PACIFIC POWER
A DIVISION OF PACIFICORP

825 NE Multnomah Street, Suite 2000
Portland, Oregon 97232

March 2, 2026

VIA ELECTRONIC FILING

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Executive Director
California Public Utilities Commission
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San Francisco, CA 94102-3298
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RE: PacifiCorp's (U-901-E) 2025 Annual Report on Utilization of Women/ Minority/ Disabled Veteran/Lesbian, Gay, Bisexual, Transgender/ Persons with Disabilities Business Enterprises and 2026 Annual Plan – General Order 156

Pursuant to General Order 156, Sections 9 and 10, PacifiCorp, d/b/a Pacific Power, hereby submits its 2025 Annual Report on the Utilization of Women, Minority, Disabled, Veteran, Lesbian, Gay, Bisexual, Transgender Business Enterprises (WMDVLGBTPDBE) and the 2026 Annual Plan.

In addition, pursuant to Commission Decision 06-11-028, Ordering Paragraph 1, the annual report includes a report on the aggregate number of women/minority/disabled veteran/lesbian/gay/bisexual/transgender/persons with disabilities business enterprises (WMDVLGBTPDBE) suppliers and aggregate clearinghouse reported revenues**.**

PacifiCorp respectfully requests that all formal correspondence and Staff requests regarding this report be addressed to the following:

By E-mail (**preferred**): datarequest@pacificorp.com

Informal inquiries may be directed to Pooja Kishore at (503) 813-7314.

Sincerely,

Robert Meredith
Director, Regulation

Enclosure

Cc: Stephanie Green, CPUC
R. 21-03-010 Service List

SUPPLIER DIVERSITY

helping to grow opportunities

2025 Annual Report - 2026 Annual Plan

PACIFIC POWER

Let's turn the answers on.

PacifiCorp	Report Year: 2025	General Order (GO) 156
Supplier Diversity Annual Report and Annual Plan Table of Contents		

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NOTE:
*ESP - electric service providers with gross annual California revenues exceeding $25,000,000.

PacifiCorp	Report Year: 2025	GO 156 Section 9.1.1
Description of Supplier Diversity Program and Diversity-Related Information During the Previous Calendar Year		

ABOUT PACIFICORP

PacifiCorp is a multi-jurisdictional utility providing electric retail service to approximately 2 million customers in six western states including California, Idaho, Oregon, Utah, Washington and Wyoming. PacifiCorp serves approximately 45,900 retail customers in the northernmost areas of California. PacifiCorp's California customers and its electric facilities are geographically dispersed, with only approximately four customers per square mile. The main population centers in PacifiCorp's California service territory are Crescent City, Yreka, and Mount Shasta.

PacifiCorp does not operate within the CAISO balancing authority area, but rather operates two balancing authority areas that encompass its six-state service territory. PacifiCorp's California service territory includes most of the area north of Shasta Lake to the Oregon border. PacifiCorp's California customers currently comprise approximately 2 percent of the Company's total retail sales.

PACIFICORP'S COMMITMENT TO SUPPLIER DIVERSITY

PacifiCorp is committed to promoting supplier engagement and economic development in the communities we serve by building relationships with a wide range of enterprises and small businesses. We are dedicated to using innovative strategies to expand opportunities for suppliers that reflect the people in our communities. Our competitive engagement process ensures that all contractors, subcontractors, suppliers and businesses have an equal opportunity to collaborate with us.

We are committed to fostering a procurement process that is accessible and fair to all suppliers based on their ability to meet the company's performance, price and quality requirements. Our employees are responsible for supplier engagement to identify, qualify, select and manage the procurement process for goods and services to assure that qualified suppliers are appropriately included. Our employees must comply fully with all company policies and practices relating to the engagement of qualified suppliers.

INTERNAL PROGRAM ACTIVITIES

PacifiCorp employs a sourcing model grounded in objective analysis against pre-defined criteria set by our experienced sourcing team. Our overarching goal is to optimize expenditure, ensuring that each dollar spent yields maximum returns while minimizing the total cost of ownership.

We engage suppliers whose practices align with our stringent requirements for safety, quality, risk management, and financial efficiency. Suppliers are granted access to our competitive bidding process, which can lead to a range of contractual opportunities, including master agreements, project-specific engagements, and local procurement through first-tier contractors.

For procurement transactions exceeding $100,000, PacifiCorp seeks formal competitive bidding to uphold transparency and secure the best value. For transactions ranging from $5,000 to $100,000, we allow for a more flexible, informal bidding process to accelerate operations while still maintaining oversight. Operational purchases under $5,000 are delegated to our skilled operations staff, empowering prompt and efficient decision-making with a streamlined procurement engagement.

PACIFICORP'S SUPPLIER DIVERSITY DATABASE

PacifiCorp maintains an internal supplier database to advance our commitment to supplier diversity, thereby enhancing operational efficiency and inclusivity. In 2025, PacifiCorp upheld our pledge to diversity and transparency by verifying Women, Minority, Disabled Veteran, LGBT, and Persons with Disabilities Business Enterprise (WMDVLGBTPDBE) certifications for all listed entities within our enterprise resource planning system. This rigorous process has categorized 602 suppliers with WMDVLGBTPDBE status, fostering a diverse supply chain.

Moreover, suppliers are proactively encouraged to register with the California Clearinghouse, aligning with our strategic expansion and stakeholder management goals in the region. Our diverse supplier database is accessible via PacifiCorp's intranet, serves as a resource for procurement teams and field staff authorized for ensuring that the use of diverse suppliers is not only a policy but a practiced standard in our daily operations.

EXTERNAL PROGRAM ACTIVITIES

PacifiCorp was unable to attend the California Public Utilities Commission's Small and Diverse Business Expos or the En Banc in 2025 due to travel restrictions and financial constraints. While PacifiCorp remains committed to fostering supplier engagement and diversity, we also recognize the need to be fiscally responsible and intentional when making discretionary expenditures.

Although travel restrictions were in place during 2025, PacifiCorp did take the opportunity to participate in a local outreach event in Portland, Oregon. PacifiCorp both sponsored and staffed a booth at the Oregon Association of Minority Entrepreneurs (OAME) tradeshow to engage with local, small and diverse businesses to strengthen our supply chain and ultimately stimulate economic growth in the communities served by PacifiCorp. PacifiCorp recognizes the benefits of having a diverse supply chain and is committed to increasing the amount of business we do with minority-owned, women-owned, disabled veteran-owned, LGBT-owned, persons with disabilities-owned and emerging small business suppliers.

PacifiCorp recognizes that an inclusive procurement process that is accessible to a diverse range of businesses is vital to the overall success of our company and excellence in supplier diversity will lead to excellence in supply chain management while providing opportunities for success to a wide and diverse range of businesses in the communities we serve.

PACIFICORP'S SUBCONTRACTING PROGRAM

PacifiCorp is committed to and understands the importance of promoting supplier engagement and economic development in the communities we serve by building relationships with a wide range of enterprises and small businesses and increasing the amount of business conducted with qualified business enterprises, including women-owned, minority-owned, disabled veteran-owned, lesbian, gay, bisexual, and transgender ("LGBT")-owned, and persons with disabilities-owned businesses. Company expects the same level of commitment from prime contractors when they subcontract any of their work.

PacifiCorp continued to partner with a prime contractor to increase diversity spend in support of a major contract in California. A total of 16.35 percent of it's California spend was subcontracted to certified diversity suppliers. This partnership led to increased engagement and opportunities with diverse suppliers across our six-state territory.

PACIFICORP OVERALL USE OF DIVERSITY SUPPLIERS

In fiscal year 2025, PacifiCorp's company-wide procurement expenditures reached $3,663,089,031 marking a 7.4 percent growth from the previous year. PacifiCorp's company-wide engagement with Women, Minority, Disabled Veteran, LGBT, and Persons with Disabilities Business Enterprises (WMDVLGBTPDBE) saw a significant rise. Expenditures with certified WMDVLGBTPDBE suppliers soared to $348,472,202, a 30.7 percent increase compared to 2024, underscoring our dedication to diversity and inclusion within our supply chain.

In our California service territory, procurement expenditures totaled $161,933,736, with $10,529,351 directed towards certified WMDVLGBTPDBE suppliers. This accounts for 6.5 percent of our total 2025 spend in the region, indicating a significant increase from the diversity spend percentage in 2024.

PACIFICORP'S DIVERSITY, EQUITY AND INCLUSION COMMITMENT

PacifiCorp is committed to equal employment opportunity, and we encourage workforce inclusion and belonging. Our company creates and maintains an inclusive workforce free of discrimination and harassment where all employees feel empowered to be their best and to do their best work together. PacifiCorp promotes inclusive hiring and recruiting by engaging in broad based outreach and recruitment and posting job openings internally.

NON-CONFIDENTIAL WORKFORCE DATA

PacifiCorp employs 40 individuals in its California workforce. As reported to the U.S. Equal Employment Opportunity Commission in 2025, approximately 80% are classified as White Male, 3% as Asian Pacific American Male, 15% as White Female and 3% as Native American Male.

PACIFICORP'S BOARD DIVERSITY

The PacifiCorp board is comprised of the seven individuals below, 57% are classified as White Male, 29% as White Female and 14% as Asian Pacific American Male.

Charles C. Chang, Senior Vice President and Chief Financial Officer, Berkshire Hathaway Energy
Darin M. Carroll, Chief Executive Officer, PacifiCorp
Cindy A. Crane, Chair, PacifiCorp
Natalie L. Hocken, Senior Vice President, Chief Legal Officer, Berkshire Hathaway Energy
L. Ryan Weems, Senior Vice President, Chief Financial Officer, PacifiCorp
Ryan L. Flynn, President, Pacific Power
Richard J. Garlish, President, Rocky Mountain Power

PACIFICORP'S SUPPLIER DIVERSITY PROGRAM INFORMATION

PacifiCorp supplier diversity program information can be found on our website:
Supplier Engagement

Abbie Sauter
Engagement Director
abbie.sauter@pacificorp.com
(801) 220-2053

PacifiCorp	Report Year: 2025	GO 156 Section 9.1.2
Supplier Diversity Results of Products and Services (non-power purchases) if Procured	Supplier Diversity Procurement Results by Product and Service Categories (non-power purchases)	

			Report Year: 2025							
			Direct Spend[1] $	Sub Spend[2] $	Total $	%	Product Spend $	Service Spend $	Total $	%
1	Minority Male	African American	1,942	0	1,942	0.00%	1,942	0	1,942	0.00%
2		Asian Pacific American	198,362	0	198,362	0.12%	0	198,362	198,362	0.12%
3		Hispanic American	3,096,075	0	3,096,075	1.91%	41,394	3,054,681	3,096,075	1.91%
4		Native American	0	0	-	0.00%	0	0	-	0.00%
5		**Total Minority Male**	3,296,379	-	3,296,379	2.04%	43,336	3,253,043	3,296,379	2.04%
6	Minority Female	African American	0		-	0.00%	0	0	-	0.00%
7		Asian Pacific American	0		-	0.00%	0	0	-	0.00%
8		Hispanic American	0	263,530	263,530	0.16%	263,530	0	263,530	0.16%
9		Native American	0	3,809,134	3,809,134	2.35%	0	3,809,134	3,809,134	2.35%
10		**Total Minority Female**	0	4,072,664	4,072,664	2.52%	263,530	3,809,134	4,072,664	2.52%
11	Total Minority Business Enterprise (MBE)		3,296,379	4,072,664	7,369,044	4.55%	306,867	7,062,177	7,369,044	4.55%
12	Women Business Enterprise (WBE)		136,457	628,805	765,261	0.47%	629,273	135,988	765,261	0.47%
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		0	0	0	0.00%	0	0	0	0.00%
14	Disabled Veteran Business Enterprise (DVBE)		0	2,395,047	2,395,047	1.48%	0	2,395,047	2,395,047	1.48%
15	Persons with Disabilities Business Enterprise (DBE)		0	0	0	0.00%	0	0	0	0.00%
16	8(a)*		0	0	0	0.00%	0	0	0	0.00%
17	**Total Supplier Diversity Spend**		3,432,836	7,096,516	10,529,351	6.50%	936,140	9,593,211	10,529,351	6.50%
18	Net Procurement**					161,933,736				
19	Net Product Procurement									
20	Net Service Procurement									
21	Total Number of Diverse Suppliers that Received Direct Spend					8				

PacifiCorp has no ability to track total spend between product and service.

NOTE:
* 8(a) - Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).
** Net Procurement incudes purchase orders, non-purchase orders, and credit card dollars.
[1] Direct - Means Direct Procurement: when a covered entity directly procures from a supplier.
[2] Sub - Means Subcontractor Procurement: when a prime contractor, in contract with a covered entity, procures from a subcontractor to fulfil its contractual obligation(s).

PacifiCorp	Report Year: 2025	GO 156 Section 9.1.2
Description of Supplier Workforce		

NUMBEROF DIVERSE SUPPLIERS (DIRECT AND SUBCONTRACTORS) WHO HAVE THE MAJORITY OF THEIR WORKFORCE IN

Using the information available in the California Supplier Clearinghouse, PacifiCorp determined that six or 50 percent of the diverse suppliers with spend in 2025 have a physical presence in California. Four of those suppliers indicated that the majority of their workforce is located in Califofornia. Using the sample calculation provided and the data available from the supplier clearinghouse, percentage of workforce located in California for all diverse suppliers is 38.6%.

Two of the suppliers did not provide any information on workforce percentages located in California and were included in the calculation as having 0% of their workforce located in California.

PACIFICORP'S DIRECT SUPPLIERS AND SUBCONTRACTORS

PacifiCorp is unable to provide the average percentage of its overall direct and subcontractor suppliers who have the majority of their workforce in California. The California Suppllier Clearinghouse does not consistently contain this information for certified suppliers or the balance of suppliers utilized by PacifiCorp across its six-state territory.

In a good faith effort to provide this information, PacifiCorp analyzed the supplier database located in our Enterprise Resource Planning (ERP) system. PacifiCorp has a total of 61,055 suppliers in the ERP system and it would be overly burdensome to inquire with each supplier the percentage of their workforce that resides in California. In light of this daunting task, PacifiCorp identified 4,144 of these suppliers or 6.79 percent of the total population have a physical address located in California.

To further refine the data, PacifiCorp identified 5,351 suppliers whom received payments from PacifiCorp for purchase of goods and services across our six state territory in 2025. Of those suppliers receiving payments, 347 or 6.48 percent have a physical address located in California.

DIVERSITY OF THE TOTAL CONTRACTOR OR SUBCONTRACTOR WORKFORCE

PacifiCorp is unable to provide the diversity of the total contractor or subcontractor workforce. This data is not provided by either direct suppliers or subcontractor suppliers and it is unknown if employees of the suppliers voluntarily provide this information.

PacifiCorp	Report Year: 2025	GO 156 Section 9.1.3
Supplier Diversity Program Expense		

Expense Category	Year (Actual)
Wages	11,247
Other Employee Expenses	828
Program Expenses	2997
Reporting Expenses	
Training Expenses	
Consultant Expenses	
Other Expenses	7,500
Total	22,572

PacifiCorp	Report Year: 2025	GO 156 Section 9.1.4
Description of Progress in Meeting or Exceeding Set Goals		

While PacifiCorp did not meet our supplier diversity spend goals, we had significant success partnering with two prime contractors for utilization of diverse suppliers which significantly contributed to PacifiCorp's diversity spend percentages.

PacifiCorp planned to participate in several local community events as well as the 2025 California Public Utilities Commission business expo and En Banc but due to financial constraints and travel restrictions these opportunities were not realized. In addition, the Oregon Governor's marketplace event was cancelled and rescheduled for 2026. PacifiCorp hopes to be able to participate in more events in 2026, including the rescheduled Oregon Governor's Marketplace, the Oregon Association of Minority Entrepreneurs as well as California Public Utilities Commission planned events.

Challenges to Recruit and Include Diverse Suppliers

PacifiCorp continues to struggle with finding suppliers certified in compliance with General Order 156 for goods and services required in our small and rural California service territory. The majority of PacifiCorp's California spend or 91% is with only ten suppliers, Fortunately, two of these 10 suppliers are certified in the supplier clearinghouse and are largely responsible for the increase in our diversity spend percentages in 2025, along with PacifiCorp's partnership with prime contractors to subcontract with diverse suppliers.

Another barrier experienced by PacifiCorp was the expiration of Clearinghouse certifications for two key suppliers. With such a small diverse pool of suppliers, the inability to include this additional spend was a hinderance to reaching our goals.

PacifiCorp	Report Year: 2025	GO 156 Section 9.1.4
Supplier Diversity Results Compared to Set Goals		

Category	2025 Result %	2025 Goal %
Minority Business Enterprise (MBE)	4.55%	3.50%
Women Business Enterprise (WBE)	0.47%	3.00%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	0%	0.50%
Disabled Veteran Business Enterprise (DVBE)	1.48%	0.50%
Persons with Disabilities Business Enterprise (DBE)	0%	0.50%
Total	6.50%	8.0%

NOTE:
% - Percentage of Net Procurement.

PacifiCorp	Report Year 2025	GO 156 Section 9.1.5
Description of Diverse Contractor Utilization		

NUMBEROF DIVERSE SUPPLIERS (DIRECT AND SUBCONTRACTORS) WHO HAVE THE MAJORITY OF THEIR WORKFORCE

Using the information available in the California Supplier Clearinghouse, PacifiCorp determined that six or 50 percent of the diverse suppliers with spend in 2025 have a physical presence in California. Four of those suppliers indicated that the majority of their workforce is located in Califofornia. Using the sample calculation provided and the data available from the supplier clearinghouse, percentage of workforce located in California for all diverse suppliers is 38.6%.

Two of the suppliers did not provide any information on workforce percentages located in California and were included in the calculation as having 0% of their workforce located in California.

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To further refine the data, PacifiCorp identified 5,351 suppliers whom received payments from PacifiCorp for purchase of goods and services across our six state territory in 2025. Of those suppliers receiving payments, 347 or 6.48 percent have a physical address located in California.

DIVERSITY OF THE TOTAL CONTRACTOR OR SUBCONTRACTOR WORKFORCE

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PacifiCorp	Report Year 2025	GO 156 Section 9.1.6
List of Supplier Diversity Complaints Received and Current Status		

PacifiCorp is not aware of any WMDVLGBTPDBE complaints during 2025.

NOTE:
For this section, a complaint means any written or verbal statement from a diverse supplier or third-party stating that the ESP's supplier diversity program is unsatisfactory or unacceptable.

PacifiCorp	Report Year 2025	GO 156 Section 9.1.7
Description of Efforts to Recruit Diverse Suppliers in Low Utilization Categories		

PacifiCorp’s internal and external program activities described in section 9.1.1 are aimed at recruiting WMDVLGBTPDBE suppliers of products or services in procurement categories where WMDVLGBTPDBE use has been low as well as in all other procurement categories.

The majority of spend in PacifiCorp's California service territory are for construction, engineering and vegetation management services. These major spend categories are competitively bid and contracted for every 3-5 years and PacifiCorp is always seeking additional diverse businesses to qualify and subsequently participate in these opportunities. In addition, PacifiCorp has partnered with a major prime contractor to increase diverse subcontract spend in both California and the other states comprising our service territory.

NOTE:
* Low Utilization (GO 156 Section 8.12) - Each ESP shall make special efforts to increase utilization and encourage entry into the marketplace of diverse suppliers in product or service categories where there has been low utilization of diverse suppliers, such as legal and financial services, fuel and power procurements, and areas that are considered technical.

DO NOT INCLUDE INSTRUCTIONS IN THE ANNUAL REPORT

Example of narrative:

Description of procurement categories with limited diverse supplier participation, reasons for the limited participation, and solutions and efforts to increase participation, etc.

PacifiCorp	Report Year 2025	GO 156 Section 9.1.9
Description of Supplier Diversity Activities and Progress in Power (Energy) Procurement		

Not Applicable

Narrative describing the ESP's efforts to recruit diverse suppliers in power procurement and progress achieved during the previous calendar year.

PacifiCorp	Report Year 2025	GO 156 Section 9.1.9
Supplier Diversity Results in Power (Energy) Procurement		

			Direct Power Purchases $	Direct Fuels for Generation $			Totals $[1]			%[2]
			Renewable and Non-Renewable Power Products	Diesel	Nuclear	Natural Gas	Direct[3]	Sub[4]	Total $[5]	
1	Minority Male	African American	$0	$0	$0	$0	$0	$0	$0	
2		Asian Pacific American	$0	$0	$0	$0	$0	$0	$0	
3		Hispanic American	$0	$0	$0	$0	$0	$0	$0	
4		Native American	$0	$0	$0	$0	$0	$0	$0	
5		Total Minority Male	$0	$0	$0	$0	$0	$0	$0	
6	Minority Female	African American	$0	$0	$0	$0	$0	$0	$0	
7		Asian Pacific American	$0	$0	$0	$0	$0	$0	$0	
8		Hispanic American	$0	$0	$0	$0	$0	$0	$0	
9		Native American	$0	$0	$0	$0	$0	$0	$0	
10		Total Minority Female	$0	$0	$0	$0	$0	$0	$0	
11	Total Minority Business Enterprise (MBE)		$0	$0	$0	$0	$0	$0	$0	
12	Women Business Enterprise (WBE)		$0	$0	$0	$0	$0	$0	$0	
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		$0	$0	$0	$0	$0	$0	$0	
14	Disabled Veteran Business Enterprise (DVBE)		$0	$0	$0	$0	$0	$0	$0	
15	Persons with Disabilities Business Enterprises (DBE)		$0	$0	$0	$0	0	0	0	
16	8(a) [6]		$0	$0	$0	$0	$0	$0	$0	
17	**Total Supplier Diversity**		**$0**	**$0**	**$0**	**$0**	**$0**	**$0**	**$0**	
18	Net Power Procurement		$0							
19	Net Direct Power Purchases		$0							
20	Net Direct Fuels for Generation		$0							
21	Total Number of Diverse Suppliers		0							

Line Item 18 is the sum of of line item 19 and 20

DO NOT INCLUDE INSTRUCTIONS IN THE ANNUAL REPORT

BUSINESSES WITH MULTIPLE CERTIFICATIONS CAN ONLY BE

Percentage amounts should be carried out to two decimal places (for example, 25.43%).

If an ESP has spend with a supplier before the supplier is certified, the ESP may count the spend for the entire calendar year in which the supplier becomes certified.

If an ESP has spend with a supplier whose certification has expired and is later renewed, the ESP may count spend for the expired period if the

NOTES:

[1] Excludes purchases from the California Independent System Operator (CAISO), utilities, federal entities, state entities, municipalities and cooperatives.

[2] % - Percentage of Net Procurement.

[3] Includes Direct Power Purchases and Direct Fuels for Generation. Direct - Means Direct Procurement: when an ESP directly procures from a supplier.

[4] Sub - Means Subcontractor Procurement: when a prime contractor, in contract with an ESP, procures from a subcontractor to fulfil its contractual obligation(s).

[5] "Total" does not include pre-commercial development (COD) subcontracting values.

[6] 8(a) - Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).

PacifiCorp	Report Year 2025	GO 156 Section 10.1.1
Supplier Diversity Short-, Mid-, and Long-Term Procurement Goals For Power and other Product and Service Categories		

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

Short-, mid-, and long-term procurement goals for other goods and services if applicable.

	Short-Term [2026]						Mid-Term [2026]						Long-Term [2026]					
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
Overall	1.75%	1.50%	0.25%	0.25%	0.25%	4.00%	1.75%	1.50%	0.25%	0.25%	0.25%	4.00%	1.75%	1.50%	0.25%	0.25%	0.25%	4.00%
	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%	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%	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%	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%	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%	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%	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%	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%	0.00%
Subtotal	1.75%	1.50%	0.25%	0.25%	0.25%	4.00%	1.75%	1.50%	0.25%	0.25%	0.25%	4.00%	1.75%	1.50%	0.25%	0.25%	0.25%	4.00%

	Short-Term [2026]						Mid-Term [2026]						Long-Term [2026]					
SIC Code Service	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
Overall	1.75%	1.50%	0.25%	0.25%	0.25%	4.00%	1.75%	1.50%	0.25%	0.25%	0.25%	4.00%	1.75%	1.50%	0.25%	0.25%	0.25%	4.00%
	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%	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%	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%	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%	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%	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%	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%	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%	0.00%
Subtotal	1.75%	1.50%	0.25%	0.25%	0.25%	4.00%	1.75%	1.50%	0.25%	0.25%	0.25%	4.00%	1.75%	1.50%	0.25%	0.25%	0.25%	4.00%
Total	3.50%	3.00%	0.50%	0.50%	0.50%	8.00%	3.50%	3.00%	0.50%	0.50%	0.50%	8.00%	3.50%	3.00%	0.50%	0.50%	0.50%	8.00%

PacifiCorp	Report Year 2025	GO 156 Section 10.1.2
Description of Supplier Diversity Program Activities Planned for the Next Calendar Year		

PLANNED WMDVLGBTPDBE INTERNAL PROGRAM ACTIVITIES FOR 2026

PacifiCorp will continue to inform and educate executives and their direct reports, procurement staff, operational staff and all Company employees who interact with suppliers on the program to increase supplier diversity. This will be accomplished with individual training sessions as well as Company-wide newsletters and publications.

Operational staff will be more directly involved in communicating the Company's goals and expectations to suppliers and prime contractors.

PacifiCorp supply chain is working on a charter for a new supplier diversity team that will include both supply chain, business unit representatives and management to more actively engage various stakeholders within our Organization. The high-level vision includes identifying potential opportunities for diverse suppliers and local vendors, partnering with prime contractors to develop their supplier diversity programs and seeking out opportunities to assist in the development and competitiveness of diversity suppliers through instruction, mentoring and other outreach activities.

PLANNED WMDVLGBTPDBE EXTERNAL PROGRAM ACTIVITIES FOR 2026

PacifiCorp plans to attend the CPUC Small Business Expo and the 2026 En Banc held in the fall. PacifiCorp will also continue to identify and participate in supplier diversity workshops, events and other activities such as the annual Oregon Association of Minority Enrepreneurs trade show and the Oregon Governor's Marketplace to promote and improve our supplier diversity program.

PacifiCorp can also impact communities through our supply chain investments. While utility suppliers are often multinational or large firms, PacifiCorp is seeking ways to localize and diversify our impact. Our commitment is to actively and routinely seek out qualified minority, women, disabled veteran, LGBTQ, persons with disabilities and small business enterprises that can provide competitive and high-quality commodities and services. In addition, we strongly encourage our prime contractors and major suppliers to support supplier diversity by creating a competitive procurement process that provides opportunities for diverse supplier subcontractors and businesses. We are working to onboard and purchase from more diverse businesses and intend to develop additional training for potential diverse suppliers. Persistent efforts are often required to make continuous improvements in all the communities we serve. PacifiCorp is ready to make these investments and develop new supplier relationships.

External planned program activities include but are not limited to:

- Outreach to promote the program and provide education.
- Support organizations that promote the interest of and advocate for diverse suppliers and diverse communities.
- Develop and provide technical assistance and capacity building initiatives and opportunities for diverse suppliers.
- Etc.

PacifiCorp	Report Year 2025	GO 156 Section 10.1.3
Plans for Recruiting Diverse Suppliers in Low Utilization Categories		

PacifiCorp will continue its concerted efforts in the recruitment of available WMDVLGBTPDBE suppliers in all product and service categories. WMDVLGBTPDBE outreach activities will be addressed by the Company's diversity supplier development team in conjunction with procurement and operational staff.

PacifiCorp	Report Year 2025	GO 156 Section 10.1.4
Plans for Recruiting Diverse Suppliers Where Unavailable		

PacifiCorp's planned internal and external program activities described in section 10.1.2 are aimed at recruiting WMDVLGBTPDBE suppliers of products or services where WMDVLGBTPDBE suppliers are currently unavailable.

PacifiCorp	Report Year 2025	GO 156 Section 10.1.5
Plans for Encouraging Prime Contractors to Subcontract Diverse Suppliers		

PacifiCorp continues to encourage prime contractors to subcontract with diversity suppliers. Primes are required to submit a supplier diversity plan, including confirmation that they have contacted diverse suppliers and obtained their commitment to participate.

PacifiCorp successfully negotiated a major contract which specifies the use of technically qualified and economically competitive diverse subcontractors and suppliers for at least 10 percent of applicable work or materials. PacifiCorp will continue to work collaboratively with this contractor to identify diverse businesses through certifying agencies and outreach events planned for several locations throughout our service territory including California. PacifiCorp plans to use this engagement as a model for future contracts.

PacifiCorp	Report Year: 2025	GO 156 Section 10.1.6
Plans for Complying with Supplier Diversity Program Guidelines		

See Section 10.1.2 for a description of PacifiCorp's GO 156 program activities planned for 2026. PacifiCorp will consider the recommendations by the Commission's Supplier Diversity Staff for the achievement of maximum results in implementing legislative policy and General Order 156 consistent with the WMDVLGBTPDBE program guidelines.

Challenges to Recruit and Include Diverse Suppliers

PacifiCorp continues to struggle with finding suppliers certified in compliance with General Order 156 for goods and services required in our small and rural California service territory. The majority of PacifiCorp's California spend or 91% is with only ten suppliers, Fortunately, two of these 10 suppliers are certified in the supplier clearinghouse and are largely responsible for the increase in our diversity spend percentages in 2025, along with PacifiCorp's partnership with prime contractors to subcontract with diverse suppliers.

Another barrier experienced by PacifiCorp was the expiration of Clearinghouse certifications for two key suppliers. With such a small diverse pool of suppliers, the inability to include this additional spend was a hinderance to reaching our goals.

Strategies to Overcome Barriers to Utilization of Diverse Suppliers

PacifiCorp will continue our attempt to recruit additional certified suppliers in the areas of electrical construction, vegetation management, engineering and wildfire mitigation, which encompass the majority of our California spend. In addition, expanding partnerships with prime contractors is also a strategy PacifiCorp will pursue as additional large projects are identified and planned. Finally, PacifiCorp has reached out to the two suppliers whose certifications lapsed prior to 2025, and one of them has already become recertified.

GO 156 Section 1.3 Definitions*

Name	Definition	Acronym	Certification
Woman Business Enterprises	A business enterprise at least 51% owned by a woman or women, or if a publicly owned business, at least 51% of the stock owned by one or more women; and whose management and daily business operations are controlled by one or more of those individuals (GO 156 Section 1.3.3).	WBE	Supplier Clearinghouse
Minority Business Enterprises	A business enterprise at least 51% owned by a minority individual or group(s), or if a publicly owned business, at least 51 % of the stock owned by one or more minority groups; and whose management and daily business operations are controlled by one or more of those individuals. Minority includes, but is not limited to, African Americans, Hispanic Americans, Native Americans, Asian Pacific Americans, and other groups as defined in the GO (GO 156 Section 1.3.4).	MBE	Supplier Clearinghouse
Lesbian, Gay, Bisexual, Transgender (LGBT) Business Enterprise	A business enterprise at least 51% owned by a lesbian, gay, bisexual, or transgender person or persons, or if a publicly owned business, at least 51% of the stock owned by one or more lesbian, gay, bisexual, or transgender persons; and whose management and daily business operations are controlled by one or more of those individuals (GO Section 156 1.3.5).	LGBTBE	Supplier Clearinghouse
Persons with Disabilities Business Enterprise	A business enterprise at least 51% owned by a person or persons with a disability, or if a publicly owned business, at least 51 % of the stock owned by one or more persons with a disability; and whose management and daily business operations are controlled by one or more of those individuals (GO 156 Section 1.3.6)	DBE	Supplier Clearinghouse
Disabled Veteran Business Enterprises	1) It is a sole proprietorship at least 51% owned by one or more disabled veterans or, in the case of a publicly owned business, at least 51% of its stock is owned by one or more disabled veterans; a subsidiary which is wholly owned by a parent corporation, but only if at least 51% of the voting stock of the parent corporation is owned by one or more disabled veterans; or a joint venture in which at least 51% of the joint venture's management and control and earnings are held by one or more disabled veterans. (2) The management and control of the daily business operations are by one or more disabled veterans. (3) It is a sole proprietorship, corporation, or partnership with its home office located in the United States, which is not a branch or subsidiary of a foreign corporation, foreign firm, or other foreign-based business (GO 156 Section 4.1).	DVBE	Department of General Services (DGS)
Disabled Veteran	Refers to a veteran of the military, naval or air service of the United States with a service-connected disability and who is a resident of the State of California (GO 156 Section 1.3.7).		
African American	Refers to a person having origins in any black racial groups of Africa (GO 156 Section 1.3.9)	BA	
Asian Pacific American	Refers to a person having origin in Asia or the Indian subcontinent, including, but not limited to, persons from Japan, China, the Philippines, Vietnam, Korea, Samoa, Guam, the U.S. Trust Territories of the Pacific, Northern Marianas, Laos, Cambodia, Taiwan, India, Pakistan, and Bangladesh (GO 156 Section 1.3.12).	APA	
Hispanic American	Refers to a person of Mexican, Puerto Rican, Cuban, South or Central American, Caribbean, and other Spanish culture or origin (GO 156 Section 1.3.10).	HA	
Native American	Refers to a person having origin in any of the original peoples of North America or the Hawaiian Islands, in particular, American Indians, Eskimos, Aleuts, and Native Hawaiians (GO 156 Section 1.3.11).	NA	
Other Groups (8(a))	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).	8(a)	
Subcontract	Any agreement or arrangement between a contractor and any party or person (in which the parties do not stand in the relationship of an employer and an employee): for the furnishing of supplies or services for the use of real or personal property, including lease arrangements, which, in whole or in part, is necessary to the performance of any one or more contracts; or under which any portion of the contractor's obligation under any one or more contracts is performed, undertaken or assumed (GO 156 Section 1.3.23).	Sub	
Supplier Clearinghouse	A Commission-supervised program or entity that shall conduct certifications/verifications and maintain a database of eligible suppliers for the use of utilities and other covered entities under the Commission's Supplier Diversity Program (GO 156 Section 1.3.22).		
Commission	Refers to the California Public Utilities Commission, as provided for in Article XII of the California Constitution (GO 156 Section 1.3.1).	CPUC	
Short-Term Goal	A goal applicable to a period of one (1) year (GO 156 Section 1.3.18).		

Mid-Term Goal	A goal applicable to a period of three (3) years (GO 156 Section 1.3.19).		
Long-Term Goal	A goal applicable to a period of five (5) years (GO 156 Section 1.3.20).		
Product and Service Categories	As defined by the Standard Industrial Classification (SIC) system maintained by the United States Department of Labor, Occupational Safety and Health Administration, as they currently read or as amended or as defined by any other updated classification system that supersedes the SIC system (GO 156 Section 1.3.24).		
Supplier Diversity	Refers to the inclusion of women, minority, disabled veteran, LGBT, and persons with disabilities business enterprises in supply chains and procurement activities		
Diverse Business/Supplier	Refers to women, minority, disabled veteran, LGBT, and persons with disabilities business enterprises		

NOTE:
* These definitions are not proposed amendments to Section 1.3 of GO 156 or the other Sections. The purpose of these definitions is to provide convenient reference in preparing GO 156 reports.