



Report to the California Public Utilities Commission

Supplier Diversity Annual Report and
Annual Plan
Year: 2024

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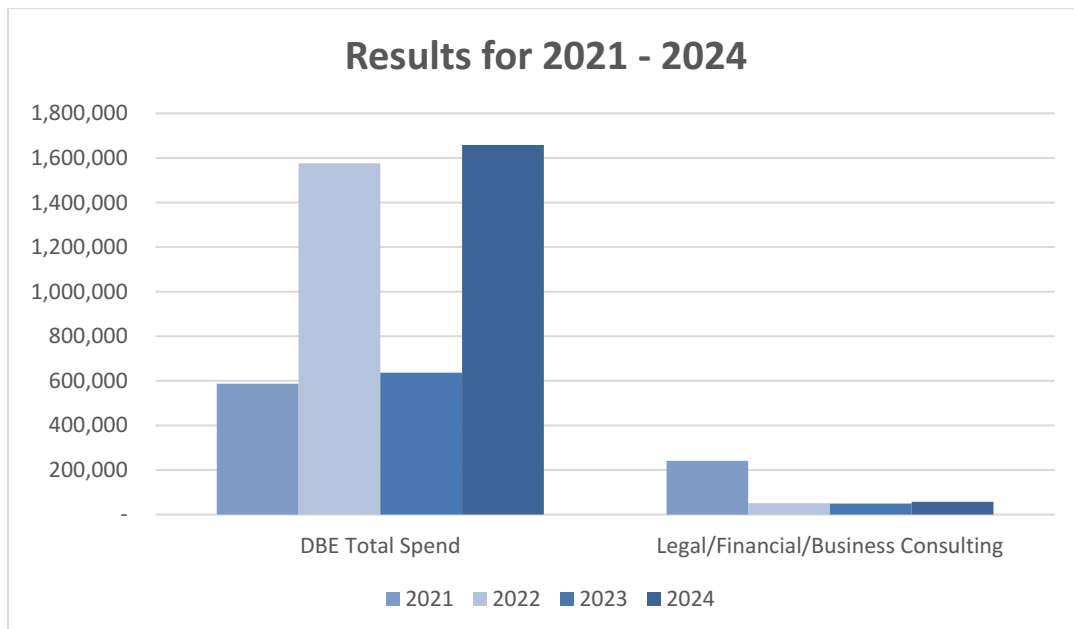
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Executive Summary

Trans Bay Cable LLC (“TBC”) respectfully submits its 2024 Annual Report and 2025 Annual Plan for the Utility Supplier Diversity Program, in compliance with the requirements of California Public Utilities Commission (“CPUC” or “Commission”) General Order No. 156 (“GO 156”). This Annual Report describes the program activities and results TBC achieved for the period of January 1, 2024, through December 31, 2024. The Annual Plan describes TBC’s anticipated and planned activities for the period of January 1, 2025, through December 31, 2025.

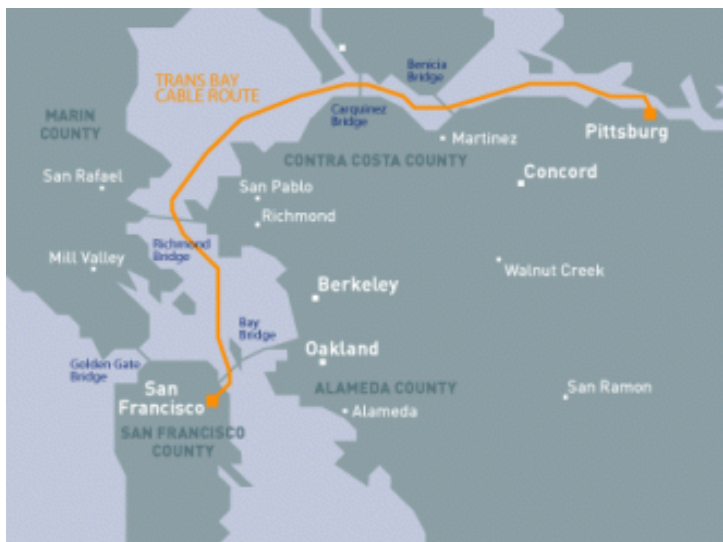
Key spending and accomplishment areas in 2024:

- **Total Spend** – The total for Diverse Suppliers (as later defined) spend was \$1,658,048 in 2024.
- **Legal, Financial and Consulting Services** – A total of \$57,199 was spent on traditionally underrepresented employees at majority-owned law firms, financial firms, and business consulting firms in 2024, which continues TBC’s practice of utilizing traditionally underrepresented employees in these services areas. TBC notes that actual spend is potentially higher but necessary metrics at some vendors are not available.



Introduction

TBC is a small energy transmission company. TBC's facilities consist of a 53-mile, approximately 400 megawatt high-voltage direct-current ("HVDC") submarine electrical transmission line and two converter stations (the "Project"). The transmission line is located beneath the adjoining bays of San Francisco, San Pablo, and Suisun and runs between TBC's two converter stations: located in Pittsburg, California, and San Francisco, California.



The Project began commercial operation on November 23, 2010. It delivers power for approximately 40% to 60% of San Francisco's peak electrical load. The Project is an important and high-profile component of the San Francisco area's electricity infrastructure.



TBC utilizes unique HVDC PLUS technology developed, serviced and warranted by Siemens Energy and Prysmian Cable and Systems. Siemens is responsible for procuring many of the vendors needed for the Project's operation and maintenance, in addition to providing equipment warranty servicing. A majority of the vendors

procured have been involved with the Project prior to its commissioning and are on long-term contracts or are highly specialized vendors particularly suited to meet the Project's needs. As a result, TBC has few new procurement opportunities, but strives to make these opportunities available to woman, minority, disabled-veteran, persons with disabilities,



lesbian, gay, bisexual and transgender owned business enterprises when feasible. TBC is an indirect subsidiary of NextEra Energy Transmission, LLC. As a consequence, TBC procurement is integrated into a corporate wide supply chain and procurement system, and much of TBC's procurement is conducted at a centralized procurement office. Additionally, with the availability of greater access to corporate resources, certain services which were formerly procured from third-party vendors are now fulfilled with in-house resources.

2024 Annual Report

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

Trans Bay Cable LLC	2024 Report	G.O. 156 Sec. 9.1.1
Description of Supplier Diversity Program Activities During the Previous Calendar Year		

Internal Activities

TBC’s Supplier Diversity Program (“SDP” or the “Program”) for Supplier Diversity is overseen by TBC’s Senior Manager Regulatory Affairs. This effort is supported by TBC’s IT Department, Operations Department, and Engineering Department. Together, TBC personnel have developed and implemented TBC’s Program. After July 2019, TBC’s procurement became managed by a centralized procurement office that manages procurement for TBC and many of its affiliates.

In accordance with Section 6.1.1 of GO 156, in 2024, all employees with procurement responsibilities, including the team lead for each department, received training on the implementation of TBC’s Program.

As stated in the summary, as a result of the unique technology utilized in TBC’s Project Facility, the resultant need for specialized vendors and the existence of long-term contracts, there are few opportunities for new procurement. However, in 2024, as in previous years, where there are new opportunities TBC sent out requests for proposals to solicit responses from diverse vendors, in addition to requesting the inclusion and utilization of diverse subcontractors where opportunities were available. In particular, TBC utilized the Supplier Clearinghouse website to seek out prospective diverse vendors for available opportunities.

TBC’s contracts with vendors inform them about the CPUC’s GO 156 program. TBC encouraged its vendors to visit The Supplier Clearinghouse website to determine their eligibility and complete the verification process. Additionally, TBC encouraged its vendors to use diverse subcontractors when feasible and includes such language in its vendor contracts and purchase orders. TBC also encourages and provides assistance to vendors, who are not participants in the Supplier

Clearinghouse but would be qualifying diverse businesses, to apply for Supplier Clearinghouse certification.

This past year, TBC continued to use its website as a resource for potential diverse suppliers. Diverse Suppliers can contact TBC about supplier diversity through TBC's website at <https://www.transbaycable.com/contact.html> (a link to this site is also provided on The Supplier Clearinghouse website). A TBC employee responds to all website inquiries and forwards the contact information to the appropriate TBC department. After July 2019, the information is forwarded to the centralized procurement department. Diverse Suppliers can also submit questions about TBC's Program via the online contact-us link at TBC's public website.

TBC also made use of The Supplier Clearinghouse website to identify certified diverse vendors in its area to solicit interest in available opportunities.

External Activities

In 2024, TBC participated in conference calls held by the California Joint Utilities Committee in an effort to (i) further develop its Program, (ii) better refine its understanding G.O. 156 requirements and best practices, (iii) increase vendor opportunities, and (iv) support the G.O. 156 program initiatives.



9.1.2 Supplier Diversity Results by Ethnicity

Trans Bay Cable LLC	2024 Report	G.O. 156 Sec. 9.1.2
Supplier Diversity Results by Ethnicity		

			2024 Report			
			Direct Spend ¹ \$	Sub Spend ² \$	Total \$	%
1	Minority Male	African American	13,530	-	13,530	0.05%
2		Asian Pacific American	333,086	-	333,086	1.32%
3		Hispanic American	377,214	-	377,214	1.49%
4		Native American	39,465	-	39,465	0.16%
5		Total Minority Male		763,296	-	763,296
6	Minority Female	African American	-	-	-	-
7		Asian Pacific American	-	-	-	-
8		Hispanic American	-	-	-	-
9		Native American	-	-	-	-
10		Total Minority Female		-	-	-
11	Total Minority Business Enterprise (MBE)		763,296	-	763,296	3.01%
12	Women Business Enterprise (WBE)		213,423	8,752	222,175	0.88%
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		-	-	-	-
14	Disabled Veteran Business Enterprise (DVBE)		-	-	-	-
15	Persons with Disabilities Business Enterprise (PDBE)		-	-	-	-
16	8(a)		672,577	-	672,577	2.66%
17	TOTAL Supplier Diversity Spend***		\$1,649,296	\$8,752	\$1,658,048	6.55%
18	NET PROCUREMENT**		\$25,324,165			

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.

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.



9.1.2 Supplier Diversity Direct Procurement Results by Product and Service Categories

Trans Bay Cable LLC	2024 Report	G.O. 156 Sec. 9.1.2
Supplier Diversity Direct Procurement Results by Product and Service Categories		

				2024 Report					
				Products		Services		Total	
				\$	%	\$	%	\$	%
1	Minority Male	African American	Direct	-	-	13,530	0.05%	13,530	0.05%
2		Asian Pacific American	Direct	168,204	0.66%	164,882	0.63%	333,086	1.32%
3		Hispanic American	Direct	-	-	377,214	1.45%	377,214	1.49%
4		Native American	Direct	-	-	39,465	0.15%	39,465	0.16%
5		Total Minority Male	Direct	168,204	0.66%	595,092	2.35%	\$763,296	3.01%
6	Minority Female	African American	Direct	-	-	-	-	-	-
7		Asian Pacific American	Direct	-	-	-	-	-	-
8		Hispanic American	Direct	-	-	-	-	-	-
9		Native American	Direct	-	-	-	-	-	-
10		Total Minority Female	Direct	-	-	-	-	-	-
11	Total Minority Business Enterprise (MBE)		Direct	168,204	0.66%	595,092	2.35%	\$763,296	3.01%
12	Women Business Enterprise (WBE)		Direct	14,035	0.05%	199,388	0.79%	\$213,423	0.84%
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		Direct	-	-	-	-	-	-
14	Disabled Veteran Business Enterprise (DVBE)		Direct	-	-	-	-	-	-



Report to the CPUC

15	Persons with Disabilities Business Enterprise (PDBE)	Direct						
16	8(a)*	Direct	232,064	0.92%	440,513	1.74%	\$672,577	2.66%
17	TOTAL Supplier Diversity Spend***	Direct	414,303	1.64%	\$1,234,993	4.88%	\$1,649,296	6.51%
18	TOTAL PROCUREMENT		\$25,324,165					
19	Net Product Procurement**		-					
20	Net Service Procurement		-					
21	Total Number of Diverse Suppliers that Received Direct Spend		25					

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.

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.

**A number of TBC's contracts are fixed priced for products and services. As a result, TBC is unable to determine an accurate split between Net Product and Service Procurement and therefore only reports on Total Procurement

***Totals may not add due to rounding.



9.1.2 Supplier Diversity Subcontractor Procurement Results by Product and Service Categories

Trans Bay Cable LLC	2024 Report	G.O. 156 Sec. 9.1.2
Supplier Diversity Subcontractor Procurement Results by Product and Service Categories		

				2024 Report					
				Products		Services		Total	
				\$	%	\$	%	\$	%
1	Minority Male	African American	Sub	-	-	-	-	-	-
2		Asian Pacific American	Sub	-	-	-	-	-	-
3		Hispanic American	Sub	-	-	-	-	-	-
4		Native American	Sub	-	-	-	-	-	-
5		Total Minority Male	Sub	-	-	-	-	-	-
6	Minority Female	African American	Sub	-	-	-	-	-	-
7		Asian Pacific American	Sub	-	-	-	-	-	-
8		Hispanic American	Sub	-	-	-	-	-	-
9		Native American	Sub	-	-	-	-	-	-
10		Total Minority Female	Sub	-	-	-	-	-	-
11	Total Minority Business Enterprise (MBE)	Sub	-	-	-	-	-	-	
12	Women Business Enterprise (WBE)	Sub	-	-	8,752	0.03%	8,752	0.03%	
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Sub	-	-	-	-	-	-	



Report to the CPUC

14	Disabled Veteran Business Enterprise (DVBE)	Sub	-	-	-	-	-	-
15	Persons with Disabilities Business Enterprise (PDBE)	Sub	-	-	-	-	-	-
16	8(a)**	Sub	-	-	-	-	-	-
17	Total Supplier Diversity Spend*	Sub	-	-	8,752	0.03%	8,752	0.03%
18	Net Procurement		\$25, 324,165					
19	Net Product Procurement**		-					
20	Net Service Procurement***		-					

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.

** TBC does not have the ability to track all Subcontractor spend, as a result there may be additional spend that is unreported.

*** A number of TBC's contracts are fixed priced for products and services. As a result, TBC is unable to determine an accurate split between Net Product and Service Procurement and therefore only reports on Total Procurement



9.1.2 Supplier Diversity Results by Standard Industrial Categories (SIC) Codes

Trans Bay Cable LLC	2024 Report	G.O. #156 Sec. 9.1.2
Supplier Diversity Results by Standard Industrial Categories (SIC) Codes		

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 Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (PDBE)	8(a)*	Total Supplier Diversity Spend	Total Procurement**
	Male	Female	Male	Female	Male	Female	Male	Female								
0781- Landscape Architectural Services	\$	-	-	-	154,445	-	-	-	154,445	-	-	-	-	-	\$154,445	
	%	-	-	-	0.60	-	-	-	0.60	-	-	-	-	-	0.60%	
1542- General Contractors	\$	-	-	333,086	-	-	-	-	333,086	-	-	-	-	-	\$333,086	
	%	-	-	1.28	-	-	-	-	1.28	-	-	-	-	-	1.28%	
1711- Plumbing, Heating and Air-Conditioning	\$	-	-	-	-	-	-	-	-	-	-	-	-	398	\$398	
	%	-	-	-	-	-	-	-	-	-	-	-	-	>0.00	>0.00%	
1799- Special Trade Contractors	\$	-	-	-	-	-	39,465	-	39,465	-	-	-	-	-	\$39,465	
	%	-	-	-	-	-	0.15	-	0.15	-	-	-	-	-	0.15%	
3536- Overhead Traveling Cranes	\$	-	-	-	-	-	-	-	-	-	-	-	-	1,600	\$1,600	
	%	-	-	-	-	-	-	-	-	-	-	-	-	0.01	0.01%	
3563- Air and Gas Compressors	\$	-	-	-	-	-	-	-	-	-	-	-	-	42,812	\$42,812	
	%	-	-	-	-	-	-	-	-	-	-	-	-	0.17	0.17%	
	\$	-	-	-	-	-	-	-	-	-	-	-	-	32,955	\$32,955	

3612- Power, Distribution and Specialty Transformers	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.13	0.13%	
3825- Instruments for Measuring & Testing Electricity	\$	-	-	-	-	-	-	-	-	-	-	-	-	-	-	98,817	\$98,817	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.38	0.38%	
4581- Aircraft Cleaning & Janitorial Services	\$	-	-	-	-	111,681	-	-	-	111,681	-	-	-	-	-	-	\$111,681	
	%	-	-	-	-	0.43	-	-	-	0.43	-	-	-	-	-	-	0.43%	
5021- Furniture	\$	-	-	-	-	-	-	-	-	-	-	-	-	-	-	120,196	\$120,196	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.46	0.46%	
5065- Electronics Parts	\$	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1,644	\$1,644	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.01	0.01%	
5084- Industrial Machinery/ Equipment	\$	-	-	-	-	-	-	-	-	-	60,016	-	-	-	-	-	\$60,016	
	%	-	-	-	-	-	-	-	-	-	0.23	-	-	-	-	-	0.23%	
5085- Industrial Supplies	\$	-	-	-	-	-	-	-	-	-	-	-	-	-	-	30,095	\$30,095	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.12	0.12%	
5088- Transportation Equipment	\$	-	-	-	-	-	-	-	-	-	-	-	-	-	-	23,509	\$23,509	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.09	0.09%	
7371- Computer Programming Services	\$	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2,400	\$2,400	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.01	0.01%	



Report to the CPUC

7379-Computer Related Services	\$	-	-	-	-	111,088	-	-	-	111,088	-	-	-	-	-	\$111,088	
	%	-	-	-	-	0.43	-	-	-	0.43	-	-	-	-	-	0.43%	
7513-Truck Rental and Leasing	\$	-	-	-	-	-	-	-	-	-	153,407	-	-	-	-	\$153,407	
	%	-	-	-	-	-	-	-	-	-	0.59	-	-	-	-	0.59%	
8299-Schools and Education Services	\$	-	-	-	-	-	-	-	-	-	-	-	-	-	1,995	\$1,995	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	0.01	0.01%	
8711-Engineering Services	\$	-	-	-	-	-	-	-	-	-	8,752	-	-	-	6,200	\$14,952	
	%	-	-	-	-	-	-	-	-	-	0.03	-	-	-	0.02	0.06%	
8712-Architectural Services	\$	-	-	-	-	-	-	-	-	-	-	-	-	-	273,681	\$273,681	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	1.05%	1.05%	
8713-Surveying Services	\$	-	-	-	-	-	-	-	-	-	-	-	-	-	4,746	\$4,746	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	0.02	0.02%	
8734-Testing Laboratories	\$	-	-	-	-	-	-	-	-	-	-	-	-	-	31,528	\$31,528	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	0.12	0.12%	
8748-Business Consulting Services	\$	13,530	-	-	-	-	-	-	-	13,530	-	-	-	-	-	\$13,530	
	%	0.05	-	-	-	-	-	-	-	0.05	-	-	-	-	-	0.05%	
TOTAL	\$	13,530	-	333,086	-	377,214	-	39,465	-	763,296	222,175	-	-	-	672,577	1,658,048	
	%	0.05	-	1.28	-	1.45	-	0.15	-	2.94	0.86	-	-	-	2.59	6.39%	
Net Procurement	25,942,974																

NOTES:

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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.

**TBC does not track vendors by SIC code in its normal course of business. SIC codes are provided for diverse vendors here for the sole purpose of being responsive to this report.



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

Trans Bay Cable LLC	2024 Report	G.O. 156 Sec. 9.1.2
Number of Diverse Suppliers and Revenue Reported to the Supplier Clearinghouse		

Number of Diverse Suppliers Data														
Revenue Reported to the Supplier Clearinghouse								Utility-Specific 2024 Summary						
Number of Diverse Suppliers	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (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	-	-	-	-	-	-	-	7	3	-	-	-	16	26
Under \$5 million	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Under \$10 million	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Above \$10 million	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	-	-	-	-	-	-	-	7	3	-	-	-	16	26

Revenue and Payment Data														
Revenue Reported to the Supplier Clearinghouse								Utility-Specific 2024 Summary						
Number of Diverse Suppliers	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (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	-	-	-	-	-	-	-	7	3	-	-	-	16	26



Under \$5 million	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Under \$10 million	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Above \$10 million	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	-	-	-	-	-	-	-	7	3	-	-	-	16	26

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.

Totals may not add due to rounding.



9.1.2 Description of Diverse Suppliers with Majority Workforce in California

Trans Bay Cable LLC	2024 Report	G.O. 156 Sec. 9.1.2
Description of Diverse Suppliers with Majority Workforce in California		

TBC does not have sufficient information to report on whether the majority of the workforce of its Diverse Suppliers are working in California. However, TBC does note that the overwhelming majority of its Diverse Suppliers vendors are based in California.

9.1.3 Supplier Diversity Program Expenses

Trans Bay Cable LLC	2024 Report	G.O. 156 Sec. 9.1.3
Supplier Diversity Program Expenses		

While expenses may have been incurred for activities in support of GO 156, such expenses are not tracked by the company and none of the expenses, if any, would be solely attributable to those activities. A variety of TBC employees contribute to TBC’s Program, in particular the members of the Operations, IT, Project Management and Engineering Departments.

Expense Category	Year (Actual)
Wages	-
Other Employee Expenses	-
Program Expenses	-
Reporting Expenses	-
Training Expenses	-
Consultant Expenses	-
Other Expenses	-
Total	-

9.1.4 Description of Progress in Meeting or Exceeding Set Goals

Trans Bay Cable LLC	2024 Report	G.O. 156 Sec. 9.1.4
Description of Progress in Meeting or Exceeding Set Goals		

For 2024, TBC exceeded its MBE utilization target by 20%, coming it at 3.01% compared to a target of 2.5%. TBC just missed its WBE target of 1.5% coming in at 0.88% spend. As a result, TBC did not meet its target WMDVLGBTBE goal of 5% spend coming in at 3.89%. However Total Supplier Diversity Spend, including spend with 8A small business totaled 6.55% which is materially higher than the 5% WMDVLGBTBE goal. TBC notes that 2024 Total Supplier Diversity utilization performance was 160% higher than 2023 results owing to specific capital projects which allowed for increased opportunity for diverse suppliers. This directly translated into TBC more than doubling its spend with Diverse Suppliers. TBC contained to maintain its long term relationship with certain diverse vendors and engaged a number of new diverse vendors. Despite this year’s performance, TBC notes that given its unique system, and its varying procurement needs from year to year, the number of new and/or available opportunities diverse supplier engagement remains inconsistent. In 2024, as typical of prior years, overall procurement was driven by spend particular to TBC’s transmission system, which utilizes proprietary HVDC technology developed by Siemens and the procurement in connection with marine cable works. In fact, both procurement streams accounted for over 75% of TBC’s 2024 overall procurement. Of the remaining procurement amount, TBC spent 18% with certified MBEs and WBEs combined and 30% overall with diverse suppliers (MBEs, WBEs and 8A businesses).

In some instances, TBC observed that suitable vendors for specific needs did not elect to submit responses to request for proposals or did not service the area in which TBC operates which limited opportunities to engage diverse suppliers.

TBC is an indirect subsidiary of NextEra Energy Transmission, LLC. As a result, TBC’s procurement converted to management by a centralized procurement office which processes procurement needs for TBC and many of its affiliates. With availability of access to greater corporate resources, certain services which were formerly procured with third-party vendors are now fulfilled with in-house resources or corporate-wide service providers. Lastly, the emplaced corporate-wide procurement schema does not track Tier 2 spend which impedes TBC’s ability

to analyze subcontractor spend and thus impacts reporting metrics for diverse procurement.

It should be noted that TBC's cumulative diverse supplier spend is higher than reported, as some diverse vendors were not certified by the Supplier Clearinghouse or did not desire to become certified; and therefore, those amounts could not be included in TBC's 2024 totals. TBC continues to encourage and offer assistance to all vendors who meet the qualifications of the Supplier Clearinghouse to apply for certification. The Company was successful in having five vendors become Supplier Clearinghouse certified in 2020 and continues to utilize three of vendors for ongoing scopes of work. In 2024 TBC was successful in having one vendor registering with the Supplier Clearinghouse.

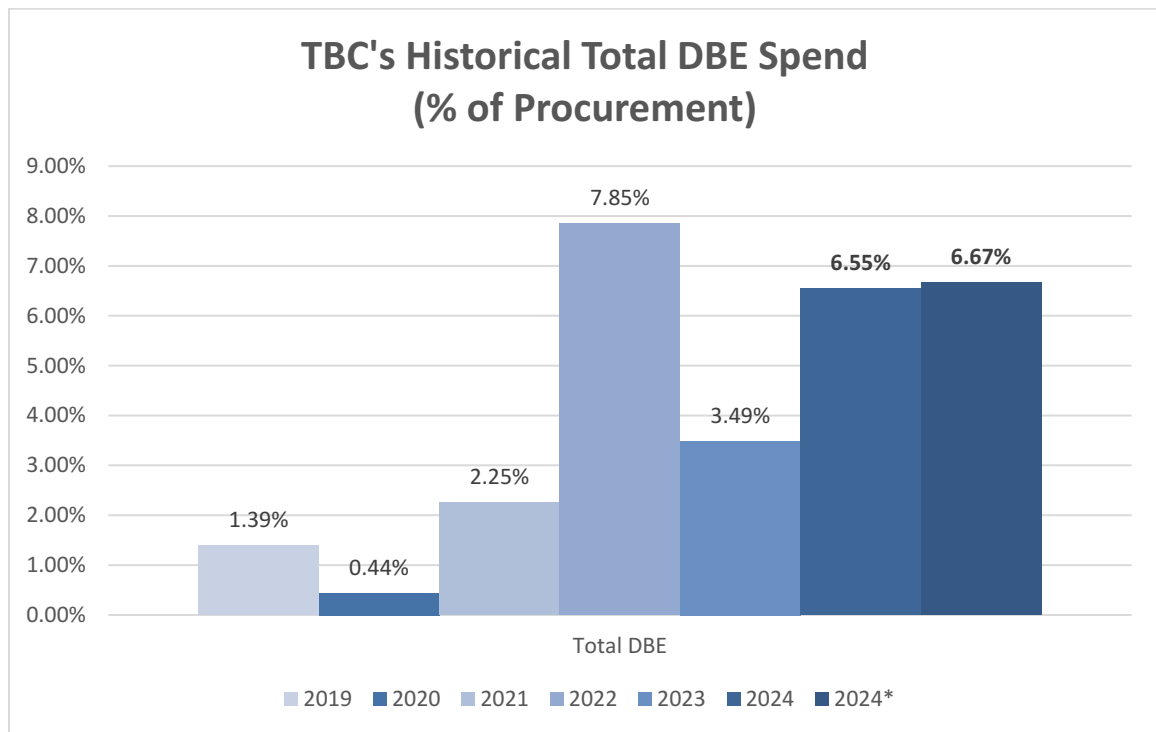
If all diverse vendors used by TBC were certified, TBC would have increased its 2024 Diverse Supplier Procurement Results from \$1,658,048 to approximately \$1,690,291, thereby increasing the overall percentage from 6.55% to 6.67%. However, TBC would have reached its specific target of 5% WMDVLGBTBE spend as MBE spend would have been 4.22% and WBE spend would have been 0.91% for a total of 5.13%

9.1.4 Supplier Diversity Results Compared to Set Goals

Trans Bay Cable LLC	2024 Report		G.O. 156 Sec. 9.1.4
Supplier Diversity Results Compared to Set Goals			
Category	2024 Result %	2024 Goal %	2024 Results %*
Minority Male Business Enterprise	3.01%	-	4.15%
Minority Female Business Enterprise	-	-	0.07%
Minority Business Enterprise (MBE)	3.01%	2.50%	4.22%
Women Business Enterprise (WBE)	0.88%	1.50%	0.91%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	-	0.5%	-
Disabled Veteran Business Enterprise (DVBE)	-	0.5%	-
Persons with Disabilities Business Enterprise (DBE)	-	-	-
Total	3.89%	5.0%	5.13%
Total**	6.55%**	5.0%	6.67%**

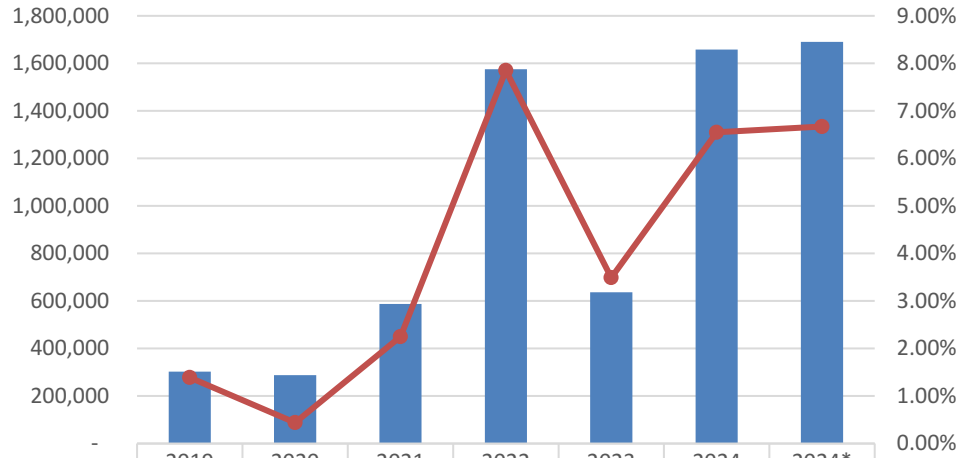
*Results if all Diverse Suppliers used by TBC were Supplier Clearinghouse certified

**Includes Businesses Classified as 8(a) by US Small Business Administration



* Column reflects TBC's Diverse Suppliers spend if the additional eligible vendors were registered with the CPUC.

TBC's Six Year Supplier Diversity Spend: 2019 - 2024



	2019	2020	2021	2022	2023	2024	2024*
Total DBE Spend (\$)	302,543	287,557	587,177	1,575,623	636,671	1,658,048	1,690,291
Total DBE Spend (%)	1.39%	0.44%	2.25%	7.85%	3.49%	6.55%	6.67%

* Column reflects TBC's Diverse Suppliers spend if the additional eligible vendors were registered with the CPUC.

9.1.5 Description of Prime Contractors Utilization of Diverse Subcontractors

Trans Bay Cable LLC	2024 Report	G.O. 156 Sec. 9.1.5
Description of Prime Contractors Utilization of Diverse Subcontractors		

In 2024, TBC continued to encourage all its Prime Contractors to utilize diverse subcontractors. TBC’s Responsible Vendor section of its Purchase Order Terms and Conditions states:

“In connection with the performance of work under this Agreement, Seller [or Contractor or Vendor] agrees to operate in an ethical and socially responsible manner which means that Seller [or Contractor or Vendor]... engages and includes Female, minority, disabled veterans, lesbian, gay, bisexual and transgender business enterprises for subcontracting opportunities when feasible.”

Additionally, agreements for services contain the following language:

“Contractor recognizes that TBC is a California public utility that participates in the California Public Utilities Commission (“CPUC”)’s initiative to increase the utilization of woman, minority, service-disabled veterans, lesbian, gay, bisexual and transgendered owned businesses in accordance with the CPUC’s General Order No. 156. As such, when seeking bids for subcontracts, TBC strongly encourages Contractor to recruit and utilize businesses that are **registered** with the CPUC-supervised Supplier Clearinghouse. TBC directs Contractor to the Supplier Clearinghouse (www.thesupplierclearinghouse.com) for a database of potential subcontractors and further information. Contractor may seek assistance from TBC in connection with accessing the Supplier Clearinghouse and recruitment of the businesses referenced above. Contractor is also strongly encouraged to set a goal for the percentage of subcontracting opportunities awarded to businesses owned by women, minorities, service-disabled veterans, lesbian, gay, bisexual and transgendered persons.”

This language is also replicated in contracts utilized by centralized procurement when seeking products and services for TBC.

As noted above, TBC’s procurement is managed by a centralized procurement office that manages procurement for TBC and many of its affiliates. The emplaced corporate-wide procurement schema does not track Tier 2 spend which impedes TBC’s ability to analyze subcontractor spend and thus impacts reporting metrics for subcontractor diverse procurement.



9.1.5 Summary of Prime Contractors Utilization of Diverse Subcontractors

Trans Bay Cable LLC	2024 Report	G.O. 156 Sec. 9.1.5
New Diverse Prime and Subcontractor Utilization		

Category	New Prime Contractors #	New Subcontractors #
Minority Male Business Enterprise	2	-
Minority Female Business Enterprise	-	-
Total Minority Business Enterprise (MBE)	2	-
Women Business Enterprise (WBE)	1	-
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	-	-
Disabled Veterans Business Enterprise (DVBE)	-	-
Persons with Disabilities Business Enterprise (DBE)	-	-
8(a)	8	-
Total	10	-



Trans Bay Cable LLC	2024 Report	G.O. 156 Sec. 9.1.5
Total Prime Contractor Utilization of Diverse Subcontractors		

	Minority Male	Minority Female	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (PDBE)	8(a)	Total Supplier Diversity Spend
Direct \$	763,296	-	763,296	213,423	-	-	-	672,577	\$1,649,296
Subcontracting \$***	-	-	-	8,752	-	-	-	-	\$8,752
Total \$	\$763,296	-	\$763,296	\$222,175	-	-	-	\$672,577	\$1,658,048
-									
Direct %	3.01	-	3.01	0.84	-	-	-	2.66	6.51%
Subcontracting %	-	-	-	0.03	-	-	-	-	0.03%
Total %	3.01%	-	3.01%	0.88	-	-	-	2.66%	6.55%

Net Procurement**	\$25,324,165
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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.

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.

*** TBC does not have the ability to track all Subcontractor spend, as a result there may be additional spend that is unreported.



Trans Bay Cable LLC	2024 Report	G.O. 156 Sec. 9.1.5
In-State Prime Contractor Utilization of Diverse Subcontractors (California Domiciled)		

	Minority Male	Minority Female	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (PDBE)	8(a)	Total Supplier Diversity Spend
Direct \$	759,351	-	759,351	60,016	-	-	-	319,802	\$1,139,169
Subcontracting \$**	-	-	-	8,752	-	-	-	-	\$8,752
Total \$	\$759,351	-	\$759,351	\$68,768	-	-	-	\$319,802	\$1,147,921
-									
Direct %	3.00	-	3.00	0.24	-	-	-	1.26	4.50%
Subcontracting %	-	-	-	0.03	-	-	-	-	0.03%
Total %	3.00%	-	3.00%	0.27%	-	-	-	1.26%	4.53%

Net Procurement	\$25,324,165
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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).

% - Percentage of Net Procurement.

Totals may not add due to rounding.

*** TBC does not have the ability to track all Subcontractor spend, as a result there may be additional spend that is unreported.



9.1.6 List of Supplier Diversity Complaints Received and Current Status

Trans Bay Cable LLC	2024 Report	G.O. 156 Sec. 9.1.6
List of Supplier Diversity Complaints Received and Current Status		

TBC did not receive any Supplier Diversity complaints in 2024.

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

Trans Bay Cable LLC	2024 Report	G.O. 156 Sec. 9.1.7
Description of Efforts to Recruit Diverse Suppliers in Low Utilization Categories		

TBC recognizes the importance of increasing Diverse Supplier utilization in areas with traditionally low representation in the utility industry, such as legal, financial and business consulting services. For 2024, TBC has identified a total of \$57,199 on services by traditionally underrepresented groups in the areas of legal, financial and business consulting services. TBC notes that actual spend may be higher than \$57,199 however in some cases specific rates for diverse persons were not available, the work performed was not invoiced on a time and materials basis, or invoiced services were not itemized by individual. Additionally, with the availability of greater access to corporate resources, certain services which were formerly outsourced to third-party vendors are now fulfilled with in-house corporate resources.

TBC strives to develop and maintain relationships with diverse attorneys at majority-owned law firms. In 2024, TBC spent \$2,859 with such attorneys.

Legal Services Billed in 2024

		Diverse Attorneys at Majority-owned Law Firm Spend
Minority Male	Asian Pacific American	-
	African American	-
	Hispanic American	-
	Native American	-
	Other	-
	Total Minority Male	-
Minority Female	Asian Pacific American	-
	African American	-
	Hispanic American	-
	Native American	-
	Other	-
	Total Minority Female	-

Total Minority	-
Female	\$2,859
TOTAL DIVERSE SPEND	\$2,859

TBC also utilized traditionally underrepresented persons in the Business Consulting Services sector which TBC categorizes as includes business, compliance, information technology and engineering consulting services. TBC spent \$54,343 utilizing the services of traditionally underrepresented groups at majority-owned businesses which provide Business Consulting Services.

Business Consulting Services Billed in 2024

		Diverse Spend with Majority-owned Business Consulting Services
Minority Male	Asian Pacific American	6,300
	African American	5,126
	Hispanic American	22,115
	Native American	-
	Other	-
Minority Female	Asian Pacific American	4,200
	African American	-
	Hispanic American	-
	Native American	-
	Other	-
Unclassified Minority Spend		-
Total Minority		\$37,741
Female		\$16,602
TOTAL DIVERSE SPEND		\$54,343

9.1.9 Description of Supplier Diversity Activities and Progress in Power Procurement

Trans Bay Cable LLC	2024 Report	G.O. 156 Sec. 9.1.9
Description of Supplier Diversity Activities and Progress in Power Procurement		

TBC only engages in electric transmission and thus fuel or energy procurement is not a part of TBC’s normal core business. TBC does however maintain emergency generators on site which are designated for use in emergency situations and therefore are not operated during the normal course of business. TBC also maintains some other standby equipment for use with cable maintenance which utilizes fuel. TBC purchases the limited quantities of fuel needed to maintain its emergency generators and other standby equipment from a woman-owned business enterprise (WBE) and has done so since 2016. TBC did not procure any fuel in 2024 due to the minimal use of its standby equipment. This amount is identified in chart for Section 9.1.9 on the pages 33 and 34 of this report.



9.1.9 Supplier Diversity Results in Power (Energy) Procurement

Trans Bay Cable LLC	2024 Report	G.O. 156 Sec. 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	Minority Male	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	Minority Female	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 Enterprise (PDBE)	\$0	\$0	\$0	\$0	\$0	\$0	0%
16	8(a) ⁵	\$0	\$0	\$0	\$0	\$0	\$0	0%
17	TOTAL Supplier Diversity Spend	\$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). Public version excludes Nuclear spend



9.1.11 Description of Supplier Diversity Activities and Progress in Fuel Procurement

Trans Bay Cable LLC	2024 Report	G.O. 156 Sec. 9.1.11
Description of Supplier Diversity Activities and Progress in Fuel Procurement		

TBC only engages in electric transmission and thus fuel procurement is not a part of TBC’s normal business. As such the chart for 9.1.11 is a null list.



9.1.11 Supplier Diversity Results in Fuel Procurement

Trans Bay Cable LLC	2024 Report	G.O. 156 Sec. 9.1.11
Supplier Diversity Results in Fuel Procurement		

			Natural Gas \$		LPG \$		Totals \$ ²			% ³
			Short Term	Long Term	Short Term	Long Term	Total Natural Gas	Total LPG	Total \$	
1	Minority Male	African American	-	-	-	-	-	-	-	-
2		Asian Pacific American	-	-	-	-	-	-	-	-
3		Hispanic American	-	-	-	-	-	-	-	-
4		Native American	-	-	-	-	-	-	-	-
5		Total Minority Male	-	-	-	-	-	-	-	-
6	Minority Female	African American	-	-	-	-	-	-	-	-
7		Asian Pacific American	-	-	-	-	-	-	-	-
8		Hispanic American	-	-	-	-	-	-	-	-
9		Native American	-	-	-	-	-	-	-	-

10		Total Minority Female	-	-	-	-	-	-	-	-
11	Total Minority Business Enterprise (MBE)		-	-	-	-	-	-	-	-
12	Women Business Enterprise (WBE)		-	-	-	-	-	-	-	-
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		-	-	-	-	-	-	-	-
14	Disabled Veteran Business Enterprise (DVBE)		-	-	-	-	-	-	-	-
15	Persons with Disabilities Business Enterprise (PDBE)		-	-	-	-	-	-	-	-
16	8(a) ⁴		-	-	-	-	-	-	-	-
17	TOTAL Supplier Diversity Spend		-	-	-	-	-	-	-	-
18	Net Procurement		-							
19	Net Natural Gas Procurement		-							
20	Net LPG Procurement		-							

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).



2025 Annual Plan

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

Trans Bay Cable LLC	Report Year: 2024	G.O. 156 Sec. 10.1.1
Supplier Diversity Short-, Mid-, and Long-Term Procurement Goals		

As a small, single asset utility with a unique facility that operates with proprietary technology, it is challenging for TBC to provide specific procurement goals as needs vary drastically from year to year. TBC’s needs vary greatly from those of traditional public utilities. Significant procurement continues to be driven by specialized needs owing to the uniqueness of TBC’s transmission system. As observed in 2024, almost 75% of total procurement went to specialty marine vendors, Siemens, the developer of the transmission system’s technology, and the OEM provider of the project’s cooling systems . Moreover, as TBC’s specific capital procurement needs vary year to year there is not the consistency in opportunities commonly observed with traditional utilities, which leads to peaks and valleys in diverse vendor procurement performance.

However, TBC continues to and makes a concerted effort to increase not only spend with diverse vendors but the number of utilized diverse vendors. As TBC changed indirect ownership, its procurement needs are now managed by a centralized procurement office which conducts procurement for TBC and many of its affiliates. While TBC may have access to a wider pool of diverse-owned businesses, this does not directly correlate to a number of such businesses may not be registered in the Supplier Clearinghouse. TBC also has access to a wider array of internal resources which displaces the need for service procurement in certain areas. However, as shown in this report, TBC is committed to continuing efforts to employ the services of diverse and traditionally underrepresented groups and business; and increasing competitiveness in sourcing products and opportunities when and where they arise. Moreover, TBC has utilized the Supplier Clearinghouse and its own efforts to identify new diverse vendors with whom to partner and to encourage diverse-owned businesses to pursue Supplier Clearinghouse certification.



Based on the foregoing, TBC is unable to offer specific diversity supplier goals by SIC codes and charts for 10.1.1 are therefore intentional left blank. In the alternative, TBC’s provides the chart titled “2025 Strategic Program Goals” which provides cumulative short-, mid- and long-term goals. TBC will continue to report annual diversity supplier procurement results by SIC code in accordance with GO 156 Section 9.1.2

Trans Bay Cable LLC	Report Year: 2024	G.O. 156 Sec. 10.1.1
Supplier Diversity Short-, Mid-, and Long-Term Procurement Goals		

	Short-Term 2025						Mid-Term 2028						Long-Term 2030					
	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 (PDDBE)	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 (PDDBE)	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 (PDDBE)	Total Supplier Diversity Goal
SIC Code																		
Product																		
Code 1																		
Code 2																		
Code 3																		
Code 4																		
Code 5																		
Code 6																		
Code 7																		
Code 8																		
Code 9																		
Code 10																		
Sub-Total																		

	Short-Term 2025						Mid-Term 2028						Long-Term 2030					
	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (PDBE)	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 (PDBE)	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 (PDBE)	Total Supplier Diversity Goal
SIC Code																		
Service																		
Code 1																		
Code 2																		
Code 3																		
Code 4																		
Code 5																		
Code 6																		
Code 7																		
Code 8																		
Code 9																		
Code 10																		
Total																		

2025 Strategic Program Goals

Short-, Mid-, and Long-Term Goals	Short Term (2025)	Mid Term (2028)	Long Term (2030)
Minority Business Enterprise (MBE)	2%	3%	3.5%
Female Business Enterprise (WBE)	2%	3%	3.5%
Disabled Veteran Business Enterprise (DVBE)	0.5	0.5%	0.5%
LGBT Business Enterprise (LBE)	0.5	0.5%	1.0%
Persons with Disabilities Business Enterprise	0.5	0.5%	0.5%
TOTAL WMDVLGBTBE GOAL	5.5 %	7.5%	9.0%



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

Trans Bay Cable LLC	Report Year: 2024	G.O. 156 Sec. 10.1.2
Description of Supplier Diversity Program Activities Planned for the Next Calendar Year		

TBC is committed to continue its participation in supplier diversity outreach events in the San Francisco Bay Area. For 2025, TBC’s supplier diversity plans include the following strategies to maintain Program efforts:

Planned External Activities

- Participate in local diversity expos, trade-fairs, and conferences.
- Attend various CPUC and utility events, workshops, meetings, forums, webinars, conference calls, etc.
- Encourage existing diverse suppliers to participate in the CPUC’s supplier diversity program and register with the CPUC.
- Encourage existing suppliers to recommend that their diverse vendors participate in the CPUC’s supplier diversity program and register with the CPUC.

Planned Internal Activities

- Provide training to centralize procurement department on CPUC’s GO 156 requirements and TBC’s Supplier Diversity Policy
- Utilize tools, such as the Supplier Diversity Clearinghouse, to receive bids from a more diverse group of suppliers
- Further educate employees, management, and prime contractors on policies and processes to strengthen the alignment of strategic sourcing and Supplier Diversity
- Clearly communicate TBC’s Supplier Diversity Program to its prime contractors
- Assist prime contractors, when available, in developing their supplier diversity plans and goals
- Maximize participation of diverse suppliers for products and services identified to be competitively bid

- Continue to adopt and follow industry best practices scaled for TBC's size and footprint
- Develop protocols for tracking Tier 2 spend while a corporate-wide program is being developed

TBC's diversity supplier recruitment efforts remain on-going, and TBC will continue its efforts to identify and utilize diverse suppliers. Recruitment efforts will continue through participation at events such as the CPUC's Small Business Expo and other industry events. Such efforts in Q4 of 2020 yielded the engagement of at least four certified diverse vendors from whom TBC procured goods and/or services from in 2021. TBC utilized some of these vendors in 2024 and endeavors to include these vendors in request for proposals for applicable opportunities in the future. TBC continues to mature its diversity supplier program and sourcing diverse vendors to participate in request for proposals for available procurement opportunities.



10.1.3 Plans for Recruiting Diverse Suppliers in Low Utilization Categories

Trans Bay Cable LLC	Report Year: 2024	G.O. 156 Sec. 10.1.3
Plans for Recruiting Diverse Suppliers in Low Utilization Categories		

TBC is committed to seeking and recruiting Diverse Suppliers in underutilized areas. In 2025, TBC will continue to:

- Utilize TBC’s internet site at <http://www.transbaycable.com/contact-us/>, where suppliers can contact TBC to seek supplier opportunities;
- Participate in CPUC meetings and forums with leadership of non-traditional areas to plan and develop strategies for increasing the utilization of diverse suppliers; and
- Execute best practices within our sourcing strategies to identify products and services where diverse suppliers exist, but the company is underutilizing them.



10.1.4 Plans for Recruiting Diverse Suppliers Where Unavailable

Trans Bay Cable LLC	Report Year: 2024	G.O. 156 Sec. 10.1.4
Plans for Recruiting Diverse Suppliers Where Unavailable		

TBC is committed to providing encouragement and assistance to vendors that it utilizes that may meet the criteria for Supplier Clearinghouse certification but are not registered. When TBC encounters potential qualifying diverse vendors through its procurement efforts, TBC team members provide such vendors with information regarding the Supplier Clearinghouse and strong encouragement to become certified. TBC will continue to identify diverse vendors and will provide information on and assistance with the Supplier Clearinghouse enrollment and registration process.

10.1.5 Plans for Encouraging Prime Contractors to Subcontract with Diverse Suppliers

Trans Bay Cable LLC	Report Year: 2024	G.O. 156 Sec. 10.1.5
Plans for Encouraging Prime Contractors to Subcontract with Diverse Suppliers		

TBC will continue to encourage prime contractors to engage and include Diverse Suppliers in subcontracting opportunities. Although the award of any subcontracting activity is at the prime contractor’s final discretion, TBC will work closely with its prime contractors to: 1) help identify specific products and services within TBC’s projects where there are known diverse suppliers for inclusion, 2) make our listing of approved diverse contractors accessible, and 3) advocate for diverse supplier inclusion to the maximum extent possible, including adding specific diversity supplier requirements to contracts where legally permissible. TBC also endeavors work with prime contractors to identify diverse vendors within their networks that are not Supplier Clearinghouse certified and encourage certification.

TBC will also continue to provide additional guidance to its prime contractors in the Responsible Vendor section of TBC’s Purchase Order Terms and Conditions. This section communicates the company’s commitment to supplier diversity and reaffirms the company’s expectations of opportunity and inclusion early in the sourcing process.



10.1.6 Plans for Complying with Supplier Diversity Program Guidelines

Trans Bay Cable LLC	Report Year: 2024	G.O. 156 Sec. 10.1.6
Plans for Complying with Supplier Diversity Program Guidelines		

TBC recognizes the social and economic benefits of a successful supplier diversity program. TBC will continue to comply with GO 156 and its guidelines and requirements and will continue to work with the CPUC, its staff, and the California Joint Utilities Group in pursuing new strategies to continually advance the Utility Supplier Diversity Program objectives. TBC will comply with all revisions of GO 156 and all other requirements of the CPUC.

GO 156 Section 1.3 Definitions

Trans Bay Cable LLC	Report Year: 2024	
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	DVBE	Department of General Services (DGS)

	<p>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).</p>	
Disabled Veteran	<p>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).</p>	
African American	<p>Refers to a person having origins in any black racial groups of Africa (GO 156 Section 1.3.9)</p>	BA
Asian Pacific American	<p>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).</p>	APA
Hispanic American	<p>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).</p>	HA
Native American	<p>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).</p>	NA
Other Groups (8(a))	<p>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).</p>	8(a)
Subcontract	<p>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</p>	Sub

	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).
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