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# SAN GABRIEL VALLEY WATER COMPANY

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## Utility Supplier Diversity Program 2019 Annual Report and 2020 Plan



<b>San Gabriel Valley Water Company</b>	<b>2019 Report</b>	<b>G.O. #156</b>
<b>WMDVLGBTBE Annual Report/Annual Plan – Table of Contents</b>		

**G.O. #156  
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## **2019 Annual Report**

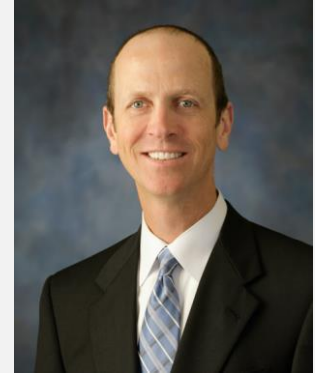
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## Message from the President of San Gabriel Valley Water Company

San Gabriel Valley Water Company's Supplier Diversity Program has had a tremendous amount of growth over the last three years. I am so proud of our program's success and ongoing improvements. At San Gabriel we understand the importance of supporting our diverse communities and the positive impacts it has on our economy and local communities that we serve and reside in. We are grateful for the 2019 business relationships we sustained with 77 diverse vendors that account for the 32.64% of diverse spend in 2019.



Throughout this report you will see the results of our efforts in 2019, success stories, challenges and future goals for 2020. San Gabriel will continue to work diligently to sustain the success of our program and focus on areas of improvement. We look forward to future opportunities and continued growth in 2020.

Very truly yours,

Robert W. Nicholson  
President

San Gabriel Valley Water Company	2019 Report	G.O. #156 Sec. 9.1.1
Description of WMDVLGBTBE Program Activities During the Previous Calendar Year		

## Internal Program Activities

### *New Programming*

In 2019 San Gabriel Valley Water Company (“San Gabriel”) implemented a new invoice system, DocLink. DocLink is an electronic based invoice approval system which has enhanced our invoice processing, allowing for a more streamlined approval process and in turn, improved the timeliness of payments to our vendors.

San Gabriel is also in the process of updating our internal business system with Infor. In early 2019, training began on the new system which is set to go live in the second quarter of 2020. This new system will also be electronically based and will enhance the procedures of our inventory database, purchasing system, maintenance of documents and contracts, supplier diversity tracking, and more.

San Gabriel’s new system, Infor, will have a positive impact on our Supplier Diversity Program. The system will allow for real time reporting and will assist with the tracking of second tier spend. Prequalified bidders will be invited to submit Request for Proposals online and will be required to provide information on the use of diverse subcontractors. This feature will be instrumental in the tracking and follow up on second tier spend.

### *Success Stories – New Business Relationships*

The year 2019 proved to be quite successful for the addition of new diverse vendors. San Gabriel was focused on increasing business opportunities with diverse businesses and creating new business relationships.

E-Nor Innovations, Inc., a disabled veteran-owned traffic control company was of great assistance to San Gabriel in 2019. Since their onboarding in March they have assisted us with the preparation of traffic control plans for numerous projects. They have been very flexible and have accommodated us with the occasional “rush” project without hesitation. It is going to be a pleasure watching our business relationship continue to grow in the years to come with E-Nor Innovations, Inc.



*David Frelow with E-Nor Innovations, Inc. gives a practice sales pitch at a CWA hosted training event.*

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Description of WMDVLGBTBE Program Activities During the Previous Calendar Year		



An important project for San Gabriel that went out to bid in 2019 was a project to provide space planning services at San Gabriel’s Los Angeles County and Fontana Water Company divisions. After carefully reviewing companies to add to the bidding process for this project, bids were sent to a handful of qualified vendors. We were very pleased that Masbuild, Inc., an African American woman-owned company, was awarded the project. Masbuild, Inc. was responsible for gathering information to evaluate the space needs at both locations, carefully analyzing the infrastructure and layout. Masbuild, Inc. started their work on this project in 2019 and San Gabriel is looking forward to working with them in 2020 towards the completion of this project.

Converse Construction, Inc. is a disabled veteran-owned business with 14 years’ experience in water treatment. San Gabriel on boarded Converse in 2019 and they are currently working on professional engineering design services for San Gabriel’s Booster Station and WNOU Blend Line Project at our Plant B28 in Los Angeles County.



Both companies are a great addition to our vendor database and we will continue to include them in future projects.

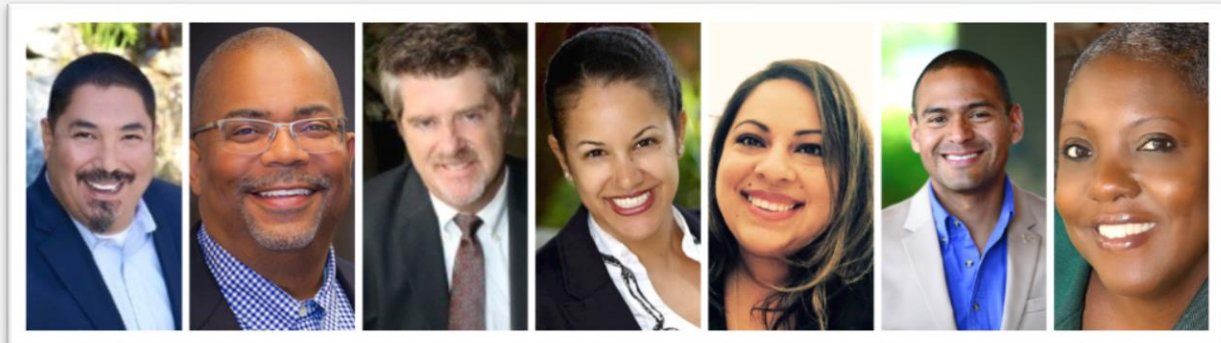
In addition to these success stories, we are also proud to report the addition of Norfolk Veteran Supplies, Inc., a local disabled veteran-owned business that provides supplies and paper goods, and Vet-Force Engineering & Construction, Inc., a disabled veteran-owned business highly experienced in building modifications, upgrades, building maintenance and remodeling.

San Gabriel is more than pleased with the 2019 diverse business relationships developed, especially with the addition of numerous disabled veteran-owned businesses, as we are hoping these new business relationships will help us reach our categorical goal of 1.5% in 2020. We are looking forward to continued growth and success together.



## External Program Activities

### *Collaboration with the California Water Association (CWA)*



*Daniel Rodriguez – Liberty Utilities, Edward Simon – California American Water, Tim McLaughlin – San Jose Water, Lauren James – Suburban Water Systems, Jeanette Diaz – San Gabriel Valley Water Company, Jose Espinoza – California Water Service, Holley Joy – Golden State Water.*

2019 proved to be another successful year of collaboration with the California Water Association (CWA) Committee. Together we work to promote leading, sustainable, compliant supplier diversity programs. In 2019 we hosted a Meet the Primes events, a regional Pipeline into Procurement event, and also hosted our first annual Water Acumen Training for Entrepreneurship (W.A.T.E.R.) Capacity Building and Technical Assistance (CB&TA) Program.

### *Meet the Primes Event*

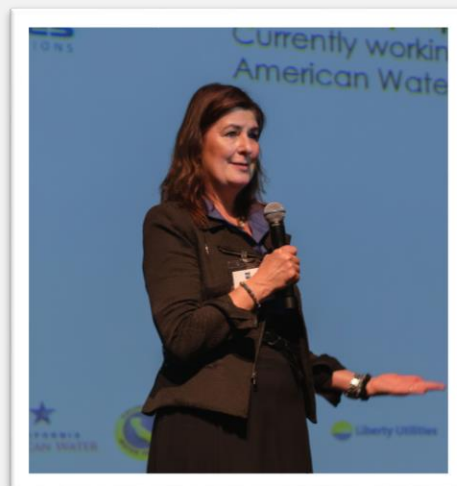
Meet the Primes is an annual event bringing together prime contractors and diverse suppliers for discussions on subcontracting opportunities. While the event is focused on subcontracting, we also meet suppliers capable of direct work. For 2019, we partnered with Southern California Gas Company, and co-hosted at the Energy Resource Center in Downey, California.



*Attendees at the Meet the Primes event listen to presentations from utility companies.*

The event included 60-second capabilities presentations from diverse suppliers, followed by project-focused discussions on current Tier-one and Tier-two needs. After the presentations from diverse suppliers, each participating water utility and Southern California Gas Company presented upcoming projects and sourcing needs.

We had forty-two diverse suppliers attend, representing a variety of industries including: construction, consulting services, and personnel training. Prime contractors, and decision makers listened to 36 capabilities presentations from diverse suppliers. Following the presentations, we hosted 100 one-on-one meetings for extended discussions on suppliers' value propositions.



*Lee Anne Davis with Promoventures gives a capabilities presentation at the Meet the Primes event.*

### *Capacity Building & Technical Assistance*

As a member of CWA's Supplier Diversity Committee we take a collective approach to Capacity Building & Technical Assistance by pooling resources, and delivering a unified training program advancing suppliers through education and training.



In 2019, CWA partnered with Melanie Rae with GUIDED™ Business Plan, to develop a training program with relevant content for participants. Using a building-blocks approach, we developed a four-module study course:



The training sessions called for collaboration among member-utilities, sharing best practices and insights for engaging key decision makers. We delivered 16 training hours to approximately 25 current, and prospective diverse suppliers through quarterly workshops held in March, June, September, and November at Suburban Water Systems in Covina, California.



*Scenes from CWA W.A.T.E.R. Diverse Business Certification Program*



*Scenes from CWA W.A.T.E.R. Diverse Business Certification Program*



## *Pipeline into Procurement*

San Gabriel Valley Water Company, Suburban Water Systems, Liberty Utilities and Golden State Water teamed up to create and host a regional event, Pipeline into Procurement. The focus of this event was to not only create an opportunity for us to meet potential diverse vendors, but to also provide an opportunity for the regional water utility companies to connect, sharing best practices in Supplier Diversity.



*Lauren James – Suburban Water Company, Daniel Rodriguez – Liberty Utilities, Holley Joy – Golden State Water, and Jeanette Diaz – San Gabriel Valley Water Company.*



*Omone Livingston – O2EPCM, Inc. and Matt Yucelen – San Gabriel Water Company, network at the Pipeline into Procurement event.*

The first hour of the event was dedicated to our internal Procurement departments presenting on topics including best practices, second tier data collection, and safety and insurance requirements. The presentations were followed by an open discussion forum. The remainder of the event consisted of a networking lunch as we welcomed in 24 diverse vendors to join us. After the potential vendors had an opportunity to present their 60-second pitches, matchmaking sessions were held with the potential diverse vendors and each of the four water companies.



*Matt Yucelen and Jeanette Diaz with San Gabriel Valley Water Company participate in a matchmaking session with a potential vendor.*



*Shannon Conaway – Conaway Geomatics, presents a 60-second pitch to the audience.*

This event proved to be a great opportunity to network, build on our best practices by learning from our fellow water utility companies, and make new connections with potential diverse vendors.

### *2019 Outreach Events Highlights*

Throughout 2019 San Gabriel participated in numerous outreach events to support and promote the growth of business relationships with DBEs.

In February, San Gabriel was a part of the ribbon cutting ceremony at the Southern California Minority Supplier Development Council (SCMSDC) Minority Business Opportunity Day.



CWA supported and attended the Western Business Alliance (WBA) LGBT Economic Summit & Conference in March.



CWA was recognized with the California Public Utilities Award at the U.S. Veterans Business Alliance, Keeping the Promise Conference in May.





Along with representatives from San Diego Gas & Electric, SoCal Gas, and others, San Gabriel participated on a panel at the American Indian Chamber of Commerce Expo in July. The panel's topic of discussion was focused on how to do business with utility companies and future potential business opportunities.

The Joint Utilities (JU) provided an opportunity to collaborate with community based organizations (CBO). Held in September in Northern California, the event provided CBOs the opportunity to discuss challenges around invoice payment, bonding, and retainers among other topics. This event was in response to the agreement reached between the author of the late payment legislation AB1552 and the JU.



San Gabriel was a presenter and exhibitor at the 2019 Utilities Based Summit hosted by SoCal Gas in September. This event was a successful collaboration of the utilities and offered valuable information to disabled veteran-owned business enterprises seeking information on how to do business with the utilities.



CWA was recognized as a Loyal Sponsor at the 2019 Veterans in Business Network Conference held in October.

In November, CWA supported the Black Business Association's (BBA) Veterans Procurement & Business Conference.





# 2019 Outreach Calendar

## January

USDP Monthly Meeting  
CWA Board of Directors Executive Committee Meeting, Sacramento

## February

SCMSDC Minority Business Opportunity Day, Pasadena  
CWA Board of Directors Executive Committee Meeting, Downey  
UMA/NARUC Winter Meeting, Washington, DC  
USDP Monthly Meeting  
Black Business Association (BBA) Annual Awards Dinner, Los Angeles

## March

CWA Board of Director's Meeting, Los Angeles  
CWA WATER Program – Session I, Covina  
26<sup>th</sup> Annual GLAAACC Economic Awards Dinner, Los Angeles  
National Reservation Economic (RES) Summit, Las Vegas  
Joint Utilities Quarterly Meeting, Los Angeles  
USDP Monthly Meeting, San Francisco  
WBA LGBT Economic Summit & Conference, Los Angeles  
Black Business Association - Salute to Black Women, Los Angeles

## April

USDP Monthly Meeting, San Dimas  
CWA Board of Director's Meeting, San Dimas  
NGLCC Awards Gala, Washington, DC  
CPUC Small Business Expo, Pomona  
Greenlining Economic Summit, Oakland

## May

USVBA Keeping the Promise, Temecula  
NMSDC 2019 Leadership Awards, New York, NY  
Latino Business Awards, Los Angeles  
CWA Annual Spring Conference, Sacramento  
USDP Monthly Meeting, Sacramento  
NUDC Annual Roundtable, Camden, NJ  
ABA Women Business Pioneers Symposium, Los Angeles

## June

CWA Meet the Primes Event, Downey  
CWA WATER Program – Session II, Covina  
CWA Board of Director's Meeting, Los Angeles  
TELACU Millennium, Los Angeles  
NAWBO – LA 33<sup>rd</sup> Annual Leadership, Los Angeles  
Joint Utilities Quarterly Meeting, Sacramento  
USDP Monthly Meeting, Sacramento  
Black Business Association (BBA) Salute to Music, Los Angeles

## July

USDP Monthly Meeting, Los Angeles  
CWA Board of Director's Meeting, Napa  
AICOC Expo 15th Annual Conference, Rancho Mirage  
UMA/NARUC Summer Committee Meeting, Indianapolis, IN  
California Construction Expo 2019, Anaheim

## August

2019 ACCA National Training Institute, San Diego  
NGLCC Annual Conference, Tampa, FL  
CWA Board of Director's Meeting, San Diego  
Ron Brown Business & Economic Summit, Sacramento  
Elite SDVOB National Conference, New York, NY  
USDP Monthly Meeting, San Diego  
CHCC 2019 Annual Convention, Stockton  
Smart Water Summit, Scottsdale, AZ

## September

USDP Monthly Meeting, Downey  
Joint Utilities Meeting, San Ramon  
CBO Collaboration Forum, San Ramon  
CWA WATER Program – Session III, Covina  
16th Annual WBEC-West Procurement Conference, Tucson, AZ  
DVBE Utilities Based Summit, Downey  
CWA Board of Director's Meeting, San Jose

## October

CWA USDP – CBO Summit, Fresno  
CPUC En Banc, Fresno  
Pipeline into Procurement, Whittier  
WBEC Pacific, Sacramento  
SCMSDC Leadership Excellence Awards Dinner Gala, Los Angeles  
Asian Business Association Annual Awards Banquet, Pasadena  
CWA Board of Director's Meeting, Fontana  
NMSDC Annual Conference, Atlanta, GA  
VIB Network National Conference, San Diego  
CPUC Small Business Expo, Citrus Heights

## November

WBEC Pacific BOLD Success Conference, San Jose  
BBA Veterans Procurement & Business Conference, Los Angeles  
CWA 78<sup>th</sup> Annual Conference, Monterey  
SCMSDC Excellence Awards, Los Angeles  
AICOC Native Heritage Month Luncheon, Anaheim  
UMA/NARUC Annual Meeting, San Antonio, TX  
Turning Construction Contacts into Contracts, Long Beach  
USDP Monthly Meeting, Covina  
CWA WATER Program – Session IV, Covina  
2019 NGLCC National Dinner Awards Gala, Washington, DC

## December

Joint Utilities Quarterly Meeting, Thousand Oaks  
USDP Monthly Meeting, Newport Beach  
CWA Board of Director's Meeting, San Dimas

San Gabriel Valley Water Company			2019 Report		G.O. #156 Section 9.1.2	
WMDVLGBTBE Annual Results by Ethnicity						
			2019			
			Direct	Sub	Total \$	%
1	Minority Male	Asian Pacific American	\$3,839,637	-	\$3,839,637	4.83%
2		African American	\$85,424	\$135,020	\$220,444	0.28%
3		Hispanic American	\$3,330,450	\$87,287	\$3,417,737	4.30%
4		Native American	\$1,164,094	-	\$1,164,094	1.47%
5		Total Minority Male	\$8,419,605	\$222,307	\$8,641,912	10.88%
6	Minority Female	Asian Pacific American	\$272,436	-	\$272,436	0.34%
7		African American	\$840,079	-	\$840,079	1.06%
8		Hispanic American	\$981,011	-	\$981,011	1.23%
9		Native American	-	-	-	0.00%
10		Total Minority Female	\$2,093,526	\$0	\$2,093,526	2.63%
11	Total Minority Business Enterprise (MBE)		\$10,513,131	\$222,307	\$10,735,438	13.51%
12	Women Business Enterprise (WBE)		\$13,292,645	\$15,241	\$13,307,886	16.75%
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$1,731,416	-	\$1,731,416	2.18%
14	Disabled Veteran Business Enterprise (DVBE)		\$161,767	-	\$161,767	0.20%
15	Other 8(a)*		-	-	-	0.00%
16	Total WMDVLGBTBE		\$25,698,959	\$237,548	\$25,936,507	32.64%
17	Net Procurement**		\$ 79,457,681			

NOTE: \* FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE

\*\* NET PROCUREMENT INCLUDES PURCHASE ORDERS, NO-PURCHASE ORDER, AND CREDIT CARD DOLLARS

Direct - DIRECT PROCUREMENT

Sub - SUBCONTRACTOR PROCUREMENT

% - PERCENTAGE OF NET PROCUREMENT

San Gabriel Valley Water Company	2019 Report	G.O. #156 Section 9.1.2
WMDVLGBTBE Direct Procurement by Product and Service Categories		

				Products		Services		Total	
				\$	%	\$	%	\$	%
1	Minority Male	Asian Pacific American	Direct	3,448,402.17	4.34%	391,235.17	0.49%	3,839,637.34	4.83%
2		African American	Direct	-	0.00%	85,424.48	0.11%	85,424.48	0.11%
3		Hispanic American	Direct	292,614.43	0.37%	3,037,836.03	3.82%	3,330,450.46	4.19%
4		Native American	Direct	-	0.00%	1,164,094.19	1.47%	1,164,094.19	1.47%
5		Total Minority Male	Direct	\$3,741,016.60	4.71%	\$4,678,589.87	5.89%	\$8,419,606.47	10.60%
6	Minority Female	Asian Pacific American	Direct	20,003.63	0.03%	252,432.55	0.32%	272,436.18	0.34%
7		African American	Direct	-	0.00%	840,080.10	1.06%	840,080.10	1.06%
8		Hispanic American	Direct	140.69	0.00%	980,871.31	1.23%	981,012.00	1.23%
9		Native American	Direct	-	0.00%	-	0.00%	-	0.00%
10		Total Minority Female	Direct	\$20,144.32	0.03%	\$2,073,383.96	2.61%	\$2,093,528.28	2.63%

11	Total Minority Business Enterprises (MBE)	Direct	\$3,761,160.92	4.73%	\$6,751,973.83	8.50%	\$10,513,134.75	13.23%
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12	Women Business Enterprises (WBE)	Direct	\$6,703,041.14	8.44%	\$6,589,603.87	8.29%	\$13,292,645.01	16.73%
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13	Lesbian, Gay, Bisexual, Transgender Business Enterprises (LGBTBE)	Direct	-	0.00%	\$1,731,416.66	2.18%	\$1,731,416.66	2.18%
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14	Disabled Veteran Business Enterprises (DVBE)	Direct	\$6,131.58	0.01%	\$155,635.78	0.20%	\$161,767.36	0.20%
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15	Other (8a)*	Direct	-	0.00%	-	0.00%	-	0.00%
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16	TOTAL WMDVLGBTBE	Direct	\$10,470,333.64	13.18%	\$15,228,630.14	19.17%	\$25,698,963.78	32.34%
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17	Total Product Procurement	\$	18,529,208.00
18	Total Service Procurement	\$	60,928,473.00

NOTE: \* FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE  
 \*\* NET PROCUREMENT INCLUDES PURCHASE ORDERS, NO-PURCHASE ORDER, AND CREDIT CARD DOLLARS  
 Direct - DIRECT PROCUREMENT  
 Sub - SUBCONTRACTOR PROCUREMENT  
 % - PERCENTAGE OF NET PROCUREMENT

19	Net Procurement**	\$	79,457,681.00
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20	Total Number of WMDVLGBTBEs that Received Direct	77
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San Gabriel Valley Water Company	2019 Report	G.O. #156 Section 9.1.2
WMDVLGBTBE Subcontractor Procurement by Product and Service Categories		

				Products		Services		Total	
				\$	%	\$	%	\$	%
1	Minority Male	Asian Pacific American	Sub	-	0.00%	-	0.00%	-	0.00%
2		African American	Sub	-	0.00%	135,020	0.17%	135,020	0.17%
3		Hispanic American	Sub	4,192	0.01%	83,095	0.10%	87,287	0.11%
4		Native American	Sub	-	0.00%	-	0.00%	-	0.00%
5		Total Minority Male	Sub	\$4,192	0.01%	\$218,115	0.27%	\$222,307	0.28%
6	Minority Female	Asian Pacific American	Sub	-	0.00%	-	0.00%	-	0.00%
7		African American	Sub	-	0.00%	-	0.00%	-	0.00%
8		Hispanic American	Sub	-	0.00%	-	0.00%	-	0.00%
9		Native American	Sub	-	0.00%	-	0.00%	-	0.00%
10		Total Minority Female	Sub	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%

11	Total Minority Business Enterprises (MBE)	Sub	\$4,192	0.01%	\$218,115	0.27%	\$222,307	0.28%
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12	Women Business Enterprises (WBE)	Sub	\$353	0.00%	\$14,888	0.02%	\$15,241	0.02%
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13	Lesbian, Gay, Bisexual, Transgender Business Enterprises (LGBTBE)	Sub	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
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14	Disabled Veteran Business Enterprises (DVBE)	Sub	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
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15	Other (8a)*	Sub	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
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16	TOTAL WMDVLGBTBE	Sub	\$ 4,545.00	0.01%	\$ 233,003.00	0.29%	\$ 237,548.00	0.30%
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17	Total Product Procurement	\$ 18,529,208
18	Total Service Procurement	\$ 60,928,473

NOTE: \* FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE  
 \*\* NET PROCUREMENT INCLUDES PURCHASE ORDERS, NO-PURCHASE ORDER, AND CREDIT CARD DOLLARS  
 Direct - DIRECT PROCUREMENT  
 Sub - SUBCONTRACTOR PROCUREMENT  
 % - PERCENTAGE OF NET PROCUREMENT

19	Net Procurement**	\$ 79,457,681
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San Gabriel Valley Water Company						2019 Report					G.O. #156 Section 9.1.2						
WMDVLGBTBE Procurement by Standard Industrial Classification Categories																	
SIC Code Category <sup>+</sup>	\$ - %	Asian Pacific American		African American		Hispanic American		Native American		Total Minority Business Enterprises (MBE)	Women Business Enterprises (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprises (LGBTBE)	Disabled Veterans Business Enterprises (DVBE)	Other 8(a)**	Total WMDVLGBTBE	Total Dollars	
		Male	Female	Male	Female	Male	Female	Male	Female							Total Percentage	
7	\$					6,200.00				6,200.00					\$ 6,200.00	\$ 6,200.00	
	%					0.01%				0.01%					0.01%	0.01%	
15	\$										956,577.49				\$ 956,577.49	\$ 7,550,939.07	
	%										1.20%				1.20%	9.50%	
16	\$			26,300.00		1,058,207.06		1,159,082.83		2,243,589.89	1,022,571.26	1,660,589.15	24,490.00		\$ 4,951,240.30	\$ 4,967,931.98	
	%			0.03%		1.33%		1.46%		2.82%	1.29%	2.09%	0.03%		6.23%	6.25%	
17	\$					482,373.00				482,373.00	3,958,285.57		128,585.78		\$ 4,569,244.35	\$ 21,131,022.10	
	%					0.61%				0.61%	4.98%		0.16%		5.75%	26.59%	
23	\$														\$ -	\$ 15,629.19	
	%														0.00%	0.02%	
25	\$	35,550.06								35,550.06	146,034.10				\$ 181,584.16	\$ 181,584.16	
	%	0.04%								0.04%	0.18%				0.23%	0.23%	
26	\$												657.28		\$ 657.28	\$ 657.28	
	%												0.00%		0.00%	0.00%	
27	\$					2,292.58				2,292.58					\$ 2,292.58	\$ 2,974.42	
	%					0.00%				0.00%					0.00%	0.00%	
28	\$														\$ -	\$ 568,019.24	
	%														0.00%	0.71%	
29	\$														\$ -	\$ 17,951.25	
	%														0.00%	0.02%	
30	\$										5,906,171.37				\$ 5,906,171.37	\$ 5,965,933.77	
	%										7.43%				7.43%	7.51%	
32	\$					171,679.94				171,679.94					\$ 171,679.94	\$ 586,720.97	
	%					0.22%				0.22%					0.22%	0.74%	
33	\$	3,378,701.15								3,378,701.15					\$ 3,378,701.15	\$ 3,378,701.15	
	%	4.25%								4.25%					4.25%	4.25%	
34	\$					1,826.00				1,826.00					\$ 1,826.00	\$ 138,929.19	
	%					0.00%				0.00%					0.00%	0.17%	
35	\$	31,638.20	20,003.63			35,697.43				87,339.26					\$ 87,339.26	\$ 484,762.71	
	%	0.04%	0.03%			0.04%				0.11%					0.11%	0.61%	
36	\$					84,001.90				84,001.90					\$ 84,001.90	\$ 346,510.29	
	%					0.11%				0.11%					0.11%	0.44%	
37	\$					1,308.58				1,308.58	14,022.73				\$ 15,331.31	\$ 15,331.31	
	%					0.00%				0.00%	0.02%				0.02%	0.02%	
38	\$														\$ -	\$ 97,359.35	
	%														0.00%	0.12%	
39	\$												5,474.30		\$ 5,474.30	\$ 94,460.39	
	%												0.01%		0.01%	0.12%	
40	\$														\$ -	\$ 1,135.09	
	%														0.00%	0.00%	
42	\$			135,020.00		8,583.00				143,603.00	26,680.90				\$ 170,283.90	\$ 170,283.90	
	%			0.17%		0.01%				0.18%	0.03%				0.21%	0.21%	
44	\$						976,434.29			976,434.29					\$ 976,434.29	\$ 976,434.29	
	%						1.23%			1.23%					1.23%	1.23%	
46	\$														\$ -	\$ 764,769.94	
	%														0.00%	0.96%	
47	\$														\$ -	\$ 307,725.03	
	%														0.00%	0.39%	

San Gabriel Valley Water Company					2019 Report					G.O. #156 Section 9.1.2						
WMDVLGBTBE Procurement by Standard Industrial Classification Categories (Cont.)																
SIC Code Category <sup>+</sup>	\$ - %	Asian Pacific American		African American		Hispanic American		Native American		Total Minority Business Enterprises (MBE)	Women Business Enterprises (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprises (LGBTBE)	Disabled Veterans Business Enterprises (DVBE)	Other 8(a)**	Total WMDVLGBTBE	Total Dollars
		Male	Female	Male	Female	Male	Female	Male	Female							Total Percentage
48	\$														\$ -	\$ 300,539.61
	%														0.00%	0.38%
50	\$	2,512.76					140.69			2,653.45	8,164.12				\$ 10,817.57	\$ 167,960.13
	%	0.00%					0.00%			0.00%	0.01%				0.01%	0.21%
51	\$														\$ -	\$ 5,709.74
	%														0.00%	0.01%
52	\$														\$ -	\$ 86,973.16
	%														0.00%	0.11%
54	\$														\$ -	\$ 35,597.90
	%														0.00%	0.04%
55	\$										629,001.82				\$ 629,001.82	\$ 808,509.82
	%										0.79%				0.79%	1.02%
56	\$														\$ -	\$ 5,988.42
	%														0.00%	0.01%
57	\$														\$ -	\$ 5,178.73
	%														0.00%	0.01%
58	\$														\$ -	\$ 241.98
	%														0.00%	0.00%
59	\$														\$ -	\$ 4,756,163.41
	%														0.00%	5.99%
60	\$														\$ -	\$ 169,168.38
	%														0.00%	0.21%
63	\$														\$ -	\$ 3,457,099.02
	%														0.00%	4.35%
64	\$				627,888.00					627,888.00					\$ 627,888.00	\$ 632,585.14
	%				0.79%					0.79%					0.79%	0.80%
65	\$														\$ -	\$ 9,700.00
	%														0.00%	0.01%
67	\$														\$ -	\$ 125.00
	%														0.00%	0.00%
70	\$														\$ -	\$ 43,450.03
	%														0.00%	0.05%
73	\$	10,988.00	132,968.15	17,500.00		150,236.90				311,693.05	412,038.88		2,560.00		\$ 726,291.93	\$ 5,845,873.12
	%	0.01%	0.17%	0.02%		0.19%				0.39%	0.52%		0.00%		0.91%	7.36%
75	\$					49,356.01				49,356.01					\$ 49,356.01	\$ 736,969.61
	%					0.06%				0.06%					0.06%	0.93%
76	\$						4,437.02			4,437.02					\$ 4,437.02	\$ 5,395.98
	%						0.01%			0.01%					0.01%	0.01%
79	\$														\$ -	\$ 91,519.31
	%														0.00%	0.12%
80	\$														\$ -	\$ 2,663,485.50
	%														0.00%	3.35%
81	\$														\$ -	\$ 343,958.40
	%														0.00%	0.43%
82	\$														\$ -	\$ 1,379.00
	%														0.00%	0.00%
83	\$														\$ -	\$ 1,590.60
	%														0.00%	0.00%

San Gabriel Valley Water Company						2019 Report					G.O. #156 Section 9.1.2					
WMDVLGBTBE Procurement by Standard Industrial Classification Categories (Cont.)																
SIC Code Category <sup>+</sup>	\$ - %	Asian Pacific American		African American		Hispanic American		Native American		Total Minority Business Enterprises (MBE)	Women Business Enterprises (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprises (LGBTBE)	Disabled Veterans Business Enterprises (DVBE)	Other 8(a)**	Total WMDVLGBTBE	Total Dollars
		Male	Female	Male	Female	Male	Female	Male	Female							Total Percentage
86	\$														\$ -	\$ 31,785.35
	%														0.00%	0.04%
87	\$	368,282.12	119,464.40	41,624.48	212,192.10	1,149,280.50		5,011.36		1,895,854.96	219,337.77	70,827.51			\$ 2,186,020.24	\$ 5,663,143.88
	%	0.46%	0.15%	0.05%	0.27%	1.45%		0.01%		2.39%	0.28%	0.09%			2.75%	7.13%
89	\$	11,965.05				216,694.56				228,659.61	9,000.00				\$ 237,659.61	\$ 5,815,624.32
	%	0.02%				0.27%				0.29%	0.01%				0.30%	7.32%
TOTAL		3,839,637.34	272,436.18	220,444.48	840,080.10	3,417,737.46	981,012.00	1,164,094.19	-	10,735,441.75	13,307,886.01	1,731,416.66	161,767.36	-	25,936,511.78	\$ 79,457,681.61
TOTAL		4.83%	0.34%	0.28%	1.06%	4.30%	1.23%	1.47%	0.00%	13.51%	16.75%	2.18%	0.20%	0.00%	32.64%	100.00%

Total Product Procurement	\$ 18,529,208.00
Total Service Procurement	\$ 60,928,473.00

Net Procurement ***	\$ 79,457,681.00
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NOTE: \*FIRMS WITH MULTI MINORITY OWNERSHIP STATUS

\*\* FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE

\*\*\* NET PROCUREMENT INCLUDES PURCHASE ORDERS, NON-PURCHASEORDERS, AND CREDIR CARD DOLLARS

TOTAL DOLLARS - TOTAL PROCUREMENT DOLLAR AMOUNT IN THE SPECIFIC SIC CATEGORY

% - PERCENTAGE OF TOTAL DOLLARS

San Gabriel Valley Water Company							2019 Report			G.O. #156 Section 9.1.2 (D.11-05-019 & D.06-11-028)				
Number of WMDVLGBTBE Suppliers and Revenue Reported to the Clearinghouse														
	Data on Number of Suppliers													
	Revenue (Range) Reported to CHS							Utility-Specific 2019 Summary						
# WMDVLGBTBEs	MBE	WBE	LGBTBE	DVBE	Other 8(a)*	Grand Total	MBE	WBE	LGBTBE	DVBE	Other 8(a)*	Grand Total		
Under \$1 million or Unknown	18	6	1	5	0	30	50	13	1	7	0	71		
Under \$5 million	12	4	0	2	0	18	2	3	1	0	0	6		
Under \$10 million	7	2	0	0	0	9	0	0	0	0	0	0		
Above \$10 million	15	4	1	0	0	20	0	0	0	0	0	0		
TOTAL	52	16	2	7	0	77	52	16	2	7	0	77		
	Revenue and Payment Data													
	(Average) Revenue Reported to CHS						Utility-Specific 2019 Summary							
	MBE	WBE	LGBTBE	DVBE	Other 8(a)*	Grand Total	MBE	WBE	LGBTBE	DVBE	Other 8(a)*	Grand Total		
Under \$1 million or Unknown	7,111,954.00	7,794,322.00	809,633.00	-		\$ 15,715,909.00	5,975,349.00	2,412,336.00	70,828.00	161,767.00		\$ 8,620,280.00		
Under \$5 million	32,099,440.00	15,112,527.00	-	58,003,688.00		\$ 105,215,655.00	4,537,784.00	10,880,308.00	1,660,589.00	-		\$17,078,681.00		
Under \$10 million	49,251,770.00	11,246,000.00	-	-		\$ 60,497,770.00	-	-		-		\$ -		
Above \$10 million	10,450,302,593.00	2,689,966,908.00	12,000,000.00	-		\$ 13,152,269,501.00	-	-		-		\$ -		
TOTAL	\$10,538,765,757.00	\$ 2,724,119,757.00	\$12,809,633.00	\$ 58,003,688.00	\$ -	\$ 13,333,698,835.00	\$ 10,513,133.00	\$ 13,292,644.00	\$ 1,731,417.00	\$ 161,767.00	\$ -	\$25,698,961.00		

NOTE: \*FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE  
CHS: SUPPLIER CLEARINGHOUSE



<b>San Gabriel Valley Water Company</b>	<b>2019 Report</b>	<b>G.O. #156 Section 9.1.2</b>
<b>Description of WMDVLGBTBEs with CA Majority Workforce</b>		

Based on information provided from the Supplier Clearinghouse, we have identified 75 out of our 77 diverse suppliers for whom California is their main contact location.

<b>San Gabriel Valley Water Company</b>	<b>2019 Report</b>	<b>G.O. #156 Section 9.1.3</b>
<b>WMDVLGBTBEs Program Expenses</b>		

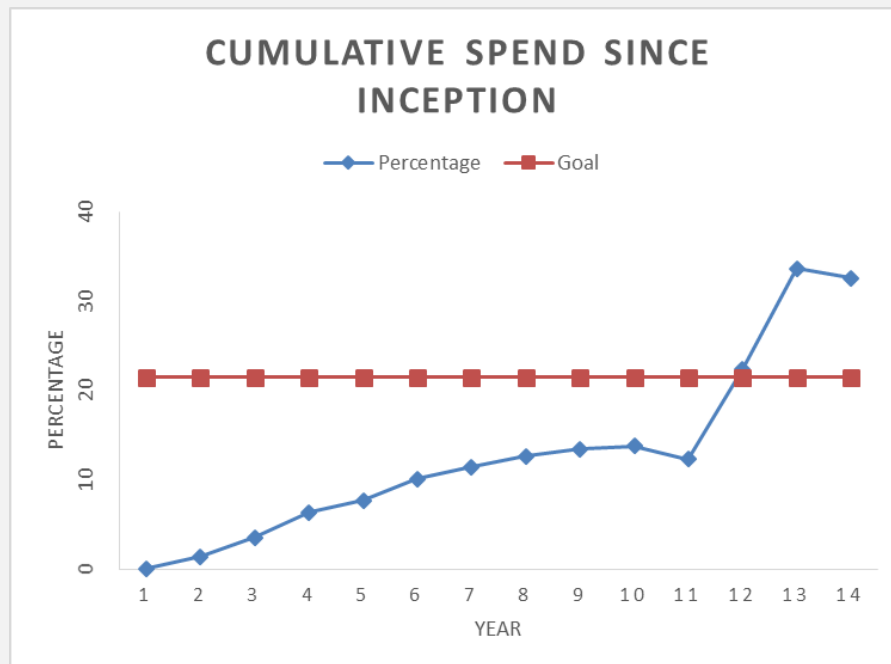
<b>Expenses Category</b>	<b>2019</b>
Wages	\$132,262.00
Other Employee Expenses	\$8,889.00
Program Expenses	\$5,310.00
Reporting Expenses	\$0.00
Training	\$0.00
Consultants	\$4,698.00
Other (CBO Sponsorships)	\$14,064.00
<b>TOTAL</b>	<b>\$165,223.00</b>

<b>San Gabriel Valley Water Company</b>	<b>2019 Report</b>	<b>G.O. #156 Section 9.1.4</b>
<b>Description of Progress in Meeting or Exceeding Set Goals</b>		

We are very pleased to report that our total procurement with diverse business enterprises increased by 15.6% in 2019 to \$25,698,959 in direct spend, compared to \$22,228,770 in 2018. Our second tier spend for 2019 was \$237,548. As requested, our second tier spend has been detailed separately in the SIC Categories table, thus matching the total DBE spend in the Results by Ethnicity table.

In 2018 we made significant changes to our program, and had large budget projects which resulted in an increase in our total diverse business procurement spend of 174% from 2017. One of our goals for 2019 was to focus on the sustainability of our program's recent success. We were slightly concerned about sustaining our percentages with a lesser amount of large value projects in 2019. However, we are very pleased that in 2019 we were able to surpass the overall goal of 21.5% by 11.1%. These results can be attributed to the concentration on sustainability, carefully monitoring our program's success throughout the year and quickly identifying areas of need. In addition we were continually working to maintain and improve our current diverse business relationships in addition to creating new opportunities. Although, unfortunately we did not meet our DVBE categorical goal and fell short on our MBE goal for 2019, we plan to focus on

meeting all categorical goals in 2020 by continuing to focus on sustainability, attending outreach events, working with CBOs and identifying potential diverse businesses in the Supplier Clearinghouse.



San Gabriel Valley Water Company	2019 Report	G.O. #156 Section 9.1.4
WMDVLGBTBE Results and Goals		

Category	2019 Results	2019 Goals
Minority Men	10.88%	-
Minority Women	2.63%	-
Total Minority Business Enterprise (MBE)	13.51%	15.00%
Women Business Enterprise (WBE)	16.75%	5.00%
Lesbian, Gay, Bisexual, Transgender Business Enterprises (LGBTBE)	2.18%	1.50%
Disabled Veteran Business (DVBE)	.20%	1.50%
Other (8a)	-	-
TOTAL WMDVLGBTBE	32.64%	23.00%

% - PERCENTAGE OF NET PROCUREMENT

<b>San Gabriel Valley Water Company</b>	<b>2019 Report</b>	<b>G.O. #156 Sec. 9.1.5</b>
<b>Description of Prime Contractor Utilization of WMDVLGBTBE Subcontractors</b>		

San Gabriel's prime contractors utilized DBEs for product and service categories including inspection services, traffic control plans, concrete cutting, striping, and fence installation. Our second tier spend for 2019 was \$237,548, which unfortunately was a decrease from \$438,093 in 2018. We plan to continue to work with our primes in 2020 to help increase their business relationships and spend with diverse subcontractors.

Our prime contractors recognize that their participation in our second tier program adds value to the supplier/customer relationship and are committed to assisting us meet our program goals.

San Gabriel Valley Water Company				2019 Report			G.O. #156 Section 9.1.5	
Summary of Prime Contractor Utilization of WMDVLGBTBE Subcontractors								
	Minority Male	Minority Female	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprises (DVBE)	Other 8(a)*	TOTAL WMDVLGBTBE
Direct \$	8,419,605	2,093,526	10,513,131	13,292,645	1,731,416	161,767	-	\$ 25,698,959.00
Subcontracting \$	222,307	-	222,307	15,241	-	-	-	\$ 237,548.00
Total \$	8,641,912	2,093,526	10,735,438	13,307,886	1,731,416	161,767	-	\$ 25,936,507.00
Direct %	10.60%	2.63%	13.23%	16.73%	2.18%	0.20%	0.00%	32.34%
Subcontracting %	0.28%	0.00%	0.28%	0.02%	0.00%	0.00%	0.00%	0.30%
Total %	10.88%	2.63%	13.51%	16.75%	2.18%	0.20%	0.00%	32.64%
Net Procurement**	\$ 79,457,681.00							

NOTE: \*FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBBE

\*\* NET PROCUREMENT INCLUDES PURCHASE ORDERS, NON-PURCHASE ORDER, AND CREDIT CARD DOLLARS

% - PERCENTAGE OF NET PROCUREMENT

DIRECT - DIRECT PROCUREMENT

Sub - SUBCONTRACTING PROCUREMENT



<b>San Gabriel Valley Water Company</b>	<b>2019 Report</b>	<b>G.O. #156 Sec. 9.1.6</b>
<b>A List of WMDVLGBTBE Complaints Received and Current Status</b>		

San Gabriel received no complaints and none were filed in 2019 relative to its USDP.

<b>San Gabriel Valley Water Company</b>	<b>2019 Report</b>	<b>G.O. #156 Sec. 9.1.7</b>
<b>Description of Efforts to Recruit WMDVLGBTBE Suppliers in Low Utilization Categories</b>		

#### *Legal*

San Gabriel utilizes in-house General Counsel for most routine legal issues. However, in the fourth quarter of 2019 San Gabriel prequalified the Moya Law Firm, a minority-owned law firm, to assist with legal issues. The company's General Counsel is aware of the goal to seek to increase use of diverse businesses in legal services and is making efforts to utilize DBEs in this area.

#### *Finance*

San Gabriel does not utilize Security and Commodity Brokers, Dealers Exchanges, or related services. We do, however, utilize the DBE accounting firm, Vasquez & Company, to provide audit and tax services including tax return preparation and advisory services.

#### *Highly Technical*

San Gabriel's primary water quality testing laboratory is Weck Labs, a minority-owned business. San Gabriel also utilized DBEs to provide studies and reports dealing with highly technical water resource planning, environmental compliance issues, and general civil engineering.

Information Technology (IT) product acquisition is another area where, in 2019, San Gabriel utilized Zones, a minority-owned business, as well as, SHI International Corporation, a minority woman-owned business.

# 2020 ANNUAL PLAN

San Gabriel Valley Water Company						2020 Plan				G.O. #156 Sec. 10.1.1					
WMDVLGBTBE Annual SHORT, MID, LONG-TERM Goals by Product and Service Category															
Product SIC Codes	Short-Term 2020					Mid-Term 2020					Long-Term 2020				
	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	Total WMDVLGBTBE	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	Total WMDVLGBTBE	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	Total WMDVLGBTBE
25	0.01	0.20			0.21	0.01	0.20			0.21	0.01	0.20			0.21
26				0.15	0.15				0.15	0.15				0.15	0.15
30		1.09			1.09		1.09			1.09		1.09			1.09
32	0.12				0.12	0.12				0.12	0.12				0.12
33	3.31				3.31	3.31				3.31	3.31				3.31
34	0.01				0.01	0.01				0.01	0.01				0.01
35	0.10				0.1	0.10				0.1	0.10				0.1
36	0.92				0.92	0.92				0.92	0.92				0.92
37	0.01				0.01	0.01				0.01	0.01				0.01
38	0.20				0.20	0.20				0.2	0.20				0.2
50	0.32	0.01			0.33	0.32	0.01			0.33	0.32	0.01			0.33
55		0.10	0.25		0.35		0.10	0.25		0.35		0.10	0.25		0.35
Subtotal	5.00	1.40	0.25	0.15	6.80	5.00	1.40	0.25	0.15	6.80	5.00	1.40	0.25	0.15	6.80

Service SIC Codes	Short-Term 2020					Mid-Term 2020					Long-Term 2020				
	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	Total WMDVLGBTBE	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	Total WMDVLGBTBE	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	Total WMDVLGBTBE
7	0.08				0.08	0.08				0.08	0.08				0.08
15		0.34			0.34		0.34			0.34		0.34			0.34
16	3.33	1.20	1.10		5.63	3.33	1.20	1.10		5.63	3.33	1.20	1.10		5.63
17	2.01	1.50		0.20	3.71	2.01	1.50		0.20	3.71	2.01	1.50		0.20	3.71
42	0.13	0.02			0.15	0.13	0.02			0.15	0.13	0.02			0.15
44	0.95				0.95	0.95				0.95	0.95				0.95
64	0.91				0.91	0.91				0.91	0.91				0.91
73	0.34	0.36			0.70	0.34	0.36			0.70	0.34	0.36			0.70
75	0.09				0.09	0.09				0.09	0.09				0.09
87	1.80	0.18	0.15	1.15	3.28	1.80	0.18	0.15	1.15	3.28	1.80	0.18	0.15	1.15	3.28
89	0.36				0.36	0.36				0.36	0.36				0.36
Subtotal	10.00	3.60	1.25	1.35	16.20	10.00	3.60	1.25	1.35	16.20	10.00	3.60	1.25	1.35	16.20
<b>TOTAL</b>	<b>15.00</b>	<b>5.00</b>	<b>1.50</b>	<b>1.50</b>	<b>23.00</b>	<b>15.00</b>	<b>5.00</b>	<b>1.50</b>	<b>1.50</b>	<b>23.00</b>	<b>15.00</b>	<b>5.00</b>	<b>1.50</b>	<b>1.50</b>	<b>23.00</b>

<b>San Gabriel Valley Water Company</b>	<b>2020 Plan</b>	<b>G.O. #156 Sec. 10.1.2</b>
<b>Description of WMDVLGBTBE Planned Program Activities for the Next Calendar Year</b>		

## **Internal Activities**

### *Capacity Building and Technical Assistance Program*

San Gabriel will continue to seek to support the Disabled Veterans Business Alliance and the Black Business Association groups in our local communities. Additionally, San Gabriel will continue its involvement with CBOs and Chambers of Commerce through memberships and participation in their outreach events.

### *Contractor meetings*

In addition to CWA's Meet the Primes event San Gabriel plans to host meetings with our Prime contractors. In these meetings we will discuss our expectations of our contractors, the invoice process, and the importance of providing equal opportunity in the utilization of diverse subcontractors. We will also cover our expectations of the primes/subcontractor business relationship.

## **External Activities**

### *Collaboration with CWA*

San Gabriel will continue its collaborative work with CWA to bring procurement and growth opportunities to women, minority, disabled-veteran and LGBT businesses. These plans include a Meet the Primes event, W.A.T.E.R. certification workshop, and a regional Pipeline into Procurement event. 2019 was the first year of implementation of the CWA's WATER certification program. This 16-hour workshop divided into quarterly sessions was a huge success in 2019 and we are looking forward to the second year of the program. The primary goal of our collaborated events is to build capacity, provide technical assistance, and to educate and prepare certified DBEs to become sought after vendors within the water industry.

<b>San Gabriel Valley Water Company</b>	<b>2020 Plan</b>	<b>G.O. #156 Sec. 10.1.3</b>
<b>Plans for Recruiting WMDVLGBTBE Suppliers in Low Utilization Areas</b>		

San Gabriel does not utilize Security and Commodity Brokers, Dealers, Exchanges or related services, thus we have no plans to recruit suppliers of those services. San Gabriel will, however, continue to seek to identify and recruit diverse businesses in other areas where their utilization is low by supporting events targeted at these areas. Purchasers of these services will be reminded of the importance to attend these events and to make every reasonable effort to retain DBEs when opportunities arise.

<b>San Gabriel Valley Water Company</b>	<b>2020 Plan</b>	<b>G.O. #156 Sec. 10.1.4</b>
<b>Plans for Recruiting WMDVLGBTBE Suppliers Where Unavailable</b>		

San Gabriel continues to seek out DBE suppliers in all areas through attending outreach events, working with CBOs and identifying businesses in the Supplier Clearinghouse.

<b>San Gabriel Valley Water Company</b>	<b>2020 Plan</b>	<b>G.O. #156 Sec. 10.1.5</b>
<b>Plans for Encouraging Prime Contractors to Subcontract WMDVLGBTBE Suppliers</b>		

San Gabriel, in connection with CWA, will sponsor a prime contractors meeting with the primary goal to educate our prime contractors on ways to assist us in meeting program goals, and secondly to facilitate relationships between primes and DBEs. San Gabriel also plans to host periodic meetings with our Prime contractors. As mentioned previously, with the implementation of San Gabriel’s new online business system, we will have the ability to encourage the use of diverse subcontractors with the issuing of RFPs. Our new system will also help us to identify and track second tier spending.

<b>San Gabriel Valley Water Company</b>	<b>2020 Plan</b>	<b>G.O. #156 Sec. 10.1.6</b>
<b>Plans to Comply with WMDVLGBTBE Program Guidelines</b>		

San Gabriel is pleased to report that for the last three years we have met the overall program guideline of 21.5% total diverse procurement spend. San Gabriel was very proud to be recognized in the Top 10 Performers of 2018 at the California Public Utilities Commission’s Annual En Banc on October 3, 2019.



Although we are extremely proud of our progress we do recognize that there are areas in need of improvement within our Supplier Diversity Program. We have already laid some groundwork towards improvement in these areas by adding numerous disabled veteran-owned companies to our vendor database in 2019, but we plan to make even greater progress in 2020.

One of our main goals in 2020 is to meet all categorical goals and proportionate the business opportunities throughout all categories. Our plan to achieve this is to unbundle projects, and to create multiple smaller sized projects in a variety of areas. In doing this, we will not only create more opportunities, but we will also make it possible for smaller sized and startup companies to bid on these smaller projects. Making more opportunities available will help these smaller sized and startup companies gain insight and experience working in the water utility industry. This experience they gain with us will in turn help them develop and build business relationships with other utilities.

The categorical areas in which we are aiming to increase spend in are disabled-veteran owned, African American-owned, and Native American-owned businesses. Our approach to making connections is to increase our involvement with CBOs and Chambers of Commerce and increase participation in their outreach events, as well as utilize the Supplier Clearinghouse database to locate diverse businesses in these specific categories. It is important for us that we not only reach our overall goal, but that we now focus in on the categorical spend and provide equal opportunities across the board.

Another area of focus for 2020 will be on second tier spend. We plan to work closely with our prime contractors to communicate the importance of utilizing diverse subcontractors, and facilitate relationships between primes and DBEs. Additionally, San Gabriel will continue to implement its Supplier Diversity Strategic Plan. This plan details strategies to implement an outreach program to inform and recruit diverse suppliers for inclusion in contracting and procurement opportunities. It also includes a DBE sustainability plan and a second tier program.

As reported in table 10.1.1, we plan to comply with all provisions and revisions of General Order 156 in reaching our projected annual short, mid, and long-term goals. San Gabriel will continue its efforts to not only meet, but surpass the projected goals.

Our objective is to achieve compliance with the WMDVLGBTBE Program guidelines established by the Commission as required by the California Public Utilities Code section 8283 (c).

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