

Golden State
Water Company

A Subsidiary of American States Water Company

2019 Annual Report 2020 Annual Plan

2019 Annual Report and 2020 Annual Plan on the Utilization of
Women, Minority, Disabled Veteran, Lesbian, Gay, Bisexual and Transgender
Business Enterprises (U-60-W)

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It is with great pride that I write this message supporting and enhancing Golden State Water Company's commitment to Supplier Diversity. 2019 was a transition year for our Supplier Diversity Program. Emma Maxey, our Supplier Diversity Manager since the inception of the Program at Golden State Water, retired. We were fortunate to hire Ms. Holley Joy to replace Ms. Maxey as our new Supplier Diversity Manager. We are delighted to have Holley and look forward to continued success for our program.

Due to the strength of our Supplier Diversity Program, the transition at the manager position did not hamper our ability to have another successful year for our Program. Golden State Water's mission is to efficiently deliver Safe, Reliable Water to over 80 communities across California. Year over year, we work collaboratively and successfully with our diverse and non-diverse business partners to maintain excellent customer service for water delivery, that meets or exceeds all regulated standards. Our prime and sub-contractor business partners are knowledgeable about our commitment to supplier diversity and are actively engaged in supporting this program.

The Golden State Water Company Supplier Diversity Program is foundationally established on the principles of fair, equitable and ethical business practices. From this strong foundation, we are able to identify, provide and expand opportunities to diverse owned businesses that align with and deliver the high quality goods and services needed.

I am pleased to report that Golden State Water's spending with diverse firms in 2019 was 29.40%, surpassing the overall spending target of 21.5% established in General Order 156. This is the seventh consecutive year that Golden State Water's results have exceeded the GO156 overall target. Moreover, 2019 is the fourth consecutive year that Golden State Water has met the individual targets for each category established in GO156.

Our commitment, coupled with the accomplishments and successes seen year over year, confirms that the Golden State Water Company Supplier Diversity Program is visible, relevant and real. We will continue our efforts to utilize best practices and review and/or create increased efficiencies in all departments that impact this great program.

Golden State Water Company respectfully submits our 2019 Annual Report on the Utilization of Women, Minority, Disabled Veteran, Lesbian, Gay, Bisexual and Transgender Business Enterprises (WMDVLGBTBE).

Robert J. Apronte



I am excited and encouraged to take the baton so effortlessly offered and filled with all of the history and success of the Golden State Water Company Supplier Diversity Program. I come to you with the same passion and fervor for all things diversity.

I endeavor to be everywhere needed, to participate and support everything diversity, that upholds the foundational integrity and sustainability of this program.

I look forward to learning this utility, its workforce and projects to identify areas of focus that will continue to shape and transform our diversity program at large.

I pledge to provide continued deliverance of a quality supplier diversity program that is and will remain ***Visible, Relevant and Real.***

Holley Joy
Supplier Diversity Manager

Golden State Water Company respectfully submits its 2019 Annual Supplier Diversity Report in compliance with reporting guidelines set forth by the California Public Utilities Commission (CPUC) General Order 156. This report provides an in-depth narrative of our efforts, successes, challenges and barriers to extend opportunities and provide contract awards to women, minority, disabled veteran and lesbian, gay, bisexual and transgender business enterprises. It is our intent to maximize our vision by creating innovative approaches to identify, recruit, collaborate and develop diverse and non-diverse business enterprises that align with our mission, vision and value statement for supplier diversity.

This narrative should be an encouraging read and will hopefully spark interest for further conversation with diversity professionals in all capacities, Community Based Organizations supporting diverse business enterprises in all defined categories and in short, allow deeper insight into Golden State Water Company's Supplier Diversity Program.



Golden State
Water Company

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Golden State Water Company remains committed to supporting continued enhancement and development of best and innovative supplier diversity practices to assist in the execution and achievement of our primary mission:

***To deliver high quality, reliable and safe drinking water
to all customers in the communities served.***

It is our **Vision** that the Golden State Water Company Supplier Diversity Program will reflect the integrity and ethics necessary to ensure that internal procurement practices as well as external collaboration with diverse organizations, provides equal and equitable platforms to include diverse business enterprises, as appropriate, in opportunities to compete for and potentially win, contract awards.

Further, Golden State Water Company places high **Value** on efficiency and efficacy in execution of Supplier Diversity Program approaches to introduce, support and develop diverse business enterprises that will enrich our current supply chain with increased bid competition, innovation and creation of new and sustainable business partnerships.

Our **Mission, Vision** and **Value** statements combine to ensure that Golden State Water Company remains committed to its Supplier Diversity Program goals and objectives. We will continue to encourage and afford opportunities to diverse suppliers in all defined categories as identified in CPUC General Order 156 guidelines. Lastly, this combination will inform and confirm to all interested parties that the Golden State Water Company Supplier Diversity Program is

Visible, Relevant and Real!

2019 Highlights

VISIBLE

Golden State Water Company Supplier Diversity Program remained successful in maintaining concrete and unyielding visibility of our commitment to all things diversity. Golden State Water Company (GSWC) was present “everywhere” to provide visibility to the Supplier Diversity Program. GSWC sponsored events planned by Community Based Organizations that support the movement and success for diverse suppliers across all defined categories. In Q2, many of the events attended, recognized Emma Maxey’s impending retirement and had event program placement to highlight her contribution, efforts and dedication to supplier diversity.

In 2019, GSWC continued our collaboration with Community Based Organizations and other utility colleagues to deliver new events to identify and encourage a new wave of diverse suppliers that could provide skill sets and services consistent with utility needs and future projects. Please see below:

- Continued to host our Meet and Greet program to further engage the relationship between potential new diverse suppliers and our procurement team.
- Our event, in collaboration with Southern California Gas Company, Metropolitan Water District and Frontier Communications, featured a **“Ready, Set, Pitch”** component to encourage diverse suppliers to stand ready for the “pitch” needed to introduce their products and services.
- The California Water Association USDP Committee, consisting of seven Class A Water Utilities, collaborated to host a **“Pipeline to Procurement”** event designed to bring water utility procurement and project managers together to leverage and discuss/share best practices in policy and process for diverse supplier recruitment. This event also introduced utility prime suppliers to potential diverse subcontractors to further solidify our expectation that non-diverse prime suppliers increase their efforts to support supplier diversity program goals and objectives.
- Provided sponsorship support and a Water Quality and Conservation education exhibit booth for humanitarian organizations within the communities we service such as **“Comfort for Kids.”**
- Held **Operation Gobble** distributing 9,500 turkeys to community organizations to assist in providing a healthy addition to Thanksgiving tables.
- Collaborated with Class A Water Utilities in development and participation for the inaugural technical assistance and capacity building program, **W.A.T.E.R. – Water Acumen Training for Entrepreneurial Refinement**. This four-course development session informs and educates diverse suppliers about water delivery, rate making process, utility specific policies and practices, bid response preparation and provides exposure to a wider audience for competitive opportunities. In 2019, there were 25 diverse suppliers selected to participate.

RELEVANT

- From initial discussions and eventual establishment of the California Public Utility Commission's General Order 156, GSWC has been in the forefront due to our community involvement and our relationship with Gwen Moore, author of the General Order for Supplier Diversity Program establishment within investor owned utilities. GSWC was the first Class A Water Utility to hire a supplier diversity manager and begin implementation of policy and procedures in the creation and identification of best practices for program sustainability.
- GSWC was the only water utility presence at discussions to develop the Supplier Clearinghouse for diverse supplier certification. GSWC provided guidance and shared wisdom from successes and challenges as comparable Class A Water Utilities joined the supplier diversity conversation.
- GSWC Supplier Diversity Program has been recognized year over year by various diversity professionals (*Diversity Professional* cover story), Community Based Organizations (WBEC West, American Indian California Chamber of Commerce, Southern California Minority Supplier Development Council, Black Business Association), Community Leadership organizations (NAACP) and utility colleagues. We are recognized as a viable partner to support supplier diversity objectives, actively participate and present on supplier diversity panels, actively participate on advisory councils for allotting time to provide in depth knowledge regarding overall water delivery practices.
- Lastly, **GSWC is the only water utility** to meet all spend goals set in defined diverse categories for WBE, MBE, DVBE and although a spend goal has not been defined, LGBT is on our radar with 0.55% spend in 2019. Overall, GSWC has met and/or surpassed the total diverse spend target of 21.5% as set forth by the California Public Utility Commission's General Order 156 Supplier Diversity Program.
- GSWC Supplier Diversity Program met and surpassed the California Public Utility Commission's spend goal of 21.5% with total diverse spend captured at **29.40%** for 2019.

REAL

Every success generally comes after valid attempts to course correct, redesign, restructure, problem solve, analyze or simply restart. GSWC is not immune to challenges. In 2019, we faced the following:

- Consistent inclusion and increased diverse spend with and utilization of African American, American Indian and Asian owned business enterprises
- Development and implementation of an efficient and automated system to capture Second Tier subcontracting spend and reporting
- Identifying diverse firms that can provide professional services to effectively compete and potentially win contract awards

These ***REAL*** challenges mandate that we place a higher level of focus in these areas through analysis, course correction, redesign and/or restructure of current approaches and move toward development and implementation of new and innovative processes and policy to address and solve. This will require introduction of new relationships, understanding current state processes and identifying internal thought partners to work collaboratively to solve and move toward a successful future state.

Visible,
Relevant
and Real

The Supplier Diversity Program within Golden State Water continues to solidify relationships internally and externally in support of the goals and objectives set.

Internal Program Activities

In the latter half of 2019, Supplier Diversity Program staff has:

- Met with most GSWC District Office staff to introduce and understand current state policy, processes and identify diverse suppliers utilized in their immediate supply chain.
- Met with the GSWC Procurement Team to understand onboarding process, tools and resources utilized to identify diverse suppliers. Secondly, to understand current interfacing processes with Supplier Diversity Program staff and GSWC purchasers across all departments.
- Held meetings with leadership to ensure supplier diversity goals and objectives align with overall corporate strategy for continued growth.
- Met with Senior Vice Presidents and Vice Presidents of interfacing departments to gain line of sight and visibility into support provided and expectations for the Supplier Diversity Program.
- Resurrected the Supplier Diversity Council to include representatives from most internal departments that impact and assist in strengthening Supplier Diversity Program goals and objectives.
- Provide monthly report of diverse spend to all GSWC management to track progress to: year-end goals set; identify pain points; and anticipate steps needed to level set and solve.

External Program Activities

- Reached out to all Community Based Organizations to participate and provide support in their endeavors to identify and develop diverse suppliers via various events held for introduction to all utilities.
- Retained a seat on the advisory councils for the American Indian California Chamber of Commerce and the Asian Business Association.
- Established as CWA USDP Primary Relationship Manager for WBEC West, Southern California Minority Supplier Development Council (SCMSDC) and the National Minority Contractors Association – Southern California Chapter (NAMCSC).
- Initiated a relationship with NAMCSC in collaboration with CWA water utility partners.
- Accepted invitations and participated on panels, for WBEC West and National Association for the Advancement of Colored People (NAACP).
- Participated in all CPUC events including:
 - EnBanc to further advance the efforts of General Order 156 and solve messaging on key issues such as LGBT spend percentage amount and inclusion.
 - CPUC Small Business Expo – providing introduction of new diverse suppliers via matchmaking sessions, support for the Supplier Clearinghouse and any needed policy/practice revisions.
- Created, participated or collaborated on events such as:
 - Attendance at quarterly meetings with Joint Utilities Supplier Diversity staff to discuss, share and solve issues, successes and challenges relative to diverse suppliers and utility needs.
- Attendance at **“Pipeline to Procurement”** event in collaboration with CWA Class A Water Utilities Supplier Diversity staff to encourage “knowledge share” between utility procurement teams relative to supplier diversity best practices and challenges. This event also introduced diverse suppliers to established water utility prime suppliers for possible partnership on utility projects.
- Collaborated with Class A Water Utilities and **“Guided Business Plan”** (Melanie Rae, Principal) on development, implementation and execution for **W.A.T.E.R. – Water Education Training for Entrepreneurial Refinement**, an interactive Technical Assistance and Capacity Building curriculum for diverse business enterprises interested in becoming potential suppliers with Class A Water Utilities. This four course curriculum guides diverse suppliers through “knowledge share” of the water utility industry and provides access and exposure to Class A investor owned water utility policy, process and potential opportunities for contract award. Preliminary metrics derived from participant surveys, indicates that this initial collaborative effort was largely successful relative to: program structure; meeting defined learning objectives; and provided contract awards to some participants as appropriate for water utility projects.

Community Involvement



Through **GSWC “Operation Gobble,”** we provided 9,500 turkeys to families in the communities served in collaboration with local organizations and city governments.



Sponsored and participated in **“Comfort for Kids”** event in collaboration with Gardena Honda providing an educational booth to inform and educate customers on water quality and conservation methods.



Sec. 9.1.2 WMDVLGBTBE Annual Results by Ethnicity

Golden State Water

2019
WMDVLGBTBE Annual Results by Ethnicity

G.O. #156 Sec. 9.1.2

		2019			
		Direct	Sub	Total \$	%
Minority Male	Asian Pacific American	\$753,943	\$0	\$753,943	0.48%
	African American	\$78,460	\$0	\$78,460	0.05%
	Hispanic American	\$24,682,310	\$0	\$24,682,310	15.74%
	Native American	\$3,230,537	\$0	\$3,230,537	2.06%
	Total Minority Male	\$28,745,250	\$0	\$28,745,250	18.33%
Minority Female	Asian Pacific American	\$814,880	\$0	\$814,880	0.52%
	African American	\$0	\$0	\$0	0.00%
	Hispanic American	\$506,036	\$17,226	\$523,262	0.33%
	Native American	\$0	\$0	\$0	0.00%
	Total Minority Female	\$1,320,916	\$17,226	\$1,338,142	0.85%
Total Minority Business Enterprise (MBE)		\$30,066,166	\$17,226	\$30,083,392	19.18%
Women Business Enterprise (WBE)		\$11,996,145	\$78,350	\$12,074,495	7.70%
Lesbian, Gay Bisexual, Transgender Business Enterprise (LGBTBE)		\$860,554	\$0	\$860,554	0.55%
Disabled Veteran Business Enterprise (DVBE)		\$2,704,131	\$387,076	\$3,091,207	1.97%
Other 8(a)*		\$0	\$0	\$0	0.00%
TOTAL WMDVLGBTBE		\$45,626,995	\$482,652	\$46,109,647	29.40%
Gross Procurement		\$239,195,344			
Exclusions		\$ 82,371,260			
Net Procurement**		\$156,824,084			

NOTE: * Firms classified as 8(a) of Small Business Administration includes Non-WMDVLGBTBE
 ** Net Procurement includes Purchase Order, Non-Purchase Order, and Credit Card Dollars
 Direct – Direct Procurement
 Sub – Subcontractor Procurement
 % – Percentage of Net Procurement

Golden State Water Company accomplished a 29.40% goal exceeding the GO 156 goal of 21.5% spend with WMDVLGBTBEs. This is the fourth consecutive year GSWC has met and exceeded the goals in every categories as stipulated under General Order 156.

Sec. 9.1.2 WMDVLGBTBE Direct Procurement by Product and Service Categories

Golden State Water

2019

G.O. #156 Sec. 9.1.2

WMDVLGBTBE Direct Procurement by Product and Service Categories

			Products		Services		Total	
			\$	%	\$	%	\$	%
Minority Male	Asian Pacific American	Direct	\$0	0.00%	\$753,943	0.48%	\$753,943	0.48%
	African American	Direct	\$16,711	0.01%	\$61,749	0.04%	\$78,460	0.05%
	Hispanic American	Direct	\$15,354	0.01%	\$24,666,956	15.73%	\$24,682,310	15.74%
	Native American	Direct	\$0	0.00%	\$3,230,537	2.06%	\$3,230,537	2.06%
	Total Minority Male	Direct	\$32,065	0.02%	\$28,713,185	18.31%	\$28,745,250	18.33%
Minority Female	Asian Pacific American	Direct	\$242,696	0.15%	\$572,184	0.37%	\$814,880	0.52%
	African American	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
	Hispanic American	Direct	\$0	0.00%	\$506,036	0.32%	\$506,036	0.32%
	Native American	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
	Total Minority Female	Direct	\$242,696	0.15%	\$1,078,220	0.69%	\$1,320,916	0.84%
Total Minority Business Enterprise (MBE)		Direct	\$274,761	0.18%	\$29,791,405	19.01%	\$30,066,166	19.17%
Women Business Enterprise (WBE)		Direct	\$538,262	0.34%	\$11,457,883	7.31%	\$11,996,145	7.65%
Lesbian, Gay Bisexual, Transgender Business Enterprise (LGBTBE)		Direct	\$0	0.00%	\$860,554	0.55%	\$860,554	0.55%
Disabled Veteran Business Enterprise (DVBE)		Direct	\$0	0.00%	\$2,704,131	1.72%	\$2,704,131	1.72%
Other 8(a)*		Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
TOTAL WMDVLGBTBE		Direct	\$813,023	0.52%	\$44,813,972	28.58%	\$45,626,995	29.09%
Total Product Procurement			\$813,023					
Total Service Procurement					\$45,296,624			
Net Procurement***			\$156,824,084					
Total Number of WMDVLGBTBEs that Received Direct Spend			77					

NOTE:

* Firms classified as 8(a) of Small Business Administration includes Non-WMDVLGBTBE

** Net Procurement includes Purchase Order, Non-Purchase Order, and Credit Card Dollars

Direct – Direct Procurement

Sub – Subcontractor Procurement

% – Percentage of Net Procurement

Sec. 9.1.2 WMDVLGBTBE Subcontractor Procurement by Product and Service Categories

Golden State Water

2019

G.O. #156 Sec. 9.1.2

WMDVLGBTBE Subcontractor Procurement by Product and Service Categories

			Products		Services		Total	
			\$	%	\$	%	\$	%
Minority Male	Asian Pacific American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
	African American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
	Hispanic American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
	Native American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
	Total Minority Male	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
Minority Female	Asian Pacific American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
	African American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
	Hispanic American	Sub	\$0	0.00%	\$17,226	0.01%	\$17,226	0.01%
	Native American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
	Total Minority Female	Sub	\$0	0.00%	\$17,226	0.01%	\$17,226	0.01%
Total Minority Business Enterprise (MBE)		Sub	\$0	0.00%	\$17,226	0.01%	\$17,226	0.01%
Women Business Enterprise (WBE)		Sub	\$0	0.00%	\$78,350	0.05%	\$78,350	0.05%
Lesbian, Gay Bisexual, Transgender Business Enterprise (LGBTBE)		Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
Disabled Veteran Business Enterprise (DVBE)		Sub	\$0	0.00%	\$387,076	0.25%	\$387,076	0.25%
Other 8(a)*		Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
TOTAL WMDVLGBTBE		Sub	\$0	0.00%	\$482,652	0.31%	\$482,652	0.31%
Total Product Procurement			\$813,023					
Total Service Procurement			\$45,296,624					
Net Procurement***			\$156,824,084					

NOTE:

* Firms classified as 8(a) of Small Business Administration includes Non-WMDVLGBTBE

** Net Procurement includes Purchase Order, Non-Purchase Order, and Credit Card Dollars

Direct – Direct Procurement

Sub – Subcontractor Procurement

% – Percentage of Net Procurement

Sec. 9.1.2 WMDVLGBTBE Procurement by Standard Industrial Categories

Golden State Water

2019

G.O. #156 Sec. 9.1.2

WMDVLGBTBE Procurement by Standard Industrial Categories

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)	Other 8(a)**	Total WMDVLGBTBE	Total Dollars
		Male	Female	Male	Female	Male	Female	Male	Female							
7 Agricultural Services	\$	–	–	–	–	–	–	–	–	–	1,232,841	–	–	–	1,232,841	1,232,841
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.79%	0.00%	0.00%	0.00%	0.79%	0.79%
8 Forestry Services	\$	–	–	–	–	–	–	–	–	37,005	–	–	–	–	37,005	60,856
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.02%	0.00%	0.00%	0.02%	0.00%	0.00%	0.00%	0.00%	0.02%	0.02%
16 Highways and Street Construction	\$	–	–	–	–	93,790	–	1,408,625	–	1,502,415	751,592	–	1,240,942	–	3,494,949	3,680,680
	%	0.00%	0.00%	0.00%	0.00%	0.06%	0.00%	0.90%	0.00%	0.96%	0.48%	0.00%	0.79%	0.00%	2.24%	2.24%
17 Special Trade Contractor	\$	352,910	–	–	–	13,928,855	483,944	1,758,787	–	16,509,583	8,890,889	–	1,489,018	–	26,889,490	60,481,324
	%	0.23%	0.00%	0.00%	0.00%	8.91%	0.31%	1.12%	0.00%	10.56%	5.69%	0.00%	0.95%	0.00%	17.20%	17.20%
27 Printing and Publishing	\$	–	–	–	–	–	–	–	–	–	22,524	–	–	–	22,524	45,816
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.01%	0.00%	0.00%	0.00%	0.01%	0.01%
28 Chemical & Allied Products	\$	256,314	–	–	–	–	–	–	–	256,314	–	–	–	–	256,314	712,155
	%	0.16%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.16%	0.00%	0.00%	0.00%	0.00%	0.16%	0.16%
34 Fabricated Metal Products, NEC	\$	–	–	–	–	–	–	–	–	–	8,927	–	–	–	8,927	8,927
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.01%	0.00%	0.00%	0.00%	0.01%	0.01%
35 Industrial Machinery & Computer Equip	\$	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2,858,146
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
36 Electrical Boxes, Enclosures & Fittings	\$	–	–	–	–	–	–	–	–	–	–	–	361,247	–	361,247	361,247
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.23%	0.00%	0.23%	0.23%
37 Misc Retail & Transportation Equipment	\$	–	16,407	–	–	–	–	–	–	16,407	20,839	–	–	–	37,246	37,246
	%	0.00%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.01%	0.01%	0.00%	0.00%	0.00%	0.02%	0.02%
48 Communication	\$	–	–	–	–	–	–	–	–	–	–	–	–	–	–	262,759
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
49 Electric, Gas, and Sanitary Services	\$	–	–	–	–	–	–	–	–	–	–	–	–	–	–	208,939
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
50 Wholesale Trade – Durable Goods	\$	–	–	16,711	–	15,354	–	–	–	32,065	19,053	–	–	–	51,117	5,139,519
	%	0.00%	0.00%	0.01%	0.00%	0.01%	0.00%	0.00%	0.00%	0.02%	0.01%	0.00%	0.00%	0.00%	0.03%	0.03%
55 Automotive Dealership & Gasoline Service Stations	\$	–	–	–	–	–	–	597	–	597	–	–	–	–	597	597
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.0%	0.0%
58 Eating and Drinking Places	\$	–	–	–	–	–	–	–	–	–	–	1,372	–	–	1,372	1,372
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
59 Miscellaneous Retail Stores NEC	\$	–	226,289	–	–	–	–	–	–	226,289	106,547	–	–	–	332,836	4,961,545
	%	0.00%	0.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.14%	0.07%	0.00%	0.00%	0.00%	0.21%	0.21%
65 Real Estate	\$	–	–	–	–	–	–	–	–	–	8,151	–	–	–	8,151	2,114,216
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.01%	0.00%	0.00%	0.00%	0.01%	0.01%
73 Business Services NEC	\$	28,308	385,868	40,104	–	10,092,136	35,526	–	–	10,563,642	144,777	859,182	–	–	11,567,600	50,929,455
	%	0.02%	0.25%	0.03%	0.00%	6.46%	0.02%	0.00%	0.00%	6.76%	0.09%	0.55%	0.00%	0.00%	7.40%	7.40%
76 Miscellaneous Repair Services	\$	–	–	–	–	–	–	–	–	–	–	–	–	–	–	16,295
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
80 Health and Allied Services NEC	\$	–	–	–	–	–	–	–	–	–	–	–	–	–	–	4,149
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
81 Legal Services	\$	–	–	–	–	–	–	–	–	–	82,251	–	–	–	82,251	1,873,418
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.05%	0.00%	0.00%	0.00%	0.05%	0.05%
86 Membership Organization NEC	\$	–	–	–	–	–	–	–	–	–	–	–	–	–	–	17,325
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
87 Engineering and Management Services	\$	116,411	186,316	21,645	–	552,175	–	62,528	–	939,075	476,882	–	–	–	1,415,957	9,505,727
	%	0.07%	0.12%	0.01%	0.00%	0.35%	0.00%	0.04%	0.00%	0.60%	0.31%	0.00%	0.00%	0.00%	0.91%	0.91%
89 Services NEC	\$	–	–	–	–	–	–	–	–	–	309,222	–	–	–	309,222	12,309,530
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.20%	0.00%	0.00%	0.00%	0.20%	0.20%
TOTAL		\$ 753,943	814,880	78,460	–	24,682,310	556,475	3,230,537	–	30,083,392	12,074,495	860,554	3,091,207	–	46,109,647	156,824,084
		% 0.48%	0.52%	0.05%	0.00%	15.74%	0.35%	2.06%	0.00%	19.18%	7.70%	0.55%	1.97%	0.00%	29.40%	100%

Total Product Procurement	\$813,023
Total Service Procurement	\$45,296,624
Net Direct Procurement***	\$156,341,432
Net Sub Procurement	\$482,652
Net Procurement	\$156,824,084

NOTE:

* Firms with Multi Minority Ownership Status

** Firms Classified as 8(a) of Small Business Administration includes Non-WMDVLGBTBE

*** Net Procurement Includes Purchase Order, Non-Purchase Order, and Credit Card Dollars

Total Dollars – Total Procurement Dollar Amount in the Specific SIC Category

% – Percentage of Total Dollars

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

Golden State Water

2019

G.O. #156 Sec. 9.1.2

Number of WMDVLGBTBE Suppliers and Revenue Reported to the Clearinghouse

# WMDVLGBTBEs	Data on Number of Suppliers											
	Gross Revenue						Utility-Specific 2018 Summary					
	MBE	WBE	LGBTBE	DVBE	Other 8(a)*	Grand Total	MBE	WBE	LGBTBE	DVBE	Other 8(a)*	Grand Total
< \$1 Million	7	4	1	1		12	33	22	2	1		58
\$1 Million < \$2.5 Million	3	5				8	2	1		2		5
\$2.5 Million < \$5 Million	4	4				8	1	1				2
\$5 Million < \$10 Million	10	7		1		18	2	1				3
\$10 Million and Above	15	5	1	1		22						0
TOTAL	39	25	1	2	2	68	38	25	2	3		68

WMDVLGBTBE \$M	Revenue and Payment Data											
	Average Revenue Reported to SCH						Utility-Specific 2018 Summary					
	MBE	WBE	LGBTBE	DVBE	Other 8(a)*	Grand Total	MBE	WBE	LGBTBE	DVBE	Other 8(a)*	Grand Total
< \$1 Million	2,969,565	1,325,389	700,000			4,994,954	4,149,328	2,554,201	860,552	1,800		7,565,881
\$1 Million < \$2.5 Million	18,690,143	11,151,816				29,841,959	3,167,412	1,232,841		2,702,331		7,102,584
\$2.5 Million < \$5 Million	18,201,361	8,569,215				26,770,576	3,606,361	3,654,065				7,260,426
\$5 Million < \$10 Million	42,236,731	48,293,092				90,529,823	18,488,070	5,210,034				23,698,104
\$10 Million and Above	589,682,300	368,233,351	62,636,688	12,000,000		1,032,552,339						
TOTAL	671,780,100	437,572,863	63,336,688	12,000,000		1,184,689,651	29,411,171	12,651,141	860,552	2,704,131		45,626,995

NOTE: * Firms classified as 8(a) of Small Business Administration includes Non-WMDVLGBTBE
SCH – Supplier Clearinghouse

Sec. 9.1.2 Description of WMDVLGBTBEs with CA Majority Workforce

Of the 68 suppliers paid by GSWC in 2019, 67 indicated that their majority workforce was located in California. This information has been captured based on data from the Supplier Clearinghouse.

Sec. 9.1.3 WMDVLGBTBE Program Expenses

Golden State Water

2019
WMDVLGBTBE Program Expenses

G.O. #156 Sec. 9.1.3

Expense Category	2019
Other Employment Expenses	\$105,898.27
Program Expenses	\$28,540.03
Reporting Expenses	\$4,500.00
Training	\$12,734.41
*Consultants	\$8,641.00
** Other	\$26,880.00
TOTAL	\$189,212.71

- **Other Employee Expenses:** Office space, travel and non-wage costs
- **Program Expenses:** Printing, supplies, postage, outreach and other costs directly related to the program
- **Reporting Expenses:** Completion/production of CPUC Annual Supplier Diversity Report (includes data accumulation and accounting services)
- **Training:** Costs related to internal (GSWC employees) and external (suppliers) training on Supplier Diversity Program definitions, compliance and ONGOING Program status
- ***Consultants:** GSWC portion of costs associated with Supplier Clearinghouse maintenance and management
- ****Other:** Golden State Water's portion of expenses captured and distributed by CWA for Class A Companies Utilities Supplier Diversity Programs

Sec. 9.1.4 Description of Progress in Meeting or Exceeding Set Goals

GSWC achieved **29.40%** spend with diverse suppliers in 2019. We have consistently met or surpassed CPUC stated goals for the past five years.



Golden State Water Company exceeded CPUC defined goals in each category.

Golden State Water 2019 G.O. #156 Sec. 9.1.4 WMDVLGBTBE Results and Goals

Category	2019 Results	2019 Goals
Minority Men	18.33%	12.00%
Minority Women	0.85%	3.00%
Minority Business Enterprise (MBE)	19.18%	15.00%
Women Business Enterprise (WBE)	7.67%	5.00%
Disabled Veteran Business Enterprise (DVBE)	1.97%	1.50%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	0.55%	1.00%
TOTAL WMDVLGBTBE	29.40%	22.50%

NOTE: % – Percentage of Net Procurement

Sec. 9.1.5 Description of Prime Contractor Utilization of WMDVLGBTBE Subcontractors

GSWC has realized a slight increase in diverse subcontractor utilization by non-diverse prime contractors in 2019. There is an opportunity for focus and hopeful improvement in this area for 2020. This is a visible topic of discussion for the GSWC Supplier Diversity Council represented by influencing members across all departments. As the California Public Utilities Commission Supplier Diversity Program does not provide for mandated participation, it will be incumbent upon this team to identify areas of potential influence without creating an adverse environment which could hinder success in our overall mission: *To deliver high quality reliable water to communities served.* More to come.

Golden State Water
Summary of Prime Contractor Utilization of WMDVLGBTBE Subcontractors

2019

G.O. #156 Sec. 9.1.5

	Minority Male	Minority Female	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	Other 8(a)*	TOTAL WMDVLGBTBE
Direct \$	\$28,745,250	\$1,320,916	\$30,066,166	\$11,996,145	\$860,554	\$2,704,131	\$0	\$45,626,995
Subcontracting \$	\$0	\$17,226	\$17,226	\$78,350	\$0	\$387,076	\$0	\$482,652
TOTAL \$	\$28,745,250	\$1,338,142	\$30,083,392	\$12,074,495	\$860,554	\$3,091,207	\$0	\$46,109,647
Direct %	18.33%	0.84%	19.17%	7.65%	0.55%	1.72%	0.00%	29.09%
Subcontracting %	0.00%	0.01%	0.01%	0.05%	0.00%	0.25%	0.00%	0.31%
TOTAL %	18.33%	0.85%	19.18%	7.70%	0.55%	1.97%	0.00%	29.40%
Net Procurement **	\$156,824,084							

NOTE: * Firms classified as 8(a) of Small Business Administration includes Non-WMDVLGBTBE
 ** Net Procurement Includes Purchase Order, Non-purchase Order, and Credit Card Dollars
 % – Percentage of Net Procurement
 Direct – Direct Procurement
 Sub – Subcontractor Procurement

Sec. 9.1.6 List of WMDVLGBTBE Complaints



There were no complaints received relative to the execution of practices for the Golden State Water Company Supplier Diversity Program.

Positive Outcomes

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

GSWC will continue efforts to increase opportunities in the categories of professional services to include: legal; investment banking; accountants; consultants; and IT. At first glance, it appears that these professional services have been provided by long-term business partners. External tactical efforts to increase visibility of diverse business enterprises offering these services will include identification of industry specific associations or organizations that have a diverse demographic in their membership. This effort is intended to reach a broader audience to educate and inform on the GSWC Diversity Program and its mission, vision and value statements. Alignment for internal tactical efforts should include a focus on one or two specific professional services areas and will require further discussion and decision between interfacing departments.



Recruit & Grow



Golden State
Water Company
A Subsidiary of American States Water Company

2020 Annual Plan

Sec. 10.1.1 WMDVLGBTBE Short-, Mid- and Long-Term Goals by Products

Golden State Water

2019

G.O. #156 Sec. 10.1.1

WMDVLGBTBE Annual Short-, Mid-, and Long-Term Goals by Products

Products	Short-Term 2019					Mid-Term 2019					Long-Term 2019				
	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	WMDVLGBTBE	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	WMDVLGBTBE	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	WMDVLGBTBE
Agricultural Services	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Forestry Services	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Highways and Street Construction	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Special Trade Contractor	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Printing and Publishing	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Chemical & Allied Products	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Fabricated Metal Products, NEC	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Industrial Machinery & Computer Equip	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Electrical Boxes, Enclosures and Fittings	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Misc Retail & Transportation Equipment	0.01%	0.01%	0.00%	0.00%	0.02%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Solid Waste Collection Without Disposal	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Transportation Services	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Communications	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Electric, Gas, and Sanitary Services	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Wholesale Trade – Durable Goods	0.02%	0.00%	0.00%	0.00%	0.02%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Auto Dealers & Gasoline Service Stations	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Eating and Drinking Places	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Miscellaneous Retail Stores NEC	0.14%	0.07%	0.00%	0.00%	0.21%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Real Estate	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Business Services NEC	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Miscellaneous Repair Services	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Health and Allied Services NEC	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Legal Services	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Membership Organization NEC	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Engineering and Management Services	0.00%	0.26%	0.00%	0.00%	0.26%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Services NEC	0.00%	0.00%	0.00%	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	0.17%	0.34%	0.00%	0.00%	0.52%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Percentages are based on Direct Spend.

Unable to determine the specific percentages of Product and Services spend for Mid- and Long-Term Goals.

Sec. 10.1.1 WMDVLGBTBE Short-, Mid- and Long-Term Goals by Service Category

Golden State Water

2019

G.O. #156 Sec. 10.1.1

WMDVLGBTBE Annual Short-, Mid-, and Long-Term Goals by Service Category

	Short-Term 2019					Mid-Term 2019					Long-Term 2019				
	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	WMDVLGBTBE	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	WMDVLGBTBE	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	WMDVLGBTBE
Services															
Agricultural Services	0.00%	0.78%	0.00%	0.00%	0.78%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Forestry Services	0.02%	0.00%	0.00%	0.00%	0.02%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Highways and Street Construction	0.96%	0.48%	0.00%	0.79%	2.22%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Special Trade Contractor	10.50%	5.65%	0.00%	0.95%	17.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Printing and Publishing	0.00%	0.01%	0.00%	0.00%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Chemical & Allied Products	0.16%	0.00%	0.00%	0.00%	0.16%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Fabricated Metal Products, NEC	0.00%	0.01%	0.00%	0.00%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Industrial Machinery & Computer Equip	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Electrical Boxes, Enclosures and Fittings	0.00%	0.00%	0.00%	0.23%	0.23%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Misc Retail & Transportation Equipment	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Solid Waste Collection Without Disposal	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Transportation Services	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Communications	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Electric, Gas, and Sanitary Services	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Wholesale Trade – Durable Goods	0.00%	0.01%	0.00%	0.00%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Auto Dealers & Gasoline Service Stations	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Eating and Drinking Places	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Miscellaneous Retail Stores NEC	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Real Estate	0.00%	0.01%	0.00%	0.00%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Business Services NEC	6.72%	0.09%	0.55%	0.00%	7.35%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Miscellaneous Repair Services	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Health and Allied Services NEC	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Legal Services	0.00%	0.05%	0.00%	0.00%	0.05%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Membership Organization NEC	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Engineering and Management Services	0.60%	0.04%	0.00%	0.00%	0.64%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Services NEC	0.00%	0.20%	0.00%	0.00%	0.20%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Subtotal	18.95%	7.33%	0.55%	1.97%	28.80%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	19.12%	7.68%	0.55%	1.97%	29.40%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Percentages are based on Direct Spend. GSWC Supplier Diversity is unable to determine specific/anticipated spend percentages for Products and Services at Mid and Long term range in this reporting year. This will be an area of focus for the Supplier Diversity Council and will hopefully have a line of sight for our 2020 reporting year.

Sec. 10.1.1 WMDVLGBTBE Short-, Mid- and Long-Term Goals

It is the goal of the Supplier Diversity Program to continue to enhance practices and efficacy of the program year over year. The approach utilized in the enhancement of practices should be a holistic view, not be limited to simply include an increase in spend within defined diverse categories, services, and products. Rather, enhancements could include:

- (1) Continued and specific focus on areas such as: procurement processes; bidding processes; and project forecasting for increased inclusion of diverse suppliers.
- (2) Innovative delivery method of technical assistance and capacity building processes to strengthen relationships and allow opportunity for growth and development of existing and new diverse suppliers in GSWC supply chain.
- (3) Establishment of a Quality and Assurance Program that will identify and set performance metrics with periodic review, provide timely communication to diverse suppliers to highlight areas of work performance strengths. The program will also encourage better delivery of work products where appropriate, to sustain their business enterprises.



Sec. 10.1.2 WMDVLGBTBE Planned Program Activities for the Next Calendar Year

Planned Internal/External Activities

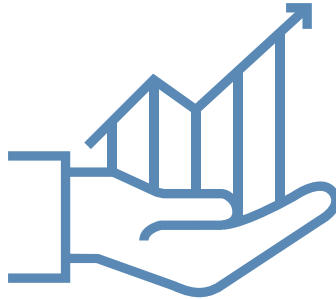
In 2020, GSWC will continue to review current internal practices for diverse supplier inclusion and education of employees that interface with diverse suppliers. We will create internal workshops, sessions and events specific to GSWC to enhance visibility and sustainability of our supplier diversity program. We will remain an active supporter and partner of Community Based Organizations that assist in maintaining platforms for diverse supplier education, inclusion and growth. And, actively seek new organizations which house diverse supplier memberships, such as local Chambers of Commerce, National Association of Minority Contractors and more, in accordance with utility needs for goods and services that will expand

our supply chain. Our commitment as a partner within the Joint Utilities participating in and complying with the California Public Utilities Commission General Order 156 will remain intact. Further, we will continue to collaborate with our Class A Water Utility colleagues to provide a technical assistance and capacity building program, W.A.T.E.R., to educate and inform interested suppliers about water utility standards and individual utility projects. Finally, we will offer two “Meet the Primes” events to encourage introduction and utilization of diverse suppliers to prime partners.



Planning For Growth

Sec. 10.1.3 Plans for Recruiting WMDVLGBTBE Suppliers in Low Utilization Areas

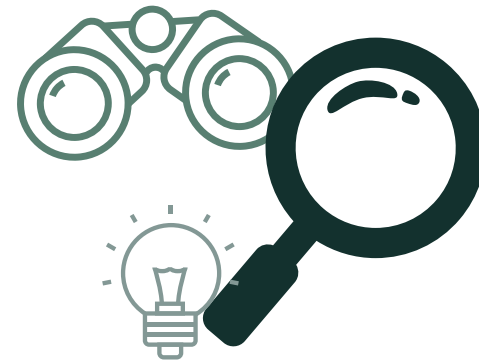


Planning For Growth

We will continue the search for diverse suppliers in low utilization areas through collaboration and “knowledge share” with non-regulated entities, such as Los Angeles Department of Water & Power, Metropolitan Water District and identifying new or existing organizations that can assist us in this area.

Sec. 10.1.4 Plans for Recruiting WMDVLGBTBE Suppliers Where Unavailable

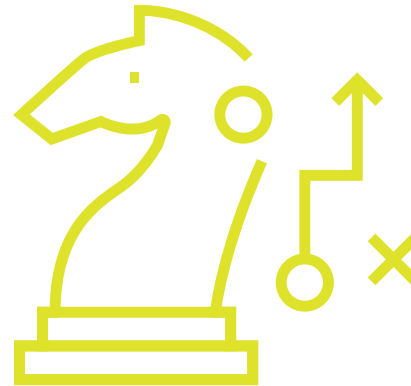
We will reassess the lack of diverse supplier availability and determine if there are viable opportunities offered. At this writing, this could be primarily focused on purchased water which is not provided by independent diverse suppliers in the quantities needed for our customer services areas.



Strategies For Success

Sec. 10.1.5 Plans for Encouraging Prime Contractors to Subcontract

We will continue to share information with our prime contractors relative to our commitment to supplier diversity. As reported last year, we are still considering adding modules to our current Planet Bid platform which will assist in capturing and monitoring compliance for 2nd tier spend. To dive deeper, as this is not a mandated requirement of the General Order, it is incumbent upon GSWC to provide the right language and communication to prime contractors via our bid proposals, awarded contracts and define expectations for compliance. It is not the intent of GSWC to negatively influence utilization of subcontractors where there is a history and validation of prime contractor self performance in the execution of work performed.



Prime Positioning

There is a need to reassess and reset goals and objectives of the Supplier Diversity Program and invite our prime contractors to hear, review and embrace the objectives as our valued prime partners. We will address any barriers or challenges experienced by our prime partners in the identification and introduction of diverse suppliers to utilize in execution of projects. To this end, prime partners will be informed and invited to events with the goal of meeting and potentially utilizing subcontractors in areas needed. Lastly, if needed, GSWC will host a specific event or events for this purpose. This will entail the participation and “knowledge share” of all interfacing departments or purchasers currently working with prime partners.

Sec. 10.1.6 Plans for Complying with the WMDVLGBTBE Program Guidelines

Golden State Water Company remains committed to upholding the integrity and validity of supplier diversity. We pledge to meet or exceed and comply with all requirements as stipulated under General Order 156.

Table A – USDP Calendar of CWA Collective Activities

January	Date	Location
USDP Monthly Meeting	1/16/2019	Teleconference
CWA Board of Directors Executive Committee Meeting	1/17/2019	Sacramento, CA
ISM Contract Negotiating and Management	1/23/2019	Los Angeles, CA
February	Date	Location
CWA & CA Capital Procurement	2/8/2019	Sacramento, CA
SCMSDC MBOB	2/12/2019	Pasadena, CA
UMA/NARUC Winter Meeting	2/9-14/2019	Washington, DC
20th Annual San Diego Sales & Professional Job Fair	2/13/2019	San Diego, CA
USDP Monthly Meeting	2/14/2019	Teleconference
CWA Board of Directors Executive Committee Meeting	2/15/2019	Downey, CA
CBCC 2019 Annual Legislature & Capital Policy Luncheon	2/19-20/2019	Sacramento, CA
BBA Award Dinner Black History Month	2/28/2019	Los Angeles, CA
March	Date	Location
Annual CPUC 2018 Diversity Reports Due to CPUC	3/1/2019	San Francisco, CA
CWA – Water Certification Program #1	3/8/2019	Covina, CA
26th Annual GLAAACC Economic Awards Dinner	3/8/2019	Los Angeles, CA
WBENC Summit & Salute	3/11-13-2019	Houston, TX
CWA Board of Directors Executive Committee Meeting	3/14/2019	Los Angeles, CA
WBA/LGBT	3/14-16/2019	Los Angeles, CA
Joint Utilities Quarterly Meeting	3/14/2019	Los Angeles, CA
USDP Meeting	3/20/2019	Teleconference
9th Annual Southern California Small Business & Contracting Conference	3/20/2019	Garden Grove, CA
Reservation Economic Summit	3/25-28/2019	Las Vegas, NV
Meet the Buyers Sponsored by City National Bank & Meet the Buyers	3/26/2019	Los Angeles, CA
Connet to MET	3/28/2019	Pomona, CA
BBA 2019 Salute to Black Women	3/30/2019	Los Angeles, CA
April	Date	Location
USDP Monthly Meeting	4/9/2019	San Dimas, CA
2019 NGLCC NBIC Best of the Best Awards Gala	4/10/2019	Washington, DC
CPUC/Joint Utilities Pomona Business Expo	4/10/2019	Pomona, CA
CWA Board of Directors Executive Committee Meeting	4/11/2019	San Dimas, CA

April (continued)	Date	Location
AICOC Statewide Event – Legislative Day	4/24/2019	Sacramento, CA
Greenling Economic Summit	4/26/2019	Oakland, CA
ABA 21st Annual C.K. Tseng Golf Tournament	4/29/2019	Buena Park, CA
American Association of Blacks in Energy (AABE)	4/30-5/3/2019	Indianapolis, IN
May	Date	Location
USVBA Keeping the Promise (KTP)	5/8-10/2019	Temecula, CA
NMSDC 2019 Leadership Awards	5/16/2019	New York, NY
Latino Business Awards	5/21/2019	Los Angeles, CA
CWA Annual Spring Conference – The Sawyer Hotel	5/22-24/2019	Sacramento, CA
USDP Monthly Meeting	5/22-24/2019	Sacramento, CA
NUDC Annual Roundtable	5/30/2019	Camden, NJ
ABA Women Business Pioneers Symposium	5/30/2019	Los Angeles, CA
June	Date	Location
CWA Meet The Primes	6/5/2019	Downey, CA
CWA – Water Certification Program #2	6/6/2019	Covina, CA
CWA Board of Directors Executive Committee Meeting	6/7/2019	Los Angeles, CA
TELACU Millennium	6/7/2019	Los Angeles, CA
Women in Technology International (WITI)	6/9-12/2019	San Jose, CA
Annual Native American Luncheon	6/13/2019	Los Angeles, CA
NAWBO – LA 33RD Annual Leadership	6/14/2019	Los Angeles, CA
USDP Monthly Meeting	6/17/2019	Sacramento, CA
Joint Utilities Quarterly Meeting	6/18/2019	Sacramento, CA
BBA Salute to Black Music Award Dinner	6/18/2019	Los Angeles, CA
CA Small Business Day 2019	6/19/2019	Sacramento, CA
WBENC National	6/25-27/2019	Baltimore, ND
July	Date	Location
NARUC Summer Meeting	7/15-18/2018	Scottsdale, AZ
CalCon 2018 (MWD Construction Expo)	7/19/2018	Anaheim, CA
NARUC Summer Meeting	7/15-18/2018	Scottsdale, AZ
CalCon 2018 (MWD Construction Expo)	7/19/2018	Anaheim, CA
AICOC Expo 14th Anniversary	7/22-24/2018	Rancho Mirage, CA
SCMSDC 2018 SOTY Awards	7/25/2018	Long Beach, CA

Table A – USDP Calendar of CWA Collective Activities

August	Date	Location
2019 ACCA National Training Institute	8/13-18/2019	San Diego, CA
2019 NGLCC International Business & Leadership Conference	8/13-16/2019	Tampa, FL
CWA Board of Directors Executive Committee Meeting	8/15/2019	San Diego, CA
CBCC Ron Brown Business and Economic Summit	8/16-17/2019	Sacramento, CA
35th Annual Airport Business Diversity Conference	8/20-23/2019	Los Angeles, CA
Elite SDVOB 16 Annual National Conference	8/21-23/2019	New York, NY
CHCC 40th Annual Statewide Convention	8/21-24/2019	Stockton, CA
Smart Water Summit	8/25-27/2019	Scottsdale, AZ
USDP Monthly Meeting	8/29/2019	San Diego, CA
September	Date	Location
Joint Utilities Quarterly Meeting	9/4/2019	San Ramon, CA
Collaboration Session	9/4/2019	San Ramon, CA
CWA – Water Certification Program #3	9/6/2019	Covina, CA
16th Annual WBENC West Conference	9/9-13/2019	Tucson, AZ
USDP Monthly Meeting	9/16/2019	Downey, CA
DVBE Utilities Based Summit	9/17/2019	Downey, CA
CWA Board of Directors Executive Committee Meeting	9/19/2019	San Jose, CA
October	Date	Location
CWA USDP-CBO Summit	10/2/2019	Fresno, CA
CPUC EnBanc	10/3/2019	Fresno, CA
USDP Monthly Meeting	TBD	TBD
WBEC Pacific	10/6-7/2019	Northern CA

October (continued)	Date	Location
SCMSDC Leadership Excellence Awards Dinner Gala	TBD	TBD
ABA 43rd Annual Awards Banquet	10/10/2019	Pasadena, CA
CWA Board of Directors Executive Committee Meeting	10/17/2019	Fontana, CA
NMSDC Annual Conference	10/13-16/2019	Atlanta, GA
3rd Annual VIB Network	10/27-30/2019	San Diego, CA
CPUC Small Business Expo	10/31/2019	Citrus Heights, CA
November	Date	Location
WBEC Pacific BOLD Success Conference	11/5-7/2019	Northern CA
BBA Veterans Procurement & Business Conference	11/7/2019	Los Angeles, CA
CWA 78th Annual Conference	11/13-15/2019	Monterey, CA
SCMSDC Excellence Awards	11/14/2019	Los Angeles, CA
AICOC Native Heritage Month Luncheon	11/15/2019	Anaheim, CA
UMA/NARUC 128th Annual Meeting	11/17-20/2019	San Antonio, TX
Turning Contacts into Contracts	11/20/2019	Long Beach, CA
USDP Monthly Meeting	11/21/2019	Covina, CA
CWA – Water Certification Program #4	11/22/2019	Covina, CA
2019 NGLCC National Dinner Awards Gala	11/22/2019	Washington, DC
December	Date	Location
Joint Utilities Quarterly Meeting	12/6/2019	Thousand Oaks, CA
USDP Monthly Meeting & Retreat	TBD	TBD
CWA Executive Committee Meeting	12/13/2019	San Dimas, CA

Name of the Community Base Organizations (CBOs) with Acronyms

American Association of Blacks in Energy	AABE	Diversity Information Resources	DIR	National Asian American Coalition	NAAC	US Pan Asian American Chamber of Commerce	USPAACC
American Contract Compliance Association	ACCA	Edison Electric Institute	EEI	National Gay & Lesbian Chamber of Commerce	NGLCC		
American Indian Chambers of Commerce	AICOC	Institute for Supply Management	ISM	Northern California Minority Supplier Development Council	Western Regional MSDC	U.S. Veterans Business Alliance	USVBA
Asian Business Association	ABA	Joint Utilities	JU	National Minority Supplier Development Council, Inc.	NMSDC	Veterans In Business Networking For Success	VIB Network
Black Business Association	BBA	Kern Minority Contractors Association	KMCA	National Utility Diversity Council	NUDC		
California Asian Pacific Chamber of Commerce	CAPCC	Latin Business Association	LBA	Regional Hispanic Chamber of Commerce	RHCC	Women Business Enterprise Council	WBEC-West
California Black Chamber of Commerce	CBCC	Lesbian, Gays, Bisexual & Transgender	LGBT	Reservation Economic Summit	RES	Women In Technology International	WITI
California Construction Expo	Cal Con	Los Angeles Latino Chamber of Commerce	LALCC	Sacramento Asian Pacific Chamber of Commerce	SAPCC		
California Disabled Veterans Business Alliance	DVBE Alliance	Los Angeles Unified School District	LAUSD	Smart Water Summit	SWWS		
California Hispanic Chamber of Commerce	CAHCC	National Association Regulatory Utility Commissions	NARUC	Southern California Minority Supplier Development Council	SCMSDC		
California Utilities Diversity Council	CUDC	National Association of Minority Contractors	NAMC	The Elite SDVOB Network	Elite SDVOB		
California Water Association	CWA	National Association of Woman Business Owners	NAWBO	Utility Marketplace Access	UMA		
Chinese American Construction Professional	CACP	National Association for Black Veterans, Inc.	NABVETS	US Hispanic Chamber of Commerce	USHCC		

Table B – Affiliation as Corporate Sponsors in 2019



Advisory Councils

Golden State Water Company actively supports identified Community Based Organizations that seek to advance the message of supplier diversity. In addition, GSWC acts as a participant on the following Advisory Councils:

- Asian Business Association of Los Angeles
- American Indian Chamber of Commerce of California
- Disabled Veteran Business Alliance

Table C – California Water Association USDP Representatives

California American Water Company

Edward Simon
Director
Business Performance and Supplier Diversity

California Water Service

Jose Espinoza
Supplier Diversity Manager

Golden State Water Company

Holley Joy
Supplier Diversity Manager

Liberty Utilities

Danny Rodriguez
Purchasing Manager, Diversity Representative

San Gabriel Valley Water Company

Jeannette Diaz
Supplier Diversity Coordinator

San Jose Water Company

Tim McLaughlin
Director Supplier Diversity and Community Involvement

Suburban Water Systems

Lauren James
Communication Manager



**California
Water
Association**

Table D – Legend for 2 Digit Standard Industrial Classification (SIC) Codes

As part of the Company's commitment to the Utility Supplier Diversity Program, we are being asked to classify all of our vendors by 2-digit SIC codes. As such, invoice approvers need to identify the vendor's 2-digit SIC code as part of the approval process. The approval stamp has been modified in order to accommodate this, and you may be able to determine the appropriate SIC code from the list below. If not, we are asking that you call or email the vendor in order to make this determination. Thank you for your cooperation in this important endeavor.

2-Digit SIC	SIC Description
07	Agricultural Service
08	Forestry Services
16	Highways and Street Construction
17	Special Trade Contractors
27	Printing and Publishing
28	Chemicals and Allied Products
34	Fabricated Metal Products, NEC
35	Industrial Machinery and Computer Equipment
36	Electrical Boxes, Enclosures and Fittings
37	Misc Retail and Transportation Equipment
48	Communication
49	Electric, Gas, and Sanitary Services
50	Wholesale Trade – Durable Goods
55	Automotive Dealership and Gasoline Service Stations
58	Eating and Drinking Places
59	Miscellaneous Retail Stores NEC
65	Real Estate
73	Business Services NEC
76	Miscellaneous Repair Services
80	Health and Allied Services NEC
81	Legal Services
86	Membership Organizations NEC
87	Engineering & Management Services
89	Services NEC

2019 Annual Report 2020 Annual Plan

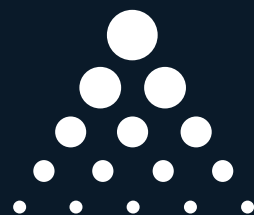
Prepared and respectfully submitted by:

Holley Joy

Supplier Diversity Manager

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(909) 394-3600



Golden State

Water Company

A Subsidiary of American States Water Company