

February 26, 2025

VIA ELECTRONIC FILING

Rachel Peterson
Executive Director
California Public Utilities Commission
505 Van Ness Avenue
San Francisco, CA 94102-3298
Rachel.peterson@cpuc.ca.gov

**RE: PacifiCorp's (U-901-E) 2024 Annual Report on Utilization of Women/
Minority/ Disabled Veteran/Lesbian, Gay, Bisexual, Transgender/ Persons
with Disabilities Business Enterprises and 2025 Annual Plan – General
Order 156**

Pursuant to General Order 156, Sections 9 and 10, PacifiCorp, d/b/a Pacific Power, hereby submits its 2024 Annual Report on the Utilization of Women, Minority, Disabled Veteran, Lesbian, Gay, Bisexual, Transgender, and Persons with Disabilities Business Enterprises (WMDVLGBTPDBE) and the 2025 Annual Plan.

In addition, pursuant to Commission Decision 06-11-028, Ordering Paragraph 1, the annual report includes a report on the aggregate number of women/minority/disabled veteran//lesbian/gay/bisexual/transgender/persons with disabilities business enterprises (WMDVLGBTPDBE) suppliers and aggregate clearinghouse reported revenues.

PacifiCorp respectfully requests that all formal correspondence and Staff requests regarding this report be addressed to the following:

By E-mail (**preferred**): datarequest@pacificorp.com

By regular mail: Data Request Response Center
825 NE Multnomah, Suite 2000
Portland, OR 97232

Informal inquiries may be directed to Pooja Kishore at (503) 813-7314.

Sincerely,



Matthew McVee
Vice President, Regulatory Policy and Operations

California Public Utilities Commission

February 26, 2025

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Enclosure

Cc: Stephanie Green, CPUC
R.21-03-010 Service List



SUPPLIER **DIVERSITY**

helping to grow opportunities

2024 Annual Report - 2025 Annual Plan



Let's turn the answers on.

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NOTE:

*Utility - electrical corporations, gas corporations, water corporations, telephone corporations, and wireless telecommunications service providers with gross annual California revenues exceeding \$25,000,000.

PacifiCorp	Report Year: 2024	GO 156 Section 9.1.1
Description of Supplier Diversity Program Activities During the Previous Calendar Year		

ABOUT PACIFICORP

PacifiCorp is a multi-jurisdictional utility providing electric retail service to approximately 2 million customers in six western states including California, Idaho, Oregon, Utah, Washington and Wyoming. PacifiCorp serves approximately 45,900 retail customers in the northernmost areas of California. PacifiCorp’s California customers and its electric facilities are geographically dispersed, with only approximately four customers per square mile. The main population centers in PacifiCorp’s California service territory are Crescent City, Yreka, and Mount Shasta.

PacifiCorp does not operate within the CAISO balancing authority area, but rather operates two balancing authority areas that encompass its six-state service territory. PacifiCorp’s California service territory includes most of the area north of Shasta Lake to the Oregon border. PacifiCorp’s California customers currently comprise approximately 2 percent of the Company’s total retail sales.

INTERNAL PROGRAM ACTIVITIES

PacifiCorp employs a sourcing model grounded in objective analysis against pre-defined criteria set by our experienced sourcing team. Our overarching goal is to optimize expenditure, ensuring that each dollar spent yields maximum returns while minimizing the total cost of ownership.

We engage suppliers whose practices align with our stringent requirements for safety, quality, risk management, and financial efficiency. Suppliers are granted access to our competitive bidding process, which can lead to a range of contractual opportunities, including master agreements, project-specific engagements, and local procurement through first-tier contractors.

For procurement transactions exceeding \$100,000, PacifiCorp seeks formal competitive bidding to uphold transparency and secure the best value. For transactions ranging from \$5,000 to \$100,000, we allow for a more flexible, informal bidding process to accelerate operations while still maintaining oversight. Operational purchases under \$5,000 are delegated to our skilled operations staff, empowering prompt and efficient decision-making with a streamlined procurement engagement.

PACIFICORP’S SUPPLIER DIVERSITY DATABASE

PacifiCorp maintains an internal supplier database to advance our commitment to supplier diversity, thereby enhancing operational efficiency and inclusivity. In 2023, PacifiCorp upheld our pledge to diversity and transparency by verifying Women, Minority, Disabled Veteran, LGBT, and Persons with Disabilities Business Enterprise (WMDV/LGBT/PDBE) certifications for all listed entities within our enterprise resource planning system. This rigorous process has categorized 600 suppliers with WMDV/LGBT/PDBE status, fostering a diverse supply chain.

Moreover, suppliers are proactively encouraged to register with the California Clearinghouse, aligning with our strategic expansion and stakeholder management goals in the region. Our diverse supplier database is accessible via PacifiCorp’s intranet, serves as a resource for procurement teams and field staff authorized for ensuring that the use of diverse suppliers is not only a policy but a practiced standard in our daily operations.

EXTERNAL PROGRAM ACTIVITIES

PacifiCorp attended the California Public Utilities Commission’s Small and Diverse Business Expos and the En Banc in 2024. The expos offered small and diverse businesses the chance to network with utility companies and other entities, which facilitated valuable introductions to prospective suppliers, including vegetation management, electrical line services and energy efficiency businesses.

In addition, the PacifiCorp procurement team had the opportunity to participate in several supplier engagement events in 2024. The purpose of these events is to engage with local suppliers, strengthen our supply chain and ultimately stimulate economic growth in the communities served by PacifiCorp. PacifiCorp recognizes the benefits of having a diverse supply chain and is committed to increasing the amount of business we do with minority-owned, women-owned, disabled veteran-owned, LGBT-owned, persons with disabilities-owned and emerging small business suppliers.

The first event, held in May 2024, was the Oregon Association of Minority Entrepreneurs (OAME) tradeshow where PacifiCorp was not only a sponsor, but staffed a booth to engage with local, small and diverse businesses.

PacifiCorp also attended the Oregon Governor’s Marketplace 2024 Conference and Tradeshow in October, the theme for this tradeshow was Meaningful Engagement with small and diverse suppliers. At the conference, Pacific Power was recognized by Oregon Governor Tina Kotek for our commitment to diversity engagement, economic growth and community impact.

In addition, PacifiCorp partnered with one of our prime contractors to pilot a program to increase diversity spend in support of a major contract by setting diversity supplier usage expectations. This partnership has led to increased engagement and opportunities with diverse suppliers across our six-state territory. In November, the procurement team had the opportunity to host the prime contractor at our offices located in Salt Lake City, Utah, for their Diversity Supply Chain Outreach Program. This event brought in a diverse group of local suppliers who are interested in working with PacifiCorp and our prime contractor.

PacifiCorp recognizes that an inclusive procurement process that is accessible to a diverse range of businesses is vital to the overall success of our company and excellence in supplier diversity will lead to excellence in supply chain management while providing opportunities for success to a wide and diverse range of businesses in the communities we serve.

PACIFICORP'S OVERALL USE OF DIVERSITY SUPPLIERS

In fiscal year 2024, PacifiCorp's company-wide procurement expenditures reached \$3,409,583,567 marking a 4.41 percent growth from the previous year. PacifiCorp's company-wide engagement with Women, Minority, Disabled Veteran, LGBT, and Persons with Disabilities Business Enterprises (WMDVLGBTPDBE) saw a significant rise. Expenditures with certified WMDVLGBTPDBE suppliers soared to \$266,663,840, a 34 percent increase compared to 2023, underscoring our dedication to diversity and inclusion within our supply chain.

In our California service territory, procurement expenditures totaled \$123,549,036, with \$5,320,356 directed towards certified WMDVLGBTPDBE suppliers. This accounts for 4.31 percent of our total 2024 spend in the region, indicating a significant increase from the diversity spend percentage in 2023.

PACIFICORP'S DIVERSITY, EQUITY AND INCLUSION COMMITMENT

PacifiCorp is committed to equal employment opportunity, and we encourage workforce inclusion and belonging. Our company creates and maintains an inclusive workforce free of discrimination and harassment where all employees feel empowered to be their best and to do their best work together. PacifiCorp promotes inclusive hiring and recruiting by engaging in broad based outreach and recruitment and posting job openings internally.

NON-CONFIDENTIAL WORKFORCE DATA

PacifiCorp employs 42 individuals in its California workforce. As reported to the U.S. Equal Employment Opportunity Commission in 2023, approximately 81% are classified as White Male, 2% as Asian Pacific American Male, 12% as White Female, 2% as Hispanic Male and 2% as Native American Male.

PACIFICORP'S BOARD DIVERSITY

The PacifiCorp board is comprised of the six individuals below, 33% are classified as White Male, 50% as White Female and 17% as Asian Pacific American Male.

Charles C. Chang, Senior Vice President and Chief Finance Officer, Berkshire Hathaway Energy Finance
Cindy A. Crane, Chief Executive Officer and Chair, PacifiCorp
Natalie L. Hocken, Senior Vice President, General Counsel, Berkshire Hathaway Energy
Nikki L. Kobiha, Senior Vice President, Chief Financial Officer, PacifiCorp
Ryan Flynn, President, Pacific Power
Richard Garlish, President, Rocky Mountain Power

PACIFICORP'S SUPPLIER DIVERSITY PROGRAM INFORMATION

PacifiCorp supplier diversity program information can be found on our website:

<https://www.pacificorp.com/suppliers/supplier-diversity.html>

NOTE:

*These items fulfill the requirements of R.21-030-10, which was approved on September 26, 2024.

Supplier Diversity Annual Report and Annual Plan

PacifiCorp	Report Year: 2024	GO 156 Section 9.1.2
Supplier Diversity Results by Ethnicity		

		2024 of Report				
		Direct Spend ¹ \$	Sub Spend ² \$	Total \$	%	
1	Minority Male	African American	\$ 158		\$ 158	0.00%
2		Asian Pacific American	\$ 340,196		\$ 340,196	0.28%
3		Hispanic American	\$ 108,892		\$ 108,892	0.09%
4		Native American	\$ -		\$ -	0.00%
5		Total Minority Male	\$ 449,245		\$ 449,245	0.36%
6	Minority Female	African American	\$ -	\$ -	\$ -	0.00%
7		Asian Pacific American	\$ -	\$ -	\$ -	0.00%
8		Hispanic American	\$ -	\$ 423,826	\$ 423,826	0.34%
9		Native American	\$ -	\$ -	\$ -	0.00%
10		Total Minority Female	\$ -	\$ 423,826	\$ 423,826	0.34%
11	Total Minority Business Enterprise (MBE)		\$ 449,245	\$ 423,826	\$ 873,072	0.71%
12	Women Business Enterprise (WBE)		\$ 973,694	\$ 911,470	\$ 1,885,164	1.53%
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$ -	\$ -	\$ -	0.00%
14	Disabled Veteran Business Enterprise (DVBE)		\$ -	\$ 2,562,121	\$ 2,562,121	2.07%
15	Persons with Disabilities Business Enterprise (PDBE)		\$ -	\$ -	\$ -	0.00%
16	8(a)*		\$ -	\$ -	\$ -	0.00%
17	Total Supplier Diversity Spend		\$ 1,422,939	\$ 3,897,417	\$ 5,320,356	4.31%
18	Net Procurement**		\$ 123,549,036			

NOTES:

* 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.

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.

Supplier Diversity Annual Report and Annual Plan (Direct Spend)

PacifiCorp	Report Year: 2024	GO 156 Section 9.1.2
Supplier Diversity Direct Procurement Results by Product and Service Categories		

				2024 of Report					
				Product		Service		Total	
				\$	%	\$	%	\$	%
1	Minority Male	African American	Direct	\$ 158	0.00%	\$ -	0.00%	\$ 158	0.00%
2		Asian Pacific American	Direct	\$ 23,919	0.02%	\$ 316,276	0.26%	\$ 340,196	0.28%
3		Hispanic American	Direct	\$ 108,892	0.09%	\$ -	0.00%	\$ 108,892	0.09%
4		Native American	Direct		0.00%		0.00%	\$ -	0.00%
5		Total Minority Male	Direct	\$ 132,969	0.11%	\$ 316,276	0.26%	\$ 449,245	0.36%
6	Minority Female	African American	Direct	\$ -	0.00%		0.00%	\$ -	0.00%
7		Asian Pacific American	Direct	\$ -	0.00%		0.00%	\$ -	0.00%
8		Hispanic American	Direct	\$ -	0.00%		0.00%	\$ -	0.00%
9		Native American	Direct	\$ -	0.00%		0.00%	\$ -	0.00%
10		Total Minority Female	Direct	\$ -	0.00%		0.00%	\$ -	0.00%
11	Total Minority Business Enterprise (MBE)		Direct	\$ 132,969		\$ 316,276		\$ 449,245	0.36%
12	Women Business Enterprise (WBE)		Direct	\$ 973,694	0.79%	\$ -	0.00%	\$ 973,694	0.79%
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		Direct	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
14	Disabled Veteran Business Enterprise (DVBE)		Direct	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
15	Persons with Disabilities Business Enterprise (PDBE)		Direct	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
16	8(a)*		Direct	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
17	Total Supplier Diversity Spend		Direct	\$ 1,106,663	0.90%	\$ 316,276	0.26%	\$ 1,422,939	1.15%
18	Net Procurement**			\$ 123,549,036					
19	Net Product Procurement***								
20	Net Service Procurement***								
	Total Number of Diverse Direct Suppliers			7					

PacifiCorp has no ability to track total spend between product and service.

NOTES:

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** 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.

Totals may not add due to rounding.

Supplier Diversity Annual Report and Annual Plan (Subcontracting Spend)

PacifiCorp	Report Year: 2024	GO 156 Section 9.1.2
Supplier Diversity Subcontractor Procurement Results by Product and Service Categories		

				2024 of Report					
				Product		Service		Total	
				\$	%	\$	%	\$	%
1	Minority Male	African American	Sub	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
2		Asian Pacific American	Sub	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
3		Hispanic American	Sub	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
4		Native American	Sub	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
5		Total Minority Male	Sub	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
6	Minority Female	African American	Sub	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
7		Asian Pacific American	Sub	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
8		Hispanic American	Sub	\$ 423,826	0.34%	\$ -	0.00%	\$ 423,826	0.34%
9		Native American	Sub	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
10		Total Minority Female	Sub	\$ 423,826	0.34%	\$ -	0.00%	\$ 423,826	0.34%
11	Total Minority Business Enterprise (MBE)		Sub	\$ 423,826	0.34%	\$ -	0.00%	\$ 423,826	0.34%
12	Women Business Enterprise (WBE)		Sub	\$ 480,598	0.39%	\$ 430,872	0.35%	\$ 911,470	0.74%
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		Sub	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
14	Disabled Veteran Business Enterprise (DVBE)		Sub	\$ -	0.00%	\$ 2,562,121	2.07%	\$ 2,562,121	2.07%
15	Persons with Disabilities Business Enterprise (DBE)		Sub	\$ -		\$ -	0.00%	\$ -	0.00%
16	8(a)*		Sub	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
17	Total Supplier Diversity Spend		Sub	\$ 904,424	0.73%	\$ 2,992,993	2.42%	\$ 3,897,417	3.15%
18	Net Procurement**			\$ 123,549,036					
19	Net Product Procurement								
20	Net Service Procurement								
21	Total Number of Diverse Subcontractors			5					

PacifiCorp has no ability to track total spend between product and service.

NOTES:

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** 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.

Supplier Diversity Annual Report and Annual Plan

PacifiCorp	Report Year: 2024	GO 156 Section 9.1.2
Supplier Diversity Results by Standard Industrial Classification (SIC) Codes		

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 Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	8(a)*	Total Supplier Diversity Spend	Total Procurement
	Male	Female	Male	Female	Male	Female	Male	Female								
3669	\$								\$ 672,000	0.54%					\$ 672,000	0.54%
	%														\$ 316,276	0.26%
7363	\$			\$ 316,276					\$ 316,276	0.26%					\$ 237,610	0.19%
	%			0.26%											\$ 108,892	0.09%
6331	\$					\$ 108,892			\$ 108,892	0.09%					\$ 483,606	0.39%
	%					0.09%						\$ 2,562,121	2.07%		\$ 3,045,727	2.47%
3317	\$								\$ 483,606	0.39%					\$ 23,919	0.02%
	%														\$ 158	0.00%
7389	\$			\$ 23,919					\$ 23,919	0.02%					\$ 423,826	0.34%
	%			0.02%											\$ 480,598	0.39%
3613	\$	\$ 158							\$ 158	0.00%					\$ 11,350	0.01%
	%	0.00%													\$ -	
5172	\$					\$ 423,826			\$ 423,826	0.34%					\$ -	
	%					0.34%									\$ -	
4213	\$								\$ 11,350	0.01%					\$ -	
	%														\$ -	
Code 10	\$														\$ -	
	%														\$ -	
Total	\$	\$ 158	\$ -	\$ 340,196	\$ -	\$ 108,892	\$ 423,826	\$ -	\$ -	\$ 873,072	\$ 1,885,164	\$ 2,562,121			\$ 5,320,356	
	%	0.00%	0.00%	0.28%	0.00%	0.09%	0.34%	0.00%	0.00%	0.71%	1.53%	0.00%	2.07%	0.00%	4.31%	

Net Procurement \$ 123,549,036

NOTES:

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 ** 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.

Totals may not add due to rounding.

Supplier Diversity Annual Report and Annual Plan

PacifiCorp	Report Year: 2024	GO 156 Section 9.1.2
Number of Diverse Suppliers and Revenue Reported to the Supplier Clearinghouse		

Number of Diverse Suppliers	Revenue Reported to the 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 (DBE)	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 (DBE)	8(a)*	Total
Under \$1 million		2		1			3	5	6					11
Under \$5 million		1					1				1			1
Under \$10 million		1					1							0
Above \$10 million	5	2					7			0				0
Total	5	6	0	1	0	0	12	5	6	0	1	0	0	12

Revenue of Diverse Suppliers	Revenue Reported to the 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 (DBE)	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 (DBE)	8(a)*	Total
Under \$1 million		\$ 141,159		0			\$ 141,159	\$ 873,072	\$ 1,885,164		\$ 2,562,121			\$ 5,320,356
Under \$5 million		\$ 4,286,514					\$ 4,286,514							\$ -
Under \$10 million		\$ 6,200,413					\$ 6,200,413							\$ -
Above \$10 million	\$ 14,184,773.671						\$ 14,184,773.671							\$ -
Total	\$ 14,184,773.671	\$ 10,628,086	\$ -	\$ -	\$ -	\$ -	\$ 14,195,401,756	\$ 873,072	\$ 1,885,164	\$ -	\$ 2,562,121	\$ -	\$ -	\$ 5,320,356

NOTES:

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

Totals may not add due to rounding.

PacifiCorp	Report Year: 2024	GO 156 Section 9.1.2
Description of Supplier Workforce		

NUMBER OF DIVERSE SUPPLIERS (DIRECT AND SUBCONTRACTORS) WHO HAVE THE MAJORITY OF THEIR WORKFORCE IN CALIFORNIA

Using the information available in the California Supplier Clearinghouse, PacifiCorp determined that five or 41.67 percent of the diverse suppliers with spend in 2024 have a physical presence in California. We are unable to determine if the majority of their workforce resides in California.

**PACIFICORP'S DIRECT SUPPLIERS AND SUBCONTRACTORS
AVERAGE PERCENTAGE OF WORKFORCE RESIDING IN CALIFORNIA**

PacifiCorp is unable to provide the average percentage of its direct and subcontractor suppliers who have the majority of their workforce in California. The California Supplier Clearinghouse does not contain this information for certified suppliers or the balance of suppliers utilized by PacifiCorp across its six-state territory.

In a good faith effort to provide this information, PacifiCorp analyzed the supplier database located in our Enterprise Resource Planning (ERP) system. PacifiCorp has a total of 60,539 suppliers in the ERP system and it would be overly burdensome to inquire with each supplier the percentage of their workforce that resides in California. In light of this daunting task, PacifiCorp identified 4,096 of these suppliers or 6.77 percent of the total population have a physical address located in California.

To further refine the data, PacifiCorp identified 5,392 suppliers whom received payments from PacifiCorp for purchase of goods and services across our six state territory in 2024. Of those suppliers receiving payments, 306 or 5.68 percent have a physical address located in California.

DIVERSITY OF THE TOTAL CONTRACTOR OR SUBCONTRACTOR WORKFORCE

PacifiCorp is unable to provide the diversity of the total contractor or subcontractor workforce. This data is not provided by either direct suppliers or subcontractor suppliers and it is unknown if employees of the suppliers voluntarily provide this information.

PacifiCorp	Report Year: 2024	GO 156 Section 9.1.3
Supplier Diversity Program Expense		

Expense Category	Year (Actual)
Wages	19,734
Other Employee Expenses	6,943
Program Expenses	4,792
Reporting Expenses	
Training Expenses	
Consultant Expenses	9,587
Other Expenses	7,500
Total	48,556

Supplier Diversity Annual Report and Annual Plan

PacifiCorp	Report Year: 2024	GO 156 Section 9.1.4
Description of Progress in Meeting or Exceeding Set Goals		

PacifiCorp did not meet its goal of 8.0%, reaching 4.31% awarded to diverse suppliers in California in 2024. The majority of PacifiCorp's spend in California during 2024 was for specialized construction, engineering and mitigation services due to wildfires in recent years. All of this major work was competitively bid and several diverse business enterprises were given the opportunity to bid. Ultimately, award of this major work was made to the most cost competitive qualified suppliers.

PacifiCorp partnered with the prime contractor for wildfire mitigation services to increase the use of diverse subcontractors in support of PacifiCorp work and this partnership successfully contributed over \$3.4m of spend with certified diverse suppliers, 49.7% of their total subcontractor spend in our California service territory.

Several suppliers that were previously certified as a diverse business underwent management changes or were acquired by non-diverse enterprises and are no longer certified in the California Supplier Clearinghouse. A further note that at least one supplier previously certified in the Clearinghouse and still certified by WBENC, indicated that they opted not to renew certification in the Clearinghouse because they felt it was not being utilized. This supplier has been encouraged to reapply and maintain their diversity certification in the California Clearinghouse.

Supplier Diversity Annual Report and Annual Plan

PacifiCorp	Report Year: 2024	GO 156 Section 9.1.4
Supplier Diversity Results Compared to Set Goals		

Category	2024 Result %	2024 Goal %
Minority Male Business Enterprise	0.36%	2.00%
Minority Female Business Enterprise	0.34%	1.50%
Minority Business Enterprise (MBE)	0.71%	3.50%
Women Business Enterprise (WBE)	1.53%	3.00%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	0.00%	0.50%
Disabled Veteran Business Enterprise (DVBE)	2.07%	0.50%
Persons with Disabilities Business Enterprise (DBE)	0.00%	0.50%
Total	4.31%	8.00%

NOTE:

% - Percentage of Net Procurement.

PacifiCorp	Report Year:	GO 156 Section 9.1.5
Description of Prime Contractors Utilization of Diverse Subcontractors		

PacifiCorp continues to encourage prime contractors to subcontract with diverse suppliers. Primes are requested to submit a supplier diversity plan, including confirmation that they have contacted diverse suppliers and obtained their commitment to participate. Specifically, PacifiCorp piloted a program with a prime contractor in California to encourage the use of diverse subcontractors with a goal of achieving 10% diverse spend within their subcontractor spend.

PacifiCorp requests prime contractors to report monthly their diverse subcontract spend which is verified by PacifiCorp against the list of California Clearinghouse certified suppliers. Prime contracts must document location of the diverse spend so that it can be appropriately captured in each of our six states territory.

PacifiCorp	Report Year: 2024	GO 156 Section 9.1.5
New Diverse Prime and Subcontractor Utilization		

Category	New Prime Contractors #	New Subcontractors #
Minority Male Business Enterprise		
Minority Female Business Enterprise	1	
Total Minority Business Enterprise (MBE)		
Women Business Enterprise (WBE)		3
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		
Disabled Veteran Business Enterprise (DVBE)		1
Persons with Disabilities Business Enterprise (DBE)		
8(a)		
Total	1	4

NOTES:

* 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.

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 fulfil its contractual obligation(s).

Supplier Diversity Annual Report and Annual Plan

PacifiCorp	Report Year: 2024	GO 156 Section 9.1.5
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 Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	8(a)*	Total Supplier Diversity Spend
Direct \$		\$ 423,826		\$ 911,470		\$ 2,562,120.94			\$ 3,897,417
Sub \$									
Total \$		\$ 423,826		\$ 911,470		\$ 2,562,120.94			\$ 3,897,417

Direct %		0.34%		0.74%		2.07%			3.15%
Sub %									
Total %		0.34%		0.74%		2.07%			3.15%

Net Procurement ** \$ 123,549,036

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)	Veteran Business Enterprise (DVBE)	Disabilities Business Enterprise (DBE)	8(a)*	Total Supplier Diversity Spend
In-State Direct \$				\$ 911,470		\$ 2,562,121			\$ 3,473,591
In-State Sub \$									
Total \$				\$ 911,470		\$ 2,562,121			\$ 3,473,591

In-state direct %				0.74%		2.07%			2.81%
In-state sub %									
Total %				0.74%		2.07%			2.81%

Net Procurement ** \$ 123,549,036

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.

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 fulfil its contractual obligation(s).
 % - Percentage of Net Procurement.

Totals may not add due to rounding.

PacifiCorp	Report Year: 2024	GO 156 Section 9.1.6
List of Supplier Diversity Complaints Received and Current Status		

PacifiCorp is not aware of any WMDVLGTPDBE complaints during 2024.

NOTE:
For the purpose of this section, a complaint means any written or verbal statement from a diverse supplier or third-party stating that the utility's supplier diversity program is unsatisfactory or unacceptable.

PacifiCorp	Report Year: 2024	GO 156 Section 9.1.7
Description of Efforts to Recruit Diverse Suppliers in Low Utilization Categories		

PacifiCorp's internal and external program activities described in section 9.1.1 are aimed at recruiting WMDVLGBTPDBE suppliers of products or services in procurement categories where WMDVLGBTPDBE use has been low as well as in all other procurement categories.

The majority of spend in PacifiCorp's California service territory are for construction, engineering and vegetation management services. These major spend categories are competitively bid and contracted for every 3-5 years and PacifiCorp is always seeking additional diverse businesses to qualify and subsequently participate in these opportunities. In addition, PacifiCorp has partnered with a major prime contractor to increase diverse subcontract spend in both California and the other states comprising our service territory.

NOTE:
 * Low Utilization (GO 156 Section 8.12) - Each utility shall make special efforts to increase utilization and encourage entry into the marketplace of diverse suppliers in product or service categories where there has been low utilization of diverse suppliers, such as legal and financial services, fuel and power procurements, and areas that are considered technical.

PacifiCorp	Report Year: 2024	GO 156 Section 9.1.9
Description of Supplier Diversity Activities and Progress in Power Procurement		

Narrative describing the utility's efforts to recruit diverse suppliers in power procurement and progress achieved during the previous calendar year.

NOTE:
Utilities shall report renewable and non-renewable energy procurement in a manner similar to their reporting of fuel procurement.

Supplier Diversity Annual Report and Annual Plan

PacifiCorp	Report Year: 2024	GO 156 Section 9.1.9
Supplier Diversity Results in Power (Energy) 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	
1	African American	\$0	\$0	\$0	\$0	\$0	\$0	
2	Asian Pacific American	\$0	\$0	\$0	\$0	\$0	\$0	
3	Hispanic American	\$0	\$0	\$0	\$0	\$0	\$0	
4	Native American	\$0	\$0	\$0	\$0	\$0	\$0	
5	Total Minority Male	\$0	\$0	\$0	\$0	\$0	\$0	
6	African American	\$0	\$0	\$0	\$0	\$0	\$0	
7	Asian Pacific American	\$0	\$0	\$0	\$0	\$0	\$0	
8	Hispanic American	\$0	\$0	\$0	\$0	\$0	\$0	
9	Native American	\$0	\$0	\$0	\$0	\$0	\$0	
10	Total Minority Female	\$0	\$0	\$0	\$0	\$0	\$0	
11	Total Minority Business Enterprise (MBE)	\$0	\$0	\$0	\$0	\$0	\$0	
12	Women Business Enterprise (WBE)	\$0	\$0	\$0	\$0	\$0	\$0	
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	\$0	\$0	\$0	\$0	\$0	\$0	
14	Disabled Veteran Business Enterprise (DVBE)	\$0	\$0	\$0	\$0	\$0	\$0	
15	Persons with Disabilities Business Enterprises (DBE)	\$0	\$0	\$0	\$0	\$0	\$0	
16	8(a) ⁵	\$0	\$0	\$0	\$0	\$0	\$0	
17	Total Supplier Diversity	\$0	\$0	\$0	\$0	\$0	\$0	
18	Net Power Procurement	\$0						
19	Net Direct Power Purchases	\$0						
20	Net Direct Fuels for Generation	\$0						

NOTES:

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

² % - Percentage of Net Procurement.

³ Includes Direct Power Purchases and Direct Fuels for Generation.

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

Supplier Diversity Annual Report and Annual Plan

Name of Utility	Report Year: 2024	GO 156 Section 9.1.9
Supplier Diversity Results in Power (Energy) Procurement		

		Direct Power Purchases \$ Renewable and Non-Renewable Power Products	Direct Fuels for Generation \$			Totals \$ ¹			% ²
			Diesel	Nuclear ⁶	Natural Gas	Direct ³	Sub	Total \$ ⁴	
1	African American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
2	Asian Pacific American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
3	Hispanic American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
4	Native American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
5	Total Minority Male	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
6	African American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
7	Asian Pacific American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
8	Hispanic American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
9	Native American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
10	Total Minority Female	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
11	Total Minority Business Enterprise (MBE)	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
12	Women Business Enterprise (WBE)	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
14	Disabled Veteran Business Enterprise (DVBE)	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
15	Persons with Disabilities Business Enterprises (DBE)	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
16	8(a) ⁵	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
17	Total Supplier Diversity	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
18	Net Power Procurement	\$0							
19	Net Direct Power Purchases	\$0							
20	Net Direct Fuels for Generation	\$0							

NOTES:

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

² % - Percentage of Net Procurement.

³ Includes Direct Power Purchases and Direct Fuels for Generation.

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).

⁶ Total 2022 Nuclear Spend XXXX

PacifiCorp	Report Year: 2024	GO 156 Section 9.1.11
Description of Supplier Diversity Activities and Progress in Fuel Procurement		

Fuel procurement reported separately should include:

- 1) Purchases by:
 - a) Market origin and fuel type;
 - b) Volume and dollar magnitude;
 - c) Term of Sale (e.g. spot, intermediate, long term); and
 - d) Ethnicity and gender of the supplier.
- 2) Narrative:
 - a) Explaining how existing and/or changing market conditions are affecting the utility's ability to meet or exceed its supplier diversity goals for fuel;
 - b) Describing the specific outreach programs used to seek diverse fuel suppliers in each market in which fuel is purchased; and
 - c) Justifying any exclusion of a specific fuel category from the utility's fuel procurement base.

Supplier Diversity Annual Report and Annual Plan

PacifiCorp	Report Year: 2024	GO 156 Section 9.1.11
Supplier Diversity Results in Fuel Procurement		

		Natural Gas \$		LPG \$ ¹		Totals \$ ²			% ³
		SHORT TERM	LONG TERM	SHORT TERM	LONG TERM	Total Natural Gas	Total LPG	Total \$	
1	African American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
2	Asian Pacific American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
3	Hispanic American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
4	Native American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
5	Total Minority Male	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
6	African American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
7	Asian Pacific American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
8	Hispanic American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
9	Native American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
10	Total Minority Female	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
11	Total Minority Business Enterprise (MBE)	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
12	Women Business Enterprise (WBE)	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
14	Disabled Veteran Business Enterprise (DVBE)	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
15	Disabled Business Enterprise	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
16	Other 8(a) ⁴	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
17	TOTAL WMDVLGBTBE	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
18	Net Fuel Procurement	\$0							
19	Net Natural Gas Procurement	\$0							
20	Net LPG Procurement	\$0							

NOTES:

Short Term: The term of the deal is no longer than one calendar month.

Long Term: The term of the deal is greater than one calendar month but less than one calendar year.

¹ LPG - Liquefied Petroleum Gas

² Excludes purchases from the CAISO, other utilities, federal entities, state entities, municipalities and cooperatives.

³ % - Percentage of Net Fuel Procurement

⁴ 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).

Supplier Diversity Annual Report and Annual Plan

PacifiCorp	Report Year: 2024	GO 156 Section 10.1.1
Supplier Diversity Short-, Mid-, and Long-Term Procurement Goals		

SIC Code	Short-Term [Year]						Mid-Term [Year]						Long-Term [Year]					
	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	Total Supplier Diversity Goal	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	Total Supplier Diversity Goal	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	Total Supplier Diversity Goal
Overall	1.75%	1.50%	0.25%	0.25%	0.25%	4.00%	1.75%	1.50%	0.25%	0.25%	0.25%	4.00%	1.75%	1.50%	0.25%	0.25%	0.25%	4.00%
	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	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	1.75%	1.50%	0.25%	0.25%	0.25%	4.00%	1.75%	1.50%	0.25%	0.25%	0.25%	4.00%	1.75%	1.50%	0.25%	0.25%	0.25%	4.00%

The Standard Industrial Classification (SIC) Manual can be found here: [SIC Manual | Occupational Safety and Health Administration \(osha.gov\)](#)

The Short-, Mid-, and Long-Term goals a utility established by SIC Code categories for each diverse category.

SIC Code	Short-Term [Year]						Mid-Term [Year]						Long-Term [Year]					
	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	Total Supplier Diversity Goal	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	Total Supplier Diversity Goal	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	Total Supplier Diversity Goal
Overall	1.75%	1.50%	0.25%	0.25%	0.25%	4.00%	1.75%	1.50%	0.25%	0.25%	0.25%	4.00%	1.75%	1.50%	0.25%	0.25%	0.25%	4.00%
	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	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	1.75%	1.50%	0.25%	0.25%	0.25%	4.00%	1.75%	1.50%	0.25%	0.25%	0.25%	4.00%	1.75%	1.50%	0.25%	0.25%	0.25%	4.00%
Total	3.50%	3.00%	0.50%	0.50%	0.50%	8.00%	3.50%	3.00%	0.50%	0.50%	0.50%	8.00%	3.50%	3.00%	0.50%	0.50%	0.50%	8.00%

PacifiCorp	Report Year: 2024	GO 156 Section 10.1.2
Description of Supplier Diversity Program Activities Planned for the Next Calendar Year		

PLANNED WMDVLGBTPDBE INTERNAL PROGRAM ACTIVITIES FOR 2025

PacifiCorp will continue to inform and educate executives and their direct reports, procurement staff, operational staff and all Company employees who interact with suppliers on the program to increase supplier diversity. This will be accomplished with individual training sessions as well as Company-wide newsletters and publications.

Operational staff will be more directly involved in communicating the Company's goals and expectations to suppliers and prime contractors.

Provide a fast track pre-qualification process for diversity suppliers, monitor the number of diversity suppliers included on the bid lists and publish the list of diversity suppliers quarterly to business unit employees for identification of diverse suppliers when making purchases below the bid threshold.

PacifiCorp supply chain is working on a charter for a new supplier diversity team that will include both supply chain, business unit representatives and management to more actively engage various stakeholders within our Organization. The high-level vision includes identifying potential opportunities for diverse suppliers and local vendors, partnering with prime contractors to develop their supplier diversity programs and seeking out opportunities to assist in the development and competitiveness of diversity suppliers through instruction, mentoring and other outreach activities.

PLANNED WMDVLGBTPDBE EXTERNAL PROGRAM ACTIVITIES FOR 2025

PacifiCorp identified a diverse supplier registered in the Clearinghouse for engineering design services and is working to qualify them and bring them under contract for bidding opportunities.

PacifiCorp plans to attend the CPUC Small Business Expo and the 2025 En Banc held in the fall. PacifiCorp will also continue to identify and participate in supplier diversity workshops, events and other activities such as the annual Oregon Association of Minority Entrepreneurs trade show and the Oregon Governor's Marketplace to promote and improve our supplier diversity program.

PacifiCorp can also impact communities through our supply chain investments. While utility suppliers are often multinational or large firms, PacifiCorp is seeking ways to localize and diversify our impact. Our commitment is to actively and routinely seek out qualified minority, women, disabled veteran, LGBTQ, persons with disabilities and small business enterprises that can provide competitive and high-quality commodities and services. In addition, we strongly encourage our prime contractors and major suppliers to support supplier diversity by creating a competitive procurement process that provides opportunities for diverse supplier subcontractors and businesses. We are working to onboard and purchase from more diverse businesses and intend to develop additional training for potential diverse suppliers. Persistent efforts are often required to make continuous improvements in all the communities we serve. PacifiCorp is ready to make these investments and develop new supplier relationships.

PacifiCorp	Report Year: 2024	GO 156 Section 10.1.3
Plans for Recruiting Diverse Suppliers in Low Utilization Categories		

PacifiCorp will continue its concerted efforts in the recruitment of available WMDVLGBTPDBE suppliers in all product and service categories. WMDVLGBTPDBE outreach activities will be addressed by the Company's diversity supplier development team in conjunction with procurement and operational staff.

PacifiCorp	Report Year: 2024	GO 156 Section 10.1.4
Plans for Recruiting Diverse Suppliers Where Unavailable		

PacifiCorp's planned internal and external program activities described in section 10.1.2 are aimed at recruiting WMDVLGBTPDBE suppliers of products or services where WMDVLGBTPDBE suppliers are currently unavailable.

PacifiCorp	Report Year: 2024	GO 156 Section 10.1.5
Plans for Encouraging Prime Contractors to Subcontract with Diverse Suppliers		

PacifiCorp continues to encourage prime contractors to subcontract with diversity suppliers. Primes are required to submit a supplier diversity plan, including confirmation that they have contacted diverse suppliers and obtained their commitment to participate.

PacifiCorp successfully negotiated a major contract which specifies the use of technically qualified and economically competitive diverse subcontractors and suppliers for at least 10 percent of applicable work or materials. PacifiCorp will continue to work collaboratively with this contractor to identify diverse businesses through certifying agencies and outreach events planned for several locations throughout our service territory including California. PacifiCorp plans to use this engagement as a model for future contracts.

Supplier Diversity Annual Report and Annual Plan

Name of Utility	Report Year: 2024	GO 156 Section 10.1.6
PacifiCorp		

See Section 10.1.2 for a description of PacifiCorp's GO 156 program activities planned for 2025. PacifiCorp will consider the recommendations by the Commission's Supplier Diversity Staff for the achievement of maximum results in implementing legislative policy and General Order 156 consistent with the WMDVLGTPDBE program guidelines.

GO 156 Section 1.3 Definitions*

Name	Definition	Acronym	Certification
Woman Business Enterprises	A business enterprise at least 51% owned by a woman or women, or if a publicly owned business, at least 51% of the stock owned by one or more women; and whose management and daily business operations are controlled by one or more of those individuals (GO 156 Section 1.3.3).	WBE	Supplier Clearinghouse
Minority Business Enterprises	A business enterprise at least 51% owned by a minority individual or group(s), or if a publicly owned business, at least 51 % of the stock owned by one or more minority groups; and whose management and daily business operations are controlled by one or more of those individuals. Minority includes, but is not limited to, African Americans, Hispanic Americans, Native Americans, Asian Pacific Americans, and other groups as defined in the GO (GO 156 Section 1.3.4).	MBE	Supplier Clearinghouse
Lesbian, Gay, Bisexual, Transgender (LGBT) Business Enterprise	A business enterprise at least 51% owned by a lesbian, gay, bisexual, or transgender person or persons, or if a publicly owned business, at least 51% of the stock owned by one or more lesbian, gay, bisexual, or transgender persons; and whose management and daily business operations are controlled by one or more of those individuals (GO Section 156 1.3.5).	LGBTBE	Supplier Clearinghouse
Persons with Disabilities Business Enterprise	A business enterprise at least 51% owned by a person or persons with a disability, or if a publicly owned business, at least 51 % of the stock owned by one or more persons with a disability; and whose management and daily business operations are controlled by one or more of those individuals (GO 156 Section 1.3.6)	DBE	Supplier Clearinghouse
Disabled Veteran Business Enterprises	1) It is a sole proprietorship at least 51% owned by one or more disabled veterans or, in the case of a publicly owned business, at least 51% of its stock is owned by one or more disabled veterans; a subsidiary which is wholly owned by a parent corporation, but only if at least 51% of the voting stock of the parent corporation is owned by one or more disabled veterans; or a joint venture in which at least 51% of the joint venture's management and control and earnings are held by one or more disabled veterans. (2) The management and control of the daily business operations are by one or more disabled veterans. (3) It is a sole proprietorship, corporation, or partnership with its home office located in the United States, which is not a branch or subsidiary of a foreign corporation, foreign firm, or other foreign-based business (GO 156 Section 4.1).	DVBE	Department of General Services (DGS)
Disabled Veteran	Refers to a veteran of the military, naval or air service of the United States with a service-connected disability and who is a resident of the State of California (GO 156 Section 1.3.7).		
African American	Refers to a person having origins in any black racial groups of Africa (GO 156 Section 1.3.9)	BA	
Asian Pacific American	Refers to a person having origin in Asia or the Indian subcontinent, including, but not limited to, persons from Japan, China, the Philippines, Vietnam, Korea, Samoa, Guam, the U.S. Trust Territories of the Pacific, Northern Marianas, Laos, Cambodia, Taiwan, India, Pakistan, and Bangladesh (GO 156 Section 1.3.12).	APA	
Hispanic American	Refers to a person of Mexican, Puerto Rican, Cuban, South or Central American, Caribbean, and other Spanish culture or origin (GO 156 Section 1.3.10).	HA	
Native American	Refers to a person having origin in any of the original peoples of North America or the Hawaiian Islands, in particular, American Indians, Eskimos, Aleuts, and Native Hawaiians (GO 156 Section 1.3.11).	NA	
Other Groups (8(a))	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).	8(a)	
Subcontract	Any agreement or arrangement between a contractor and any party or person (in which the parties do not stand in the relationship of an employer and an employee): for the furnishing of supplies or services for the use of real or personal property, including lease arrangements, which, in whole or in part, is necessary to the performance of any one or more contracts; or under which any portion of the contractor's obligation under any one or more contracts is performed, undertaken or assumed (GO 156 Section 1.3.23).	Sub	
Supplier Clearinghouse	A Commission-supervised program or entity that shall conduct certifications/verifications and maintain a database of eligible suppliers for the use of utilities and other covered entities under the Commission's Supplier Diversity Program (GO 156 Section 1.3.22).		
Commission	Refers to the California Public Utilities Commission, as provided for in Article XII of the California Constitution (GO 156 Section 1.3.1).	CPUC	
Short-Term Goal	A goal applicable to a period of one (1) year (GO 156 Section 1.3.18).		
Mid-Term Goal	A goal applicable to a period of three (3) years (GO 156 Section 1.3.19).		
Long-Term Goal	A goal applicable to a period of five (5) years (GO 156 Section 1.3.20).		
Product and Service Categories	As defined by the Standard Industrial Classification (SIC) system maintained by the United States Department of Labor, Occupational Safety and Health Administration, as they currently read or as amended or as defined by any other updated classification system that supersedes the SIC system (GO 156 Section 1.3.24).		
Supplier Diversity	Refers to the inclusion of women, minority, disabled veteran, LGBT, and persons with disabilities business enterprises in supply chains and procurement activities		
Diverse Business/Supplier	Refers to women, minority, disabled veteran, LGBT, and persons with disabilities business enterprises		

NOTE:

* These definitions are not proposed amendments to Section 1.3 of GO 156 or the other Sections. The purpose of these definitions is to provide convenient reference in preparing GO 156 reports.