BEAR VALLEY
ELECTRIC SERVICE, INC.

A Subsidiary of
American States Water Company

2025 Annual Report | 2026 Annual Plan

UTILIZATION OF WOMEN, MINORITY, SERVICE-DISABLED VETERAN, LESBIAN, GAY, TRANSGENDER, BISEXUAL, AND PERSONS WITH DISABILITIES ENTERPRISES

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Message from the President

Bear Valley Electric Service, Inc. ("BVES") is pleased to submit our 2025 Annual Supplier Diversity Report and 2026 Plan to the California Public Utilities Commission ("CPUC") in accordance with General Order 156. This report reflects our continued commitment to inclusive procurement practices that strengthen performance and advance fair economic participation.

In 2025, BVES exemplified our theme of "Diversity in Action: Building Resilient Partnerships" by delivering meaningful progress across our Supplier Diversity Program. During the reporting period we achieved 35.07% diverse business utilization, exceeding the CPUC's 23% benchmark by nearly 10% over 2024's results. Throughout the year we were successful at building partnerships with all of our suppliers. Our supplier partners were fully incorporated into our operations through expanding engagement with suppliers and continuing to have a strong Tier-2 program. We are very pleased with these results and the measurable impact that they have had on our company's results.

As we look to 2026 under our new theme, "Powering Progress Through Inclusive Partnerships," BVES is looking to build upon our success of the past few years and moving from achievement to advancement. Our focus is on leveraging our strategic partnerships, both internally and externally, into a strategic driver of infrastructure investment, service excellence and long-term value creation for all our stakeholders.

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

Message from the Supplier Diversity Program Manager

Serving as the Supplier Diversity Program Manager at Bear Valley Electric Service, Inc. is both a professional honor and a personal passion. With more than 15 years experience advancing Supplier Diversity, I remain deeply committed to creating meaningful opportunities for underrepresented businesses while fostering an inclusive environment across our organization. My role centers on championing diversity, both internally and externally, and ensuring fair access to procurement opportunities remains a priority.

Over the past several years, I have had the privilege of helping shape and grow BVES's Supplier Diversity Program. This journey has been both challenging and rewarding, marked by continuous learning, collaboration, and progress. Together with our leadership team, procurement partners, and community stakeholders, we have strengthened engagement, expanded outreach, and built relationships that support long-term supplier participation.

2025 was a year of meaningful growth and reflection. I had the honor of serving as chair of a diversity program committee, where I helped facilitate collaboration among more than 25 Community-Based Organizations ("CBOs") and advance shared initiatives such as Meet the Primes and our flagship training and capacity building program. Professionally, these experiences reinforced the importance of building intentional partnerships that create access and opportunity. Personally, becoming a new father provided powerful perspective which deepened my commitment to this work and strengthened my resolve to help build a better future for the next generation.

Our 2026 theme, "Powering Progress Through Inclusive Partnerships", reflects our commitment to moving ahead with purpose. It underscores our focus on deepening partnerships, strengthening supplier readiness, and aligning inclusive procurement practices with our operational and infrastructure investments. We remain dedicated to identifying barriers, creating pathways and implementing strategies that support diverse suppliers as they compete, grow, and succeed within our supply chain.

Looking ahead, I am encouraged by the progress we have made and am energized by the work ahead. Supplier Diversity is more than a program, it is a responsibility we carry with intention and accountability. Together we will continue the power forward by strengthening participation and building a more inclusive future that reflects the communities we proudly serve.

Michael A. Moss II

Michael Moss
Supplier Diversity Program Manager

BEAR VALLEY ELECTRIC SERVICE, INC.
A Subsidiary of American States Water Company

"Powering Progress Through Inclusive Partnerships"

Introduction

Bear Valley Electric Service, Inc. ("BVES") approaches Supplier Diversity as an integrated business strategy which supports operational excellence, strengthens community partnerships, and expands economic opportunity. We are pleased to submit our 2025 Annual Supplier Diversity Report and 2026 Plan to the California Public Utilities Commission ("CPUC") in compliance with General Order 156.

In 2025, BVES exceed the CPUC's 23% Supplier Diversity benchmark by achieving 35.07% diverse business utilization, reflecting focused efforts to broaden participation and deepen engagement across our supplier network. Guided by our theme, Diversity in Action: Building Resilient Partnerships, we advanced inclusive procurement practices through increased direct spend, strengthened Tier-2 reporting and sustained collaboration with diverse firms supporting our operations.

As we move into 2026 under our new theme, "Powering Progress Through Inclusive Partnerships", BVES remains committed to expanding opportunities for Women-, Minority-, Disabled Veteran-, Persons with Disabilities-, and LGBT-business enterprises. Through continued collaboration, accountability, and proactive engagement, we are strengthening our supplier ecosystem while reinforcing a culture of inclusion that supports long-term business performance and shared success.

Corporate Commitment to Supplier Diversity

BEAR VALLEY
ELECTRIC SERVICE, INC.

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BVES views Supplier Diversity as a core business practice that advances operational performance, strengthens partnerships, and promotes fair economic participation. Our commitment extends beyond compliance. Supplier inclusion is embedded in how we engage the market, build capacity and deliver value to our stakeholders..

BVES is dedicated to ensuring fair access to procurement opportunities by engaging our suppliers, both diverse and non-diverse. Through intentional outreach, supplier development and ongoing collaboration, we work to create pathways for businesses to compete, grow and succeed within our supply chain.

Our Supplier Diversity Program focuses on expanding participation across all certified diverse categories including:

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

By strengthening our supplier ecosystem, BVES enhances business resilience while supporting our suppliers. These efforts reflect our commitment to building inclusive partnerships that deliver shared value, driving progress for our organization, our suppliers and the communities that we serve.

Bear Valley Electric Service, Inc.'s 2025 Annual Supplier Diversity Report

BVES is pleased to present the highlights of our 2025 Supplier Diversity Program, along with detailed narratives reflecting program performance, outcomes, and continued advancement. This report captures a year of focused execution, during which BVES exceeded the Supplier Diversity benchmark established by the CPUC under GO 156.

Throughout 2025, BVES strengthened its inclusive procurement framework by expanding supplier participation, addressing barriers to entry, and deepening engagement across diverse business communities. These efforts reinforced our commitment to building a resilient supplier ecosystem that supports operational needs while fostering economic opportunity.

As we look ahead, BVES remans dedicated to advancing Supplier Diversity through intentional action, continuous improvement, and meaningful partnerships, creating pathways for diverse businesses to grow and contribute to the long-term success of the communities we serve.

2025 Highlights

Internal Activities

At BVES, Supplier Diversity is more than just a regulatory compliance but is a part of our overall procurement strategy. It's designed to expand access to contracting opportunities for diverse suppliers. Awareness and visibility of the program through internal meetings is a major component. This includes notification of where we stand with regards to our internal benchmarks.

2025 Highlights

External Activities

American Indian Chamber of Commerce of California (AICCCAL)

BBVES has maintained a longstanding partnership with the American Indian Chamber of Commerce of California ("AICOC"). Our Supplier Diversity Manager continues to serve on AICOC's Advisory Council, reinforcing BVES's active engagement and support of Indigenous business advancement. BVES recognizes the important role Indigenous-owned businesses play in driving economic growth, cultural sustainability, and community development. In July 2025, BVES participated in AICOC's annual conference at the AGUA Caliente Resort. Focused on the theme of "Celebrating 30 Years of Connecting Our Communities to Opportunity", the three-day event did just that by providing valuable opportunities for us to connect with Indigenous entrepreneurs where we had the opportunity to strengthen strategic relationships, and advance dialogue around supplier inclusion. BVES was honored to receive the 2025 Warrior Award at the Native American Heritage Luncheon at the Disneyland Hotel, recognizing our commitment to expanding economic opportunities for Indigenous-owned businesses. One thing that sets this event apart is that there is also a Jr. American Indian Chamber Youth Expo happening at the same time. This event has been a truly fulfilling addition to the programming because it fosters an opportunity for the youth to identify mentors with whom they are encouraged to network with and build relationships that grow event after event and year after year. Many of the youth are future business owners and have opportunities to connect and envision themselves in roles that can benefit themselves and the partner sponsor organizations. BVES remains dedicated to supporting this organization which has been a strong voice for underrepresented Indigenous businesses in our community.

2025 Highlights

External Activities

Council for Supplier Diversity

BVES co-sponsored the High Performance Series (HPS) program, a capacity-building and training program led by the Council for Supplier Diversity in collaboration with the University of San Diego School of Business. The program is designed to equip diverse suppliers with practical tools, operational strategies, and business insights to strengthen performance, increase scalability, and improve readiness for engagement with large organizations. Through HPS, participating businesses gain exposure to best practices, process improvement and growth planning techniques. By successfully completing this program firms gain the ability to compete effectively and build long-term relationships. BVES views this initiative as a critical component of supplier development, helping expand the pool of procurement-ready diverse firms while strengthening the overall supplier pool. By investing in programs like HPS, BVES reinforces our commitment to advancing inclusive participation, building supplier capacity and creating pathways to success.

Southern California Minority Supplier Development Council (SCMSDC)

BVES continues to support minority business development through our engagement with the National Minority Supplier Development Council ("NMSDC") and its regional affiliate, the Southern California Minority Supplier Development Council ("SCMSDC"). SCMSDC plays a vital role in connecting MBEs with corporate partners throughout Southern California. On May 15 2025, we supported SCMSDC's Business Beyond Barriers ("B3") Conference + Expo, held at the Pasadena Convention Center. We hosted a networking table and participated in matchmaking at this event which also provided a forum for strengthening relationships, fostering connections with suppliers and advancing inclusive procurement dialogue on panels. Through participation in events such as B3, BVES continues to build meaningful partnerships with diverse suppliers.

Diversity, Inclusion and Opportunity Policies and Activities

BVES is committed to fostering an inclusive workplace that reflects the diversity of the communities we serve and supports fair access to opportunities at our company. Our approach places emphasis on fair hiring practices and employee development in an effort to attract, retain and develop an inclusive workforce. As a subsidiary of American States Water Company ("ASW"), BVES aligns with the company's broader Diversity, Inclusion and Opportunity framework as outlined in ASW's most recent Environmental, Social, and Governance (ESG) Report. Presented below are excerpts from that report. This framework continues to guide BVES's policies regarding the aforementioned fields including the following:

> *"We understand that strength comes from having a diverse employee population. We strive to hire from our local communities and have a workforce that is representative, at all job levels, of the communities we serve. This begins with the recruitment process.*
>
> *The company continues its efforts in the recruitment, promotion, and retention of a qualified diverse, and engaged workforce to meet the growing human capital needs of our organization. We regularly promote employees from within.*
>
> *The company's Employee Referral Program has proven successful with our efforts to find candidates for hard to fill positions. These include positions in Water Operations, Engineering, Customer Service, Water Quality, Information Technology, Meter Reading, and Construction.*
>
> *Due to the time, commitment, and teamwork of senior management and Human Capital Management, American States Utility Services, Inc. was awarded a prestigious membership into the Military Spouse Employment Partnership (MSEP). MSEP is a Department of Defense sponsored program that allows for the recognition of an elite group of companies who demonstrate a commitment to hire military spouses. We have also been nominated for and received several veteran friendly awards."*

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

Workforce Data as presented in ESG Report – ESG Data Summary Disclosures for 2022-2024*

2024 EEO-1 WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	HISPANIC OR LATINO		NON-HISPANIC OR LATINO												OVERALL TOTALS
			MALE						FEMALE						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Pacific Islander	American Indian or Alaskan Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Pacific Islander	American Indian or Alaskan Native	Two or More Races	
Executive/Sr. Level Officials & Managers	0	1	7*	0	1	0	0	0	1	0	1	0	0	0	11*
First/Mid-Level Officials & Managers	22	5	70	6	19	1	3	1	20	2	13	1	0	0	163
Professionals	16	18	26	4	14	0	0	1	28	7	9	3	1	2	129
Technicians	14	8	19	3	7	0	0	1	9	1	3	0	0	2	67
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Workers	8	44	2	2	5	0	0	1	34	8	7	0	0	4	115
Craft Workers	96	1	105	14	6	3	5	14	0	1	0	0	0	1	246
Operatives	21	0	57	18	1	1	1	3	3	0	0	0	0	0	105
Laborers & Helpers	4	0	4	1	0	0	1	0	0	0	0	0	0	0	10
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	**181**	**77**	**291**	**48**	**53**	**5**	**10**	**21**	**95**	**19**	**33**	**4**	**1**	**9**	**847**
Previous Report Total	**175**	**72**	**273**	**46**	**47**	**5**	**11**	**22**	**91**	**19**	**33**	**4**	**0**	**7**	**805**

* The EEO report lists 12 officers and 8 white males due to one officer duplicated for two legal entities under the company.

*Please note: The data presented represents American States Water Company and includes all of its subsidiaries including Bear Valley Electric Service, Inc., Golden State Water Company, and American States Utility Services (operates outside of California and not regulated by the CPUC).

Board Diversity Data

Bear Valley Electric Service Inc.'s board diversity is referenced in our parent company's American States Water Company's most recent ESG Report.

> *"We continue to strive for diversity and inclusion across our company, including on our Board of Directors, which represents a mix of experience and expertise to help the company meet its long-term business goals. We also have a commitment to gender equality at all levels of our company. At the Board level, 44% of our Board members are women, including Anne Holloway as our Chair of the Board. Our company was recognized as "gender-balanced" by the 50/50 Women on Boards TM organization."*

Key Corporate Governance Metrics:

- 8 of 9 board members are independent
- Women on the board, including the Chairman, represent 4 out of 8 independent directors, or 50%
- 3 of 8 independent directors are racially/ethnically diverse
- The roles of Chairman of the Board and CEO are separated

* BVES is a subsidiary of American States Water Company which maintains its own separate Board however no ESG or EEO-1 has been generated containing the BVES Board's data.

Sec. 9.1.2 Supplier Diversity Results by Category

In 2025 BVES achieved significant year-over-year growth in diverse supplier utilization, increasing from 25.43% in 2024 to 35.07% in 2025, an improvement of 9.64% and well above the 23% benchmark established under GO 156.

This progress reflects a year of focused engagement and intentional sourcing aligned with our 2025 theme, "Diversity in Action: Building Resilient Partnerships." BVES strengthened its supplier ecosystem while supporting innovation, operational continuity and development. BVES continues to advance inclusive practices that promote sustainable partnerships and long-term value for our organization, our suppliers, and the communities we serve.

Bear Valley Electric Service, Inc. **2025** **GO 156 Section 9.1.2**

Supplier Diversity Annual Results by Category

		2025			
		Direct[1] Spend $	Sub[2] Spend $	Total $	%
Minority Male	Asian Pacific American	$ 709,779	$ 0	$ 709,779	2.26%
	African American	$ 63,473	$ 0	$ 63,473	0.20%
	Hispanic American	$ 2,894,184	$ 170,835	$ 3,065,020	9.74%
	Native American	$ 53,460	$ 0	$ 53,460	0.17%
	Total Minority Male	**$ 3,720,896**	**$ 170,835**	$ 3,891,732	12.37%
Minority Female	Asian Pacific American	$ 0	$ 0	$ 0	0%
	African American	$ 0	$ 1,912,024	$ 1,912,024	6.08%
	Hispanic American	$ 0	$ 0	$ 0	0%
	Native American	$ 4,000	$ 0	$ 4,000	0.01%
	Total Minority Female	**$ 4,000**	**$ 1,912,024**	**$ 1,916,024**	**6.09%**
Total Minority Business Enterprise (MBE)		$ 3,724,896	$ 2,082,859	$ 5,807,755	18.46%
Women Business Enterprise (WBE)		$ 5,052,971	$ 173,271	$ 5,226,242	16.61%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		$ 0	$ 0	$ 0	0%
Disabled Veteran Business Enterprise (DVBE)		$ 0	$ 0	$ 0	0%
Persons with Disabilities Business Enterprise (PDBE)		$ 0	$ 0	$ 0	0%
8(a)*		$ 0	$ 0	$ 0	0%
Total Supplier Diversity Spend		**$ 8,777,867**	**$ 2,256,130**	**$ 11,033,997**	**35.07%**
Net Procurement**		**$ 31,458,707**			

NOTES:
* Firms classified as 8(a) by the Small Business Administration include non-WMDVLGBTPDBE.
** Net Procurement includes purchase orders, non-purchase orders.
[1] Direct – Direct Procurement: when a utility directly procures from a supplier
[2] Sub – Subcontractor Procurement: when a prime contractor, in contract with a utility, procures from a subcontractor to fulfill its contractual obligation(s).
% – Percentage of Net Procurement

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

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

Bear Valley Electric Service, Inc. **2025** **GO 156 Section 9.1.2**

Supplier Diversity Direct Procurement Results by Product and Service Categories

			2025					
			Products		Services		Total	
			$	%	$	%	Total $	%
Minority Male	Asian Pacific American	Direct	$ 0	0%	$ 709,779	2.26%	$ 709,779	2.26%
	African American	Direct	$ 0	0%	$ 63,473	0.20%	$ 63,473	0.20%
	Hispanic American	Direct	$ 2,866,891	9.11%	$ 27,293	0.09%	$ 2,894,184	9.20%
	Native American	Direct	$ 0	0%	$ 53,460	0.17%	$ 53,460	0.17%
	Total Minority Male	**Direct**	**$ 2,866,891**	**9.11%**	**$ 854,005**	**2.71%**	**$ 3,720,896**	**11.83%**
Minority Female	Asian Pacific American	Direct	$ 0	0%	$ 0	0%	$ 0	0%
	African American	Direct	$ 0	0%	$ 0	0%	$ 0	0%
	Hispanic American	Direct	$ 0	0%	$ 0	0%	$ 0	0%
	Native American	Direct	$ 0	0%	$ 4,000	0.01%	$ 4,000	0.01%
	Total Minority Female	**Direct**	**$ 0**	**0%**	**$ 4,000**	**0.01%**	**$ 4,000**	**0.01%**
Total Minority Business Enterprise (MBE)		Direct	$ 2,866,891	9.11%	$ 858,005	2.73%	$ 3,724,896	11.84%
Women Business Enterprise (WBE)		Direct	$ 0	0%	$ 5,052,971	16.06%	$ 5,052,971	16.06%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		Direct	$ 0	0%	$ 0	0%	$ 0	0%
Disabled Veteran Business Enterprise (DVBE)		Direct	$ 0	0%	$ 0	0%	$ 0	0%
Persons with Disabilities Business Enterprise (PDBE)		Direct	$ 0	0%	$ 0	0%	$ 0	0%
8(a)*		Direct	$ 0	0%	$ 0	0%	$ 0	0%
Total Supplier Diversity Spend		**Direct**	**$ 2,866,891**	**9.11%**	**$ 5,910,976**	**18.79%**	**$ 8,777,867**	**27.90%**

Net Service Procurement	**$ 8,380,557**
Net Product Procurement	**$ 23,078,150**
Net Procurement**	**$ 31,458,707**
Total Number of Diverse Suppliers that Received Direct Spend	**14**

NOTES:
* Firms classified as 8(a) by the Small Business Administration include non-WMDVLGBTPDBE.
** Net Procurement includes purchase orders, non-purchase orders.
[1] Direct – Direct Procurement: when a utility directly procures from a supplier
[2] Sub – Subcontractor Procurement: when a prime contractor, in contract with a utility, procures from a subcontractor to fulfill its contractual obligation(s).
% – Percentage of Net Procurement

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

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

Bear Valley Electric Service, Inc. **2025** **GO 156 Section 9.1.2**

Supplier Diversity Subcontractor Procurement Results by Product and Service Categories

			2025					
			Product		Service		Total	
			$	%	$	%	Total $	%
Minority Male	Asian Pacific American	Sub	$ 0	0%	$ 0	0%	$ 0	0%
	African American	Sub	$ 0	0%	$ 0	0%	$ 0	0%
	Hispanic American	Sub	$ 106,433	0.34%	$ 64,402	0.20%	$ 170,835	0.54%
	Native American	Sub	$ 0	0%	$ 0	0%	$ 0	0%
	Total Minority Male	**Sub**	**$ 106,433**	**0.34%**	**$ 64,402**	**0.20%**	**$ 170,835**	**0.54%**
Minority Female	Asian Pacific American	Sub	$ 0	0%	$ 0	0%	$ 0	0%
	African American	Sub	$ 0	0%	$ 1,912,024	6.08%	$ 1,912,024	6.08%
	Hispanic American	Sub	$ 0	0%	$ 0	0%	$ 0	0%
	Native American	Sub	$ 0	0%	$ 0	0%	$ 0	0%
	Total Minority Female	**Sub**	**$ 0**	**0%**	**$ 1,912,024**	**6.08%**	**$ 1,912,024**	**6.08%**
Total Minority Business Enterprise (MBE)		Sub	$ 106,433	0.34%	$ 1,976,426	6.28%	$ 2,082,859	6.62%
Women Business Enterprise (WBE)		Sub	$ 164,601	0.52%	$ 8,670	0.03%	$ 173,271	0.55%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		Sub	$ 0	0%	$ 0	0%	$ 0	0%
Disabled Veteran Business Enterprise (DVBE)		Sub	$ 0	0%	$ 0	0%	$ 0	0%
Persons with Disabilities Business Enterprise (PDBE)		Sub	$ 0	0%	$ 0	0%	$ 0	0%
8(a)*		Sub	$ 0	0%	$ 0	0%	$ 0	0%
Total Supplier Diversity Spend		**Sub**	**$ 271,034**	**0.86%**	**$ 1,985,096**	**6.31%**	**$ 2,256,130**	**7.17%**

Net Product Procurement	**$ 8,380,537**
Net Service Procurement	**$23,078,150**
Net Procurement**	**$31,458,707**
Total Number of Diverse Subcontractors	**6**

NOTES:
* Firms classified as 8(a) by the Small Business Administration include non-WMDVLGBTPDBE.
** Net Procurement includes purchase orders, non-purchase orders.
[1] Direct – Direct Procurement: when a utility directly procures from a supplier
[2] Sub – Subcontractor Procurement: when a prime contractor, in contract with a utility, procures from a subcontractor to fulfill its contractual obligation(s).
% – Percentage of Net Procurement

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

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

Bear Valley Electric Service, Inc. **2025** **GO 156 Sec 9.1.2**

Supplier Diversity Results by Standard Industrial Classification Codes

SIC Category	$/%	Asian Pacific American		African American		Hispanic American		Native American		Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (PDBE)	8(a)*	Total Supplier Diversity Spend	Total Procurement
		Male	Female	Male	Female	Male	Female	Male	Female								
7 Agricultural Services	$	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 3,371,779	$ 0	$ 0	$ 0	$ 0	$ 3,371,779	$ 3,371,779
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	10.72%	0%	0%	0%	. 0%	10.72%	
8 Forestry Services	$	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
10 Metal Mining Services	$	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
15 Bldg Construction – General Contractors & Operative Builders	$	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
16 Heavy Construction Other Than Building	$	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
17 Special Trade Contractor	$	$ 0	$ 0	$ 15,628	$ 0	$ 0	$ 0	$ 0	$ 0	$ 15,628	$ 0	$ 0	$ 0	$ 0	$ 0	$ 15,628	$ 9,077,854
	%	0%	0%	0.05%	0%	0%	0%	0%	0%	0.05%	0%	0%	0%	0%	0%	0.05%	
20 Food & Kindred Products	$	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 5,603
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
23 Apparel and Other Finished Products Made from Fabrics and Similar Materials	$	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 17,087	$ 0	$ 0	$ 0	$ 0	$ 17,087	$ 17,087
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0.05%	0%	0%	0%	0%	0.05%	
25 Furniture & Fixtures	$	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
27 Printing & Publishing	$	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 38,023
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
28 Chemical & Allied Products	$	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
29 Petroleum Refining & Related Industries	$	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
30 Rubber & Miscellaneous Plastics Products	$	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
33 Steel Pipe & Tubes	$	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
34 Fabricated Metal Goods	$	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 53,703
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
35 Industrial Machinery & Computer Equipment	$	$ 0	$ 0	$ 0	$ 0	$ 64,402	$ 0.0	$ 0	$ 0	$ 64,402	$ 0	$ 0	$ 0	$ 0	$ 0	$ 64,402	$ 81,259
	%	0%	0%	0%	0%	0.20%	0%	0%	0%	0.20%	0%	0%	0%	0%	0%	0.20%	
36 Electrical Boxes, Enclosures & Fittings	$	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0.0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 110,021
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
37 Transporation Equipment	$	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 8,670	$ 0	$ 0	$ 0	$ 0	$ 8,670	$ 8,670
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0.03%	0%	0%	0%	0%	0.03%	
38 Measuring, Analyzing & Controlling Instruments: Photo, Medical & Optical	$	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
39 Fasteners, Buttons, Needles & Pins	$	$ 0	$ 0	$ 0	$ 0	$ 2,866,891	$ 0	$ 0	$ 0	$ 2,866,89	$ 0	$ 0	$ 0	$ 0	$ 0	$ 2,866,891	$ 2,866,891
	%	0%	0%	0%	0%	9.11%	0%	0%	0%	9.11%	0%	0%	0%	0%	0%	9.11%	
42 Local Trucking Without Storage	$	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0
	%	0%	0%	0%	0%	0.05%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
47 Transportation Services	$	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
48 Communications	$	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 19,411
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	

NOTES:
* Firms with Multi-Minority Ownership Status
** Firms classified as 8(a) by the Small Business Administration include non-WMDVLGBTPDBE.
*** Net Procurement includes purchase orders, non-purchase orders, and credit card dollars.
% – Percentage of Net Procurement
Line detail percentages may not sum to Totals percentage due to rounding.

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

Bear Valley Electric Service, Inc. **2025** **GO 156 Sec 9.1.2**

Supplier Diversity Results by Standard Industrial Classification Codes

SIC Category	$/%	Asian Pacific American		African American		Hispanic American		Native American		Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (PDBE)	8(a)*	Total Supplier Diversity Spend	Total Procurement
		Male	Female	Male	Female	Male	Female	Male	Female								
49 Electric Services & Other Services Combined	$	$ 0	$ 0	$ 0	$ 1,912,024	$ 0	$ 0	$ 0	$ 0	$ 1,912,024	$ 1,681,192	$ 0	$ 0	$ 0	$ 0	$ 3,593,216	$ 3,593,216
	%	0%	0%	0%	6.08%	0%	0%	0%	0%	6.08%	5.34%	0%	0%	0%	0%	11.42%	
50 Wholesale Trade – Durable Goods	$	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 2,991,418
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1.85%	
51 Wholesale Trade – Non-Durable Goods	$	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 147,514	$ 0	$ 0	$ 0	$ 0	$ 147,514	$ 147,514
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0.47%	0%	0%	0%	0%	0.47%	
55 Automotive Dealership & Gasoline Service Stations	$	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 141,853
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
59 Miscellaneous Retail Stores NEC	$	$ 0	$ 0	$ 0	$ 0	$ 106,433	$ 0	$ 0	$ 0	$ 106,433	$ 0	$ 0	$ 0	$ 0	$ 0	$ 106,433	$ 226,418
	%	0%	0%	0%	0%	0.34%	0%	0%	0%	0.34%	0%	0%	0%	0%	0%	0.34%	
62 Security & Commodity Brokers, Dealers, Exchanges & Services	$	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
65 Real Estate	$	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
67 Holding & Other Investment Offices	$	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
72 Infrastructure Building & Surfacing & Paving Services	$	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
73 Business Services NEC	$	$ 34,779	$ 0	$ 47,845	$ 0	$ 0	$ 0	$ 0	$ 4,000	$ 86,624	$ 0	$ 0	$ 0	$ 0	$ 0	$ 86,624	$ 1,517,921
	%	0.11%	0%	0.15%	0%	0%	0%	0%	0.01%	0.28%	0%	0%	0%	0%	0%	0.28%	
75 Automotive Repair, Services & Parking	$	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 39,733
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
76 Miscellaneous Repair Services	$	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
80 Health & Allied Services NEC	$	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
81 Legal Services	$	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 1,009,816
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
86 Membership Organizations NEC	$	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 1,150
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
87 Engineering & Management Services	$	$ 675,000	$ 0.	$ 0	$ 0	$ 27,293	$ 0	$ 53,460	$ 0	$ 755,754	$ 0	$ 0	$ 0	$ 0	$ 0	$ 755,754	$ 3,821,240
	%	2.15%	0%	0%	0%	0.09%	0%	0.17%	0%	2.40%	0%	0%	0%	0%	0%	2.40%	
89 Services NEC	$	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 2,318,127
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
95 Engineering Services NEC	$	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
96 Regulation, Licensing, & Inspection of Misc Commercial Sectors	$	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
TOTAL	**$**	**$ 709,779**	**$ 0**	**$ 63,473**	**$ 1,912,024**	**$ 3,065,020**	**$ 0**	**$ 53,460**	**$ 4,000**	**$ 5,807,755**	**$ 5,226,242**	**$ 0**	**$ 0**	**$ 0**	**$ 0**	**$ 11,033,997**	**$ 31,458,707**
	%	**2.26%**	**0%**	**0.20%**	**6.08%**	**9.74%**	**0%**	**0.17%**	**0.01%**	**18.46%**	**16.61%**	**0%**	**0%**	**0%**	**0%**	**35.07%**	**100%**

Net Total Procurement	$ 35,551,905

NOTES:
- * 8(a) – Firms classified as 8(a) by the Small Business Administration include non-WMDVLGBTPDBE. 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.

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

Bear Valley Electric Service, Inc. **2025** **GO 156 Sec. 9.1.2**

Number of Diverse Suppliers and Revenue Reported to the Clearinghouse

	Number of Diverse Suppliers Data													
	Revenue Reported to Supplier Clearinghouse							Utility-Specific 2025 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 (PDBE)	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 (PDBE)	8(a)*	Total
Under $1 Million	5	0	0	0	0	0	5	13	3	0	0	0	0	16
Under $5 Million	2	0	0	0	0	0	2	2	2	0	0	0	0	4
Under $10 Million	1	1	0	0	0	0	2	0	0	0	0	0	0	0
Above $10 Million	7	4	0	0	0	0	11	0	0	0	0	0	0	0
TOTAL	**15**	**5**	**0**	**0**	**0**	**0**	**20**	**15**	**5**	**0**	**0**	**0**	**0**	**20**

	Revenue and Payment Data													
	Revenue Reported to Supplier Clearinghouse							Utility-Specific 2025 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 (PDBE)	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 (PDBE)	8(a)*	Total
Under $1 Million	$ 1,966,981	$ 0	$ 0	$ 0	$ 0	$ 0	$ 1,966,981	$ 1,028,841	$ 173,271	$ 0	$ 0	$ 0	$ 0	$ 1,202,112
Under $5 Million	$ 5,473	$ 0	$ 0	$ 0	$ 0	$ 0	$ 5,473	$ 4,778,914	$ 5,052,971	$ 0	$ 0	$ 0	$ 0	$ 9,831,885
Under $10 Million	$ 675,000	$ 8,670	$ 0	$ 0	$ 0	$ 0	$ 683,670	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0
Above $10 Million	$ 3,160,300	$ 5,217,572	$ 0	$ 0	$ 0	$ 0	$ 8,377,872	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0
TOTAL	**$ 5,807,755**	**$ 5,226,242**	**$ 0**	**$ 0**	**$ 0**	**$ 0**	**$ 11,033,997**	**$ 5,807,755**	**$ 5,226,242**	**$ 0**	**$ 0**	**$ 0**	**$ 0**	**$ 11,033,997**

NOTE: * 8(a) – Firms classified as 8(a) by the Small Business Administration include non-WMDVLGBTPDBE. 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 incudes purchase orders, non-purchase orders, and credit card dollars.

Totals may not add due to rounding.

Sec. 9.1.2 Description of Supplier Workforce

In accordance with recent updates to General Order 156, BVES implemented a structured data collection process to gather supplier workforce information from both diverse and non-diverse vendors for the reporting period of January 1, 2025 through December 31, 2025. To support this effort, BVES undertook the following steps:

1) Compiled a comprehensive list of all suppliers receiving payment during the reporting period, including both diverse and non-diverse firms.
2) Distributed workforce data requests to all suppliers via email, utilizing Google Form to standardize responses.
    a. Not all suppliers had email addresses on file.
3) Reviewed and validated submitted data to determine responsiveness and reliability.
    a. Follow-up outreach was conducted when clarification was required or when suppliers were non-responsive.
    b. Certain responses were excluded due to incomplete or unreliable data.
    c. Some suppliers indicated they do not track the requested workforce metrics, while others did not respond.
4) Applied the CPUC "Utilities Reporting Template and Guide 11-07-25" formulas to generate workforce statistics from validated responses.

Summary of Findings:

- Nine (9) suppliers submitted workforce data.
- Two (2) responses were excluded due to data inconsistencies or lack of required tracking:
    - One supplier reported fewer total employees than diverse employees, rendering the data unreliable.
    - One Supplier indicated they did not track diverse employee totals.
- Seven (7) supplier responses were deemed valid and included in the analysis.
    - Two (2) firms reported workforces in the hundreds, while the remaining five (5) firms each reported fewer than ten (10) employees.

Based on the suppliers whose data was included:

- On average, 60.17% of employees are located in California and 68.57% were identified as diverse.
- Based on aggregate raw totals, 15.2% of employees are located in California and 34.7% identify as diverse.

BVES recognizes the challenges associated with supplier workforce data collection and remains committed to improving participation and data quality through continued outreach and education efforts.

Sec. 9.1.3 Supplier Diversity Program Expenses

Bear Valley Electric Service, Inc. 2025 GO 156 Section 9.1.3

Supplier Diversity Program Expenses

Expense Category	2025
Wages	$ 14,905
Other Employee Expenses	$ 992
Program Expenses	$ 699
Reporting Expenses	$ 4,500
Training Expenses	$ 0
Consultant Expenses	$ 1,804
Other Expenses	$ 0
TOTAL	**$ 22,890**

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

Sec. 9.1.4 Supplier Diversity Results Compared to Set Goals

Bear Valley Electric Service, Inc. **2025** **GO 156 Section 9.1.4**

Supplier Diversity Results Compared to Set Goals

Category	2025 Results %	2025 Goals %
Minority Male Business Enterprise	12.37%	12%
Minority Female Business Enterprise	6.09%	3%
Minority Business Enterprise (MBE)	18.46%	15%
Women Business Enterprise (WBE)	16.61%	5%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	0%	1.50%
Disabled Veteran Business Enterprise (DVBE)	0%	1.50%
Persons with Disabilities Business Enterprise (PDBE)	0%	0%
TOTAL	**35.07%**	**23%**

NOTE: % – Percentage of Net Procurement

BVES achieved strong year-over-year growth in diverse supplier utilization in 2025 exceeding the CPUC's 23% Supplier Diversity benchmark with a total utilization rate of 35.07%, up from 25.43% in 2024 representing a 9.64% increase. This performance reflects a year of deliberate actions aligned with our 2025 theme, "Diversity in Action: Building Resilient Partnerships." Targeted sourcing efforts, strengthened supplier relationships, and continued collaboration with diverse business advocates resulted in an increase in MBE and WBE utilization. While these results demonstrate meaningful progress, BVES recognizes opportunities to further strengthen with LGBTBEs and DVBEs. In response, we are enhancing outreach strategies, refining supplier engagement practices, and broadening awareness efforts to support increased participation in these areas.

Sec. 9.1.5 Description of Prime Contractor Utilization of Diverse Subcontractors

Bear Valley Electric Service, Inc. **2025** **GO 156 Sec. 9.1.5**

Summary of Prime Contractor Utilization of Diverse Subcontractors

	Total Prime Contractor Utilization of Diverse Subcontractors								
	Minority Male	Minority Female	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (PDBE)	8(a)*	TOTAL Supplier Diversity Spend
Direct $	$ 3,720,896	$ 4,000	$ 3,724,896	$ 5,052,971	$ 0	$ 0	$ 0	$ 0	$ 8,777,867
Sub $	$ 170,835	$ 1,912,024	$ 2,082,859	$ 173,271	$ 0	$ 0	$ 0	$ 0	$ 2,256,130
TOTAL $	**$ 3,891,732**	**$ 1,916,024**	**$ 5,807,755**	**$ 5,226,242**	**$ 0**	**$ 0**	**$ 0**	**$ 0**	**$ 11,033,997**
Direct %	11.83%	0.01%	11.84%	16.06%	0%	0%	0%	0%	27.90%
Sub %	0.54%	6.08%	6.62%	0.55%	0%	0%	0%	0%	7.17%
TOTAL %	**12.37%**	**6.09%**	**18.46%**	**16.61%**	**0%**	**0%**	**0%**	**0%**	**35.07%**

Net Procurement **	**$ 35,551,905**

	In-State Prime Contractor Utilization of Diverse Subcontractors (California Domiciled)								
	Minority Male	Minority Female	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (PDBE)	8(a)*	TOTAL Supplier Diversity Spend
In-State Direct $	$ 3,720,896	$ 4,000	$ 3,724,896	$ 5,052,971	$ 0	$ 0	$ 0	$ 0	$ 8,777,867
In-State Sub $	$ 170,835	$ 1,912,024	$ 2,082,859	$ 156,184	$ 0	$ 0	$ 0	$ 0	$ 2,239,043
TOTAL $	**$ 3,891,732**	**$ 1,916,024**	**$ 5,807,755**	**$ 5,209,155**	**$ 0**	**$ 0**	**$ 0**	**$ 0**	**$ 11,016,910**
In-State Direct %	11.83%	0.01%	11.84%	16.06%	0%	0%	0%	0%	27.90%
In-State Sub %	0.54%	6.08%	6.62%	0.50%	0%	0%	0%	0%	7.12%
TOTAL %	**12.37%**	**6.09%**	**18.46%**	**16.56%**	**0%**	**0%**	**0%**	**0%**	**35.02%**

Net Procurement **	**$ 31,458,707**

NOTES:
- * Firms classified as 8(a) by the Small Business Administration include non-WMDVLGBTPDBE.
- ** Net Procurement includes purchase orders, non-purchase orders, and credit card dollars.
- Direct Direct Procurement - when a utility directly procures from a supplier.
- Sub Subcontractor Procurement - when a prime contractor, in contract with a utility, procures from a subcontractor to fulfill its contractual obligation(s).
- % Percentage of Net Procurement

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

Sec. 9.1.5 Description of Prime Contractor Utilization of Diverse Subcontractors

BVES maintains high expectations of our Prime Supplier Partners emphasizing service, quality, safety, pricing, and operational performance. While subcontracting with diverse firms is not mandated, BVES appreciates aligning values with regards to Supplier Diversity. In 2025, BVES strengthened collaboration with prime contractors through targeted outreach and strategic engagement aimed at expanding diverse subcontractor participation. These efforts focused on creating direct connections between primes and certified diverse businesses, supporting the development of sustainable partnerships that contribute to both operational objectives and inclusive economic growth.

During recent reporting periods, BVES navigated changes within its contractor base, including the loss of diverse certification by a major prime supplier. Despite this transition, the contractor continued to demonstrate commitment to Supplier Diversity by proactively engaging certified diverse subcontractors. These subcontracting efforts played a meaning full role in supporting BVES's overall diverse business utilization and underscores the importance of prime contractor participation in advancing program outcomes.

Looking ahead, BVES is placing greater emphasis on earlier and more consistent Tier-2 reporting to improve visibility into subcontractor utilization throughout the year. This enhanced approach will allow for improved forecasting, targeted contractor support, and timely identification of certification needs. BVES will continue working closely with Prime Supplier Partners and their subcontractors to strengthen data quality, expand certification participation, and increase diverse subcontractor engagement.

Guided by Diversity in Action: Building Resilient Partnerships in 2025 and moving forward under Powering Progress Through Inclusive Partnerships in 2026, BVES remains committed to advancing an inclusive supply chain through intentional collaboration, accountability, and continuous improvement.

Sec. 9.1.5 Summary of Diverse Contractor Utilization

Bear Valley Electric Service, Inc. **2025** **GO 156 Sec. 9.1.5**

New Diverse Prime and Subcontractor Utilization

Category	New Prime Contractors	New Subcontractors
Minority Male	2	0
Minority Female	1	0
Minority Business Enterprise (MBE)	3	0
Women Business Enterprise (WBE)	0	0
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	0	0
Disabled Veterans Business Enterprise (DVBE)	0	0
Persons with Disabilities Business Enterprise (PDBE)	0	0
TOTAL	**3**	**0**

NOTES:
8(a)* – Firms classified as 8(a) by the Small Business Administration include non-WMDVLGBTPDBE. Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).
** – Net Procurement Includes Purchase Order and Non-Purchase Order
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 fulfill its contractual obligation(s).

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

BVES remains committed to maintaining a transparent, fair, and responsive Supplier Diversity Program. During the 2025 reporting period, BVES did not receive any complaints related to the administration or implementation of our Supplier Diversity Program. BVES will continue to uphold clear communication channels and responsive engagement practices to ensure concerns are addressed promptly and program integrity is maintained.

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

BVES is committed to maintaining an open, competitive, and inclusive procurement process that provides fair access to contracting opportunities. While overall Supplier Diversity utilization continues to exceed regulatory benchmarks, BVES recognizes that participation varies across business categories and remains focused on strengthening engagement while utilization has historically been limited.

To address these gaps, BVES has implemented targeted outreach and recruitment efforts aimed at increasing awareness of procurement opportunities among underrepresented supplier groups, including Lesbian, Gay Bisexual, and Transgender Business Enterprises (LGBTBE) and Disabled Veteran Business Enterprises (DVBE). These efforts include direct supplier engagement, collaboration with advocacy organizations, participation in outreach events, and proactive identification of certified diverse firms capable of supporting BVES operational needs.

BVES also works closely with Prime Supplier Partners to expand subcontracting opportunities for diverse businesses and facilitate introductions between primes and potential subcontractors. In addition, we provide guidance on certification pathways and encourage suppliers to obtain or maintain diverse business certifications to enhance visibility and participation.

Looking ahead to 2026 under our theme, “Powering Progress Through Inclusive Partnerships”, BVES will continue refining its outreach strategies by leveraging early Tier-2 reporting, improving supplier data visibility, and aligning recruitment efforts with anticipated project needs. These actions are intended to strengthen participation across all diverse business categories while building a more balanced and resilient supplier ecosystem.

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

Bear Valley Electric Service, Inc. | **2025** | **GO 156 Section 9.1.9**

Supplier Diversity Annual Results in Fuel Procurement

		Direct Power Purchases $	Direct Fuels for Generation $		Totals $[1]			%[2]
		Renewable and Non-Renewable Power Products	Diesel	Natural Gas	Direct[3]	Sub	Total $[4]	
Minority Male	African American	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	0%
	Asian Pacific American	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	0%
	Hispanic American	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	0%
	Native American	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	0%
	Total Minority Male	**$ 0**	**$ 0**	**$ 0**	**$ 0**	**$ 0**	**$ 0**	**0%**
Minority Female	African American	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	0%
	Asian Pacific American	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	0%
	Hispanic American	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	0%
	Native American	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	0%
	Total Minority Female	**$ 0**	**$ 0**	**$ 0**	**$ 0**	**$ 0**	**.$ 0**	**0%**
Total Minority Business Enterprise (MBE)		$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	0%
Women Business Enterprise (WBE)		$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	0%
Lesbian, Gay Bisexual, Transgender Business Enterprise (LGBTBE)		$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	0%
Disabled Veteran Business Enterprise (DVBE)		$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	0%
Persons with Disabilities Business Enterprise (PDBE)		$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	0%
8(a)[5]		$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	0%
Total Supplier Diversity Spend		**$ 0**	**$ 0**	**$ 0**	**$ 0**	**$ 0**	**$ 0**	**0%**

Net Power Procurement	**$ 8,953,130**
Net Direct Power Purchases	**$ 494,067**
Net Direct Fuels for Generation	**$ 8,459,062**

NOTES:
1. Excludes purchases from the California Independent System Operator (CAISO), other utilities, federal entities, state entities, municipalities and cooperatives.
2. Excludes purchases from the CAISO, other utilities, federal entities, state entities, municipalities and cooperatives.
3. % - Percentage of Net Procurement
4. "Total" does not include pre-commercial development (COD) subcontracting values.
5. 8(a) - Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).

Public version excludes nuclear spend.

BEAR VALLEY ELECTRIC SERVICE, INC

A Subsidiary of American States Water Company

2026 Annual Plan

"Powering Progress Through Inclusive Partnerships"

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

Bear Valley Electric, Inc. **2025** **GO 156 Section 10.1.1**

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

	Short-Term 2025						Mid-Term 2026						Long-Term 2027					
Products	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enter-prise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (PDBE)	Total Supplier Diversity Goal	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	Person with Disabilities Business Enterprise (DVBE)	Total Supplier Diversity Goal	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	Person with Disabilities Business Enterprise (DVBE)	Total Supplier Diversity Goal
Agricultural Services	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Auto Dealership & Gasoline Service Stations	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Business Services NEC	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Chemical & Allied Products	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Communications	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Engineering & Management Services	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Fasteners, Buttons, Needles & Pins	9.11%	0%	0%	0%	0%	9.11%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Forestry Services	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Health & Allied Services NEC	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Industrial Machinery & Computer Equipment	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Legal Services	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Metal Mining Services	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Membership Organizations NEC	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Misc Retail & Transportation Equipment	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Miscellaneous Retail Stores NEC	0.34%	0%	0%	0%	0%	0.34%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Miscellaneous Repair Services	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Printing & Publishing	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Real Estate	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Services NEC	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Special Trade Contractor	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Wholesale Trade – Durable Goods	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Apparel and Other Finished Products Made from Fabrics and Similar Materials	0%	0.05%	0%	0%	0%	0.05%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Electrical Boxes, Enclosures & Fittings	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Engineering Services NEC	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Transportation Equipment	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Electric Services & Other Services Combined	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Heavy Construction Other Than Building	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Bldg Constr Gen Contr & Other Op Builders	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Fabricated Metal Goods	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Petroleum Refining & Related Industries	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Holding & Other Investment Offices	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Rubber & Miscellaneous Plastics Products	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Food & Kindred Products	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Security & Commodity Brokers, Dealers, Exchanges & Services	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Steel Pipe & Tubes	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Measuring, Analyzing & Controlling Instruments	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Furniture & Fixtures	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Wholesale Trade Non-Durable Goods	0%	0.47%	0%	0%	0%	0.47%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Subtotal	**9.45%**	**0.52%**	**0%**	**0%**	**0%**	**9.97%**	**0%**	**0%**	**0%**	**0%**	**0%**	**0%**	**0%**	**0%**	**0%**	**0%**	**0%**	**0%**

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

Bear Valley Electric, Inc. **2025** **GO 156 Section 10.1.1**

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

	Short-Term 2025						Mid-Term 2026						Long-Term 2027					
Services	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enter-prise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (PDBE)	Total Supplier Diversity Goal	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	Person with Disabilities Business Enterprise (DVBE)	Total Supplier Diversity Goal	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	Person with Disabilities Business Enterprise (DVBE)	Total Supplier Diversity Goal
Agricultural Services	0%	10.72%	0%	0%	0%	10.72%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Auto Dealership & Gasoline Service Stations	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Business Services NEC	0.28%	0%	0%	0%	0%	0.28%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Chemical & Allied Products	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Communications	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Engineering & Management Services	2.40%	0%	0%	0%	0%	2.40%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Fasteners, Buttons, Needles & Pins	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Forestry Services	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Health & Allied Services NEC	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Industrial Machinery & Computer Equipment	0.20%	0%	0%	0%	0%	0.20%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Legal Services	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Metal Mining Services	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Membership Organizations NEC	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Misc Retail & Transportation Equipment	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Miscellaneous Retail Stores NEC	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Miscellaneous Repair Services	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Printing & Publishing	0%	0%	0%	0%	0%	0.03%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Real Estate	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Services NEC	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Special Trade Contractor	0.05%	0%	0%	0%	0%	0.05%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Wholesale Trade – Durable Goods	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Apparel and Other Finished Products Made from Fabrics and Similar Materials	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Electrical Boxes, Enclosures & Fittings	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Engineering Services NEC	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Transportation Equipment	0%	0.03%	0%	0%	0%	0.03%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Electric Services & Other Services Combined	6.08%	5.34%	0%	0%	0%	11.42%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Heavy Construction Other Than Building	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Bldg Constr Gen Contr & Other Op Builders	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Fabricated Metal Goods	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Petroleum Refining & Related Industries	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Holding & Other Investment Offices	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Rubber & Miscellaneous Plastics Products	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Food & Kindred Products	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Security & Commodity Brokers, Dealers, Exchanges & Services	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Steel Pipe & Tubes	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Measuring, Analyzing & Controlling Instruments	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Furniture & Fixtures	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Wholesale Trade Non-Durable Goods	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Subtotal	**9.01%**	**16.09%**	**0%**	**0%**	**0%**	**25.10%**	**0%**	**0%**	**0%**	**0%**	**0%**	**0%**	**0%**	**0%**	**0%**	**0%**	**0%**	**0%**
Total	**18.46%**	**16.61%**	**0%**	**0%**	**0%**	**35.07%**	**0%**	**0%**	**0%**	**0%**	**0%**	**0%**	**0%**	**0%**	**0%**	**0%**	**0%**	**0%**

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

Percentages are based on Direct Spend.
Unable to determine the specific percetages of Products and Services spend for Mid- and Long-Term Goals.

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

BVES is committed to advancing a diverse and inclusive supply chain that supports operational excellence while expanding economic opportunity. Our Supplier Diversity Program is structured to have a leveled playing field for all suppliers, including Women-, Minority-, Disabled Veteran-, LGBT-, Persons with Disabilities-owned businesses.

- **Short-Term Goals**
  - Strengthen internal collaboration between the Supplier Diversity Manager, Procurement, and departmental stakeholders to proactively identify sourcing opportunities for diverse suppliers
  - Assess utilization trends and develop targeted action plans for underrepresented business categories to be included in opportunities to bid
  - Expand engagement with Community-Based Organizations ("CBOs") through leadership outreach, member engagement, program support, and co-hosted events
  - Deliver Supplier Diversity educational sessions for internal teams and external suppliers to increase program awareness and participation
- **Mid-Term Goals**
  - Improve communication with all vendors to enhance understanding of BVES's Supplier Diversity Program and available contacting opportunities
  - Establish pipelines with CBOs to identify businesses aligned with niche, emerging, and industry-specific needs, including innovative or difficult-to-source opportunities
  - Partner with Finance and Procurement Departments to refine data collection and reporting processes that support informed sourcing decisions and performance tracking
- **Long-Term Goals**
  - Collaborate with diverse suppliers to identify barriers within the procurement process and implement solutions that promote transparency and accessibility
  - Develop sustainable resources and sourcing strategies to consistently identify, cultivate, and integrate underutilized supplier categories into BVES procurement activities

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

Internal Program Activities

BVES will continue strengthening our internal processes to ensure Supplier Diversity remains integrated across procurement and operational functions. Essential to this effort is our Supplier Diversity Champions group. Our Supplier Diversity Champions are an interdepartmental team that supports the program by identifying opportunities and advancing inclusive sourcing strategies within the company. In 2026, the Champions will continue to focus on enhancing collaboration between Procurement, Finance and members of internal departments to proactively identify contracting opportunities for diverse supplier inclusion. They will support and participate in Supplier Diversity initiatives including education, tracking utilization and notification of opportunities. BVES will continue to make Supplier Diversity a part of our core procurement plan.

External Program Activities

Externally, BVES will build upon established partnerships. We will seek out to utilize our network to facilitate opportunities by strategically identifying opportunities and working with our Supplier Diversity Manager to facilitate introductions, where necessary. We will continue the High-Performance Series ("HPS") led by the Council for Supplier Diversity, our signature capacity-building initiative that provides suppliers with industry insights, procurement guidance and business development resources. BVES will also deepen collaboration with Prime Supplier Partners to further advance Tier-2 subcontracting opportunities. This includes facilitating introductions between primes and subcontractors. A key focus will be expanding engagement with Community-Based Organizations ("CBOs"), particularly those serving underutilized procurement categories and supplier groups. BVES will strengthen these relationships to access their supplier network, participate in outreach activities and communicate upcoming opportunities to CBO members. Through these combined efforts, internal coordination, supplier development and external partnerships, BVES will continue building an inclusive supplier network. This aligns with our 2026 theme, "Powering Progress through Inclusive Partnerships."

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

BVES maintains a consistent vendor qualification process for all suppliers, both diverse and non-diverse alike, to ensure vendors meet required standards prior to participation in RFP and solicitation opportunities. This approach supports fair competition while bidding a qualified, inclusive supplier pool. BVES is focused on ensuring historically underrepresented businesses have meaningful access to procurement opportunities and are positioned to compete fairly within our supply chain. Recognizing that utilization varies by category and needs, BVES is keenly aware of diverse supplier participation. Our strategy emphasizes targeted engagement, supplier readiness, and expanded sourcing channels, including:

- **Targeted Outreach:** BVES will continue strengthening partnerships with Community-Based Organizations that support underrepresented business communities. These collaborations shall help to identify qualified suppliers in specialized and technical fields, expand awareness of BVES contracting opportunities, and connect diverse firms.
- **Prime Supplier Partner Engagement:** BVES will work closely with Prime Supplier Partners to promote inclusive subcontracting practices. This includes facilitating introductions, encouraging subcontracting participation, and Tier-2 reporting to improve visibility into diverse supplier utilization.
- **Technical Assistance and Capacity Building:** BVES will continue supporting supplier development initiatives, including programs such as the HPS led by the Council for Supplier Diversity. These efforts provide participating firms with procurement education, industry insights, and technical guidance, helping expand the pool of suppliers prepared to compete for BVES opportunities.

Through all of these efforts collectively, BVES will strengthen participation across underutilized categories and will build a more inclusive supplier base.

Sec. 10.1.4 Plans for Recruiting Diverse Suppliers Where Unavailable

BVES remains committed to expanding our available suppliers in the categories where diverse businesses are currently underrepresented or not readily available within our approved vendor pool. When gaps are identified, BVES will focus on building the pipeline to good performers within the space. We will focus on verifying their ability to operate in a geographically challenging area and work with them to ensure supplier readiness and long-term capacity to operate.

Guided by our 2025 theme, “Diversity in Action; Building Resilient Partnerships”, and moving into 2026, “Powering Progress Through Inclusive Partnerships”, BVES is operating in a way in which we will build stronger relationships with our current suppliers and develop strategies to recruit and develop diverse suppliers in challenging areas by doing the following:

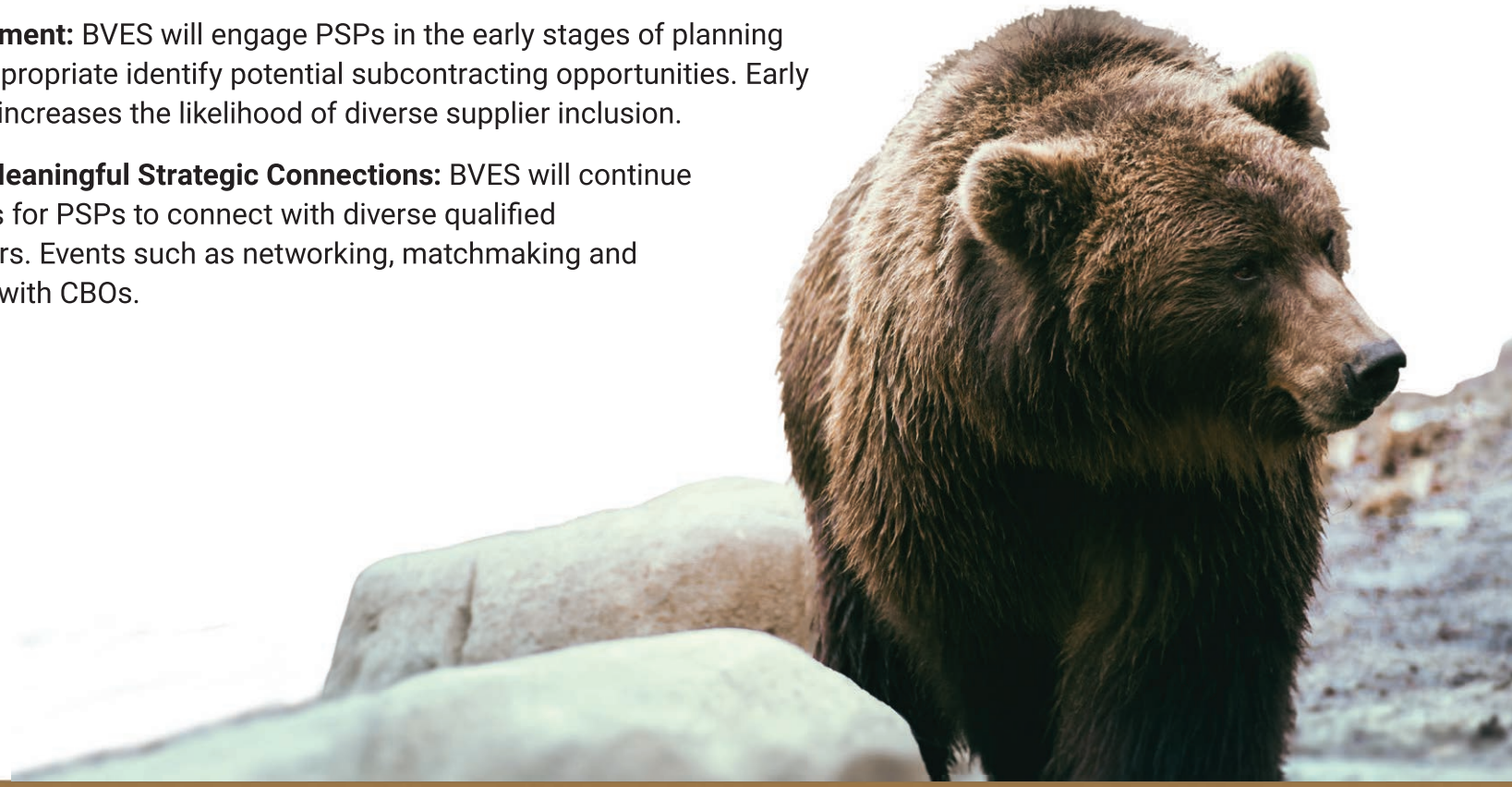
- **Community Based Organizations** – BVES will continue to partner with CBOs that provide training, networking, and matchmaking opportunities for diverse businesses. These organizations are also in a position to query their membership to identify firms capable of meeting our operational needs. They are best positioned to highlight suppliers that may benefit from additional technical support to become ready for opportunities with us.
- **Prime Supplier Partners –** Where it makes sense operationally, BVES will work with PSPs to subcontracting opportunities, encourage mentorship or mentor-protégé relationships, and overall expand the pool of qualified vendors. This collaborative approach strengthens opportunities for emerging businesses while supporting inclusive subcontracting.
- **Supplier Recruitment and Development –** BVES supports and participates in matchmaking opportunities to identify underrepresented suppliers. When appropriate they may be introduced to potential contracting pathways. Trainings such as the High Performance Series led by the Council for Supplier Diversity are great for recruiting and developing vendors to prepare them for opportunities. Please note that opportunities are not cherrypicked but presented as potential bidding opportunities.

Through each of these methods, BVES is actively building a more inclusive supplier pool. Suppliers will have opportunities to compete, grow and contribute to BVES.

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

BVES recognizes that Prime Supplier Partners are essential to achieving Supplier Diversity objectives, particularly through Tier-2 subcontracting. Our PSPs played a significant role in BVES exceeding the CPUC's 23% Supplier Diversity benchmark in 2024 and 2025 after our largest vendor lost their certification after taking on equity to scale their business. Their partnership served as a proof of concept. Moving forward under our theme for the year of "Powering Progress Through Inclusive Partnerships," BVES will continue strengthening expectations and collaboration with our PSPs. Our focus is to embed inclusive subcontracting into our supply chain. Some of the ways that we are doing this are as follows:

- **Prime Contractor Education:** BVES will educate PSPs about the CPUC guidelines and our Supplier Diversity objectives. Partners will be encouraged to develop plans to utilize inclusive teams including diverse subcontractors.
- **Early Engagement:** BVES will engage PSPs in the early stages of planning and where appropriate identify potential subcontracting opportunities. Early coordination increases the likelihood of diverse supplier inclusion.
- **Facilitating Meaningful Strategic Connections:** BVES will continue creating ways for PSPs to connect with diverse qualified subcontractors. Events such as networking, matchmaking and partnerships with CBOs.



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

BVES is committed to maintaining an inclusive procurement program that promotes fair contracting opportunities while ensuring selection for the most qualified suppliers. In alignment with the California Public Utilities Code Section 8283(c) and General Order 156 requirements, BVES will continue advancing Supplier Diversity participation with a focused effort on expanding opportunities within historically underutilized business categories. As part of the 2026 strategy for Supplier Diversity, BVES will prioritize engagement with LGBT, DVBE and PDBE businesses. These efforts are supported through structured outreach, supplier development and internal accountability including::

- **Targeted Outreach and Engagement:** BVES will strengthen strategic partnerships with CBOs to identify qualified diverse suppliers, engage with their membership and build awareness of procurement opportunities through networking and outreach events.
- **Supplier Development and Capacity Building:** BVES will support supplier development initiatives by providing access to training and technical assistance designed to enhance supplier readiness and capacity building.
- **Internal Education and Training:** Department leads will receive ongoing education about inclusive sourcing practices to ensure Supplier Diversity objectives are integrated into procurement practices.

Through these initiatives, BVES upholds its commitment to “Powering Progress Through Inclusive Partnerships.” These efforts highlight our commitment to inclusion improvement now and into the future.

Appendix

BEAR VALLEY
ELECTRIC SERVICE, INC.

A Subsidiary of
American States Water Company

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

SIC	SIC Description
01	Agricultural Production Crops
02	Agriculture Production Livestock and Animal Specialties
07	Agricultural Services
08	Forestry Services
09	Fishing, Hunting, and Trapping
10	Metal Mining
12	Coal Mining
13	Oil and Gas Extraction
14	Mining and Quarrying of Nonmetallic Minerals, Except Fuels
15	Building Construction General Contractors and Operative Builders
16	Heavy Construction Other Than Building Construction Contractors
17	Construction Special Trade Contractors
20	Food and Kindred Products
21	Tobacco Products
22	Textile Mill Products
23	Apparel and Other Finished Products Made From Fabrics and Similar Materials
24	Lumber and Wood Products, Except Furniture
25	Furniture and Fixtures
26	Paper and Allied Products
27	Printing, Publishing, and Allied Industries
28	Chemicals and Allied Products
29	Petroleum Refining and Related Industries
30	Rubber and Miscellaneous Plastics Products
31	Leather and Leather Products
32	Stone, Clay, Glass, and Concrete Products
33	Primary Metal Industries
34	Fabricated Metal Products, Except Machinery and Transportation Equipment
35	Industrial and Commercial Machinery and Computer Equipment
36	Electronic and Other Electrical Equipment and Components, Except Computer Equipment
37	Transportation Equipment
38	Measuring, Analyzing and Controlling Instruments; Photographic, Medical and Optical Goods, Watches and Clocks
39	Miscellaneous Manufacturing Industries
40	Railroad Transportation
41	Local and Suburban Transit and Interurban Highway Passenger Transportation
42	Motor Freight Transportation and Warehousing
43	United States Postal Service
44	Water Transportation
45	Transportation By Air
46	Pipelines, Except Natural Gas
47	Transportation Services
48	Communications

SIC	SIC Description
49	Electric, Gas, and Sanitary Services
50	Wholesale Trade – Durable Goods
51	Wholesale Trade – Non-Durable Goods
52	Building Materials, Hardware, Garden Supply, and Mobile Home Dealers
54	Food Stores
55	Automotive Dealers and Gasoline Service Stations
56	Apparel and Accessory Stores
57	Home Furniture, Furnishings, and Equipment Stores
58	Eating and Drinking Places
59	Miscellaneous Retail
60	Depository Institutions
61	Non-Depository Credit Institutions
62	Security and Commodity Brokers, Dealers, Exchanges and Services
63	Insurance Carriers
64	Insurance Agents, Brokers, and Service
65	Real Estate
67	Holding and Other Investment Offices
70	Hotels, Rooming Houses, Camps, and Other Lodging Places
72	Personal Services
73	Business Services
75	Automotive Repair, Services, and Parking
76	Miscellaneous Repair Services
78	Motion Pictures
79	Amusement and Recreation Services
80	Health Services
81	Legal Services
82	Educational Services
83	Social Services
84	Museums, Art Galleries, And Botanical and Zoological Gardens
86	Membership Organizations
87	Engineering, Accounting, Research, Management, and Related Services
88	Private Households
89	Miscellaneous Services
91	Executive Legislative, and General Government, Except Finance
92	Justice, Public Order, and Safety
93	Public Finance, Taxation, and Monetary Policy
94	Administration of Human Resource Programs
95	Administration of Environmental Quality and Housing Programs
96	Administration of Economic Programs
97	National Security and International Affairs
99	Nonclassifiable Establishments

2025 Annual Report | 2026 Annual Plan

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A special thank you to our design partner
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