



A Subsidiary of
American States Water Company

2024 Annual Report | 2025 Annual Plan

UTILIZATION OF WOMEN, MINORITY, SERVICE-DISABLED VETERAN, LESBIAN, GAY,
TRANSGENDER, BISEXUAL, AND PERSONS WITH DISABILITIES ENTERPRISES
(U-913-E)



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Message from the President



Bear Valley Electric Service, Inc. (“BVES”) is proud to present our 2024 Annual Report on Supplier Diversity and 2025 Plan to the California Public Utilities Commission (“CPUC”) in compliance with General Order 156.

We are very pleased to report that our Supplier Diversity Program continues to meet and exceed expectations, surpassing the CPUC’s 23% goal by achieving 25.43% diverse business utilization. Building upon last year’s theme, “Energizing Diversity through Sustaining, Strengthening and Powering Forward,” our 2025 focus is “Diversity in Action: Building Resilient Partnerships.” This commitment is demonstrated by the growth of Tier 2 reporting, which accounted for 12.43% of our total diverse spend in 2024.

This progress is a testament to our strategic efforts to expand Supplier Diversity and create meaningful opportunities for underrepresented businesses. As we look ahead, we remain steadfast in our mission to support diverse businesses, foster an inclusive procurement process and build lasting value for all stakeholders. We are excited for the continued growth and impact of our program in the years to come.

Paul Marconi
President, Treasurer and Secretary
Bear Valley Electric Service, Inc.



Message from the Supplier Diversity Program Manager



It is truly an honor to say that I have my dream job as the Supplier Diversity Program Manager at Bear Valley Electric Service, Inc. (BVES). Every day I have the opportunity to make a meaningful impact ensuring that underrepresented businesses have fair access to opportunities, facilitate an inclusive environment, make introductions and champion diversity both within our organization and beyond. Prior to joining BVES, I served as the Program Manager at the Supplier Clearinghouse – the certification agency of the California Public Utilities Commission (CPUC). In this role I was able to develop many relationships, but more specifically, I built one with The Honorable Assemblywoman Gwen Moore. Assemblywoman Moore, or “Lady Gwen” as I called her, was the author of the legislation that led to the development of General Order 156. Whenever I would need a refresher, I would speak to Lady Gwen to help navigate through challenges to applications that I was reviewing to determine whether they should be approved or denied. I was able to mine the brain of “the architect” and there are many nuggets that I picked that I hold near and dear to my heart even today and will hold onto forever. Our conversations often dealt with her intentions about the “spirit” of GO 156. She didn’t think of this program as exclusive, but as its antonym, inclusive.

In 2023, just the third year of the program, BVES’s young Supplier Diversity program faced its greatest adversity. After reporting 49.56% in spend with diverse businesses, we learned that our program would face a significant challenge inasmuch as our largest diverse contractor would no longer be eligible for diversity certification. However, they have upheld the spirit of Supplier Diversity by lowering barriers and creating a more inclusive environment for business opportunities. Through adversity, diversity has shown itself to be the greatest bridge towards an inclusive tomorrow. With their support we were able to attain 25.43% spend with diverse businesses in 2024. I’m very proud of BVES’s program which has embodied the spirit of GO 156 as Lady Gwen always envisioned.

In the nearly three years that I have been responsible for operating this program, I have learned, grown, laughed and cried but through it all, it has been my pleasure to continue to grow the program here at BVES. Our program reflects our theme for this year of seeing “Diversity in Action: Building Resilient Partnerships” through intentional efforts to engage diverse suppliers, strengthen partnerships, and remove barriers to participation. Looking ahead, I am energized by the progress we have made and the potential that lies ahead. Supplier Diversity is not just a commitment, it is a responsibility that we take seriously.

Michael A. Moss II

Michael Moss
Supplier Diversity Program Manager



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“Energizing Diversity through Sustaining, Strengthening and Powering Forward”

Introduction

Bear Valley Electric Service, Inc. (“BVES”) is fully committed to advancing diversity, inclusion and opportunity in all facets of our business with Supplier Diversity serving as a key pillar of our efforts. We are proud to submit our 2024 CPUC General Order 156 Annual Report on Supplier Diversity and 2025 Annual Plan. We proudly surpassed the California Public Utilities Commission’s (CPUC) Supplier Diversity goal of 23% by achieving 25.43% diverse business utilization in 2024. Looking ahead to 2025, we continue our commitment to the theme “Diversity in Action: Building Resilient Partnerships.” With this focus, we are dedicated to expanding opportunities for underutilized businesses including for Women, Minority, Disabled Veteran, Persons with Disabilities and Lesbian, Gay, Bisexual and Transgender Business Enterprises. Through collaboration, accountability and continuous engagement, BVES remains steadfast in creating a more inclusive supplier environment primed for success.

Corporate Commitment to Supplier Diversity



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At BVES, Supplier Diversity is more than an initiative, it's a fundamental part of our commitment to diversity, inclusion and economic empowerment. We recognize that fostering a diverse supply chain strengthens our business, drives innovation, and creates lasting benefits for the communities we serve.

We are dedicated to providing fair access to procurement opportunities, ensuring that historically underrepresented businesses have the resources and support needed to thrive. Our Supplier Diversity Program actively seeks to engage and expand participation across all diverse business categories, including:

- Minority Business Enterprises (MBE)
- Women Business Enterprises (WBE)
- Disabled Veteran Business Enterprises (DVBE)
- Lesbian, Gay, Bisexual and Transgender Business Enterprises (LGBTBE)
- Persons with Disabilities Business Enterprises (PDBE)

By championing diversity in our supply chain, we not only strengthen our business but also contribute to the economic growth and success of the communities we serve.



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Bear Valley Electric Service, Inc.'s 2024 Annual Supplier Diversity Report

BVES is proud to submit the highlights of our 2024 Supplier Diversity Program, along with detailed narratives showcasing our progress and achievements. This year, we proudly exceeded the Supplier Diversity goal established by the California Public Utilities Commission under General Order 156. We have remained steadfast in our commitment to overcoming barriers and advancing inclusivity in our procurement practices. Our dedication to cultivating a diverse and inclusive supplier base remains strong, and we will continue working to create meaningful opportunities for diverse businesses in the communities we serve.

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

2024 Internal Activities

At BVES, Supplier Diversity is not just a compliance requirement, it's an integral part of our procurement strategy and corporate culture. Our program is designed to expand opportunities to diverse businesses across all areas of the company. BVES continues to develop our Supplier Diversity Program strengthening our internal infrastructure which is critical to our long-term success. Some of these activities include increasing the profile of our Supplier Diversity Program by hosting meetings to reinforce our goals. BVES staff collaborate interdepartmentally for racking subcontracting which has been a significant focus this year which has led to the increase of diverse tier-two utilization.

2024 External Activities

American Indian Chamber of Commerce of California (AICCCAL)

BVES values the role indigenous businesses play in fostering economic growth and community development which is why we've continued our longstanding relationship with the American Indian Chamber of Commerce of California (AICCCAL). Our Supplier Diversity Manager continues to serve on the Advisory Council for this organization. Under the theme "Unleashing Native Power: Technology, Energy & Innovation" at the Agua Caliente Resort in Rancho Mirage in July 2024, this three-day event provided an opportunity to engage with indigenous entrepreneurs, strengthen relationships, and reinforce our commitment to supporting historically underutilized businesses. AICOC has long been an advocate for indigenous-owned businesses, and BVES proudly aligns with its mission to promote opportunities for economic advancement. Through networking, partnership building, and knowledge sharing, we support underrepresented businesses and support organizations that are interested in their development and growth





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

2024 External Activities

BuildOUT California

BVES proudly supports BuildOUT California, a leading organization dedicated to advancing LGBTBE firms in the Architecture, Engineering, and Construction (AEC) industry. One of the most impactful initiatives has been the Golden Pitch Series which has been a valuable platform for identifying and engaging with LGBTBEs. Additionally, the California Water Association (CWA) sponsored and participated in BuildOUT California's Founder's Day event, recognized as the world's largest gathering of LGBTQ/Allied businesses and professionals in AEC with over 1000 attendees. A highlight of this initiative was the IMPACT Gala and Awards dinner held at the historic Westin St. Francis Hotel in San Francisco on May 30, 2024. This event showcased the growing influence of LGBTQ professionals in the industry. Through our sponsorship and participation, BVES reaffirms our commitment to supporting and empowering LGBTBEs. By actively engaging with BuildOUT California, we continue to create meaningful opportunities for this underrepresented community within our supplier ecosystem.

Council for Supplier Diversity

BVES is proud to have co-sponsored the High Performance Series (HPS) program, a strategic initiative led by the Council for Supplier Diversity in collaboration with the University of San Diego School of Business. This program provides targeted suppliers with the knowledge, tools, strategies and resources needed to enhance operational efficiency, build capacity, and successfully engage with larger corporations. Through HPS, participating businesses gain critical insights into industry best practices, process optimization, and scalable growth strategies, positioning them for long-term success. BVES remains dedicated to creating partnerships that empower diverse businesses, strengthen supply chains and promote economic inclusion. Our support of the Council for Supplier Diversity reflects our commitment to advancing inclusivity, opportunity and long-term success for historically underrepresented suppliers.

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

2024 External Activities

National Minority Supplier Development Council (NMSDC)/Southern California Minority Supplier Development Council (SCMSDC)

The National Minority Supplier Development Council (NMSDC) has long served as a business growth engine for historically excluded communities of color. As the local affiliate, the Southern California Minority Supplier Development Council (SCMSDC) plays a critical role in connecting diverse suppliers with corporations throughout much of our service territory. We are proud to support SCMSDC's Business Beyond Barriers (B3) Conference + Expo, which took place at SoFi Stadium in Inglewood, CA, on June 27, 2024. This event, themed "Power of the Past, Force of the Future", provided an important platform for strengthening partnerships, fostering connections, and advancing Supplier Diversity initiatives. Events like this are invaluable opportunities for creating meaningful dialogue between diverse suppliers and corporations, ultimately leading to greater economic inclusion and opportunity. Additionally, BVES was present at the NMSDC national conference in Atlanta in October 2024.



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

Diversity, Inclusion and Opportunity Policies and Activities

BVES is dedicated to fostering a workplace that reflects the diverse communities we serve by ensuring fair hiring, recruiting and career development opportunities. As a subsidiary of American States Water Company (ASW), we align with its commitment to diversity, inclusion, and opportunity as outlined in the 2023 Environmental, Social, and Governance (ESG) Report.

“We understand that strength comes from having a diverse employee population. We strive to hire from our local communities and have a workforce that is representative, at all job levels, of the communities we serve. This begins with the recruitment process.

The company continues its efforts in the recruitment, promotion, and retention of a qualified diverse, and engaged workforce to meet the growing human capital needs of our organization. We regularly promote employees from within.

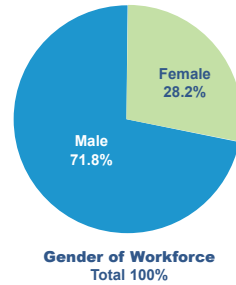
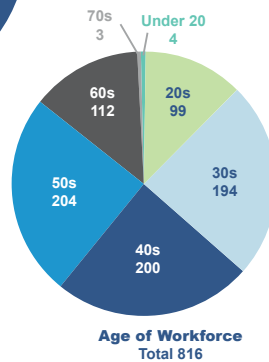
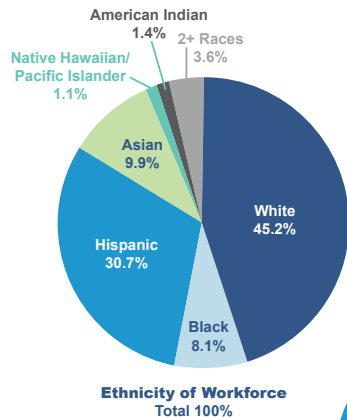
The company’s Employee Referral Program has proven successful with our efforts to find candidates for hard to fill positions. These include positions in Water Operations, Engineering, Customer Service, Water Quality, Information Technology, Meter Reading, and Construction.

Due to the time, commitment, and teamwork of senior management and Human Capital Management, ASUS was awarded a prestigious membership into the Military Spouse Employment Partnership (MSEP). MSEP is a Department of Defense sponsored program that allows for the recognition of an elite group of companies who demonstrate a commitment to hire military spouses. We have also been nominated for and received several veteran friendly awards.”

- Excerpt from ASW Environmental, Social and Governance (ESG) Report 2022-2023

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

Workforce Data as Presented in Environmental, Social and Governance (ESG) Report 2022-2023*



	TOTAL COMPANY	SUPERVISORS	MANAGERS & DIRECTORS	OFFICERS
2023 WORKFORCE DEMOGRAPHICS				
White	45.2%	50.0%	58.6%	72.7%
Black	8.1%	3.2%	6.9%	0.0%
Hispanic	30.7%	26.6%	6.9%	9.1%
Asian	9.9%	14.9%	22.4%	18.2%
Native Hawaiian/Pacific Islander	1.1%	0.0%	3.4%	0.0%
American Indian	1.4%	1.1%	1.7%	0.0%
2+ Races	3.6%	4.3%	0.0%	0.0%
Total	100.0%	100.0%	100.0%	100.0%

2023 EEO-1 WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	HISPANIC OR LATINO		NON-HISPANIC OR LATINO												OVERALL TOTALS
	Male	Female	MALE						FEMALE						
			White	Black or African American	Asian	Native Hawaiian or Pacific Islander	American Indian or Alaskan Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Pacific Islander	American Indian or Alaskan Native	Two or More Races	
Executive/Sr. Level Officials & Managers	0	1	8	0	1	0	0	0	1	0	1	0	0	0	12
First/Mid-Level Officials & Managers	20	5	57	4	13	1	2	3	14	3	11	1	0	0	134
Professionals	16	20	36	2	19	0	0	1	28	7	11	3	0	2	145
Technicians	17	6	18	4	6	0	0	0	12	1	3	0	0	2	69
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Workers	7	38	1	2	4	0	0	1	35	7	7	0	0	3	105
Craft Workers	87	1	100	13	4	3	7	14	0	1	0	0	0	0	230
Operatives	24	1	47	19	0	1	1	3	1	0	0	0	0	0	97
Laborers & Helpers	4	0	6	1	0	0	1	0	0	0	0	0	0	0	12
Service Workers	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1
Total	175	72	273	46	47	5	11	22	91	19	33	4	0	7	805
Previous Report Total	167	74	276	45	51	5	10	22	92	21	34	4	1	5	807

*Please note: The data presented represents American States Water Company and includes all of its subsidiaries including Bear Valley Electric Service, Inc., Golden State Water Company, and American States Utility Services (operates outside of California and not regulated by the CPUC).

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

Board Diversity Data

BVES's board diversity is referenced in our parent company's American States Water Company's ESG Report for 2023.*

"We continue to strive for diversity and inclusion across our company, including on our Board of Directors, which represents a mix of experience and expertise to help the company meet its long-term business goals. We also have a commitment to gender equality at all levels of our company. At the Board level, 44% of our Board members are women, including Anne Holloway as our Chairman of the Board. Our company was recognized as "gender-balanced" by the 50/50 Women on Boards TM organization, a designation that only 12% in the Russell 3000 Index have achieved." (Source: www.5050wob.com)*

– ASW Environmental, Social, Governance (ESG) Report for 2023

Key Corporate Governance Metrics

- 8 of 9 board members are independent
- Women on the board represent 4 out of 8 independent directors, or 50%
- The roles of Chairman of the Board and CEO are separated
- 75% of the CEO's long-term equity awards are performance-based
- The company's clawback policy for its performance-based executive compensation meets the SEC's new clawback rules
- Company does not maintain a poison pill

* BVES is a subsidiary of American States Water Company which maintains its own separate Board however no ESG or EEO-1 has been generated containing the BVES Board's data.

Sec. 9.1.2 Supplier Diversity Results by Ethnicity

BVES achieved 25.43% in spend with certified diverse businesses in 2024, surpassing the General Order 156 goal of 23%. This success is a reflection of our dedication to “Diversity in Action: Building Resilient Partnerships.” By creating meaningful opportunities for women-, minority-, disabled veteran-, and LGBT-owned businesses, we are not only strengthening our supply chain but also cultivating long-term, sustainable partnerships that drive innovation and economic growth in the communities we serve. Our commitment to Supplier Diversity remains steadfast as we continue to champion inclusion in our procurement practices.

Bear Valley Electric Service, Inc.

2024
Supplier Diversity Annual Results by Ethnicity

GO 156 Section 9.1.2

		2024			
		Direct Spend \$	Sub Spend \$	Total \$	%
Minority Male	Asian Pacific American	\$ 339,118	\$ 0	\$ 339,118	0.95%
	African American	\$ 98,063	\$ 0	\$ 98,063	0.28%
	Hispanic American	\$ 706,604	\$ 1,118,416	\$ 1,825,020	5.13%
	Native American	\$ 22,779	\$ 0	\$ 22,779	0.06%
	Total Minority Male	\$ 1,166,564	\$ 1,118,416	\$ 2,284,980	6.43%
Minority Female	Asian Pacific American	\$ 0	\$ 0	\$ 0	0.00%
	African American	\$ 0	\$ 3,038,553	\$ 3,038,553	8.55%
	Hispanic American	\$ 0	\$ 0	\$ 0	0.00%
	Native American	\$ 0	\$ 0	\$ 0	0.00%
	Total Minority Female	\$ 0	\$ 3,038,553	\$ 3,038,553	8.55%
Total Minority Business Enterprise (MBE)		\$ 1,166,564	\$ 4,156,969	\$ 5,323,533	14.97%
Women Business Enterprise (WBE)		\$ 3,457,240	\$ 261,631	\$ 3,718,871	10.46%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$ 0	\$ 0	\$ 0	0.00%
Disabled Veteran Business Enterprise (DVBE)		\$ 0	\$ 0	\$ 0	0.00%
Persons with Disabilities Business Enterprise (PDBE)		\$ 0	\$ 0	\$ 0	0.00%
8(a)*		\$ 0	\$ 0	\$ 0	0.00%
Total Supplier Diversity Spend		\$ 4,623,803	\$ 4,418,600	\$ 9,042,403	25.43%
Net Procurement**		\$ 35,551,905			

NOTES:

* Firms classified as 8(a) by the Small Business Administration include non-WMDVLTGPDBE.

** Net Procurement includes purchase orders, non-purchase orders.

Direct – Direct Procurement

Sub – Subcontractor Procurement

% – Percentage of Net Procurement

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



Sec. 9.1.2 Supplier Diversity Direct Procurement Results by Product and Service Categories

Bear Valley Electric Service, Inc.

2024

GO 156 Section 9.1.2

Supplier Diversity Direct Procurement Results by Product and Service Categories

			2024						
			Product		Service		Total		
			\$	%	\$	%	Total \$	%	
Minority Male	Asian Pacific American	Direct	\$ 0	0.00%	\$ 339,118	0.95%	\$ 339,118	0.95%	
	African American	Direct	\$ 0	0.00%	\$ 98,063	0.28%	\$ 98,063	0.28%	
	Hispanic American	Direct	\$ 670,269	1.89%	\$ 36,335	0.10%	\$ 706,604	1.99%	
	Native American	Direct	\$ 0	0.00%	\$ 22,779	0.06%	\$ 22,779	0.06%	
	Total Minority Male	Direct	\$ 670,269	1.89%	\$ 496,295	1.40%	\$ 1,166,564	3.28%	
Minority Female	Asian Pacific American	Direct	\$ 0	0.00%	\$ 0	0.00%	\$ 0	0.00%	
	African American	Direct	\$ 0	0.00%	\$ 0	0.00%	\$ 0	0.00%	
	Hispanic American	Direct	\$ 0	0.00%	\$ 0	0.00%	\$ 0	0.00%	
	Native American	Direct	\$ 0	0.00%	\$ 0	0.00%	\$ 0	0.00%	
	Total Minority Female	Direct	\$ 0	0.00%	\$ 0	0.00%	\$ 0	0.00%	
Total Minority Business Enterprise (MBE)		Direct	\$ 670,269	1.89%	\$ 496,295	1.40%	\$ 1,166,564	3.28%	
Women Business Enterprise (WBE)		Direct	\$ 0	0.00%	\$ 3,457,240	9.72%	\$ 3,457,240	9.72%	
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%	\$ 0	0.00%	\$ 0	0.00%	
Persons with Disabilities Business Enterprise (PDBE)		Direct	\$ 0	0.00%	\$ 0	0.00%	\$ 0	0.00%	
8(a)*		Direct	\$ 0	0.00%	\$ 0	0.00%	\$ 0	0.00%	
Total Supplier Diversity Spend			Direct	\$ 670,269	1.89%	\$ 3,953,535	11.12%	\$ 4,623,803	13.01%
Net Service Procurement					\$ 10,601,754				
Net Product Procurement					\$ 24,950,151				
Net Procurement**					\$ 35,551,905				
Total Number of Diverse Suppliers that Received Direct Spend					12				

NOTES: * Firms classified as 8(a) by the Small Business Administration include non-WMDVLGBTBDBE.

** Net Procurement includes purchase orders, non-purchase orders.

Direct – Direct Procurement

Sub – Subcontractor Procurement

% – Percentage of Net Procurement

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



Sec. 9.1.2 Supplier Diversity Subcontractor Procurement Results by Product and Service Categories

Bear Valley Electric Service, Inc.

2024

GO 156 Section 9.1.2

Supplier Diversity Subcontractor Procurement Results by Product and Service Categories

			2024					
			Product		Service		Total	
			\$	%	\$	%	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	\$ 1,031,995	2.90%	\$ 86,421	0.24%	\$ 1,118,416	3.15%
	Native American	Sub	\$ 0	0.00%	\$ 0	0.00%	\$ 0	0.00%
	Total Minority Male	Sub	\$ 1,031,995	2.90%	\$ 86,421	0.24%	\$ 1,118,416	3.15%
Minority Female	Asian Pacific American	Sub	\$ 0	0.00%	\$ 0	0.00%	\$ 0	0.00%
	African American	Sub	\$ 0	0.00%	\$ 3,038,553	8.55%	\$ 3,038,553	8.55%
	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%	\$ 3,038,553	8.55%	\$ 3,038,553	8.55%
Total Minority Business Enterprise (MBE)		Sub	\$ 1,031,995	2.90%	\$ 3,124,974	8.79%	\$ 4,156,969	11.69%
Women Business Enterprise (WBE)		Sub	\$ 250,804	0.71%	\$ 10,827	0.03%	\$ 261,631	0.74%
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%	\$ 0	0.00%	\$ 0	0.00%
Persons with Disabilities Business Enterprise (PDBE)		Sub	\$ 0	0.00%	\$ 0	0.00%	\$ 0	0.00%
8(a)*		Sub	\$ 0	0.00%	\$ 0	0.00%	\$ 0	0.00%
Total Supplier Diversity Spend		Sub	\$ 1,282,799	3.61%	\$ 3,135,801	8.82%	\$ 4,418,600	12.43%
Net Product Procurement			\$ 10,601,754					
Net Service Procurement			\$ 24,950,151					
Net Procurement**			\$ 35,551,905					
Total Number of Diverse Subcontractors			10					

NOTES: * Firms classified as 8(a) by the Small Business Administration include non-WMDVLGBTBTPDBE.

** Net Procurement includes purchase orders, non-purchase orders.

Direct – Direct Procurement

Sub – Subcontractor Procurement

% – Percentage of Net Procurement

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



Sec. 9.1.2 Supplier Diversity Results by Standard Industrial Classification (SIC) Codes

Bear Valley Electric Service, Inc.

2024

GO 156 Sec 9.1.2

Supplier Diversity Results by Standard Industrial Classification Codes

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)	Persons with Disabilities Business Enterprise (PDBE)	8(a)*	Total Supplier Diversity Spend	Total Procurement
		Male	Female	Male	Female	Male	Female	Male	Female								
7 Agricultural Services	\$ \$	-	-	-	-	-	-	-	-	-	3,129,018	\$	-	-	-	3,129,018	\$ 3,129,018
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	8.80%	0.00%	0.00%	0.00%	0.00%	8.80%	\$ -
8 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%	\$ -
10 Metal Mining Services	\$ \$	-	-	-	-	15,000	-	-	-	15,000	-	-	-	-	-	15,000	\$ 15,000
	%	0.00%	0.00%	0.00%	0.00%	0.04%	0.00%	0.00%	0.00%	0.04%	0.00%	0.00%	0.00%	0.00%	0.00%	0.04%	\$ -
15 Bldg Construction - General Contractors & Operative Builders	\$ \$	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	\$ -
	%	0.00%	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%	\$ -
16 Heavy Construction Other Than Building	\$ \$	-	-	-	-	18,885	-	-	-	18,885	-	-	-	-	-	18,885	\$ 18,885
	%	0.00%	0.00%	0.00%	0.00%	0.05%	0.00%	0.00%	0.00%	0.05%	0.00%	0.00%	0.00%	0.00%	0.00%	0.05%	\$ -
17 Special Trade Contractor	\$ \$	-	-	62,983	-	-	-	-	-	62,983	-	-	-	-	-	62,983	\$ 12,998,853
	%	0.00%	0.00%	0.18%	0.00%	0.00%	0.00%	0.00%	0.00%	0.18%	0.00%	0.00%	0.00%	0.00%	0.00%	0.18%	\$ -
20 Food & Kindred Products	\$ \$	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	\$ 5,468
	%	0.00%	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%	\$ -
23 Apparel and Other Finished Products Made from Fabrics and Similar Materials	\$ \$	-	-	-	-	-	-	-	-	-	28,578	-	-	-	-	28,578	\$ 28,578
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.08%	0.00%	0.00%	0.00%	0.00%	0.08%	\$ -
25 Furniture & Fixtures	\$ \$	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	\$ -
	%	0.00%	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%	\$ -
27 Printing & Publishing	\$ \$	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	\$ 4,677
	%	0.00%	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%	\$ -
28 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%	\$ -
29 Petroleum Refining & Related Industries	\$ \$	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	\$ -
	%	0.00%	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%	\$ -
30 Rubber & Miscellaneous Plastics 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%	\$ -
33 Steel Pipe & 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%	\$ -
34 Fabricated Metal Goods	\$ \$	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	\$ 15,229
	%	0.00%	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 Equipment	\$ \$	-	-	-	-	23,190	-	-	-	21,190	-	-	-	-	-	23,190	\$ 51,932
	%	0.00%	0.00%	0.00%	0.00%	0.07%	0.00%	0.00%	0.00%	0.07%	0.00%	0.00%	0.00%	0.00%	0.00%	0.07%	\$ -
36 Electrical Boxes, Enclosures & Fittings	\$ \$	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	\$ 73,094
	%	0.00%	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%	\$ -
37 Misc Retail & Transportation Equipment	\$ \$	-	-	-	-	-	-	-	-	-	10,827	-	-	-	-	10,827	\$ 10,827
	%	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%	0.00%	0.03%	\$ -
38 Measuring, Analyzing & Controlling Instruments: Photo, Medical & Optical	\$ \$	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	\$ -
	%	0.00%	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%	\$ -
39 Fasteners, Buttons, Needles & Pins	\$ \$	-	-	-	-	670,269	-	-	-	670,269	-	-	-	-	-	670,269	\$ 670,269
	%	0.00%	0.00%	0.00%	0.00%	1.89%	0.00%	0.00%	0.00%	1.89%	0.00%	0.00%	0.00%	0.00%	0.00%	1.89%	\$ -
42 Local Trucking Without Storage	\$ \$	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	\$ -
	%	0.00%	0.00%	0.00%	0.00%	0.05%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	\$ -
47 Transportation Services	\$ \$	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	\$ -
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	\$ -
48 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%	\$ -

NOTES: * Firms with Multi-Minority Ownership Status
 ** Firms classified as 8(a) by the Small Business Administration include non-WMDVLGBTDBE.
 *** Net Procurement includes purchase orders, non-purchase orders, and credit card dollars.
 % - Percentage of Net Procurement
 Line detail percentages may not sum to Totals percentage due to rounding.



Sec. 9.1.2 Supplier Diversity Results by Standard Industrial Classification (SIC) Codes

Bear Valley Electric Service, Inc.

2024

GO 156 Sec 9.1.2

Supplier Diversity Results by Standard Industrial Classification Codes

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 (LGBTBTE)	Disabled Veterans Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (PDBE)	8(a)*	Total Supplier Diversity Spend	Total Procurement
		Male	Female	Male	Female	Male	Female	Male	Female								
49 Electric Services & Other Services Combined	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,038,553	\$ 328,222	\$ -	\$ -	\$ -	\$ -	\$ 3,366,775	\$ 3,366,775
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	8.55%	0.92%	0.00%	0.00%	0.00%	0.00%	9.47%	
50 Wholesale Trade - Durable Goods	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 656,000	\$ -	\$ -	\$ -	\$ 656,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 656,000	\$ 2,033,710
	%	0.00%	0.00%	0.00%	0.00%	1.85%	0.00%	0.00%	0.00%	1.85%	0.00%	0.00%	0.00%	0.00%	0.00%	1.85%	
51 Wholesale Trade - Non-Durable Goods	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 222,226	\$ -	\$ -	\$ -	\$ -	\$ 222,226	\$ 222,226
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.63%	0.00%	0.00%	0.00%	0.00%	0.63%	
55 Automotive Dealership & 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%	
59 Miscellaneous Retail Stores NEC	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 375,995	\$ -	\$ -	\$ -	\$ 375,995	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 375,995	\$ 562,792
	%	0.00%	0.00%	0.00%	0.00%	1.06%	0.00%	0.00%	0.00%	1.06%	0.00%	0.00%	0.00%	0.00%	0.00%	1.06%	
62 Security & Commodity Brokers, Dealers, Exchanges & 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%	
65 Real Estate	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 45,000
	%	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%	
67 Holding & Other Investment Offices	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	%	0.00%	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 & 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%	
73 Business Services NEC	\$ 202,993	\$ -	\$ 35,080	\$ -	\$ 11,535	\$ -	\$ 4,000	\$ -	\$ 249,608	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 249,608	\$ 2,122,752
	%	0.57%	0.00%	0.10%	0.00%	0.03%	0.00%	0.01%	0.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.70%	
75 Automotive Repair, Services & Parking	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 21,633
	%	0.00%	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%	
76 Miscellaneous Repair Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
80 Health & Allied Services NEC	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
81 Legal Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 772,464
	%	0.00%	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 Organizations NEC	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 120
	%	0.00%	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 & Management Services	\$ 136,125	\$ -	\$ -	\$ -	\$ 54,145	\$ -	\$ 22,779	\$ -	\$ 213,049	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 213,049	\$ 2,314,592
	%	0.38%	0.00%	0.00%	0.15%	0.00%	0.06%	0.00%	0.60%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.60%	
89 Services NEC	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 7,068,011
	%	0.00%	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	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	%	0.00%	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%	
96 Regulation, Licensing, & Inspection of Misc Commercial Sectors	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	%	0.00%	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%	
TOTAL	\$ 339,118	\$ -	\$ 98,063	\$ -	\$ 1,825,020	\$ -	\$ 22,779	\$ -	\$ 5,323,533	\$ 3,718,870	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 9,042,403	\$ 35,551,905
	%	0.95%	0.00%	0.28%	0.00%	5.13%	0.00%	0.06%	0.00%	14.97%	10.46%	0.00%	0.00%	0.00%	0.00%	25.43%	100.00%

Net Total Procurement \$ 35,551,905

NOTES: * 8(a) - Firms classified as 8(a) by the Small Business Administration include non-WMD/VLGBT/PDBE. 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 utility directly procures from a supplier.
 2 Sub - Means Subcontractor Procurement: when a prime contractor, in contract with a utility, procures from a subcontractor to fulfil its contractual obligation(s).
 % - Percentage of Net Procurement

Totals may not add due to rounding.



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

Bear Valley Electric Service, Inc.

2024

GO 156 Sec. 9.1.2

Number of Diverse Suppliers and Revenue Reported to the Clearinghouse

Number of Diverse Suppliers Data														
Number of Diverse Suppliers	Revenue Reported to Supplier Clearinghouse							Utility-Specific 2024 Summary						
	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 (PDBE)	8(a)*	Total	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 (PDBE)	8(a)*	Total
Under \$1 Million	4	0	0	0	0	0	5	16	4	0	0	0	0	20
Under \$5 Million	1	1	0	0	0	0	2	1	1	0	0	0	0	0
Under \$10 Million	0	1	0	0	0	0	1	0	0	0	0	0	0	0
Above \$10 Million	12	3	0	0	0	0	15	0	0	0	0	0	0	0
TOTAL	17	5	0	0	0	0	22	17	5	0	0	0	0	22

Revenue and Payment Data														
Revenue of Diverse Suppliers	Revenue Reported to Supplier Clearinghouse							Utility-Specific 2024 Summary						
	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 (PDBE)	8(a)*	Total	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 (PDBE)	8(a)*	Total
Under \$1 Million	\$ 3,209,758	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,209,758	\$ 2,284,980	\$ 589,852	\$ -	\$ -	\$ -	\$ -	\$ 2,874,832
Under \$5 Million	\$ 5,500	\$ 222,226	\$ -	\$ -	\$ -	\$ -	\$ 227,726	\$ 3,038,553	\$ 3,129,018	\$ -	\$ -	\$ -	\$ -	\$ 6,167,571
Under \$10 Million	\$ -	\$ 10,827	\$ -	\$ -	\$ -	\$ -	\$ 10,827	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Above \$10 Million	\$ 2,108,275	\$ 3,485,818	\$ -	\$ -	\$ -	\$ -	\$ 5,594,093	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
TOTAL	\$ 5,323,533	\$ 3,718,870	\$ -	\$ -	\$ -	\$ -	\$ 9,042,403	\$ 5,323,533	\$ 3,718,870	\$ -	\$ -	\$ -	\$ -	\$ 9,042,403

NOTE: * 8(a) – Firms classified as 8(a) by the Small Business Administration include non-WMDVLGBTBPDBE. 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.

Totals may not add due to rounding.

Sec. 9.1.3 Supplier Diversity Program Expenses

Bear Valley Electric Service, Inc. 2024 GO 156 Section 9.1.3
Supplier Diversity Program Expenses

Expense Category	2024
Wages	\$ 14,819.85
Other Employee Expenses	\$ 1,229.46
Program Expenses	\$ 649.37
Reporting Expenses	\$ 4,500.00
Training Expenses	\$ 781.50
Consultant Expenses	\$ 1,993.97
Other Expenses	\$ -
TOTAL	\$ 23,974.15

- Other Employee Expenses: Office space, travel and non-wage costs
- Program Expenses: Printing, postage, supplies, outreach and other costs directly related to the program
- Reporting Expenses: Computer, accounting and other expenses in preparing report to CPUC
- Training Expenses: Costs related to training employees (internal) and suppliers (external)
- *Consulting Expenses: Bear Valley Electric Service, Inc. portion of cost for the CPUC Supplier Clearinghouse

Sec. 9.1.4 Description of Supplier Workforce

BVES acknowledges the request for supplier workforce information as part of the reporting requirements. However, this data request was not included in our initial supplier data submission due to recent changes to the reporting requirements. The California Public Utilities Commission updated the reporting templates with the most recent update on January 9, 2025, which did not allow the necessary time to create the formal request, provide time for responses and verify the information. Additionally, this information is not currently available in the Supplier Clearinghouse and if the information is requested through the renewal process, may not be available in the database until the supplier's certification expires and data is included on their subsequent renewal is completed.

As it relates to the CPUC's new request for information, BVES is committed to aligning with CPUC's updated requirements and work towards incorporating this information in future reporting cycles. Moving forward, we will collaborate with our suppliers to ensure they are aware of these new requirements and collect the necessary data for submission in a timely manner.

The aforementioned statement is related to the following request from the CPUC:

1. *The number of diverse suppliers (direct and subcontractors) who have the majority of their workforce in California.*
2. *For your organization's direct suppliers and subcontractors, provide the average percentage of the workforce that resides in California.*
 - a. *Step 1: list each supplier's average percentage (provided by the Supplier Clearinghouse and/or via utility inquiry to vendors)*
 - b. *Step 2: Calculate the average percentage*
 - i. *Sum of average percentage / # of suppliers = Average Percentage of Total Workforce*
 - c. *Step 3: Report the average percentage*
3. *Provide the diversity of the TOTAL contractor or subcontractor workforce. To the extent that the data is provided voluntarily by the employees of the suppliers.*

** Please note for items 2, and 3 above it refers to your organization's total supplier base (all direct and subcontractor vendors)*



Sec. 9.1.5 Description of Prime Contractor Utilization of Diverse Subcontractors

Bear Valley Electric Service, Inc.

2024

GO 156 Sec. 9.1.5

Summary of Prime Contractor Utilization of Diverse Subcontractors

Total Prime Contractor Utilization of Diverse 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)	Persons with Disabilities Business Enterprise (PDBE)	8(a)*	TOTAL Supplier Diversity Spend
Direct \$	\$ 1,166,564	\$ 0	\$ 1,166,564	\$ 3,457,240	\$ 0	\$ 0	\$ 0	\$ 0	\$ 4,623,803
Sub \$	\$ 1,118,416	\$ 3,038,553	\$ 4,156,969	\$ 261,631	\$ 0	\$ 0	\$ 0	\$ 0	\$ 4,418,600
TOTAL \$	\$ 2,284,980	\$ 3,038,553	\$ 5,323,533	\$ 3,718,870	\$ 0	\$ 0	\$ 0	\$ 0	\$ 9,042,403
Direct %	3.28%	0.00%	3.28%	9.72%	0.00%	0.00%	0.00%	0.00%	13.01%
Sub %	3.15%	8.55%	11.69%	0.74%	0.00%	0.00%	0.00%	0.00%	12.43%
TOTAL %	6.43%	8.55%	14.97%	10.46%	0.00%	0.00%	0.00%	0.00%	25.43%

Net Procurement ** \$ **35,551,905**

In-State Prime Contractor Utilization of Diverse Subcontractors (California Domiciled)									
	Minority Male	Minority Female	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (PDBE)	8(a)*	TOTAL Supplier Diversity Spend
In-State Direct \$	\$ 1,166,564	\$ 0	\$ 1,166,564	\$ 3,457,240	\$ 0	\$ 0	\$ 0	\$ 0	\$ 4,623,803
In-State Sub \$	\$ 1,118,416	\$ 3,038,553	\$ 4,156,969	\$ 233,052	\$ 0	\$ 0	\$ 0	\$ 0	\$ 4,390,022
TOTAL \$	\$ 2,284,980	\$ 3,038,553	\$ 5,323,533	\$ 3,690,292	\$ 0	\$ 0	\$ 0	\$ 0	\$ 9,013,825
In-State Direct %	3.28%	0.00%	3.28%	9.72%	0.00%	0.00%	0.00%	0.00%	13.01%
In-State Sub %	3.15%	8.55%	11.69%	0.66%	0.00%	0.00%	0.00%	0.00%	12.35%
TOTAL %	6.43%	8.55%	14.97%	10.38%	0.00%	0.00%	0.00%	0.00%	25.35%

Net Procurement ** \$ **35,551,905**

NOTES: * Firms classified as 8(a) by the Small Business Administration include non-WMDVLGBTPDBE.

** Net Procurement includes purchase orders, non-purchase orders.

Direct Direct Procurement

Sub Subcontractor Procurement

% Percentage of Net Procurement

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

Sec. 9.1.5 Description of Prime Contractor Utilization of Diverse Subcontractors

At BVES, we hold our Prime Supplier Partners to the highest standards, expecting excellence in service, product quality, pricing and safety. Although not a requirement, it is an added value when they align with our core values, including Supplier Diversity. In 2024, we strengthened our efforts by actively engaging prime contractors in strategic initiatives designed to expand diverse subcontractor participation. These initiatives create direct connections between prime suppliers and diverse subcontractors, fostering meaningful partnerships which drive sustainable growth.

BVES plays an active role in sourcing potential subcontractors, facilitating introductions, and providing guidance to both primes and diverse suppliers to ensure successful engagement in procurement opportunities.

In 2023, we encouraged a significant change when our largest contractor lost its diverse certification from the Supplier Clearinghouse. Despite this shift, the contractor remained a valuable partner, continuing to deliver high-quality service while reinforcing its commitment to Supplier Diversity. This supplier proactively sought opportunities to engage diverse subcontracts, many of whom were certified diverse businesses. Their efforts contributed significantly to BVES exceeding the 23% diverse business utilization requirement set by the CPUC.

Looking ahead, we are placing greater emphasis on tracking and early reporting of Tier-2 subcontractor spend. This will allow us to monitor diverse business utilization throughout the year, providing a clearer forecast of where we stand and enabling us to offer targeted support to prime contractors. Our enhanced focus will also help our Prime Supplier Partners and their subcontractors with identifying, managing and where necessary acquire diverse certification.

Putting “Diversity in Action: Building Resilient Partnerships” at the forefront of our program has helped us to achieve the desired results. It has helped to reaffirm our commitment to building an inclusive supply chain.

Sec. 9.1.5 Summary of Diverse Contractor Utilization

Bear Valley Electric Service, Inc.

2024

GO 156 Sec. 9.1.5

New Diverse Prime and Subcontractor Utilization

	Category							8(a)*	Total
	Minority Male	Minority Female	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (PDBE)		
New Prime Contractors	1	0	1	0	0	0	0	0	1
New Subcontractors	6	1	7	3	0	0	0	0	10

NOTES: 8(a)* – Firms classified as 8(a) by the Small Business Administration include non-WMDVLGBTBDBE. Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).
 ** – Net Procurement Includes Purchase Order and Non-Purchase Order
 Direct – Means Direct Procurement: when a utility directly procures from a supplier.
 Sub – Means Subcontractor Procurement: when a prime contractor, in contract with a utility, procures from a subcontractor to fulfill its contractual obligation(s).



Sec. 9.1.6 List of Supplier Diversity Complaints Received and Current Status

At Bear Valley Electric Service, Inc. we are committed to upholding the highest standards for our Supplier Diversity Program. We are pleased to report that there were no complaints received regarding the execution of the program.



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

At Bear Valley Electric Service, Inc. we are committed to fair and open competition in our procurement process. While this is the case, we've noted that there has been low utilization in certain categories.



Sec. 9.1.9 Supplier Diversity Results in Power (Energy) Procurement

Bear Valley Electric Service, Inc.

2024

GO 156 Section 9.1.9

Supplier Diversity Annual Results in Fuel Procurement

		Direct Power Purchases \$	Direct Fuels for Generation \$		Totals \$ ¹			% ²
		Renewable and Non-Renewable Power Products	Diesel	Natural Gas	Direct ³	Sub	Total \$ ⁴	
Minority Male	African American	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	0.00%
	Asian Pacific American	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	0.00%
	Hispanic American	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	0.00%
	Native American	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	0.00%
	Total Minority Male	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	0.00%
Minority Female	African American	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	0.00%
	Asian Pacific American	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	0.00%
	Hispanic American	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	0.00%
	Native American	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	0.00%
	Total Minority Female	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	0.00%
Total Minority Business Enterprise (MBE)		\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	0.00%
Women Business Enterprise (WBE)		\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	0.00%
Lesbian, Gay Bisexual, Transgender Business Enterprise (LGBTBE)		\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	0.00%
Disabled Veteran Business Enterprise (DVBE)		\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	0.00%
Persons with Disabilities Business Enterprise (PDBE)		\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	0.00%
8(a) ⁵		\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	0.00%
Total Supplier Diversity Spend		\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	0.00%
Net Power Procurement		\$ 11,769,231						
Net Direct Power Purchases		\$ 6,776,477						
Net Direct Fuels for Generation		\$ 346,829						

- NOTES: ¹ Excludes purchases from the California Independent System Operator (CAISO), other utilities, federal entities, state entities, municipalities and cooperatives.
² Excludes purchases from the CAISO, other utilities, federal entities, state entities, municipalities and cooperatives.
³ % - Percentage of Net Procurement
⁴ "Total" does not include pre-commercial development (COD) subcontracting values.
⁵ 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).
 Public version excludes nuclear spend.



A Subsidiary of
American States Water Company

2025 Annual Plan

**“Energizing Diversity through Sustaining, Strengthening
and Powering Forward”**



Sec. 10.1.1 Supplier Diversity Short-, Mid-, and Long-Term Procurement Goals

Bear Valley Electric, Inc.

2025

GO 156 Section 10.1.1

Supplier Diversity Short-, Mid-, and Long-Term Goals Procurement Goals

Services	Short-Term 2025						Mid-Term 2026						Long-Term 2027					
	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (PDBE)	Total Supplier Diversity Goal	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	Person with Disabilities Business Enterprise (PDBE)	Total Supplier Diversity Goal	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	Person with Disabilities Business Enterprise (PDBE)	Total Supplier Diversity Goal
Agricultural Services	0.00%	8.80%	0.00%	0.00%	0.00%	8.80%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Auto Dealership & 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%	0.00%	0.00%	0.00%
Business Services NEC	0.70%	0.00%	0.00%	0.00%	0.00%	0.70%	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%	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%	0.00%	0.00%	0.00%
Engineering & Management Services	0.60%	0.00%	0.00%	0.00%	0.00%	0.60%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Fasteners, Buttons, Needles & Pins	0.00%	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%	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%	0.00%	0.00%	0.00%
Health & Allied Services NEC	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Industrial Machinery & Computer Equipment	0.07%	0.00%	0.00%	0.00%	0.00%	0.07%	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%	0.00%	0.00%	0.00%
Metal Mining Services	0.04%	0.00%	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%	0.00%	0.00%
Membership Organizations 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%	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%	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%	0.00%	0.00%	0.00%
Miscellaneous Repair Services	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Printing & Publishing	0.00%	0.00%	0.00%	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%	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%	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%	0.00%	0.00%	0.00%
Special Trade Contractor	0.18%	0.00%	0.00%	0.00%	0.00%	0.18%	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%	0.00%	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%	0.00%	0.00%
Apparel and Other Finished Products Made from Fabrics and Similar Materials	0.00%	0.08%	0.00%	0.00%	0.00%	0.08%	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 & 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%	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%	0.00%	0.00%	0.00%
Local Trucking Without Storage	0.00%	0.03%	0.00%	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%	0.00%	0.00%
Electric Services & Other Services Combined	8.55%	0.92%	0.00%	0.00%	0.00%	9.47%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Heavy Construction Other Than Building	0.05%	0.00%	0.00%	0.00%	0.00%	0.05%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Bldg Constr Gen Contr & Other Op Builders	0.00%	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%	0.00%	0.00%	0.00%
Fabricated Metal Goods	0.00%	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%	0.00%	0.00%	0.00%
Petroleum Refining & Related Industries	0.00%	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%	0.00%	0.00%	0.00%
Holding & Other Investment Offices	0.00%	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%	0.00%	0.00%	0.00%
Rubber & Miscellaneous Plastics 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%	0.00%	0.00%	0.00%
Food & Kindred 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%	0.00%	0.00%	0.00%
Security & Commodity Brokers, Dealers, Exchanges & 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%	0.00%	0.00%	0.00%
Steel Pipe & 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%	0.00%	0.00%	0.00%
Measuring, Analyzing & Controlling Instruments	0.00%	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%	0.00%	0.00%	0.00%
Furniture & Fixtures	0.00%	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%	0.00%	0.00%	0.00%
Wholesale Trade Non-Durable Goods	0.00%	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%	0.00%	0.00%	0.00%
Subtotal	10.19%	9.75%	0.00%	0.00%	0.00%	19.94%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total	14.97%	10.46%	0.00%	0.00%	0.00%	25.43%	0.00%	0.00%	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.

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

Sec. 10.1.1 Supplier Diversity Short-, Mid-, and Long-Term Procurement Goals

Bear Valley Electric Service, Inc. is committed to fostering a diverse and inclusive supply chain that reflects the community we serve. Our Supplier Diversity Program is designed to create meaningful opportunities for Women, Minority, Disabled Veteran, LGBT, and Persons with Disabilities-owned businesses, with a strong focus on increasing participation in historically underutilized categories.

• Short-Term Goals

- Strengthen internal collaboration between the Supplier Diversity Manager and key stakeholders to identify procurement opportunities for diverse vendors within our procurement process
- Identify underutilized categories and develop a specific plan to increase utilization
- Increase engagement with Community Based Organizations (CBOs)
 - Engage with leadership and membership
 - Support initiatives
 - Co-host/co-sponsor events
- Increase subcontracting opportunities by working with procurement, department leads and prime contractors on projects
- Provide educational workshops both internally and externally about BVES's Supplier Diversity Program

• Mid-Term Goals

- Clearly communicating with all vendors to educate them about the Supplier Diversity Program
- Create a pipeline with CBOs for businesses, specifically related to niche opportunities that are difficult to source, or on the cutting edge of technology or are industry-specific
- Work with Finance and Procurement to source, or create, a process whereby the capturing of data and information can support the decision-making process

• Long-Term Goals

- Work with diverse vendors to identify challenges toward a transparent procurement process
- Building a resource to identify, develop and source underutilized categories for inclusion

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

Internal Program Activities

Bear Valley Electric Service, Inc. is committed to building on the policies and strategies that have proven effective in advancing Supplier Diversity. Our Supplier Diversity Champions are an interdepartmental group dedicated to driving diversity initiatives. Our Champions will continue to be a pillar of our program. Our Champions serve as a think tank, setting the atmosphere for generating ideas, strategizing and getting them implemented throughout the company. At BVES, we recognize that Supplier Diversity is not just something that you do but it fuels our procurement program.

External Program Activities

Externally, BVES will continue to build upon key strategic initiatives. We will continue to support the High Performance Series led by the Council for Supplier Diversity. This is our signature training and capacity building program which provides industry insights, best practices, introductions, procurement training, etc. We will work with our Prime Supplier Partners to continue to develop our Tier 2 subcontracting program and provide resources, making introductions where appropriate and providing a reporting mechanism. We will focus on our outreach and strategic partnerships to community based organizations. We will develop and deepen our relationships to receive access to their resources. A primary focus will be placed on underutilized procurement categories and groups. We will partner with and inform their members and interested communities about opportunities with GSWC. Attending and partnering with CBOs will be a core component of BVES's approach to Supplier Diversity.

Sec. 10.1.3 Plans for Recruiting Diverse Suppliers in Low Utilization Categories

At BVES, all vendors, regardless of diverse or non-diverse status, are required to complete a thorough vetting and approval process before being invited to participate in our RFPs. This process ensures that we cultivate a highly qualified and inclusive vendor pool thus creating fair opportunities across all business categories. Our goal is to ensure that historically underrepresented businesses are not only included but have meaningful access to opportunities within our supply chain.

BVES is committed to increasing supplier diversity, specifically in product and service categories where diverse supplier participation has historically been low. We are implementing targeted initiatives that focus on:

- **Outreach:** We will collaborate community based organizations (CBOs) that focus on supporting underrepresented communities which will help us identify, connect with and develop diverse suppliers in specialized and technical fields.
- **Prime Supplier Partners:** To drive change, we will work with our Prime Supplier Partners to encourage them to support supplier diversity and expand the overall pipeline of qualified vendors.
- **Technical and Capacity Building:** Supporting programs including and similar to the High-Performance Series led by the Council for Supplier Diversity which identifies and develops qualified diverse vendors, expanding the pool of businesses ready to engage in procurement opportunities.

Sec. 10.1.4 Plans for Recruiting Diverse Suppliers Where Unavailable

As part of our commitment to “Diversity in Action: Building Resilient Partnerships,” Bear Valley Electric Service, Inc. is dedicated to identifying, recruiting and supporting diverse businesses in areas where they are currently underrepresented within our supply chain. When diverse suppliers are not readily available as approved vendors, we take a proactive approach to cultivating a broader, more inclusive supplier base. Our goal is not only to ensure access by all businesses to procurement opportunities but also to develop and strengthen diverse businesses to meet our needs.

- **Community Based Organization Support and Investment:** BVES supports and will continue to support CBOs that provide training, networking and matchmaking opportunities. Additionally, they’ll be asked to assess their membership to determine whether firms exist that provide these services or require training to potentially be able to offer these services.
- **Encourage Prime Contractors to Support Diverse Supplier Development:** Where applicable we will work to develop opportunities for prime contractors to support diverse suppliers to expand the pipeline overall of qualified suppliers.
- **Supplier Recruitment & Development Events:** Through events such as Meet the Primes and attending similar matchmaking events, we will work to identify such firms that have been underrepresented.

By taking these actions, BVES is not only increasing diverse supplier participation but also fostering a more inclusive, and innovative supply chain. These efforts will ensure that underrepresented businesses have the support they need to compete, grow and contribute meaningfully to the industries we serve.

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

At Bear Valley Electric Service, Inc. our Prime Supplier Partners play a vital role in the success of our Supplier Diversity Program. Our ability to meet and surpass the CPUC's Supplier Diversity goal of 23% this year was only possible due to their utilization of diverse subcontractors. Because of this, we view our Prime Supplier Partners as essential collaborators in advancing an inclusive supply chain. As part of our commitment to "Diversity in Action: Building Resilient Partnerships", we will continue to engage, support, and hold our Prime Supplier Partners accountable for continuing to identify subcontracting opportunities for diverse businesses. Through strategic collaboration, we aim to build a procurement process that is beneficial to all of our stakeholders including our Prime Supplier Partners, subcontractors, the communities that we serve and for us. To ensure the continued success of our program we will focus on the following as a foundation for our program:

- **Incorporating Supplier Diversity Expectations:** BVES will set clear expectations with prime contractors regarding the Supplier Diversity goals as set forth by the CPUC. We will encourage them to develop inclusion plans that align with our commitment to Supplier Diversity.
- **Early Engagement:** BVES's Supplier Diversity resources will make efforts to engage with prime contractors in the project planning phase where appropriate. We will work with prime contractors from the outset to identify potential subcontracting opportunities and encourage the inclusion of diverse businesses in their sourcing process. Where appropriate we will support their efforts to identify diverse vendors when asked.
- **Monitoring and Accountability:** BVES will implement tracking mechanisms to assess subcontractor engagement on a semi-annual basis. This will provide an opportunity to ensure that diverse businesses are being considered and utilized where opportunities exist. Additionally, this will allow the Supplier Diversity team to ensure certification periods to maximize applicable spend.
- **Facilitating Meaningful Connections:** BVES will actively provide opportunities for prime contractors to identify qualified diverse subcontractors through networking events, matchmaking sessions and partnerships with community-based organizations.

Sec. 10.1.6 Plans for Complying with the Supplier Diversity Program Guidelines

Bear Valley Electric Service, Inc. is dedicated to creating an inclusive procurement environment that fosters fair opportunities for diverse businesses while maintaining a focus on identifying the most qualified suppliers for each opportunity. In alignment with California Public Utilities Code Section 8283(c), we will continue expanding opportunities for historically underutilized business categories. As part of our strategic efforts, we will be mindful of including diverse businesses in procurement opportunities where qualified firms are available, with a strong emphasis on increasing participation in historically underutilized categories, including LGBTBEs, DVBEs and PDBEs. Some of the most important parts of our plan include the following:

- **Targeted Outreach and Engagement:** Strategically developing partnerships that are mutually beneficial whereby we engage and interact with their membership and provide opportunities to network and connect them with business opportunities including identifying diverse firms.
- **Supplier Development and Capacity Building:** Providing resources, mentorship, and training to help diverse businesses enhance their capabilities and competitiveness.
- **Internal Education and Training:** Equipping procurement teams and leadership with the knowledge and tools to ensure inclusive sourcing practices while maintaining a focus on selecting the most qualified candidates.
- **Data-Driven Strategies:** Enhancing tracking and reporting to measure progress in increasing diverse business participation, particularly in underutilized categories.
- **Proactive Bid Inclusion:** Actively seeking out and encouraging diverse supplies to participate in procurement processes where qualified firms exist.

Through these initiatives, BVES upholds its commitment to “Diversity in Action: Building Resilient Partnerships”, ensuring that all businesses, regardless of diversity status, have a fair chance to compete while also striving to increase participation in underrepresented categories.

Appendix



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Legend for 2-Digit Standard Industrial Classification (SIC) Codes

SIC	SIC Description
01	Agricultural Production Crops
02	Agriculture Production Livestock and Animal Specialties
07	Agricultural Services
08	Forestry Services
09	Fishing, Hunting, and Trapping
10	Metal Mining
12	Coal Mining
13	Oil and Gas Extraction
14	Mining and Quarrying of Nonmetallic Minerals, Except Fuels
15	Building Construction General Contractors and Operative Builders
16	Heavy Construction Other Than Building Construction Contractors
17	Construction Special Trade Contractors
20	Food and Kindred Products
21	Tobacco Products
22	Textile Mill Products
23	Apparel and Other Finished Products Made From Fabrics and Similar Materials
24	Lumber and Wood Products, Except Furniture
25	Furniture and Fixtures
26	Paper and Allied Products
27	Printing, Publishing, and Allied Industries
28	Chemicals and Allied Products
29	Petroleum Refining and Related Industries
30	Rubber and Miscellaneous Plastics Products
31	Leather and Leather Products
32	Stone, Clay, Glass, and Concrete Products
33	Primary Metal Industries
34	Fabricated Metal Products, Except Machinery and Transportation Equipment
35	Industrial and Commercial Machinery and Computer Equipment
36	Electronic and Other Electrical Equipment and Components, Except Computer Equipment
37	Transportation Equipment
38	Measuring, Analyzing and Controlling Instruments; Photographic, Medical and Optical Goods, Watches and Clocks
39	Miscellaneous Manufacturing Industries
41	Railroad Transportation
42	Local and Suburban Transit and Interurban Highway Passenger Transportation
43	Motor Freight Transportation and Warehousing
44	United States Postal Service
45	Water Transportation
46	Transportation By Air
47	Pipelines, Except Natural Gas
48	Transportation Services Communications

SIC	SIC Description
49	Electric, Gas, and Sanitary Services
50	Wholesale Trade – Durable Goods
51	Wholesale Trade – Non-Durable Goods
52	Building Materials, Hardware, Garden Supply, and Mobile Home Dealers
54	Food Stores
55	Automotive Dealers and Gasoline Service Stations
56	Apparel and Accessory Stores
57	Home Furniture, Furnishings, and Equipment Stores
58	Eating and Drinking Places
59	Miscellaneous Retail
60	Depository Institutions
61	Non-Depository Credit Institutions
62	Security and Commodity Brokers, Dealers, Exchanges and Services
63	Insurance Carriers
64	Insurance Agents, Brokers, and Service
65	Real Estate
67	Holding and Other Investment Offices
70	Hotels, Rooming Houses, Camps, and Other Lodging Places
72	Personal Services
73	Business Services
75	Automotive Repair, Services, and Parking
76	Miscellaneous Repair Services
78	Motion Pictures
79	Amusement and Recreation Services
80	Health Services
81	Legal Services
82	Educational Services
83	Social Services
84	Museums, Art Galleries, And Botanical and Zoological Gardens
86	Membership Organizations
87	Engineering, Accounting, Research, Management, and Related Services
88	Private Households
89	Miscellaneous Services
91	Executive Legislative, and General Government, Except Finance
92	Justice, Public Order, and Safety
93	Public Finance, Taxation, and Monetary Policy
94	Administration of Human Resource Programs
95	Administration of Environmental Quality and Housing Programs
96	Administration of Economic Programs
97	National Security and International Affairs
99	Nonclassifiable Establishments



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2024 Annual Report | 2025 Annual Plan

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A special thank you to our design partner
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