

SUPPLIER DIVERSITY REPORT 2023



LEADING THE CHARGE FOR A
BRIGHTER TOMORROW

MCE: YEAR IN REVIEW

2022 was another groundbreaking year for MCE. From supporting customers during the COVID-19 pandemic, to building long-term clean energy resources, MCE's impact stretches across California.

Here are a few of MCE's accomplishments:

- » As part of our ongoing COVID relief efforts, **MCE helped over 30,000 residents and small businesses reduce their energy costs through the MCE Cares Credit and eliminated more than \$1 million** of energy debt as part of the Arrearage Management Program.
- » **Installed over 1,400 EV charging ports.** As a next step in decarbonizing the transportation sector, MCE is exploring the use of solar energy to create green hydrogen and fuel customer vehicles.
- » **Gave away 100 portable batteries** (in addition to the 100 given away in 2020) to people with a medical need for electricity so they could have clean backup power during an outage.
- » **Issued one of the first-ever climate-friendly prepayment bonds for clean energy resources.** This helps save money so MCE can reinvest in our customers.
- » **Contracted for over 277 megawatts of new battery storage resources,** helping improve grid reliability across the state and decreasing the need for fossil fueled generation.



Above: MCE CEO Dawn Weisz and Board Chair Shanelle Scales-Preston visit battery project in Pittsburg, CA.

Below: MCE employee, Martin Bond attends Pinole National Night Out with Board Director Devin Murphy.



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TABLE OF CONTENTS

- [4](#) Introduction
- [7](#) Section 9.1.1 — Description of Program Activities During the Previous Calendar Year
- [7](#) 2022 External Activities
 - Annual Certify and Amplify Workshop
 - Small Diverse Business Expo
 - MCE Programs Supporting Small, Local, and Diverse Businesses
 - Capacity Building for Small, Local, and Diverse Businesses
 - Supporting Community Economic Development
- [17](#) 2022 Internal Activities
 - Agency Policy and Contract Language
 - Communicating Current and Upcoming Contracting Opportunities
 - Collecting Supplier Diversity Data
- [21](#) Section 9.1.2 — Summary of Purchases
- [21](#) Supplier Diversity Results of Goods and Services (non-power purchases) if Procured
- [22](#) Description of Certified Vendors with California Majority Workforce
- [23](#) MCE's GO 156 Suppliers
- [28](#) Section 9.1.3 — Supplier Diversity Program Expense
- [28](#) Section 9.1.5 — Description of Prime Contractors Utilization of Diverse Subcontractors
- [29](#) Section 9.1.6 — List of Supplier Diversity Complaints Received and Current Status
- [30](#) Section 9.1.9 — Power Procurement
- [31](#) Section 10.2
- [31](#) Description of Supplier Diversity Program Activities Planned for the Next Calendar Year
- [32](#) Plans to Encourage Prime Contractors to Subcontract Small, Local, and Diverse Businesses
- [33](#) Appendix A — MCE Policy 011: Sustainable Workforce and Diversity
- [34](#) Appendix B — Sustainable Workforce Guidelines
- [37](#) Appendix C — MCE Solicitation Management Guidelines for Distribution Lists
- [38](#) Appendix D — MCE Voluntary Supplier Diversity Survey
- [39](#) Appendix E — MCE's Qualified But Not Yet Certified Vendors

Front Cover Left to Right: MCE employees tour MCE Solar One in Richmond, CA with California Energy Commissioner Gunda and staff; MCE staff and Board Directors visit Washington DC; Archie Williams High School Students visit MCE's Cooley Quarry solar project in Novato, CA.

SPOTLIGHTS & TESTIMONIALS

- » Blue Strike Environmental - page 9
- » John Lomibao - page 10
- » Strategic Energy Management Testimonial - page 12
- » PowerHour Testimonial - page 13
- » Energy 2001, Inc. - page 15
- » The Energy Alliance Association (TEAA) - page 18
- » Certified Small and Diverse Suppliers - page 23
- » Qualified But Not Yet Certified New Additions - page 38

Below: MCE Solar One ribbon cutting in Richmond, CA.



LEARN MORE: [UTILITY DIVE ARTICLE](#)

[California Nonprofits Issue \\$2 Billion in Bonds to Buy 30 Years of Renewable Energy Upfront](#)

Below: Map of MCE's service area.



INTRODUCTION

MCE's mission is to confront the climate crisis by eliminating fossil fuel greenhouse gas emissions, producing renewable energy, and creating equitable community benefits. Our vision is to lead California to an equitable, clean, affordable, and reliable energy economy by serving as a model for community-based renewable energy, energy efficiency, and cutting-edge clean-tech products and programs.

MCE is a groundbreaking, not-for-profit, public agency that has been setting the standard for clean energy in our communities since 2010. **MCE offers more renewable power at stable rates, significantly reducing energy-related greenhouse emissions and enabling millions of dollars of reinvestment in local energy programs.** MCE is a load-serving entity supporting a 1,200 MW peak load. MCE provides electricity service and innovative programs to more than 580,000 customer accounts and more than one million residents and businesses in **37 member communities across four Bay Area counties: Contra Costa, Marin, Napa, and Solano.** MCE customers are greening our electricity supply while helping invest in local energy programs.

Committed to Our Communities

MCE has been committed to energy equity since our founding in 2010 and we continue to collaborate with member communities to advance equity through tailored programs and services. **We have prioritized equitable access to clean energy benefits through multiple programs that support customers who have been underserved by traditional energy programs or who are most impacted from the frontline effects of fossil fuel generation.**

MCE's commitment to energy equity is reflected in our [Sustainable Workforce and Diversity Policy](#). We support sustained and fairly compensated local job opportunities in the energy industry, through workforce training and pre-apprenticeship programs. Our policy outlines specific efforts to prioritize workforce development through MCE's Feed-In Tariff program, energy efficiency projects, contracting for services and supplies, and hiring of MCE staff. We partner with community-based organizations (CBOs), including nonprofits and community colleges, in support of underserved individuals and workers with barriers to entry. MCE also uses strategic and inclusive recruiting and hiring practices to support a diversity of candidates such as targeted job postings, partnerships with CBOs, education and employment organizations, physical attendance at job recruitment fairs, and blind résumé reviews.

MCE's efforts focus on strengthening the local economy and ensuring a just transition to a clean energy future. One of our efforts is our [Green Workforce Pathways Program](#), which develops a longer-term pipeline of local, green job opportunities for our community members. MCE's workforce development opportunities focus on public-private partnerships to construct local renewable energy projects and install energy efficiency retrofits, EV charging stations, energy storage installations, and low-income residential solar.

Equity in Power Procurement

MCE's [2021 Open Season solicitation](#) was the first year that suppliers were encouraged to consider community benefits and equity metrics when submitting offers. We also solicited optional elements as part of this Open Season including:

- » Support for educational programs, environmental justice initiatives, and workforce development and training initiatives;
- » Participation of contractors, subcontractors, or businesses owned by disabled veterans, or located in or employing workers in a disadvantaged community (DAC);
- » Use of components and materials manufactured or assembled in the United States.

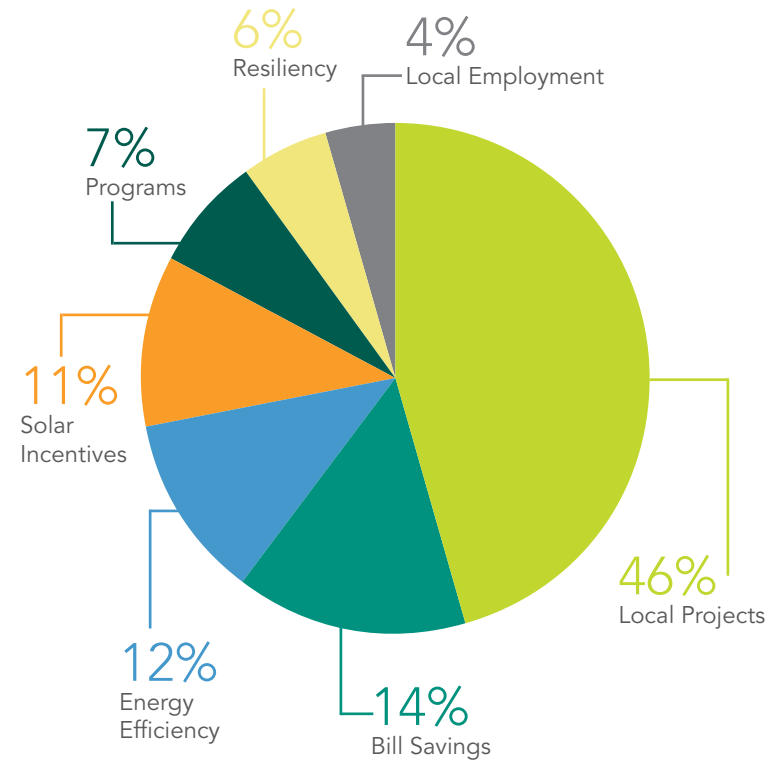
In 2021 and 2022, MCE secured over \$200,000 toward community benefit programs as part of our open season solicitations. This money will be used to benefit underserved communities in MCE's service area or those neighboring the related projects.

Community Reinvestment

Community Choice Aggregators (CCAs) reinvest ratepayer dollars directly into our communities through projects and programs that provide support for local businesses, increase access to renewable energy services, and facilitate growth of green-collar jobs. While MCE, as a public agency, is prohibited from engaging in some activities associated with supplier diversity, there is still much we can do to support our small, local and diverse businesses. Since our service launched in 2010, MCE has reinvested an estimated \$214 million in our communities.

- » Local renewable energy projects (\$98 million)
- » Customer bill savings (\$31.5 million)
- » Energy efficiency services (\$25 million)
- » Solar cash-outs and credits (\$23 million)
- » Customer programs and rebates (\$16 million)
- » Energy resiliency investments (\$12 million)
- » Local employment and vendor contracts (\$9 million)

REINVESTMENT BY CATEGORY



\$214 million

Total amount MCE has contributed in community reinvestment since 2010.



Above: Green Climate Bond project, Antelope Expansion, in Los Angeles County.

Below: Pittsburg Unified School District future battery storage site.



MCE was created in 2008 by a community committed to doing better. **MCE and our partners have reinvested over \$2.4 billion across the state, supported 6,000 jobs, developed 914 megawatts of new renewable energy, and eliminated over 700,000 metric tons of greenhouse gas emissions.** As we step into our next decade of service, we are continuing our commitment to:

- » Strengthening energy resilience in our communities;
- » Decarbonizing our transportation and buildings;
- » Developing innovative community energy programs; and
- » Ensuring that local workforce and diverse community benefits are anchored in all aspects of our work.

MCE's procurement from diverse vendors increased 209% from 2020 to 2021. **Between 2021 and 2022, MCE's procurement from diverse vendors increased from \$1,002,197 (non-power) to \$3,970,185 (non-power: \$858,112 + Power: \$3,112,073). Together, this represents an increase of 396%.** This represents 4.11% of the non-power expenditures and 1.51% of our power expenditures for the year. As you'll see, while the non-power purchase dropped slightly (14%) the overall triple-digit increase was made possible due to staff supporting the certification of one of our long-term power partners, Energy 2001, thereby recognizing her unique position as a woman-owned business in a notoriously hard-to-diversify sector.

LEARN MORE: [INSIDE CLIMATE NEWS ARTICLE](#)

[Inside Clean Energy: This Virtual Power Plant Is Trying to Tackle a Housing Crisis and an Energy Crisis All at Once](#)

Virtual Power Plants (VPPs) provide electricity to the grid like a traditional power plant, but instead of coming from a single generation source, VPPs are a network of digitally-connected technologies distributed across a community. VPPs help shift energy consumption out of high demand hours, reducing the need for peaker plants and creating cleaner air for everyone.

MCE's Virtual Power Plant will increase local grid reliability, safety, and efficiency for low-income residents as part of Richmond's Advanced Energy Community project while also providing bill savings and credits. The project includes \$3 million in funding from the CEC, and will upgrade 100 homes and 20 businesses with energy efficiency and clean energy technologies. **Ten previously abandoned homes will be purchased with a locally issued social impact bond and renovated by locally trained labor to be zero net carbon. The homes will then be sold at below-market prices to first-time income-qualified homebuyers.**

SECTION 9.11 - DESCRIPTION OF PROGRAM ACTIVITIES DURING THE PREVIOUS CALENDAR YEAR

2022 External Activities

MCE has been involved with the Supplier Diversity program since 2018. These historical efforts are described in detail in our [2021 Supplier Diversity report](#), the first filing year after the passage of Senate Bill 255.

Annual Certify and Amplify Workshop

MCE's Supplier Diversity efforts focus on economic development within our communities and support of local businesses. One of our goals is to introduce, educate, and empower eligible local businesses to certify within the CPUC's General Order (GO) 156 program by increasing awareness about the Supplier Diversity Clearinghouse. **Our primary focus for this strategy has been MCE's annual "Certify and Amplify" workshops.** These workshops provide information to help local businesses certify and thereby amplify their networks, contracting opportunities, and capacity. In 2019, we invited representatives from the CPUC's Supplier Diversity Program and from the Supplier Diversity Clearinghouse to our Concord offices to present the steps needed to certify. In 2020, due to the shelter-in-place orders resulting from COVID-19, we shifted to virtual Certify and Amplify workshops, increasing the attendance of businesses from across the state.

The fourth annual Certify & Amplify Event was hosted on Zoom by MCE on June 14th, 2022. Thanks to the combined efforts of MCE staff and our partners, we received **38 sign ups** and half of registrants – **18 people** – from across the state **attended the event live.**

In addition to providing a platform for our repeat speakers – Bezawit Dilgasa from the CPUC and Teresa Rubio-Dorsey from Veteran Launch – **this year we featured a speaker from the CA Department of General Services, Wayne Gross, for the first time.** Through a separate process, the Department of General Services certifies small businesses as well as Disabled Veteran owned businesses. Wayne Gross spoke of these certifications during his portion, deepening MCE's commitment to develop capacity and awareness among our small and local business communities.

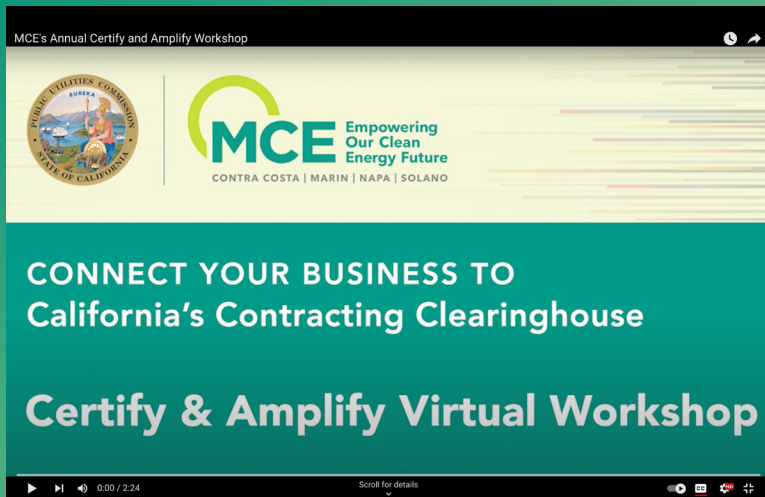
2022 marked the first year that Certify & Amplify was a bilingual event – with live interpretations provided in Spanish, all pre- and post- event materials available in

LEARN MORE: UTILITY DIVE ARTICLE

[Local MCE Program Inspires Statewide Effort to Prevent Summer Blackouts](#)



Above: MCE employees, Stephanie Chen and Lindsay Saxby attend Governor Newsom's climate bill signing press conference in Vallejo, CA.



Above: MCE's new Certify & Amplify video created in 2022.

Below: MCE as a panelist at the November 2022 CPUC Workshop for Supplier Diversity: Doing Business w/ Community Choice Aggregators.



both languages, registrations in both [English](#) and [Spanish](#), and a **live auto transcript providing English subtitles to our speakers**. By providing bilingual outreach materials, MCE expanded our supplier diversity audience to include more diverse perspectives. Out of MCE's over two-dozen social posts for the event, one of the posts that received the most engagement was our [Spanish YouTube announcement with over 150 views](#).

In addition to YouTube, over the course of eight weeks MCE used Facebook, Twitter, Instagram, LinkedIn, and [MCE's blog](#) to advertise the event. Other CCAs took note of our outreach, and not only did representatives from four of them attend the event, but East Bay Community Energy, Peninsula Clean Energy, and CalCCA promoted Certify & Amplify on their own social media platforms. MCE **informed all 34 of our Chambers** of this event, and ten included the event in their newsletters. Lastly, **MCE staff targeted individual outreach to 19 of our existing qualified vendors** to receive diverse certification but who have not obtained certification. We invited them in the hopes we could answer their questions to get them certified for future reporting. At least three of them attended the event as a result.

All materials, including a webinar [recording](#) and the [English](#) and [Spanish](#) slide decks, were emailed to registrants the day after the event, half of whom opened it immediately after. MCE also leveraged Certify & Amplify material from previous years and edited in-person footage from the 2019 workshop to create our first [Certify & Amplify video](#). Next year, we look forward to using this video to promote our event and featuring our powerhouse of speakers from the CPUC, DGS, and the non-profit sector and possibly partnering with CalCCA to expand our audience even further.

Attendees interested in doing business with MCE were encouraged to fill out an interest form on [MCE's solicitation page](#). For more information on MCE's contracting, see section "Collecting Supplier Diversity Data."

CPUC Events

CPUC 20th Annual Supplier Diversity en banc, October 13, 2022

At this year's CPUC Supplier Diversity en banc MCE joined Sonoma Clean Power and Clean Power Alliance to represent CCAs on the morning panel and discuss changes to the GO 156 approved within a recent CPUC decision. This decision was issued under the leadership of Commissioner Cliff Rechtschaffen and set an aspirational goal for procurement from LGBT-owned businesses, established a framework for the inclusion of Persons with Disabilities Business Enterprises (PDBE), and formalized the inclusion of CCAs in the annual reporting process per Senate Bill 255.

Commissioner Rechtschaffen moderated the panel. In his opening commentary he mentioned the unique limitations on CCAs to participate in this program. He asked the three CCAs to discuss challenges within this sector. MCE responded with some of the following points:

- » CCAs spend approximately 90% of their revenue in a sector that lacks diversity. Therefore, we pursue opportunities to indirectly foster diversity in the energy sector:
 - MCE has preferences for local suppliers and funds multiple pre-apprenticeship workforce trainings to create a more diverse pool of workers in the energy sector, and to plant the seeds for later diversification of higher ranks including ownership.
 - Inspired by a comment made at last year's en banc about needing entry level positions for diverse candidates getting into the industry, MCE began our first formalized internship program. We've had the pleasure of hosting 24 interns, most of whom had little to no work experience in the office/energy sector.
 - › 58% identify as women
 - › 4% identify as non-binary
 - › 63% identify as non-white
 - › 17% identify as LGBTQ
 - › 21% have kept working with MCE beyond their internship
- » Within the remaining 10% of the budget where there is existing diversity.
 - One challenge is size. Most vendors are small and therefore have fewer staff and resources to apply for certification. As a result, we try to help them overcome this with education and access to resources CPUC staff makes available for us.
 - This year we hosted our 4th annual Certify / Amplify webinar. We invite our vendors who are qualified but not yet certified. Over the years, we have helped some become:
 - › Newly certified: Blue Strike and Energy 2001 as Woman Business Enterprises
 - › Re-certified: Design & Translation vendor, Katherine Loh, as a Woman Business Enterprise & Minority Business Enterprise
 - › Newly brought in-house at MCE! Spike Lomibao, formerly an LGBT Business Enterprise
 - We also invite our Chambers. MCE is an active member of 34 local chambers, 6 of which are diverse chambers.

Commissioner John Reynolds asked a follow up question about opportunities for

SPOTLIGHT

Blue Strike Environmental



After attending MCE's Certify and Amplify workshop in June of 2022, Blue Strike Environmental took action to become a certified supplier as a women-owned business. As an environmental consulting firm, Blue Strike offers award-winning solutions to sustainability, climate change, and energy organizations, helping understand and overcome barriers to program execution. The EcoShift Consulting Division at Blue Strike Environmental has been supporting MCE with tailored consulting services since 2019.

"We were excited to learn about the Supplier Diversity program from MCE," said Kristin Cushman, Blue Strike Environmental CEO. "As a woman-owned business, social justice and equity are paramount to our vision and we are excited about the opportunities Supplier Diversity certification will offer to continue fighting climate change and building a more equitable and sustainable future for us all."



SPOTLIGHT

John Lomibao



John Lomibao
Design (LGBTBE
and MBE)

Spike Lomibao is principal of John Lomibao Design, a certified minority–(MBE) and LGBT–(LGBTBE) owned business enterprise in California. He is an enthusiastic, good–humored

design entrepreneur, with a track record of helping build compelling visual stories and brand experiences for mission–driven organizations and companies. Spike has an MBA in Sustainable Management from Presidio Graduate School. After several years working with MCE as a contractor, Spike joined MCE full-time as a Marketing Manager when a position opened.

“I loved working with MCE as a creative services vendor and I’m excited to expand my contributions to the agency, now to include strategic marketing and advertising,” said Spike Lomibao. “I’ve been in the role for almost a year now and I’m so grateful to work with such a talented and diverse group of people who care about clean energy and community.”

CCAs to diversify vendors in the construction space. MCE responded by sharing that CCAs’ portfolios are mainly built on Power Purchase Agreements (PPAs) due to previous limitations to accessing the federal Investment Tax Credits and that the Inflation Reduction Act will now allow CCAs like MCE to build more of our own projects, where we’ll have more opportunity to influence this sector.

Supplier Diversity Workshop: [Doing Business with Community Choice Aggregators](#)

On November 10, 2022 MCE participated as a panelist at the CPUC’s first ever webinar on Doing Business with Community Choice Aggregators. Caroline Love, MCE’s Strategic Initiatives Coordinator, spoke to a virtual audience of **over 150 attendees** alongside representatives from three other CCAs: Valley Clean Energy, San Diego Community Power, and Clean Power Alliance. Moderated by Sean Chaffin from the CPUC, the panelists provided an overview of CCAs, where they served, how they are **actively supporting small, local, and diverse businesses from around the state**, the upcoming opportunities on MCE’s [Solicitations Page](#), as well as guidance for being competitive in contracts.

When asked to **provide advice** to small and diverse businesses, Caroline shared the following: “The two pieces of advice that I’d offer boil down to, firstly, **not underestimating your power**, the benefits of your unique perspective, and your ability to get large contracts as your business scales up. Secondly, if you’re not already certified, **do not overestimate the work needed** to do so. The CPUC and your local CCA are on your side, so please don’t hesitate to reach out... we are happy to support you throughout the application process and clear up any misconceptions about the materials needed **to get certified**. In our experience, it is definitely worth it to get certified.” Following the event, various diverse small businesses from throughout the state reached out to MCE to learn more about our opportunities. We are looking forward to further **uplifting supplier diversity efforts** and engaging with the CPUC’s audience on the panel again next year.

MCE Programs Supporting Small, Local, and Diverse Businesses

MCE’s support for our local businesses has historically focused on our core mission of providing clean energy programs and services tailored to our communities’ needs and priorities. Over the last ten years, MCE has built up a portfolio of customized program offerings designed to support sustainable business practices.

Energy Efficiency Bill Savings

MCE’s [Commercial Savings Program](#) offers no–cost energy assessments, start–to–finish project management, and generous rebates for commercial customers, including our

small local businesses.

MCE's [Agricultural and Industrial Resource \(AIR\) Program](#) offers technical assistance, procurement support, incentives, and ongoing feedback on performance for our agricultural and industrial business customers, as well as large commercial customers.

MCE is currently developing an Equity Commercial Program focused on small commercial customers located in disadvantaged and low income communities. Our program partner The Energy Alliance Association (TEAA, featured on page 18) is a Micro Small Business and will be hiring a new dedicated employee for this program. The team will collaborate with local CBOs to develop the program and promote it in the communities they serve. Program launch is scheduled for spring 2023.

Electric Vehicle (EV) and Charging Programs, Rates, and Rebates

Small and local businesses are eligible for EV charging rates that are specifically designed for sites with separately metered EV charging stations. The rates help businesses by combining a customizable monthly subscription charge with a time-of-use rate to save money.

MCE's [EV Charging program](#) provides support, incentives, and technical assistance for workplace and multifamily properties with a \$3,000 rebate per Level 2 EV charging port for 2 – 20 ports and a \$750 rebate per Level 1 EV charging port for 4 – 40 ports. This program offers an additional \$500 per Level 2 charging port and an additional \$125 per Level 1 charging port for charging stations that have opted up to Deep Green 100% renewable energy, encouraging our small and local businesses to decarbonize even faster. Additional layered incentives allow customers to reduce their project costs and the administrative burden typically associated with this funding. In 2023, MCE will also test and offer a no-cost turnkey installation program model for affordable multi-family properties in Marin County, Richmond, San Pablo, and Vallejo with partners GRID Alternatives and BAAQMD.

MCE's EV Charging technical assistance provider is Energy Conservation Options (ECO), a woman- and minority-owned business located in Alameda County with over 15 years experience providing energy management and upgrade services.

MCE's fleet electrification pilot started in 2022 with a survey and focus groups of public agencies, school districts, transit agencies, and small to medium businesses to understand their needs. Phase 1 of the pilot was a market report incorporating a customer needs assessment, gap analysis, and regulatory outlook to ensure MCE strategically invests our program funds where they can have the most impact. Implementation of this pilot program is proposed for launch in Q2 2023.

LEARN MORE: SOLAR POWER WORLD ARTICLE

[MCE Developing Its First California Solar + Storage Project](#)



Above: David Potovsky tours Cooley Quarry solar farm with students from American River College.

Local Renewable Energy Development

MCE's [Feed-In Tariff \(FIT\) Plus Program](#) offers one of the most competitively priced incentives for the development of small-scale renewable energy projects. These projects can include solar, wind, or biomass up to 5 megawatts and contribute to a fossil-free energy future with our local businesses at the helm. To date, MCE has built almost 48 megawatts of local projects, approximately half of which have come through the FIT program. Projects over 1 MW were built with union labor and all projects require 50% local hire. This means half of the construction work hours, including those by contractors and subcontractors, must be from permanent residents who live within the project site county. In addition, all employees on these projects must be paid at least prevailing wage in the locality as defined by the California Labor Code.

Capacity Building for Small, Local, and Diverse Businesses

Strategic Energy Management (SEM)

MCE has several ongoing clean energy capacity-building efforts for our local businesses. MCE's [Strategic Energy Management \(SEM\) Program](#) helps large commercial, industrial, and agricultural facilities, as well as multifamily properties, implement energy management best practices to reduce energy usage by up to 15% annually through no- and low-cost savings opportunities. The holistic, long-term approach to energy management includes a tailored blend of technical assistance, procurement support, change management techniques, and ongoing feedback on energy performance.

Businesses can join peers in training cohorts to gain practical insights into energy management and learn how to optimize their facility operations. MCE's first SEM cohort participants included College of Marin, Martinez Unified School District, Multi Color Corporation (MCC), Napa Valley United School District, Ramar Foods, St. Mary's College of California, and Trinchero Family Estates.

The second cohort consisted of AAK (California Oils Corporation), Markham Vineyards, Novato Sanitary District, Pittsburg Unified School District, San Rafael City Schools, and the Vallejo Flood and Wastewater District.

MCE's third cohort launched in 2022 with Cal Maritime Academy, Campbell's Soup, City of American Canyon, Contra Costa County, Marin Commons, Pacific Union College, and Solano County.

MCE is currently in the process of recruiting our multifamily properties cohort of program participants.

Many SEM program participants have also participated in MCE's electric vehicle charging infrastructure, energy efficiency, and 100% renewable Deep Green programs, finding greater savings when effectively pairing these programs together.

Deep Green Champions Program

MCE's [Deep Green Champions](#) are local businesses, nonprofits, and public agencies that have made a public commitment to purchasing 100% renewable energy to run their operations. **By choosing 100%**

"Saint Mary's College has a strong commitment to model a culture of sustainability for all and through all. Our energy coaches are our extended team that have helped us to prioritize energy-saving projects, track our energy usage as we check projects off our list, and engage our staff and students in energy conservation. Through the SEM program, we were able to create and fully fund a paid student coordinator position to manage several projects that we hope will make a lasting impact on the college's sustainability initiatives."

— Ann Drevno, Sustainability Director at [Saint Mary's College of California](#)

"Being part of the SEM program supports MCC with the tools and resources we need to find opportunities to reduce our energy use. After realizing how significant air leaks affect our energy bills, we started working with our energy coaches to devise a plan for finding and fixing our air leaks. We used part of the incentive money to buy an air leak detector and have already found dozens of leaks. We are looking forward to tackling them and seeing our energy bills go down."

— Julia Post, [Multi-Color Corporation](#) (MCC)

renewable energy, Deep Green Champions are supporting the transition to a clean energy future while demonstrating to customers that we all can take action. MCE highlights these champions through promotion on our blog, social media channels, and various advertising campaigns.

MCE PowerHour

MCE's PowerHour educational series is a recurring event for local businesses, local government staff, key sustainability customers, and partners to learn about emerging topics in the electric power industry from experts and thought leaders.

In 2022 MCE held two PowerHour events, one focused on electric vehicles and the other on MCE's new program, Peak FLEXmarket.

In February, MCE hosted a conversation on transportation electrification at the "Fuels and Fleets of the Future and Today" PowerHour. MCE's Transportation Electrification Policy Analyst, Sabrina Soldavini, moderated the panel and spoke on MCE's efforts to support the evolution of transportation. Speakers included Denée Evans, Transportation Services Manager at the City of Richmond, Juan Moreno Jr., Facilities Manager at Rutherford Hill Winery, Matt Belasco, Director of Operations and Transportation at Pittsburg Unified School District, and Brett Wiley, MCE's Electric Vehicle Program Manager. Each speaker presented their experiences with electric vehicles and charging, and then answered questions in a breakout discussion.

In May, MCE discussed the innovative summer program, Peak FLEXmarket at the "Turn Energy into Revenue with Peak FLEXmarket" PowerHour. This first-of-its-kind marketplace program is aimed at shifting energy use away from times of extreme demand by offering significant incentives to customers who shift or reduce energy consumption during summer peak hours of 4-9 p.m. as well as demand response events. MCE's Senior Customer Programs Manager, Jenn Kreutzer, moderated the panel and spoke on how this program addresses the challenges of grid stability, decarbonization, and climate adaptation in California. Speakers included David Wylie from Wylie Consulting, Pavel Tumakov from CLEAResult, and Carmen Best from Recurve. The speakers discussed the importance of demand response, why it is necessary, what the benefits are, and how it has been deployed in the past.

"MCE's Power Hour is a great venue to connect with environmental leaders and learn how businesses use sustainable practices to improve their products and create better conditions for their communities."

— Solano County Supervisor, John Vasquez

Community Power Coalition

To more deeply understand and address historic community inequities, MCE regularly convenes local agencies and organizations through our [Community](#)



Above: MCE supported EV charging stations at Contra Costa County offices in Martinez.

LEARN MORE: [CBS NEWS ARTICLE](#)

[Contra Costa County's Electric Travel Program Receives \\$3.5M From State](#)

COMMUNITY PARTNERSHIPS

Bay Area

- » Hispanic Bay Area Chamber of Commerce

Contra Costa County

- » Concord Chamber of Commerce
- » Contra Costa Climate Leaders
- » El Cerrito Chamber of Commerce
- » Pittsburg Chamber of Commerce
- » Richmond Chamber of Commerce
- » San Pablo Chamber of Commerce
- » San Pablo Economic Development

Marin County

- » San Rafael Chamber of Commerce
- » Novato Chamber of Commerce

Napa County

- » Napa County Hispanic Chamber
- » Napa County Hispanic Network
- » Mexican American Vintners Association
- » Napa Valley Farmworker Foundation
- » UpValley Family Centers

Solano County

- » Solano Filipino American Chamber
- » Solano Hispanic Chamber
- » Travis Credit Union Foundation
- » Vallejo Chamber of Commerce

Power Coalition. MCE's Community Power Coalition is a network of organizations that aim to address the challenges faced by historically marginalized communities in our service area. Coalition members include social, racial, and environmental justice organizations already doing the feet-on-the-street work to address inequities in our local communities. MCE aims to partner with coalition members to:

- » Address climate change and eliminate the use of fossil fuels in our communities;
- » Create a learning community for CBOs and sustainability oriented CBOs to familiarize themselves with climate justice priorities;
- » Expand access to renewable energy services and customer programs; and
- » Develop and nurture broad and balanced partnerships that give our member communities opportunities to participate in decision making, and co-design energy equity programs and policy with MCE's internal teams.

Green Workforce Pathways Program

MCE's [Green Workforce Pathways](#) (GWP) grows the clean energy economy by supporting local contractors and providing local trainees with access to workforce development opportunities. Since 2020, MCE has partnered with the Association for Energy Affordability (AEA) and Strategic Energy Innovations (SEI) to lower barriers for residential service contractors seeking to expand their electrification and energy efficiency work. **GWP matches recently-trained job seekers to vetted residential contractors within MCE's service area and funds opportunities for short-term** paid workforce experience. The program also supports the development of the residential energy efficiency industry workforce through long-term, relevant education and training opportunities, both online and in the field.

One such online training was MCE's [Electrification Workshop Series](#), which focused on solutions for clean energy, energy efficiency, electrification, and climate change. Workshops covered technical topics about new and retrofit electrification projects, heat pump installations, multifamily electrification, and more. An average of 30 contractors attended each training and job seekers have been successfully placed in paid internships with trained electrification contractors.

MCE's workforce development opportunities focus on public-private partnerships to construct local renewable energy projects and install energy efficiency retrofits, EV charging stations, and low-income residential solar. Over the last ten years, MCE has partnered with [RichmondBUILD](#), [Marin City Community Development Corporation](#), [Rising Sun Center for Opportunity](#), [Future Build](#), [Association for Energy Affordability](#), [Strategic Energy Innovations](#), and [Workforce Alliance of the North Bay](#) to provide training for careers in the clean energy economy.

SPOTLIGHT Energy 2001, Inc.

Energy 2001, Inc. is the largest landfill gas-to-energy producer in Placer County and is a leader in the field of green energy. Energy 2001 uses their business experience to maintain the thriving nature of their company and have invested over \$10 million dollars into building a 5 megawatt landfill gas-to-energy power plant at a local sanitary landfill. Energy 2001 is a long-term power partner of MCE's with a unique position as a woman-owned business in a notoriously hard-to-diversify sector.

Laura Rasmussen is the sole owner of Energy 2001, Inc. She is an MBA educated business attorney and accomplished entrepreneur who led successful enterprises in the legal, manufacturing, real estate, and retail sectors before becoming Energy 2001's owner and Chief Operating Officer. Under Rasmussen's leadership, Energy 2001 has emerged as one of Placer County's most compelling small business success stories, and a leader in the growing renewable energy marketplace. Including a 2012 expansion that more than doubled its gas and electrical generation capacity, Energy 2001 has so far invested more than \$10 million in the construction and operation of its landfill gas power plant — producing more than 414,475 MWh of electricity since 2004, which has been fed into the local power grid and sold to the Roseville Electric Company and MCE to help power thousands of Northern California homes and businesses.

These electricity sales have also generated hundreds of thousands of dollars in royalties for Western Placer Waste Management Authority and its ratepayers and thousands more in charitable contributions to local organizations working in the fields of education and human services.

"I originally sought out a business relationship with MCE because I was inspired by the CEO, Dawn Weisz's vision. We were lucky to have been selected as a partner, and now Energy 2001 has provided renewable electricity to MCE for more than 10 years," said Laura Rasmussen, Energy 2001, Inc.'s owner and COO. "The work that Dawn has accomplished with MCE is inspiring to me and I'm so grateful to be a part of MCE's story and their mission to combat climate change."

Below: Laura Rasmussen and the Energy 2001 team.



MCE also presented at the Nor-Cal Elite Disabled Veterans 5th Annual Service Conference to help Disabled Veteran Business Enterprises (DVBE) understand our contract process and workforce training program.

Green Construction Partnership with Rising Sun

A different way MCE has committed to developing a green workforce pipeline is through our investments with local nonprofit partner, Rising Sun Center for Opportunity (Rising Sun). With programs that specialize in preparing youth, women, and other underrepresented individuals in reentry for high-road careers and green pathways that offer family-sustaining wages, their union-approved pre-apprenticeship Multi-Craft Core Curriculum (MC3) helps trainees land well-paying jobs in the clean energy and construction industries. Over the past 10 years, MCE has partnered with Rising Sun on various workforce development training programs.

MCE’s most recent agreement with Rising Sun for \$204,000 was to develop a customized MC3 training program curriculum for five cohorts of job seekers. The final cohort graduated in December 2022. Trained graduates have been offered to various MCE partners for interviews and possible placement in our Green Workforce Pathways program, gaining the additional benefit of one year’s worth of case management services. MCE and Rising Sun met with partners from our Energy Storage Program to identify desired skills, scope out training, and identify the needs of providers. These data points informed a training curriculum

that provided an intro to energy storage systems and decarbonization skills. Past program participants include, [Jessica Lee](#), [Bry’Ana Wallace](#), and [Damian Lee](#). The New York Times also profiled program participant Deyonna Hancock in their story [Rebuilding Her Life While She Builds Homes](#).

Marketplace Programs

This year, MCE expanded our Marketplace programs to include the residential sector. This group of programs now include MCE’s Commercial Efficiency Market, Residential Efficiency Market and the Peak FLEXmarket. The Efficiency Markets deliver long term energy efficiency and the Peak FLEXmarket focuses on summer load shifting and demand response. **These programs pay for actual grid value of energy savings and focus on reducing or shifting energy usage outside of the summer peak hours of 4pm to 9pm.** They enable aggregators to deliver both efficiency and demand response impacts as load modifying resources in support of a more resilient grid.

MCE’s Marketplace programs drive energy efficiency, decarbonization, and peak energy reduction by integrating energy efficiency and a wide range of distributed energy technologies like smart thermostats, energy storage, and electric vehicle chargers. By offering a payment for measured hourly energy reductions when the grid needs it most, regardless of how it was achieved, the program ensures that incentives match the value of energy usage and that various solutions work together in a coordinated way.

	Graduates	Placed	Med Age	Experience Unhoused	Women	Impacted by Legal System	Black	Latine	Asian	Union
Cohort 1, Summer 21	18 / 19	12	23	10%	40%	30%	40%	30%	10%	3 IBEW CW/CE; 2 Carpenters; 1 Surveyor, 1 Painter; 1 Piledriver
Cohort 2, Fall 21	14 / 14	13	31	0%	64%	14%	57%	28%	<1%	2 Carpenters, 1 IBEW exam
Cohort 3, Spring 22	13 / 14	10	31.5	35%	100%	57%	28%	14%	<1%	1 Elevators Union exam; 2 Local 342 Plumber; 1 Laborer Local 67; 1 Carpenters Union 152; 5 took electrical exam for Local 595
Cohort 4, Summer 22	22 / 26	15	31	3.8%	65%	23%	42%	11%	7%	1 Laborers Local 270; 6 IATSE Local 16; 3 Plumber Local 342; 3 Carpenter’s Union; 1 Painter DC 16.
Cohort 5, Fall 22	14 / 17	2*	28	23%	29%	47%	47%	11%	0%	1 Plumber Local 342; 1 Painter DC 1

*Still ongoing at time of this report publication

The Marketplace programs invite energy efficiency and demand response providers — such as OhmConnect, CLEARResult, and Swell — to help homes and businesses rapidly reduce energy use and electric grid congestion that can lead to blackouts. The Marketplace programs are one of many ways MCE is increasing access to clean energy resources to reduce grid strain and reach California’s clean energy targets with both supply and demand side solutions.

Supporting Community Economic Development

MCE supports economic development through investment in workforce programs and partnerships with diverse Chambers of Commerce, nonprofit organizations, and environmental groups working on equity issues. **In MCE’s 2022–2023 fiscal year nearly 46% of sponsorship dollars were allocated to equity sponsorships and annual memberships.** These equity related organizations must work in areas of environmental justice or disadvantaged communities (as defined by the CPUC), serve Black, Indigenous, and People of Color (BIPOC), low-income communities or older adults, or be a Title One school, youth education, or workforce education and development organization.

2022 Internal Activities

MCE’s mission is focused on decarbonizing and democratizing our electricity sector in the pursuit of a just transition to a clean energy economy. In order to achieve these goals, **MCE’s Board of Directors adopted a [Sustainable Workforce and Diversity Policy](#) in 2017 to help MCE flex our power of procurement** (see Appendix A). This policy focuses on fair compensation in our various procurements; development of local energy projects; quality workforce training; development of California jobs; workforce initiatives in low-income and disadvantaged communities; and use of sustainable businesses, Disabled-Veteran businesses, and LGBT-owned businesses wherever possible.

In 2022 MCE updated our [Sustainable Workforce Guidelines](#) (Appendix B) to include specific strategies for developing a workforce, including preferences for projects that serve disadvantaged and low-income communities, that use DVBE contractors/subs, and hire locally or source local materials. **In addition to our Sustainable Workforce and Diversity Policy and Guidelines, MCE’s power procurement practices include policies to facilitate and encourage local economic development.**

Communicating Current and Upcoming Contracting Opportunities

Any business interested in working with MCE can provide their contact information and service type through [MCE’s solicitation page](#). This page includes the following

Below: MCE CEO, Dawn Weisz with CEC Commissioner Gunda at a Deep Green business in San Rafael after touring local projects.



SPOTLIGHT The Energy Alliance Association (TEAA)

The Energy Alliance Association (TEAA) is headquartered in Santa Rosa, California, and has specialized in utility energy efficiency programs for commercial and municipal customers for the past 20 years. As a certified micro-SMB as well as a woman-owned business, TEAA is uniquely positioned to provide services for other small businesses. TEAA has been implementing MCE's commercial energy efficiency program since 2017, which mainly focuses on small and medium sized businesses.

In 2023, TEAA will be launching MCE's commercial equity program which will serve businesses in state-designated DACs, areas that include low-income census tracts or that have scored high in their pollution burden, and tribal lands. The program offers additional assistance to businesses that are considered to be at a disadvantage, focusing on "Non Energy Benefits," which are the many and diverse benefits produced by energy efficiency in addition to energy and demand savings. Examples of these benefits for participants include: improved working environment, comfort, appearance, and indoor air quality as well as a sense of control over energy costs. Participating customers will receive education, support and equipment that will help them understand and monitor their energy use and how to reduce it. Customers can also enroll in a complimentary HVAC unit tune-up and maintenance program, and significant incentives will be available for those who wish to complete upgrades to more energy efficient equipment.

"TEAA is excited about the commercial equity program because its design and offerings will be determined by input from the people and communities it will serve," said Katie Moore, Principal at TEAA. "As one of the owners of TEAA, I am proud that my small business has helped thousands of small business customers. We are so excited to launch the equity program and to be partnering with MCE, an agency that makes it a priority to support local businesses like mine."

"As the energy efficiency world has gotten bigger and more complex, smaller operators like TEAA have often been squeezed out in favor of big corporations. It's fitting that MCE's commercial equity program is being implemented by a diverse supplier, and we are grateful for the opportunity to serve our community, keep program dollars local, and support the hardworking equity business customers that keep the Bay Area rolling."



Above: The TEAA team.

categories of business services that MCE typically contracts for:

- » Public Affairs, Marketing and Creative or Event Production
- » Energy Efficiency, Demand Response, Workforce Development, EVs, or EV Charging
- » Non-Energy Related Services or Construction
- » Technology and Analytics, Finance, or Human Resources
- » Energy Industry or Procurement

After indicating interest, a business is notified about relevant upcoming solicitations and opportunities to contract with MCE. MCE publicizes our solicitations on this same webpage to solicit a diverse range of responses.

MCE also distributes these documents to an extensive list of recipients, including industry clearinghouses, local publications, and partner agencies. Staff managing solicitations are encouraged to include Supplier Diversity Clearinghouse vendors in their opportunity announcements, and are provided guidance on how to do so. MCE also requests our solicitations be posted to the Supplier Diversity Clearinghouse website.

MCE staff are provided with updated guidance (Appendix C) on using the Supplier Diversity Clearinghouse when issuing solicitations.

After CPUC staff introduced MCE to Justin Talbot Smith from the Clearinghouse earlier in 2022, MCE issued six solicitations to the Clearinghouse for the following services:

- » Commercial Equity Program
- » General Purpose Credit Facility - 19 total views, including 100% of the 3 targets
- » EV Charging Program - 28 total views, including 100% of the 7 targets
- » EV Incentive Program - 9 total views, including 100% of the 6 targets
- » Advertising Services - 4 total views, including 100% of the 3 targets
- » EM&V Studies - 8 total views, including 100% of the 1 target

Upon using the Clearinghouse for the first time this year, staff suggests that the Clearinghouse could add organization types (i.e. contractor, implementer) to search from into the search form or set a pre-set list of search terms (e.g. EV charging, solar, storage, marketing, program management) to allow for more effective searching.

Collecting Supplier Diversity Data

In compliance with Proposition 209, MCE explicitly does not give preferential treatment to bidders based on race, sex, color, ethnicity, or national origin. MCE collects this information only after contracts are signed, and responses are kept separate from procurement decision makers, so that this information does not influence any current or future solicitation or selection process. After a contract is awarded, the contractor is sent a Supplier Diversity survey to collect data on their certification status and related efforts. MCE has attempted to collect voluntary Supplier Diversity and labor practice information from our suppliers since 2019.

Through this voluntary Supplier Diversity survey, we determined that MCE contracts with at least 15 vendors who are qualified to receive diverse certification but have not yet gone through the process to do so.

Eleven qualify as a woman-owned business enterprise, one as an Asian American Minority Business Enterprise and one as an African American Minority Business Enterprise, and two as LGBT Business Enterprises. Their services range from grant writing services, environmental consulting, staff benefits, marketing design, HR consultants, lobbying, printing, and community workforce development partners.

Together, they represented an additional \$588,533, or an additional 2.82%, spent on diverse vendors in the \$20.88 million total spent in non-power categories this year. If included, our total spent on diverse businesses in non-power spend would increase to \$1,446,645 - from 4.11% to 6.93%.

When asked why they hadn't applied for certification, the vendors noted the following various reasons: hadn't heard about GO 156; the application process was too confusing or onerous; and some certifications lapsed due to a lack of benefit to the vendor. We also received some great answers like, "As a small, women owned business certified by WEBNC and CPUC, we did not even know this existed! We have 10 employees and are in the process of applying for GO 156 certification now." and "We are in the application process currently!"

MCE staff answered vendor questions to the best of our ability and forwarded additional questions for clarification to the CPUC's Small



Above: Resiliency site West Marin Medical Center in Pt. Reyes with newly installed battery storage.

Below: The first home to be completed as part of MCE's Virtual Power Plant in Richmond, CA



Business Division staff, who helped a number of these qualified businesses successfully submit a new application. As in previous years, MCE will invite these vendors to the next Certify & Amplify workshop to encourage them to learn more about this opportunity.

As part of MCE's efforts to collect diversity insights we distributed a survey to our Board of Directors and MCE Staff. The 2023 survey results for the Board of Directors showed that 50% of respondents identified as women, 21% identified as minority, and 14% as protected veterans.

MCE 2023 staff demographic data survey results showed a gender distribution of 60% female and 2% non-binary or third gender; 42% of staff identify as non-white and 10% as LGBTQIA+.

LEARN MORE: UTILITY DIVE ARTICLE

Local MCE Program Inspires Statewide Effort to Prevent Summer Blackouts

MCE's first-of-its-kind Peak FLEXmarket program invites energy efficiency and demand response providers to help homes and businesses rapidly reduce energy use during 4–9 p.m. summer high demand peaks by relying on technologies like smart thermostats, energy storage, and EVs to reduce electric grid congestion that can lead to blackouts. In exchange, MCE pays the providers for the verified energy savings during peak hours, with an added premium during periods of grid stress, which can be passed along to participants.

"There's a lot of innovation here...some of the things in this decision...are cutting edge nationally...I want to extend my appreciation to [MCE]. Their FLEXmarket program forms the template for a good bit of what we did here and it shows the value of allowing them to implement these programs and do experimentation."

— CPUC Commissioner Rechtschaffen, during the voting meeting on December 2, 2021

Using the same survey mentioned above, MCE collected partial subcontractor information from this year's vendors. Unfortunately, these responses did not yield enough data to include in this report. MCE is working on refining our data collection tools and strategies to increase the survey response rate. Per direction from CPUC staff, when a vendor has more than one diverse certification, their spend is reported in a single category.

SECTION 9.1.2 SUMMARY OF PURCHASES

Supplier Diversity Results of Goods and Services (non-power purchases) if Procured

		2022							
		Direct Spend ¹ \$	Sub Spend ² \$	Total \$	%	Product Spend \$	Service Spend \$	Total \$	%
Minority Male	African American	—	—	—	—	—	—	—	—
	Asian Pacific American	\$15,447	—	\$15,447	0.07%	—	\$15,447	\$15,447	0.08%
	Hispanic American	\$10,800	—	\$10,800	0.05%	—	\$10,800	\$10,800	0.06%
	Native American	—	—	—	—	—	—	—	—
	Total Minority Male	\$26,247	—	\$26,247	0.13%	—	\$26,247	\$26,247	0.14%
Minority Female	African American	\$45,228	—	\$45,228	0.22%	—	\$45,228	\$45,228	0.24%
	Asian Pacific American	—	—	—	—	—	—	—	—
	Hispanic American	\$14,930	—	\$14,930	0.07%	—	\$14,930	\$14,930	0.08%
	Native American	—	—	—	—	—	—	—	—
	Total Minority Female	\$60,158	—	\$60,158	0.29%	—	\$60,158	\$60,158	0.31%
Minority Business Enterprise (MBE)		\$86,405	—	\$86,405	0.41%	—	\$86,405	\$86,405	0.45%
Women Business Enterprise (WBE)		\$762,673	—	\$762,673	3.65%	—	\$762,673	\$762,673	3.98%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$9,034	—	\$9,034	0.04%	—	\$9,034	\$9,034	0.05%
Disabled Veteran Business Enterprise (DVBE)		—	—	—	—	—	—	—	—
Persons with Disabilities Business Enterprises (DBE)		—	—	—	—	—	—	—	—
Other 8(a)*		—	—	—	—	—	—	—	—
TOTAL SUPPLIER DIVERSITY SPEND		\$858,112	—	\$858,112	4.11%	—	\$858,112	\$858,112	4.48%

Net Procurement**	\$20,880,398
Net Product Procurement	\$1,725,344
Net Service Procurement	\$19,155,054
Total Number of Diverse Suppliers that Received Direct Spend	14

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

Description of Certified Vendors with California Majority Workforce

As a public agency, MCE has more discretion to proactively engage small and local businesses. In 2021, MCE contracted with several small businesses that are California-certified by the Department of General Services for a wide range of services, from security to landscaping to energy efficiency. These businesses are outlined in Appendix E.

This year, MCE did business with 12 certified small or micro businesses. Some of those were also registered as diverse or qualified to be diverse but haven't yet certified. For purposes of clarity, the sum of expenditures from qualified but not certified businesses are excluded from the following number. The sum of expenditures with certified small businesses without a marker for diversity was an additional \$649,284.

MCE defines "local" as businesses headquartered within MCE's four county area — Contra Costa, Marin, Napa, and Solano Counties. **In 2022, MCE did business with 61 different local businesses,** for services including customer service call-center services, local energy production, videography, security, printing, marketing and

design, environmental consultants, website support, electric vehicle services, accounting, community engagement, community workforce development, storage, coffee, newspapers, and lunch.

Local vendors who either have diverse certification, local certification, or are qualified for certification but haven't yet gone through the process are excluded from being counted among MCE's local spend. In total MCE's local spend sums: **\$48,847,282.**

The largest portion of this local spend was for expenditures on goods and services related to procurement, coming out to \$47,406,916 for seven local vendors representing 97% of the local and non certified expenditures and representing 23% of MCE's total power expenditures.

Combined, this expenditure on small and local businesses total \$49,496,566.

	Small Business Procurement (\$)	Number of Suppliers	Local Business Procurement	Number of Suppliers	Small & Local Combined Spend	Small & Local Combined %
ALL	\$649,284	12	\$48,847,282	61	\$49,496,566	21.85%
Non-Power	\$649,284	12	\$1,400,366	54	\$2,089,650	10%
Power	—	—	\$47,406,916	7	\$47,406,916	23.05%

Net Non-Power Procurement	\$20,880,398
Net Power Procurement*	\$205,679,582
Net Power + Non-Power Procurement	\$226,559,980

The following vendors declare having a majority California workforce, as detailed in their Supplier Diversity Clearinghouse profiles:

Vendor	Majority CA Workforce, per info in Clearinghouse
RS2 Energy	Certification expired Dec 2022; info no longer available
Joseph F. Wiedman, Law Office of	Data not collected
John (Spike) Lomibao	Yes
Nexo Advertising	Yes
Energy Conservation Options – Future Power Corporation	Data not collected

Vendor	Majority CA Workforce, per info in Clearinghouse
International Contact, Inc. – Multi-language Communications	Data not collected
Genpower, LLC (Energy 2001 is the project company)	Yes
Bluestrike Environmental dba EcoShift	Yes
Calitho	Data not collected
Debra Lamb Consulting	Yes
Gridwell Consulting	Data not collected
Strategen	Yes
Strategic Energy Innovations	Data not collected
Law Office of Elizabeth Kelly	Data not collected

MCE’s Diverse Suppliers

Debbie Lamb (WBE)

Debbie Lamb, owner of Lamb Consulting, provides MCE with website project management and marketing consulting services. A Vallejo resident for 20 years, she has been operating her own marketing consulting firm for the last 15 years and has a for a wide variety of clients, specializing in helping small businesses and nonprofit organizations. Previously, Debbie spent 12 years at Comcast in marketing management. She is on the board of directors for a group of charter schools in Vallejo and is originally from Ohio.

Law Office of Elizabeth Kelly (WBE)

Elizabeth (Beth) Kelly works with MCE as outside legal counsel and has served in the legal community for over a decade as general counsel, law partner, California Public Utilities Commission (CPUC) practitioner and start-up pioneer. Beth has a passion for serving clients and building stronger communities. She was one of the three-staff team that launched MCE, the first community choice aggregation (CCA) and third largest municipally governed electric enterprise in California. She served as MCE’s General Counsel for MCE from its formation through its growth to a \$380 million per year operation serving customers with clean energy choices.

Law Office of Joseph F. Wiedman (LGBTBE)

Joseph Wiedman opened a solo law practice in February of 2021 after previously serving as the Director of Regulatory and Legislative Affairs for Peninsula Clean Energy. He has worked with a broad spectrum of clients with a specialization in cleantech law and policy focused on transforming energy markets and accelerating decarbonization.

SPOTLIGHT

Certified Small and Diverse Suppliers

Joseph Wiedman



Debbie Lamb



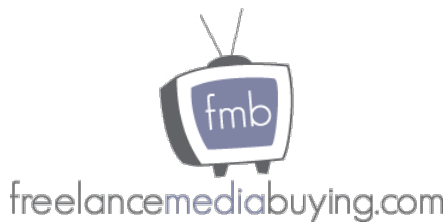
Beth Kelly



For a list of MCE’s qualified but not yet certified vendors, please see Appendix E.

SPOTLIGHT

Certified Diverse Suppliers



Calitho (WBE)

Calitho, a full-service printing company located in Concord, CA, provides MCE with printing services. Calitho was established in 1985 and provides expert services to their clients from printing and packaging, to display and logistics. Calitho is a certified Women's Business Enterprise led by President and CEO Mardjan Taheripour. Her background in design and customer service marries beautifully with that of her husband, Bahman, an engineer with 30 years of operational expertise, and Thor Grossen, who leads Carlito's team of on-the-ground managers. Collectively, they boast more than seven decades of printing experience. Calitho is also committed to sustainability. Their printing presses are designed specifically to reduce their environmental impact, using 80% less energy than more traditional systems and emitting zero VOCs into the environment.

Benefit Resources (SB)

Benefit Resources focuses on maximizing the retirement benefits of companies for employees across the Bay Area, providing a community with an excellent resource for retirement equity. They aim to help companies by reducing their employee turnover and encouraging essential employees to remain in their roles. Benefit Resources recognizes that retirement plans must be tailored to best fit the staff demographic and provides companies with numerous retirement plan options in order to do so.

Freelance Media Buying (SB)

Founded with the express goal of facilitating positive community change, Freelance Media Buying (FMB) is a woman-owned strategic marketing, communications, and buying firm based in Marin County. FMB aims to deliver messages that help to create a sustainable future and educate the community on important environmental issues.

FMB's approach has been effective in reaching the general public, however, it has had an increased success rate within minority populations. Using their innovative approach to media, FMB has been able to help government agencies bridge cultural divides by formulating culturally competent outreach mechanisms that best reach underrepresented communities.

Green Vine Landscaping (SBPW)

Green Vine Landscaping is a family-owned business that offers full landscape, construction, and maintenance services to commercial and residential properties. Green Vine Landscaping provides customers with options for waterless landscapes to reduce the environmental impact of water consumption. They employ a certified water technician to minimize the water waste produced from their service to best serve both their customers and the environment.

ACRONYM GUIDE

- SB — Small Business
- MB — Micro Business
- SBPW — Small Business for the purpose of Public Works
- WBE — Woman Business Enterprise
- MBE — Minority Business Enterprise
- LGBTBE — LGBT Business Enterprise

Montague DeRose and Associates (SB)

Montague DeRose and Associates, LLC is a full service, independent municipal advisory firm founded in 1995. The firm believes that public sector clients should have access to sophisticated advisory services that help assist them in their financial decisions. Montague DeRose and Associates also works to benefit the development of clean energy policy, specifically in the sphere of public finance. Montague DeRose and Associates has helped to lead the development of California energy procurement for its clients, and assists the State with its wildfire mitigation efforts.

Synergy 768 (SB)

Synergy 768 is a locally-owned and operated certified SunPower and Tesla installer. They have over a decade of experience in the industry and provide customers with the highest quality solar products on the market at an affordable price point. Synergy 768 aims to not be the biggest installation company, but the most effective. By keeping this commitment to the community, Synergy 768 provides customers with consistent quality service.

SEI (WBE)

SEI is an environmental nonprofit, building leaders to drive sustainability solutions. For over 20 years, SEI has partnered with schools, communities, and businesses to develop a sustainability leadership pathway from elementary school to early career. Their flagship programs educate and empower students and emerging professionals to create thriving, resilient communities. MCE and SEI partner on MCE's Green Workforce Pathways.

International Contact, Inc. — Multi-language Communications (WBE)

International Contact, Inc.— Multi-language Communications, is an immigrant and woman-owned translation service. International Contact, Inc. has been providing quality translations for forty years using native speakers. International Contact, Inc. provides MCE with professional translations and production services with a profound understanding of both culture and language that only native speakers can provide.

Nexo Advertising (MBE)

Developed in 2003, Nexo Advertising aims to provide innovative multi-cultural advertising solutions to small businesses and corporations. Nexo Advertising provides creative visual, audio production, translations and interpretations services, as well as digital signage for partner companies. Nexo started in Sonoma County and gained popularity through their trademark Nexo Radio which was developed as an in store advertising mechanism. Nexo Advertising has grown substantially in popularity since its origin and is a great resource for multi-cultural advertising and production services.

SPOTLIGHT

Certified Small and Diverse Suppliers



SPOTLIGHT

Certified Small and Diverse Suppliers

RS2 ENERGY



Gridwell
CONSULTING

 **STRATEGEN**


CHANDLER
ASSET MANAGEMENT



RS2 Energy (MBE)

RS2 Energy delivers energy consulting services that aim for outcomes beyond project compliance and economics. RS2 Energy strives to make sustainability an everyday consideration by re-imagining the criteria on which organizational decisions are based. RS2 Energy implements sustainable change by identifying existing processes and future needs within an organization and suggesting adoption of measures to optimize energy use and reduce carbon emissions.

Gridwell Consulting (WBE)

Gridwell Consulting specializes in providing support for California power markets and the California ISO. Gridwell supports grid-scale asset development and market participation, regulatory advocacy, interconnection requests, battery energy storage, and hybrid modeling. Gridwell advises companies so they can succeed in today's competitive markets.

Chandler Asset Management (SB)

Chandler Asset Management (CAM) focus is to manage investments for local governments seeking to provide safety and liquidity for public funds. This focus on safeguarding the public trust allows CAM to develop investment approaches that support greater financial goals. CAM is 100% employee-owned, and since 1988, focuses on client-centered and performance-oriented outcomes while providing service that exceeds client needs and expectations. Their values are centered in increasing community engagement, maintaining strong relationships with the public sector, maintaining clarity, and generating competitive return safely.

Strategen (WBE)

Strategen (Strategies for the Seventh Generation) is a clean energy strategy consulting firm that highlights the importance of climate change and its impact on the environment. Their mission is to take into account the seventh generation's world, and protect it as much as they can. Their focus is on energy storage, vehicle grid installation, green hydrogen, decarbonization strategy, and clean energy system planning to name a few. They work with the values of integrity, measurable impact, humility, diversity and inclusion, collaboration, innovation, sustainability, environmental stewardship, and fairness.

All Good Elemental Herbs (MB)

All Good/Elemental Herbs is a manufacturer of organic body care products made of herbs and oils. It is motivated by the term "all good", a feel-good mindset that lets their customers know that all of their products are good. It is rooted in social and environmental responsibility by using fair and sustainable products and packaging.

Grant Management Associates (MB)

Grant Management Associates (GMA) is a grant consulting company and Woman Business Enterprise that deploys a systematic approach to assess likelihood of grant award. Founded in 2009 by Kristin Cooper, a former professor of Engineering at California State University Chico, GMA was created with well over 30 years of experience in grant writing and project management, with a focus on clean technology deployment. GMA has acquired over \$1 billion dollars in funding for their clients. GMA's approach allows them to pursue clients and applications that will have the highest likelihood of success. Doing so has achieved a 87.7% successful funding rate for their client. GMA proudly creates award-winning applications for over 300 clients that have advanced formidable projects allowing the US to become a leader in the clean technology space.

Low Voltage (MB)

Low Voltage is a security systems company that focuses on low voltage designs to increase energy use efficiency. They are composed of technicians, experts, specialists, designers, engineers, trainers, installers and programers. Low Voltage Security assists MCE's offices in Concord and San Rafael with our alarm system, card access, and CCTV cameras. These different positions play their part to deliver a three part service of Project Solutions, Project Analysis, and Deliver Results that are tailored to each individual's needs.

Alco Building Solutions (MB)

Established in 1995, Alco Building Solutions (ABS) is a design-build contractor specializing in the electrification integration of energy efficiency technology, renewable energy solutions, and power delivery infrastructure. They provide full-service sustainable infrastructure solutions to a diverse customer base. With their values of craftsmanship, integrity, accountability and commitment, ABS ensures that all their staff embrace these key elements to create an ideal working environment that delivers a "customer-centric" approach for their clients. ABS' owners strive to nurture a collective belief in that by keeping your word with integrity, and by doing the "right thing" even when it's hard, you will never lose. This shared mentality has been the key to successful company growth and faithful customers.

Energy Conservation Options - Future Power Corporation (MBE, WBE)

ECO (Energy Conservation Options) is an independent, woman-owned, trade license firm that has set out to distribute energy efficient technologies to improve the well being of their communities and their environment. Their work is done by developing people and jobs that create a community and support systems that work together to reach their company's goals.

SPOTLIGHT

Certified Small and Diverse Suppliers



For a list of MCE's qualified but not yet certified vendors, please see Appendix E.

SPOTLIGHT

Certified Small and Diverse Suppliers



[The Collections Bureau of America Ltd. \(MBE\)](#)

The Collection Bureau of America Ltd. is a collections agency that represents their clients for debt collection. Established in 1959, CBA is a diverse, minority owned collection agency that not only works in California but throughout the nation. CBA is recognized as a MBE (Minority Owned Business) that was certified by the California Public Utilities Commission (CPUC) as well as a certified small business by the State of California with the right to collect in all 50 states. These certifications and the excellence in customer care are what separates CBA from other collection agencies.

[KL Design and Translation, Inc. \(WBE, MBE\)](#)

Katherine Loh is the founder of KL Design and Translation, Inc, a unique full service translation and design firm. KL Graphic Design employs graphic designers, typesetters, and multilingual cross-culturally trained translators. Loh herself is a graphic designer and brings an intuitive perspective to her work. Before starting KL Design and Translation, Katherine Loh worked as an art director, production manager, and designer for several major advertising agencies. Loh's company serves as a vital communication link that bridges communication between eastern and western countries. Loh aims to fulfill the needs of all size clients and tackles both technically- intricate and simple projects.

[Blue Strike Environmental dba EcoShift](#)

EcoShift Consulting is a branch of Blue Strike Environmental, a consulting firm based in Monterey, California. The EcoShift team consists of climate change, sustainability, and clean energy experts. EcoShift provides award-winning strategy, technical analysis, communications, research, and organizational development skills to better the environmental sustainability and infrastructure of the greater area. EcoShift offers services in carbon accounting, sustainability and climate planning, life cycle analysis, and energy and green technology as well. EcoShift has developed sustainability plans along with climate energy strategies for many organizations including the University of California Santa Cruz, and the larger California State University system.

[GenPower, LLC \(Energy 2001\)](#)

GenPower LLC is a renewable energy company that focuses on developing sustainable energy in biomass, coal, hydro, natural gas, and wind sectors. GenPower LLC offers development, operations, construction, engineering, and financing services for energy projects and is a project of parent company Energy 2001 Inc. Energy 2001 Inc is the largest landfill gas-to-energy producer in Placer county and is a leader in the field of green energy. Energy 2001 Inc uses their business experience to maintain the thriving nature of their company and have invested over \$10 million dollars into building a 5 megawatt Landfill Gas to Energy power plant at a local Sanitary Landfill.

SECTION 9.1.3 SUPPLIER DIVERSITY PROGRAM EXPENSE

Expense Category	2022 (Actual)
Wages	\$34,039
Other Employee Expenses	—
Program Expenses	\$550
Reporting Expenses	—
Training	—
Consultants	—
Other	—
TOTAL	\$34,589

In 2021, our efforts included 26 staff for a total of 342 hours, representing \$23,370. In 2022, these efforts included 24 staff and 1 contractor for a total of 405 hours.

SECTION 9.1.5 DESCRIPTION OF PRIME CONTRACTORS UTILIZATION OF DIVERSE SUBCONTRACTORS

In part due to the relatively small nature of MCE’s typical vendors for non-power services, we received few responses for subcontractor data through the survey. With that said, here are some self-declared descriptions of how our primes work with diverse businesses and subcontractors:

- » The Sacramento Municipal Utility District (SMUD) has a [Supplier Education and Economic Development program](#). SMUD awards \$200-\$300 million in contracts every year, \$40-\$60 million of which goes to SEED vendors and suppliers. Their goal is to award 20% or more of all eligible contracts to SEED vendors. SMUD’s [Diversity, Equity & Inclusion](#) team develops and implements strategies to establish SMUD as a diverse and inclusive employer and positions SMUD as a key player in the community to achieve equity for those it serves.
 - » In 2022, as part of their work with MCE, SMUD subcontracted some of their billing and data management services to TechNet - a SMUD SEED vendor as well as a WBE and MBE. While the amount spent cannot be shared, TechNet is SMUD’s largest vendor on their contract with MCE and they receive a significant portion of MCE’s dollars.
- » Keyes and Fox, LLP reports using EQ Research, LLC as a subcontractor in their contract to MCE. “EQ Research is 50% LGBTQ-owned and provided litigation support services to Keyes & Fox...” Their law firm is a member of the Center for Legal Inclusiveness, a non-governmental organization based in Denver, Colorado (where

one of their offices is located). They are working with CLI to develop a diversity recruitment plan.

- » CLEAResult is committed to the promotion of Diverse Business Enterprises. In 2022, they had 19% of their total goods and services come from diverse businesses. For 2023, they aim to procure 20% of their total goods and services. Their total diverse spend last year, 54%+ was subcontracted to Minority owned businesses.
- » Orrick strives to closely align the principles of supplier diversity with day-to-day strategic sourcing activities, and its goals of quality, innovation, and value creation with respect to the services supporting our internal operations as well as delivery of legal services to our clients. Orrick's diverse spend tracking focuses on "source-able" spend in functional areas where small, diverse and veteran owned businesses typically have a presence and operate...Orrick has a long-standing commitment to diversity, equity and inclusion. Orrick believes it is not only a moral imperative but is also essential to the sustainability of the firm and profession. Without diverse perspectives

on its team, it would be impossible for Orrick to give forward-thinking advice to the world's most innovative companies. Orrick established its Diversity, Equity & Inclusion program 30 years ago— and seeks to continually improve it.

Summary of Prime Contractor Utilization of Certified Subcontractors

Developing more transparency around the subcontractors our primes use is a key opportunity where MCE can deepen and improve for future reports. Many of our primes are relatively small - the majority of which do not use subcontractors in their work. MCE continues to work with its primes to develop their systems for tracking work with diverse subcontractors. We look forward to learning more about how other reporters are creating systems to collect this data and therefore start to better understand the impact this spend has on our certified subcontractor base. We will continue to engage with our prime suppliers to emphasize the importance of a robust and diverse supply chain and to encourage them to collect data on their subcontractors.

SECTION 9.1.6 A LIST, DESCRIPTION, AND STATUS OF COMPLAINTS

In the last year, MCE received no complaints about our Supplier Diversity efforts.

SECTION 9.1.9 POWER PROCUREMENT

		Direct Power Purchases \$	Direct Fuels for Generation \$			Total \$ ¹			% ²
		Renewable and Non-Renewable Power Products	Diesel	Nuclear	Natural Gas	Direct ³	Sub ⁴	Total \$ ⁵	
Minority Male	African American	—	—	—	—	—	—	—	—
	Asian Pacific American	—	—	—	—	—	—	—	—
	Hispanic American	—	—	—	—	—	—	—	—
	Native American	—	—	—	—	—	—	—	—
	Total Minority Male	—	—	—	—	—	—	—	—
Minority Female	African American	—	—	—	—	—	—	—	—
	Asian Pacific American	—	—	—	—	—	—	—	—
	Hispanic American	—	—	—	—	—	—	—	—
	Native American	—	—	—	—	—	—	—	—
	Total Minority Female	—	—	—	—	—	—	—	—
Minority Business Enterprise (MBE)		—	—	—	—	—	—	—	—
Women Business Enterprise (WBE)		\$3,112,073	—	—	—	\$3,112,073	—	\$3,112,073	1.51%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		—	—	—	—	—	—	—	—
Disabled Veteran Business Enterprise (DVBE)		—	—	—	—	—	—	—	—
Persons with Disabilities Business Enterprises (DBE)		—	—	—	—	—	—	—	—
Other 8(a) ⁶		—	—	—	—	—	—	—	—
TOTAL SUPPLIER DIVERSITY		\$3,112,073	—	—	—	\$3,112,073	—	\$3,112,073	1.51%

Net Power Procurement	\$205,679,582
Net Direct Power Purchases	\$205,679,582
Net Direct Fuels for Generation	—
Total Number of Diverse Suppliers	1

NOTE:

- ¹ Excludes purchases from the California Independent System Operator (CAISO), utilities, federal entities, state entities, municipalities and cooperatives.
- ² % - Percentage of Net Procurement.
- ³ Includes Direct Power Purchases and Direct Fuels for Generation. Direct - Means Direct Procurement: when a CCA directly procures from a supplier.
- ⁴ Sub - Means Subcontractor Procurement: when a prime contractor, in contract with a CCA, procures from a subcontractor to fulfil its contractual obligation(s).
- ⁵ "Total" does not include pre-commercial development (COD) subcontracting values.
- ⁶ 8(a) - Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).

Of MCE's \$608M 2022 expenditures, 93% went toward goods and only 7% went toward services. This includes payments to CAISO, IOUs, other CCAs, and hedges. Of this amount, roughly \$206M went toward CAISO, IOUs, and other CCAs, or 34% of our total expenditures in 2022.

This proportion is typical of a CCA budget. In general, the grand majority of a CCA's budget goes into the purchase of power, a sector historically lacking diversity. **Of the roughly 8,800 suppliers in the Supplier Clearinghouse, less than half of one percent have self-identified as providing goods or services related to electricity generation. Of these, an even smaller number provide goods or services relevant to a CCA,** with the others providing, for example, liquid fuels or distribution equipment such as circuit breakers. This makes it very difficult to report on any certified expenditures since roughly 93% of our budget goes

to a sector with negligible diversity registered in the Supplier Diversity Clearinghouse and roughly 34% goes to agencies excluded from being counted in this report. This is why it is so important to invest in the projects, pilots, and programs outlined in section 9.1.1, including our green career workforce programs, community engagement, and energy smart business programs.

For this report, MCE has included Resource Adequacy (RA) costs as non-renewable, despite having received some renewable RA through our Power Purchase Agreements. This is because, unfortunately, there is no way to associate a dollar amount with the renewable RA product we receive under these contracts. Per guidance from CPUC staff in 2020, hedges have been excluded from the Power Procurement chart.

SECTION 10.2

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

In our pursuit of supporting our small, local, and diverse businesses, MCE looks forward to continuing to grow the programs, policies, and efforts outlined in this report. Of particular interest is the sustained engagement and expansion of our current plans that support our business community. Of particular note, next year:

- » **MCE will host our annual Certify & Amplify workshop.** As we've done in previous years, MCE will disseminate this invitation through our regular channels as well as through fellow Community Choice Aggregation partners in order to access a larger network of small and diverse businesses to increase familiarity and knowledge of the GO 156 Supplier Diversity Program.
 - Given the responses from vendors who qualify for GO 156 certification but are not yet certified, **MCE plans to invite all**

"qualified but not yet certified" vendors to the upcoming Certify & Amplify workshop to encourage eligible participants to learn more about the opportunity, answer their questions, and provide additional assistance regarding the certification process.

- In order to diversify the registrants to this annual event, **promotional videos will be shared in Spanish and English. These will be shared with our Latino networks** to get the word out even further.
- In 2022, the Certify & Amplify event included a guest speaker to speak about micro, small, and disabled-veteran certification. This was very relevant to our local business community so MCE will plan on again **inviting a speaker from the California Department of General Services** to provide a fuller education about the certification opportunities for our community.
- » MCE will expand our networks within the Supplier Diversity space, including meeting with the **DOE's Office of Economic Inclusion and**

Diversity with the hope of identifying other steps MCE can take to help support diverse entrepreneurship across the clean energy sector, particularly in power procurement.

- » MCE will continue to **deepen our relationships with diverse chambers of commerce**, and endeavor to build new relationships with those we haven't yet had the opportunity to work with to further our integration in the business community. This engagement will include **disseminating our new [Supplier Diversity videos](#)** - featuring speakers from the CPUC, the Clearinghouse, as well as local businesses - to audiences hungry to stand out among the competition and demonstrate their unique perspectives via certifying.
- » MCE is **launching a new, innovative energy efficiency program focused on improving indoor air quality in small, diverse businesses** through technical assistance and incentives to retrofit heating, ventilation, and air conditioning equipment.
- » Building from the recent formalization of our internal Supplier Diversity resources, **MCE will educate new staff on our contracting processes to encourage searching through the Clearinghouse** in order to add prospective vendors to the distribution list of RFP announcements.
- » One of the tricky areas for improvement has been in vendor responses to our Supplier Diversity survey (appendix D). In 2023, our Legal and Contracts team will be adjusting our process for contract renewals to create a quarterly check in with non-responsive vendors and remind them throughout the year until a response is given.
- » MCE will continue the practices that began in 2022 to **send Requests for Proposals directly to the Supplier Diversity Clearinghouse** in order to share these opportunities with existing certified vendors.
- » In 2022, MCE switched the Supplier Diversity questionnaire from a Google form to an Asana form. This will allow us to track and access vendor information more accurately. However, with the creation of any new form, there are always technical issues which arise **so MCE will monitor the new intake form in 2023 to update and adjust as necessary.**
- » MCE will **review our sponsorship and membership opportunities to increase engagement with diverse community-based organizations.** MCE currently targets at least 40% of our sponsorship budget to be spent toward events or organizations that focus on

creating equitable community benefits.

- » Outreach **efforts within Spanish-speaking channels will include diverse chambers, local television, radio, social media and traditional news media.** We support active communications with, and are proud members of, multiple Chambers of Commerce throughout our service area that engage directly with minority-owned businesses.

Plans to Encourage Prime Contractors to Subcontract Small, Local, and Diverse Businesses

MCE makes continuous efforts in our commitment to using small and local businesses. MCE's Sustainable Workforce Guidelines (Appendix B) provides a framework for how MCE can implement this established priority. Of note for this report, MCE indicates a clear preference for bids that demonstrate contracts with community-based organizations and local associations serving disadvantaged and low-income communities.

In solicitation materials for energy procurement, projects located in MCE's service area require the prime contractor to have Project Labor Agreements and local hiring requirements in order to encourage contracting that benefit our local communities and smaller businesses within that may otherwise be overlooked. Motivated by the same aims, MCE gives preference to projects located within our service area. Additionally, any MCE-developed project is required to use a combination of local labor, union labor, apprentice, and pre-apprenticeship labor and follow prevailing wage compensation and benefits practices.

In administering energy efficiency programs, MCE focuses on supporting partnerships with organizations that offer workforce development opportunities in disadvantaged and low-income communities. As for operational services and supplies, MCE proactively seeks such services and supplies from local businesses and businesses that have been Green Business certified and/or are headquartered in disadvantaged communities.

APPENDIX A

MCE POLICY 011: SUSTAINABLE WORKFORCE AND DIVERSITY POLICY



SUSTAINABLE WORKFORCE AND DIVERSITY POLICY: 011

It is a priority interest of MCE to support sustainable workforce opportunities, local economic sustainability, and diversity inclusion through contracting for power resources, procuring goods and services, and implementing hiring initiatives within a framework of competitive service and the promotion of renewable energy, customer programs, and greenhouse gas reduction.

MCE will facilitate and encourage diversity and a sustainable workforce through its support for:

1. Fair compensation in direct hiring, renewable development projects, customer programs, and procurement services;
2. Development of locally generated renewable energy within the MCE service area;
3. Direct use of union members from multiple trades;
4. Quality training, apprenticeship, and pre-apprenticeship programs;
5. Direct use of businesses local to the MCE service area;
6. Development of California based job opportunities;
7. Business and workforce initiatives located in low-income and disadvantaged communities;
8. Direct use of Disabled Veteran-owned Business Enterprises (DVBE) and LGBT-owned Business Enterprises (LGBTBE);
9. Direct use of green and sustainable businesses; and
10. Use of direct hiring practices that promote diversity in the workplace.

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APPENDIX B SUSTAINABLE WORKFORCE GUIDELINES



MCE Sustainable Workforce Guidelines

MCE's Sustainable Workforce and Diversity Policy: 011 established priority interests of MCE supporting sustainable workforce opportunities, local economic sustainability, and diversity through contracting for power resources, procuring goods and services, and implementing hiring initiatives. These principles are considered within a framework of competitive service and the promotion of renewable energy, customer programs, and greenhouse gas reduction. These guidelines demonstrate how MCE implements those principles in its daily activities.

Power Purchase Agreements with Third Parties

MCE executes Power Purchase Agreements (PPAs) as a result of various procurement activities, including formal solicitations or Requests for Offers (RFOs), bi-lateral negotiations, and standard offer programs. The most frequent means of procurement are through MCE's Open Season solicitation, which is an annual process, and MCE's Feed-in Tariff Plus program, which is first-come, first-served for qualified applicants.

Relevant information submitted by bidders will be used to evaluate proposed projects with the goal of promoting union labor and Project Labor Agreements (PLAs), multi-trade collaboration, and support of workers and communities where contracted projects will be located. When possible, MCE shall give preference to projects located within MCE's service area and community-based organizations and local associations serving disadvantaged and low-income communities. Below are the requirements MCE has established for participation in each procurement process:

Open Season Solicitation

Union Labor: MCE has three tiers of requirements for union labor depending on the location of proposed projects:

1. Projects within Contra Costa County: Projects located in Contra Costa County must adhere to the terms of the PLA between MCE and International Brotherhood of Electrical Workers (IBEW) Local 302, dated June 20, 2017.
2. Projects within MCE's service area but outside of Contra Costa County: Any project within MCE's service area but outside of Contra Costa County must participate in a PLA of similar scope and requirements with participating unions for workforce hired as described in the PLA referenced above.
3. Projects outside of MCE's service area: MCE encourages bidders outside of MCE's service area to enter into project labor agreements of similar scope and requirements with participating unions for workforce as described in the PLA referenced above. Projects outside of MCE's service area are required to comply with any local hire and/or union labor requirements specific to the city, town, or jurisdiction where the proposed project is located.

Prevailing Wage: Open Season requires that all contractors and subcontractors pay a minimum of Prevailing Wage, as set forth in the California Labor Code, during the development phase of project development.

Local Hire: For projects located in MCE's service area, 50% of work hours are required to come from permanent residents who reside within the same county as the project.

Supplier Diversity and Labor Practices: As part of its bid requirements, MCE collects information regarding supplier diversity and labor practices from project developers and their subcontractors regarding past, current

and/or planned efforts and policies. Respondents are required to submit a Labor Practices questionnaire and Supplier Diversity questionnaire so that MCE can comply with the reporting requirements of Senate Bill 255.

Optional Elements: While not required, MCE requests Open Season bidders to submit proposals that are of interest to MCE, its member communities and project adjacent communities. These areas include information about PLAs, contractors and subcontractors owned by disabled Veterans, local hire plans, projects located in disadvantaged communities (as defined by the California Environmental Protection Agency using the current version of CalEnviroScreen), local sourcing of materials and equipment, proposals for local community benefits, and support of workforce development initiatives.

Responsible Procurement: MCE will not accept any proposals for projects that rely on equipment or resources built with forced labor.

Feed-in Tariff Plus

As with Open Season, MCE's FIT Plus program adheres to the same requirements for 1) union labor, 2) prevailing wage, 3) local hire, and 4) supplier diversity and labor practices.

MCE Owned or MCE Led Generation Projects

Any renewable development project that is developed by MCE qualifies as a public works project and requires prevailing wages to be paid. MCE strives to support local businesses, union labor, apprentice and pre-apprenticeship programs through multi-trade agreements and/or through multiple agreements for workforce development. Each contractor or subcontractor performing work on any MCE-developed project shall be required to use a combination of local labor, union labor, apprentice, and pre-apprenticeship and shall follow prevailing wage compensation and benefits practices. Apprenticeship programs must have been approved by the State Department of Apprenticeship Standards. For any MCE owned development projects, the public works rules will apply. MCE shall require contractors to disclose their GO 156 Clearinghouse certification and efforts to work with DVBE and LGBTBE companies. MCE will make all reasonable efforts to give preference to community-based organizations and local associations serving disadvantaged and low-income communities.

Customer Programs

MCE strives to support local businesses, union labor, and local apprenticeship programs in the implementation of its customer programs. In administering energy efficiency programs, MCE shall support partnerships with organizations that offer workforce development opportunities in disadvantaged and low-income communities. Contractors are required to submit a Supplier Diversity questionnaire, disclosing their GO 156 Clearinghouse certification status and other diversity efforts, so that MCE can comply with the reporting requirements of Senate Bill 255.

Services and Supplies

MCE strives to support local business and fair compensation in the purchase of services and supplies for the agency. MCE shall proactively seek services from local businesses and businesses that have been Green Business certified and/or are taking steps to protect the environment and are headquartered in disadvantaged communities. Contractors are required to submit a Supplier Diversity questionnaire, disclosing their GO 156 Clearinghouse certification status and other diversity efforts, so that MCE can comply with the reporting requirements of Senate Bill 255. MCE will make all reasonable efforts to give preference to community-based organizations and local associations serving disadvantaged and low-income communities.

Direct Hiring

MCE shall use reasonable efforts to recruit local employees and graduates of local programs, schools, colleges, and universities. MCE strives to provide fair and equitable compensation for its employees that aligns with regional market indicators for compensation levels for each position. MCE has developed job descriptions to reflect the education and experience necessary to perform essential job functions, and distributes job announcements to improve greater access to job opportunities by historically underrepresented groups, conduct anonymous reviews for screening of applicants, ensure diversity on interviewing and hiring panels, and salary reviews for compliance with gender pay equity laws.

APPENDIX C

MCE SOLICITATION MANAGEMENT GUIDELINES FOR DISTRIBUTION LISTS

Solicitation Management Guidelines for Distribution Lists

Create your list in spreadsheet format, using either Microsoft Excel or Google Sheets. Include the following columns: company name, contact name, contact email. List only one email address per cell. If you would like your solicitation to be posted to a third-party website using an online portal, list all web addresses first.

If your solicitation is related to one or more of the following categories, reach out to admin@mcecleanenergy.org to request the list of vendors who have signed up to get notified of upcoming solicitations via MCE’s website. Include these vendors in your list.

- » Public Affairs, Marketing and Creative or Event Production
- » Technology and Analytics, Finance, or Human Resources
- » Non-Energy Related Services or Construction
- » Energy Industry or Procurement
- » Energy Efficiency, Demand Response, Workforce Development, Electric Vehicles, or EV Charging

Staff are encouraged to perform a keyword search through the Supplier Clearinghouse ([link](#)). Searching the Supplier Clearinghouse can direct you to additional potential vendors who are certified women, minority, LGBT, and disabled veteran-owned businesses – expanding the reach of your solicitation while helping to promote MCE’s supplier diversity goals!



The Contracts Team does not review distribution lists. After drafting your list, double check for duplicate and incorrect email addresses. Finalize your list before solicitation distribution. Sending to additional parties after initial distribution can appear as though MCE is giving preferential treatment.

Solicitation materials are posted to MCE’s website. If you identify additional parties after distribution, please direct them to our “RFPs and Solicitations” page.

Looking for more guidance? Check out the Contracts Process Packet or reach out to contracts@mceCleanenergy.org for additional help.

APPENDIX D

MCE VOLUNTARY SUPPLIER DIVERSITY SURVEY

MCE Supplier Diversity Survey 2022

Please note that not all questions may apply to your business. For the questions that do not apply, please skip them or answer "not applicable."

*Pursuant to Proposition 209, MCE does not give preferential treatment based on race, sex, color, ethnicity, or national origin. Providing information in these categories is optional and will not impact the selection process. Responses are collected for informational and reporting purposes only pursuant to Senate Bill (SB) 255.

Business Name *

Email address *

In which State is your business located? *

In which City/Town is your business located? *

Is your business certified under General Order 156 (GO 156)? *

General Order 156 (GO 156) is a California Public Utilities Commission ruling that requires utility entities to report annually on their contracts with majority women-owned, minority-owned, disabled veteran-owned, disabled-owned, and LGBT-owned business enterprises (WMDVLGBTBEs) in all categories. Qualified businesses become GO 156 Certified through the GO 156 Clearinghouse database at www.theupplierclearinghouse.com

Did your business use subcontractors for your MCE contract? *

If applicable, please describe any hiring targets your business has for minority-owned, women-owned, LGBTQ-owned, disabled-owned, or disabled veteran-owned subcontractors.

Does your business have a history of using apprenticeship programs, local hires, union labor, or multi-trade project labor agreements? *

Local hires can be defined as labor sourced from within MCE's service area which includes the towns, cities, and unincorporated counties of Marin, Napa, Contra Costa, and Solano.

- Yes, apprenticeship programs in this recent contract with MCE
- Yes, local labor in this recent contract with MCE
- Yes, union labor in this recent contract with MCE
- Yes, multi-trade PLA in this recent contract with MCE
- Yes, apprenticeship programs but not in this contract with MCE
- Yes, history of local hire but not in this contract with MCE
- Yes, history of union labor but not in this contract with MCE
- Yes, history of multi-trade PLA but not in this contract with MCE
- Majority of workforce is California-based, but not local to MCE service area
- None of the above

If you answered yes to the previous question, please describe your history with labor agreements, union labor, multi-trade labor, apprenticeship labor, or how many local workers/businesses you employ for your contract with MCE.

Does your business pay workers prevailing wage rates or the equivalent? *

Prevailing wage in California is required by state law for all workers employed on public works projects and determined by the California Department of Industrial Relations according to the type of work and location of the project. To see the latest prevailing wage rates, go to www.dir.ca.gov/Public-Works/Prevailing-Wage.html

Is there anything else you'd like to add? If you'd like for us to promote your survey participation on our social media, please include your handles here.

Never submit passwords through Asana Forms.
[Report abuse](#) or check out our [privacy policy](#).

APPENDIX E

MCE'S QUALIFIED BUT NOT YET CERTIFIED VENDORS

Alcortech

A global cloud advisory and implementation service, Alcortech serves clients in North America, Europe, Japan and India. Alcortech was founded in 2008 and has worked with global Fortune 500 companies, government agencies, and leading organizations in multiple industry verticals as clients. Alcortech has partnered with numerous cloud and Software as a Service platform providers such as Microsoft, Service Now, and Oracle to implement cost-effective cloud solutions. Alcortech's consulting team advises clients such as the aforementioned on platforms enterprise service management, architecture, and integrating service delivery. By providing clients with effective business and technology consulting, Alcortech builds simplified integrated services for enterprises across the nation.

Carrot Fertility

Carrot Fertility is the most comprehensive global fertility benefits provider. Carrot Fertility makes family-forming care accessible to people around the world. Carrot was founded with the goal of making fertility care inclusive, accessible, and affordable. Carrot provides employees with the opportunity to include fertility care in their employee benefits and gives many people the opportunity to have a child, which would have not been otherwise possible. Carrot is flexible, simple and easy to use offering differing plans that adjust to companies as they grow and straightforward pricing with no hidden costs. 68% of adults state that they would switch jobs to gain fertility benefits which Carrot Fertility offers in an accessible and cost effective manner.

Colantuono, Highsmith & Whatley, PC

Colantuono, Highsmith & Whatley is a municipal law firm with several offices across the state. Colantuono, Highsmith and Whatley represent both public and private clients in multiple sectors, including those that fall under the California Environmental Quality Act (CEQA). They have an extensive history in class action challenges to local government revenue measures and are actively handling challenges posed towards

water, electric, and gas rates for districts all over California. Colantuono, Highsmith and Whatley lawyers have repeatedly been awarded with Best Lawyer awards on both local and statewide levels and the firm was awarded with the designation of International Advisory Expert in 2021.

Crook Beales Design

Founded by Jennifer Beales, an award winning designer and art director, Crook Beales Design has been serving the Bay Area for over 20 years. Crook Beales Design specializes in corporate branding, publications, identity, collateral, and book design. Crook Beales Design aims to help clients achieve their marketing goals by providing an array of services including art direction, design, production, photo research and editing, copy writing, website development, and project and print management through a variety of marketing mediums. Crook Beales Design excels in both project and team management, providing effective services in a budget and time friendly manner.

Elpis Consulting

Elpis Consulting aims to bring clear strategy, strong leadership and effective people practices to goal oriented organizations to allow them to achieve extraordinary results. Elpis Consulting provides strategic business and human resources solutions, recognizing that standard methodology does not work for all. Elpis works to help companies strengthen their central leadership forces, revive ineffective HR systems, and develop actionable business strategies. Elpis Consulting is based in Washington D.C. and employs highly specialized employees to ensure that their clients are provided with quality results.

Kreativz

Kreativz is a brand strategy firm designing solutions for brand development and marketing, media communications. Kreativz works to lead a company's business and technology application to success in today's consumer and B2B markets. Kreativz's approach centers around utilizing a company's inner strengths to help them pave a path towards sustainable business and positive social impact. Kreativz believes that

sustainable business practice and positive social impact are at the core of a company's success, and promotes the values in all of their endeavors. By providing services in identity developments, product launch, market research, and more, Kreativz helps companies both build and expand upon their brands.

Niemela Pappas & Associates

Niemela Pappas and Associates is a full service lobbying firm that was founded in 2014. Niemela Pappas and Associates have secured two of the CEQA exemptions in California history. The firm has sponsored landmark tax break developments within the solar industry and have worked within differing coalitions to pass the 33% renewable portfolio for the state. The firm has also contributed to remarkable developments within product manufacturers in agriculture, technology, energy and food processing sectors within government, educational, and recycling institutions. Niemela Pappas and Associates have created vital change in sustainability sectors across the state, and continue to build upon their success. **In February 2023, Niemela Pappas and Associates finally received confirmation of their certification application! They will be included in next year's report.**

Print2Assist

Print2Assist is a printing, promotional, and communication company that aims to improve the foundational aspects of its partner companies. Print2Assist believes that an exceptional supplier is one that places the customers' needs first and collaborates with their customers based on their long-term objectives. Print2Assist operates as an exceptional supplier with the mission of making customers prosper. Print2 Assist specialized in improving companies efficiencies by internally streamlining business processes, reducing the overall cost of business, and through the conversion of non-core fixed costs to variable. Print2Assists caters these services to their clientele by creating compelling marketing programs across different mediums to improve customer projections.

Rising Sun Center for Opportunity

Rising Sun is a premier nonprofit organization that works to improve climate resilience and economic equity within San Joaquin County and the Bay Area. In the past thirty years, Rising Sun has helped over 52,700 households reduce their carbon footprint, and annually improve the climate resilience and efficiency of 3,000 homes. Rising Sun facilitates a

Climate Careers pathway that trains and employs youth in the Bay Area to provide water and energy efficiency services typical residents. Rising Sun values the core principles of equity, resilience, and transparency, while additionally fostering a growing and diverse workforce. Rising Sun aims to create a just and sustainable future for all people and the greater planet as a whole.

Kim Malcolm

Kim Malcolm is the Former Director of Clean Power SF where she led the San Francisco community choice aggregation program. Malcolm has thirty plus years of experience working in the clean energy field and was employed for twenty five years by the California Public Utilities Commission to serve in various leadership positions, such as Chief of Staff to the President, Advisor to four Commissioners, Director of Administration, and Administrative Law Judge. Malcolm has also served on the board of multiple Bay Area nonprofit organizations and has organized both professional and fundraising events related to regulation.

Essense Partners

Essense Partners is a strategy and marketing company composed of experts on all things energy. Essense Partners is exclusively focused on using vertically-integrated strategic marketing and technology implementation tactics to benefit companies when it comes to the ever-evolving energy sector. The company was founded in 2014, and has since grown exponentially. Essense Partners currently supports forty plus clients, facilitating companies' endeavors to achieve a cleaner, more customer-centric, and technology-enabled future. Essense Partners has expertise in many energy categories ranging from new energy offerings to integrated electric-resource-planning solutions. Essense Partners works with both B2B companies and state agencies to best support clients markets and consumer audiences, offering a diverse range of resources to best help their clients succeed.

Finesse the Future

Jean Bonander has forty plus years of service in local California government operations and performance. Bonander currently runs a statewide organization which aims to maintain equitable electric rates on street light and traffic control systems. Through government intervention, Bonander makes equitable electricity service a possibility. Bonander also facilitates strategy and foresight sessions for different elected officials

and staff, and has recently been involved in the management of a ten member regional telecommunications agency. Bonander has also played a crucial role in starting up a regional wildfire prevention authority. Bonander participated in her community through both her professional and volunteer endeavors. Bonander serves as the Chair of the Marin County Treasury Investment Oversight Committee, which monitors policy and audits for over a billion dollars of public funding for thirty different government agencies.

[Susan Moxley](#)

Susan Moxley is a technical editor based in Walnut Creek. She has worked as both a senior and principal technical editor at companies such as Hyperion Solutions, Oracle, and Microsoft TV. Moxley has content management, copy editing, cross functional team leadership, and HTML 5 skills and possesses over fifteen years of experience in the editing field. Susan serves as copy editor for MCE and uses her extensive skill set to best support the company.

[Cool the Earth](#)

Cool the Earth is an organization set out to educate and promote climate activism within individuals. They motivate them to take action on significant climate change solutions with minimizing their carbon footprint. Cool the Earth believes that although they do focus on the individual, the collective change will minimize the climate change that we are experiencing and disproportionately affects minorities and those most vulnerable.

[Emma Richard](#)

Emma Richard (she/her) is an illustrator, graphic recorder and creative facilitator based in Ontario. She is a woman and part of the 2SLGBTQIA+ community. Emma combines her capacity for deep listening with her love of the creative process to capture stories as they emerge, and artfully transfer them onto the page. In her professional work, she centers her clients as experts, and strives to work with them to co-create pieces in which people feel seen and heard. With this stance and her approach on creating a creative environment, Emma Richard delivers visual storytelling from her work that shows the beauty of art.

[Lemonly](#)

Lemonly is a graphics design that specializes in infographics and video content which allow statistics to look visually appealing and interesting.

They focus on making their data presentable, engaging and easy to understand. Founded in 2011 they see their purpose as designing clarity with the unclear, holding values of adventure, collaboration and integrity.

[Remy Bogdanovich](#)

Remy Bogdanovich is a Graphic Designer who has been providing design services for MCE since 2021 as a Website, Design, and Brand Marketing Intern. Continuing her work as a contractor in 2022, Remy continues to collaborate with MCE's Marketing and Public Affairs Team in support of the agency's mission of reducing the impacts of climate change. She holds a degree in Design Studies and a double minor in Business and Human Systems Integration from San José State University.

MCE is a not-for-profit public electricity provider, offering Bay Area customers renewable energy and local energy programs since 2010.

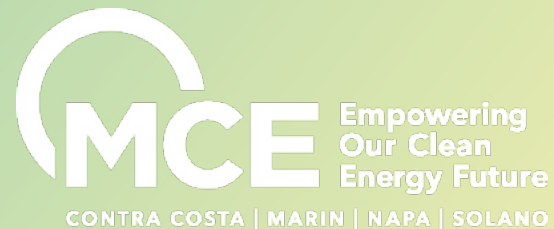
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