



# California Water Service 2024 Annual Report

Women, Minority, Disabled-Veteran, LGBT and Persons with  
Disabilities Business Enterprises Procurement Pursuant to CPUC  
General Order 156 (U-60-W)

Quality. Service. Value.®



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## Message from the President, CEO, and Chairman of California Water Service

At California Water Service (Cal Water), our team believes that doing business with diverse vendors is an important component of our Procurement strategy, as supplier diversity offers numerous benefits to our customers, communities, and stockholders. Not only does it increase competition and enable us to get high-quality products and services at the best price, but it also gives local businesses a seat at the proverbial table and supports our local communities.

In 2024, Cal Water spent **25.26%** of our procurement with certified, diverse suppliers through our Supplier Diversity Program, surpassing the California Public Utilities Commission's newly increased goal of 23%. With over a quarter of our total company spending conducted with these suppliers, we were better able to provide quality, service, and value to the more than two million people who depend on us every day for safe, clean, reliable water and the firefighters who rely on us to help protect our communities.



I am pleased with the progress we continue to make each year through our Supplier Diversity Program. In 2024, some of these achievements included:

- Increasing our spending with diverse vendors by \$5 million, surpassing last year's all-time high of \$91.52 million to reach another all-time high of \$96.39 million.
- Spending an all-time high of \$69.35 million, or 18.18% of our net procurement, with minority-owned businesses.
- Participating in 47 events to foster partnerships with external organizations and advocacy groups dedicated to supplier diversity.

This year's Supplier Diversity Report details our team's efforts, along with their successes and challenges, through our Supplier Diversity Program last year. We will continue working to elevate this important program, as we strive to keep enhancing the quality of life for our customers, communities, and stockholders.

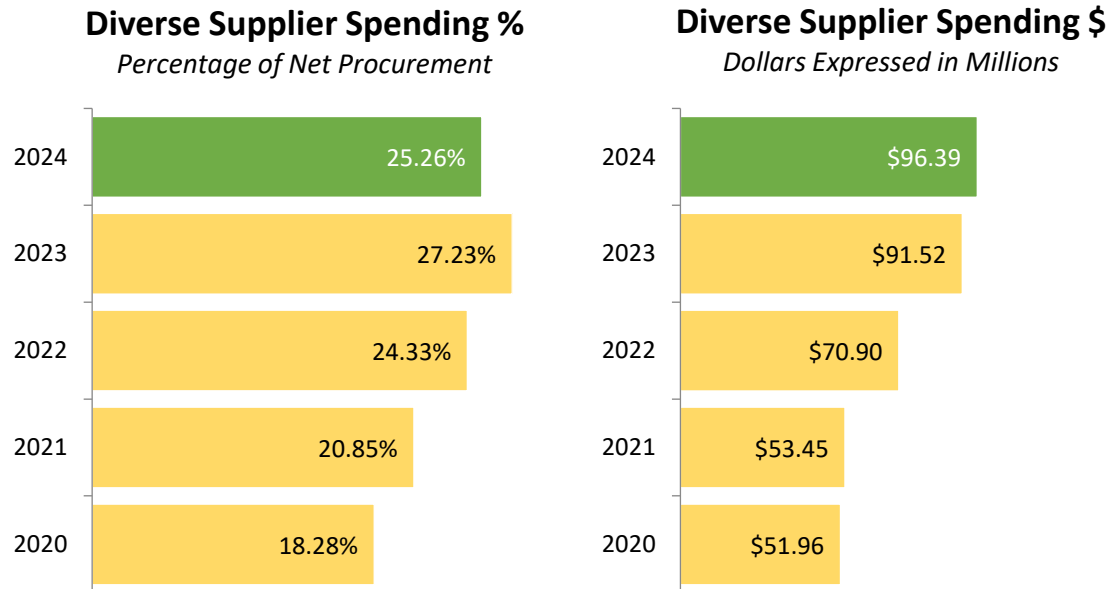
A handwritten signature in black ink that reads "Martin A. Kropelnicki". The signature is fluid and cursive.

Martin A. Kropelnicki  
Chairman, President & CEO

## SUMMARY OF 2024 SUPPLIER DIVERSITY PROGRAM

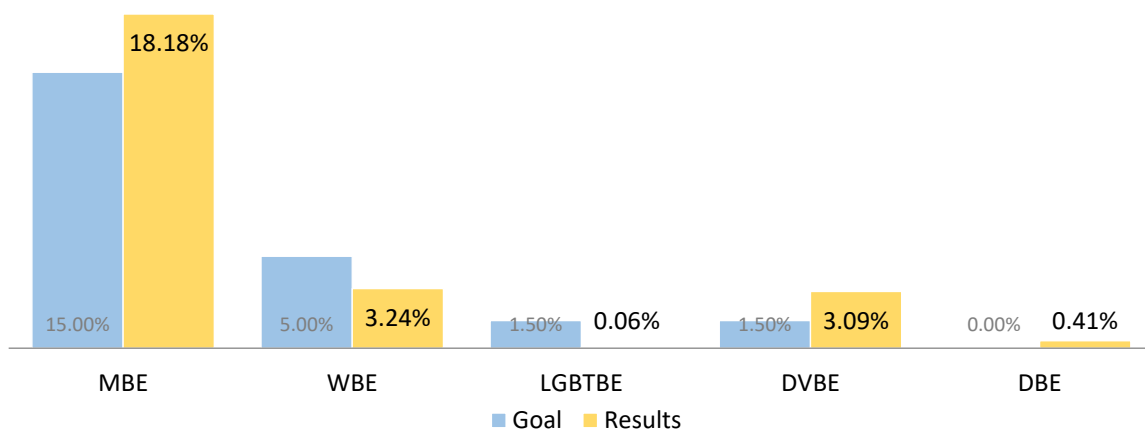
This report outlines the progress of Cal Water in procuring goods and services from women, minority, disabled veteran, lesbian, gay, bisexual, transgender, and persons with disabilities business enterprises (to which we refer collectively as diverse suppliers) for the period of January 1, 2024, through December 31, 2024.

In 2024, Cal Water's discretionary spending totaled \$381.55M, of which the company spent \$96.39M (or 25.26%) with diverse suppliers.



Our results per category are:

## Results per Category



*Due to rounding, numbers presented may not add up precisely to the totals provided, and percentages may not precisely reflect the absolute figures.*



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

At Cal Water, we believe that a diverse supply chain drives innovation, strengthens communities, and creates long-term economic impact. We remain committed to diversity by seeking and fostering partnerships with businesses owned by minorities, women, veterans, LGBTQ+ and other underrepresented groups. Supplier Diversity is not just a program at Cal Water – it is a fundamental part of our business strategy and values.

In 2024, our Supplier Diversity Program continued to advance access and equitable opportunities for diverse suppliers. We are excited to share these accomplishments in this year's annual report.

#### Internal Program Activities

##### *Procurement Policy*

Our procurement policy, which requires the inclusion of diverse suppliers in competitive bidding events, is the driving force behind our program's success. This initiative opens doors for new vendors but also fuels the growth and expansion of our existing diverse suppliers, creating an inclusive supply chain.

##### *Internal Communications*

This practice ensures internal-stakeholder visibility of the program through a variety of activities as described below.

##### *All-Hands Review*

Throughout the year, we shared success stories and program updates through our company intranet.

##### *Quarterly Updates to Leadership and Annual Updates to Board*

These updates enable us to proactively address challenges, make timely adjustments, and implement strategic improvements based on real-time insights. By maintaining open communication with leadership, we can swiftly respond to market shifts, supplier needs, and evolving business priorities. Additionally, these updates provide a platform to showcase the tangible value of supplier diversity, highlighting its impact on innovation, cost savings, and community engagement. This ongoing dialogue reinforces the importance of inclusive procurement and strengthens our company's commitment to long-term, sustainable supplier partnerships.

##### *Storekeepers Forum*

Storekeepers are key personnel in every field office. They are responsible for routine procurement activities and regularly seek services (e.g., facility maintenance, landscaping services) to support the field operations. This makes them an important avenue to incorporate local/diverse suppliers, especially the ones in the communities we serve.

Our procurement department hosted monthly virtual events in 2024 that included employees from our 22 Districts across CA. These forums provide a valuable platform to discuss procurement opportunities, reinforce the importance of supplier diversity to key personnel, and keep our community connected.

#### External Program Activities

##### *External Outreach*

Meaningful progress in supplier diversity is driven by collaboration, Cal Water engaged with over 20 external organizations and advocacy groups dedicated to advancing opportunities for diverse businesses. Through strategic partnerships, we expanded our reach, shared best practices on panel

presentations, and leveraged collective expertise to create equal opportunities for our diverse owned businesses. These collaborations not only strengthened our supplier diversity initiatives but also provided diverse businesses with resources, networking opportunities, and access to procurement channels within Cal Water.

The following calendar outlines many of the outreach events we participated in 2024:

### Jan

- ABA New Year Mixer
- California Water Association (CWA) USDP Monthly Meeting; Virtual

### Feb

- WRMSDC Construction Day
- CWA USDP Monthly Meeting; Virtual

### Mar

- CWA Women in Water Leadership Seminar
- WRMSDC Franchise Fund Graduation
- Rainbow Chamber CONNECT
- WELL 12th Annual Statewide Conference
- WRMSDC Multi-Industry Meet & Greet
- CWA USDP Monthly Meeting; Virtual

### Apr

- CHCC California Business Policy Summit
- CPUC Small Business Expo (NorCal)
- 2024 DOE MBE Connect Summit
- CWA USDP Monthly Meeting; Virtual

### May

- CHCC SBA Awards Luncheon
- BuildOUT NorCal Affordable Housing Supplier Diversity Summit
- CWA Spring Conference
- USPAACC - CelebrASIAN
- BuildOUT Founders Day Impact
- CWA USDP Monthly Meeting; Virtual

### Jun

- GGBA 50th Anniversary Power Connect
- WBEC Pacific Ideation Conference
- SBDN Annual OC Recon
- SCMSDC B3 Conference
- CWA USDP Monthly Meeting; Virtual

### July

- AICCOC EXPO American Indian Chamber
- SBA Government Contracting
- CWA USDP Monthly Meeting; Virtual

### Aug

- CHCC 45th Annual Convention & Expo
- WRMSDC Multi-Industry Supplier Inclusion Conference
- CWA Water 1.0
- CWA USDP Monthly Meeting; Virtual

### Sept

- CWA Water 1.0
- ABA 48th Annual Impact
- SBDN OC Procon
- CWA USDP Monthly Meeting; Virtual

### Oct

- CWA Water 1.0
- CWA Meet the Primes
- WRMSDC Empowerment Mixer
- CPUC En Banc & Small Business Expo SoCal
- SoCal Construction Inclusion
- CWA USDP Monthly Meeting; Virtual

### Nov

- CWA Water 2.0
- VIB National Conference
- CWA USDP Monthly Meeting; Virtual

### Dec

- AICCOC Native American Heritage
- CWA USDP Monthly Meeting; Virtual

On the Spotlight: Western Regional Minority Supplier Development Council (WRMSDC)

The Empowerment Meet & Greet is a community event connecting local businesses with corporate decision-makers and inclusive supplier participants, fostering deeper connections in a relaxed, no pressure environment.



*WRMSDC Empowerment Meet & Greet, 2024*

In addition to supplying drinking water and wastewater service, we also provide business opportunities to the community we serve and contribute to local economic development through participation in events like this.

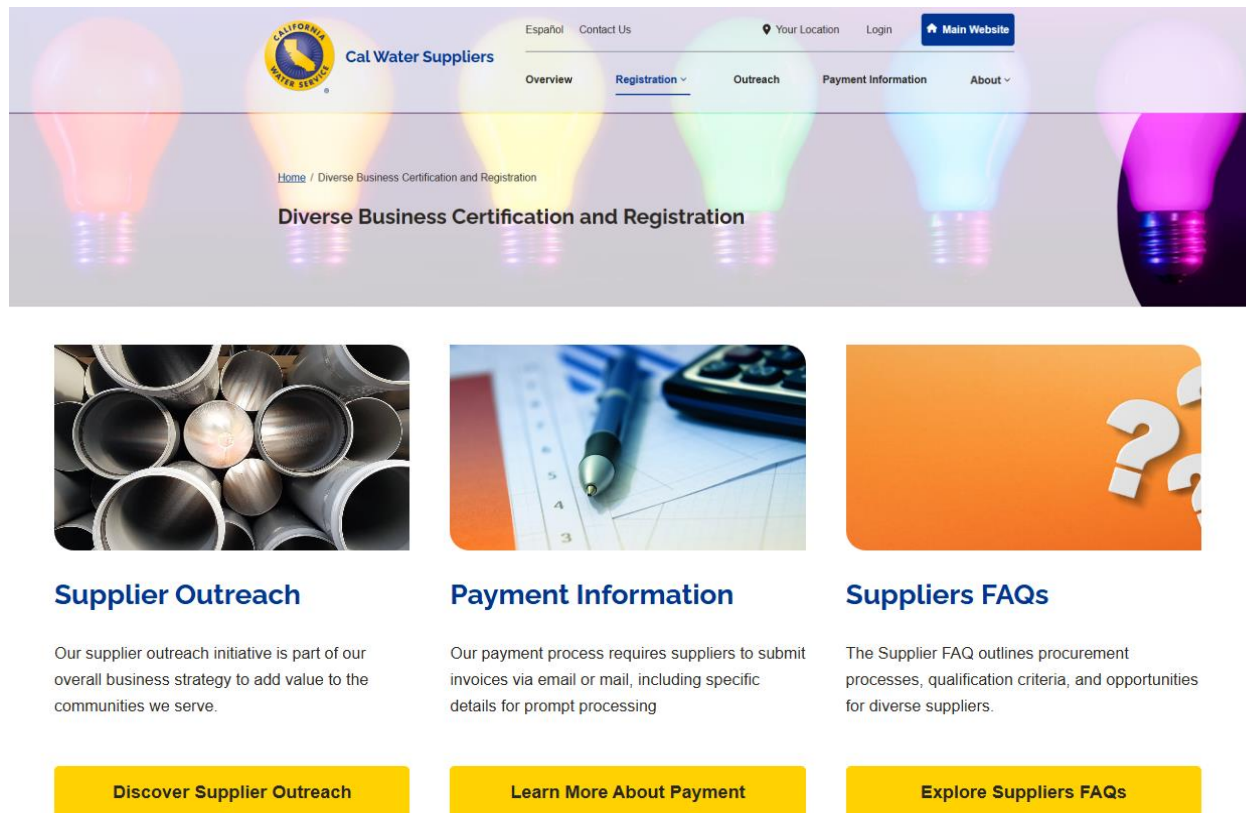
Learn about WRMSDC at: <https://wrmsdc.org/about-us/>



### Website Update & Online Calendar of Events

We invite diverse suppliers to explore procurement opportunities and connect with us through our website. There, you'll find everything you need to get started, including business registration details, insurance requirements, Supplier FAQ, and a list of community-based organizations (CBOs) we partner with. Plus, you can access our event calendar to stay informed about networking and growth opportunities.

Visit [www.calwater.com/suppliers/diverse-business-certification-and-registration/](http://www.calwater.com/suppliers/diverse-business-certification-and-registration/) to learn more and take the next step in partnering with us.



**Supplier Outreach**

Our supplier outreach initiative is part of our overall business strategy to add value to the communities we serve.

**Payment Information**

Our payment process requires suppliers to submit invoices via email or mail, including specific details for prompt processing

**Suppliers FAQs**

The Supplier FAQ outlines procurement processes, qualification criteria, and opportunities for diverse suppliers.

**Discover Supplier Outreach**      **Learn More About Payment**      **Explore Suppliers FAQs**

### Capacity Building & Technical Assistance (CB&TA)

We have a two-pronged approach to CB&TA: a main effort through CWA and a certification-assistance effort focused on eligible (but not certified) vendors in our supply chain.

#### California Water Association (CWA) W.A.T.E.R. Program

The Water Acumen Training for Entrepreneur Refinement (W.A.T.E.R.) 1.0 Program serves as a cornerstone of CWA's commitment to empowering diverse suppliers. This comprehensive training equips entrepreneurs with technical knowledge, regulatory insights, and industry best practices, enabling them to demonstrate expertise and compliance in their proposals.

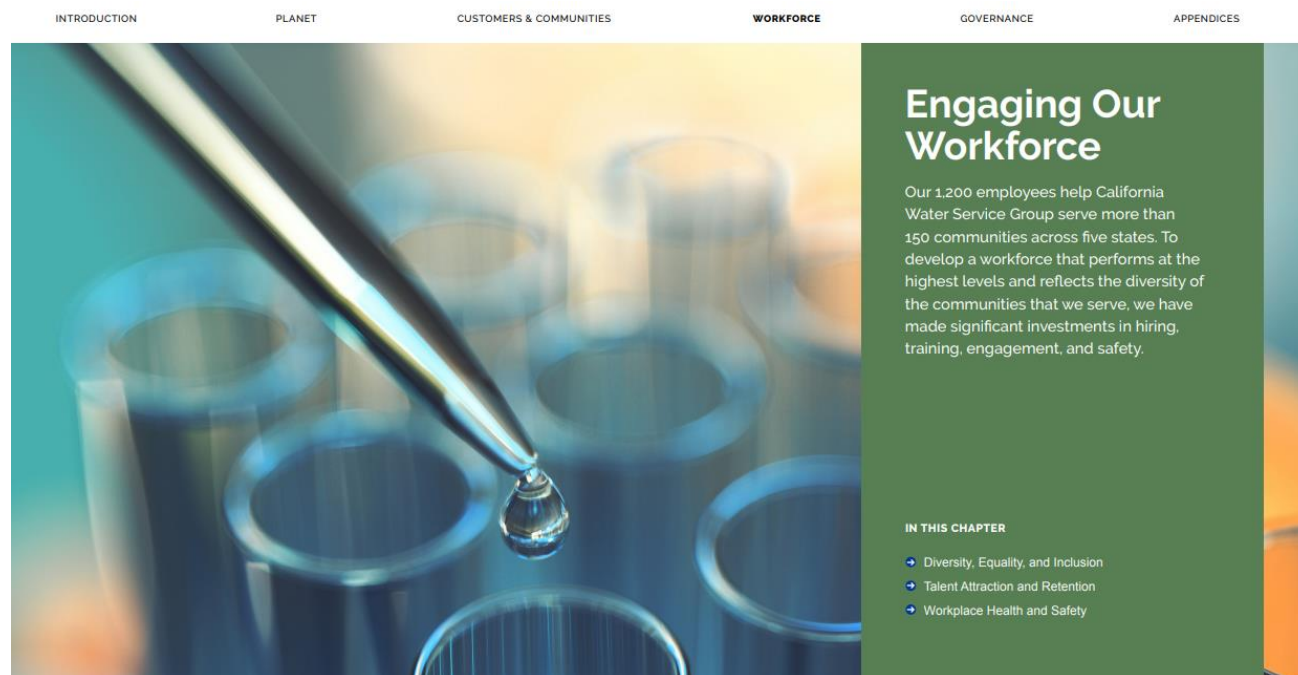
In 2024, we are pleased to share that two companies have successfully secured new contracts within the Water Industry. Their recent awards highlight the value that the W.A.T.E.R 1.0 program brings to our community. Cal Water and CWA remain committed to providing high-quality training programs that empower entrepreneurs and diverse owned businesses.

### Certification Assistance

Cal Water supports diverse businesses by providing certification assistance to help them navigate the certification process. We offer guidance on eligibility requirements, application procedures, and connecting directly with the Supplier Clearing House. By helping suppliers obtain certification, we can assist in accessing contracting opportunities and expand their business reach.

### Other: Workforce Diversity and Board Diversity

We invite interested parties to find Cal Water's Workforce and Board Diversity data on the yearly [Environmental, Social, and Governance \(ESG\) Report](#). This report outlines Cal Water's diversity, equity, and inclusion policies to promote equitable hiring and recruiting. We have made substantial progress toward creating a diverse and inclusive work environment-one that places equal opportunities for advancement at its core. Fundamentally, we believe that this is the right thing to do. More than that, operating in this manner helps us attract the best talent and broaden our perspectives, which makes us stronger and enhances our connections to the communities we serve.



<https://www.calwatergroup.com/esg>

ESG Reports follow the [Global Reporting Initiative Standards](#); the data is available under the General Disclosures section.

## 9.1.2 Supplier Diversity Results by Ethnicity

			2024			
			Direct Spend <sup>1</sup> \$	Sub Spend <sup>2</sup> \$	Total \$	%
1	Minority Male	African American	\$ 29,342.83	\$ 26,253.78	\$ 55,596.61	0.01%
2		Asian Pacific American	\$ 5,850,250.60	\$ 1,262,395.86	\$ 7,112,646.46	1.86%
3		Hispanic American	\$ 30,487,688.88	\$ 29,482,958.55	\$ 59,970,647.43	15.72%
4		Native American	\$ 170,431.56	\$ 3,152.43	\$ 173,583.99	0.05%
5		<b>Total Minority Male</b>	\$ 36,537,713.87	\$ 30,774,760.62	\$ 67,312,474.49	17.64%
6	Minority Female	African American	\$ 65,230.48	\$ -	\$ 65,230.48	0.02%
7		Asian Pacific American	\$ 1,126,456.60	\$ 93,081.01	\$ 1,219,537.61	0.32%
8		Hispanic American	\$ 502,560.16	\$ 254,192.53	\$ 756,752.69	0.20%
9		Native American	\$ -	\$ -	\$ -	0.00%
10		<b>Total Minority Female</b>	\$ 1,694,247.24	\$ 347,273.54	\$ 2,041,520.78	0.54%
11	Total Minority Business Enterprise (MBE)		\$ 38,231,961.11	\$ 31,122,034.16	\$ 69,353,995.27	18.18%
12	Women Business Enterprise (WBE)		\$ 3,349,240.24	\$ 9,025,754.90	\$ 12,374,995.14	3.24%
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$ 235,659.45	\$ -	\$ 235,659.45	0.06%
14	Disabled Veteran Business Enterprise (DVBE)		\$ 1,274.78	\$ 11,805,585.16	\$ 11,806,859.94	3.09%
15	Persons with Disabilities Business Enterprise (DBE)		\$ 1,535,836.00	\$ 36,420.00	\$ 1,572,256.00	0.41%
16	8(a)*		\$ 1,042,792.71	\$ -	\$ 1,042,792.71	0.27%
17	<b>Total Supplier Diversity Spend</b>		\$ 44,396,764.29	\$ 51,989,794.22	\$ 96,386,558.51	25.26%
18	Net Procurement**		\$ 381,547,087.17			

*Due to rounding, numbers presented may not add up precisely to the totals provided, and percentages may not precisely reflect the absolute figures.*

### On the Spotlight: Rainbow Chamber of Commerce Silicon Valley CONNECT 2024

The Rainbow Chamber of Commerce Silicon Valley held their annual CONNECT 2024 event in San Jose, CA on March 2024.

The event was “all about business—finding possible business partners or clients, meeting supplier diversity reps who purchase for corporations, discovering community services that you or your business need.”



*Rainbow Chamber of Commerce Silicon Valley CONNECT 2024*

Cal Water remains committed to the chamber’s mission “to create a vibrant LGBTQ+ supportive business community through development, education, promotion and advocacy.”

Learn more about the Chamber at: <https://rainbowchamber.org/>

## 9.1.2 Supplier Diversity Direct Procurement Results by Product and Service Categories

				2024					
				Product		Service		Total	
				\$	%	\$	%	\$	%
1	Minority Male	African American	Direct	\$ 6,445.45	0.00%	\$ 22,897.38	0.01%	\$ 29,342.83	0.01%
2		Asian Pacific American	Direct	\$ 181,482.93	0.05%	\$ 5,668,767.67	1.49%	\$ 5,850,250.60	1.53%
3		Hispanic American	Direct	\$ 988,206.95	0.26%	\$ 29,499,481.93	7.73%	\$ 30,487,688.88	7.99%
4		Native American	Direct	\$ -	0.00%	\$ 170,431.56	0.04%	\$ 170,431.56	0.04%
5		<b>Total Minority Male</b>	Direct	\$ 1,176,135.33	0.31%	\$ 35,361,578.54	9.27%	\$ 36,537,713.87	9.58%
6	Minority Female	African American	Direct	\$ -	0.00%	\$ 65,230.48	0.02%	\$ 65,230.48	0.02%
7		Asian Pacific American	Direct	\$ 870,000.35	0.23%	\$ 256,456.25	0.07%	\$ 1,126,456.60	0.30%
8		Hispanic American	Direct	\$ 65,669.36	0.02%	\$ 436,890.80	0.11%	\$ 502,560.16	0.13%
9		Native American	Direct	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
10		<b>Total Minority Female</b>	Direct	\$ 935,669.71	0.25%	\$ 758,577.53	0.20%	\$ 1,694,247.24	0.44%
11	Total Minority Business Enterprise (MBE)		Direct	\$ 2,111,805.04	0.55%	\$ 36,120,156.07	9.47%	\$ 38,231,961.11	10.02%
12	Women Business Enterprise (WBE)		Direct	\$ 330,227.10	0.09%	\$ 3,019,013.14	0.79%	\$ 3,349,240.24	0.88%
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		Direct	\$ -	0.00%	\$ 235,659.45	0.06%	\$ 235,659.45	0.06%
14	Disabled Veteran Business Enterprise (DVBE)		Direct	\$ 1,274.78	0.00%	\$ -	0.00%	\$ 1,274.78	0.00%
15	Persons with Disabilities Business Enterprise (DBE)		Direct	\$ -	0.00%	\$ 1,535,836.00	0.40%	\$ 1,535,836.00	0.40%
16	8(a)*		Direct	\$ -	0.00%	\$ 1,042,792.71	0.27%	\$ 1,042,792.71	0.27%
17	<b>Total Supplier Diversity Spend</b>		Direct	\$ 2,443,306.92	0.64%	\$ 41,953,457.37	11.00%	\$ 44,396,764.29	11.64%
18	Net Procurement**		\$ 381,547,087.17						



19	Net Product Procurement	\$	71,054,643.00
20	Net Service Procurement	\$	310,492,444.17
21	Total Number of Diverse Direct Suppliers		106

## 9.1.2 Supplier Diversity Subcontractor Procurement Results by Product and Service Categories

				2024					
				Product		Service		Total	
				\$	%	\$	%	\$	%
1	Minority Male	African American	Sub	\$ -	0.00%	\$ 26,253.78	0.01%	\$ 26,253.78	0.01%
2		Asian Pacific American	Sub	\$ 289,254.74	0.08%	\$ 973,141.12	0.26%	\$ 1,262,395.86	0.33%
3		Hispanic American	Sub	\$ 9,673,653.57	2.54%	\$ 19,809,304.98	5.19%	\$ 29,482,958.55	7.73%
4		Native American	Sub	\$ 3,152.43	0.00%	\$ -	0.00%	\$ 3,152.43	0.00%
5		<b>Total Minority Male</b>	Sub	\$ 9,966,060.74	2.61%	\$ 20,808,699.88	5.45%	\$ 30,774,760.62	8.07%
6	Minority Female	African American	Sub	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
7		Asian Pacific American	Sub	\$ -	0.00%	\$ 93,081.01	0.02%	\$ 93,081.01	0.02%
8		Hispanic American	Sub	\$ 115,076.03	0.03%	\$ 139,116.50	0.04%	\$ 254,192.53	0.07%
9		Native American	Sub	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
10		<b>Total Minority Female</b>	Sub	\$ 115,076.03	2.64%	\$ 232,197.51	0.06%	\$ 347,273.54	0.09%
11	Total Minority Business Enterprise (MBE)		Sub	\$ 10,081,136.77	2.64%	\$ 21,040,897.39	5.51%	\$ 31,122,034.16	8.16%
12	Women Business Enterprise (WBE)		Sub	\$ 1,248,669.01	0.33%	\$ 7,777,085.89	2.04%	\$ 9,025,754.90	2.37%
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		Sub	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
14	Disabled Veteran Business Enterprise (DVBE)		Sub	\$ 11,658,475.16	3.06%	\$ 147,110.00	0.04%	\$ 11,805,585.16	3.09%
15	Persons with Disabilities Business Enterprise (DBE)		Sub	\$ -	0.00%	\$ 36,420.00	0.01%	\$ 36,420.00	0.01%
16	8(a)*		Sub	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
17	<b>Total Supplier Diversity Spend</b>		Sub	\$ 22,988,280.94	6.03%	\$ 29,001,513.28	7.60%	\$ 51,989,794.22	13.63%
18	Net Procurement**		\$ 381,547,087.17						

19	Net Product Procurement	\$	71,054,643.00
20	Net Service Procurement	\$	310,492,444.17
21	Total Number of Diverse Subcontractors		60

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

SIC Code		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 Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	8(a)	Total Supplier Diversity Spend	Total Procurement
		Male	Female	Male	Female	Male	Female	Male								
07: AGRICULTURAL SERVICES	\$															4,033,567
	%	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	1.06
14: NONMETALLIC MINERALS, EXCEPT FUELS	\$					996,116			996,116	468,524					1,464,640	1,464,640
	%	0.00	0.00	0.00	0.00	0.26	0.00	0.00	0.26	0.12	0.00	0.00	0.00	0.00	0.38	0.38
15: GENERAL BUILDING CONTRACTORS	\$					62,746			62,746						62,746	2,501,874
	%	0.00	0.00	0.00	0.00	0.02	0.00	0.00	0.02	0.00	0.00	0.00	0.00	0.00	0.02	0.66
16: HEAVY CONSTRUCTION, EXCEPT BUILDING	\$					29,607,461	24,636		29,632,096	296,594		147,110		1,042,793	31,118,593	165,566,318
	%	0.00	0.00	0.00	0.00	7.76	0.01	0.00	7.77	0.08	0.00	0.04	0.00	0.27	8.16	43.39
17: SPECIAL TRADE CONTRACTORS	\$			2,144,873	110,781	14,913,146	195,256		17,364,056	3,601,680					20,965,736	43,558,308
	%	0.00	0.00	0.56	0.03	3.91	0.05	0.00	4.55	0.94	0.00	0.00	0.00	0.00	5.49	11.42
22: TEXTILE MILL PRODUCTS	\$															9,671
	%	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
23: APPAREL AND OTHER TEXTILE PRODUCTS	\$									226,363					226,363	388,430
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.06	0.00	0.00	0.00	0.00	0.06	0.10
27: PRINTING AND PUBLISHING	\$						7,265		7,265						7,265	528,141
	%	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	0.14
28: CHEMICALS AND ALLIED PRODUCTS	\$	386							386						386	7,275,129
	%	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	1.91
29: PETROLEUM AND COAL PRODUCTS	\$															76,091
	%															

SIC Code		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 Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	8(a)	Total Supplier Diversity Spend	Total Procurement
		Male	Female	Male	Female	Male	Female	Male								
	%	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	0.02
30: RUBBER AND MISC. PLASTICS PRODUCTS	\$									606					606	19,146
	%	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	0.01
32: STONE, CLAY, AND GLASS PRODUCTS	\$						115,076		115,076						115,076	808,274
	%	0.00	0.00	0.00	0.00	0.00	0.03	0.00	0.03	0.00	0.00	0.00	0.00	0.00	0.03	0.21
33: PRIMARY METAL INDUSTRIES	\$			95,607					95,607	10,117					105,724	169,532
	%	0.00	0.00	0.03	0.00	0.00	0.00	0.00	0.03	0.00	0.00	0.00	0.00	0.00	0.03	0.04
34: FABRICATED METAL PRODUCTS	\$					209,907			209,907						209,907	7,614,386
	%	0.00	0.00	0.00	0.00	0.06	0.00	0.00	0.06	0.00	0.00	0.00	0.00	0.00	0.06	2.00
35: INDUSTRIAL MACHINERY AND EQUIPMENT	\$					170,112			170,112						170,112	2,065,599
	%	0.00	0.00	0.00	0.00	0.04	0.00	0.00	0.04	0.00	0.00	0.00	0.00	0.00	0.04	0.54
36: ELECTRONIC AND OTHER ELECTRIC EQUIPMENT	\$															1,485,449
	%	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	0.39
37: TRANSPORTATION EQUIPMENT	\$			169,567		117,650			287,217						287,217	753,326
	%	0.00	0.00	0.04	0.00	0.03	0.00	0.00	0.08	0.00	0.00	0.00	0.00	0.00	0.08	0.20
38: INSTRUMENTS AND RELATED PRODUCTS	\$															6,164,864
	%	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	1.62
39: MISC. MANUFACTURING INDUSTRIES	\$									585					585	27,423
	%	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	0.01
42: TRUCKING AND WAREHOUSING	\$	11,500				352,097	1,566		365,164	2,895,410					3,260,574	3,428,748



SIC Code		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 Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	8(a)	Total Supplier Diversity Spend	Total Procurement
		Male	Female	Male	Female	Male	Female	Male								
	%	0.00	0.00	0.00	0.00	0.09	0.00	0.00	0.10	0.76	0.00	0.00	0.00	0.00	0.85	0.90
45: TRANSPORTATION BY AIR	\$															845
	%	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
46: PIPELINES, EXCEPT NATURAL GAS	\$									35,742					35,742	35,742
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.00	0.00	0.00	0.01	0.01
47: TRANSPORTATION SERVICES	\$					481,530			481,530						481,530	1,884,852
	%	0.00	0.00	0.00	0.00	0.13	0.00	0.00	0.13	0.00	0.00	0.00	0.00	0.00	0.13	0.49
48: COMMUNICATION	\$															339,746
	%	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	0.09
49: ELECTRIC, GAS, AND SANITARY SERVICES	\$									52,251					52,251	1,449,316
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.00	0.00	0.00	0.01	0.38
50: WHOLESALE TRADE - DURABLE GOODS	\$	6,059		1,305	870,000	8,620,682	65,669	3,152	9,566,869	72,274		11,649,439			21,288,582	29,831,604
	%	0.00	0.00	0.00	0.23	2.26	0.02	0.00	2.51	0.02	0.00	3.05	0.00	0.00	5.58	7.82
51: WHOLESALE TRADE - NONDURABLE GOODS	\$					487,147			487,147	781,748		10,311			1,279,207	3,015,034
	%	0.00	0.00	0.00	0.00	0.13	0.00	0.00	0.13	0.20	0.00	0.00	0.00	0.00	0.34	0.79
52: BUILDING MATERIALS AND HARDWARE	\$			382					382	18,586					18,968	774,324
	%	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	0.20
53: GENERAL MERCHANDISE STORES	\$			183,415					183,415						183,415	460,831
	%	0.00	0.00	0.05	0.00	0.00	0.00	0.00	0.05	0.00	0.00	0.00	0.00	0.00	0.05	0.12

SIC Code		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 Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	8(a)	Total Supplier Diversity Spend	Total Procurement
		Male	Female	Male	Female	Male	Female	Male								
54: FOOD STORES	\$															122,281
	%	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	0.03
55: AUTOMOTIVE DEALERS AND SERVICE STATIONS	\$			20,461		60,242			80,703	93					80,796	7,297,609
	%	0.00	0.00	0.01	0.00	0.02	0.00	0.00	0.02	0.00	0.00	0.00	0.00	0.00	0.02	1.91
56: APPAREL AND ACCESSORY STORES	\$															156,036
	%	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	0.04
57: FURNITURE AND HOMEFURNISHING S STORES	\$					5			5						5	107,407
	%	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	0.03
58: EATING AND DRINKING PLACES	\$															573,578
	%	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	0.15
59: MISCELLANEOUS RETAIL	\$															967,554
	%	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	0.25
60: DEPOSITORY INSTITUTIONS	\$															33,286
	%	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	0.01
64: INSURANCE AGENTS, BROKERS, AND SERVICE	\$									919,142					919,142	940,336
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.24	0.00	0.00	0.00	0.00	0.24	0.25
65: REAL ESTATE	\$															20,518
	%	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	0.01
70: HOTELS AND OTHER LODGING PLACES	\$															20,289
	%	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	0.01

SIC Code		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 Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	8(a)	Total Supplier Diversity Spend	Total Procurement
		Male	Female	Male	Female	Male	Female	Male								
72: PERSONAL SERVICES	\$															120,454
	%	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	0.03
73: BUSINESS SERVICES	\$	13,272	65,230	4,186,932	24,768	614,773	268,029		5,173,004	2,725,411	4,163				7,902,578	35,781,160
	%	0.00	0.02	1.10	0.01	0.16	0.07	0.00	1.36	0.71	0.00	0.00	0.00	0.00	2.07	9.38
75: AUTO REPAIR, SERVICES, AND PARKING	\$					10			10	13,630					13,640	195,033
	%	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	0.05
76: MISCELLANEOUS REPAIR SERVICES	\$															664,029
	%	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	0.17
78: MOTION PICTURES	\$	600							600						600	11,338
	%	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
79: AMUSEMENT AND RECREATION SERVICES	\$															33,237
	%	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	0.01
80: HEALTH SERVICES	\$									90					90	109,639
	%	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	0.03
81: LEGAL SERVICES	\$			25,968					25,968						25,968	2,099,052
	%	0.00	0.00	0.01	0.00	0.00	0.00	0.00	0.01	0.00	0.00	0.00	0.00	0.00	0.01	0.55
82: EDUCATIONAL SERVICES	\$															130,887
	%	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	0.03
83: SOCIAL SERVICES	\$															16,866
	%	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
86: MEMBERSHIP ORGANIZATIONS	\$															12,525
	%	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

SIC Code		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 Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	8(a)	Total Supplier Diversity Spend	Total Procurement
		Male	Female	Male	Female	Male	Female	Male								
87: ENGINEERING AND MANAGEMENT SERVICES	\$	23,779		284,135	213,988	3,277,025	79,255	170,432	4,048,614	176,065	231,497		1,572,256		6,028,432	43,873,209
	%	0.01	0.00	0.07	0.06	0.86	0.02	0.04	1.06	0.05	0.06	0.00	0.41	0.00	1.58	11.50
89: SERVICES (NOT ELSEWHERE CLASSIFIED)	\$									80,083					80,083	2,529,552
	%	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	0.66
Total \$	\$	55,597	65,230	7,112,646	1,219,538	59,970,647	756,753	173,584	69,353,995	12,374,995	235,659	11,806,860	1,572,256	1,042,793	96,386,559	381,547,087
Total %	%	0.01	0.02	1.86	0.32	15.72	0.20	0.05	18.18	3.24	0.06	3.09	0.41	0.27	25.26	100.00

Net Procurement

\$ 381,547,087

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

	Number of Diverse Suppliers Data													
	Revenue Reported to the Supplier Clearinghouse							Utility-Specific Summary						
Number of Diverse Suppliers	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	13	9	1	5	-	1	29	80	44	2	4	-	-	130
Under \$5 Million	26	11	-	-	-	-	37	5	2	-	-	1	1	9
Under \$10 Million	14	13	1	-	-	-	28	1	-	-	-	-	-	1
Above \$10 Million	35	13	-	-	1	-	49	2	-	-	1	-	-	3
<b>Total</b>	<b>88</b>	<b>46</b>	<b>2</b>	<b>5</b>	<b>1</b>	<b>1</b>	<b>143</b>	<b>88</b>	<b>46</b>	<b>2</b>	<b>5</b>	<b>1</b>	<b>1</b>	<b>143</b>

	Revenue and Payment Data													
	Revenue Reported to the Supplier Clearinghouse							Utility-Specific Summary						
Revenue of Diverse Suppliers	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	5.0M	2.6M	0.0M	0.0M	-	0.0M	7.6M	12.0M	6.4M	0.2M	0.2M	-	-	18.8M
Under \$5 Million	60.5M	25.4M	-	-	-	-	85.9M	9.5M	6.0M	-	-	1.6M	1.0M	18.1M
Under \$10 Million	113.5M	92.3M	5.5M	-	-	-	211.3M	8.6M	-	-	-	-	-	8.6M
Above \$10 Million	16,873.5M	399.4M	-	-	10.1M	-	17,282.9M	39.3M	-	-	11.6M	-	-	50.9M
<b>Total</b>	<b>17,052.4M</b>	<b>519.7M</b>	<b>5.5M</b>	<b>0.0M</b>	<b>10.1M</b>	<b>0.0M</b>	<b>17,587.7M</b>	<b>69.4M</b>	<b>12.4M</b>	<b>0.2M</b>	<b>11.8M</b>	<b>1.6M</b>	<b>1.0M</b>	<b>96.4M</b>



On the Spotlight: Los Angeles Latino Chamber of Commerce  
LALCC celebrated their 2024 Biz Expo in Pomona on July 24, 2024.



*Los Angeles Latino Chamber of Commerce 2024 Biz Expo*

Cal Water is proud to participate in events like the Biz Expo that promote partnerships with Latino businesses to create positive impact in CA.

The Los Angeles Latino Chamber of Commerce is a 501©3 nonprofit organization. They are the leading organization dedicated to organizing and uniting Latino business owners to grow and create positive economic impact. They accomplish this through procurement, technical assistance, strategic planning, advocacy, access to leaders, economic development and business education.

More info: <https://www.lalcc.org/about-lalcc>

### 9.1.2 Description of Supplier Workforce

Based on information from the Supplier Clearinghouse, we have identified 64 diverse suppliers with a California-based workforce.

As part of our onboarding process, we will incorporate the collection of workforce statistics from our direct suppliers and subcontractors. This will include data on the average percentage of their workforce residing in California, as well as insights into the overall diversity of their contractor and subcontractor workforce.

Data for 2024 is unavailable due to the limited figures voluntarily provided by our direct and subcontractor vendors.

### 9.1.3 Supplier Diversity Program Expense

Expense Category	Year (Actual)
Wages (w/ benefits)	\$ 234,000.00
Other Employee Expenses	\$ 12,927.12
Program Expenses	
Reporting Expenses	
Training Expenses	
Consultant Expenses	\$ 11,093.89
Other Expenses	\$ 56,626.67
<b>Total</b>	<b>\$ 314,647.68</b>

1. Wages: salary (w/ benefits) and payroll-related costs of permanent and temporary employees working on supplier diversity
2. Other Employment Expenses: office space, travel, and non-wage costs
3. Program Expenses: printing, postage, supplies, outreach, and other costs directly related to the program
4. Reporting Expenses: computer, accounting, and other expenses incurred while preparing reports for the CPUC
5. Training Expenses: costs related to training employees (internal) and suppliers (external); included in Wages
6. Consultant Expenses: Cal Water's portion of CWA USDP consultant fees
7. Other Expenses: Cal Water's portion of expenses captured and disbursed by CWA for Class A Companies' USDP and Cal Water's cost for the CPUC Supplier Diversity Clearinghouse

On the Spotlight: The American Indian Chamber of Commerce Annual Expo

The American Indian Chamber of Commerce (AICC) hosted their annual Expo at Agua Caliente Casino Resort & Spa in Rancho Mirage, CA on July 14–16, 2024.



*The American Indian Chamber of Commerce (AICC) EXPO '23*

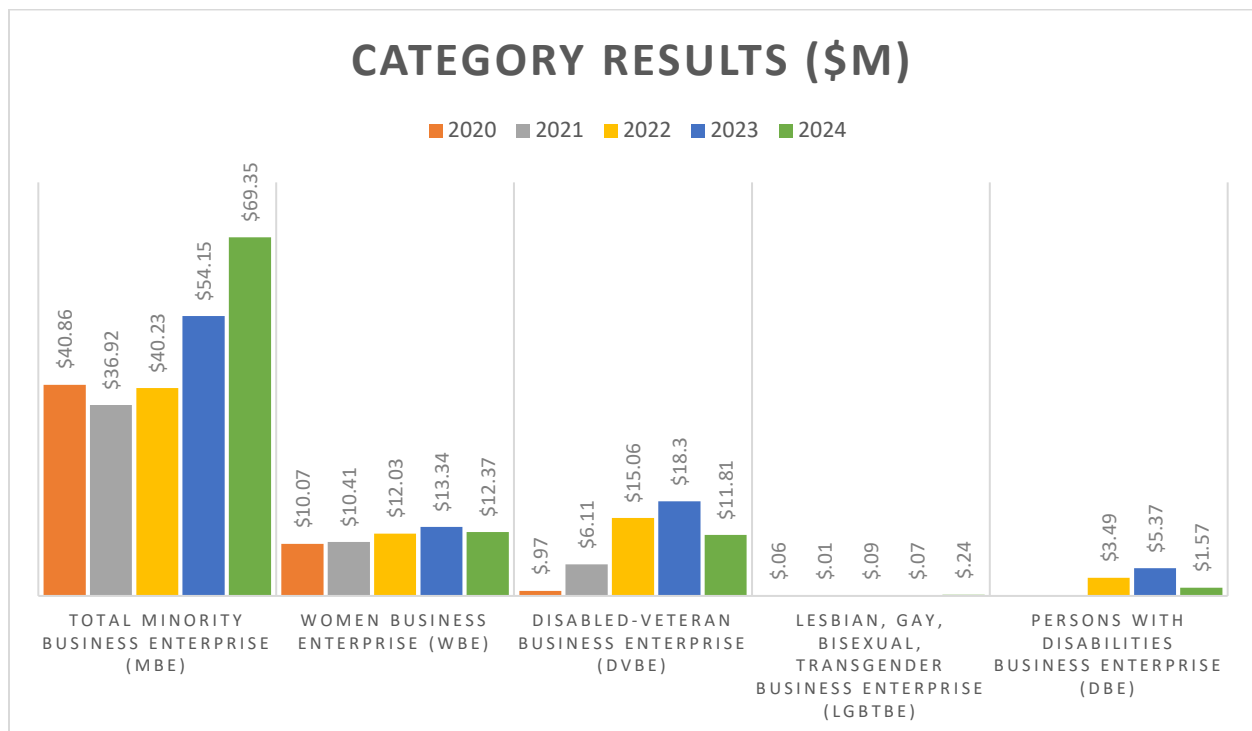
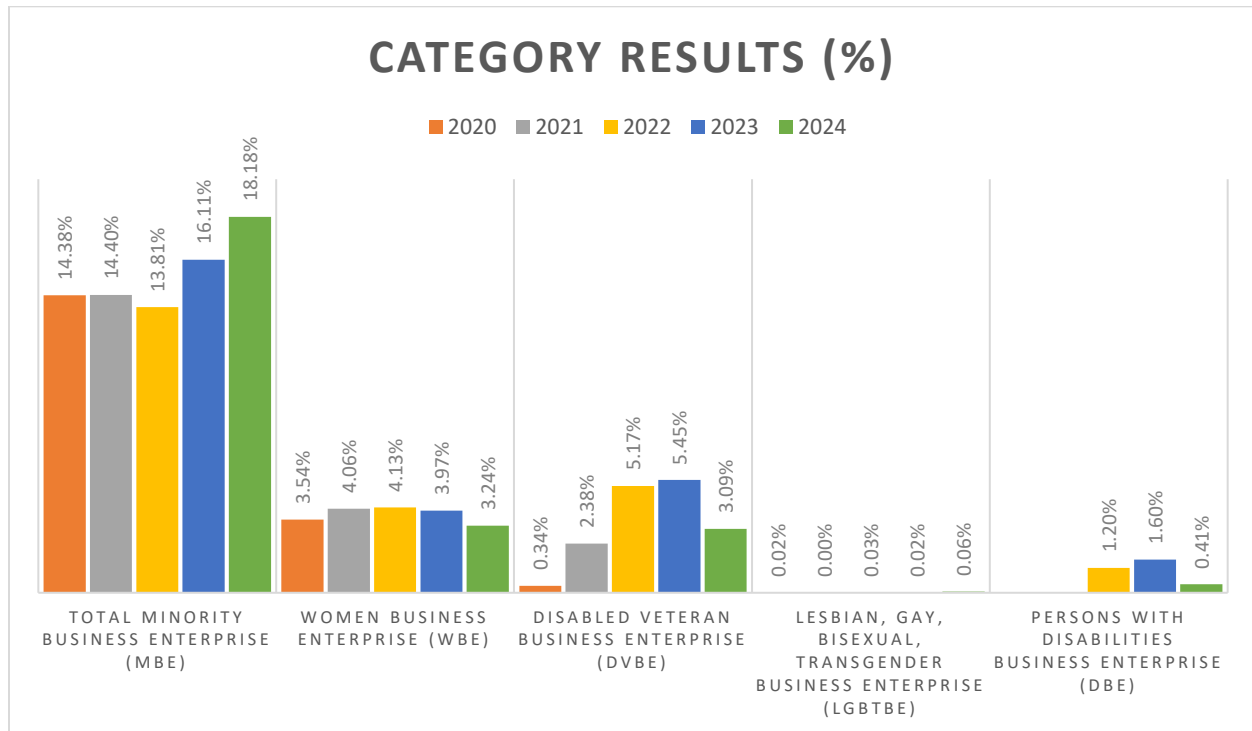
Cal Water actively collaborates with the American Indian Chamber of Commerce to foster diversity and inclusivity by participating in events, workshops, initiatives aimed at empowering businesses, and advocating for policies that support diverse communities.

AICC's primary goal is to "provide opportunities for networking and support of Tribes, tribal enterprises, ANCs, and American Indian/Alaska Native (AI/AN) businesspeople."

Learn more about AICC at: <https://www.aicccal.org/>

### 9.1.4 Description of Progress in Meeting or Exceeding Set Goals

Below find additional details on category-specific developments, including both accomplishments and challenges.



*Due to rounding, numbers presented may not add up precisely to the totals provided, and percentages may not precisely reflect the absolute figures.*

### Minority Business Enterprises (MBE)

In 2024 our engagement with Minority Business Enterprises (MBEs) continued to have a meaningful impact within the communities we serve. Over the past year, our spending with MBEs increased by \$15 million, reflecting our ongoing efforts to create opportunities, expand partnerships, and support the growth of diverse businesses.

The material supplier highlighted in our 2023 report played a significant role in our growth for 2024. We more than doubled our spending with them compared to the previous year, and they will continue to be a key partner in our ongoing efforts.

### Women Business Enterprises (WBE)

In 2024, we experienced a slight decrease in Women Business Enterprise (WBE) spending, primarily due to one of our major service providers not obtaining re-certification. While our engagement with this company continued, we were unable to formally account for the spend under WBE classification due to their certification status.

### Disabled Veteran Business Enterprises (DVBE)

We continue registering strong results with the DVBE category.

A major source of DVBE spending comes from material suppliers, as our construction-heavy portfolio drives most of this spending. With ongoing infrastructure projects and a strong demand for specialized materials, we continue to create meaningful opportunities for DVBE suppliers to contribute and grow within our supply chain.

### Lesbian, Gay, Bisexual, and Transgender Business Enterprises (LGBTBE)

In 2024, we made significant strides in our LGBTBE spending, driven by the continued growth of our construction management firm we met late in 2023. We also engaged a consulting firm to further enhance our IDEA and Supplier Diversity Programs. Additionally, late in the year, a 2024 W.A.T.E.R. graduate secured a contract set to begin in 2025—a milestone that underscores the lasting impact of our educational program and the value diverse suppliers bring to the business. We look forward to recognizing and expanding these contributions in 2025 and years ahead.

### Persons with Disabilities Business Enterprise (DBE)

Following the General Order 156 rulemaking, we updated our Supplier Diversity website to list the category under our program. We continue to partner with Disability:IN and participate in outreach events to increase participation.

Our financial system update has been completed to support current and future suppliers within the designation.



### On the Spotlight: Destination Enterprises, Inc (DE)



“Destination Enterprises (DE) is a woman-owned certified Small Business Enterprise located in Los Angeles, California. DE provides construction management, contract and cost administration, construction claims resolution and litigation technical services to the public and private sector.

They specialize in effective oversight of General Contractors and Subcontractors and coordination with multiple stakeholders, on behalf of Owners. For over 15 years, DE has delivered complex projects with the requisite quality and safety, while meeting aggressive budget and schedule goals.”

DE plays an important role in Cal Water’s construction management activities, contributing their expertise and dedication to ensuring projects are executed with the highest standards of safety and reliability. By working closely with our teams, they have become a trusted partner in delivering excellence across every stage of construction.

Cal Water had the pleasure of further connecting with Destination Enterprises, a partner whose commitment to safety, quality, service, and value aligns closely with our own. We had conversations with them at the executive level during the 2023 CPUC En Banc event, where we recognized the potential to collaborate further. Following this, we invited their team to our headquarters for an in-person presentation to key engineering stakeholders, fostering deeper discussions on future opportunities and shared goals.



Learn more about **Destination Enterprises, Inc** at: <https://www.de-cm.com/>

#### 9.1.4 Supplier Diversity Results Compared to Set Goals

Category	Result	Goal
Minority Male Business Enterprise	17.64%	12.0%
Minority Female Business Enterprise	0.54%	3.0%
Minority Business Enterprise (MBE)	18.18%	15.0%
Women Business Enterprise (WBE)	3.24%	5.0%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	0.06%	1.5%
Disabled Veteran Business Enterprise (DVBE)	3.09%	1.5%
Persons with Disabilities Business Enterprise (DBE)	0.41%	N/A
8(a)	0.27%	N/A
<b>TOTAL</b>	<b>25.26%</b>	<b>23%</b>

*Due to rounding, numbers presented may not add up precisely to the totals provided, and percentages may not precisely reflect the absolute figures.*

On the Spotlight: The California Hispanic Chamber of Commerce Annual Convention  
The Annual Statewide CHCC Convention was held in Bakersfield, CA on August 21-23, 2024.



*The Annual Statewide Convention of the California Hispanic Chambers of Commerce (CHCC)*

Cal Water has been a proud partner of the California Hispanic Chambers of Commerce for many years.

We are fully supportive of their mission to represent the interests of California's 815,000 Hispanic-owned businesses through its advocacy, education, and empowerment programs, and feel a natural alignment with their values of inclusivity and diversity.

At their annual convention, Cal Water maintains a significant presence every year by serving on and hosting educational and informative panels that offer real-world solutions for small businesses who seek to engage and do business with companies such as Cal Water. Our supplier diversity program and our commitment to engagement of small, minority, women and veteran owned businesses sets us apart and is appreciated and valued by the attendees and the Chamber.

Learn more about CHCC at: <https://www.cahcc.com/>

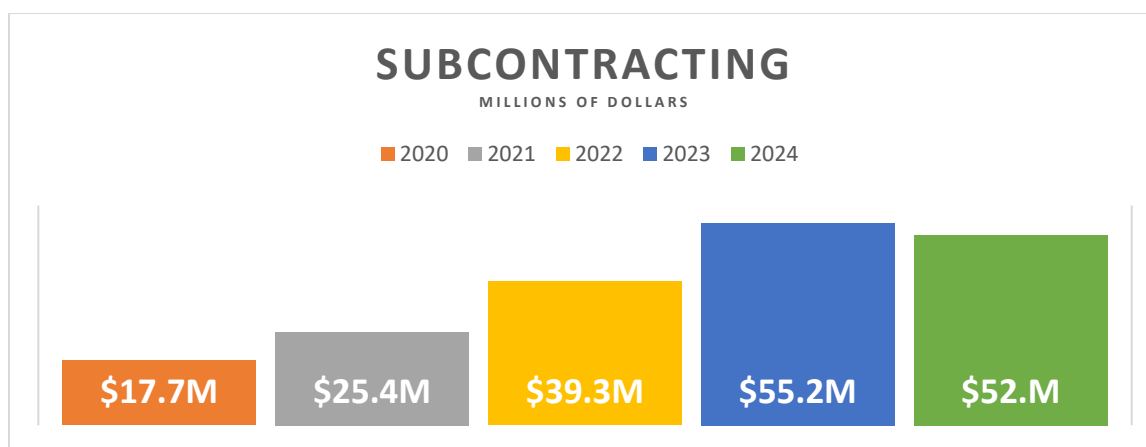


### 9.1.5 Description of Prime Contractors Utilization of Diverse Subcontractors

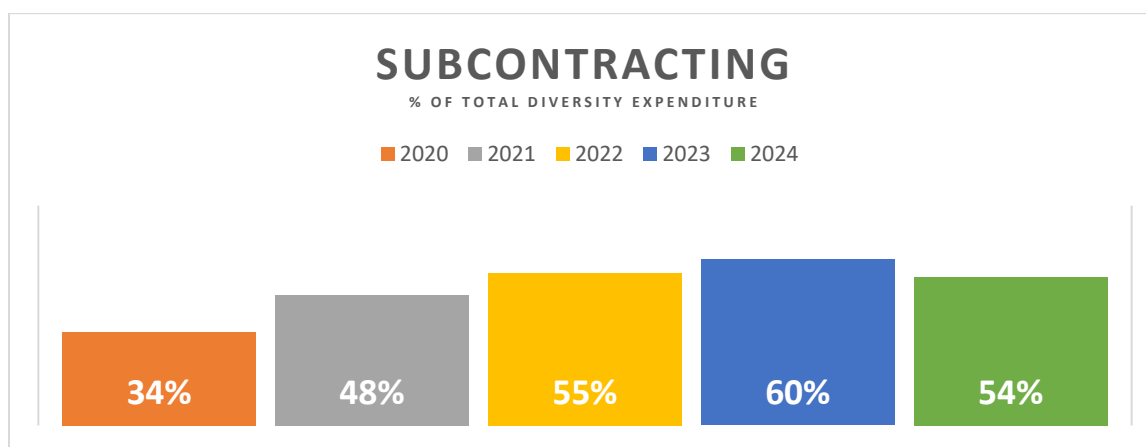
Subcontracting is a major component of our supplier diversity efforts, creating opportunities for a wider range of businesses to contribute to our projects. Through Tier-2 participation, suppliers can gain valuable experience and expand their capacity, positioning themselves for future prime contracts. Our prime contractors play a key role in extending opportunities beyond our typical sourcing areas, and with their presence across the state, they help connect local and small businesses to projects they might not otherwise access.

To ensure supplier diversity remains a priority, we embed it throughout the bidding and contracting process. This includes discussions during pre-bid conference calls, scoring supplier diversity commitments in proposals, incorporating clear subcontracting expectations in contracts, and requiring quarterly reports to track participation. Additionally, we engage directly with prime contractors to assess their progress, address challenges, and strengthen their efforts in fostering a more diverse supplier network.

The success of the approach is evident in the subcontracting-expenditure figures:



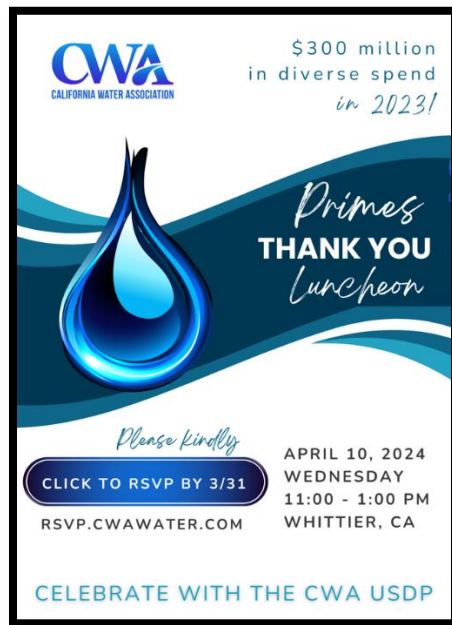
It is also evident in the percentage subcontracting contributes to overall supplier-diversity expenditures:



In 2024, subcontracting expenditures decreased slightly to \$52M (down from \$55.2M in 2023), contributing to 54% (down from 60% in 2023) of our overall supplier diversity results.

### California Water Association (CWA), Prime Thank You Luncheon

On April 2024, CWA hosted a luncheon in Whittier, CA as a gesture of appreciation to our prime contractors for their ongoing commitment to supplier diversity.



*California Water Association (CWA), Prime Thank You Luncheon*

This event was an opportunity to pause, reflect on our 2023 achievements, and thank the primes for their efforts in identifying, vetting, and contracting with diverse subcontractors.

During the luncheon, we shared our overall results and provided an update on changes to the General Order governing supplier diversity.

It's the ongoing efforts of our primes that have contributed throughout many years to our success.

### California Water Association (CWA), Meet the Primes (MTP)

CWA proudly hosted the Meet the Primes event, bringing together diverse-owned businesses and leading prime contractors to foster new partnerships and business opportunities. This event provided a platform for networking, mentorship, and valuable insights into upcoming projects and procurement processes. By connecting small and diverse businesses with industry leaders, we continue to support economic growth and supplier diversity within our community.



*California Water Association (CWA), Meet the Primes*

This year's Meet the Primes event hosted over 100 companies, providing a platform for networking and business development. Businesses had the unique opportunity to present directly to our CEOs, showcasing their capabilities and exploring potential collaborations. By fostering these connections, we continue to support supplier diversity and create pathways for growth within our industry. This was our biggest and most successful event to date.

Link to our 2024 Meet the Primes Event Video: [Click here](#)

## 9.1.5 New Diverse Prime and Subcontractor Utilization

Category	New Prime Contractors #	New Subcontractors #
Minority Male Business Enterprise	17	6
Minority Female Business Enterprise	1	-
Total Minority Business Enterprise (MBE)	18	6
Women Business Enterprise (WBE)	3	2
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	2	-
Disabled Veteran Business Enterprise (DVBE)	1	1
Persons with Disabilities Business Enterprise (DBE)	-	-
8(a)	-	-
<b>Total</b>	<b>24</b>	<b>9</b>

## 9.1.5 Summary of Diverse Contractor Utilization

Total Prime Contractor Utilization of Diverse Subcontractors

	Minority Male	Minority Female	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 Supplier Diversity Spend
Direct \$	\$36,537,713.87	\$1,694,247.24	\$38,231,961.11	\$3,349,240.24	\$235,659.45	\$1,274.78	\$1,535,836.00	\$1,042,792.71	\$44,396,764.29
Sub \$	\$30,774,760.62	\$347,273.54	\$31,122,034.16	\$9,025,754.90	\$ -	\$11,805,585.16	\$36,420.00	\$ -	\$51,989,794.22
<b>Total \$</b>	<b>\$67,312,474.49</b>	<b>\$2,041,520.78</b>	<b>\$69,353,995.27</b>	<b>\$12,374,995.14</b>	<b>\$235,659.45</b>	<b>\$11,806,859.94</b>	<b>\$1,572,256.00</b>	<b>\$1,042,792.71</b>	<b>\$96,386,558.51</b>
Direct %	9.58%	0.44%	10.02%	0.88%	0.06%	0.00%	0.40%	0.27%	11.64%
Sub %	8.07%	0.09%	8.16%	2.37%	0.00%	3.09%	0.01%	0.00%	13.63%
<b>Total %</b>	<b>17.64%</b>	<b>0.54%</b>	<b>18.18%</b>	<b>3.24%</b>	<b>0.06%</b>	<b>3.09%</b>	<b>0.41%</b>	<b>0.27%</b>	<b>25.26%</b>

<b>Net Procurement **</b>	\$	381,547,087.17
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In-State Prime Contractor Utilization of Diverse Subcontractors (California Domiciled)

	Minority Male	Minority Female	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 Supplier Diversity Spend
In-State Direct \$	\$35,926,259.58	\$815,675.66	\$36,741,935.24	\$3,175,938.67	\$235,659.45	\$1,274.78	\$1,535,836.00	\$1,042,792.71	\$42,733,436.85
In-State Sub \$	\$30,679,153.62	\$347,273.54	\$31,026,427.16	\$8,699,712.40	\$ -	\$11,805,585.16	\$36,420.00	\$ -	\$51,568,144.72
<b>Total \$</b>	<b>\$66,605,413.20</b>	<b>\$1,162,949.20</b>	<b>\$67,768,362.40</b>	<b>\$11,875,651.07</b>	<b>\$235,659.45</b>	<b>\$11,806,859.94</b>	<b>\$1,572,256.00</b>	<b>\$1,042,792.71</b>	<b>\$94,301,581.57</b>

In-state direct %	9.42%	0.21%	9.63%	0.83%	0.06%	0.00%	0.40%	0.27%	11.20%
In-state sub %	8.04%	0.09%	8.13%	2.28%	0.00%	3.09%	0.01%	0.00%	13.52%
Total %	17.46%	0.30%	17.76%	3.11%	0.06%	3.09%	0.41%	0.27%	24.72%
Net Procurement **	\$ 381,547,087.17								



On the Spotlight: Golden Gate Business Association (GGBA)

The GGBA Power Connect & 50<sup>th</sup> Year anniversary held in San Francisco, CA on June 7<sup>th</sup>, 2024.



*Golden Gate Business Association, 50th Anniversary Power Connect*

Cal Water is proud to support the Golden Gate Business Association (GGBA) in its mission to champion LGBTQ+ & Allied businesses and foster economic empowerment. We continue to create access and opportunities for LGBTQ+ owned businesses, and advocating for inclusive business practices that drive meaningful impact within the community we serve.

Learn more about the GGBA. at: <https://www.ggba.com/>

#### 9.1.6 List of Supplier Diversity Complaints Received and Current Status

No complaints received.

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

Our team conducts targeted outreach, leveraging industry events, community-based organizations, and supplier development programs to connect with underrepresented vendors. We also provide mentorship, training, and resources to help diverse suppliers build capacity and compete in these specialized categories.

As a USDP member, we actively collaborate with other CPUC-regulated utilities through joint marketing efforts, participation in industry events, Meet the Primes sessions, and W.A.T.E.R. classes. These initiatives strengthen supplier diversity, create new opportunities for diverse businesses, and foster meaningful connections within our network.

### On the Spotlight: Veterans in Business (VIB) Network

In November 2024, we attended the 8<sup>th</sup> Annual Veterans In Business (VIB) Network National Conference in San Diego, CA.



*Veterans in Business (VIB) Network, San Diego, CA*

“The Veterans In Business (VIB) Network is a nonprofit 501(c)3 organization that advocates for all Veteran Businesses, including SDVOSBs and DVBES. We help Veteran businesses build connections between Corporations, Government Agencies, and Prime Contractors looking to create partnerships for contracting opportunities.”

Cal Water is deeply committed to supporting veterans and disabled veterans in business. We actively seek out opportunities to collaborate with veteran-owned businesses, provide mentorship and resources to their needs.

Learn more about The Veterans in Business (VIB) Network at: <https://www.vibnetwork.org/>



## 2025 ANNUAL PLAN

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

In 2025, Cal Water's goal is to meet the overall 23% spending-level target set by the Commission and the individual goals per category. At the same time, we remain focused on increasing business with WBEs LGBTBEs during the calendar year.

Category	Short-Term Goals	Mid-Term Goals	Long-Term Goals
Total Minority Business Enterprise (MBE)	15.00%	15.00%	15.00%
Women Business Enterprise (WBE)	5.00%	5.00%	5.00%
Lesbian, Gay, Bisexual, and Transgender Business Enterprise (LGBTBE)	1.50%	1.50%	1.50%
Disabled Veteran Business Enterprise (DVBE)	1.50%	1.50%	1.50%
<b>TOTAL</b>	<b>23.00%</b>	<b>23.00%</b>	<b>23.00%</b>

*Breaking down goals by SIC code is not practical, as the needs for products and services differ yearly due to a variety of reasons (e.g., rate cases, major events). We strive to identify areas and trades with future opportunities throughout this report.*

### 10.1.2 Description of Supplier Diversity Program Activities Planned for the Next Calendar Year

With our success in 2024, we look at 2025 to further advance opportunities for diverse suppliers.



The program is anchored on five supporting pillars directly contributing to the program's goal:

#### Procurement Policy

We'll continue both with the inclusion of a diverse supplier in every competitive-bidding event and the measurement of its impact throughout the year. We're also anticipating a periodic review of the policy to ensure clauses and requirements remain relevant to the reality of field operations.

#### Internal Communications

Similarly, we'll keep our leadership and board updated periodically, meet with the Engineering Capital Delivery team biweekly, and participate in the Storekeepers Forum to address questions on supplier diversity at every stakeholder level within our organization.

### Subcontracting Program

Please refer to 10.1.5 for insights on our subcontracting efforts.

### External Outreach

We will actively participate in both virtual and in-person outreach events to connect with potential suppliers, build relationships with community leaders, and exchange insights on best practices for future procurement opportunities. At the same time, we will focus on identifying and supporting emerging community-based organizations (CBOs) that offer innovative approaches to strengthening and supporting their communities.

### Capacity Building & Technical Assistance (CB&TA)

We'll maintain our two-pronged approach to CB&TA: a main effort through CWA with The Water Acumen Training for Entrepreneurship Refinement (W.A.T.E.R.) business certification and a certification-assistance effort focused on eligible (but not certified) vendors in our supply chain.

#### 10.1.3 Plans for Recruiting Diverse Suppliers in Low Utilization Categories

In 2025, we are committed to a strategic and intentional procurement approach, actively prioritizing engagement with women-owned businesses and LGBTBEs to progress toward the CPUC's subcategory goals of 5% and 1.5% respectively.

Procurement of specialized services within the water industry presents unique challenges, particularly for niche areas such as tank coating, wet-utility undergrounding, well and pump repair and maintenance, and electrical contractors with in-house panelboard manufacturing capabilities. These services often require highly specialized expertise, equipment, and regulatory knowledge, which can limit the pool of qualified suppliers. Additionally, many of these services are subject to specific local and industry regulations, further complicating sourcing efforts. The scarcity of vendors capable of meeting these stringent requirements, combined with fluctuating demand and the need for specialized certifications, can make it difficult to secure reliable and cost-effective solutions.

#### 10.1.4 Plans for Recruiting Diverse Suppliers Where Unavailable

We will follow activities noted in sections 10.1.2 and 10.1.3 to identify viable suppliers.

#### 10.1.5 Plans for Encouraging Prime Contractors to Subcontract with Diverse Suppliers

We plan to encourage prime contractors to subcontract with diverse suppliers through several key initiatives. First, we will integrate supplier diversity metrics into contractor evaluations, requiring regular reporting to track progress and ensure accountability. Additionally, we will offer training to help prime contractors engage effectively with diverse suppliers, equipping them with the knowledge and tools needed to foster inclusion. Finally, supplier diversity goals will be embedded directly into contracts, with measurable targets for diverse subcontracting spend that will be closely monitored throughout the contract term.

#### 10.1.6 Plans for Complying with Supplier Diversity Program Guidelines

Cal Water intends to comply with the Diverse Supplier program guidelines established by the CPUC, as required by Public Utilities Section 8283(c). The CPUC Executive Director's Office will be responsible for developing, periodically refining, and recommending such guidelines for the CPUC's adoption in an appropriate procedural forum.

Cal Water will also continue to comply with the General Order 156 program guideline, participate in the CPUC's Supplier Diversity Forums and Workshops as requested, and work in partnership with the California Water Association and Joint Utilities to address the challenges faced by diverse suppliers in the procurement process.

**Prepared by:**

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In Loving Memory:



**Melanie Rae Robinson**

A true champion of diversity and empowerment, Melanie dedicated her time to uplifting businesses and enriching the community. Through unwavering support, mentorship, and a passion for education, she inspired countless entrepreneurs to thrive. Melanie's dedication to empowering diverse businesses and fostering meaningful connections will leave a lasting legacy forever.