GREAT OAKS WATER COMPANY

March 2, 2026

VIA ELECTRONIC FILING

Ms. Leuwam Tesfai, Executive Director
Ms. Stephanie Green, Supplier Diversity Program Manager
California Public Utilities Commission
505 Van Ness Avenue
San Francisco, CA 94102-3288

Re: Great Oaks Water Company's General Order 156 Compliance Filing - 2025

Dear Ms. Tesfai and Ms. Green:

Pursuant to General Order 156 ("GO 156"), Great Oaks Water Co. ("Great Oaks") hereby electronically submits the 2025 Annual Report and 2026 Plan in accordance with GO 156 templates and guidelines.

Please direct any questions and concerns to me via e-mail at jliem@greatoakswater.com or via phone at 408-227-9540.

Sincerely,

Juan Liem

Juan Liem
Chief Financial Officer
Great Oaks Water Company
PO Box 23490
San Jose, CA 95153

GREAT OAKS WATER COMPANY

2025 ANNUAL REPORT AND 2026 PLAN

WOMEN, MINORITY, PERSONS WITH DISABILITIES, AND LGBT OWNED BUSINESS ENTERPRISES

California Public Utilities Commission
March 2, 2026

TABLE OF CONTENTS

DESCRIPTION **Page No.**

DESCRIPTION OF SUPPLIER DIVERSITY PROGRAM ACTIVITIES DURING THE PREVIOUS CALENDAR YEAR 1

SUPPLIER DIVERSITY RESULTS BY CATEGORY 2

SUPPLIER DIVERSITY DIRECT PROCUREMENT RESULTS BY PRODUCT AND SERVICE CATEGORIES 3

SUPPLIER DIVERSITY SUBCONTRACTOR PROCUREMENT RESULTS BY PRODUCT AND SERVICE CATEGORIES 4

SUPPLIER DIVERSITY RESULTS BY STANDARD INDUSTRIAL CLASSIFICATION (SIC) CODES 5

NUMBER OF DIVERSE SUPPLIERS AND REVENUE REPORTED TO THE SUPPLIER CLEARINGHOUSE 6

DESCRIPTION OF SUPPLIER WORKFORCE 7

SUPPLIER DIVERSITY PROGRAM EXPENSE 8

DESCRIPTION OF PROGRESS IN MEETING OR EXCEEDING SET GOALS 9

DESCRIPTION OF PRIME CONTRACTORS UTILITZATION OF DIVERSE SUBCONTRACTORS 10

NEW DIVERSE PRIME AND SUBCONTRACTOR UTILIZATION 11

LIST OF SUPPLIER DIVERSITY COMPLAINTS RECEIVED AND CURRENT STATUS 12

DESCRIPTION OF SUPPLIER DIVERSITY ACTIVIES AND PROGRESS IN POWER PROCUREMENT 13

DESCRIPTION OF SUPPLIER DIVERSITY ACTIVIES AND PROGRESS IN FUEL PROCUREMENT 14

SUPPLIER DIVERSITY SHORT-, MID-, LONG-TERM PROCUREMENT GOALS 15

DESCRIPTION OF SUPPLIER DIVERSITY PROGRAM ACTIVITIES PLANNED FOR THE NEXT CALENDAR YEAR 16

DESCRIPTION OF SUPPLIER DIVERSITY PROGRAM ACTIVITIES DURING THE PREVIOUS CALENDAR YEAR

Great Oaks takes pride in providing safe, high-quality potable water service at affordable rates to approximately one hundred thousand residents in the Blossom Valley, Santa Teresa, Edenvale, Coyote Valley, and Almaden Valley areas of the City of San Jose, a commitment it has upheld since 1959. The reliable service and products that Great Oaks delivers each and every day are made possible through the long-standing partnerships with trusted suppliers and contractors, as well as the dedication of small but diverse team committed to delivering excellent customer service to the community.

To support and strengthen this shared mission, Great Oaks is committed to providing inclusive opportunities for all suppliers and to ensuring that suppliers are given a fair and equal opportunity to demonstrate both the willingness and capability to provide the products and services necessary to contribute to the success of Great Oaks' operations and its supplier diversity program.

In 2023, Great Oaks engaged a third-party firm with decades of experience in supplier diversity program to assist in establishing a formal program within the company. Through this effort, Great Oaks successfully launched its program and developed the foundational knowledge needed to comply with GO 156.

Fast forward to 2025, Great Oaks transitioned the program in-house, allowing the company to tailor its approach in order to quickly improve the diversity of spending results and better align the program with its long-term business strategy. Since then, Great Oaks has increased engagement and successfully added more certified diverse suppliers, resulting in a significant increase in diverse suppliers' expenditures. Great Oaks recognizes the importance of building long-term partnership with the diverse vendors that continue to provide the quality products and services that the company needs to deliver safe and reliable drinking water to its customers. As a result, Great Oaks is pleased to report that diverse supplier expenditures reached above 12% of net procurement in 2025, reflecting significant progress from the prior year.

Great Oaks is also a member of the California Water Associations ("CWA"). Great Oaks partners with other utilities to share and receive information and engage with newly certified vendors, including those that have successfully partnered with peer utilities. These engagements provide valuable insight into available services and products while expanding Great Oaks' supplier network. Great Oaks will continue to engage with the CWA and other industry partners to increase diverse supplier participation and spending in the years ahead, consistent with its commitment to reflecting on the diverse community it serves.

SUPPLIER DIVERSITY RESULTS BY CATEGORY

Great Oaks Water Company	Report Year: 2025	GO 156 Section 9.1.2
Supplier Diversity Procurement Results by Category		

			2025			
			Direct Spend[1] $	Sub Spend[2] $	Total $	%
1	Minority Male	African American				
2		Asian Pacific American	$ 185,289		$ 185,289	11%
3		Hispanic American	$ 250		$ 250	0%
4		Native American				
5		**Total Minority Male**	$ 185,539		$ 185,539	11%
6	Minority Female	African American				
7		Asian Pacific American				
8		Hispanic American				
9		Native American				
10		**Total Minority Female**				
11	Total Minority Business Enterprise (MBE)		$ 185,539		$ 185,539	11%
12	Women Business Enterprise (WBE)					
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE					
14	Disabled Veteran Business Enterprise (DVBE)		$ 33,979		$ 33,979	2%
15	Persons with Disabilities Business Enterprise (PDBE)					
16	8(a)*					
17	**Total Supplier Diversity Spend**		$ 219,518		$ 219,518	12%
18	Net Procurement**		$ 1,761,131			

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 incudes 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.

SUPPLIER DIVERSITY DIRECT PROCUREMENT RESULTS BY PRODUCT AND SERVICE CATEGORIES

Great Oaks Water Company	Report Year: 2025	GO 156 Section 9.1.2
Supplier Diversity Direct Procurement Results by Product and Service Categories		

NO Subcontracting Spend

				2025					
				Product		Service		Total	
				$	%	$	%	$	%
1	Minority Male	African American	Direct						
2		Asian Pacific American	Direct	$ 185,289	10.52%			$ 185,289	10.52%
3		Hispanic American	Direct			$ 250	0.01%	$ 250	0.01%
4		Native American	Direct						
5		**Total Minority Male**	Direct	$ 185,289	10.52%	$ 250	0.01%	$ 185,539	10.54%
6	Minority Female	African American	Direct						
7		Asian Pacific American	Direct						
8		Hispanic American	Direct						
9		Native American	Direct						
10		**Total Minority Female**	Direct						
			Direct						
11	Total Minority Business Enterprise (MBE)		Direct						
			Direct						
12	Women Business Enterprise (WBE)		Direct						
			Direct						
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE		Direct						
			Direct						
14	Disabled Veteran Business Enterprise (DVBE)		Direct	$ 33,979	1.93%			$ 33,979	1.93%
			Direct						
15	Persons with Disabilities Business Enterprise (PDBE)		Direct						
			Direct						
16	8(a)*		Direct						
			Direct						
17	**Total Supplier Diversity Spend**		Direct	$ 219,268	12.45%	$ 250	0.01%	$ 219,518	12.46%

18	Net Procurement**	$	1,761,131
19	Net Product Procurement	$	219,268
20	Net Service Procurement		250
21	Total Number of Diverse Direct Suppliers		3

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 incudes 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.

SUPPLIER DIVERSITY SUBCONTRACTOR PROCUREMENT RESULTS BY PRODUCT AND SERVICE CATEGORIES

All supplier diversity spend is **direct spend**. Table for subcontractor procurement is not applicable.

SUPPLIER DIVERSITY RESULTS BY STANDARD INDUSTRIAL CLASSIFICATION (SIC) CODES

Great Oaks Water Company	Report Year: 2025	GO 156 Section 9.1.2
Supplier Diversity Procurement Results by Standard Industrial Classification (SIC) Codes		

The Standard Industrial Classification (SIC) Manual can be found here: SIC Manual | Occupational Safety and Health Administration (osha.gov)

SIC Code		African American Male	African American Female	Asian Pacific American Male	Asian Pacific American Female	Hispanic American Male	Hispanic American Female	Native American Male	Native American Female	Minority Business (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
	$			$ 185,289													$ 185,289
Code 87	%			10.52%													10.52%
	$					$ 250											$ 250
Code 73	%					0.01%											0.01%
	$												$ 33,979				$ 33,979
Code 5044	%												1.93%				1.93%
	$																
	%																
	$																
	%																
	$																
	%																
	$																
	%																
	$																
	%																
	$																
	%																
	$																
	%																
Total	$			$ 185,289		$ 250							$ 33,979				219518
	%			10.52%		0.01%							1.93%				12.46%

Net Procurement**	$ 1,761,131

NUMBER OF DIVERSE SUPPLIERS AND REVENUE REPORTED TO THE SUPPLIER CLEARINGHOUSE

Great Oaks Water Company	Report Year: 2025	GO 156 Section 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							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 (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	1			1			2							
Under $5 million	1						1							
Under $10 million														
Above $10 million														
Total	2			1			3							

	Revenue and Payment Data													
	Revenue Reported to the Supplier Clearinghouse							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 (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	0			$ 104,648			$ 106,648	$ 250			$ 33,979			$ 34,229
Under $5 million	$ 2,192,996						$ 2,192,996	$ 185,289						$ 185,289
Under $10 million														
Above $10 million														
Total	**$ 2,192,996**			**$ 104,648**			$ 2,297,644	**$ 185,539**			**$ 33,979**			**$ 219,518**

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 incudes purchase orders, non-purchase orders, and credit card dollars.

Totals may not add due to rounding.

DESCRIPTION OF SUPPLIER WORKFORCE

In 2025, Great Oaks partnered with three certified diverse suppliers identified through the Supplier Clearinghouse. All three suppliers maintain their main offices in California, and their workforce is believed to reside within the state. Great Oaks' total diverse spending this year reached $219,518, more than doubling the amount reported in the prior year.

Great Oaks procured technical engineering services from one of these certified diverse suppliers for many years and has established long-standing professional relationship with the firm, supporting its growth and continued success. In 2025, Great Oaks began buying purchasing parts and materials to support transmission and distributions repairs and maintenance from another certified vendor.

SUPPLIER DIVERSITY PROGRAM EXPENSE

The expenses reported in this table represent wages, travel expenses, dues, subscriptions and other related costs incurred to comply with General Order 156.

Expense Category	2025 Actual
Wages	
Other Employee Expenses	
Program Expenses	$ 4,212
Reporting Expenses	$ 1,404
Training Expenses	
Consultant Expenses	
Other Expenses	
Total	$ 5,615

DESCRIPTION OF PROGRESS IN MEETING OR EXCEEDING SET GOALS

In 2025, Great Oaks made significant improvements in its diverse spending by continuing to engage suppliers inclusively and working collaboratively with internal stakeholders to deliver high-quality products and services to meet the company's various operational needs. Great Oaks is pleased to report that the diverse spending reached 12.5% in 2025, a significant increase from 6% in 2024, exceeding the company's expectations last year.

SUPPLIER DIVERSITY PROCUREMENT RESULTS COMPARED TO SET GOALS

Category	**[Year] Result %**	**[Year] Goal %**
Minority Male Business Enterprise		
Minority Female Business Enterprise		
Minority Business Enterprise (MBE)	10%	
Women Business Enterprise (WBE)		
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		
Disabled Veteran Business Enterprise (DVBE)	2%	
Persons with Disabilities Business Enterprise (DBE)		
Total	12%	7%

DESCRIPTION OF PRIME CONTRACTORS UTILITZATION OF DIVERSE SUBCONTRACTORS

Great Oaks is not aware of any diverse subcontractor's utilization by the prime contractors with whom it engaged during the reporting period.

NEW DIVERSE PRIME AND SUBCONTRACTOR UTILIZATION

Category	New Prime Contractors #	New Subcontractors #
Minority Male Business Enterprise		
Minority Female Business Enterprise		
Total Minority Business Enterprise (MBE)	1	
Women Business Enterprise (WBE)		
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		
Disabled Veteran Business Enterprise (DVBE)	1	
Persons with Disabilities Business Enterprise (DBE)		
8(a)		
Total	2	

LIST OF SUPPLIER DIVERSITY COMPLAINTS RECEIVED AND CURRENT STATUS

Great Oaks received no complaints filed in 2025 related to its activities to comply with General Order 156.

DESCRIPTION OF SUPPLIER DIVERSITY ACTIVIES AND PROGRESS IN POWER PROCUREMENT

Great Oaks relies on electricity to power its groundwater wells, booster pumps, and all other field and administrative operations. Electricity procurement is a critical operating expense and essential to maintaining safe and reliable water service.

Electricity for Great Oaks' operation is primarily supplied by Pacific Gas and Electric Company (PG&E). PG&E is the only regulated electric utility serving the territory in which Great Oaks operates. Therefore, Great Oaks does not have the ability to solicit other electric generation providers to supply power for its operation.

At this time, Great oaks did not engage any renewable or non-renewable electric power suppliers in 2025. Despite the inherent limitations described above, Great Oaks continues to explore opportunities to participate in electric supply diversity where applicable.

DESCRIPTION OF SUPPLIER DIVERSITY ACTIVIES AND PROGRESS IN FUEL PROCUREMENT

Great Oaks purchases diesel fuel for its emergency backup generators and both gasoline and diesel for its fleet vehicles. Fuel is purchased locally through retail fuel stations within the service area. Great Oaks does not purchase natural gas, coal, or other fuel commodities.

The fuel market, in general, is highly consolidated by major refiners and distributors, limiting opportunities to engage alternative certified diverse suppliers. These large national or regional gasoline distributors are not certified diverse business enterprises. Where feasible, Great Oaks periodically reviews the Supplier Clearinghouse database to identify potential certified diverse fuel distributors and evaluates opportunities for partnership when operationally and economically practicable.

Great Oaks will continue to explore opportunities to partner with certified diverse fuel supplier or distributors in 2026, should viable options become available.

SUPPLIER DIVERSITY SHORT-, MID-, LONG-TERM PROCUREMENT GOALS

Great Oaks Water Company	Report Year:	GO 156 Section 10.1.1
	Supplier Diversity Short-, Mid-, and Long-Term Procurement Goals	

	Short-Term 2026						Mid-Term 2027						Long-Term 2028					
SIC Code Product	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	Total Supplier Diversity Goal	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	Total Supplier Diversity Goal	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	Total Supplier Diversity Goal
Code 87	7.00%	0.00%	0.00%	0.00%	0.00%	7.00%	8.00%	0.00%	0.00%	0.00%	0.00%	0.00%	10.00%	0.00%	0.00%	0.00%	0.00%	10.00%
Code 73	1.00%	0.00%	0.00%	0.00%	0.00%	1.00%	2.00%	0.00%	0.00%	0.00%	0.00%	0.00%	3.00%	0.00%	0.00%	0.00%	0.00%	3.00%
Code 5044	0.00%	0.00%	0.00%	1.00%	0.00%	1.00%	0.00%	0.00%	0.00%	3.00%	0.00%	0.00%	0.00%	0.00%	0.00%	4.00%	0.00%	4.00%
Code 4	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Code 5	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Code 6	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Code 7	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Code 8	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Code 9	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Code 10	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Subtotal	8.00%	0.00%	0.00%	1.00%	0.00%	9.00%	10.00%	0.00%	0.00%	3.00%	0.00%	13.00%	13.00%	0.00%	0.00%	4.00%	0.00%	17.00%

DESCRIPTION OF SUPPLIER DIVERSITY PROGRAM ACTIVITIES PLANNED FOR THE NEXT CALENDAR YEAR

Great Oaks plans to continue its efforts in identifying and providing meaningful opportunities to diverse suppliers that are interested in establishing long-term partnership through the Company's procurement activities. The management team remains actively engaged to move forward by maintaining clear communication with internal stakeholders to ensure program objectives are achieved. The leadership will continue to track progress and integrate supplier diversity consideration in the procurement decision-making processes.

In addition, Great Oaks continues to seek opportunities to connect with newly diverse vendors through participation in industry conferences, workshops, and professional meetings. Moving forward, Great Oaks will direct its focus on areas with low diverse supplier utilization in product or service categories that are highly technical in nature.

Great Oaks will ensure that all internal and external activities and processes are done to promote full compliance with the Supplier Diversity Program guidelines established by the CPUC, as required by CPUC Code section 8283 (c). Great Oaks remains committed not only to comply with the regulation, but also to foster mutually beneficial relationship with suppliers that reflect the diversity of the communities it serves.