1,391.31	\$ 450,848.31
	%				0.00%		0.00%			0.00%						0.00%	0.50%
80 - Health Services	\$															\$ -	\$ 1,400.00
	%															0.00%	0.00%
81 - Legal Services	\$															\$ -	\$ 485,179.48
	%															0.00%	0.53%
87 - Consulting Services	\$	\$5,950.00		\$145,890.40		\$1,240,282.60	\$37,182.00	\$133,943.42		\$1,563,248.42	\$49,880.50					\$ 1,613,128.92	\$ 4,140,906.49
	%	0.01%		0.16%		1.37%	0.04%	0.15%		1.72%	0.05%					1.78%	4.57%
89 - Misc Services	\$			\$17,725.00		\$270,000.00				\$287,725.00						\$ 287,725.00	\$ 2,507,408.55
	%			0.02%		0.30%				0.32%						0.32%	2.76%
TOTAL		96,162	969,469	802,071	313,969	9,726,289	1,038,947	2,174,416	98,205	15,219,528	14,022,087	3,121,498	485,215	0	0	32,848,328	90,698,858
TOTAL		0.11%	1.07%	0.88%	0.35%	10.72%	1.15%	2.40%	0.11%	16.78%	15.46%	3.44%	0.53%	0.00%	0.00%	36.22%	100.00%

Total Product Procurement	\$30,804,305
Total Service Procurement	\$59,894,553
Net Procurement ***	\$90,698,858

NOTE: *FIRMS WITH MULTI MINORITY OWNERSHIP STATUS
 ** FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE
 *** NET PROCUREMENT INCLUDES PURCHASE ORDERS, NON-PURCHASEORDERS, AND CREDIR CARD DOLLARS
 TOTAL DOLLARS - TOTAL PROCUREMENT DOLLAR AMOUNT IN THE SPECIFIC SIC CATEGORY
 % - PERCENTAGE OF TOTAL DOLLARS

Number of Diverse Suppliers and Revenue Reported to the Clearinghouse
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Number of Diverse Suppliers	Number of Diverse Suppliers Data													
	Revenue Reported to the Supplier Clearinghouse							Utility-Specific 2023 Summary						
	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	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
Under \$1 million	12	3	-	8	-	-	23	50	14	-	9	-	-	73
Under \$5 million	16	6	-	1	-	-	23	3	2	1	-	-	-	6
Under \$10 million	6	1	-	-	-	-	7	-	1	-	-	-	-	1
Above \$10 million	19	7	1	-	-	-	27	-	-	-	-	-	-	-
Total	53	17	1	9	0	0	80	53	17	1	9	0	0	80

Revenue of Diverse Suppliers	Revenue and Payment Data													
	Revenue Reported to the Supplier Clearinghouse							Utility-Specific 2023 Summary						
	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	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
Under \$1 million	\$4,500,676	\$1,777,943	-	-	-	-	\$6,278,619	\$6,473,911	\$1,344,140	-	\$485,215	-	-	\$8,303,266
Under \$5 million	\$42,363,191	\$16,960,692	-	\$2,358,983	-	-	\$61,682,866	\$8,105,527	\$6,454,788	\$3,121,498	-	-	-	\$17,681,813
Under \$10 million	\$41,781,166	\$5,886,380	-	-	-	-	\$47,667,546	-	\$6,217,482	-	-	-	-	\$6,217,482
Above \$10 million	\$13,393,577,057	\$110,726,474	\$15,000,000	-	-	-	\$13,519,303,531	-	-	-	-	-	-	-
Total	\$13,482,222,090	\$135,351,489	\$15,000,000	\$2,358,983	\$0	\$0	\$13,634,932,562	\$14,579,438	\$14,016,410	\$3,121,498	\$485,215	\$0	\$0	\$32,202,561

San Gabriel Valley Water Company	2023 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 77 out of our 80 diverse suppliers for whom California is their main contact location.

San Gabriel Valley Water Company	2023 Report	GO 156 Section 9.1.3
Supplier Diversity Program Expense		

Expenses Category	2023
Wages	\$279,952
Other Employee Expenses	\$10,110
Program Expenses	\$13,268
Reporting Expenses	0
Training Expenses	0
Consultant Expenses	\$1,406
Other Expenses	\$18,249
TOTAL	\$322,985

San Gabriel Valley Water Company	2023 Report	GO 156 Section 9.1.4
Description of Progress in Meeting or Exceeding Set Goals		

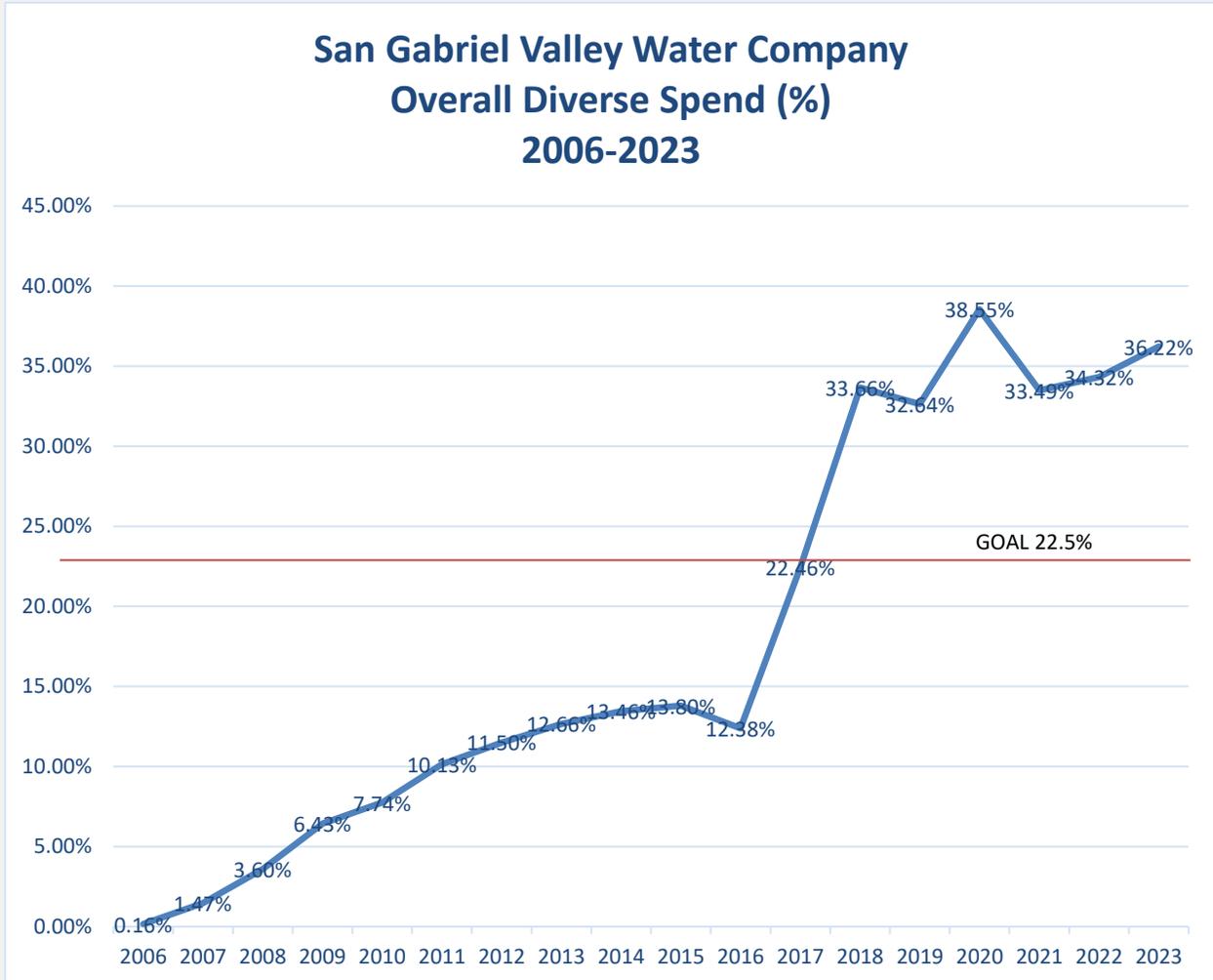
In 2023, San Gabriel’s total direct spend with diverse suppliers totaled \$32,202,561 and our second tier spend totaled \$645,767. As requested, our second tier spend has been detailed separately in the SIC Categories table, thus matching the total diverse spend in the Results by Ethnicity table.

With an overall total of 36.22% diverse spend in 2023, San Gabriel met and exceeded the GO156 goal of 22.5%. San Gabriel far exceeded the 5% WBE goal by spending 15.46% of our total procurement with woman-owned businesses. Our LGBT spend increased by \$76,503 from 2022, equating to 3.44% of our overall spend. This far exceeds the 1.5% established goal for this category. An emphasis was placed on increasing our minority business enterprise spend in 2023. We identified two minority business enterprises that supplied materials at a competitive price. After conducting price analyses and quality control review, San Gabriel increased materials supplies through these suppliers, United Water Works, and KNS Industrial. This contributed to our success in meeting the minority business enterprises goal at 16.78%. We have been making great efforts to add additional qualified disabled veteran business enterprises. Even though our number of DVBEs we conduct business with is increasing, we still did not meet the 1.5%

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

categorical goal. Although we did not meet the disabled veteran business enterprise categorical goal, overall, we are quite proud of our program’s results for 2023.

Although we did not meet one 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	2023 Report	GO 156 Section 9.1.4
Supplier Diversity Results Compared to Set Goals		

Category	2023 Results	2023 Goals
Minority Male Business Enterprise	14.11%	-
Minority Female Business Enterprise	2.67%	-
Total Minority Business Enterprise (MBE)	16.78%	15.00%
Women Business Enterprise (WBE)	15.46%	5.00%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	3.44%	1.00%
Disabled Veteran Business Enterprise (DVBE)	.53%	1.50%
Persons with Disabilities Business Enterprise (DBE)	-	-
TOTAL	36.22%	22.50%

San Gabriel Valley Water Company	2023 Report	GO 156 Sec. 9.1.5
Description of Prime Contractors Utilization of Diverse Subcontractors		

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. One of San Gabriel’s goals for 2023 was to increase 2nd tier spend. We started out early in the year by having conversations with our prime contractors expressing our desire for them to commit to our 2nd tier program, and communicating to them the significance and importance of utilizing local, small, diverse-owned businesses. We also collected 2nd tier spend reports on a quarterly basis. This helped us to keep a closer look at the efforts being made by our Primes and gave us more opportunities to communicate with them as well. We feel that our efforts made a difference and can be seen in the numbers resulted.

In 2023, 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 2023 totaled \$645,767, which is a 113.6% increase from \$302,281 in 2022. 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 continue 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			2023 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 \$	\$608,590	\$31,500	\$640,090	\$5,677	\$0	\$0	\$0	\$0	\$645,767
Total \$	\$12,798,938	\$2,420,590	\$15,219,528	\$14,022,087	\$3,121,498	\$485,215	\$0	\$0	\$32,848,328
Direct %	13.44%	2.63%	16.07%	15.45%	3.44%	0.53%	0.00%	0.00%	35.50%
Sub %	0.67%	0.03%	0.71%	0.01%	0.00%	0.00%	0.00%	0.00%	0.71%
Total %	14.11%	2.67%	16.78%	15.46%	3.44%	0.53%	0.00%	0.00%	36.22%
Net Procurement **	\$90,698,858								

NOTES:

* 8(a) - Firms classified as 8(a) by the Small Business Administration include non-WMDVLTBTPDBE. 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	2023 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 2023 relative to its USDP.

San Gabriel Valley Water Company	2023 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 2023, San Gabriel continued to utilize SHI International Corporation, and Zones, LLC for Information Technology (“IT”) product acquisition. Both companies are certified minority-owned businesses.

2024 ANNUAL PLAN

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

SIC Code	Short-Term 2024						Mid-Term 2024						Long-Term 2024					
	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%	0.25%	0.00%	0.00%	0.00%	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%
27	0.50%	0.00%	0.00%	0.00%	0.00%	0.50%	0.50%	0.00%	0.00%	0.00%	0.50%	0.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.50%
30	0.50%	0.75%	0.00%	0.00%	0.00%	1.25%	0.50%	0.75%	0.00%	0.00%	1.25%	0.50%	0.75%	0.00%	0.00%	0.00%	1.25%	
32	0.50%	0.00%	0.00%	0.00%	0.00%	0.50%	0.50%	0.00%	0.00%	0.00%	0.50%	0.50%	0.00%	0.00%	0.00%	0.00%	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%
35	0.50%	0.00%	0.00%	0.00%	0.00%	0.50%	0.50%	0.00%	0.00%	0.00%	0.50%	0.50%	0.00%	0.00%	0.00%	0.00%	0.50%	
36	0.50%	0.00%	0.00%	0.00%	0.00%	0.50%	0.50%	0.00%	0.00%	0.00%	0.50%	0.50%	0.00%	0.00%	0.00%	0.00%	0.50%	
37	0.50%	0.00%	0.00%	0.00%	0.00%	0.50%	0.50%	0.00%	0.00%	0.00%	0.50%	0.50%	0.00%	0.00%	0.00%	0.00%	0.50%	
46	0.00%	0.50%	0.00%	0.00%	0.00%	0.50%	0.00%	0.50%	0.00%	0.00%	0.50%	0.00%	0.50%	0.00%	0.00%	0.00%	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%
55	0.00%	0.25%	0.30%	0.00%	0.00%	0.55%	0.00%	0.25%	0.30%	0.00%	0.55%	0.00%	0.25%	0.30%	0.00%	0.00%	0.55%	
59	0.00%	0.25%	0.00%	0.00%	0.00%	0.25%	0.00%	0.25%	0.00%	0.00%	0.25%	0.00%	0.25%	0.00%	0.00%	0.00%	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%

SIC Code	Short-Term 2024						Mid-Term 2024						Long-Term 2024					
	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%	0.50%	0.50%	0.20%	4.70%	2.00%	1.50%	0.50%	0.20%	4.70%	2.00%	1.50%	0.50%	0.50%	0.20%	4.70%	
17	1.00%	0.50%	0.00%	0.00%	0.00%	1.50%	1.00%	0.50%	0.00%	0.00%	1.50%	1.00%	0.50%	0.00%	0.00%	0.00%	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%
44	0.50%	0.00%	0.00%	0.00%	0.00%	0.50%	0.50%	0.00%	0.00%	0.00%	0.50%	0.50%	0.00%	0.00%	0.00%	0.00%	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%
73	2.50%	0.00%	0.20%	0.25%	0.00%	2.95%	2.50%	0.00%	0.20%	0.25%	2.95%	2.50%	0.00%	0.20%	0.25%	0.00%	2.95%	
75	1.00%	0.00%	0.00%	0.00%	0.00%	1.00%	1.00%	0.00%	0.00%	0.00%	1.00%	1.00%	0.00%	0.00%	0.00%	0.00%	1.00%	
81	0.50%	0.00%	0.00%	0.00%	0.00%	0.50%	0.50%	0.00%	0.00%	0.00%	0.50%	0.50%	0.00%	0.00%	0.00%	0.00%	0.50%	
87	3.00%	0.00%	0.50%	0.00%	0.00%	3.50%	3.00%	0.00%	0.50%	0.00%	3.50%	3.00%	0.00%	0.50%	0.00%	0.00%	3.50%	
89	0.50%	0.00%	0.00%	0.00%	0.00%	0.50%	0.50%	0.00%	0.00%	0.00%	0.50%	0.50%	0.00%	0.00%	0.00%	0.00%	0.50%	
Subtotal	12.00%	3.00%	1.20%	0.75%	0.20%	17.15%	12.00%	3.00%	1.20%	0.75%	0.20%	17.15%	12.00%	3.00%	1.20%	0.75%	0.20%	17.15%
Total	15.00%	5.00%	1.50%	1.50%	0.50%	23.50%	15.00%	5.00%	1.50%	1.50%	0.50%	23.50%	15.00%	5.00%	1.50%	1.50%	0.50%	23.50%

San Gabriel Valley Water Company	2024 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 will continue its involvement with CBOs and Chambers of Commerce through memberships and participation in their outreach events. We will continue to work alongside the CWA USDP Committee in the development of Capacity Building and Technical Assistance Programs. CWA’s W.A.T.E.R. 1.0 program educates vendors on best practices within the water utility industry and is on the agenda of events for 2024.

Internal Communication

San Gabriel has always viewed internal communication as an integral part of the program’s success. Over the past year, more company employees have shown interest in San Gabriel’s Supplier Diversity program and requested diverse supplier recommendations than ever before. We are very proud of the support we have from our executive leadership team and colleagues within the company. The continuous education and awareness of the importance of our Supplier Diversity program is imperative to our sustainability.

Communication with our Prime suppliers will continue to be of high importance. San Gabriel will continue to work together with the CWA USDP Committee to educate our Primes on the role they play, introduce them to qualified diverse suppliers, and assist them in their search for a specific subcontractor.

External Activities

Collaboration with CWA

San Gabriel will continue to collaborate with CWA to bring procurement and growth opportunities to diverse suppliers. The CWA USDP Committee plans to host our second Primes Thank You Luncheon in early 2024. Hosting this event earlier in the year helps us to communicate our 2023 results and 2024 goals to our Primes sooner. Our annual Meet the Primes is planned for the fall of 2024, which will include a Primes Q&A panel. This panel was very popular and well received at our 2023 event. 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	2024 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	2024 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	2024 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. We made great progress in 2023 by enhancing our communication with our Primes. Our Primes have shown more commitment to our supplier diversity programs by attending outreach events, returning quarterly second tier reporting forms in a timely manner and increasing the utilization of diverse subs. We have laid the groundwork in 2023, but will continue our efforts in 2024, as there is still room for improvement in this area.

San Gabriel Valley Water Company	2024 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 seven years we have met and exceeded the overall goal of GO 156. We are quite proud of this sustained achievement; as we continue to come a long way from an overall spend percentage of .16% in 2006. In our 2023 plan, we provided a detailed list of goals, and some of those goals will remain a work in progress as we head into 2024. 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 made improvements this year, but there is still more that can be done to achieve even greater results. 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;
 - Include language in contract documents to promote the utilization of diverse subcontractors and consultants;
 - Set an achievable second tier spend goal for each Prime based off of awarded contract amount;
 - Continue to collect second tier spend data on a quarterly basis so we can identify the progress our Primes are making and identify which Primes may need additional support;
 - Continue to 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;
 - Encourage our Primes to attend outreach events to maximize their opportunities to meet new diverse subcontractors and consultants.

We are hopeful these efforts will increase our second tier spend and increase business opportunities for diverse suppliers.

- **Distribute diverse spend.** In 2024, we plan to continue to analyze our spend and strategize our plan to meet all categorical goals. We will continue to analyze our high spend vendors and identify additional qualified diverse vendors that can provide the same product or service. In addition, we will continue our efforts to evenly distribute our spend throughout all categories. We will continue to focus on the following categories to increase spend in:
 - Disabled veteran business enterprises;
 - Minority female-owned businesses,
 - Asian American male-owned businesses;
 - African American male-owned businesses, and;
 - Persons with Disabilities Business Enterprises.

Our strategy will include working closely with organizations focused on the above categories, such as the Veterans in Business Network, Disability: IN, Asian American Business Association,

and the Black Business Association. San Gabriel's supplier diversity teams makes a conscious effort to attend events held by these specific organizations to increase our networking and communication efforts in these areas.

- **Internal Communication.** As mentioned throughout our report, San Gabriel highly values the internal support of our Supplier Diversity Program. Educating internal staff on the importance of utilizing diverse owned vendors 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 keep this as a running goal.
- **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 2023 results.

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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