



Golden State Water Company

A Subsidiary of American States Water Company

2021 Annual Report and 2022 Annual Plan

on the Utilization of Women, Minority, Disabled Veteran,
Lesbian, Gay, Bisexual and Transgender Business Enterprises (U-133-W)

*Supplier Diversity:
“What About After?”*

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Message from the President

We are pleased to submit the Golden State Water Company (GSWC) 2021 CPUC General Order 156 Supplier Diversity Report, showcasing our continued support for and achievements in our Supplier Diversity Program. As the COVID-19 Pandemic continues, Golden State Water Company has maintained our ability to deliver high quality, reliable water service to our customers in California. We continually review all recommended COVID-19 Federal, State and County guidelines to ensure that we are implementing and adhering to safe and efficient policy and processes. We believe that this diligent approach will ensure the highest level of safety for our employees and customers. As an essential services provider, we will continue the good work of maintaining water pipelines, tanks, and booster stations, etc., as well as planning and executing on new projects to ensure future sustainability.

In 2021, our Supplier Diversity Program once again surpassed the stated CPUC diverse spend goals of 21.5%. Our total diverse spend for 2021 was **29.64%**. This represents an increase of **3.1%** as compared to 2020 results. In 2021, we began to implement practices and processes for the identified areas of focus mentioned in 2020, such as increasing Second Tier Subcontracting visibility with Prime Suppliers, creating a Diverse Supplier Registration Portal allowing access to internal teams when sourcing for products and services, and continuing or re-establishing strong partnerships with Community Based Organizations to better understand the availability of suppliers in the Diverse Supplier marketplace. GSWC's Supplier Diversity Program will continue on its path to constantly review and analyze current practices and implement new processes as the diverse supplier market changes and grows. It is our hope that these efforts will help us to strengthen relationships and achieve greater success in partnerships with diverse business enterprises and the communities we serve.

We have been **Intentional** and focused in our efforts thus far and we remain steadfast in our commitment to Supplier Diversity as an integral component of our business strategy. As work environments pivot to the new normal, as suppliers strive to sustain in providing necessary goods and services, and as our customers respond to and recover from the challenges of the COVID-19 Pandemic, Golden State Water Company looks forward as we consider **What About After?**

We are excited about 2022 and the hopeful retreat of the COVID-19 Pandemic that will allow a return to a sense of balanced normalcy in our everyday lives as well as our work environment. The diligent intersection of committed GSWC Leadership, supplier partners, internal team members and execution of Supplier Diversity best practices, will deliver continued success to the Golden State Water Supplier Diversity Program.

A handwritten signature in black ink that reads "Robert J. Sprowls". The signature is written in a cursive, flowing style.

Robert J. Sprowls
President and CEO
Golden State Water Company



Message from the Supplier Diversity Program Manager

I am pleased to represent and maintain the good work of Golden State Water Company's (GSWC) Supplier Diversity Program. Each year in my short tenure has been a move forward in raising awareness and visibility of supplier diversity, and the benefits it brings to our supply chain in the communities that we serve.

The year 2021 came into existence much like 2020 ended. The COVID-19 Pandemic that caused such a significant pivot to our daily lives, continued. Just when we thought we would be able to consider, "**What About After?**", additional challenges were waiting that are still being researched and reviewed. Through it all, GSWC's Supplier Diversity Program efforts and adherence to program components remained successful. Our 2020 diverse spend results did increase **3.1%** and we achieved total diverse spend of **29.64%** in 2021.

So, **What About After?** The impact of the COVID-19 Pandemic provided time for thought, partnerships, and review. As a 10(+) year Program, GSWC was the first Investor Owned Water Utility in California to create a full time resource for supplier diversity. The last 10 years has brought much change to the entrepreneurial landscape, with increased visibility and growth, specifically in the diverse supplier marketplace.

So many factors have impacted the landscape causing slight and, in some cases, very broad adjustment to the lens that was currently used to view diverse supplier resources, availability, and capabilities for goods and services offered and ultimately procured.

In 2021, GSWC conducted a 360 Degree Supplier Diversity Program survey to assess current state perspectives from leadership, mid-level management and prime suppliers on our efforts in our decade long existence of the Supplier Diversity Program. I am excited to review and analyze the results to inform on next best approaches that will bring continued success.

The **After** for Golden State Water Company's Supplier Diversity Program remains clear: We will continue our movement forward to increase the visibility of our leadership commitment, enterprise team member engagement and prime supplier partners who have journeyed with us to deliver clean, safe and reliable water resources to all communities served.

Thank you to everyone who has and continues to journey with us. There is still so much more to look forward to accomplishing.

Holley Joy
Supplier Diversity Program Manager

Welcome to Golden State Water Company's (GSWC) 2021 CPUC General Order 156 Annual Report on Supplier Diversity. This report reflects our efforts, successes, and challenges to identify and engage Women, Minority, Disabled Veteran and Lesbian, Gay, Bi- and Trans-Gender Enterprises (WMDVLGBTBE) interested in competing for available contract opportunities for goods and services that we procure.

Our report follows the stated California Public Utilities Commission (CPUC) Guidelines bringing visibility to a variety of supplier diversity program components that are of interest and will inform on needed areas of focus.

We continue our intentional focus on increasing spend in all categories to further the economic benefits to be realized in the communities we serve.



Golden State
Water Company

A Subsidiary of American States Water Company

Corporate Commitment to Supplier Diversity

Our commitment has not wavered. Golden State Water Company will support continued enhancement and development of best and innovative supplier diversity program practices to assist in the execution and achievement of our primary mission.



Mission:

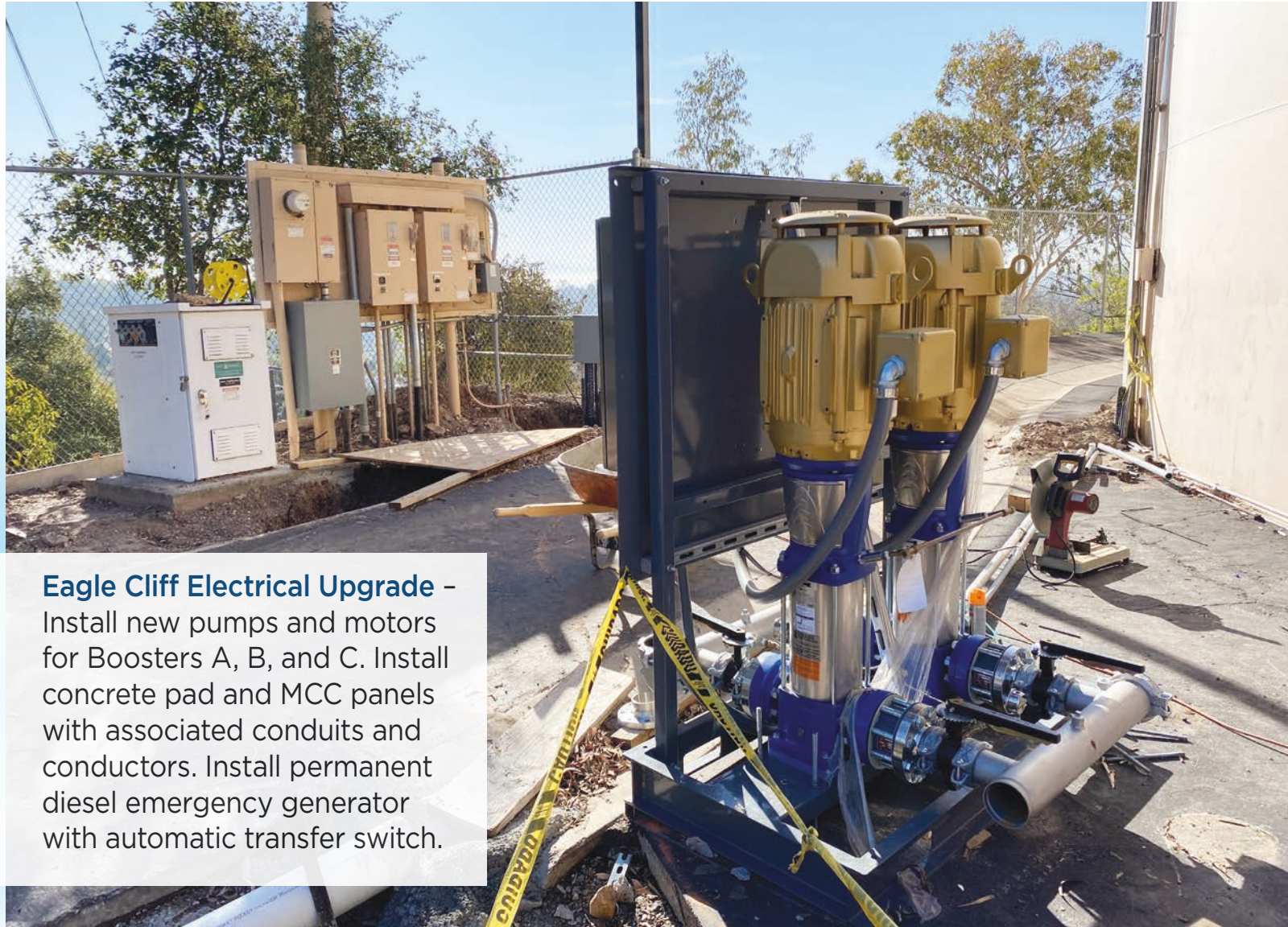
To deliver high quality, reliable and safe drinking water to all customers in the communities served.

2021 Projects Completed



La Jolla Well No. 3 - Drill and equip a groundwater production well with a target pumping rate of 2,500 gallons per minute (gpm).

2021 Projects Completed



Eagle Cliff Electrical Upgrade – Install new pumps and motors for Boosters A, B, and C. Install concrete pad and MCC panels with associated conduits and conductors. Install permanent diesel emergency generator with automatic transfer switch.

2021 Projects Completed



Studebaker PFAS Treatment - Furnish and install an ion exchange treatment system for the new Studebaker Well No. 3 including site piping, electrical, PLC, and SCADA programming.

2021 Projects Completed



Avenue D AMR - Replace 700 linear feet (LF) of 12-inch steel pipe that was 67 years old with 12-inch PVC pipe along Avenue D.

2021 Projects Completed



Tank Repair

Athens Tank Rafter Repair - Recoat the interior and exterior and upgrade required safety, health, structural, and seismic modification of Athens tank in the Southwest system.



Final Walkthrough

Golden State Water Company 2021 Annual WMDVLGBTBE Report

Please see Golden State Water Company's Supplier Diversity Program highlights as presented in the following tables with supporting narratives. We were successful in meeting and surpassing the CPUC stated spend with WMDVLGBTB Enterprises despite the continued pivots due to the ongoing COVID-19 Pandemic. While we were not able to attend in person events with partnering Community Based Organizations, we remained committed to provide outreach outlets via virtual sessions and a greater use of many technological tools.



Sec. 9.1.1 Description of WMDVLGBTBE Program Activities External

2021 Highlights - External

American Indian Chamber of Commerce of California

On June 3, 2021, California Water Association Utility Supplier Diversity Program (CWA USDP) Managers hosted a Procurement Summit to reach and meet Native American business owners interested in learning more about opportunities with the Class A Water Utilities of California. Each utility presented insight into Utility Corporate Culture and Commitment to Supplier Diversity, overviews of Procurement Policies and Processes and offered insight into upcoming sourcing opportunities. This inaugural event is hoped to be continued in 2022 and beyond.

Council for Supplier Diversity - High Performance Supplier Series

Golden State Water Company, collaborated with the **Council for Supplier Diversity, University of San Diego School of Business, California American Water and Frontier Communications** to deliver a series of virtual workshops designed to increase visibility and capabilities of African American suppliers able to potentially compete for Utility contract awards. Each virtual workshop was primarily facilitated by a University of San Diego (USD) faculty member experienced in teaching, is an active consultant, and pursues the latest research in all areas of effective business performance. In these highly interactive workshops, cohorts engaged with leading thinkers in organizational strategy, marketing, resource management, financial strategy and business leadership. Participants had extensive opportunities to apply the

learning to their companies and received feedback from facilitators and like-minded leaders.

Key topics were delivered in five (5), one-day virtual sessions over a five-month period. Program topics included: (1) Organizational and Operational Strategy, (2) Marketing and Business Development, (3) Effective Cost and Executive Negotiations, (4) Strategies for Financing and Financial Management and (5) Managing People: Leveraging the Human Asset.

CWA R.I.S.E. Accelerator

On March 11, 2021, a groundbreaking new platform designed to boost visibility and open new doors to more black-owned companies was unveiled by the California Water Association (CWA) Utility Supplier Diversity program managers. The kickoff virtual event, “Black Business R.I.S.E. Virtual Accelerator - Access for Black-Owned Businesses in the Water Industry,” was the latest addition to CWA’s Utility Supplier Diversity Program (USDP).

CWA R.I.S.E. connects diverse vendors throughout California in the interest of forging mutually beneficial business partnerships and creating opportunities for vendors, suppliers, and the California community at large to grow.

In 2021, CWA R.I.S.E. Accelerator series hosted 35 new black owned businesses seeking to be informed and knowledgeable about how they can intersect goods and services that they offer with water utility procurement needs. CWA R.I.S.E. Virtual Accelerator will continue in 2022.

Sec. 9.1.1 Description of WMDVLGBTBE Program Activities External

2021 Highlights - External



Meet the Primes... Like Never Before

Our annual event was presented with new and innovative solutions in the virtual space. Developed and presented virtually by the great work of **Innovate Marketing Group** with event facilitation by **Guided Business Plan, Meet the Primes..Like Never Before** engaged an audience of 100(+) diverse suppliers. Attendees enjoyed virtual supplier presentations/videos, networking with supplier diversity managers and internal team members from all seven Investor Owned Water Utilities. This event featured both prerecorded and real time speakers, followed by interactive matchmaking with prime suppliers of the water utilities. This format facilitated understanding and discussion between Prime Suppliers and potential subcontractor to identify needs and expectations.

Water Acumen Training for Entrepreneurial Refinement (W.A.T.E.R.)

Due to the ever-changing landscape of the COVID-19 Pandemic, members of the California Water Association Utility Supplier Diversity Program Committee, decided to postpone offering a W.A.T.E.R. Session until 2022. Please stay engaged for results of our upcoming 2022 W.A.T.E.R. Sessions beginning March 9, 2022.



Sec. 9.1.1 Description of WMDVLGBTBE Program Activities External

2021 Highlights - External

Women Business Enterprise Council West (WBEC West)

GSWC participated in several programs offered to members of WBEC West via a collaborated partnership with CWA Class A Water Utilities. All programs are geared towards bringing visibility and awareness of capable Women Business Enterprises (WBEs) seeking to provide goods and services to the Joint Utilities of California. Each program provides opportunities for growth and development that will expand knowledge and provide sustainability to their individual enterprises. This program provided by WBEC West has historically been and will continue to be, an event that you don't want to miss!! Here is a small sample of programs that Golden State Water Company participated in:

Platinum Supplier Program

For WBEC-West certified WBEs looking to launch into corporate and government contracting. Attendees who complete the program have a comprehensive understanding of corporate procurement processes, roles and responsibilities of supplier diversity professionals, complete a capability statement, value proposition, and receive direct feedback from WBEC-West corporate partners.

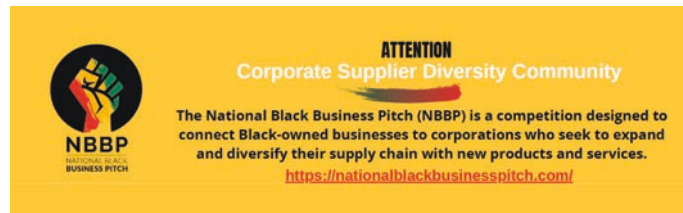
Traffic Jam Meet Up

For anyone living in California, you have to know that traffic in Los Angeles/Orange County/San Diego and Inland Empire is one of the most congested. This innovative and safe concept to help pass the time for busy WBEs, allowed for concentrated discussions with supplier diversity managers on a smaller scale. Undivided attention gave way to everyday talk with WBEs and allowed

supplier diversity professionals to get to know the owner behind the enterprise. GSWC was an active participant and learned even more about WBEs as individuals, as well as members of WBEC West and the cafeteria of goods and services that they offer.

National Black Business Pitch (NBBP)

GSWC as a CWA Member Utility, participated in this event as a Mentor to assist developing suppliers in refining all aspects of presentations highlighting goods and services offered.



Corporate Supplier of the Year

GSWC was pleased to accept the Corporate Supplier of the Year Award on behalf of the CWA Class A Water Utilities consisting of California American Water, California Water Service, Liberty Utilities, San Gabriel Valley Water Company, San Jose Water Company and Suburban Water Systems. We look forward to 2022 and the opportunities it will bring to further solidify this partnership and maintain access to the WBEs in our immediate marketplace. Please take a moment to click on the link below. You will be encouraged by the energy and excitement that WBEC West brings to WBEs and their ability to **RISE UP!!**

[WBEC-West 2021 Rise up Award Luncheon - YouTube](#)

Sec. 9.1.1 Description of WMDVLGBTBE Program Activities Internal

2021 Highlights – Internal

In 2021, GSWC staff continued working remotely from personal residences. The normal intersection of departments supporting GSWC Supplier Diversity Program efforts was limited to virtual meetings and discussions as schedules aligned. Our good work in supplier diversity was hampered but not defeated.

- Launched Supplier Diversity Registration Portal
- Increased diverse spend by 3.1% as compared to 2020 results
- Managed – Co Managed relationships with CBOs for both GSWC and CWA USDP (See Appendix)
- In 2021, GSWC surpassed the CPUC stated goal of 21.5% spend utilizing diverse owned business enterprises
- GSWC achieved 29.64% spend utilizing diverse suppliers
- GSWC introduced 11 new diverse suppliers to our supply chain
- Initiated Procurement Policy Revision – to be launched in Q2 2022



Sec. 9.1.1 Description of WMDVLGBTBE Program Activities External

Community Involvement - Operation GOBBLE

Golden State Water celebrated its 31st Annual Operation Gobble program in November 2021, engaging with local elected officials, nonprofits and community groups to provide Thanksgiving meals to local organizations that serve families and individuals with limited resources in underserved communities. Golden State Water donated more than \$100,000 during the 2021 Operation Gobble program. Since the program's inception, Golden State

Water has distributed more than 240,500 turkeys. Several charities, that provide family services in communities served by Golden State Water, assisted in ensuring delivery of the Thanksgiving donations. Ronald Moore, the Project Lead for Operation Gobble at Golden State Water, has managed this program since its inception and has achieved success year after year.

Charities

City of Artesia
Lions Club of Bell Gardens
City of Bell Gardens
City of Hawaiian Gardens
City of Lakewood Project Shepherd
Norwalk - La Mirada Unified School District
Lions Club of Norwalk
City of Norwalk
Placentia Community Foundation
His House
Lot 318
Friendly Center Inc.
Boys & Girls Club of Stanton
Illumination Foundation
Cypress College Foundation
Precious Life Shelter, Inc.
Casa Youth Shelter
Friendly Center Inc.
Grateful Hearts

Lake County Youth Services
First Assembly of God
Clearlake United Methodist Church
Calvary Chapel of Clearlake
Hope Rising/Hope Center
Church of the Nazarene
Crossroads Community Church of CL
SparkPoint Family Service Center
Ambrose Lions Club
Bay Point All in One
Bay Point Chamber of Commerce
Local Schools
St. Ignatius Parish (AC)
RC CC - Cordova Food Locker
RC CC - River City Christian
RC CC - Annapoorna
Early Risers Kiwanis
First United Methodist Church
Marysville Mission

River Bottoms Ministry
St. Vincent de Paul Food Closet
United Way
Sutter Lions Club
United Way
Early Risers Kiwanis
Glad Tidings Church
The Father's House
United Way
Alliance for Hispanic Advancement
Yuba Sutter Food Bank
United Way
T. E. Mathews School
Live Oaks Lions Club
Whiteaker: T.E. Mathews School
Yuba-Sutter Food Bank
Craftsmen for Christ
Yuba-Sutter Food Bank

Sec. 9.1.2 WMDVLGBTBE Annual Results by Ethnicity

Golden State Water Company accomplished 2021 diverse spend of **29.64%** exceeding the CPUC GO 156 stated spend goal of **21.5%** with women, minority, disabled veteran and lesbian, gay, bisexual and transgender business enterprises.

Golden State Water

2021

WMDVLGBTBE Annual Results by Ethnicity

		2021			
		Direct	Sub	Total \$	%
Minority Male	Asian Pacific American	\$1,493,871	\$0	\$1,493,871	1.12%
	African American	\$46,297	\$0	\$46,297	0.03%
	Hispanic American	\$26,451,022	\$165,096	\$26,616,118	20.01%
	Native American	\$1,722,185	\$0	\$1,722,185	1.29%
	Total Minority Male	\$29,713,375	\$165,096	\$29,878,471	22.46%
Minority Female	Asian Pacific American	\$1,711,423	\$0	\$1,711,423	1.29%
	African American	\$221,149	\$0	\$221,149	0.17%
	Hispanic American	\$1,892,527	\$0	\$1,892,527	1.42%
	Native American	\$0	\$0	\$0	0.00%
	Total Minority Female	\$3,825,098	\$0	\$3,825,098	2.88%
Total Minority Business Enterprise (MBE)		\$33,538,473	\$165,096	\$33,703,569	25.34%
Women Business Enterprise (WBE)		\$5,546,366	\$103,459	\$5,649,825	4.25%
Lesbian, Gay Bisexual, Transgender Business Enterprise (LGBTBE)		\$0	\$0	\$0	0.00%
Disabled Veteran Business Enterprise (DVBE)		\$26,480	\$48,260	\$74,740	0.06%
Other 8(a)*		\$0	\$0	\$0	0.00%
TOTAL WMDVLGBTBE		\$39,111,319	\$316,815	\$39,428,134	29.64%
Gross Procurement	\$233,310,456				
Exclusions	\$100,194,404				
Net Procurement**	\$133,016,053				

Line detail percentages may not sum to Total percentages due to rounding.

NOTE: * Firms Classified as 8(a) of Small Business Administration Includes Non-WMDVLGBTBE

** Net Procurement Includes Purchase Order and Non-Purchase Order

% – Percentage of Net Procurement

Direct – Direct Procurement

Sub – Subcontractor Procurement

Sec. 9.1.2 WMDVLGBTBE Direct Procurement by Product and Service Categories

Golden State Water Company introduced and utilized 11 new diverse suppliers via direct spend. Total diverse supplier utilization is on an upward trend.

Golden State Water

2021

WMDVLGBTBE Direct Procurement by Product and Service Categories

			Products		Services		Total	
			\$	%	\$	%	\$	%
Minority Male	Asian Pacific American	Direct	\$29,140	0.02%	\$1,464,731	1.10%	\$1,493,871	1.12%
	African American	Direct	\$2,353	0.00%	\$43,944	0.03%	\$46,297	0.03%
	Hispanic American	Direct	\$0	0.00%	\$26,451,022	19.89%	\$26,451,022	19.89%
	Native American	Direct	\$0	0.00%	\$1,722,185	1.29%	\$1,722,185	1.29%
	Total Minority Male	Direct	\$31,493	0.02%	\$29,681,882	22.31%	\$29,713,375	22.34%
Minority Female	Asian Pacific American	Direct	\$990,941	0.74%	\$720,482	0.54%	\$1,711,423	1.29%
	African American	Direct	\$0	0.00%	\$221,149	0.17%	\$221,149	0.17%
	Hispanic American	Direct	\$7,105	0.01%	\$1,885,422	1.42%	\$1,892,527	1.42%
	Native American	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
	Total Minority Female	Direct	\$998,046	0.75%	\$2,827,052	2.13%	\$3,825,098	2.88%
Total Minority Business Enterprise (MBE)		Direct	\$1,029,539	0.77%	\$32,508,934	24.44%	\$33,538,473	25.21%
Women Business Enterprise (WBE)		Direct	\$114,410	0.09%	\$5,431,956	4.08%	\$5,546,366	4.17%
Lesbian, Gay Bisexual, Transgender Business Enterprise (LGBTBE)		Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
Disabled Veteran Business Enterprise (DVBE)		Direct	\$0	0.00%	\$26,480	0.02%	\$26,480	0.02%
Other 8(a)*		Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
TOTAL WMDVLGBTBE		Direct	\$1,143,949	0.86%	\$37,967,371	28.54%	\$39,111,319	29.40%
Total Product Procurement			\$1,143,949					
Total Service Procurement			\$38,284,186					
Net Procurement***			\$133,016,053					
Total Number of WMDVLGBTBEs that Received Direct Spend			66					

Line detail percentages may not sum to Total percentages due to rounding.

NOTE: * Firms Classified as 8(a) of Small Business Administration Includes Non-WMDVLGBTBE

** Net Procurement Includes Purchase Order and Non-Purchase Order

% – Percentage of Net Procurement

Direct – Direct Procurement

Sub – Subcontractor Procurement

Sec. 9.1.2 WMDVLGBTBE Subcontractor Procurement by Product and Service Categories

This is a 2021 focus area for continued engagement, growth and development with GSWC Prime Suppliers.

Golden State Water **2021**
WMDVLGBTBE Subcontractor Procurement by Product and Service Categories

			Products		Services		Total	
			\$	%	\$	%	\$	%
Minority Male	Asian Pacific American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
	African American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
	Hispanic American	Sub	\$0	0.00%	\$165,096	0.12%	\$165,096	0.12%
	Native American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
	Total Minority Male	Sub	\$0	0.00%	\$165,096	0.12%	\$165,096	0.12%
Minority Female	Asian Pacific American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
	African American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
	Hispanic American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
	Native American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
	Total Minority Female	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
Total Minority Business Enterprise (MBE)		Sub	\$0	0.00%	\$165,096	0.12%	\$165,096	0.12%
Women Business Enterprise (WBE)		Sub	\$0	0.00%	\$103,459	0.08%	\$103,459	0.08%
Lesbian, Gay Bisexual, Transgender Business Enterprise (LGBTBE)		Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
Disabled Veteran Business Enterprise (DVBE)		Sub	\$0	0.00%	\$48,260	0.04%	\$48,260	0.04%
Other 8(a)*		Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
TOTAL WMDVLGBTBE		Sub	\$0	0.00%	\$316,815	0.24%	\$316,815	0.24%
Total Product Procurement			\$1,143,949					
Total Service Procurement			\$38,284,186					
Net Procurement***			\$133,016,053					

Line detail percentages may not sum to Total percentages due to rounding.

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

** Net Procurement includes Purchase Order and Non-Purchase Order

% – Percentage of Net Procurement

Direct – Direct Procurement

Sub – Subcontractor Procurement

Sec. 9.1.2 WMDVLGBTBE Procurement by Standard Industrial Categories

Golden State Water

2021

WMDVLGBTBE Procurement by Standard Industrial Categories

SIC Category	Asian Pacific American		African American		Hispanic American		Native American		Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	Other 8(a)**	Total WMDVLGBTBE	Total Dollars
	Male	Female	Male	Female	Male	Female	Male	Female							
8 Forestry Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 51,050	\$ -	\$ -	51,050	-	-	-	-	51,050	51,050
	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.04%	% 0.00%	% 0.00%	0.04%	0.00%	0.00%	0.00%	0.00%	0.04%	0.04%
16 Highways and Street Construction	\$ -	\$ -	\$ -	\$ -	\$ 1,934,762	\$ -	\$ 506,091	\$ -	2,440,853	1,798,691	-	-	-	4,239,544	4,239,544
	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 1.46%	% 0.00%	% 0.38%	% 0.00%	1.84%	1.36%	0.00%	0.00%	0.00%	3.19%	3.19%
17 Special Trade Contractor	\$ 317,166	\$ -	\$ 2,353	\$ -	\$ 15,495,792	\$ 1,834,372	\$ 1,216,093	\$ -	18,865,777	3,512,774	-	-	-	22,378,551	50,938,546
	% 0.24%	% 0.00%	% 0.00%	% 0.00%	% 11.68%	% 1.38%	% 0.92%	% 0.00%	14.22%	2.65%	0.00%	0.00%	0.00%	16.86%	16.86%
27 Printing and Publishing	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	30,013	-	-	-	30,013	47,258
	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.02%	0.02%
28 Chemical & Allied Products	\$ 486,994	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	486,994	-	-	-	-	486,994	1,066,681
	% 0.37%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	0.37%	0.00%	0.00%	0.00%	0.00%	0.37%	0.37%
34 Fluid Power Valves Hoses Fittings	\$ 4,360	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	4,360	-	-	-	-	4,360	4,360
	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
35 Industrial Machinery & Computer Equip	\$ 143,969	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	143,969	-	-	-	-	143,969	2,123,025
	% 0.11%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	0.11%	0.00%	0.00%	0.00%	0.00%	0.11%	0.11%
37 Misc Retail & Transportation Equipment	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	44,227	-	-	-	44,227	44,227
	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	0.00%	0.03%	0.00%	0.00%	0.00%	0.03%	0.03%
48 Communication	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	-	-	-	-	-	279,976
	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
49 Electric Services & Other Services Combined	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	-	-	-	-	-	157,537
	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
50 Wholesale Trade – Durable Goods	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	84,524	-	-	-	84,524	4,197,655
	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	0.00%	0.06%	0.00%	0.00%	0.00%	0.06%	0.06%
59 Miscellaneous Retail Stores NEC	\$ 24,780	\$ 990,941	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	1,015,721	37,978	-	-	-	1,053,699	6,288,322
	% 0.02%	% 0.75%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	0.77%	0.03%	0.00%	0.00%	0.00%	0.79%	0.79%
65 Real Estate	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	-	-	-	-	-	1,629,360
	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
72 Infrastructure Building and Surfacing & Paving Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	-	-	48,260	-	48,260	48,260
	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	0.00%	0.00%	0.00%	0.04%	0.00%	0.04%	0.04%
73 Business Services NEC	\$ 16,666	\$ 446,787	\$ 37,599	\$ -	\$ 8,584,625	\$ 7,105	\$ -	\$ -	9,092,782	21,491	-	-	-	9,114,273	40,761,828
	% 0.01%	% 0.34%	% 0.03%	% 0.00%	% 6.47%	% 0.01%	% 0.00%	% 0.00%	6.85%	0.02%	0.00%	0.00%	0.00%	6.87%	6.87%
76 Boiler Cleaning	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	-	-	-	-	-	14,606
	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
81 Legal Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	78,496	-	-	-	78,496	1,276,653
	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	0.00%	0.06%	0.00%	0.00%	0.00%	0.06%	0.06%
82 Professional and Management Development and Training Service	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	3,000	-	-	-	3,000	3,000
	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
86 Membership Organization NEC	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	-	-	-	-	-	15,018
	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
87 Engineering and Management Services	\$ 487,954	\$ 273,694	\$ 6,345	\$ 219,149	\$ 600,940	\$ -	\$ -	\$ -	1,588,082	38,631	-	26,480	-	1,653,193	9,106,428
	% 0.37%	% 0.21%	% 0.00%	% 0.17%	% 0.45%	% 0.00%	% 0.00%	% 0.00%	1.20%	0.03%	0.00%	0.02%	0.00%	1.25%	1.25%
89 Services NEC	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	2,000	-	-	-	-	2,000	10,710,736
	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
95 Engineering Services NEC	\$ 11,983	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	11,983	-	-	-	-	11,983	11,983
	% 0.01%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	0.01%	0.00%	0.00%	0.00%	0.00%	0.01%	0.01%
TOTAL	\$ 1,493,871	1,711,423	46,297	221,149	26,616,118	1,892,527	1,722,185	-	33,703,569	5,649,825	-	74,740	-	39,428,134	133,016,053
	% 1.12%	1.29%	0.03%	0.17%	20.01%	1.42%	1.29%	0.00%	25.34%	4.25%	0.00%	0.06%	0.00%	29.64%	100.00%

Total Product Procurement	\$1,143,949
Total Service Procurement	\$38,284,186
Net Direct Procurement***	\$132,699,237
Net Sub Procurement	\$316,815
Net Procurement	\$133,016,053

Line detail percentages may not sum to Total percentages due to rounding.

NOTE: * Firms With Multi Minority Ownership Status
 ** Firms Classified as 8(a) of Small Business Administration Includes Non-WMDVLGBTBE
 *** Net Procurement Includes Purchase Order and Non-Purchase Order

Total Dollars – Total Procurement Dollar Amount in the Specific SIC Category
 % – Percentage of Total Dollars

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

Golden State Water
Number of WMDVLGBTBE Suppliers and Revenue Reported to the Clearinghouse
2021

Data on Number of Suppliers													
# WMDVLGBTBEs	Revenue Reported to SCH						Utility-Specific 2021 Summary						
	MBE	WBE	LGBTBE	DVBE	Other 8(a)*	Grand Total	MBE	WBE	LGBTBE	DVBE	Other 8(a)*	Grand Total	
Under \$1 Million	9	3	0	2	0	14	38	17	0	2	0	57	
Under \$5 Million	13	5	0	0	0	18	5	2	0	0	0	7	
Under \$10 Million	5	6	0	0	0	11	2	0	0	0	0	2	
Above \$10 Million	18	5	0	0	0	23	0	0	0	0	0	0	
TOTAL	45	19	0	2	0	66	45	19	0	2	0	66	

Revenue and Payment Data													
WMDVLGBTBE \$M	Revenue Reported to SCH						Utility-Specific 2021 Summary						
	MBE	WBE	LGBTBE	DVBE	Other 8(a)*	Grand Total	MBE	WBE	LGBTBE	DVBE	Other 8(a)*	Grand Total	
Under \$1 Million	\$3,083,825	\$1,905,833	\$0	\$1	\$0	\$4,989,659	\$649,293	\$106,174	\$0	\$20,740	\$0	\$737,503	
Under \$5 Million	\$29,987,475	\$8,010,707	\$0	\$0	\$0	\$37,998,182	\$11,951,780	\$1,682,046	\$0	\$5,740	\$0	\$13,639,566	
Under \$10 Million	\$39,934,8290	\$45,811,621	\$0	\$6,136,588	\$0	\$91,883,038	\$549,868	\$3,564,019	\$0	\$0	\$0	\$4,113,887	
Above \$10 Million	\$11,236,942,918	\$134,759,265	\$0	\$0	\$0	\$11,371,702,183	\$20,492,662	\$81,186	\$0	\$0	\$0	\$20,573,848	
TOTAL	\$11,309,949,047	\$190,487,426	\$0	\$6,136,588	\$0	\$11,506,573,061	\$33,604,899	\$5,433,425	\$0	\$26,480	\$0	\$39,064,804	

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

Sec. 9.1.2 Description of WMDVLGBTBE s with CA Majority Workforce

Of the **66** diverse suppliers paid by GSWC in 2021, all have indicated that the majority of their workforce is located in California. The Supplier Clearinghouse as reported by certified diverse suppliers captures this data.

Sec. 9.1.3 WMDVLGBTBE Program Expenses

Golden State Water

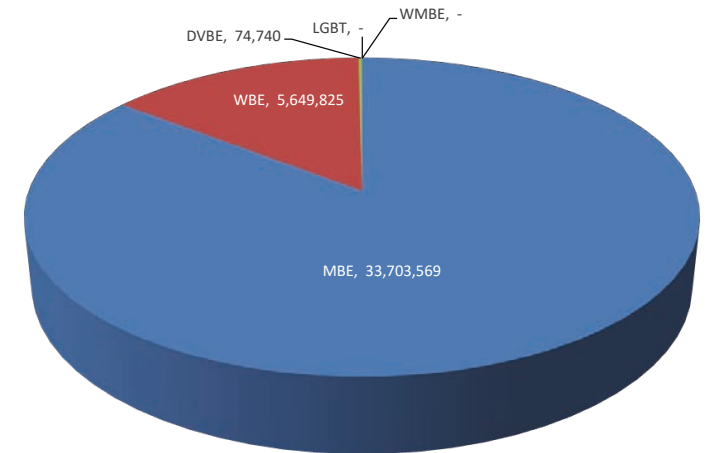
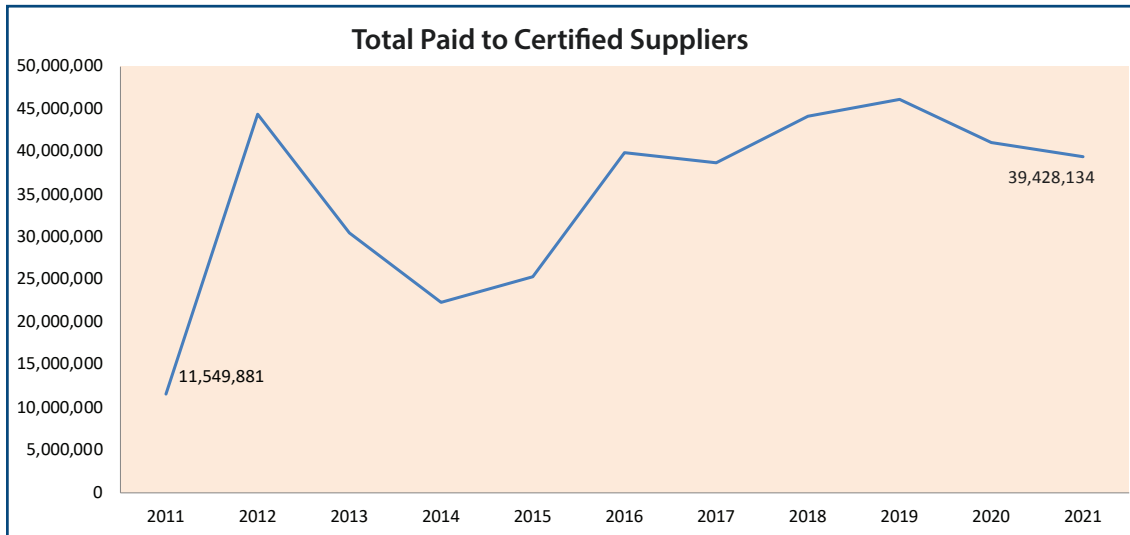
2021

WMDVLGBTBE Program Expenses

Expense Category	2021
Other Employment Expenses	
Program Expenses	\$ 9,685.79
Reporting Expenses	\$ 10,500.00
Training	
* Consultants	\$50,790.00
** Other	\$21,287.00
TOTAL	\$ 92,262.79

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

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



Golden State Water WMDVLGBTBE Results and Goals 2021

Category	2021 Results	2021 Goals
Minority Men	22.46%	12.00%
Minority Women	2.88%	3.00%
Minority Business Enterprise (MBE)	25.34%	15.00%
Women Business Enterprise (WBE)	4.25%	5.00%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	0.00%	0.00%
Disabled Veteran Business Enterprise (DVBE)	0.05%	1.50%
TOTAL WMDVLGBTBE	29.64%	21.50%

Line detail percentages may not sum to Total percentages due to rounding.

NOTE: % – Percentage of Net Procurement

Sec. 9.1.5 Description of Prime Contractor Utilization of WMDVLGBTBE Subcontractors

Golden State Water Company continues to focus in this area to engage Prime Supplier Partners in understanding and utilizing diverse subcontractors in the execution and completion of awarded contracts where practicable and appropriate. This component is a specific focus area for our 2022 efforts. It will include, education and knowledge share internally and externally to ensure collaborative efforts are being made to advance utilization and spend in this area. Lastly, it will seek to increase utilization across all defined categories that currently reflect low or no utilization and spend.

Golden State Water **2021**
Summary of Prime Contractor Utilization of WMDVLGBTBE Subcontractors

	Minority Male	Minority Female	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	Other 8(a)*	TOTAL WMDVLGBTBE
Direct \$	\$29,713,375	\$3,825,098	\$33,538,473	\$5,546,366	\$0	\$26,480	\$0	\$39,111,319
Subcontracting \$	\$165,096	\$0	\$165,096	\$103,459	\$0	\$48,260	\$0	\$316,815
TOTAL \$	\$29,878,471	\$3,825,098	\$33,703,569	\$5,649,825	\$0	\$74,740	\$0	\$39,428,134
Direct %	22.34%	2.88%	25.21%	4.17%	0.00%	0.02%	0.00%	29.40%
Subcontracting %	0.12%	0.06%	0.12%	0.08%	0.00%	0.04%	0.00%	0.24%
TOTAL %	22.46%	2.88%	25.34%	4.25%	0.00%	0.06%	0.00%	29.64%
Net Procurement **	\$133,016,053							

Line detail percentages may not sum to Total percentages due to rounding.

NOTE: * Firms Classified as 8(a) of Small Business Administration Includes Non-WMDVLGBTBE
 ** Net Procurement Includes Purchase Order and Non-Purchase Order
 % – Percentage of Net Procurement
 Direct – Direct Procurement
 Sub – Subcontractor Procurement

Sec. 9.1.6 List of WMDVLGBTBE Complaints

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

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

We are continuing in our efforts to recruit WMDVLGBTBE suppliers in low utilization areas. This is always a priority however it has been challenging in the midst of the COVID-19 Pandemic and lack of full access to internal teams and external organizations. This remains a focus area as we consider new approaches to identify and attract diverse suppliers given the challenges seen.





Golden State Water Company

A Subsidiary of American States Water Company

2022 Annual Plan

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

Comprehensive Goals

SHORT TERM (2022)

GSWC is committed to responsibly maintaining the local water infrastructure to ensure we can continue providing our customers with premium water service, so they never have to think twice about their water. Water providers have a duty to maintain the infrastructure to ensure that the delivery of reliable, quality water is not compromised. GSWC takes that responsibility seriously and continues to invest to protect the safety and reliability of the local water system. We employ proactive maintenance programs and remain focused, not only on the timely replacement of our aged infrastructure, but adding new infrastructure to improve our high level of services to our customers.

Golden State Water and the CPUC's Public Advocates Office filed a Joint Settlement in GSWC's pending General Rate Case Application to invest **\$136,722,000** towards capital program projects in 2022. Please see below for a few examples of capital projects:

- Pipeline Replacement Projects
- Interconnection with Metropolitan Water District/West Basin
- Reservoirs
- Treatment Plants
- Groundwater Wells SCADA Improvement Projects
- Reservoir Recoat Projects

Companywide, we are investing more than \$18 million to replace old meters, services, safety equipment, etc. throughout GSWC service areas. This investment is critical to protect the quality and reliability of water service.

For additional, district specific project details, please visit www.GSWater.com.

Golden State Water also remains focused on investing to modernize the customer service experience with improved online and account management resources.

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

Golden State Water

2021

WMDVLGBTBE Annual SHORT, MID, AND LONG-TERM Goals by Product Category

Products	Short-Term 2022					Mid-Term 2023					Long-Term 2024				
	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	WMDVLGBTBE	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	WMDVLGBTBE	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	WMDVLGBTBE
Agricultural Services	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Forestry Services	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Highways and Street Construction	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Special Trade Contractor	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Printing and Publishing	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Chemical & Allied Products	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Steel Pipe and Tubes	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Fluid Power Valves Hoses Fittings	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Industrial Machinery & Computer Equipment	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Electrical Boxes, Enclosures and Fittings	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Misc Retail & Transportation Equipment	0.00%	0.03%	0.00%	0.00%	0.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Local Trucking Without Storage	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Communications	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Electric Services & Other Services Combined	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Wholesale Trade – Durable Goods	0.00%	0.02%	0.00%	0.00%	0.02%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Auto Dealerships & Gasoline Service Stations	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Miscellaneous Retail Stores NEC	0.76%	0.03%	0.00%	0.00%	0.79%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Real Estate	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Business Services NEC	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Infrastructure Building, Surfacing & Paving Services	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Professional and Management Dev & Training	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Legal Services	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Membership Organization NEC	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Engineering and Management Services	0.00%	0.01%	0.00%	0.00%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Services NEC	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Engineering Services NEC	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Subtotal	0.77%	0.09%	0.00%	0.00%	0.86%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Line detail percentages may not sum to Total percentages due to rounding.

Percentages are based on Direct Spend.

GSWC is unable to determine the specific percentages of Products and Services spend to support Mid and Long-Term goals. Specified 2022 Area of Focus.

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

Golden State Water

2021

WMDVLGBTBE Annual SHORT, MID, AND LONG-TERM Goals by Service Category

Services	Short-Term 2022					Mid-Term 2023					Long-Term 2024				
	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	WMDVLGBTBE	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	WMDVLGBTBE	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	WMDVLGBTBE
Agricultural Services	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Forestry Services	0.04%	0.00%	0.00%	0.00%	0.04%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Highways and Street Construction	1.84%	1.35%	0.00%	0.00%	3.19%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Special Trade Contractor	14.18%	2.64%	0.00%	0.00%	16.82%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Printing and Publishing	0.00%	0.02%	0.00%	0.00%	0.02%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Chemical & Allied Products	0.37%	0.00%	0.00%	0.00%	0.37%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Steel Pipe and Tubes	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Fluid Power Valves Hoses Fittings	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Industrial Machinery & Computer Equipment	0.11%	0.00%	0.00%	0.00%	0.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Electrical Boxes, Enclosures and Fittings	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Misc Retail & Transportation Equipment	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Local Trucking Without Storage	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Communications	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Electric Services & Other Services Combined	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Wholesale Trade – Durable Goods	0.00%	0.04%	0.00%	0.00%	0.04%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Auto Dealerships & Gasoline Service Stations	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Miscellaneous Retail Stores NEC	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Real Estate	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Business Services NEC	6.83%	0.02%	0.00%	0.00%	6.85%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Infrastructure Building, Surfacing & Paving Services	0.00%	0.00%	0.00%	0.04%	0.04%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Professional and Management Dev & Training	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Legal Services	0.00%	0.06%	0.00%	0.00%	0.06%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Membership Organization NEC	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Engineering and Management Services	1.19%	0.02%	0.00%	0.02%	1.24%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Services NEC	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Engineering Services NEC	0.01%	0.00%	0.00%	0.00%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Subtotal	24.56%	4.16%	0.00%	0.06%	28.78%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	25.34%	4.25%	0.00%	0.06%	29.64%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Line detail percentages may not sum to Total percentages due to rounding.

Percentages are based on Direct Spend. GSWC is unable to determine the specific percentages of Products and Services spend for Mid and Long-Term goals. Specified 2022 Area of Focus.

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

**Visible,
Relevant,
Real,
and
Intentional!**

Internal Program Activities

The supplier diversity program will focus on the continuation of establishing and solidifying Program component best practices.

We will become more active in our direct partnerships with Community Based Organizations that serve to grow and develop diverse business enterprises as recognized by the CPUC diverse categories.

GSWC will continue to educate prime supplier partners on our commitment to supplier diversity and to encourage their efforts to utilize diverse business enterprise subcontractors where appropriate, on contracts awarded.

External Program Activities

Attend Community Based Organization events to enhance visibility of GSWC commitment to support diverse supplier utilization and the efforts of Community Based Organizations to recruit, introduce, develop and guide diverse suppliers interested in competitive and/or single source bidding on procurement opportunities with GSWC.

Note: Dependent on status of COVID-19 Pandemic and corporate direction on travel restrictions.



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

GSWC will continue to review current practices for utilization of WMDVLGBTBE suppliers in Low Utilization Areas, through continued relationship building with Community Based Organizations and their current diverse supplier marketplace.

Sec. 10.1.4 Plans for Recruiting WMDVLGBTBE Suppliers Where Available

This will be a continual assessment of the diverse supplier marketplace to identify suppliers able to provide goods and services to meet GSWC needs.



Sec. 10.1.5 Plans for Encouraging Prime Contractors to Subcontract with WMDVLGBTBE Suppliers

Our conversation with prime supplier partners will always encourage utilization of diverse business enterprises. We will revise current language in Request for Proposal (RFP) documents that will further highlight the GSWC commitment to supplier diversity. These revisions will include acknowledgement from prime suppliers that they are aware and understand our commitment. Further, the language will seek their commitment and consideration to identify and utilize, where appropriate, diverse subcontracting partners that could contribute products and/or services that will lead to the successful completion of contracts awarded.

Sec. 10.1.6 Plans for Complying with the WMDVLGBTBE Program Guidelines

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





Golden State Water Company

A Subsidiary of American States Water Company

Appendix

USDP Calendar of CWA Collaborative Activities

January	Hosted By	Date/Time
MBE Needs & Leads Social Hour	SCMSDC	1/7
Major Corporate Partner Meeting	NAMC	1/14
The Golden Pitch 2021	BuildOUT California	1/15
Still We Rise – Honoring Excellence in Business	WBEC	1/21
February	Hosted By	Date
The Golden Pitch 2021	BuildOUT California	2/12
Construction Event	SCMSDC	2/23
March	Hosted By	Date
Major Corporate Partner Meeting	NAMC	3/11
Joint Utilities Quarterly Meeting	JU	3/18
Salute to Black Women	BBA	3/30
April	Hosted By	Date
B3 Conference + Expo. Business Matchmaking	SCMSDC	4/8
CPUC Spring Expo	CPUC	4/28
June	Hosted By	Date
AICOC and CWA - Water Utilities and Primes Event	AICOC	6/3
Joint Utilities Quarterly Meeting	JU	6/17
CWA and SCMSDC: Doing Business with Water	SCMSDC	6/30
July	Hosted By	Date
NMSDC Program Managers' Seminar	NMSDC	7/19-29
August	Hosted By	Date
Utilities Vendor Showcase	WBEC WEST	8/4
Major Corporate Partner Meeting	NAMC	8/13
ABA LA Advisory Meeting	ABA	8/13

USDP Calendar of CWA Collaborative Activities

September	Hosted By	Date
Meet the Primes	CWA	9/15
Joint Utilities Quarterly Meeting	JU	9/16
ABA Annual Award Banquet	ABA	9/23
October	Hosted By	Date
LAGLCC Doing Business with CWA	LAGLCC	10/5
Major Corporate Partner Meeting	NAMC	10/14
GO 156 En Banc	CPUC	10/14
NMSDC Conference and Business Opportunity Exchange	NMSDC	10/25-28
CPUC Fall Expo	CPUC	10/27
November	Hosted By	Date
Veterans in Business Conference	VIB	11/8-9
December	Hosted By	Date
R.I.S.E. Accelerator	CWA	12/1
WBEC West Annual Conference	WBEC	12/6-8
Major Corporate Partner Meeting	NAMC	12/9
Joint Utilities Quarterly Meeting	JU	12/16
CWA Retreat	CWA	12/17

Name of the Community Base Organizations (CBOs) with Acronyms

American Association of Blacks in Energy	AABE	Diversity Information Resources	DIR	National Asian American Coalition	NAAC	US Pan Asian American Chamber of Commerce	USPAACC
American Contract Compliance Association	ACCA	Edison Electric Institute	EI	National Gay & Lesbian Chamber of Commerce	NGLCC		
American Indian Chambers of Commerce	AICOC	Institute for Supply Management	ISM	Northern California Minority Supplier Development Council	Western Regional MSDC	U.S. Veterans Business Alliance	USVBA
Asian Business Association	ABA	Joint Utilities	JU	National Minority Supplier Development Council, Inc.	NMSDC	Veterans In Business Networking For Success	VIB Network
Black Business Association	BBA	Kern Minority Contractors Association	KMCA	National Utility Diversity Council	NUDC	Women Business Enterprise Council	WBEC-West
California Asian Pacific Chamber of Commerce	CAPCC	Latin Business Association	LBA	Regional Hispanic Chamber of Commerce	RHCC	Women In Technology International	WITI
California Black Chamber of Commerce	CBCC	Lesbian, Gays, Bisexual & Transgender	LGBT	Reservation Economic Summit	RES		
California Construction Expo	Cal Con	Los Angeles Latino Chamber of Commerce	LALCC	Sacramento Asian Pacific Chamber of Commerce	SAPCC		
California Disabled Veterans Business Alliance	DVBE Alliance	Los Angeles Unified School District	LAUSD	Smart Water Summit	SW5		
California Hispanic Chamber of Commerce	CAHCC	National Association Regulatory Utility Commissions	NARUC	Southern California Minority Supplier Development Council	SCMSDC		
California Utilities Diversity Council	CUDC	National Association of Minority Contractors	NAMC	The Elite SDVOB Network	Elite SDVOB		
California Water Association	CWA	National Association of Woman Business Owners	NAWBO	Utility Marketplace Access	UMA		
Chinese American Construction Professional	CACP	National Association for Black Veterans, Inc.	NABVETS	US Hispanic Chamber of Commerce	USHCC		

Community Organizations and Affiliations

American Indian Chamber of Commerce (AICOC)	National Association of Minority Contractors (NAMC)
Asian Business Association (ABA)	National Utility Diversity Council (NUDC)
Black Business Association (BBA)	NCAIED: Reservation Economic Summit (RES)
Black Chamber Silicon Valley	Northern CA Asian CBO - California Asian Business Association
Greater Los Angeles African American Chamber of Commerce	Rainbow Chamber Silicon Valley
Water Education for Latino Leaders (WELL)	SB-VBC Contract Lunch and Learn
ELITE SDVOB Northern CA Chapter	Southern CA MSDC (SCMSDC)
Council for Supplier Diversity	US Veteran Business Alliance (USVBA/DVBA)
CA PTAC	Veterans In Business Network (VIB Network)
Golden Gate Business Association (GGBA)	WBEC Pacific
ICSBD / Small Business Summit in San Jose	WBEC West
Los Angeles Gay & Lesbian Chamber of Commerce (LAGLCC)	Western Region MSDC

California Water Association USDP Representatives

California American Water Company

Edward Simon
Director
Business Performance and Supplier Diversity



San Gabriel Valley Water Company

Jeannette Diaz
Manager of Supplier Diversity and
Special Projects

California Water Service

Jose Espinoza
Supplier Diversity Program Manager



San Jose Water Company

Tim McLaughlin
Director Supplier Diversity and
Community Involvement

Golden State Water Company

Holley Joy
Supplier Diversity Program Manager



Suburban Water Systems

Lauren James
Communications and Supplier Diversity

Liberty Utilities

Danny Rodriguez
Purchasing Manager,
Diversity Representative

Legend for 2 Digit Standard Industrial Classification (SIC) Codes

2-Digit SIC	SIC Description
08	Forestry Services
16	Highways and Street Construction
17	Special Trade Contractors
27	Printing and Publishing
28	Chemicals and Allied Products
34	Fluid Power Valves Hoses Fittings
35	Industrial Machinery and Computer Equipment
37	Misc Retail and Transportation Equipment
48	Communications
49	Electric Services and Other Services Combined
50	Wholesale Trade - Durable Goods
59	Miscellaneous Retail Stores NEC
65	Real Estate
72	Infrastructure Building and Surfacing & Paving Services
73	Business Services NEC
76	Boiler Cleaning
81	Legal Services
82	Professional and Management Development and Training Services
86	Membership Organizations NEC
87	Engineering and Management Services
89	Services NEC
95	Engineering Services NEC

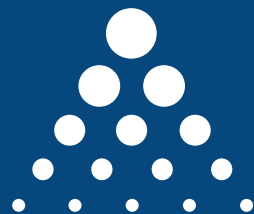
2021 Annual Report 2022 Annual Plan

Prepared and respectfully submitted by:

Holley Joy

Supplier Diversity Program Manager
Holley.Joy@gswater.com

We are appreciative of the efforts of AD PRO
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www.adproweb.com



Golden State

Water Company

A Subsidiary of American States Water Company