



# Supplier Diversity: **Still Committed**

**Liberty**<sup>®</sup>



**Liberty Utilities (CalPECO Electric) LLC**

**2024 Annual Report and 2025 Annual Plan**

General Order 156 – Utilization of Women, Minority, Service-Disabled Veteran,  
Lesbian, Gay, Transgender, Bisexual and Persons with Disabilities Enterprises  
(WMDVLGBTDBE)

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Description – Corporate Narrative On:	
• Narrative describing the utility's diversity, equity, and inclusion policies or activities to promote equitable hiring and recruiting.	
• Narrative or data describing non-confidential workforce data that is already reported to other state and federal agencies such as the Equal Employment Opportunities Commission on the EEO-1.	
• Narrative which briefly describes the utility's board diversity data and any publicly available board data.	
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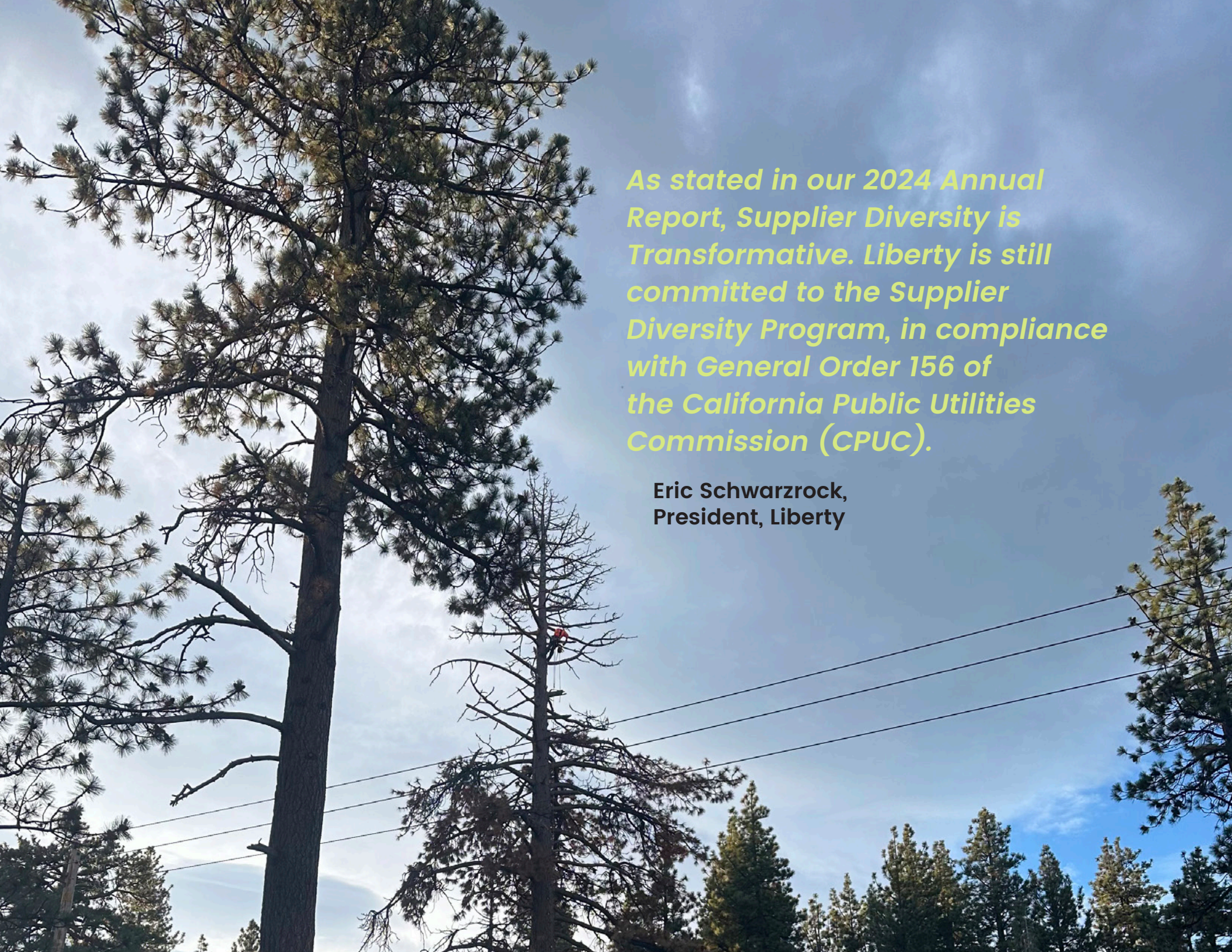
## 2024 Annual Report

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A tall, slender pine tree dominates the left side of the frame, reaching towards the top. Its branches are filled with green needles. In the middle ground, another pine tree is visible, with a small figure of a person in a red shirt climbing or working in its upper branches. The background is a clear blue sky with some light, wispy clouds. Power lines stretch across the lower right portion of the image. The overall scene is bright and clear, suggesting a sunny day.

*As stated in our 2024 Annual Report, Supplier Diversity is Transformative. Liberty is still committed to the Supplier Diversity Program, in compliance with General Order 156 of the California Public Utilities Commission (CPUC).*

**Eric Schwarzrock,  
President, Liberty**



# Message from the President

## *2024 has been a year of transition at Liberty.*

Liberty continues to see growth and development throughout the enterprise. This growth is essential to maintaining the delivery of safe and reliable electric service to the approximately 49,000 Liberty customers in and around the Lake Tahoe Basin.

Liberty is working to transform the way electric service is delivered by developing new policies and improving processes necessary to meet the intersection of supply chain, business units, and supplier diversity. It is anticipated this work will positively impact the development of our Supplier Diversity Program.

As stated in our 2024 Annual Report, Supplier Diversity is transformative. Liberty continues to be committed to the Supplier Diversity Program in compliance with General Order 156. Historically, Liberty has met and/or exceeded established goals for diverse supplier spend. However, in 2024, Liberty recorded diverse spend of 22.12%, narrowly missing the 2024 diverse spend target by .88%.

Liberty's Supplier Diversity Program Manager is working with the supply chain and business unit leadership to develop enhanced processes and policies. These processes include initiatives from System Application and Product in Data Processing (SAP) system that will generate supplier diversity program activities that will strengthen Liberty's position.

Moving forward, Liberty's focus will extend beyond the percentage of spend with diverse business enterprises and emphasize our continued commitment to creating a favorable mindset around supplier diversity and the achievement of successful results.

Liberty is committed to supporting and increasing visibility of the Supplier Diversity Program so that staff are knowledgeable of the intent and premise of General Order 156 and how team member roles and responsibilities contribute to program success. Liberty will move forward collectively and collaboratively as the focus is on maintaining areas of strength while determining and providing solutions in areas that may need improvement.

Liberty embraces the successes achieved to date and is still committed to supplier diversity inclusion in our sourcing events. This is an exciting and transformative time in Liberty's history and it is a pleasure to lead the team during such an important phase.

**Eric Schwarzrock, President, Liberty**









# Message from the Supplier Diversity Program Manager

It has been a good year at Liberty with several corporate initiatives successfully completed and the development of a roadmap with focus areas that will help expand upon overall efficiency. As stated in our 2023 reports, supplier diversity is Transformative. This year, I have seen tremendous transformation of policy, processes, thoughts, and approaches. Today, I am happy to report that Liberty and I remain committed to the intent, premise, and principles of creating a diverse supply chain in accordance with General Order 156 of the California Public Utilities Commission (CPUC).



My commitment to providing knowledge, sharing successes, and working towards solutions remains steadfast. I continue to seek opportunities that will enhance the visibility and presence of the diverse marketplace, to uplift and broaden opportunities for diverse supplier competition, and increase utilization of diverse suppliers where appropriate. I remain focused – with diligence and grace – on the execution of my responsibilities in this role and in my person.

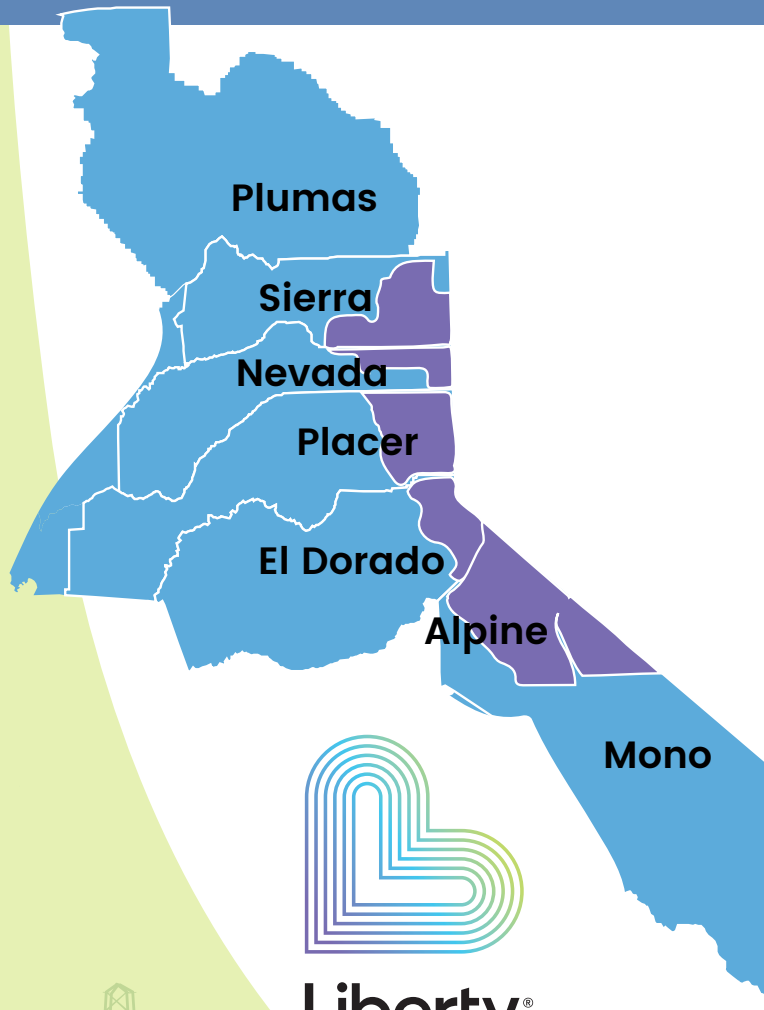
I am proud to represent Liberty in this role. In 2024, I continued to witness Liberty lean into Diversity, Equity, and Inclusion (DEI) practices, including efforts to enhance supplier diversity processes and policies. I became an instrumental piece in this equation through my work with Liberty's employee resource group, Ethnically Diverse Group of Employees (EDGE), my invitation to participate in quarterly New Employee Culture Orientation workshops, and as a general voice for DEI on our DEI National Council. I am constantly seeking to engage my internal and external peers and business enterprises to be more inclusive. I recognize the value of supplier diversity and the impact it can have on the economies within which we provide utility services.

*When I think about diverse business enterprises that are seeking to gain a seat at the table to compete in procurement opportunities, I am proud to be a small, and hopefully integral, part of their journey.*

I believe that bringing awareness to and creating a full and robust Supplier Diversity Program will lead to transformation within the communities. I am still committed to diversity because I have witnessed first-hand the successes achieved, the differences it makes in the community, and the challenges that were overcome, and for me, it simply makes sense.

**Holley Joy, Supplier Diversity Program Manager**

# About Liberty



Liberty invests in the communities it serves through education regarding water utility services and creating sustainable environments to assist in the management of water resources. Liberty maintains strong community relationships to help improve the quality of service provided.

Liberty's diversity equity and inclusion policy acknowledges our recognition and support of the benefits that a diverse workforce brings to our organization at all levels. Led by a DEI Council, Liberty has adopted a number of initiatives to raise awareness regarding the value we place on diversity and to measure our company's progress in creating a more inclusive workplace.

Liberty is committed to being an equal opportunity employer and values each person's unique background, diversity, experiences, perspectives, and talents.

Liberty regularly files EEO-1 reports as well as other reports such as the California Pay Data Reporting to the Civil Rights Department of the State of California.

Liberty Utilities West Region Board of Directors is comprised of 4 members. 25% of Liberty's Board Members are female.



701 National Avenue, Tahoe Vista, CA 96148



933 Eloise Avenue, South Lake Tahoe, CA 96150





# 2024 Highlights

***“We are pleased with the timely and successful completion of the sale of our renewable energy business. This transaction, coupled with the recent sale of our ownership stake in Atlantica Sustainable Infrastructure plc on December 12, 2024, achieves a pivotal step in our journey to transform Algonquin into a pure-play regulated utility with reduced complexity. Though there is still work to be done, passing this milestone should enable a greater focus on increasing the pace of this transition.”***

**Chris Huskilton, CEO, Liberty**

This milestone brings an encouraging message as Liberty’s parent company, Algonquin, transitions to a pure-play regulated utility. Throughout 2024, all activities, including realignment of project priorities, supported this effort and its successful conclusion. We look forward to 2025 and the creation of new best practice approaches across the Liberty enterprise as we continue to provide reliable and safe energy services to our customers in Lake Tahoe.





Liberty®

# 2024 Annual Report



# 9.1.1 Supplier Diversity Program Activities

## External

Liberty supported in-person external activities on a limited basis. However, we remained a supporter of events through sponsorship and other event planning contributions:

### January

- 19 American Indian Chamber of Commerce of California (AICCCAL)\* – Happy New Year Summit

### February (Monthly participation)

- 28 Southern California Minority Supplier Development Council (SCMSDC) – Corporate Round Table

### April

- 4 California Public Utilities Commission (CPUC) – Small Business Expo Northern California
- 28 Diversity Professional Magazine – Women of Excellence

### May

- 13 Asian Business Association of Los Angeles (ABALA)\* – Annual Golf Tournament

### June

- 4 Department of Energy – Small Business Forum and Expo
- 13 American Indian Chamber of Commerce of California (AICCCAL)\* – Mid Year Summit
- 27 Southern California Minority Supplier Development Council (SCMSDC) – Business Beyond Barriers Expo

# 9.1.1 Supplier Diversity Program Activities

## July

- **14-16** American Indian Chamber of Commerce of California (AICCCAL)\* – Annual EXPO and Junior Youth Chamber EXPO
- **25** Women’s Business Enterprise Council (WBEC) WEST – Unconventional Women’s Conference

## September

- **17-19** Women’s Business Enterprise Council (WBEC) West – 21st Annual Impact Awards
- **20** Asian Business Association of Los Angeles (ABALA)\* – 48th Annual Impact Awards

## October

- **9** California Public Utilities Commission (CPUC) – Small Business Expo – Southern California
- **10** California Public Utilities Commission (CPUC) – 22nd Annual GO 156 Diversity EnBanc

## November

- **7** Southern California Minority Supplier Development Council (SCMSDC) – 2024 Leadership Excellence Awards – Honoree – Corporate Advocate of the Year
- **13** Veterans in Business – National Conference

## December

- **6** American Indian Chamber of Commerce of California (AICCCAL)\* – Native American Heritage Luncheon

\*Advisory Council Member



# 9.1.1 Supplier Diversity Program Activities

## Internal

Liberty staff shared their knowledge via virtual and in-person meetings to continue to better understand the work of other team members and identify available procurement opportunities.

## Community Involvement

- Supplier Diversity Program Manager did not engage in community activities at Liberty's locations in 2024. However, our Lake Tahoe team members provided support to the communities served. Please see below for a few examples.

### Pic of the Week- Lake Tahoe Summit

Matt Newberry, Breanna Kelly, Lee Kiolbasa, and Jennifer Guenther hosted a Liberty booth yesterday at the 28th annual Lake Tahoe Summit. This year's theme was "Connecting Tahoe: Investing in Transit, Trails, and Technology for the Future." A bi-state event, speakers included Nevada and California senators and congressmen, Washoe Tribe Chairman Smokey and U.S. Secretary of Transportation Buttigieg.



### Partnering with Bread & Broth to Fill Bellies and Hearts

South Lake Tahoe, California

Thanks to Liberty team members Lee Kiolbasa, Jennifer Guenther, Rio Guenther, and Nick Musick, who recently served a Liberty-sponsored community meal with [Bread & Broth](#) – an organization that provides meals to people who are experiencing food insecurity.

As always, the team had a great time working together and seeing the smiling faces of the community members they served. The group had a special treat from a local singer who serenaded the diners with Frank Sinatra songs.



### Empowering Local Youth

Tahoe, California

Each year, our Tahoe-area offices proudly sponsors seven scholarships to support promising students keen on venturing into the trades or pursuing degrees related to Liberty's purpose of sustaining energy and water for life.

The first scholarship of 2024 was awarded last month during a ceremony at South Tahoe High School. The deserving recipient aims to pursue a degree in engineering, environmental science, or architecture.

We're proud to help local students reach their educational goals. By investing in our local youth, we're contributing to the growth and success of our community.

# 9.1.2 WMDVLGBTBTPDBE Annual Results – Ethnicity

Liberty

2024 Supplier Diversity Annual Results by Ethnicity

GO 156 Section 9.1.2

		2024			
		Direct Spend <sup>1</sup> \$	Sub Spend <sup>2</sup> \$	Total \$	%
Minority Male	African American	\$ 322,028	\$ –	\$ 322,028	0.39%
	Asian Pacific American	\$ 2,680,747	\$ –	\$ 2,680,747	3.27%
	Hispanic American	\$ 1,578,032	\$ –	\$ 1,578,032	1.92%
	Native American	\$ 1,019,010	\$ –	\$ 1,019,010	1.24%
	<b>Total Minority Male</b>	<b>\$ 5,599,817</b>	<b>\$ –</b>	<b>\$ 5,599,817</b>	<b>6.82%</b>
Minority Female	African American	\$ –	\$ –	\$ –	0.00%
	Asian Pacific American	\$ 537,311	\$ –	\$ 537,311	0.65%
	Hispanic American	\$ 5,223,965	\$ 212,222	\$ 5,436,187	6.62%
	Native American	\$ 4,581	\$ –	\$ 4,581	0.01%
	<b>Total Minority Female</b>	<b>\$ 5,765,857</b>	<b>\$ 212,222</b>	<b>\$ 5,978,079</b>	<b>7.28%</b>
Total Minority Business Enterprise (MBE)		\$ 11,365,674	\$ –	\$ 11,577,896	14.10%
Women Business Enterprise (WBE)		\$ 6,263,418	\$ –	\$ 6,263,418	7.63%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$ 79,848	\$ –	\$ 79,848	0.10%
Disabled Veteran Business Enterprise (DVBE)		\$ 242,920	\$ –	\$ 242,920	0.30%
Persons with Disabilities Business Enterprise (PDBE)		\$ –	\$ –	\$ –	0.00%
8(a)*		\$ –	\$ –	\$ –	0.00%
<b>Total Supplier Diversity Spend</b>		<b>\$ 17,951,860</b>	<b>\$ 212,222</b>	<b>\$ 18,164,082</b>	<b>22.12%</b>
<b>Net Procurement**</b>		<b>\$ 82,104,981</b>			

NOTES:

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

<sup>1</sup> Direct – Means Direct Procurement: when a utility directly procures from a supplier.

<sup>2</sup> 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.



# 9.1.2 WMDVLGBTDBE Annual Results – Direct Procurement by Product and Service Categories

Liberty

2024 Supplier Diversity Direct Procurement Results by Product and Service Categories GO 156 Section 9.1.2

			2024					
			Product		Service		Total	
			\$	%	\$	%	Total \$	%
Minority Male	African American	Direct	\$ –	0.00%	\$ 322,028.00	0.39%	\$ 322,028.25	0.39%
	Asian Pacific American	Direct	\$ 88,096.00	0.11%	\$ 2,592,650.00	3.16%	\$ 2,680,746.62	3.27%
	Hispanic American	Direct	\$ –	0.00%	\$ 1,578,032.00	1.92%	\$ 1,578,032.07	1.92%
	Native American	Direct	\$ –	0.00%	\$ 1,019,010.00	1.24%	\$ 1,019,010.00	1.24%
	<b>Total Minority Male</b>	<b>Direct</b>	<b>\$ 88,096.00</b>	<b>0.11%</b>	<b>\$ 5,511,721.00</b>	<b>6.71%</b>	<b>\$ 5,599,817.00</b>	<b>6.82%</b>
Minority Female	African American	Direct	\$ –	0.00%	\$ –	0.00%	\$ –	0.00%
	Asian Pacific American	Direct	\$ –	0.00%	\$ 537,311.00	0.65%	\$ 537,311.15	0.65%
	Hispanic American	Direct	\$ –	0.00%	\$ 5,223,965.00	6.36%	\$ 5,223,964.96	6.36%
	Native American	Direct	\$ –	0.00%	\$ 4,381.00	0.01%	\$ 4,580.81	0.01%
	<b>Total Minority Female</b>	<b>Direct</b>	<b>\$ –</b>	<b>0.00%</b>	<b>\$ 5,765,857</b>	<b>7.02%</b>	<b>\$ 5,765,847.00</b>	<b>7.02%</b>
Total Minority Business Enterprise (MBE)		Direct	\$ 88,096.15	1.11%	\$ 11,277,577.71	13.74%	\$ 11,365,673.86	13.84%
Women Business Enterprise (WBE)		Direct	\$ 5,288,538.88	6.44%	\$ 974,879.53	1.19%	\$ 6,263,418.41	7.63%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		Direct	\$ –	0.00%	\$ 79,847.92	0.10%	\$ 79,847.92	0.10%
Disabled Veteran Business Enterprise (DVBE)		Direct	\$ –	0.00%	\$ 242,920.00	0.30%	\$ 242,920.00	0.30%
Persons with Disabilities Business Enterprise (PDDBE)		Direct	\$ –	0.00%	\$ –	0.00%	\$ –	0.00%
8(a)*		Direct	\$ –	0.00%	\$ –	0.00%	\$ –	0.00%
<b>Total Supplier Diversity Spend</b>		<b>Direct</b>	<b>\$ 5,376,635.00</b>	<b>6.55%</b>	<b>\$ 12,575,225.00</b>	<b>15.32%</b>	<b>\$ 17,951,860.00</b>	<b>21.86%</b>
<b>Net Procurement**</b>			<b>\$ 82,104,981</b>					
<b>Net Product Procurement</b>			<b>\$ 5,376,635</b>					
<b>Net Service Procurement</b>			<b>\$ 12,575,225</b>					
<b>Total Number of Diverse Direct Suppliers</b>			<b>35</b>					

NOTES:

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

<sup>1</sup> Direct – Means Direct Procurement: when a utility directly procures from a supplier.

<sup>2</sup> 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.

# 9.1.2 WMDVLGBTBTPDBE Annual Results – Subcontractor Procurement by Product and Service Categories

Liberty 2024 Supplier Diversity Subcontractor Procurement Results by Product and Service Categories GO 156 Section 9.1.2

			2024					
			Product		Service		Total	
			\$	%	\$	%	Total \$	%
Minority Male	African American	Sub	\$ –	0.00%	\$ –	0.00%	\$ 0.00	0.00
	Asian Pacific American	Sub	\$ –	0.00%	\$ –	0.00%	\$ 0.00	0.00
	Hispanic American	Sub	\$ –	0.00%	\$ –	0.00%	\$ 0.00	0.00
	Native American	Sub	\$ –	0.00%	\$ –	0.00%	\$ 0.00	0.00
	<b>Total Minority Male</b>	<b>Sub</b>	<b>\$ –</b>	<b>0.00%</b>	<b>\$ –</b>	<b>0.00%</b>	<b>\$ 0.00</b>	<b>0.00</b>
Minority Female	African American	Sub	\$ –	0.00%	\$ –	0.00%	\$ 0.00	0.00
	Asian Pacific American	Sub	\$ –	0.00%	\$ –	0.00%	\$ 0.00	0.00
	Hispanic American	Sub	\$ –	0.00%	\$ 212,222.00	0.00%	\$ 0.00	0.00
	Native American	Sub	\$ –	0.00%	\$ –	0.00%	\$ 0.00	0.00
	<b>Total Minority Female</b>	<b>Sub</b>	<b>\$ –</b>	<b>0.00%</b>	<b>\$ 212,222.00</b>	<b>0.00%</b>	<b>\$ 0.00</b>	<b>0.00</b>
Total Minority Business Enterprise (MBE)	Sub	\$ –	0.00%	\$ 212,222.00	0.26%	\$ 0.00	0.00	
Women Business Enterprise (WBE)	Sub	\$ –	0.00%	\$ –	0.00%	\$ 0.00	0.00	
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Sub	\$ –	0.00%	\$ 0.00	0.00%	\$ 0.00	0.00	
Disabled Veteran Business Enterprise (DVBE)	Sub	\$ –	0.00%	\$ 0.00	0.00%	\$ 0.00	0.00	
Persons with Disabilities Business Enterprise (PDBE)	Sub	\$ –	0.00%	\$ 0.00	0.00%	\$ 0.00	0.00	
8(a)*	Sub	\$ –	0.00%	\$ 0.00	0.00%	\$ 0.00	0.00	
<b>Total Supplier Diversity Spend</b>	<b>Sub</b>	<b>\$ –</b>	<b>0.00%</b>	<b>\$ 212,222.00</b>	<b>0.26%</b>	<b>\$ 0.00</b>	<b>0.00</b>	
<b>Net Procurement**</b>			<b>\$ 82,104,981</b>					
<b>Net Product Procurement</b>			<b>\$ 0</b>					
<b>Net Service Procurement</b>			<b>\$ 212,222</b>					
<b>Total Number of Diverse Subcontractors</b>			<b>1</b>					

NOTES:

- \* 8(a) – Firms classified as 8(a) by the Small Business Administration include non-WMDVLGBTBTPDBE. 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).
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- <sup>1</sup> Direct – Means Direct Procurement: when a utility directly procures from a supplier.
- <sup>2</sup> 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.



# 9.1.2 WMDVLGBTBDBE Annual Results – Procurement by Standard Industrial Code

Liberty

2024 Supplier Diversity Results by Standard Industrial Classification Codes

GO 156 Sec 9.1.2

SIC Code	\$/%	African American		Asian Pacific American		Hispanic American		Native American		Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Business Enterprise (DBE)	Persons with Disabilities Business Enterprise (PDBE)	8(a) <sup>1</sup>	Total Supplier Diversity Spend	Total Procurement
		Male	Female	Male	Female	Male	Female	Male	Female								
4522	\$ \$	-	-	-	-	-	-	-	-	-	411,941.69	-	-	-	-	411,942	411,942
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.50%
2752	\$ \$	-	-	-	-	73,019	-	-	-	73,019.43	-	-	-	-	-	73,019	73,019
	%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.09%
7311	\$ \$	-	-	-	-	-	-	-	4,581	4,580.81	5,941.19	-	-	-	-	10,522	10,522
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	43.54%	43.54%	56.46%	0.00%	0.00%	0.00%	0.00%	100.00%	0.01%
7361	\$ \$	-	-	-	-	421,607	-	-	-	421,607.21	-	-	-	-	-	421,607	421,607
	%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.51%
7371	\$ \$	69,030	-	-	-	-	-	-	-	69,030.00	-	-	-	-	-	69,030	69,030
	%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.08%
8748	\$ \$	-	-	-	-	-	-	320,815	-	320,815.04	-	-	-	-	-	320,815	320,815
	%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.39%
8711	\$ \$	-	-	294,598	-	-	-	-	-	294,597.50	7,250.00	-	-	-	-	301,848	301,848
	%	0.00%	0.00%	97.60%	0.00%	0.00%	0.00%	0.00%	0.00%	97.60%	2.40%	0.00%	0.00%	0.00%	0.00%	100.00%	0.37%
4789	\$ \$	252,998	-	-	-	-	-	-	-	252,998.25	-	-	-	-	-	252,998	252,998
	%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.31%
3272	\$ \$	-	-	-	-	-	-	-	-	60,693.13	-	-	-	-	-	60,693	60,693
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.07%
6331	\$ \$	-	-	-	-	-	-	-	-	30,000.00	-	-	-	-	-	30,000	30,000
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.04%
5599	\$ \$	-	-	87,319	-	-	-	-	-	87,319.45	-	-	-	-	-	87,319	87,319
	%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.11%
8111	\$ \$	-	-	97,103	115,704	-	-	-	-	212,807.24	143,289.69	-	-	-	-	356,097	356,097
	%	0.00%	0.00%	27.27%	32.49%	0.00%	0.00%	0.00%	0.00%	59.76%	40.24%	0.00%	0.00%	0.00%	0.00%	100.00%	0.43%
781	\$ \$	-	-	-	-	-	-	-	-	75,605.02	-	-	-	-	-	75,605	75,605
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.09%
1623	\$ \$	-	-	-	-	-	-	993,683	-	993,683.01	-	-	-	-	-	993,683	993,683
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	1.21%
8743	\$ \$	-	-	-	-	-	-	-	-	52,500.00	-	-	-	-	-	52,500	52,500
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.06%
783	\$ \$	-	-	-	-	946,632	-	-	-	946,632.39	-	-	-	-	-	946,632	946,632
	%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	1.15%
1794	\$ \$	-	-	-	-	497,611	-	-	-	497,611.20	-	-	-	-	-	497,611	497,611
	%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.61%
1731	\$ \$	-	-	-	-	-	-	-	-	77,886.00	-	-	-	-	-	77,886	77,886
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.09%
5063	\$ \$	-	-	-	-	-	-	-	-	5,019,825.38	-	-	-	-	-	5,019,825	5,019,825
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	6.11%
5172	\$ \$	-	-	-	-	-	-	-	-	36,659.44	-	-	-	-	-	36,659	36,659
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.04%
8744	\$ \$	-	-	2,200,950	-	-	-	-	-	2,200,949.67	-	-	-	-	-	2,200,950	2,200,950
	%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	2.68%
7331	\$ \$	-	-	-	-	-	-	-	-	57,914.25	-	-	-	-	-	57,914	57,914
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.07%
782	\$ \$	-	-	-	-	-	-	-	-	112,551.69	-	-	-	-	-	112,552	112,552
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.14%
5199	\$ \$	-	-	777	-	-	-	-	-	776.70	-	-	-	-	-	777	777
	%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%
3069	\$ \$	-	-	-	-	-	-	-	-	25,000.05	-	-	-	-	-	25,000	25,000
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.03%
851	\$ \$	-	-	-	-	-	-	4,903,150	-	4,903,149.92	-	-	-	-	-	4,903,150	4,903,150
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	5.97%
1799	\$ \$	-	-	-	-	60,769	-	-	-	60,769.05	-	-	-	-	-	60,769	60,769
	%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.07%
2326	\$ \$	-	-	-	-	-	-	-	-	146,360.88	-	-	-	-	-	146,361	146,361
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.18%
7349	\$ \$	-	-	-	-	-	-	-	-	-	-	242,920.00	-	-	-	242,920	242,920
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.30%
Not Classified	\$ \$	-	-	-	-	-	-	-	-	237,548.99	-	79,847.92	-	-	-	317,397	317,397
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	74.84%	0.00%	25.16%	0.00%	0.00%	0.00%	100.00%	0.39%
<b>TOTAL</b>	\$ \$	322,028	-	2,680,747	537,311	1,578,032	5,223,965	993,683	4,581	11,577,896	6,263,418	79,848	242,920	-	-	18,164,082	18,164,082
	%	1.77%	0.00%	14.76%	2.96%	8.67%	28.76%	5.47%	0.03%	63.74%	34.48%	0.44%	1.34%	0.00%	0.00%		
<b>Net Procurement**</b>										<b>\$ 82,104,981</b>							

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 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.

<sup>1</sup> Direct – Means Direct Procurement: when a utility directly procures from a supplier.

<sup>2</sup> 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.

# 9.1.2 WMDVLGBTPDBE Annual Results – Number of WMDVLGBTPDBE Suppliers and Revenue Reported to Supplier Clearinghouse

Liberty

2024 Number of Diverse Suppliers and Revenue Reported to the Clearinghouse

GO 156 Sec. 9.1.2

Number of Diverse Suppliers Data														
Revenue Reported to Supplier Clearinghouse								Utility-Specific 2024 Summary						
Number of Diverse Suppliers	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	7	3	0	1	0	0	11	17	14	1	1	0	0	33
Under \$5 Million	2	6	0	0	0	0	8	2	0	0	0	0	0	2
Under \$10 Million	0	1	0	0	0	0	1	2	1	0	0	0	0	3
Above \$10 Million	10	5	1	0	0	0	16	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>19</b>	<b>15</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>36</b>	<b>19</b>	<b>15</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>36</b>

Revenue and Payment Data														
Revenue Reported to Supplier Clearinghouse								Utility-Specific 2024 Summary						
Revenue of Diverse Suppliers	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	\$ 2,094,446	\$ 818,727	\$ -	\$ -	\$ -	\$ -	\$ 2,913,173	\$ 4,473,796	\$ 1,243,593	\$ 79,848	\$ 242,920	\$ 6,500.00	\$ -	\$ 6,040,157
Under \$5 Million	\$ 4,755,000	\$ 17,458,904	\$ -	\$ -	\$ -	\$ -	\$ 22,213,904	\$ 7,104,100	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 7,104,100
Under \$10 Million	\$ 4,755,000	\$ 24,038,822	\$ -	\$ -	\$ -	\$ -	\$ 28,793,822	\$ 7,104,100	\$ 5,019,825	\$ -	\$ -	\$ -	\$ -	\$ 12,123,925
Above \$10 Million	\$ 686,692,053	\$ 793,616,258	\$ 11,311,569	\$ -	\$ -	\$ -	\$ 1,491,619,880	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
<b>TOTAL</b>	<b>\$ 693,541,499</b>	<b>\$ 818,473,807</b>	<b>\$ 11,311,569</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 1,523,326,875</b>	<b>\$ 11,577,896</b>	<b>\$ 6,263,418</b>	<b>\$ 79,848</b>	<b>\$ 242,920</b>	<b>\$ 6,500.00</b>	<b>\$ -</b>	<b>\$ 18,164,082</b>

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



# 9.1.2 WMDVLGBTDBE Annual Results – Number of WMDVLGBTDBE Suppliers with California Majority Workforce

In 2024, Liberty utilized 35 diverse suppliers that have reported corporate offices in California, and 30 have reported the majority of their workforce is also located in California. The remaining 5 diverse suppliers have corporate offices in various states and have reported that most of their workforce does not reside in California.

Data relative to Liberty collection of average percentage of the diverse workforce that resides in California, is not available for the 2024 reporting year. Liberty will create processes and procedures to capture this data for the 2025 reporting year.

# 9.1.3 WMDVLGBTDBE Program Expenses

Liberty 2024 Supplier Diversity Program Expenses GO 156 Section 9.1.3

Expense Category	2024
Wages	\$ 145,000.00
Other Employee Expenses	–
Program Expenses	\$ 23,620.95
Reporting Expenses	\$ 4,580.81
Training Expenses	\$ –
Consultant Expenses	\$ 10,186.22
Other Expenses	\$ –
<b>TOTAL</b>	<b>\$ 183,387.98</b>

## 9.1.4 Progress in Meeting or Exceeding Set Goals and Results

In 2024, Liberty achieved 22.12% spend with diverse suppliers and did not meet the diverse spend goal of 23%. A slight decrease of .88% has been recognized and will be addressed to determine cause.

Liberty is still committed to continuing the work to increase diverse supplier utilization and spend where able and appropriate.

### Liberty 2024 Supplier Diversity Results Compared to Set Goals GO 156 Section 9.1.4

Category	2024 Results %	2024 Goals %
Minority Male Business Enterprise	6.82%	7.50%
Minority Female Business Enterprise	7.28%	7.50%
Minority Business Enterprise (MBE)	14.10%	15.00%
Women Business Enterprise (WBE)	7.63%	5.00%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	0.10%	1.50%
Disabled Veteran Business Enterprise (DVBE)	0.30%	1.50%
Persons with Disabilities Business Enterprise (PDBE)	0.00%	0.00%
<b>TOTAL</b>	<b>22.13%</b>	<b>23.00%</b>

NOTE: % – Percentage of Net Procurement



## 9.1.5 Prime Contractor Utilization of WMDVLGBTQDBE Subcontractors

### Summary of Prime Contractor Utilization

Continuous improvement and a more focused analysis on subcontracting with WMDVLGBTQDBE suppliers is necessary to increase opportunities and diverse spend in this area. Liberty recognizes the value and is actively seeking solutions. Business unit leads, supply chain staff and supplier diversity program management continue to identify opportunities to improve in this area.

# 9.1.5 Prime Contractor Utilization of WMDVLGBTBTPDBE Subcontractors

Liberty

2024 Summary of Diverse Contractor Utilization

GO 156 Sec. 9.1.5

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 Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (PDBE)	8(a)*	Total Supplier Diversity Spend
Direct \$	\$ 5,599,817	\$ 5,765,857	\$ 11,365,674	\$ 6,263,418	\$ 79,848	\$ 242,920	\$ -	\$ -	\$ 17,872,012
Sub \$	\$ -	\$ 212,222	\$ 212,222	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 212,222
<b>TOTAL \$</b>	<b>\$ 5,599,817</b>	<b>\$ 5,978,079</b>	<b>\$ 11,577,896</b>	<b>\$ 6,273,418</b>	<b>\$ 79,848</b>	<b>\$ 242,920</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 18,084,234</b>
Direct %	7%	7%	14%	8%	0%	0%	0%	0%	22%
Sub %	0%	0%	0%	0%	0%	0%	0%	0%	0%
<b>TOTAL %</b>	<b>7%</b>	<b>7%</b>	<b>14%</b>	<b>8%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>22%</b>

**Net Procurement\*\***

**\$82,104,981**

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 Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (PDBE)	8(a)*	Total Supplier Diversity Spend
In-State Direct \$	\$ 5,599,040.31	\$ 5,124,226.69	\$ 10,723,267.00	\$ 6,111,116.27	\$ -	\$ 242,920.00	\$ -	\$ -	\$ 17,077,303.27
In-State Sub \$	\$ -	\$ 212,222.00	\$ 212,222.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 212,222.00
<b>TOTAL \$</b>	<b>\$ 5,599,040.31</b>	<b>\$ 5,336,448.69</b>	<b>\$ 10,935,489.00</b>	<b>\$ 6,111,116.27</b>	<b>\$ -</b>	<b>\$ 242,920.00</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 17,077,303.27</b>
In-State Direct %	6.83%	6.50%	13.33%	7.44%	0%	0%	0%	0%	20.77%
In-State Sub %	0%	0.03%	0%	0%	0%	0.03%	0%	0%	0.03%
<b>TOTAL %</b>									<b>20.80%</b>

**Net Procurement\*\***

**\$82,104,981**

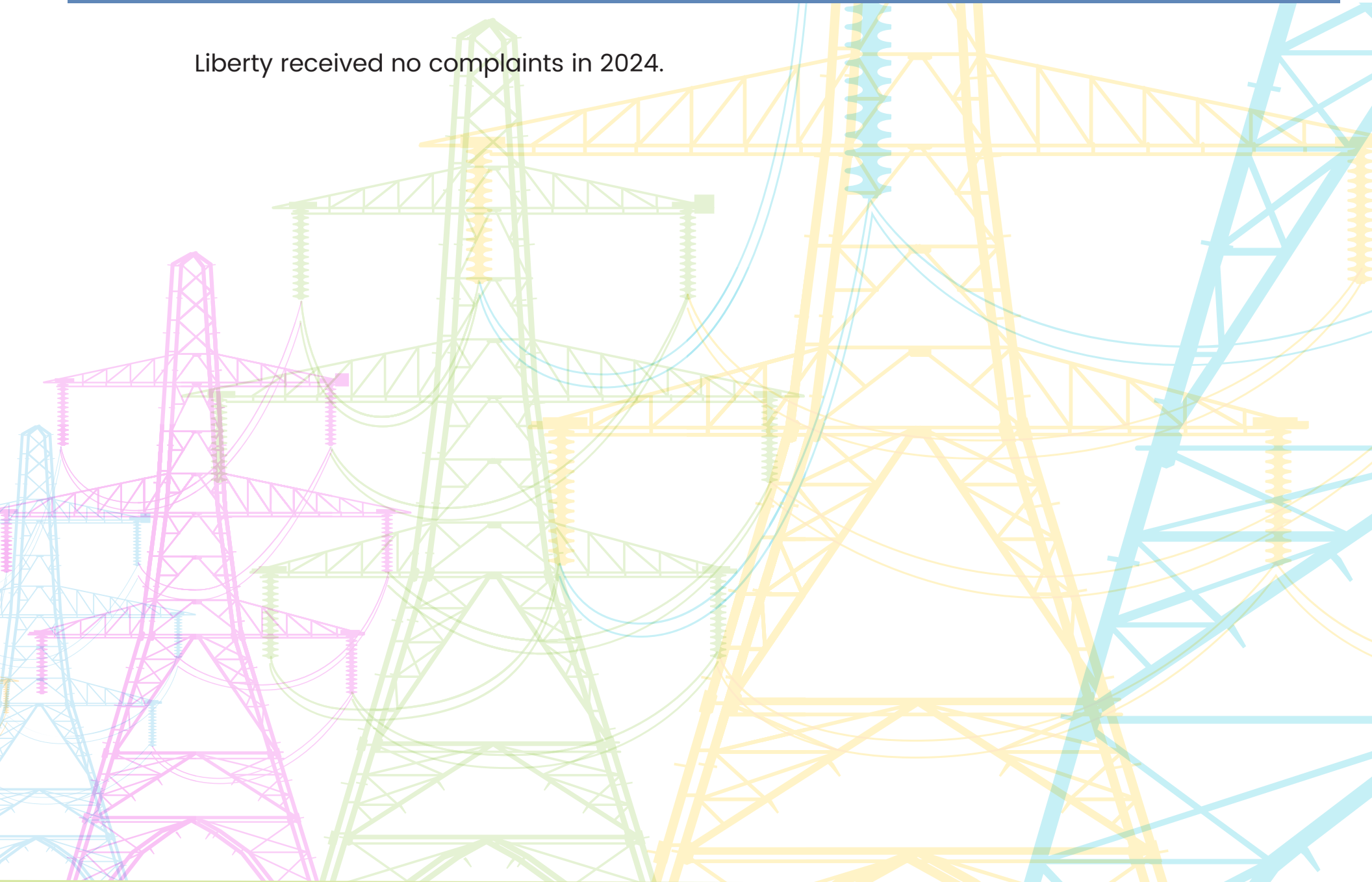
NOTE: \* 8(a) – Firms classified as 8(a) by the Small Business Administration include non-WMDVLGBTBTPDBE. Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or 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.

## 9.1.6 List of Complaints Received and Current Status

Liberty received no complaints in 2024.





## 9.1.7 Description of Efforts to Recruit WMDVLGBTQDBE Suppliers in Low Utilization Categories

In 2024, Liberty continued efforts to identify, introduce, and expand inclusive opportunities for the underutilized categories of diverse suppliers. While there were 5 new diverse suppliers added to Liberty's supply chain in 2024, the majority of diverse business enterprise utilization and spend was accomplished within two diverse categories. In 2025, Liberty will specifically concentrate on business enterprises that are owned by/support African American, Disabled Veteran, Native American, and LGBTQ business enterprises. Liberty recognizes that the locations of its Lake Tahoe offices pose challenges to identify local diverse business enterprises when sourcing for goods and services. To that end, Liberty will increase efforts to create a more focused approach in identifying and working with suppliers in these diverse categories. Drawing on internal experience and knowledge of supplier diversity and identified forecasted projects by the business and supply chain staff, Liberty is working to increase visibility of its Supplier Diversity Program and procurement needs in the Lake Tahoe service area.

Liberty continues to develop relationships with existing suppliers to maintain its commitment to supplier diversity and provide greater insight into its expectations. Liberty will continue to work with local, regional, and national community-based organizations to help identify diverse business enterprises that can support and provide goods and services that are aligned with Liberty's procurement needs.

## 9.1.9 Supplier Diversity Results in Power Procurement

At this time, Liberty maintains its current relationship with Luning and Turquoise Solar Facilities and NV Energy.

Liberty produces approximately 22% of its energy needs from its Luning and Turquoise solar facilities. Liberty procures the remaining 78% of required energy supplies from NVEnergy, governed by a multi-year power purchase agreement. Purchased power costs from NV Energy for 2024 were approximately \$34 million for a volume of approximately 492 million kWh.





Liberty®

# 2025 Annual Plan



# 2025 Annual Plan

As reported in the 2023 Annual Plan, Liberty set strategic goals to revise, shape, and/or create strategies within its procurement processes to highlight its commitment to and enhance visibility of supplier diversity. Liberty is committed to reviewing set goals to confirm that the appropriate policies and processes are in place to support this transitioning structure in upcoming years.

- Update Liberty's request for proposal (RFP) and contractual templates to include supplier diversity content. This includes information about second tier subcontracting and encourages non-diverse suppliers to utilize diverse business enterprises when and where appropriate.
- Create second tier subcontracting reporting documentation to be included in RFPs released to competing suppliers.
- Develop second tier spend internal tracking and compliance measures to capture and report utilization.
- Implement early assessment of forecasted projects and supplier capabilities to successfully identify and provide opportunities for inclusion in competitive sourcing events.
- Reinforce supplier diversity goals throughout the RFP process, including attendance of supplier diversity staff at pre-bidders' meetings.
- Begin tracking Supplier Diversity Program performance on a quarterly basis in correlation with communication to Liberty business units, supply chain, and leadership on the Supplier Diversity Program efforts and status.
- Conduct and facilitate internal meetings to educate staff on supply chain policy and processes, Liberty's Supplier Diversity Program, and the intersection with various departments.
- Increase business unit participation and engagement in community-based organization outreach events to broaden the scope of available suppliers in the diverse marketplace.



## 10.1.1 WMDVLGBTPDBE Short-, Mid-, Long-Term Goals

Liberty's short-, mid-, and long-term goals are framed by the efforts listed above. Liberty's goals will have a specific area of focus on the collaborative intersections needed between the business unit, supply chain, and supplier diversity program administration. The process to identify short-, mid- and long-term goals was not available for 2024 reporting year. As such, Liberty is committed to the following tasks as previously reported.

### Short-Term – 2025

Continue deep-dive understanding of current state of Liberty's areas of work.

- Continue analysis of current suppliers.
- Continue sharing knowledge of supplier diversity, values, goals, objectives, and the path forward with internal staff.
- Meet with current suppliers to align supplier diversity messaging.

### 2025 and Beyond

- Formalize Liberty's Supplier Diversity Program structure.
- Identify gaps and opportunities in diverse business enterprise utilization and opportunities for inclusion.

Currently, reporting short-, mid-, and long-term goals specific to Standard Industrial Classification (SIC) categories and low utilization areas are not available for the 2025 report year.

## 10.1.2 Description of WMDVLGBTDBE Planned Program Activities

### Internal

- Liberty will continue to develop and execute on its Supplier Diversity Program by continuing to engage in the efforts set forth above.
- Liberty will create and maintain an internal supplier mentorship program with key diverse suppliers to help with the continued development of suppliers.

### External

- Liberty will continue to support and actively participate in:
  - Joint outreach, collaboration, and engagement with other utilities to support supplier diversity goals and objectives.
  - Continued active support of and engagement in the CPUC's Supplier Diversity Expo and Annual EnBanc.
  - Identification, participation, and engagement in supplier diversity exhibitions, expos, and events that provide opportunities to meet, expand, and develop a more sustainable supply chain.
  - Creation of outreach events for potential diverse suppliers to discuss their product and service offerings with Liberty staff and supply chain category managers.
  - Continuation of relationships with community-based organizations and trade associations that can provide access to diverse business enterprises capable of meeting and successfully competing on Liberty's project needs.

Liberty also expects to host an event with external stakeholders, such as community-based organizations and Liberty's current and potential suppliers.

## 10.1.3 Plans for Recruiting WMDVLGBTPDBE in Low Utilization Categories

Aligning and executing on the activities described above, Liberty will continue to seek and develop opportunities to identify low utilization areas (categorical or geographic) to meet available diverse business enterprises that can successfully compete to provide specific goods and services.

Liberty will continue to work with community-based organizations, colleagues, and other community resources to create, host, and execute events to attract diverse business enterprises that can supply goods and services needed to increase utilization in gap areas.

Supplier Diversity Program activities will encourage and expand inclusion of diverse suppliers in sourcing events that are applicable to products and services offered and that align with project needs.

## 10.1.4 Plans for Recruiting WMDVLGBTPDBE Where Unavailable

Liberty's efforts to recruit WMDVLGBTPDBE suppliers is ongoing. Liberty continues to assess the alignment between project needs and goods and services offered by diverse suppliers. Liberty continues to develop and refine approaches to help address challenges in compliance with Supplier Diversity Program goals and objectives. Additionally, as part of the supply chain analysis, Liberty will seek to identify suppliers that are diverse, but not yet certified. If applicable, the Supplier Diversity Program manager will assist in educating diverse suppliers of Clearinghouse certification benefits.



## 10.1.5 Plans for Encouraging Prime Contractors to Subcontract with WMDVLGBTQDBE Suppliers

Liberty will continue discussions and focused meetings with prime contractors. Additionally, Liberty will continue the development and insertion of supplier diversity content in RFP and contractual processes.

## 10.1.6 Plans for Complying with WMDVLGBTQDBE Program Guidelines

Liberty will remain compliant with WMDVLGBTQDBE program guidelines to maintain the integrity of its Supplier Diversity Program. Liberty's commitment to and value of supplier diversity is demonstrated by internal and external champions seeking to move within a variety of circles that exist in the diverse supplier marketplace.

Liberty is confident that its commitment to collaborate efforts to create, expand, and sustain the Supplier Diversity Program will lead to the successful and positive sharing of ideas, innovation, and performance within Liberty and with business enterprises that align with the goals and objectives of the Supplier Diversity Program.



This report is respectfully submitted to the California Public Utilities Commission.  
For any questions about Liberty CalPECO's Supplier Diversity Program or  
the content within this report, please reach out to:

**Holley Joy**

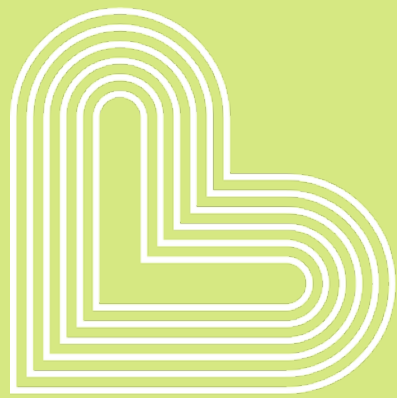
Supplier Diversity Program Manager

[Holley.joy@libertyutilities.com](mailto:Holley.joy@libertyutilities.com)

(562) 525-9473

[www.libertyutilities.com](http://www.libertyutilities.com)





Liberty®

THIS REPORT PRODUCED BY

AD PRO  
5842 McFadden Avenue, Suite E  
Huntington Beach, Ca 92649  
Telephone 714 898-6364  
Email: [info@adproweb.com](mailto:info@adproweb.com)