

U.S. TelePacific Corp, dba TPx Communications	2024	GO 156 Sec. 9.1.1
<b>Description of Supplier Diversity Program Activities During the Previous Calendar Year</b>		

Pursuant to General Order 156, U.S. TelePacific Corp. and DSCI LLC, all d/b/a TPx Communications ("TPx"), continues to enhance its Supplier Diversity Program by taking steps to improve its diverse sourcing program and spend.

- TPx provides information on its internet site related to the Supplier Diversity program (<https://www.tpx.com/legal/supplier-diversity/>) including a link to the Supplier Clearinghouse and a "fillable" Supplier Diversity form for potential vendors to submit online. Submissions are automatically directed to TPx's Purchasing department.
- TPx updated its purchasing process to request that each internal stakeholder submitting a PR (purchase request) for a purchase order search the CPUC supplier database, using simple product terms and geographic location, to determine whether a diverse supplier could be asked for a quote.
  - If such a supplier can be found and a quote obtained, it must be attached regardless of whether the diverse supplier is selected. Requisitions that do not give diverse suppliers the opportunity to bid are subject to rejection.
  - Personnel within TPx's Finance department who report purchasing information also search for the CPUC supplier database to verify whether an appropriate diverse vendor may exist.
- A Supplier Diversity letter/form is sent to all new suppliers when a W9 is obtained and again annually, via email to all current suppliers detailing the Supplier Diversity program, including how to get certified, and requesting information regarding any diverse suppliers and/or diverse subcontractors.
- TPx continues to train those tasked with seeking vendors to actively and routinely seek out qualified minority-owned, women-owned, disabled veteran-owned and LGBTQ-owned vendors that can provide products and services to TPx.
- TPx is committed to building a diverse, equitable and inclusive partner and supplier network. Through the Supplier Diversity Program, TPx proactively seeks opportunities to collaborate and work with diverse, equitable and inclusive companies as well as with organizations that are focused on making an impact on this important topic.
- Diversity continues to be at the forefront of the selection process, not an afterthought just for reporting:
  - RFP templates include a diversity section to be part of vendor evaluation criteria.
  - Diverse supplier options will be sought out in all bidding processes and RFx's.

U.S. TelePacific Corp, dba TPx Communications	Report Year: 2024	GO 156 Section 9.1.2
<b>Supplier Diversity results by Ethnicity</b>		

		[Year] of Report				
		Direct Spend <sup>1</sup> \$	Sub Spend <sup>2</sup> \$	Total \$	%	
1	<b>Minority Male</b>	African American	\$1,217,707	\$0	\$1,217,707	1.93%
2		Asian Pacific American	\$0	\$0	\$0	0.00%
3		Hispanic American	\$12,714	\$0	\$12,714	0.02%
4		Native American	\$0	\$0	\$0	0.00%
5		<b>Total Minority Male</b>	\$1,230,422	\$0	\$1,230,422	1.95%
6	<b>Minority Female</b>	African American	\$28,919	\$0	\$28,919	0.05%
7		Asian Pacific American	\$0	\$0	\$0	0.00%
8		Hispanic American	\$0	\$0	\$0	0.00%
9		Native American	\$0	\$0	\$0	0.00%
10		<b>Total Minority Female</b>	\$28,919	\$0	\$28,919	0.05%
11	Total Minority Business Enterprise (MBE)		\$1,259,340	\$0	\$1,259,340	2.00%
12	Women Business Enterprise (WBE)		\$1,204,348	\$0	\$1,204,348	1.91%
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)					
14	Disabled Veteran Business Enterprise (DVBE)					
15	Persons with Disabilities Business Enterprise (PDBE)					
16	8(a)*					
17	<b>Total Supplier Diversity Spend</b>		<b>\$2,463,689</b>	<b>\$0</b>	<b>\$2,463,689</b>	<b>3.91%</b>
18	Net Procurement**		<b>\$63,010,697</b>			

Note: \*\*TPx captures its procurement spend on a national level. Approximately 68% of the company's revenues are in California. TPx revised its net procurement to reflect this information. This is a significant change from last year – 10% less revenue is now located in the state of California.

U.S. TelePacific Corp, dba TPx Communications	Report Year: 2024	GO 156 Section 9.1.2
<b>Supplier Diversity Direct Procurement Results by Product and Service Categories</b>		

				[Year] of Report					
NO Subcontracting Spend				Product		Service		Total	
				\$	%	\$	%	\$	%
1	Minority Male	African American	Direct	\$3,803	0.01%	\$1,213,904	3.97%	\$1,217,707	1.93%
2		Asian Pacific American	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
3		Hispanic American	Direct	\$0	0.00%	\$12,714	0.04%	\$12,714	0.02%
4		Native American	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
5		<b>Total Minority Male</b>	Direct	\$3,803	0.01%	\$1,226,618	4.02%	\$1,230,421	1.95%
6	Minority Female	African American	Direct	\$28,919	0.09%	\$0	0.00%	\$28,919	0.05%
7		Asian Pacific American	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
8		Hispanic American	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
9		Native American	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
10		<b>Total Minority Female</b>	Direct	\$28,919	0.09%	\$0	0.00%	\$28,919	0.05%
11	<b>Total Minority Business Enterprise (MBE)</b>		Direct	\$32,722	0.10%	\$1,226,618	4.02%	\$1,259,340	2.00%
12	<b>Women Business Enterprise (WBE)</b>		Direct	\$1,087,615	3.35%	\$116,734	0.38%	\$1,204,349	1.91%
13	<b>Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)</b>		Direct	0	0	0	0	0	0
14	<b>Disabled Veteran Business Enterprise (DVBE)</b>		Direct	0	0	0	0	0	0
15	<b>Persons with Disabilities Business Enterprise (PDBE)</b>		Direct	0	0	0	0	0	0
16	<b>8(a)*</b>		Direct	0	0	0	0	0	0
17	<b>Total Supplier Diversity Spend</b>		Direct	\$1,120,337	3.45%	\$1,343,352	4.40%	\$2,463,689	3.91%
18	Net Procurement**			\$63,010,697.01					
19	Net Product Procurement			\$32,469,447.65					
20	Net Service Procurement			\$30,541,249.36					
21	<b>Total Number of Diverse Direct Suppliers</b>			<b>10</b>					

Note: Gross and net procurement are based on TPx's direct spend only (less employee, utility, carriers, rent and tax spend). The percentage calculation is derived from direct spend/net procurement.

U.S. TelePacific Corp, dba TPx Communications	Report Year: 2024	GO 156 Section 9.1.2
<b>Supplier Diversity Subcontractor Procurement Results by Product and Service Categories</b>		

TPx's "top" suppliers won't share subcontractor information. And for the ones that do, they will tell us how much they subcontract to diversity/minority suppliers, however TPx has no way to tie that back to those that may or may not be CPUC certified.

U.S. TelePacific Corp, dba TPx Communications	2024	GO 156 Sec. 9.1.2
<b>Supplier Diversity Results by Standard Industrial Classification (SIC) Codes</b>		

The Standard Industrial Classification (SIC) Manual can be found here: <a href="#">SIC Manual   Occupational Safety and Health Administration (osha.gov)</a>																
SIC Code	African American		Asian Pacific American		Hispanic American		Native American		Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	8(a)*	Total Supplier Diversity Spend	
	Male	Female	Male	Female	Male	Female	Male	Female								
PROFESSIONAL SERVICES	\$ 1,136,054	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 1,136,054	\$ 81,322	\$ 0	\$ 0	\$ 0	\$ 0	\$ 1,217,376.00	\$ 8,645,519
	1.80%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.80%	0.13%	0.00%	0.00%	0.00%	0.00%	1.93%	
CONSULTANTS	\$ 777,850	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 777,850	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 777,850.00	\$ 2,273,007
	0.12%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.12%	0.00%	0.00%	0.00%	0.00%	0.00%	0.12%	
FACILITIES	\$ 0	\$ 0	\$ 0	\$ 0	\$ 2,477	\$ 0	\$ 0	\$ 0	\$ 2,477	\$ 21,019	\$ 0	\$ 0	\$ 0	\$ 0	\$ 23,496.00	\$ 1,954,260
	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.03%	0.00%	0.00%	0.00%	0.00%	0.03%	
CONTRACTOR-5	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 1,058,696	\$ 0	\$ 0	\$ 0	\$ 0	\$ 1,058,696.00	\$ 12,403,805
	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.68%	0.00%	0.00%	0.00%	0.00%	1.68%	
DIRECT BILL	\$ 0	\$ 0	\$ 0	\$ 0	\$ 10,237	\$ 0	\$ 0	\$ 0	\$ 10,237	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 10,237.00	\$ 101,951
	0.00%	0.00%	0.00%	0.00%	0.02%	0.00%	0.00%	0.00%	0.02%	0.00%	0.00%	0.00%	0.00%	0.00%	0.02%	
FIXED ASSETS	\$ 3,803	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 3,803	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 3,803.00	\$ 12,485,702
	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.01%	
MAINTENANCE	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 14,392	\$ 0	\$ 0	\$ 0	\$ 0	\$ 14,392.00	\$ 4,028,092.56
	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.02%	0.00%	0.00%	0.00%	0.00%	0.02%	
TECHNOLOGY VAR	\$ 0	\$ 28,919	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 28,919	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 28,919.00	\$ 11,865,230
	0.00%	0.05%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.05%	0.00%	0.00%	0.00%	0.00%	0.00%	0.05%	
Code 9	\$															
Code 10	\$															
	%															
<b>Total</b>	\$ 1,217,707	\$ 0	\$ 0	\$ 0	\$ 12,714	\$ 0	\$ 0	\$ 0	\$ 1,230,421	\$ 1,175,429	\$ 0	\$ 0	\$ 0	\$ 0	\$ 2,434,769	\$ 53,757,567
	1.93%	0.00%	0.00%	0.00%	0.02%	0.00%	0.00%	0.00%	1.95%	1.87%	0.00%	0.00%	0.00%	0.00%	3.91%	85.31%
Net Procurement**	\$63,010,697.01															

Net Procurement = total goods and services procurement spend from all suppliers (both non-diverse and diverse suppliers) for the previous calendar year. It does not include Fuel and

<b>U.S. TelePacific Corp, dba TPx Communications</b>	<b>2024</b>	<b>GO 156 Sec 9.1.2</b>
<b>Number of Diverse Suppliers and Revenue Reported to the Supplier Clearinghouse</b>		

TPx does not track our suppliers' revenue reported to the CA Supplier Clearinghouse. Therefore, TPx does not have data responsive to this section.

<b>U.S. TelePacific Corp, dba TPx Communications</b>	<b>2024</b>	<b>GO 156 Sec. 9.1.2</b>
<b>Description of Supplier Workforce</b>		

TPx does not receive workforce data from its vendors, therefore does not have data responsive to this section.

<b>U.S. TelePacific Corp, dba TPx Communications</b>	<b>2024</b>	<b>GO 156 Sec. 9.1.3</b>
<b>Supplier Diversity Program Expenses</b>		

As TPx uses internal resources for the program, expenses for 2024 predominantly involve time of personnel in Regulatory and Finance for activities such as evaluating and modifying prior processes to identify and track covered expenditures, identifying and tracking certified Diverse Supplier entities with which TPx does business, responding to inquiries, and the development and preparation of reports and documentation.

Expense Category	2024 (Actual)
Wages	\$1950
Other Employee Expenses	\$0
Program Expenses	\$0
Reporting Expenses	\$0
Training	\$0
Consultants	\$0
Other	\$0
<b>TOTAL</b>	<b>\$1950</b>

U.S. TelePacific Corp, dba TPx Communications	2024	GO 156 Sec. 9.1.4
<b>Description of Progress in Meeting or Exceeding Set Goals</b>		

The mission of the TPx Supplier Diversity Program is to leverage our supplier spending to make a positive impact with diversity and inclusion.

TPx provides access, managed service offerings, IT solutions and services across the U.S. to approximately 25,000 customers in more than 50,000 locations. TPx is dependent on incumbent local exchange partners to provide the underlying facilities for the services TPx deploys to its customers. TPx's options are limited as to which carriers offer underlying facilities in specific areas. Spending on these carriers represents more than 60% of our total expenditure, which results in an overall lower percentage of success and negatively impacts our ability to diversify the supplier base more readily. Additionally, because TPx utilizes partners to provide underlying facilities, TPx does not hire vendors for network construction or maintenance.

Due to TPx's national operations, much of TPx's business operations and/or supplier spend cannot be segregated to just California. The expenditure reported to the CPUC includes total national spending, yet the diversity reported is specific to diverse suppliers who are part of the CPUC program. Although TPx contracts with diverse vendors across the nation, not all of them are certified with the California Supplier Clearinghouse. A portion of TPx's suppliers is certified with agencies on a national level with organizations such as the National Minority Supplier Development Council (NMSDC) or the Women's Business Enterprise National Council (WBENC). TPx continues to encourage these suppliers to register with the California Supplier Clearinghouse, but many of them do not operate in California, nor do they support any of our California specific operations. TPx continues to explore more granular reporting capabilities, but current systems and processes limit TPx's ability to capture such detail. Accordingly, TPx's data is skewed as it's unable to compare "apples to apples".

TPx has expanded its Supplier Diversity Program to have a more national focus, with many needed processes, systems, and reporting updates, including updated information on the TPx website.

TPx is committed to building a diverse, equitable and inclusive partner and supplier network. TPx is focused on providing opportunities to minority-owned, women-owned, disabled-owned and/or LGBT-owned companies and celebrating diverse business practices across its supply chain. Through the Supplier Diversity Program, TPx proactively seeks opportunities to collaborate and work with diverse, equitable and inclusive companies as well as with organizations that are focused on making an impact on this important topic.

Our reported diverse spending increased from \$678K in 2022 to over \$3.6MM in 2023. In 2024, our total net procurement spend was reduced to \$63MM and our supplier diversity spend also saw a drop in the amount to \$2.5MM, although this amount is still an increase from 2022.

Additionally, \$1,078,565.52 spent with Microsoft through our CPUC certified supplier Value Added Reseller, SHI International, however because of invoicing rules with Microsoft it's not included in our spending with SHI, our total diverse spend would be 3,542,254 or 5.6%.

<b>U.S. TelePacific Corp, dba TPx Communications</b>	<b>2024</b>	<b>GO 156 Sec. 9.1.4</b>
<b>Supplier Diversity Results Compared to Set Goals</b>		

<b>Category</b>	<b>2024 Result %</b>	<b>2024 Goal %</b>
Minority Male Business Enterprise	0.00%	2.00%
Minority Female Business Enterprise	0.00%	1.00%
Minority Business Enterprise (MBE)	2.00%	1.00%
Women Business Enterprise (WBE)	1.91%	1.00%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	0.00%	0.50%
Disabled Veteran Business Enterprise (DVBE)	0.00%	0.50%
Persons with Disabilities Business Enterprise (DBE)	0.00%	0.50%
<b>Total</b>	3.91%	6.50%
<b>NOTE:</b>		
% - Percentage of Net Procurement.		

<b>U.S. TelePacific Corp, dba TPx Communications</b>	<b>2024</b>	<b>GO 156 Sec. 9.1.5</b>
<b>Description of Prime Contractor Utilization of Diverse Subcontractors</b>		

TPx sends notices to all its suppliers seeking information on diverse subcontracting. TPx provides a notice regarding Diverse Subcontracting with each purchase order, however, it has none to report currently.

<b>U.S. TelePacific Corp, dba TPx Communications</b>	<b>2024</b>	<b>GO 156 Sec. 9.1.6</b>
<b>A List of Diverse Supplier Complaints Received and Current Status</b>		

TPx has not received any Diverse Supplier complaints.

<b>U.S. TelePacific Corp, dba TPx Communications</b>	<b>2024</b>	<b>GO 156 Sec. 9.1.7</b>
<b>Description of Efforts to Recruit Diverse Suppliers in Low Utilization Categories</b>		

To identify diverse suppliers in areas of low utilization, TPx has searched for diverse suppliers within the low utilization categories to make contact and develop relationships that may lead to procurement opportunities. TPx has worked with identified diverse suppliers that are not certified with the Supplier Clearinghouse to complete the necessary documentation to become certified.

U.S. TelePacific Corp, dba TPx Communications	2024	GO 156 Sec. 9.1.9
<b>Description of Supplier Diversity Activities and Progress in Power Procurement</b>		

Not applicable.

U.S. TelePacific Corp, dba TPx Communications	2024	GO 156 Section 9.1.11
<b>Description of Supplier Diversity Activities and Progress in Fuel Procurement</b>		

Not applicable

U.S. TelePacific Corp, dba TPx Communications	2024	GO 156 Sec. 10.1.1
<b>Supplier Diversity Short-, Mid-, and Long-Term Procurement Goals</b>		

While economic factors and influences outside the company's control affect overall purchasing decisions, TPx will seek opportunities to improve upon stated goals and the resulting accomplishments year over year.

SIC Code	Short-Term 2025						Mid-Term (Year)						Long-Term (Year)					
	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	Total Supplier Diversity Goal	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	Total Supplier Diversity Goal	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	Total Supplier Diversity Goal
CAPEX	0.15%	0.15%	0.50%	0.50%	0.40%	1.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Code 2	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Code 3	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Code 4	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Code 5	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Code 6	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Code 7	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Code 8	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Code 9	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Code 10	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Subtotal</b>	0.00%	0.00%	0.00%	0.00%	0.00%	1.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SIC Code	Short-Term 2025						Mid-Term (Year)						Long-Term (Year)					
Service	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
Professional	0.50%	0.50%	0.00%	0.50%	0.30%	1.80%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
M&F	0.50%	0.25%	0.00%	0.00%	0.00%	0.75%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Tech	0.50%	0.25%	0.00%	0.00%	0.00%	0.75%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Admin	0.50%	0.25%	0.00%	0.00%	0.00%	0.75%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mktg	0.50%	0.25%	0.00%	0.00%	0.00%	0.75%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Code 6	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Code 7	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Code 8	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Code 9	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Code 10	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Subtotal</b>	0.00%	0.00%	0.00%	0.00%	0.00%	4.80%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Total</b>	2.50%	1.50%	0.00%	0.00%	0.00%	6.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

\*The stated goals are not legally enforceable requirements or quotas of any kind and failure to meet or exceed them, or any other portion of this plan, is not subject to any penalty.



<b>U.S. TelePacific Corp, dba TPx Communications</b>	<b>2024</b>	<b>GO 156 Sec. 10.1.2</b>
<b>Description of Supplier Diversity Program Activities Planned for the Next Calendar Year</b>		

TPx continues to ensure employees' awareness of Diverse Supplier opportunities and methods to identify new diverse suppliers through training and improved resources. TPx is focused on expanding its successes, improving any weaknesses, and making sure that those individuals who can make purchasing decisions understand and follow through on TPx's commitment to supplier diversity.

TPx continues to establish partnerships with local Small Business Administrations and Ethnic Chambers to identify additional opportunities for expanding its local spending and community participation in local events, as applicable.

TPx's Procurement team has and continues to meet with TPx corporate directors and managers with purchasing responsibility to describe the high-level requirements of GO 156 and engages the team for ideas and recommendations for increasing TPx's supply of diverse vendors.

TPx endeavors to hold meetings with internal organizations responsible for Supplier Diversity and those employees making purchasing decisions.

<b>U.S. TelePacific Corp, dba TPx Communications</b>	<b>2024</b>	<b>GO 156 Sec. 10.1.3</b>
<b>Plans for Recruiting Diverse Suppliers in Low Utilization Areas</b>		

TPx continues to encourage potential uncertified Diverse Suppliers to apply for and maintain certification with the Clearinghouse by providing a notice regarding Supplier Diversity to go out with each Purchase Order. TPx plans to work with other utilities to share ideas on how to identify and lobby new diverse vendors in low utilization areas.

<b>U.S. TelePacific Corp, dba TPx Communications</b>	<b>2024</b>	<b>GO 156 Sec. 10.1.4</b>
<b>Plans for Recruiting Diverse Suppliers Where Unavailable</b>		

TPx continues to seek opportunities for the purchase of products and services and will encourage its management team to expand opportunities for diverse vendors in the categories for which they are available. TPx will improve contact with diverse organizations and agencies within the community by attending business expos and networking with other utilities to further promote the program.

<b>U.S. TelePacific Corp, dba TPx Communications</b>	<b>2024</b>	<b>GO 156 Sec. 10.1.5</b>
<b>Plans for Encouraging Prime Contractors to Subcontract Diverse Suppliers</b>		

TPx encourages its prime contractors to identify, solicit, qualify, and negotiate with prospective diverse subcontractors.

TPx is committed to providing increased opportunities for diverse businesses, but in some cases, the company is challenged by supply chain realities that may impede the ability to buy directly from diverse suppliers.

<b>U.S. TelePacific Corp, dba TPx Communications</b>	<b>2024</b>	<b>GO 156 Sec. 10.1.6</b>
<b>Plans for Complying with Diverse Program Guidelines</b>		

TPx is utilizing the California Public Utilities Commission website and following established guidelines for the Supplier Diversity program. TPx will continue to monitor any changes to the program guidelines to ensure continued compliance.