

# 2024 ANNUAL REPORT AND 2025 PLAN

WOMEN, MINORITY, DISABLED VETERAN,  
LGBT BUSINESS ENTERPRISE AND PERSONS WITH DISABILITIES



<b>G.O. #156</b>		<b>Page</b>
<b>Section</b>		<b>Number</b>

## 2024 Annual Report

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	Message from the President	2
	Message from the Vice President - Engineering	3
	Message from the Supplier Diversity and Procurement Manager	4
9.1.1	Description of Supplier Diversity Program Activities During the Previous Calendar Year	5
9.1.2	Supplier Diversity Results by Ethnicity	16
9.1.2	Supplier Diversity Direct Procurement Results by Product and Service Categories	17
9.1.2	Supplier Diversity Subcontractor Procurement Results by Product and Service Categories	18
9.1.2	Supplier Diversity Results by Standard Industrial Classification (SIC) Categories	19
9.1.2	Number of Diverse Suppliers and Revenue Reported to the Clearinghouse	21
9.1.2	Description of Supplier Workforce	22
9.1.3	Supplier Diversity Program Expenses	22
9.1.4	Description of Progress in Meeting or Exceeding Set Goals	22
9.1.4	Supplier Diversity Results Compared to Set Goals	23
9.1.5	Description of Prime Contractors Utilizations of Diverse Subcontractors	24
9.1.5	New Diverse Prime and Subcontractor Utilization	25
9.1.5	Summary of Diverse Contract Utilization	26
9.1.6	List of Supplier Diversity Complaints Received and Current Status	27
9.1.7	Description of Efforts to Recruit Diverse Suppliers in Low Utilization Categories	27

## 2025 Annual Plan

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10.1.1	Supplier Diversity Short, Mid-, and Long-Term Procurement Goals	29
10.1.2	Description of Supplier Diversity Program Activities Planned for the Next Calendar Year	30
10.1.3	Plans for Recruiting Diverse Suppliers in Low Utilization Areas	31
10.1.4	Plans for Recruiting Diverse Suppliers Where Unavailable	31
10.1.5	Plans for Encouraging Prime Contractors to Subcontract Diverse Suppliers	31
10.1.6	Plans for Complying with Supplier Diversity Program Guidelines	31

## Message from the President of San Gabriel Valley Water Company

I am pleased to present San Gabriel Valley Water Company’s (“San Gabriel”) Supplier Diversity Annual Report for 2024 and our strategic plan for 2025. As President of San Gabriel, I am proud to share that we have once again met and exceeded the California Public Utilities Commission (“CPUC”) General Order 156 (“GO 156”) overall diverse spend goal.



In 2024, we engaged with 84 active diverse suppliers and second-tier subcontractors in our vendor network. Together, they contributed to a total diverse procurement spend of \$32,184,228 which represents 33.02% of our total procurement expenditures. This achievement reflects the significant role our diverse suppliers play in helping us provide reliable and high-quality water service to our customers.

Our Supplier Diversity Program has a profound impact on diverse suppliers, and we recognize how these partnerships contribute to the economic growth of the communities we serve. Executive-level support is also critical to the success of this initiative, and I remain committed to ensuring its continued success in the years ahead.

This report provides a comprehensive overview of our achievements, success stories, and the challenges we encountered in 2024. As we look to 2025, we are excited to build on these accomplishments and further enhance our Supplier Diversity efforts.

Very truly yours,

Robert DiPrimio  
President

**Message from the Vice President – Engineering****Message from the Vice President – Engineering of San Gabriel Valley Water Company**

Reflecting on the achievements of 2024, I am proud of the progress we have made. We have successfully met and exceeded our goals for Minority-Owned Business Enterprises (MBEs) and Women-Owned Business Enterprises (WBEs). Additionally, our efforts to engage more Disabled Veteran Business Enterprises (DVBES) have notably enhanced our supplier base, underscoring our commitment to inclusivity.



Looking ahead to 2025, we are poised to build on this momentum by deepening our engagement with small businesses that qualify as diverse suppliers under the California Public Utilities Commission’s General Order 156. Our aim is to create more opportunities for these businesses, ensuring equitable participation that fosters economic growth within our communities.

We remain committed to the CPUC’s goals, continuously driving the inclusion of diverse suppliers across all areas of our operations. I am enthusiastic about the future of our Supplier Diversity Program and the positive impact it will continue to have on our procurement processes and community relations.

Anticipating another year of meaningful achievements, we are more committed than ever to enriching our engagements with diverse suppliers and, by extension, the communities we serve.

Very truly yours,

Matt Y. Yucelen, P.E.

Vice President – Engineering

**Message from the Supplier Diversity and Procurement Manager**

## Message from the Supplier Diversity and Procurement Manager of San Gabriel Valley Water Company

As San Gabriel's newly appointed Supplier Diversity and Procurement Manager, I was truly inspired by the passion and dedication of my predecessor, Jeanette Diaz, and our Vice President - Engineering, Matt Yucelen. Their unwavering commitment to the Supplier Diversity Program ignited my own enthusiasm as I began this journey. I take great pride in continuing the program's successes, honoring the strong foundation they built before my tenure.



While I continue to grow in this role, both Darryl Brown, Supplier Diversity Coordinator and I are fully committed to advancing the growth and development of small and diverse-owned businesses.

My goal is not only to meet the targets set by the California Public Utilities Commission General Order 156, but to consistently exceed them. Through continuous education, both internally and externally, I aim to amplify the program's impact and strengthen our commitment to diversity and inclusion. I am committed to continuous improvement each year I'm involved, continually striving to deliver greater results and drive lasting change.

I look forward to 2025 as we continue to strengthen our supplier diversity program and increase procurement opportunities to diverse-owned businesses.

Very truly yours,

Miguel Garcia  
Supplier Diversity and Procurement Manager

## Internal Program Activities

### *Internal Communication*

San Gabriel's commitment to supplier diversity goes beyond external outreach; it also emphasizes the importance of clear, consistent communication within our organization. We recognize that cultivating a culture of inclusivity starts from within, which is why we are actively engaging employees at all levels in this initiative.

We enhance awareness of supplier diversity through training, resources, and hands-on involvement, ensuring employees understand its impact. Managers play a key role in embedding this commitment into our culture, with many proactively including diverse vendors in their sourcing decisions. By equipping leaders with the right knowledge and tools, we create a workplace where supplier diversity is a shared responsibility and an integral part of our operations.

### *Diversity, Equity and Inclusion*

San Gabriel is an equal opportunity employer committed to fostering a diverse and inclusive workplace. We prohibit discrimination and harassment of any kind based on race, color, religion, sex, national origin, age, disability, veteran status, or any other protected status under applicable laws. We believe in providing equal employment opportunities to all individuals and ensuring a fair and supportive environment where employees can thrive and contribute to our mission of delivering safe and reliable water to our communities.

As reported in San Gabriel's 2023 Employee Information Report, the Executive/Senior Level Officials and Managers level consists of ten members, including one female and one Hispanic individual.

Additionally, the report indicates that San Gabriel's consolidated workforce comprises a total of 286 employees. Of these, 75 are female, and 87 employees identify as White.

### *2024 Success Stories and New Business Relationships*

In 2024, San Gabriel's Supplier Diversity team was committed to expanding our network of diverse-owned businesses. We engaged in numerous outreach events, creating meaningful opportunities to connect with potential partners. Beyond these events, we also continued to seek out new relationships through community-based organizations, referrals, and by exploring the Supplier Clearinghouse database. These efforts have led to valuable new connections, and we're

excited to share a few of the success stories that reflect our dedication to driving diversity and inclusion in our procurement processes.



Jimmie's Tree Service Inc. is a distinguished, Asian-American, woman-owned business located in Long Beach, CA. This family-operated company has been in business for over 20 years, earning a reputation for reliability and excellence. Fully licensed, bonded, and insured, Jimmies Tree Service is not only committed to the highest standards of service but also deeply invested in contributing to the growth and success of our local communities.

In 2024, Jimmie's Tree Service delivered excellent results for our Los Angeles division, maintaining San Gabriel pump plants and reservoirs with quality and integrity. Their commitment to excellence aligns with our Supplier Diversity Program values.



Wintersun Chemical is a great example of the value diverse-owned businesses bring to our operations. Founded and owned by Michael Shen, a Minority Asian American Male entrepreneur, Wintersun is a small chemical supply company based in Ontario, CA. In 2023,

Darryl Brown, San Gabriel's Supplier Diversity Program Coordinator, identified Wintersun as a potential partner for our supplier diversity efforts. Michael Shen was invited to a meeting at our Fontana Division, where a partnership was formed.

In 2024, we began using Wintersun Chemical at our Summit Water Treatment Plant in Rialto, CA. Wintersun supplies San Gabriel with 50lb bags of Diatomaceous Earth, an important chemical in our water treatment process. This product plays a key role in ensuring the safety and quality of the water we provide to our community. Adding Wintersun to our list of suppliers supports our ongoing commitment to sustainability, quality, and community involvement.



Golden State Fasteners & Supply Co. is a certified Minority Hispanic-Owned Business that San Gabriel partnered with in 2024. Based in Whittier, CA, Golden State Fasteners provides essential hardware, including nuts, washers, and bolts, through regular

monthly orders. These materials support the operational needs of our distribution and treatment systems, contributing to efficiency and reliability. Their focus on quality and service has been a valuable addition to our supply chain, helping us maintain critical infrastructure.



Buck Signs & Graphics Inc. is a vendor we are particularly proud to have introduced to San Gabriel's operations this year. This partnership emerged from our active engagement in external activities. At the American Indian

Chamber of Commerce's Annual Expo & Event, an inspiring gathering hosted by one of our valued community-based organizations (CBO), we were introduced to Buck Signs & Graphics Inc.

Owned by Kenneth Buck, a certified Minority Native American (MBE-NA), and co-managed with his wife Deborah, Buck Signs & Graphics Inc. is a highly regarded graphic design business with a strong reputation for quality and craftsmanship. Their expertise has become a valuable asset to San Gabriel, as they now provide professional fleet vehicle striping services for both divisions of our organization. We are excited about the opportunities this collaboration brings and look forward to a productive and successful relationship with Buck Signs & Graphics Inc.



One of San Gabriel's ongoing challenges is increasing our spend with African American-owned businesses, a priority we remain steadfastly committed to addressing in the years ahead. This effort reflects

our dedication to fostering diversity and equity within our vendor partnerships.

Superb Tech Inc., a Minority Woman African American-Owned staffing business based in Culver City, Los Angeles, has been instrumental in helping us make meaningful progress toward this goal. In 2023, Jan Davis, the founder and owner of Superb Tech Inc., successfully graduated from the California Water Association's ("CWA") Water Acumen Training Entrepreneur Refinement ("W.A.T.E.R") cohort. This program equips business owners with the tools and insights needed to thrive in the water industry.

Following Jan's graduation from CWA's W.A.T.E.R. program, San Gabriel proudly onboarded Superb Tech Inc. as one of our trusted vendors. Since then, Superb Tech Inc. has provided us with invaluable staffing services, further enriching our operations. Partnering with businesses like Superb Tech Inc. not only helps us achieve our diversity goals but also strengthens the foundation of our community-focused initiatives.



## External Program Activities

### *Collaboration with the California Water Association (“CWA”)*

In 2024, the CWA’s Utility Supplier Diversity Program (USDP) Committee reaffirmed its commitment to advancing equity and diversity within the water industry by advocating for sustainable and inclusive Supplier Diversity Programs in alignment with the goals outlined in GO 156.

Throughout the year, the USDP Committee actively collaborated with a broad network of diverse vendors across California, creating impactful opportunities while building stronger supplier relationships. These partnerships not only supported local businesses but also contributed to the development of a more inclusive supply chain.

The committee demonstrated leadership in its outreach efforts by organizing and hosting several targeted events designed to connect diverse vendors with new opportunities. These events served as platforms for education, networking, and collaboration, enabling vendors to engage effectively with decision-makers. By equipping vendors with the necessary tools, resources, and knowledge, the USDP Committee empowered them to navigate the complexities of the water industry and achieve success.

Through its proactive and strategic initiatives, the USDP Committee underscored its commitment to cultivating meaningful partnerships, advancing diversity, and driving measurable progress in supplier diversity. This work not only supports the mission of GO 156, but also ensures that the water industry continues to benefit from a rich and inclusive network of suppliers, ultimately enhancing the quality and reliability of services provided to communities across California.

### *Prime Thank You Luncheon*

In April 2024, the CWA hosted its second annual "Thank You Prime Luncheon," bringing together prime contractors and consultants for a collaborative gathering aimed at encouraging a successful year and setting the stage for goals in 2024. The luncheon served as an important platform to strengthen relationships, with a primary focus on networking and promoting second-tier diverse spending. The significance of this topic was clearly communicated to all attendees, emphasizing its role in advancing inclusivity within the industry.

A highlight of the event was the announcement of the CWA USDP Committee’s impressive achievement: a combined diverse spend total of \$330 million with diverse vendors in 2023. This milestone was made possible through the collective efforts of each individual utility, demonstrating the strength of collaboration and the shared commitment to supplier diversity.

The CWA USDP Committee expressed its satisfaction with the event's success and looks forward to building on the momentum created this year.



### *Water Acumen Training for Entrepreneurship Refinement (W.A.T.E.R.) 1.0*

The W.A.T.E.R. 1.0 program stands out as one of CWA's flagship capacity-building initiatives, now marking its fifth year of impactful service and continued success. This program brought together 10 diverse vendors, each offering specialized expertise in fields, such as construction business consulting, aerial drone land surveying, building construction, and meter and instrument calibration.

By providing a platform for these vendors to refine their skills, expand their networks, and explore growth opportunities, W.A.T.E.R. 1.0 continues to foster meaningful collaboration within the industry. Its ongoing success underscores CWA's commitment to promoting supplier diversity and empowering businesses to thrive in a competitive market.

Throughout a three-session period, W.A.T.E.R. 1.0 participants underwent significant growth, experiencing transformations in their business approach. The program equipped them with essential skills, such as how to craft compelling business pitches tailored to industry buyers, enabling them to present their offerings effectively. Additionally, graduates gained the ability to identify and pursue future opportunities by learning to analyze rate cases and annual reports, giving them a clearer understanding of the market and emerging trends. This comprehensive training empowered participants to not only refine their business strategies but also to better position themselves for success in a competitive industry.

Lastly, the attendees updated their capability statements, making them more visually appealing and effective in presenting their strengths to industry leaders. Additionally, the vendors refined their 60-second introductions, creating clear and concise pitches that highlighted their value propositions. This improvement helped buyers more easily understand how each vendor's expertise could align with their projects and goals.

### *Meet the Primes 2024*



CWA's "Meet the Primes 2024" event was held at the Albert Robles Center in Pico Rivera, CA, and organized by Melanie Rae, the Chief Learning Designer from Plan with Peers. The event began with a welcome address from Tim McLaughlin, Chair of the CWA Committee. Utility Presidents from California American Water, Suburban Water, and Liberty Utilities each shared insights on the significance of prime and subcontracting relationships, emphasizing the value of collaboration for future success.

Tim also presented a CWA deck, providing an overview of each USDP utility company, detailing their locations, service areas, and potential business opportunities. This informative session

helped attendees better understand how they could engage with CWA utilities and explore mutually beneficial partnerships.

The event served as an excellent networking platform for primes and diverse-owned business enterprises, facilitating meaningful connections that could lead to future business opportunities. With over 100 participants, including more than 20 senior leaders from all seven CWA companies, the event emphasized the collective commitment to fostering diversity and collaboration within the utility sector.



### 2024 Outreach Event Highlights

At San Gabriel, our Supplier Diversity Program thrives on building meaningful connections through partnerships with community-based organizations and developing new business relationships. A key component of our success is fostering continuous education and collaboration, which helps highlight the value and impact of diverse-owned businesses. By

emphasizing the value and impact of diverse-owned businesses, we help pave the way for their growth and success within the water utility industry.

San Gabriel's Director of Communications, Jeanette Diaz, participated on a panel at the LGBTQ Certification Summit hosted by the California Rainbow Chamber in 2024. The summit provided valuable insights to LGBTQ businesses in attendance, helping them better understand the certification process and offering helpful tips on how to successfully collaborate with utility industries. Additionally, it served as a networking opportunity for San Gabriel to connect with LGBTQ-owned businesses, creating potential future partnerships.



In July 2024, San Gabriel USDP representatives attended the American Indian Chamber of Commerce ("AICOC") Annual Expo in Rancho Mirage, California. This conference brings together tribes, tribal enterprises, corporations and native businesses as they gather over a two and half day conference. The AICOC Expo continued to be a valuable opportunity to connect with Native American Indian owned businesses.

San Gabriel participated in the Small Business Diversity Network (“SBDN”) Procurement Connection event held in Orange County, California. This well-attended gathering served as a vital resource for small businesses, providing valuable insights into working with utility companies and the necessary steps for obtaining certification through the CPUC Supplier Clearinghouse.

The event featured a series of informative sessions, including a panel discussion where San Gabriel’s Supplier Diversity Program Coordinator, Darryl Brown, shared his expertise, offering attendees key perspectives on procurement opportunities and best practices. Following these sessions, a dynamic expo provided vendors from various industries with the opportunity to showcase their products and services. This interactive networking environment enabled small business owners to connect directly with utility representatives, discuss potential collaborations, and explore new contracting opportunities within the industry.



In October 2024, San Gabriel’s Vice President of Human Resources, Lynn Brown, and Director of Communications, Jeanette Diaz, along with other CWA company members, attended the Association of Women in Water, Energy and Environment annual conference. This event serves as a valuable platform for women in the utility industry to connect, while also attracting a strong presence of women-owned businesses, offering excellent networking opportunities. The conference was an inspiring mix of empowerment, relationship-building, and meaningful connections.



The Southern California Minority Supplier Diversity Council (“SCMSDC”) held its 2024 B3 Conference in late June, recognizing businesses for their strong performance and dedication with awards.

Taking place annually at SoFi Stadium in Inglewood, California, the event offered a great opportunity for industry leaders, entrepreneurs, and corporate representatives to connect. The conference included an awards ceremony honoring businesses for their achievements across different sectors.

After the ceremony, attendees participated in panel discussions led by industry experts, covering topics like procurement strategies, business growth, and building successful partnerships.

The event wrapped up with a vendor exhibition, where businesses from various industries displayed their products and services, offering opportunities for networking, collaboration, and insights into market trends.





San Gabriel Valley Water Company		2024 Report		GO 156 Section 9.1.2		
Supplier Diversity Results by Ethnicity						
		2024				
		Direct Spend <sup>1</sup> \$	Sub Spend <sup>2</sup> \$	Total \$	%	
1	Minority Male	African American	\$29,306	\$226,262	\$255,568	0.26%
2		Asian Pacific American	\$490,761	\$0	\$490,761	0.50%
3		Hispanic American	\$10,926,030	\$218,294	\$11,144,324	11.43%
4		Native American	\$1,523,659	\$0	\$1,523,659	1.56%
5		<b>Total Minority Male</b>	\$12,969,756	\$444,556	\$13,414,312	13.76%
6	Minority Female	African American	\$1,187,419	\$0	\$1,187,419	1.22%
7		Asian Pacific American	\$426,675	\$0	\$426,675	0.44%
8		Hispanic American	\$1,833,786	\$0	\$1,833,786	1.88%
9		Native American	\$664,840	\$73,784	\$738,624	0.76%
10		<b>Total Minority Female</b>	\$4,112,720	\$73,784	\$4,186,504	4.29%
11	Total Minority Business Enterprise (MBE)		\$17,082,476	\$518,340	\$17,600,816	18.06%
12	Women Business Enterprise (WBE)		\$13,073,069	\$20,580	\$13,093,649	13.43%
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$244,681	\$0	\$244,681	0.25%
14	Disabled Veteran Business Enterprise (DVBE)		\$1,029,537	\$215,545	\$1,245,082	1.28%
15	Persons with Disabilities Business Enterprise (PDBE)		\$0	\$0	\$0	0.00%
16	8(a)*		\$0	\$0	\$0	0.00%
17	<b>Total Supplier Diversity Spend</b>		\$31,429,763	\$754,465	\$32,184,228	33.02%
18	Net Procurement**		\$97,483,487			

**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.

<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 fulfil its contractual obligation(s).

% - Percentage of Net Procurement.

Totals may not add due to rounding.

San Gabriel Valley Water Company				2024 Report		GO 156 Section 9.1.2			
Supplier Diversity Direct Procurement Results by Product and Service Categories									
				2024					
				Product		Service		Total	
					%	\$	%	\$	%
1	Minority Male	African American		\$0	0.00%	\$29,306	0.03%	\$29,306	0.03%
2		Asian Pacific American		\$138,242	0.14%	\$352,519	0.36%	\$490,761	0.50%
3		Hispanic American		\$6,492,789	6.66%	\$4,433,241	4.55%	\$10,926,030	11.21%
4		Native American	Direct	\$0	0.00%	\$1,523,659	1.56%	\$1,523,659	1.56%
5		<b>Total Minority Male</b>		\$6,631,031	6.80%	\$6,338,725	6.50%	\$12,969,756	13.30%
6	Minority Female	African American		\$295,863	0.30%	\$891,556	0.91%	\$1,187,419	1.22%
7		Asian Pacific American		\$238	0.00%	\$426,437	0.44%	\$426,675	0.44%
8		Hispanic American		\$643,382	0.66%	\$1,190,405	1.22%	\$1,833,787	1.88%
9		Native American	Direct	\$0	0.00%	\$664,840	0.68%	\$664,840	0.68%
10		<b>Total Minority Female</b>	Direct	\$939,483	0.96%	\$3,173,238	3.26%	\$4,112,721	4.22%
			Direct						
11	Total Minority Business Enterprise (MBE)		Direct	\$7,570,514	7.77%	\$9,511,963	9.76%	\$17,082,477	17.52%
12	Women Business Enterprise (WBE)		Direct	\$7,003,765	7.18%	\$6,069,304	6.23%	\$13,073,069	13.41%
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		Direct	\$0	0.00%	\$244,681	0.25%	\$244,681	0.25%
14	Disabled Veteran Business Enterprise (DVBE)		Direct	\$799,544	0.82%	\$229,992	0.24%	\$1,029,536	1.06%
			Direct						
15	Persons with Disabilities Business Enterprise (DBE)		Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
			Direct						
16	8(a)*		Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
			Direct						
17	<b>Total Supplier Diversity Spend</b>		Direct	\$15,373,823	15.77%	\$16,055,940	16.47%	\$31,429,763	32.24%
18	Net Procurement**		<b>\$97,483,487</b>						
19	Net Product Procurement		\$31,074,912						
20	Net Service Procurement		\$66,408,575						
21	Total Number of Diverse Suppliers that Received Direct Spend		84						

San Gabriel Valley Water Company			2024 Report			GO 156 Section 9.1.2			
Supplier Diversity Subcontractor Procurement Results by Product and Service Categories									
				2024					
				Product		Service		Total	
					%	\$	%	\$	%
1	Minority Male	African American		\$0	0.00%	\$226,262	0.23%	\$226,262	0.23%
2		Asian Pacific American		\$0	0.00%		0.00%	\$0	0.00%
3		Hispanic American		\$0	0.00%	\$218,294	0.22%	\$218,294	0.22%
4		Native American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
5		<b>Total Minority Male</b>		\$0	0.00%	\$444,556	0.46%	\$444,556	0.46%
6	Minority Female	African American		\$0	0.00%	\$0	0.00%	\$0	0.00%
7		Asian Pacific American		\$0	0.00%	\$0	0.00%	\$0	0.00%
8		Hispanic American		\$0	0.00%	\$0	0.00%	\$0	0.00%
9		Native American	Sub	\$0	0.00%	\$73,784	0.08%	\$73,784	0.08%
10		<b>Total Minority Female</b>	Sub	\$0	0.00%	\$73,784	0.08%	\$73,784	0.08%
			Sub						
11	Total Minority Business Enterprise (MBE)		Sub	\$0	0.00%	\$518,340	0.53%	\$518,340	0.53%
12	Women Business Enterprise (WBE)		Sub	\$0	0.00%	\$20,580	0.02%	\$20,580	0.02%
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
14	Disabled Veteran Business Enterprise (DVBE)		Sub	\$0	0.00%	\$215,545	0.22%	\$215,545	0.22%
			Sub						
15	Persons with Disabilities Business Enterprise (DBE)		Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
			Sub						
16	8(a)*		Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
			Sub						
17	<b>Total Supplier Diversity Spend</b>		Sub	\$0	0.00%	\$754,465	0.00%	\$754,465	0.77%
18	Net Procurement**		<b>\$97,483,487</b>						
19	Net Product Procurement		\$31,074,912						
20	Net Service Procurement		\$66,408,575						

Supplier Diversity Results by Standard Industrial Classification (SIC) Categories

SIC Category	\$ - %	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 Veterans Business Enterprise (DVE)	Persons with Disabilities Business Enterprise (DBE)	Other 8(a)**	Total Supplier Diversity Spend	Total Procurement
		Male	Female	Male	Female	Male	Female	Male	Female								
7 - Agricultural Services	\$				\$8,800.00	\$2,475.00				\$11,275.00						\$ 11,275.00	\$ 11,275.00
	%				0.01%	0.00%				0.01%		0.00%	0.00%			0.01%	0.01%
15 - Building Construction	\$															\$ -	\$ 7,366,306.29
	%															0.00%	7.56%
16 - Heavy Construction	\$				\$1,873,207.12	\$1,428,878.67			\$3,302,085.79	\$6,100.00	\$244,681.30	\$8,190.00				\$3,561,057.09	\$ 3,683,537.89
	%				1.92%	1.47%			3.39%	0.01%	0.25%	0.01%				3.65%	3.78%
17 - Construction - Special	\$	\$19,119.00			\$80,957.00	\$838,699.71	\$738,623.71		\$838,699.71	\$5,461,271.92		\$133,081.03				\$6,433,052.66	\$ 33,394,055.49
	%	0.02%			0.08%		0.76%		0.86%	5.60%		0.14%				6.60%	34.26%
23 - Apparel	\$				\$33,824.94				\$33,824.94	\$11,905.96						\$ 45,730.90	104931.91
	%				0.03%				0.03%	0.01%						0.05%	0.11%
25 - Furniture	\$			\$42,279.29		\$26,733.28			\$69,012.57							\$ 69,012.57	\$ 82,663.26
	%			0.04%		0.03%			0.07%							0.07%	0.08%
26 - Paper	\$											\$4,893.22				\$ 4,893.22	\$ 4,893.22
	%											0.01%				0.01%	0.01%
27 - Printing	\$															\$ -	\$ 66,231.55
	%															0.00%	0.07%
28 - Chemicals	\$			\$39,871.02					\$39,871.02							\$ 39,871.02	\$ 4,933,850.64
	%			0.04%					0.04%							0.04%	5.06%
29 - Petroleum	\$															\$ -	\$ 6,550.65
	%															0.00%	0.01%
30 - Rubber, Plastics	\$															\$ -	\$ 23,995.05
	%															0.00%	0.02%
32 - Stone, Concrete	\$				\$874,511.69				\$874,511.69							\$ 874,511.69	\$ 890,899.07
	%				0.90%				0.90%							0.90%	0.91%
33 - Primary Metal	\$															\$ -	\$ 4,962.27
	%															0.00%	0.01%
34 - Fabricated	\$				\$4,713,625.18	\$22,826.80			\$4,736,451.98	\$6,953,835.26						\$ 11,690,287.24	\$ 14,479,580.32
	%				4.84%	0.02%			4.86%	7.13%						11.99%	14.85%
35 - Machinery	\$			\$23,084.61	\$27,883.34				\$50,967.95	\$1,132.45						\$ 52,100.40	\$ 839,617.84
	%			0.02%	0.03%				0.05%	0.00%						0.05%	0.86%
36 - Electronic Components	\$											\$4,171.09				\$ 4,171.09	\$ 88,331.57
	%											0.00%				0.00%	0.09%
37 - Transportation	\$															\$ -	\$ 260,029.08
	%															0.00%	0.27%
38 - Measuring Instruments	\$											\$104,468.37				\$ 104,468.37	\$ 4,541,299.97
	%											0.11%				0.11%	4.66%
39 - Misc Mfg	\$		\$295,863.44		\$237.99				\$296,101.43			\$191,400.00				\$ 487,501.43	\$ 495,314.96
	%		0.30%		0.00%				0.30%			0.20%				0.50%	0.51%
42 - Motor Freight	\$	\$226,262.00			\$211,682.00	\$1,106,569.97			\$1,544,513.97			\$24,145.00				\$ 1,568,658.97	\$ 1,715,595.17
	%	0.23%			0.22%	1.14%			1.58%			0.02%				1.61%	1.76%
44 - Water Transport	\$															\$ -	\$ 2,938.64
	%															0.00%	0.00%
46 - Pipeline	\$															\$ -	\$ 277,601.00
	%															0.00%	0.28%
48 - Communications	\$															\$ -	\$ 1,863.83
	%															0.00%	0.00%
50 - Wholesale-durable	\$			\$32,476.87	\$70,974.68	\$593,821.42			\$697,272.97	\$1,891.52		\$686,011.73				\$ 1,385,176.22	\$ 1,485,808.19
	%			0.03%	0.07%	0.61%			0.72%	0.00%		0.70%				1.42%	1.52%

Supplier Diversity Results by Standard Industrial Classification (SIC) Categories (Cont.)

SIC Category	\$ - %	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 Veterans Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	Other 8(a)**	Total Supplier Diversity Spend	Total Procurement
		Male	Female	Male	Female	Male	Female	Male	Female								
52 - Building Material	\$ -															\$ -	\$ 168,471.46
	%															0.00%	0.17%
54 - Food Stores	\$ -															\$ -	\$ 43,013.32
	%																0.04%
55 - Auto Dealers-Gas Serv	\$ -					\$771,969.37				\$771,969.37	\$34,999.89					\$ 806,969.26	\$ 2,139,331.13
	%					0.79%				0.79%	0.04%					0.83%	2.19%
56 - Apparel and Accessory	\$ -															\$ -	\$ 1,504.72
	%															0.00%	0.00%
57 - Home Furniture	\$ -															\$ -	\$ 9,699.53
	%															0.00%	0.01%
59 - Misc Retail	\$ -			\$530.09						\$530.09						\$ 530.09	\$ 314,791.68
	%			0.00%						0.00%						0.00%	0.32%
60 - Depository Institutions	\$ -															\$ -	\$ 371,035.65
	%															0.00%	0.38%
64 - Insurance Broker	\$ -		\$768,555.52							\$768,555.52						\$ 768,555.52	\$ 865,916.69
	%		0.79%							0.79%						0.79%	0.89%
70 - Hotels-Lodging Places	\$ -															\$ -	\$ 69,947.96
	%															0.00%	0.07%
73 - Business Services	\$ -	\$600.00	\$123,000.00	\$205,576.41	\$415,540.48	\$349,932.52	\$36,665.00	\$13,419.21		\$1,144,733.62	\$559,707.54		\$88,721.36			\$ 1,793,162.52	\$ 10,067,520.11
	%	0.00%	0.13%	0.21%	0.43%	0.36%	0.04%	0.01%		1.17%	0.57%		0.09%			1.84%	10.33%
75 - Auto Repair	\$ -				\$2,096.46					\$2,096.46						\$ 2,096.46	\$ 214,542.54
	%				0.00%					0.00%						0.00%	0.22%
76 - Misc Repair Services	\$ -						\$9,695.66			\$9,695.66						\$9,695.66	\$649,973.77
	%						0.01%			0.01%						0.01%	0.67%
80 - Health Services	\$ -															\$ -	\$ 3,155.01
	%															0.00%	0.00%
81 - Legal Services	\$ -															\$ -	\$ 334,593.35
	%															0.00%	0.34%
87 - Consulting Services	\$ -	\$9,587.00		\$128,648.08		\$2,133,280.91	\$37,474.24	\$81,361.21		\$2,390,351.44	\$62,804.42					\$ 2,453,155.86	\$ 4,822,759.35
	%	0.01%		0.13%		2.19%	0.04%	0.08%		2.45%	0.06%					2.52%	4.95%
89 - Misc Services	\$ -			\$18,295.00						\$18,295.00						\$ 18,295.00	\$ 2,645,096.81
	%			0.02%						0.02%						0.02%	2.71%
<b>TOTAL</b>		255,568	1,187,419	490,761	426,675	11,144,324	1,833,786	1,523,659	738,624	17,600,816	13,093,649	244,681	1,245,082	0	0	32,184,228	97,483,486
<b>TOTAL</b>		0.26%	1.22%	0.50%	0.44%	11.43%	1.88%	1.56%	0.76%	18.06%	13.43%	0.25%	1.28%	0.00%	0.00%	33.02%	100.00%

Total Product Procurement	\$31,074,912
Total Service Procurement	\$66,408,575
<b>Net Procurement ***</b>	<b>\$97,483,487</b>

NOTE: \*FIRMS WITH MULTI MINORITY OWNERSHIP STATUS

\*\* FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE

\*\*\* NET PROCUREMENT INCLUDES PURCHASE ORDERS, NON-PURCHASEORDERS, AND CREDIR CARD DOLLARS

TOTAL DOLLARS - TOTAL PROCUREMENT DOLLAR AMOUNT IN THE SPECIFIC SIC CATEGORY

% - PERCENTAGE OF TOTAL DOLLARS

Number of Diverse Suppliers and Revenue Reported to the Clearinghouse

Number of Diverse Suppliers Data														
Revenue Reported to the Supplier Clearinghouse								Revenue Reported to the Supplier Clearinghouse						
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 (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	15	4	-	9	-	-	28	52	14	1	10	-	-	77
Under \$5 million	17	5	-	-	-	-	22	2	2	-	-	-	-	4
Under \$10 million	8	2	-	1	-	-	11	-	1	1	1	-	-	3
Above \$10 million	16	6	1	-	-	-	23	-	-	-	-	-	-	-
<b>Total</b>	<b>56</b>	<b>17</b>	<b>1</b>	<b>10</b>	<b>0</b>	<b>0</b>	<b>84</b>	<b>54</b>	<b>17</b>	<b>2</b>	<b>11</b>	<b>0</b>	<b>0</b>	<b>84</b>
Revenue and Payment Data														
Revenue Reported to the 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 (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	\$8,624,717	\$1,703,986	-	-	-	-	\$10,328,703	\$8,361,819	\$1,324,912	\$244,681	\$1,029,537	-	-	\$10,960,949
Under \$5 million	\$24,293,888	\$171,407,033	-	-	-	-	\$195,700,921	\$8,720,657	\$6,286,885	-	-	-	-	\$15,007,542
Under \$10 million	\$35,801,003	\$6,544,828	-	\$9,000,000	-	-	\$51,345,831	-	\$5,461,271	-	-	-	-	\$5,461,271
Above \$10 million	\$10,534,850,940	\$129,927,187	\$10,000,000	-	-	-	\$10,674,778,127	-	-	-	-	-	-	-
<b>Total</b>	<b>\$10,603,570,548</b>	<b>\$309,583,034</b>	<b>\$10,000,000</b>	<b>\$9,000,000</b>	<b>\$0</b>	<b>\$0</b>	<b>\$10,932,153,582</b>	<b>\$17,082,476</b>	<b>\$13,073,068</b>	<b>\$244,681</b>	<b>\$1,029,537</b>	<b>\$0</b>	<b>\$0</b>	<b>\$31,429,762</b>

<b>San Gabriel Valley Water Company</b>	<b>2024 Report</b>	<b>GO 156 Section 9.1.2</b>
<b>Description of Supplier Workforce</b>		

Based on information provided from the Supplier Clearinghouse, we have identified 83 out of our 84 diverse suppliers for whom California is their main contact location.

Due to the delayed receipt of the necessary templates, we were unable to compile and provide the data on the average percentage of our direct suppliers and subcontractors workforce within the allocated timeframe.

<b>San Gabriel Valley Water Company</b>	<b>2024 Report</b>	<b>GO 156 Section 9.1.3</b>
<b>Supplier Diversity Program Expense</b>		

<b>Expenses Category</b>	<b>2024</b>
Wages	\$272,724
Other Employee Expenses	\$9,526
Program Expenses	\$22,794
Reporting Expenses	\$0
Training Expenses	\$0
Consultant Expenses	\$4,439
Other Expenses	\$14,681
<b>TOTAL</b>	<b>\$324,164</b>

<b>San Gabriel Valley Water Company</b>	<b>2024 Report</b>	<b>GO 156 Section 9.1.4</b>
<b>Description of Progress in Meeting or Exceeding Set Goals</b>		

In 2024, San Gabriel achieved a total direct spend of \$31,429,763 with diverse suppliers, with an additional second-tier spend of \$754,465. As per the request, the breakdown of our second-tier spend is provided separately in the SIC Categories table, ensuring it aligns with the total diverse spend reflected in the Results by Ethnicity table.

San Gabriel made significant strides in diversity spending, reaching an overall total of 33.02% diverse spend for the year. This not only met but exceeded the GO 156 goal of 23%, showcasing our strong commitment to fostering diversity in procurement. In particular, we surpassed the 5% goal for WBEs achieving 13.43% of our total procurement spend with women-owned businesses.

However, we did experience a decrease in our LGBTBE spend in 2024, with a drop of \$2,876,817 compared to 2023. As a result, we fell short of meeting the established goal of 1.5% for this

<b>San Gabriel Valley Water Company</b>	<b>2024 Report</b>	<b>GO 156 Section 9.1.4</b>
<b>Supplier Diversity Results Compared to Set Goals</b>		

category. While we did not meet this target, we remain committed to identifying and increasing opportunities for LGBT suppliers in the future.

Over the past three years, San Gabriel has made it a priority to increase spending with minority business enterprises, working diligently to meet the 15% goal. We are proud to report that these efforts have resulted in a notable 18.06% spend with MBEs in 2024. This achievement is the direct outcome of our focused efforts, including partnerships with a minority-owned fuel company, a minority-owned material supplier, and several smaller minority-owned businesses.

Additionally, while we have made significant progress in incorporating DVBEs into our supply chain, we still fell short of meeting the 1.5% goal for this category. However, we are continuing to expand our partnerships with qualified DVBEs, and we are committed to making further strides in this area moving forward.

Overall, San Gabriel’s efforts to increase diverse supplier engagement have yielded strong results in 2024, and we are dedicated to continuing this work to ensure that we meet and exceed all goals set in GO 156.

<b>San Gabriel Valley Water Company</b>	<b>2024 Report</b>	<b>GO 156 Section 9.1.4</b>
<b>Supplier Diversity Results Compared to Set Goals</b>		

<b>Category</b>	<b>2024 Results</b>	<b>2024 Goals</b>
Minority Male Business Enterprise	13.76%	-
Minority Female Business Enterprise	4.29%	-
Total Minority Business Enterprise (MBE)	18.06%	15.00%
Women Business Enterprise (WBE)	13.43%	5.00%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	.25%	1.50%
Disabled Veteran Business Enterprise (DVBE)	1.28%	1.50%
Persons with Disabilities Business Enterprise (DBE)	-	-
<b>TOTAL</b>	<b>33.02%</b>	<b>23.00%</b>



**Description of Prime Contractors Utilization of Diverse Subcontractors**

Our primary contractors are essential in helping us achieve our supplier diversity objectives by creating opportunities for diverse suppliers to contribute to the work they perform on our behalf. One of San Gabriel's ongoing goals is to increase second-tier spend, and we recognize this as an area with great potential to strengthen our program. To kickstart this effort, we initiated conversations early in the year with our prime contractors, expressing our commitment to the second-tier program and emphasizing the importance of engaging local, small, and diverse-owned businesses. In addition, we included language in some of our larger contracts to encourage the use of diverse-owned businesses, further reinforcing our dedication to diversity and inclusion. We also made it a priority to gather second-tier spend reports on a quarterly basis, enabling us to monitor progress more closely and maintain open lines of communication with our contractors. We believe that these proactive efforts have made a tangible impact, as evidenced by the results.

In 2024, San Gabriel's prime contractors engaged diverse subcontractors for a variety of services, with the majority of spend allocated to transportation, welding, and electrical work. Our total second-tier spend for the year amounted to \$754,465, reflecting a 16.8% increase from the \$645,767 recorded in 2023. This increase in spend underscores the effectiveness of our efforts in driving second-tier engagement. As outlined in section 10.1.6, San Gabriel remains committed to advancing these initiatives and recognizes that further support in this area will be key to the continued success of our program.

## New Diverse Prime and Subcontractor Utilization

Category	New Prime Contractors #	New Subcontractors #
Minority Male Business Enterprise	7	4
Minority Female Business Enterprise	4	0
Total Minority Business Enterprise (MBE)	11	4
Women Business Enterprise (WBE)	3	2
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	0	0
Disabled Veteran Business Enterprise (DVBE)	1	3
Persons with Disabilities Business Enterprise (DBE)	0	0
8(a)	0	0
<b>Total</b>	15	9

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)*	Diversity Spend
Sub \$	\$444,556	\$73,784	\$518,340	\$20,580	\$0	\$215,545	\$0	\$0	\$754,465
<b>Total \$</b>	\$13,414,312	\$4,186,504	\$17,600,816	\$13,093,649	\$244,681	\$1,245,082	\$0	\$0	\$32,184,228
Direct %	13.30%	4.22%	17.52%	13.41%	0.25%	1.06%	0.00%	0.00%	32.24%
Sub %	0.46%	0.08%	0.53%	0.02%	0.00%	0.22%	0.00%	0.00%	0.77%
<b>Total %</b>	13.76%	4.29%	18.06%	13.43%	0.25%	1.28%	0.00%	0.00%	33.02%
<b>Net Procurement **</b>	\$97,483,487								

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 (DBE)	8(a)*	Diversity Spend
In-State Sub \$	\$444,556	\$73,784	\$518,340	\$20,580	\$0	\$215,545	\$0	\$0	\$754,465
<b>Total \$</b>	\$13,381,835	\$4,186,504	\$17,568,339	\$13,093,649	\$244,681	\$1,245,082	\$0	\$0	\$32,151,751
In-State Direct %	13.27%	4.22%	17.49%	13.41%	0.25%	1.06%	0.00%	0.00%	32.21%
In-State Sub %	0.46%	0.08%	0.53%	0.02%	0.00%	0.22%	0.00%	0.00%	0.77%
<b>Total %</b>	13.73%	4.29%	18.02%	13.43%	0.25%	1.28%	0.00%	0.00%	32.98%
<b>Net Procurement **</b>	\$97,483,487								

<b>San Gabriel Valley Water Company</b>	<b>2024 Report</b>	<b>GO 156 Sec. 9.1.6</b>
<b>List of Supplier Diversity Complaints Received and Current Status</b>		

San Gabriel received no complaints and none were filed in 2024 relative to its USDP.

<b>San Gabriel Valley Water Company</b>	<b>2024 Report</b>	<b>GO 156 Sec. 9.1.7</b>
<b>Description of Efforts to Recruit Diverse Suppliers in Low Utilization Categories</b>		

*Legal*

San Gabriel utilizes in-house General Counsel for most routine legal issues. The company's General Counsel is aware of the goal to seek and increase the use of diverse businesses in legal services and is making efforts to utilize diverse suppliers in this area.

*Finance*

San Gabriel does not utilize Security and Commodity Brokers, Dealers Exchanges, or related services. We do, however, utilize the DBE accounting firm, Vasquez & Company, to provide audit and tax services including tax return preparation and advisory services.

*Highly Technical*

San Gabriel's primary water quality testing laboratory is Weck Labs, a minority-owned business. San Gabriel also utilized diverse suppliers to provide studies and reports dealing with highly technical water resource planning, environmental compliance issues, and general civil engineering.

In 2024, San Gabriel continued to utilize SHI International Corporation, and Zones, LLC for Information Technology ("IT") product acquisition. Both companies are certified minority-owned businesses.

# 2025 ANNUAL PLAN

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

SIC Code	Short-Term 2025						Mid-Term 2025						Long-Term 2025					
	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
25	0.00%	0.25%	0.00%	0.00%	0.00%	0.25%	0.00%	0.25%	0.00%	0.00%	0.00%	0.25%	0.00%	0.25%	0.00%	0.00%	0.00%	0.25%
26	0.00%	0.00%	0.00%	0.25%	0.15%	0.40%	0.00%	0.00%	0.00%	0.25%	0.15%	0.40%	0.00%	0.00%	0.00%	0.25%	0.15%	0.40%
27	0.50%	0.00%	0.00%	0.00%	0.00%	0.50%	0.50%	0.00%	0.00%	0.00%	0.50%	0.50%	0.00%	0.00%	0.00%	0.00%	0.50%	
30	0.50%	0.75%	0.00%	0.00%	0.00%	1.25%	0.50%	0.75%	0.00%	0.00%	0.00%	1.25%	0.50%	0.75%	0.00%	0.00%	0.00%	1.25%
32	0.50%	0.00%	0.00%	0.00%	0.00%	0.50%	0.50%	0.00%	0.00%	0.00%	0.50%	0.50%	0.00%	0.00%	0.00%	0.00%	0.50%	
34	0.00%	0.00%	0.00%	0.25%	0.15%	0.40%	0.00%	0.00%	0.25%	0.15%	0.40%	0.00%	0.00%	0.00%	0.25%	0.15%	0.40%	
35	0.50%	0.00%	0.00%	0.00%	0.00%	0.50%	0.50%	0.00%	0.00%	0.00%	0.50%	0.50%	0.00%	0.00%	0.00%	0.00%	0.50%	
36	0.50%	0.00%	0.00%	0.00%	0.00%	0.50%	0.50%	0.00%	0.00%	0.00%	0.50%	0.50%	0.00%	0.00%	0.00%	0.00%	0.50%	
37	0.50%	0.00%	0.00%	0.00%	0.00%	0.50%	0.50%	0.00%	0.00%	0.00%	0.50%	0.50%	0.00%	0.00%	0.00%	0.00%	0.50%	
46	0.00%	0.50%	0.00%	0.00%	0.00%	0.50%	0.00%	0.50%	0.00%	0.00%	0.50%	0.00%	0.50%	0.00%	0.00%	0.00%	0.50%	
50	0.00%	0.00%	0.00%	0.25%	0.00%	0.25%	0.00%	0.00%	0.25%	0.00%	0.25%	0.00%	0.00%	0.00%	0.25%	0.00%	0.25%	
55	0.00%	0.25%	0.30%	0.00%	0.00%	0.55%	0.00%	0.25%	0.30%	0.00%	0.55%	0.00%	0.25%	0.30%	0.00%	0.00%	0.55%	
59	0.00%	0.25%	0.00%	0.00%	0.00%	0.25%	0.00%	0.25%	0.00%	0.00%	0.25%	0.00%	0.25%	0.00%	0.00%	0.00%	0.25%	
<b>Subtotal</b>	<b>3.00%</b>	<b>2.00%</b>	<b>0.30%</b>	<b>0.75%</b>	<b>0.30%</b>	<b>6.35%</b>	<b>3.00%</b>	<b>2.00%</b>	<b>0.30%</b>	<b>0.75%</b>	<b>0.30%</b>	<b>6.35%</b>	<b>3.00%</b>	<b>2.00%</b>	<b>0.30%</b>	<b>0.75%</b>	<b>0.30%</b>	<b>6.35%</b>

SIC Code	Short-Term 2025						Mid-Term 2025						Long-Term 2025					
	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
15	1.00%	1.00%	0.00%	0.00%	0.00%	2.00%	1.00%	1.00%	0.00%	0.00%	0.00%	2.00%	1.00%	1.00%	0.00%	0.00%	0.00%	2.00%
16	2.00%	1.50%	0.50%	0.50%	0.20%	4.70%	2.00%	1.50%	0.50%	0.50%	0.20%	4.70%	2.00%	1.50%	0.50%	0.50%	0.20%	4.70%
17	1.00%	0.50%	0.00%	0.00%	0.00%	1.50%	1.00%	0.50%	0.00%	0.00%	0.00%	1.50%	1.00%	0.50%	0.00%	0.00%	0.00%	1.50%
42	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
44	0.50%	0.00%	0.00%	0.00%	0.00%	0.50%	0.50%	0.00%	0.00%	0.00%	0.50%	0.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.50%
64	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
73	2.50%	0.00%	0.20%	0.25%	0.00%	2.95%	2.50%	0.00%	0.20%	0.25%	0.00%	2.95%	2.50%	0.00%	0.20%	0.25%	0.00%	2.95%
75	1.00%	0.00%	0.00%	0.00%	0.00%	1.00%	1.00%	0.00%	0.00%	0.00%	1.00%	1.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.00%
81	0.50%	0.00%	0.00%	0.00%	0.00%	0.50%	0.50%	0.00%	0.00%	0.00%	0.50%	0.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.50%
87	3.00%	0.00%	0.50%	0.00%	0.00%	3.50%	3.00%	0.00%	0.50%	0.00%	3.50%	3.00%	0.00%	0.50%	0.00%	0.00%	0.00%	3.50%
89	0.50%	0.00%	0.00%	0.00%	0.00%	0.50%	0.50%	0.00%	0.00%	0.00%	0.50%	0.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.50%
<b>Subtotal</b>	<b>12.00%</b>	<b>3.00%</b>	<b>1.20%</b>	<b>0.75%</b>	<b>0.20%</b>	<b>17.15%</b>	<b>12.00%</b>	<b>3.00%</b>	<b>1.20%</b>	<b>0.75%</b>	<b>0.20%</b>	<b>17.15%</b>	<b>12.00%</b>	<b>3.00%</b>	<b>1.20%</b>	<b>0.75%</b>	<b>0.20%</b>	<b>17.15%</b>
<b>Total</b>	<b>15.00%</b>	<b>5.00%</b>	<b>1.50%</b>	<b>1.50%</b>	<b>0.50%</b>	<b>23.50%</b>	<b>15.00%</b>	<b>5.00%</b>	<b>1.50%</b>	<b>1.50%</b>	<b>0.50%</b>	<b>23.50%</b>	<b>15.00%</b>	<b>5.00%</b>	<b>1.50%</b>	<b>1.50%</b>	<b>0.50%</b>	<b>23.50%</b>

San Gabriel Valley Water Company	2025 Plan	GO 156 Sec. 10.1.2
Description of Supplier Diversity Program Activities Planned for the Next Calendar Year		

**Internal Activities**

*Capacity Building and Technical Assistance Program*

San Gabriel will maintain its engagement with Community-Based Organizations and Chambers of Commerce through ongoing memberships and active participation in their outreach events. We will also continue collaborating with the CWA USDP Committee to develop Capacity Building and Technical Assistance Programs.

*Internal Communication*

San Gabriel has always viewed internal communication as an integral part of the program’s success. Over the past year, more company employees have shown interest in San Gabriel’s Supplier Diversity program and requested diverse supplier recommendations than ever before. We are very proud of the support we have from our executive leadership team and colleagues within the company. The continuous education and awareness of the importance of our Supplier Diversity program is imperative to our sustainability.

Communication with our Prime suppliers will continue to be of high importance. San Gabriel will continue to work together with the CWA USDP Committee to educate our Primes on the role they play, introduce them to qualified diverse suppliers, and assist them in their search for a specific subcontractor.

**External Activities**

*Collaboration with CWA*

San Gabriel will continue working with CWA to bring procurement and growth opportunities to diverse suppliers. We will plan events together to help connect diverse suppliers with key industry players, providing them with the chance to grow and succeed. We’ll also focus on finding the best ways to improve our programs and make sure they meet the needs of our diverse suppliers. By working closely together, we aim to create more opportunities for supplier growth and improve our procurement efforts.

<b>San Gabriel Valley Water Company</b>	<b>2025 Plan</b>	<b>GO 156 Sec. 10.1.3</b>
<b>Plans for Recruiting Diverse Suppliers in Low Utilization Areas</b>		

San Gabriel does not utilize Security and Commodity Brokers, Dealers, Exchanges or related services, thus we have no plans to recruit suppliers of those services. San Gabriel will, however, continue to seek to identify and recruit diverse businesses in other areas where their utilization is low by supporting events targeted at these areas. Purchasers of these services will be reminded of the importance to attend these events and to make every reasonable effort to retain diverse suppliers when opportunities arise.

<b>San Gabriel Valley Water Company</b>	<b>2025 Plan</b>	<b>GO 156 Sec. 10.1.4</b>
<b>Plans for Recruiting Diverse Suppliers Where Unavailable</b>		

San Gabriel continues to seek out diverse suppliers in all areas through attending outreach events, working with CBOs and identifying suppliers in the Supplier Clearinghouse.

<b>San Gabriel Valley Water Company</b>	<b>2025 Plan</b>	<b>GO 156 Sec. 10.1.5</b>
<b>Plans for Encouraging Prime Contractors to Subcontract Diverse Suppliers</b>		

San Gabriel, in collaboration with CWA, will sponsor a Prime Contractors meeting aimed at educating our prime contractors on how they can help us achieve our program goals. The meeting will also provide an opportunity to foster stronger connections between prime contractors and diverse suppliers. Additionally, San Gabriel plans to host informational sessions with our prime contractors to further support their involvement. Our prime contractors have shown increasing commitment to our supplier diversity programs by attending outreach events, submitting quarterly second-tier reporting forms on time, and expanding their use of diverse subcontractors. While we've made significant progress, we will continue our efforts in 2025, recognizing that there is still room for improvement in this area.

<b>San Gabriel Valley Water Company</b>	<b>2025 Plan</b>	<b>GO 156 Sec. 10.1.6</b>
<b>Plans for Complying with Supplier Diversity Program Guidelines</b>		

San Gabriel is proud to have met and exceeded the overall GO 156 goal for the past eight years, a significant achievement given our starting point of just 0.16% diverse spend in 2006. While we have made great progress, some goals from our 2024 plan remain ongoing as we move into 2025. We recognize the need for further improvement, particularly in meeting all GO 156 subcategories. To strengthen our Supplier Diversity Program, we will focus on expanding outreach, increasing engagement with Prime contractors, and enhancing data tracking to measure progress more effectively. Moving forward into 2025, we plan to focus on the following areas to improve our Supplier Diversity Program and meet all goals set by the CPUC GO 156:



- **Second Tier Spend** As mentioned throughout our report, San Gabriel made improvements this year, but there is still more that can be done to achieve even greater results. Our efforts to increase second-tier spend will focus on strengthening communication, facilitating connections, and incorporating clear contract language to drive progress. These actions include:
  - Engaging in direct communication with our Prime contractors and consultants to emphasize the importance of their participation and commitment to utilizing diverse subcontractors and consultants;
  - Enhancing contract language to explicitly promote the inclusion of diverse subcontractors and consultants, ensuring accountability and long-term commitment;
  - Setting achievable second-tier spend goals for each Prime based on their awarded contract amount, reinforcing expectations for diverse supplier engagement;
  - Collecting and analyzing second-tier spend data quarterly to track progress, identify trends, and determine which Primes may need additional support;
  - Maintaining consistent communication with Primes through monthly introductions to qualified diverse suppliers who can provide high-quality products or services;
  - Encouraging active participation in outreach events to expand opportunities for Primes to connect with and engage diverse subcontractors and consultants.

By implementing these initiatives, we aim to increase our second-tier spend and create meaningful business opportunities for diverse suppliers.

- **Distribute diverse spend.** In 2025, we will continue analyzing our spending and refining our strategies to achieve all categorical goals. A key priority is increasing our engagement with LGBT and DVBE vendors, building upon our progress in 2024. Expanding our presence at community events will help grow our network, but we also aim to strengthen relationships with existing vendors. Additionally, we will assess our high-spend vendors and identify qualified diverse suppliers who can provide comparable products or services. We remain committed to distributing our spending more equitably across all categories, with a particular focus on:
  - Lesbian, Gay, Bisexual and Transgender business enterprises;
  - Disabled veteran business enterprises;
  - Minority female-owned businesses,
  - Asian American male-owned businesses;

- African American male-owned businesses, and;
- Persons with Disabilities Business Enterprises.

To support these efforts, we will collaborate with organizations dedicated to these groups, such as BuildOUT California, Veterans in Business Network, Disability:IN, the Asian American Business Association, and the Black Business Association. San Gabriel’s supplier diversity team actively participates in events hosted by these organizations to strengthen our networking and outreach initiatives.

- **Internal Communication.** San Gabriel is committed to strengthening internal support for our Supplier Diversity Program through ongoing communication and education. Strong internal relationships are key to its success, and we continue to prioritize awareness and engagement across all departments. While we have made progress in including diverse vendors, there is still room for growth. We actively promote supplier diversity at every opportunity, including events like the State of the Company, to ensure it remains a core focus of our operations.
- **Setting new goals to be reached in 2025 is a priority for San Gabriel.** As reported in table 10.1.1, we plan to comply with all provisions and revisions of GO 156 in reaching our projected annual short, mid, and long-term goals. Our objective is to achieve compliance with the program guidelines established by the Commission as required by the California Public Utilities Code section 8283 (c). San Gabriel will continue its efforts to not only meet, but also surpass the projected goals and furthermore, exceed our 2024 results.

We are looking forward to another successful year of promoting the utilization of diverse vendors and providing them with opportunities for their continued success.

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