
CALPINE POWERAMERICA-CA LLC

(ESP #1362)

General Order 156

Supplier Diversity Program

2024 Report & 2025 Plan

Annual Supplier Diversity Report and Plan

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CPA's Commitment to Diversity

In accordance with the provisions of General Order ("GO") 156, Calpine PowerAmerica-CA LLC ("CPA") respectfully submits its 2024 Annual Report and 2025 Annual Plan for the California Public Utilities Commission's ("Commission") Supplier Diversity Program. The Annual Report covers the period of January 1, 2024, through December 31, 2024, and the Annual Plan covers January 1, 2025, through December 31, 2025.

This report provides information regarding CPA's Women, Minority, Disabled Veteran, and Lesbian, Gay, Bisexual and Transgender Business Enterprise ("WMDVLGBTBE") procurement program and summarizes CPA's utilization of WMDVLGBTBE suppliers during 2024. The report generally follows the reporting format guidelines established in Commission Decision ("D.") 22-04-035, GO 156 and the Commission's Electric Service Provider ("ESP") template.

ESPs face a unique obstacle to increasing their overall WMDVLGBTBE supplier spend in that much of their spend categories do not have available diverse suppliers. The largest hurdle involves power procurement, which have little to no diverse suppliers verified by the Supplier Clearinghouse. While CPA's current efforts related to supplier diversity are limited by available suppliers, CPA is committed to growing an effective and sustainable strategy in WMDVLGBTQE spend.

In addition to CPA's supplier diversity program, it also benefits from diversity initiatives that are implemented on a broader corporate level through its parent company, Calpine Corporation ("Calpine").

As detailed in Calpine's 2023 Sustainability Report, Calpine is guided by the following Diversity and Inclusion ("D&I") Principles:

1. **Opportunity for all** will continue to be a guiding principle in Calpine's work, community, and philanthropic efforts.
2. Calpine will strengthen policies, procedures and practices that **promote acceptance, inclusion, and respect** for all.
3. Calpine will practice and emphasize behaviors that build trust and understanding and strive to eliminate resentment and bias.
4. Calpine believes **diverse teams and a merit-based culture lead to better business results.**
5. Calpine does not believe there is a trade-off between diversity and meritocracy.
6. Calpine will **acknowledge opportunities for improvement** and correct course when warranted.

The company's commitment to D&I is upheld by Calpine leadership. Calpine's Diversity Advisory Committee has oversight of the company's D&I strategy and objectives and is comprised of senior

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leaders who meet monthly to provide leadership and direction to the D&I Council. The D&I Council includes employees from all levels and functions of the organization and meets regularly to discuss initiatives and connect employees so as to foster a diverse and inclusive environment at Calpine and its subsidiaries. D&I Council members have a staggered tenure to allow the Council to continually introduce fresh perspectives from across the organization.

Rooted in Calpine's established values and D&I Principles, Calpine has the following D&I goals:

- Attract, engage, and retain a diverse, inclusive, and talented workforce.
- Engage with diverse communities and suppliers to volunteer, donate, and spend.
- Meet the needs of our increasingly diverse customers and communities.

To achieve these goals, Calpine has implemented a number of initiatives including:

- Published company D&I Principles.
- Expanded company Employee Resource Groups.
- Provided managers tools to promote Calpine's D&I concepts.
- Hosted company values workshops for employees.
- Hosted Behavioral Interviewing and Giving Difficult Feedback Workshops for managers.
- Began providing employees a bi-weekly Calpine job opportunity communication.
- Launched a Mentorship Match Program for employees at all levels.
- Expanded Calpine's relationship with selected colleges and universities.
- Emphasized reaching socially and disadvantaged businesses through company Supplier Diversity Programs.

As a part of Calpine's commitment to D&I, the company has introduced the following Employee Resource Groups ("ERGs"):

- Veterans ERG ("VERG")
- Women's Initiatives & Networking ("WIN")
- Hispanics Energizing Calpine ("HEC")
- Black/African American ERG ("B/AAERG")
- Asian American ERG ("AAERG")
- LGBTQ+ ERG
- New Hires ERG

Calpine's ERGs are employee-led groups that form around a common dimension and serve as a community for members while also helping Calpine to achieve its business and D&I goals. Calpine

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encourages the creation of new ERGs across its operations to provide employees from different locations a chance to network and share best practices.

9.1.1 Description of Supplier Diversity Program Activities During the Previous Calendar Year

A. Internal and External Supplier Diversity Program Activities

CPA is a small ESP that only serves four customers. Given its small size, CPA does not have any supplier contracts except for power procurement contracts. All of CPA's administrative support (e.g. office supplies, insurance, property management) are administered by CPA's parent company, Calpine Corporation.

Currently, there are little to no diverse power procurement suppliers verified by the Supplier Clearinghouse. Further, power procurement suppliers would also need to provide specific regulatory products, such as resource adequacy or renewables portfolio standard, to meet specific CPA compliance obligations. This issue is further complicated by the fact that CPA already has long-term contractual commitments. Despite these barriers, CPA is committed to growing an effective and sustainable strategy in WMDVLGBTQE's spend.

B. Contact Information

Inquiries about CPA's supplier diversity program can be sent to:

Jason Armenta
Vice President of Power Marketing, Trading West
Calpine Corporation
Email: Jason.Armenta@calpine.com

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9.1.9 Description of Supplier Diversity Activities and Progress in Power (Energy) Procurement

As described above, CPA is a small ESP that only serves four customers. Given its small size, CPA does not have any supplier contracts except for power procurement contracts. There are little to no diverse power procurement suppliers, verified by the Supplier Clearinghouse. Further, power procurement suppliers would also need to provide specific regulatory products, such as resource adequacy or renewables portfolio standard, to meet specific CPA compliance obligations. This issue is further complicated by the fact that CPA already has long-term contractual commitments. Due to these barriers, CPA does not have any contracts with WMDVLGBTBE power procurement suppliers.

			Direct Power Purchases \$	Direct Fuels for Generation \$			Totals \$ ¹			% ²
			Renewable and Non-Renewable Power Products	Diesel	Nuclear	Natural Gas	Direct ³	Sub ⁴	Total \$ ⁵	
1	Minority Male	African American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0
2		Asian Pacific American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0
3		Hispanic American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0
4		Native American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0
5		Total Minority Male	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0
6	Minority Female	African American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0
7		Asian Pacific American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0
8		Hispanic American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0
9		Native American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0
10		Total Minority Female	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0
11	Total Minority Business Enterprise ("MBE")		\$0	\$0	\$0	\$0	\$0	\$0	\$0	0

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12	Women Business Enterprise (“WBE”)	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (“LGBTBE”)	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0
14	Disabled Veteran Business Enterprise (“DVBE”)	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0
15	Persons with Disabilities Business Enterprises (“DBE”)	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0
16	8(a) ⁶	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0
17	Total Supplier Diversity	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0
18	Net Power Procurement	\$ 1,284,654							
19	Net Direct Power Purchases	\$ 1,284,654							
20	Net Direct Fuels for Generation	\$0							
21	Total Number of Diverse Suppliers	0							

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

² % - Percentage of Net Procurement.

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

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

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

⁶ 8(a) - Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business of Commerce, pursuant to Section 5 of Executive Order 11625 (“GO 156 Section 1.3.13”)

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

As explained above, CPA does not have any supplier contracts for non-power procurement goods or services.

			2024							
			Direct Spend ¹ \$	Sub Spend ² \$	Total \$	%	Product Spend \$	Service Spend \$	Total \$	%
1	Minority Male	African American	0	0	0	0	0	0	0	0
2		Asian Pacific American	0	0	0	0	0	0	0	0
3		Hispanic American	0	0	0	0	0	0	0	0
4		Native American	0	0	0	0	0	0	0	0
5		Total Minority Male	0	0	0	0	0	0	0	0
6	Minority Female	African American	0	0	0	0	0	0	0	0
7		Asian Pacific American	0	0	0	0	0	0	0	0
8		Hispanic American	0	0	0	0	0	0	0	0
9		Native American	0	0	0	0	0	0	0	0
10		Total Minority Female	0	0	0	0	0	0	0	0
11	Total Minority Business Enterprise		0	0	0	0	0	0	0	0
12	Women Business Enterprise		0	0	0	0	0	0	0	0
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise		0	0	0	0	0	0	0	0
14	Disabled Veteran Business Enterprise		0	0	0	0	0	0	0	0
15	Persons with Disabilities Business Enterprise		0	0	0	0	0	0	0	0
16	8(a)*		0	0	0	0	0	0	0	0
17	Total Supplier Diversity Spend		0	0	0	0	0	0	0	0

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18	Net Procurement**	0
19	Net Product Procurement	0
20	Net Service Procurement	0
21	Total Number of Diverse Suppliers that Received Direct Spend	0

* 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 an ESP directly procures from a supplier.

² Sub - Means Subcontractor Procurement: when a prime contractor, in contract with an ESP, procures from a subcontractor to fulfil its contractual obligation(s).

% - Percentage of Net Procurement.

9.1.2 Description of Diverse Suppliers with Majority Workforce in California

For the reasons described above, CPA does not have any contracts with WMDVLGBTBE suppliers to date.

9.1.3 Supplier Diversity Program Expense

CPA does not calculate its Supplier Diversity Program expenses as separate budget categories. All program activity is handled by existing staff within the purview of their existing California regulatory responsibilities.

9.1.4 Description of Progress in Meeting or Exceeding Set Goals

ESPs face a unique obstacle to increasing their overall WMDVLGBTBE supplier spend in that much of their spend categories do not have available diverse suppliers. The largest hurdle involves power procurement, which have little to no diverse suppliers verified by the Supplier Clearinghouse. While CPA's current efforts related to supplier diversity are limited by available suppliers, CPA is committed to growing an effective and sustainable strategy in WMDVLGBTQE's spend. During the 2024 reporting period, CPA developed a one-page informational flyer describing the Commission's Supplier Diversity Program to encourage suppliers that qualify to join. However, without access to any WMDVLGBTQE power procurement supplier, CPA continues to struggle to meet its supplier diversity program goals.

Representatives of CPA's management attended the Small and Diverse Business Expo held in Riverside, California on October 9th, 2024, including sponsoring a table. Attendees to the Expo that believed that they had a service to offer Calpine Energy Solutions were encouraged to provide their contact information. From this event, at least eight referrals were offered to Calpine Corporation for further review.

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9.1.4 Supplier Diversity Results Compared to Set Goals

Category	2024 Result %	2024 Goal %
Minority Male Business Enterprise	0.0%	7.5%
Minority Female Business Enterprise	0.0%	7.5%
Minority Business Enterprise (MBE)	0.0%	15.0%
Women Business Enterprise (WBE)	0.0%	5.0%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	0.0%	5.0%
Disabled Veteran Business Enterprise (DVBE)	0.0%	1.5%
Persons with Disabilities Business Enterprise (DBE)	0.0%	0%
Total	0.0%	26.5%

% - Percentage of Net Procurement.

9.1.5 Description of Prime Contractors Utilization of Diverse Subcontractors

CPA's only supplier agreements are power procurement agreements, without any subcontractors. Further the use of subcontractors in power procurement agreements is uncommon.

9.1.6 List of Supplier Diversity Complaints Received and Current Status

CPA is not aware of any WMDVLGBTBE complaints during 2024.

9.1.7 Description of Efforts to Recruit Diverse Suppliers in Low Utilization Categories

Currently, there are little to no diverse power procurement suppliers verified by the Supplier Clearinghouse. Further, power procurement suppliers would also need to provide specific regulatory products, such as resource adequacy or renewables portfolio standard, to meet specific CPA compliance obligations. This issue is further complicated by the fact that CPA already has long-term contractual commitments. Despite these barriers, CPA is committed to growing an effective and sustainable strategy in WMDVLGBTQE's spend. During the 2024 reporting period, CPA developed a one-page informational flyer describing the Commission's Supplier Diversity Program to encourage suppliers that qualify to join.

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10.1.1 Supplier Diversity Short-, Mid-, and Long-Term Procurement Goals For Power and other Good and Service Categories

Power Type	Short-Term 2024						Mid-Term 2025-2027						Long-Term 2028+					
	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	Total Supplier Diversity Goal	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	Total Supplier Diversity Goal	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	Total Supplier Diversity Goal
All	15.00%	5.00%	5.00%	1.50%	0.00%	26.50%	15.00%	5.00%	5.00%	1.50%	0.00%	26.50%	15.00%	5.00%	5.00%	1.50%	0.00%	26.50%
Total	15.00%	5.00%	5.00%	1.50%	0.00%	26.50%	15.00%	5.00%	5.00%	1.50%	0.00%	26.50%	15.00%	5.00%	5.00%	1.50%	0.00%	26.50%

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

SIC Code Product	Short-Term 2024						Mid-Term 2025-2027						Long-Term 2028+					
	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	Total Supplier Diversity Goal	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	Total Supplier Diversity Goal	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	Total Supplier Diversity Goal
All	15.00%	5.00%	5.00%	1.50%	0.00%	26.50%	15.00%	5.00%	5.00%	1.50%	0.00%	26.50%	15.00%	5.00%	5.00%	1.50%	0.00%	26.50%

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Subtotal	15.00%	5.00%	5.00%	1.50%	0.00%	26.50%	15.00%	5.00%	5.00%	1.50%	0.00%	26.50%	15.00%	5.00%	5.00%	1.50%	0.00%	26.50%
	Short-Term 2024						Mid-Term 2025-2027						Long-Term 2028+					
	Minority Business	Women Business	Lesbian, Gay, Bisexual, Transgender Business	Disabled Veteran Business	Persons with Disabilities Business	Total Supplier Diversity Goal	Minority Business	Women Business	Lesbian, Gay, Bisexual, Transgender Business	Disabled Veteran Business	Persons with Disabilities Business	Total Supplier Diversity Goal	Minority Business	Women Business	Lesbian, Gay, Bisexual, Transgender Business	Disabled Veteran Business	Persons with Disabilities Business	Total Supplier Diversity Goal
SIC Code	Enterprise	Enterprise	Enterprise	Enterprise	Enterprise	Enterprise	Enterprise	Enterprise	Enterprise	Enterprise	Enterprise	Enterprise	Enterprise	Enterprise	Enterprise	Enterprise	Enterprise	Enterprise
Service	(MBE)	(WBE)	(LGBTBE)	(DVBE)	(DBE)	(DBE)	(MBE)	(WBE)	(LGBTBE)	(DVBE)	(DBE)	(DBE)	(MBE)	(WBE)	(LGBTBE)	(DVBE)	(DBE)	(DBE)
All	15.00%	5.00%	5.00%	1.50%	0.00%	26.50%	15.00%	5.00%	5.00%	1.50%	0.00%	26.50%	15.00%	5.00%	5.00%	1.50%	0.00%	26.50%
Subtotal	15.00%	5.00%	5.00%	1.50%	0.00%	26.50%	15.00%	5.00%	5.00%	1.50%	0.00%	26.50%	15.00%	5.00%	5.00%	1.50%	0.00%	26.50%

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

CPA's planned 2025 supplier diversity program activities include the following:

Internal Planned Program Activities

- CPA will consider the recommendations by the Commission's Advisory and Compliance Division for the achievement of maximum results in implementing legislative policy and GO 156 consistent with the WMDVLGBTBE program guidelines.
- CPA will create an educational one-pager about the Supplier Diversity Program qualifications and benefits to provide to prospective suppliers.
- CPA will prepare and submit an Annual Report for 2024 and Annual Plan for 2025 pursuant to GO 156 and any further guidance provided by the Commission.

External Planned Program Activities

- CPA will inquire about diversity for any contracts it considers.
- CPA will provide its suppliers with an educational one-pager about the Supplier Diversity Program qualifications and benefits.

10.1.3 Plans for Recruiting Diverse Suppliers in Low Utilization Categories

CPA's plans to recruit diverse suppliers in categories such as power and other categories considered highly technical in nature where diverse supplier utilization has been low include the following:

- CPA will inquire about diversity for any contracts it considers.
- CPA will provide its suppliers with an educational one-pager about the Supplier Diversity Program qualifications and benefits.

10.1.4 Plans for Recruiting Diverse Suppliers Where Unavailable

CPA's plans for seeking and/or recruiting diverse suppliers in categories where diverse suppliers are currently unavailable include the following:

- CPA will provide its suppliers with an educational one-pager about the Supplier Diversity Program qualifications and benefits.

10.1.5 Plans for Encouraging Prime Contractors to Subcontract Diverse Suppliers

As explained above, CPA's power procurement suppliers do not generally use subcontractors. However if a supplier were to obtain contractual permission to subcontract a portion of their work, CPA will encourage the supplier to subcontract with diverse suppliers.

10.1.6 Plans for Complying with Supplier Diversity Program Guidelines

See Section 10.1.2 for a description of CPA's GO 156 program activities planned for 2025. CPA will consider the recommendations by the Commission's Advisory and Compliance Division for the achievement of maximum results in implementing legislative policy and GO 156 consistent with the WMDVLGBTBE program guidelines. CPA will prepare and submit an annual report and plan pursuant to GO 156 and any further guidance provided by the Commission.