



UNLOCKING POTENTIAL: THE POWER OF SUPPLIER DIVERSITY

CALIFORNIA AMERICAN WATER

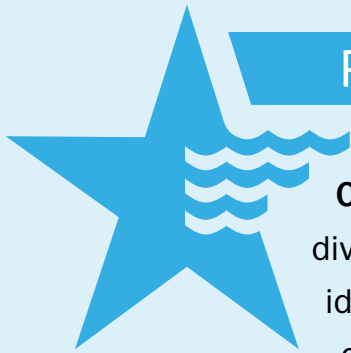
2025 Annual Report to the California Public Utilities Commission (for 2024 results)

Women, Minority, Disabled Veteran, LGBT Business Enterprise Procurement
Pursuant to CPUC General Order 156 (U-60-W)



CALIFORNIA
AMERICAN WATER

WE KEEP LIFE FLOWING®



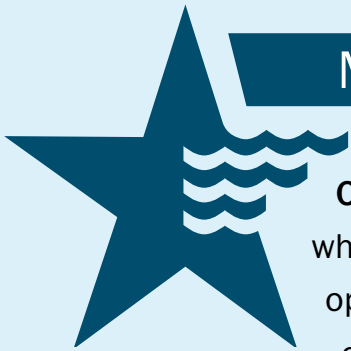
POLICY

California American Water recognizes the value of supplier diversity as a strategic business decision. We are committed to identifying diverse suppliers and offering them an opportunity to compete for products and service contracts.



VISION

We create opportunities – including education and mentorship – for diverse suppliers and strive to work with diverse suppliers who meet our high standards and work in our customers' best interests.



MISSION

Our mission is to open business doors for diverse suppliers who otherwise would not have been knowledgeable of contract opportunities with California American Water. We are steadfast in our commitment to ensure that available contract opportunities are known and reviewed in an open and fair competitive business environment.

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PRESIDENT'S MESSAGE



KEVIN TILDEN
President

What a year it has been. For our company, we aren't just interested in Supplier Diversity, we are interested in the diversity of our employees, being involved in our diverse communities and having a Board of Directors that represents the communities we serve.

As we reflect on the past year, I am immensely proud of the strides Supplier Diversity at California American Water has made. Our commitment to fostering an inclusive supply chain has helped us build stronger, more resilient partnerships and create valuable opportunities for all businesses to thrive alongside us.

This year, we have successfully exceeded the CPUC's 2024 target of 23%, ending the year at 48.64%, through collaboration, dedication, and our sourcing practices.

As you will read on these pages, our team's hard work, passion, and commitment have helped us achieve our goals for 2024, and we are confident we can continue this momentum for many years to come.

Together, we are expanding and strengthening our supplier base, making a more sustainable and dynamic business environment that benefits all.

Thank you for your continued efforts, and let's keep the momentum going as we move into the new year.

A handwritten signature in blue ink that reads "Kevin Tilden". The signature is fluid and cursive, written in a professional style.

KEVIN TILDEN
PRESIDENT

MESSAGE FROM THE SUPPLIER DIVERSITY MANAGER



ALEXUS RUSSELL
Supplier Diversity Manager

As we close out another successful year, I am excited to share the outstanding progress California American Water has made by showcasing our supplier diversity efforts of 2024. This year has been a testament to the collective effort, dedication, and unwavering commitment to building a more inclusive and equitable supply chain. This year's theme Unlocking Potential: The Power of Supplier Diversity represents that the trajectory of diversity, equity, and inclusion in regard to supplier diversity is a journey, not a sprint. The power of tiny gains tells us that if you improve 1 percent each day for one year, you'll be 37 times better than before.

Since joining the Procurement team in 2019 and transitioning into my current role as Program Manager, Supplier Diversity in December 2024, I've witnessed firsthand the remarkable impact of our team's dedication to supplier diversity. I was fortunate to learn from our previous Supplier Diversity Manager before their retirement, and I'm deeply grateful for the opportunity to carry forward the passion and commitment that drove such positive outcomes under their leadership. I hope to continue the catalyst for changing our supply chain by actively engaging and expanding our network, collaborating with our internal stakeholders, and building stronger relationships with the communities we serve to foster economic opportunities for underrepresented communities and to bring innovation, new ideas, and fresh perspectives into our business operations.

On behalf of our team, please join us in celebrating our diversity efforts for 2024 and our next steps on the horizon!

A handwritten signature in blue ink that reads "Alexus Russell". The script is fluid and cursive.

ALEXUS RUSSELL

SUPPLIER DIVERSITY MANAGER

Supplier Diversity

2024 at a Glance



\$170 million+

Total Procurement



\$83 million+

Diverse Spend



48.64%
TOTAL PURCHASES
WITH DIVERSE
SUPPLIERS



15 YEARS
CPUC GOAL SURPASSED



5 AMONG TOP 10
SUPPLIERS ARE DIVERSE FIRMS



21
NEW DIVERSE
FIRMS



37
DIVERSE SUPPLIERS
SPENT > \$100K



\$5.6 MILLION
COMMITTED CORPORATIONS
SPEND ON DIVERSE
BUSINESSES



232
TOTAL NUMBER OF
DIVERSE SUPPLIERS
IN OUR NETWORK OF
VENDORS



105
TOTAL NUMBER OF
DIRECT (PRIME) DIVERSE
SUPPLIERS WITH
SPEND IN 2024



133
TOTAL NUMBER OF DIVERSE
SUPPLIERS (PRIME &
SUBCONTRACTORS) WITH
SPEND IN 2024

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

In 2024, California American Water was enormously successful in our efforts to support supplier diversity by promoting and engaging our internal and external stakeholders. The following highlights display our activities throughout the year, including our participation in key events, meetings, and outreach events.

48.64%
2024 Diverse Spend

DIVERSE SPEND
for the past **5 YEARS**

Year	Net Procurement	Total WMDVLGBTBE Spend	Percentage
2024	\$170,655,221	\$83,015,100	48.64%
2023	\$136,107,301	\$68,723,249	50.49%
2022	\$135,691,414	\$62,318,559	45.93%
2021	\$100,796,029	\$48,201,459	47.82%
2020	\$106,314,863	\$42,485,749	39.96%

Our supplier diversity aligns with American Water’s values. We believe that employees are at their best when they can bring their authentic selves to work every day. This belief is the central component of our “Beautifully Different” philosophy, which recognizes, embraces and celebrates the uniqueness of our employees. We also believe that having employees with different ideas, viewpoints, experiences and backgrounds improves our ability to serve our customers. To this end, we are committed to attracting and retaining a workforce that understands the needs of the communities in which we serve.



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New Diverse Suppliers in 2024

- ★ 1155 Infrastructure Solutions aka 3E, LLC
- ★ AirX Utility Surveyors, Inc.
- ★ Bray Trucking, Inc.
- ★ Clutch
- ★ Conaway Geomatics, Inc.
- ★ Covenant Technical Solutions, Inc.
- ★ EnviroGage LLC
- ★ Fiona Hutton & Associates
- ★ Francison Consulting, Inc.
- ★ Goodly aka Hutcheson Creative LLC
- ★ Joint Matters, Inc.
- ★ Leader Sauce, LLC
- ★ Motion
- ★ Navajo Pipelines
- ★ Next Level 24/7
- ★ Nomad Donuts LLC
- ★ Office Solutions Business Products and Svcs, Inc.
- ★ Superior Tank
- ★ SVI Services, Inc.
- ★ Vasquez & Company LLP
- ★ Ventress Click Ventures LLC

Capacity Development: Diverse Suppliers Becoming Larger Prime Suppliers (Committed Corporations)

California American Water tracks our vendor spend annually to identify the vendors with whom we have spend of \$100K or more during the year. We are proud to highlight the following results:

In 2024, we had 19 diverse vendors with spend ranging from \$1M to \$10M. The 2024 Million Dollar MBE Circle is listed below (in order of highest spend):

1. Robert Brkich Construction
2. Navajo Pipelines
3. Florez Brothers, Inc. dba Florez Paving
4. SR Diversified, LLC
5. Automotive Rentals
6. ARL General Engineering
7. Innocenti Construction
8. Rawles Engineering
9. TNT Industrial Contractors
10. Doty Brothers Equipment
11. H2O Urban Solutions
12. Rodpaz Bros Inc
13. Blair, Church & Flynn Consulting
14. Hal Hays Construction
15. Clyde Steagall Inc
16. Valentine Environmental Engineers LLC
17. AK Mechanical
18. Altitude Inc
19. Johnson Construction Enterprise LLC

Of the vendors listed above, six vendors have been added to the Million Dollar MBE Circle in 2024 that were not included in the previous year.

2024 Activities and Outreach

At California American Water, we are committed to establishing internal and external outreach activities for supplier diversity as we believe both work together to create a more sustainable sourcing ecosystem.

2024 Plan Accomplishments

- We reached 48.64% diverse spend.
- We spent over \$9M with one new diverse supplier we added to our system in 2024.
- A vendor that was newly added to our network of diverse suppliers in 2023 was awarded their first \$1M contract with California American Water in 2024 for a main replacement project in our Ventura District.
- In the category of female-owned African-American businesses, we increased our spend from 0.29% to 0.41%. We continue to collaborate with our prime suppliers who report Tier 2 spend on our projects. The reporting process is quarterly.
- We committed to including diverse vendors in our bidding process. In 2024, diverse vendors were invited to participate in the bidding process for 43 projects over \$250K. Of those 43 bidding events, 23 were awarded to diverse vendors.
- Once again in 2024, we participated in W.A.T.E.R. 1.0. This training program, sponsored by CWA, invites diverse vendors to attend a 3-session course. Suppliers learn the benefits of preparing their proposals, to tailor their capabilities statements, and how to position themselves to work in the industry. The member cohort learned how to pitch their business, networked with USDP members from water utilities, and learned how water utilities operate with rate cases.
- We participated in the Veterans in Businesses first BRAVO Mentor Protégé Program. The program was over the course of six months, and we were paired with a Disabled-Veteran Business Owner to help develop their capabilities statement and pitch presentation deck and give them insights into doing business with utilities.

2024 HIGHLIGHTS

2024 Diversity Events

MARCH	7	CWA Women in Water Seminar - Pico Rivera, CA
APRIL	24-25	Veterans in Business Express Connect - Boston, MA
MAY	16-17	CWA Spring Conference - Sacramento, CA
	30	BuildOUT California Founders Day 2024 - San Francisco, CA



Clockwise from left: Women in Water, Express Connect, Spring Conference, BuildOUT

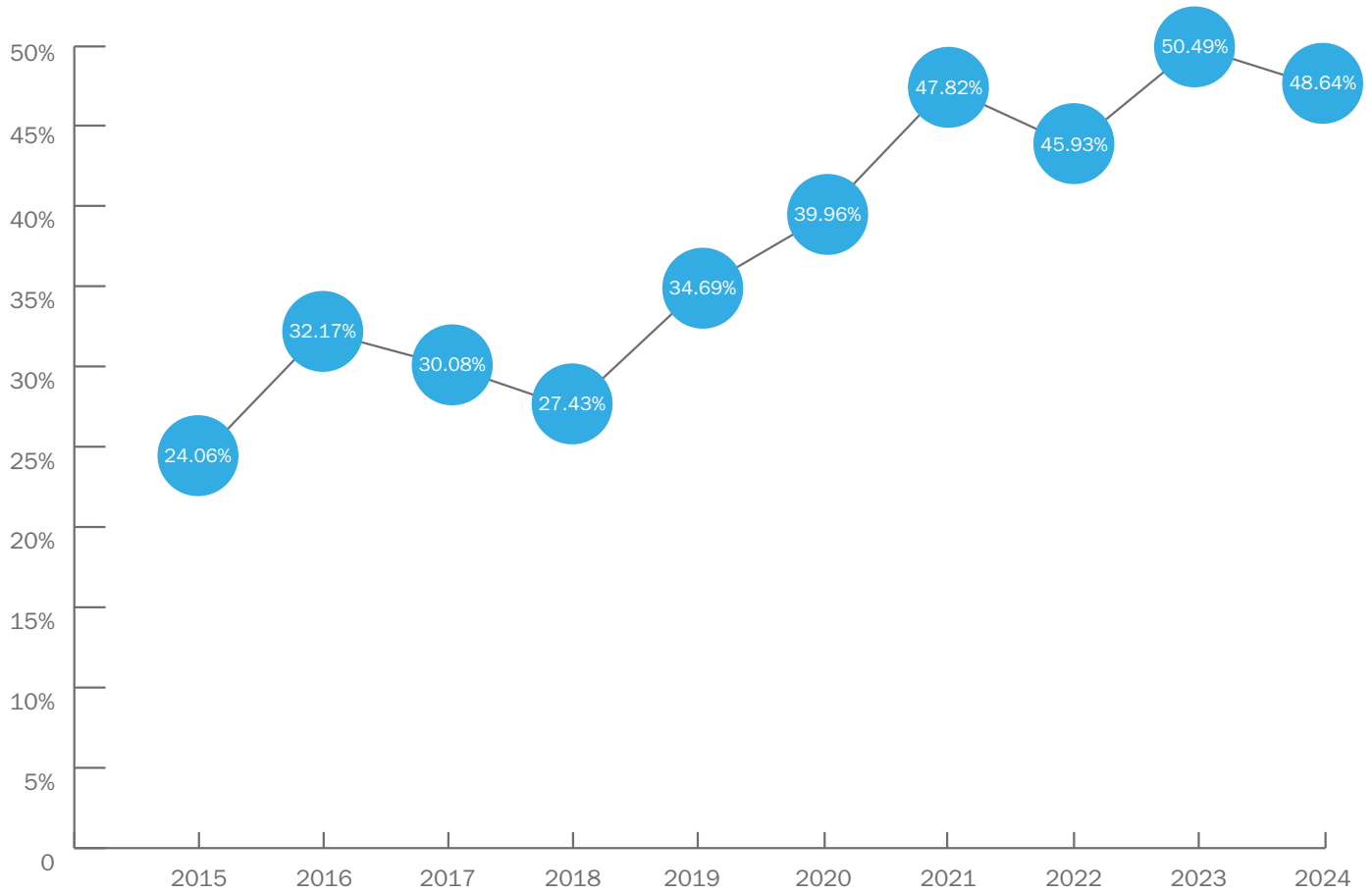
JUNE	7	LAGLCC Power in Pride: Business Showcase & Matchmaking - Downey, CA
JULY	14-15	American Indian Chamber Expo “Unleashing Native Power” - Rancho Mirage, CA
JULY/AUGUST	7/30-8/2	NGLCC - Palm Springs, CA
OCTOBER	3	CWA Meet the Primes - Pico Rivera, CA
	9-10	CPUC Small and Diverse Business Expo and En Banc - Riverside, CA
NOVEMBER	6-7	CWA Annual Conference - Monterey, CA
	13-14	Veterans in Business National Conference - San Diego, CA
DECEMBER	10-11	Utility Supplier Diversity Program Retreat California American Water (Corporate Office) - San Diego, CA



Clockwise from left: Meet the Primes, CWA Team, En Banc, VIB National Conference

Ten-Year Supplier Diversity Results

2024 = 48.64%



SECTION 9.1.2A – Supplier Diversity Results By Ethnicity

UTILITY SUPPLIER DIVERSITY PROGRAM 2024 RESULTS BY ETHNICITY

	ETHNICITY	DIRECT \$ ¹	SUB \$ ²	TOTAL \$	%
MINORITY MALE	African American	\$1,349,865	\$955,203	\$2,305,068	1.35%
	Asian-Pacific American	\$203,333	\$3,150	\$206,483	0.12%
	Hispanic American	\$19,277,915	\$1,111,794	\$20,389,709	11.95%
	Native American	\$5,319,620	\$0	\$5,319,620	3.12%
	TOTAL MINORITY MALE	\$26,150,733	\$2,070,147	\$28,220,880	16.54%
MINORITY FEMALE	African American	\$690,968	\$11,664	\$702,632	0.41%
	Asian-Pacific American	\$101,703	\$22,060	\$123,763	0.07%
	Hispanic American	\$3,114,806	\$183,818	\$3,298,624	1.93%
	Native American	\$0	\$0	\$0	0.00%
	TOTAL MINORITY FEMALE	\$3,907,477	\$217,542	\$4,125,019	2.42%
Total Minority Business Enterprise (MBE)		\$30,058,210	\$2,287,689	\$32,345,899	18.96%
Total Women Business Enterprise (WBE)		\$35,769,564	\$1,924,288	\$37,693,852	22.09%
Total Lesbian, Gay, Bisexual or Transgender Business Enterprise (LGBTBE)		\$10,120,903	\$0	\$10,120,903	5.93%
Total Disabled Veteran Business Enterprise (DVBE)		\$1,379,370	\$1,475,076	\$2,854,446	1.67%
Persons with Disabilities Business Enterprise (DBE)		\$0	\$0	\$0	0.00%
Total Other 8(a)*		\$0	\$0	\$0	0.00%
Total Supplier Diversity Spend		\$77,328,047	\$5,687,053	\$83,015,100	48.64%

Net Procurement**	\$170,655,221
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NOTES: * 8(a) - Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).

** Net Procurement includes purchase orders, non-purchase orders, and credit card dollars.

¹ Direct means Direct Procurement: when a 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 fulfill its contractual obligation(s).

% - Percentage of Net Procurement.

2024 HIGHLIGHTS

SECTION 9.1.2B – Supplier Diversity Direct Procurement Results By Product & Service Categories

UTILITY SUPPLIER DIVERSITY PROGRAM 2024 RESULTS BY PRODUCTS & SERVICES – DIRECT

	ETHNICITY	PRODUCT		SERVICES		TOTAL	
		\$	%	\$	%	\$	%
MINORITY MALE	African American	\$3,828	0.00%	\$1,346,037	0.79%	\$1,349,865	0.79%
	Asian-Pacific American	\$54,049	0.03%	\$149,284	0.09%	\$203,333	0.12%
	Hispanic American	\$7,705	0.00%	\$19,270,211	11.29%	\$19,277,916	11.30%
	Native American	\$0	0.00%	\$5,319,620	3.12%	\$5,319,620	3.12%
	TOTAL MINORITY MALE	\$65,582	0.04%	\$26,085,152	15.29%	\$26,150,734	15.32%
MINORITY FEMALE	African American	\$246,096	0.14%	\$444,872	0.26%	\$690,968	0.40%
	Asian-Pacific American	\$0	0.00%	\$101,703	0.06%	\$101,703	0.06%
	Hispanic American	\$423,234	0.25%	\$2,691,572	1.58%	\$3,114,806	1.83%
	Native American	\$0	0.00%	\$0	0.00%	\$0	0.00%
	TOTAL MINORITY FEMALE	\$669,330	0.39%	\$3,238,147	1.90%	\$3,907,477	2.29%
Total Minority Business Enterprise (MBE)		\$734,912	0.43%	\$29,323,299	17.18%	\$30,058,211	17.61%
Total Women Business Enterprise (WBE)		\$332,493	0.19%	\$35,437,071	20.77%	\$35,769,564	20.96%
Total Lesbian, Gay, Bisexual or Transgender Business Enterprise (LGBTBE)		\$0	0.00%	\$10,120,903	5.93%	\$10,120,903	5.93%
Total Disabled Veteran Business Enterprise (DVBE)		\$2,346	0.00%	\$1,377,024	0.81%	\$1,379,370	0.81%
Persons with Disabilities Business Enterprise (DBE)		\$0	0.00%	\$0	0.00%	\$0	0.00%
Total Other 8(a)*		\$0	0.00%	\$0	0.00%	\$0	0.00%
Total Supplier Diversity Spend		\$1,069,751	0.63%	\$76,258,297	44.69%	\$77,328,048	45.31%

Net Procurement**	\$170,655,221
Net (Diverse) Product Procurement	\$1,069,751
Net (Diverse) Service Procurement	\$76,258,297
Total Number of Diverse Suppliers that Received Direct Spend	105

NOTES: * 8(a) - Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).

** Net Procurement includes purchase orders, non-purchase orders, and credit card dollars.

Direct means Direct Procurement: when a utility directly procures from a supplier.

% - Percentage of Net Procurement.

SECTION 9.1.2C – Supplier Diversity Subcontractor Procurement Results By Product & Service Categories

UTILITY SUPPLIER DIVERSITY PROGRAM 2024 RESULTS BY PRODUCTS & SERVICES – SUBCONTRACTORS

	ETHNICITY	PRODUCT		SERVICES		TOTAL	
		\$	%	\$	%	\$	%
MINORITY MALE	African American	\$955,203	0.56%	\$0	0.00%	\$955,203	0.56%
	Asian-Pacific American	\$0	0.00%	\$3,150	0.00%	\$3,150	0.00%
	Hispanic American	\$123,178	0.07%	\$988,616	0.58%	\$1,111,794	0.65%
	Native American	\$0	0.00%	\$0	0.00%	\$0	0.00%
	TOTAL MINORITY MALE	\$1,078,381	0.63%	\$991,766	0.58%	\$2,070,147	1.21%
MINORITY FEMALE	African American	\$0	0.00%	\$11,664	0.01%	\$11,664	0.01%
	Asian-Pacific American	\$0	0.00%	\$22,060	0.01%	\$22,060	0.01%
	Hispanic American	\$0	0.00%	\$183,818	0.11%	\$183,818	0.11%
	Native American	\$0	0.00%	\$0	0.00%	\$0	0.00%
	TOTAL MINORITY FEMALE	\$0	0.00%	\$217,542	0.13%	\$217,542	0.13%

Total Minority Business Enterprise (MBE)	\$1,078,381	0.63%	\$1,209,308	0.71%	\$2,287,689	1.34%
Total Women Business Enterprise (WBE)	\$88,255	0.05%	\$1,836,033	1.08%	\$1,924,288	1.13%
Total Lesbian, Gay, Bisexual or Transgender Business Enterprise (LGBTBE)	\$0	0.00%	\$0	0.00%	\$0	0.00%
Total Disabled Veteran Business Enterprise (DVBE)	\$88	0.00%	\$1,474,988	0.86%	\$1,475,076	0.86%
Persons with Disabilities Business Enterprise (DBE)	\$0	0.00%	\$0	0.00%	\$0	0.00%
Total Other 8(a)*	\$0	0.00%	\$0	0.00%	\$0	0.00%
Total Supplier Diversity Spend	\$1,166,724	0.68%	\$4,520,329	2.65%	\$5,687,053	3.33%

Net Procurement**	\$170,655,221
Net (Diverse) Product Procurement	\$1,166,724
Net (Diverse) Service Procurement	\$4,250,329
Total Number of Diverse Subcontractors	35

NOTES: * 8(a) - Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).

** Net Procurement includes purchase orders, non-purchase orders, and credit card dollars.

Sub means Subcontractor Procurement: when a prime contractor, in contract with a utility, procures from a subcontractor to fulfill its contractual obligation(s).

% - Percentage of Net Procurement.

2024 HIGHLIGHTS

SECTION 9.1.2D – Supplier Diversity Results By Standard Industrial Classification (SIC) Codes

SIC CODE	CATEGORY	AFRICAN AMERICAN		ASIAN-PACIFIC AMERICAN		HISPANIC AMERICAN		NATIVE AMERICAN	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
0781	Horticulture Architectural Services	\$				\$247,774			
		%				0.15%			
0851	Forestry Services	\$				\$12,069			
		%				0.01%			
1081	Geophysical Surveying and Mapping	\$							
		%							
1442	Construction Sand and Gravel	\$							
		%							
1521	General Contractors: Single-Family Houses	\$	\$1,004,886				\$5,193		
		%	0.59%				0.00%		
1541	General Contractors: Industrial Buildings and Warehouses	\$			\$42,280			\$3,775,522	
		%			0.02%			2.21%	
1542	Nonresidential Construction, NEC	\$				\$84,757			
		%				0.05%			
1611	Highway and Street Construction	\$				\$28,868			
		%				0.02%			
1623	Water, Sewer and Pipelines	\$				\$15,726,057	\$1,709,140		
		%				9.22%	1.00%		
1629	Heavy Construction, NEC	\$				\$3,746			
		%				0.00%			
1711	Plumbing, Heating and AC	\$							
		%							
1721	Painting and Paper Hanging	\$					\$84,735		
		%					0.05%		
1731	Electrical Work	\$	\$2,946			\$2,186,174	\$668,757		
		%	0.00%			1.28%	0.39%		
1781	Water Well Drilling	\$							
		%							
1794	Excavation Work	\$				\$249,458	\$37,735		
		%				0.15%	0.02%		
1795	Wrecking and Demolition Work	\$		\$3,150					
		%		0.00%					
1796	Installing Building Equipment, NEC	\$				\$45,583			
		%				0.03%			
1799	Special Trade Contractors, NEC	\$	\$20,178			\$720,297			
		%	0.01%			0.42%			
2326	Men's and Boy's Work Clothing	\$							
		%							
2759	Commercial Printing, NEC	\$							
		%							

2024 HIGHLIGHTS

TOTAL MINORITY BUSINESS ENTERPRISE (MBE)	TOTAL WOMEN BUSINESS ENTERPRISE (WBE)	TOTAL LESBIAN, GAY, BISEXUAL, TRANSGENDER BUSINESS ENTERPRISE (LGBTBE)	TOTAL DISABLED VETERAN BUSINESS ENTERPRISE (DVBE)	TOTAL PERSONS WITH DISABILITIES BUSINESS ENTERPRISE (DBE)	OTHER 8(a)*	TOTAL WMDVLGBTBE
\$247,774						\$247,774
0.15%						0.15%
\$12,069						\$12,069
0.01%						0.01%
	\$72,222					\$72,222
	0.04%					0.04%
			\$1,225,577			\$1,225,577
			0.72%			0.72%
\$1,010,079						\$1,010,079
0.59%						0.59%
\$3,817,802						\$3,817,802
2.24%						2.24%
\$84,757						\$84,757
0.05%						0.05%
\$28,868	\$5,476		\$42,790			\$77,134
0.02%	0.00%		0.03%			0.05%
\$17,435,197	\$23,753,327	\$9,297,972	\$1,310,174			\$51,796,670
10.22%	13.92%	5.45%	0.77%			30.35%
\$3,746						\$3,746
0.00%						0.00%
	\$15,336					\$15,336
	0.01%					0.01%
\$84,735						\$84,735
0.05%						0.05%
\$2,857,877	\$1,474,932		\$350			\$4,333,159
1.67%	0.86%		0.00%			2.54%
	\$305,476					\$305,476
	0.18%					0.18%
\$287,193						\$287,193
0.17%						0.17%
\$3,150						\$3,150
0.00%						0.00%
\$45,583						\$45,583
0.03%						0.03%
\$740,475	\$11,583					\$752,058
0.43%	0.01%					0.44%
	\$70,795					\$70,795
	0.04%					0.04%
	\$1,248					\$1,248
	0.00%					0.00%

SIC CODE	CATEGORY	AFRICAN AMERICAN		ASIAN-PACIFIC AMERICAN		HISPANIC AMERICAN		NATIVE AMERICAN	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
2869	Industrial Organic Chemicals, NEC	\$							
		%							
2899	Chemicals and Chemical Preparations	\$					\$348,171		
		%					0.20%		
3498	Fabricated Pipe and Pipe Fittings	\$					\$89,567		
		%					0.05%		
3531	Construction Machinery	\$				\$44,405			
		%				0.03%			
3559	Special Industry Machinery, NEC	\$							
		%							
3646	Commercial, Industrial and Institutional Electric Lighting Fixtures	\$				\$128,697			
		%				0.08%			
3714	Motor Vehicle Parts and Accessories	\$				\$98,815			
		%				0.06%			
3826	Laboratory Analytical Instruments	\$							
		%							
4212	Hazardous Waste Collection Without Disposal	\$							
		%							
4581	Aircraft Servicing and Repair	\$				\$88,800			
		%				0.05%			
4619	Pipelines, NEC	\$							
		%							
4712	Freight Forwarding	\$	\$165,739						
		%	0.10%						
4789	Transportation Services, NEC	\$				\$175,064	\$123,233		
		%				0.10%	0.07%		
5039	Construction Materials, NEC	\$	\$955,203						
		%	0.56%						
5045	Computers, Peripherals and Software	\$		\$244,321					
		%		0.14%					
5063	Electrical Apparatus and Equipment	\$							
		%							
5084	Industrial Machinery and Equipment	\$							
		%							
5085	Industrial Supplies	\$							
		%							
5112	Stationery and Office Supplies	\$			\$54,049				
		%			0.03%				
5113	Industrial and Personal Service Paper	\$				\$1,264			
		%				0.00%			
5172	Petroleum and Petroleum Products Wholesalers	\$				\$6,441			
		%				0.00%			
5599	Automotive Dealers, NEC	\$	\$143,926						
		%	0.08%						
5812	Eating Places	\$	\$228						
		%	0.00%						
6411	Insurance Agents, Brokers and Service	\$							
		%							
6531	Real Estate Agents and Managers	\$							
		%							

TOTAL MINORITY BUSINESS ENTERPRISE (MBE)	TOTAL WOMEN BUSINESS ENTERPRISE (WBE)	TOTAL LESBIAN, GAY, BISEXUAL, TRANSGENDER BUSINESS ENTERPRISE (LGBTBE)	TOTAL DISABLED VETERAN BUSINESS ENTERPRISE (DVBE)	TOTAL PERSONS WITH DISABILITIES BUSINESS ENTERPRISE (DBE)	OTHER 8(a)*	TOTAL WMDVLGBTBE
	\$93,254					\$93,254
	0.05%					0.05%
\$348,171						\$348,171
0.20%						0.20%
\$89,567						\$89,567
0.05%						0.05%
\$44,405						\$44,405
0.03%						0.03%
	\$85,082					\$85,082
	0.05%					0.05%
\$128,697						\$128,697
0.08%						0.08%
\$98,815						\$98,815
0.06%						0.06%
	\$1,691			\$88		\$1,779
	0.00%			0.00%		0.00%
	\$7,117					\$7,117
	0.00%					0.00%
\$88,800						\$88,800
0.05%						0.05%
	\$4,205					\$4,205
	0.00%					0.00%
\$165,739						\$165,739
0.10%						0.10%
\$298,297						\$298,297
0.17%						0.17%
\$955,203						\$955,203
0.56%						0.56%
\$244,321						\$244,321
0.14%						0.14%
	\$78,527					\$78,527
	0.05%					0.05%
	\$4,362					\$4,362
	0.00%					0.00%
	\$70,966					\$70,966
	0.04%					0.04%
\$54,049						\$54,049
0.03%						0.03%
\$1,264						\$1,264
0.00%						0.00%
\$6,441	\$80,972					\$87,413
0.00%	0.05%					0.05%
\$143,926						\$143,926
0.08%						0.08%
\$228						\$228
0.00%						0.00%
	\$119,755					\$119,755
	0.07%					0.07%
	\$17,800					\$17,800
	0.01%					0.01%

SIC CODE	CATEGORY	AFRICAN AMERICAN		ASIAN-PACIFIC AMERICAN		HISPANIC AMERICAN		NATIVE AMERICAN		
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
7291	Tax Return Preparation Services	\$				\$10,549				
		%				0.01%				
7311	Advertising Agencies	\$	\$600	\$1,775						
		%	0.00%	0.00%						
7331	Direct Mail Advertising Services	\$					\$53,255			
		%					0.03%			
7349	Building Cleaning and Maintenance Services, NEC	\$			\$59,423					
		%			0.03%					
7359	Equipment Rental and Leasing, NEC	\$				\$5,360				
		%				0.00%				
7371	Computer Programming Services	\$	\$4,391							
		%	0.00%							
7374	Computer Processing and Data Preparation and Processing Services	\$								
		%								
7389	Drafting Service	\$					\$16,480			
		%					0.01%			
7513	Truck Rental and Leasing	\$								
		%								
7519	Utility Trailer Rental	\$								
		%								
8099	Other Health and Allied Services	\$								
		%								
8111	Legal Services	\$		\$149,284						
		%		0.09%						
8711	Engineering Services	\$			\$22,060	\$370,098		\$1,544,097		
		%			0.01%	0.22%		0.90%		
8712	Architectural Service	\$								
		%								
8713	Surveying Services	\$				\$96,000				
		%				0.06%				
8734	Testing Laboratories	\$					\$162,358			
		%					0.10%			
8741	Construction Management Services	\$								
		%								
8742	Administrative and General Management Consulting	\$	\$6,972	\$456,536		\$6,200				
		%	0.00%	0.27%		0.00%				
8743	Public Relations Services	\$								
		%								
8748	Business Consulting Services, NEC	\$				\$53,234				
		%				0.03%				
8999	Environmental Consultants	\$								
		%								
9131	Executive and Legislative Combined	\$								
		%								
9512	Land, Mineral, Wildlife and Forest Conservation	\$								
		%								
TOTAL		\$	\$2,305,069	\$702,632	\$206,483	\$123,763	\$20,389,710	\$3,298,624	\$5,319,619	\$0.00
		%	1.35%	0.41%	0.12%	0.07%	11.95%	1.93%	3.12%	0.00%

Net Procurement** **\$170,655,221**

TOTAL MINORITY BUSINESS ENTERPRISE (MBE)	TOTAL WOMEN BUSINESS ENTERPRISE (WBE)	TOTAL LESBIAN, GAY, BISEXUAL, TRANSGENDER BUSINESS ENTERPRISE (LGBTBE)	TOTAL DISABLED VETERAN BUSINESS ENTERPRISE (DVBE)	TOTAL PERSONS WITH DISABILITIES BUSINESS ENTERPRISE (DBE)	OTHER 8(a)*	TOTAL WMDVLGBTBE
\$10,549						\$10,549
0.01%						0.01%
\$2,375	\$340,391					\$342,766
0.00%	0.20%					0.20%
\$53,255						\$53,255
0.03%						0.03%
\$59,423	\$427,000					\$486,423
0.03%	0.25%					0.29%
\$5,360						\$5,360
0.00%						0.00%
\$4,391						\$4,391
0.00%						0.00%
		\$11,715				\$11,715
		0.01%				0.01%
\$16,480	\$1,087					\$17,567
0.01%	0.00%					0.01%
	\$5,099,263					\$5,099,263
	2.99%					2.99%
	\$1,609					\$1,609
	0.00%					0.00%
	\$7,009					\$7,009
	0.00%					0.00%
\$149,284						\$149,284
0.09%						0.09%
\$1,936,255	\$1,462,990	\$805,322				\$4,204,567
1.13%	0.86%	0.47%				2.46%
	\$76,642					\$76,642
	0.04%					0.04%
\$96,000	\$502,967		\$85,602			\$684,569
0.06%	0.29%		0.05%			0.40%
\$162,358						\$162,358
0.10%						0.10%
	\$2,186,795		\$108,307			\$2,186,795
	1.28%		0.00%			1.28%
\$469,708	\$237,358					\$707,066
0.28%	0.14%					0.41%
	\$70,873					\$70,873
	0.04%					0.04%
\$53,234	\$711,541	\$5,894	\$2,346			\$773,015
0.03%	0.42%	0.00%	0.00%			0.45%
	\$223,669		\$79,212			\$302,881
	0.13%		0.05%			0.18%
	\$12,000					\$12,000
	0.01%					0.01%
	\$58,033					\$58,033
	0.03%					0.03%
\$32,345,900	\$37,693,353	\$10,120,903	\$2,854,446	\$0.00	\$0.00	\$83,014,602
18.96%	22.09%	5.93%	1.67%	0.00%	0.00%	48.64%

NOTE: *8(a) - Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).

**Net procurement includes purchase order, non-purchase order, and credit card dollars.

\$: Total procurement dollar amount in the specific SIC category.

?: Percentage of row Total Procurement.

2024 HIGHLIGHTS

Section 9.1.2E – Number of Diverse Suppliers and Revenue Reported to the Supplier Clearinghouse and California American Water

Data on Number of Suppliers Revenue Reported to Supplier Clearinghouse							
# WMDVLGBTBs	MBE	WBE	LGBTBE	DVBE	DBE	Other 8(a)*	Grand Total
< \$1 million	20	9	4	9	0	0	42
< \$5 million	17	23	0	0	0	0	40
< \$10 million	7	6	0	0	0	0	13
\$10 million+	24	13	0	1	0	0	38
TOTAL	68	51	4	10	0	0	133

Revenue and Payment Data Revenue Reported to Supplier Clearinghouse							
WMDVLGBTBE \$M	MBE	WBE	LGBTBE	DVBE	DBE	Other 8(a)*	Grand Total
< \$1 million	\$8,045,342	\$3,466,304	\$885,128	\$0	\$0	\$0	\$12,396,774
< \$5 million	\$33,790,834	\$62,099,553	\$0	\$0	\$0	\$0	\$95,890,387
< \$10 million	\$49,125,336	\$40,966,732	\$0	\$0	\$0	\$0	\$90,092,068
\$10 million+	\$1,621,428,956	\$4,953,546,005	\$0	\$10,088,582	\$0	\$0	\$6,585,063,543
TOTAL	\$1,712,390,468	\$5,060,078,594	\$885,128	\$10,088,582	\$0	\$0	\$6,783,442,772

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

Data on Number of Suppliers | California American Water 2024 Summary

# WMDVLGBTBEs	MBE	WBE	LGBTBE	DVBE	DBE	Other 8(a)*	Grand Total
< \$1 million	59	43	3	8	0	0	113
< \$5 million	8	6	0	2	0	0	16
< \$10 million	1	2	1	0	0	0	4
\$10 million+	0	0	0	0	0	0	0
TOTAL	68	51	4	10	0	0	133

Revenue and Payment Data | California American Water 2024 Summary

WMDVLGBTBE \$M	MBE	WBE	LGBTBE	DVBE	DBE	Other 8(a)*	Grand Total
< \$1 million	\$8,023,593	\$4,774,089	\$822,932	\$350,495	\$0	\$0	\$13,971,109
< \$5 million	\$15,040,982	\$15,707,758	\$0	\$2,503,951	\$0	\$0	\$33,252,691
< \$10 million	\$9,281,325	\$17,212,005	\$9,297,972	\$0	\$0	\$0	\$35,791,302
\$10 million+	\$0	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL	\$32,345,899	\$37,693,852	\$10,120,903	\$2,854,446	\$0	\$0	\$83,015,100

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

Section 9.1.2F – Description of Supplier Workforce

In 2024, California American Water engaged and had spend (directly or through use of subcontractors) with 133 diverse suppliers. Of the 133 vendors, 99 listed their physical address with the Supplier Clearinghouse as California. Of the 99 vendors, we have provided the table below for the average percentage of their total workforce diversity.

SUPPLIER	AVERAGE PERCENTAGE OF WORKFORCE
Supplier 1	0.25
Supplier 2	1.0
Supplier 3	1.0
AVERAGE PERCENTAGE	0.75

Section 9.1.3 – Supplier Diversity Program Expenses

EXPENSE CATEGORY	AMOUNT
Wages	\$171,300
Other Employee Expenses	\$21,657
Program Expenses	\$7,464
Reporting Expenses	\$9,500
Training Expenses	\$2,550
Consultant Expenses	\$11,884
Other	\$18,024
TOTAL	\$242,379

Section 9.1.4A – Description of Progress in Meeting or Exceeding Set Goals

California American Water finished the year exceeding the CPUC’s goal (i.e., 23%) at 48.64%.

- **MBE** - **18.96%** (decrease from 26.86% in 2023)
- **WBE** - **22.09%** (increase from 15.42% in 2023)
- **LGBTBE** - **5.93%** (decrease from 6.75% in 2023)
- **DVBE** - **1.67%** (increase from 1.47% in 2023)

All four category goals were met as a result of the internal and external highlights noted in the previous pages. In 2025, we are evaluating our plans to increase our spend with DVBE and LGBTBE firms and ensure they are available as subcontractors to our primes. Additionally, we will explore the decrease in spend for MBE and strategize how to continuously improve our spend each year in meeting the external goals of the CPUC.

Section 9.1.4B – Supplier Diversity Results Compared to Set Goals

CATEGORY	RESULTS (Net procurement add up to the diverse spend actual of 48.64%)	GOALS (Net procurement percentages add up to the diverse spend goal of 23%)
MINORITY MEN	16.54%	
MINORITY WOMEN	2.42%	
MBE	18.96%	15.00%
WBE	22.09%	5.00%
LGBTBE	5.93%	1.50%
DVBE	1.67%	1.50%
DBE		
TOTAL	48.64%	23%

*Minority Men + Minority Women + WBE + LGBTBE + DVBE = 48.64%

2024 HIGHLIGHTS

Section 9.1.5A – Description of Prime Contractor Utilization of Diverse Subcontractors

In 2024, our prime suppliers spent \$5.6M with diverse subcontractors, which was 2.73% of our spend. This is on par with our results from 2023 as our total spend increased, but our prime’s spend with diverse suppliers decreased slightly. Our efforts in 2025 will include continuing to engage with our primes to increase our spend with diverse subcontractors. Our primes are encouraged to utilize diverse subcontractors through our contract award process. Primes’ Tier 2 spend is reported via a third-party vendor portal. Additionally, through collaboration with our Procurement and Engineering teams, we will work to re-strategize our diversity waiver process for contract awards and continue to provide diverse subcontractors to our non-diverse primes.

Section 9.1.5B – New Diverse and Subcontractor Utilization

CATEGORY	NEW PRIME CONTRACTORS	NEW SUBCONTRACTORS
Minority Male Business Enterprise	3	7
Minority Female Business Enterprise	1	1
Total Minority Business Enterprise (MBE)	4	8
Women Business Enterprise (WBE)	1	7
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	0	0
Disabled Veteran Business Enterprise (DVBE)	0	1
Persons with Disabilities Business Enterprise (DBE)	0	0
8(a)	0	0
TOTAL	5	16

Section 9.1.5C – Summary of Diverse Contractor Utilization

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 (DBE)	Other 8(a)*	TOTAL Supplier Diversity Spend
Direct \$	\$26,150,734	\$3,907,476	\$30,058,210	\$35,769,564	\$10,120,903	\$1,379,370			\$77,328,047
Subcontracting \$	\$2,070,147	\$217,542	\$2,287,689	\$1,924,288		\$1,475,076			\$5,687,053
Total	\$28,220,881	\$4,125,018	\$32,345,899	\$37,693,852	\$10,120,903	\$2,854,446			\$83,015,100
Direct %	15.32%	2.29%	17.61%	20.96%	5.93%	0.81%			45.31%
Subcontracting %	1.21%	0.13%	1.34%	1.13%		0.86%			3.33%
Total %	16.54%	2.42%	18.96%	22.09%	5.93%	1.67%			48.64%
Net Procurement**									\$170,655,221

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 (DBE)	Other 8(a)*	TOTAL Supplier Diversity Spend
Direct \$	\$25,006,579	\$3,576,616	\$28,583,195						\$28,583,195
Subcontracting \$	\$776,009	\$159,097	\$935,106	\$205,878		\$85,602			\$1,226,586
Total	\$25,782,588	\$3,735,713	\$29,518,301	\$205,878		\$85,602			\$29,809,781
Direct %	14.65%	2.10%	16.75%						16.75%
Subcontracting %	0.45%	0.09%	0.55%	0.12%		0.05%			0.72%
Total %	15.11%	2.19%	17.30%	0.12%		0.05%			17.47%
Net Procurement**									\$170,655,221

NOTES: * 8(a) - Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).

** Net Procurement includes purchase orders, non-purchase orders, and credit card dollars.

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).

% - Percentage of Net Procurement.

Totals may not add due to rounding.

Section 9.1.6 – List of Supplier Diversity Complaints Received and Current Status

In 2024, California American Water did not receive complaints from diverse suppliers.

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

Table 9.1.2D identifies where we have underutilized diverse vendors in areas such as legal, finance, and computer/technical-related services. In 2024, we did onboard a new financial firm to help with some auditing. However, in most cases, our parent company, American Water, provides the procurement of these services. We continue to attend diversity and community-based organization outreach events to ensure we are remaining focused on these low utilization categories.

SECTION 10.1.1 – Supplier Diversity Short-, Mid-, and Long-Term Procurement Goals

CPUC-regulated utilities like California American Water have some difficulty completing a detailed chart identifying needs for products and services. These needs differ yearly due to agreed upon CPUC capital projects and spending. These capital projects and spending are approved every three years based on our general rate case cycle. Our regulatory environment is fluid, and we must balance our needs and procurement activities with the interests of our customers and the need to keep our rates low. We continue to improve our results per category as noted below.

MBE FOCUS – In 2024, we achieved 18.96% in spend. This was a decrease from 2023’s result of 26.86%, yet we exceeded the CPUC goal of 15.00%. Although the overall result is positive, our efforts must focus on the underserved ethnic categories of Asian Pacific and Native American.

WBE FOCUS – In 2024, we achieved 22.09%, which exceeded CPUC’s goal of 5.00%. This was an increase from 2023’s result of 15.42%. Although we have attained success in this category, we must continue to keep the focus on bringing in new women-owned businesses into our portfolio, especially in areas around construction and engineering services and more specifically, African American, Native American and Asian American women-owned businesses.

LGBTBE – In 2024, we achieved 5.93% in spend. While this surpasses the CPUC’s goal and is a huge accomplishment, we noticed a decrease from 2023’s spend of 6.7%. We will continue to support and engage with the CBOs who support and represent LGBT business enterprises.

DVBE FOCUS – Our spend increased in this category with a finish at 1.67% compared to 2023’s spend of 1.45%. We hope to continue increasing in this category with our involvement with the BRAVO Mentor Protégé Program being facilitated by the Veterans in Business organization. Additionally, source new vendors who fit into this category to create a robust supply chain.

Short-, Mid- and Long-Term Goals

Based on 2024 results, we have exceeded all our short-, mid-, and long-term goals in the categories of MBE, WBE and LGBTBE. We still have work to do to meet our current set short-, mid-, and long-term goals for DVBE.

CATEGORY	Current CPUC Goal	Short-Term Goals (2022–2024)	Mid-Term Goals (2024–2026)	Long-Term Goals (2027–2028)
Minority Business Enterprises (MBE)	15.00%	15.00%	16.00%	17.00%
Women Business Enterprises (WBE)	5.00%	12.00%	13.00%	14.00%
Lesbian, Gay, Bisexual and Transgender Business Enterprises (LGBTBE)	1.50%	2.00%	3.00%	3.50%
Disabled Veteran Business Enterprises (DVBE)	1.50%	2.00%	3.00%	4.00%
TOTAL	23.00%	31.00%	35.00%	38.50%

SECTION 10.1.2 – Description of Supplier Diversity Program Activities for the Next Calendar Year

Our focus for 2025 will include:

- This year, we will continue as a member on the Corporate Advisory Board to the Veterans in Business organization. In this capacity, we offer our insight and support programs and projects. In turn, we hope this relationship helps us to identify DVBE businesses who can benefit from doing business with us. This year, we will also participate for a second year with the BRAVO Mentor Protégé Program to develop DVBE businesses to work with corporations and/or utilities.
- We will continue collaborating with our internal business partners to emphasize the importance of supplier diversity and encourage all to be enthusiastic and active in our pursuit of bringing diverse vendors into our fold. This teamwork includes the distribution of our monthly supplier diversity reports which keeps supplier diversity communities and customers engaged and informed.
- We will work with Engineering to establish internal goals for Supplier Diversity.
- We will work to use our CBOs to identify new diverse vendors.
- We hope to host an internal supplier diversity showcase, as it gives internal stakeholders and decision makers an opportunity to network with new and existing diverse suppliers. It also gives our primes opportunities to speak directly with subs to collaborate on future projects.
- As a USDP member, collaborating with other CPUC-regulated utilities, we have a full calendar of events throughout the year. Some events include:
 - » Sponsoring outreach/technical assistance programs.
 - » Supporting a “Meet the Primes” event along with the California Water Association.
 - » Attending small business expositions sponsored by CPUC.
 - » Supporting and attending events sponsored by various community-based organizations. These events offer opportunities to meet and connect with diverse businesses who can potentially become partners.

SECTION 10.1.3 – Plans for Recruiting Diverse Suppliers in Low Utilization Categories

As previously mentioned, underutilized services, such as legal, finance, and computer/technical-related services, are often procured through our parent company, American Water. Although we did have some spend with finance support and legal services in 2024, we will continue to focus on these categories through outreach events and communicating with community-based organizations. It is imperative that during outreach events, if we engage with a supplier who has the capacity to service our parent company, to send their information to our National Supplier Diversity team.

SECTION 10.1.4 – Plans for Recruiting Diverse Suppliers Where Unavailable

Efforts to recruit for all categories is ongoing at California American Water. Internally, our President ensures that Supplier Diversity is a part of our culture and ingrained into all our functional areas. Goals and expectations for categories are noted in Section 10.1.1. Additionally, for 2025 there are individual goals set for Supplier Diversity that we will strive to meet for next year's report. When we attend events where diverse suppliers can showcase their products and services, the goal is always to make a connection with potential partners.

SECTION 10.1.5 – Plans for Encouraging Prime Contractors to Subcontract with Diverse Suppliers

We will work with Supply Chain to initiate a new process for tracking Tier 2 spend internally by project. Additionally, we want to collaborate with Supply Chain to provide lists of potential subs for all projects competitively sourced that are not awarded to diverse primes.

This year, we aim to increase communication with our primes who have committed to Tier 2 spend in their projects for California American Water. Our help is extended if they require assistance in identifying diverse businesses, which primes can then vet for their projects.

We will continue to follow up via email with primes who are not reporting their Tier 2 spend or who are not meeting the goal of their Tier 2 spend.

SECTION 10.1.6 – Plans for Complying with Supplier Diversity Program Guidelines

California American Water is committed to meeting all supplier diversity compliance standards set both internally and by the California Public Utilities Commission. We continue to hold our team accountable to the highest level of integrity as we develop best practices and administrative processes that provide all suppliers fair and equitable inclusion in pursuit of contract opportunities. We are confident this will ensure the best quality products and services to the communities we serve.

Acknowledgement of Exclusions: As noted in General Order 156, categories excluded from our gross procurement include purchased water, purchased power, pump taxes, all taxes, franchise fees, postage, all other non-sourceable categories, and affiliate transaction expenses.

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