



SUPPLIER DIVERSITY REPORT 2022



THE POWER OF PEOPLE OVER PROFIT



Above: MCE CEO, Dawn Weisz, shakes hands with Jonathan Brito, a local workforce program participant at MCE Solar One.

Below: Weisz flips the switch on MCE Solar Charge in San Rafael with former MCE Board Chair, Kate Sears.



LETTER FROM THE CEO

After celebrating our **10-year anniversary in May 2020**, MCE doubled down on our mission, launching new programs to support customers and reduce greenhouse gas emissions in our communities. Here are a few of our accomplishments:

- » As part of MCE’s ongoing COVID relief efforts, **we have helped over 30,000 residents and small businesses reduce their energy costs** through the [MCE Cares Credit](#) and **eliminated more than \$1 million of energy debt** as part of the [Arrearage Management Program](#).
- » MCE recently **launched two new energy equity and affordability programs**. [Community Solar Connection and Green Access](#) offer qualifying customers living in a CalEnviroScreen–designated disadvantaged community (DAC) access to 100% renewable energy and a 20% discount on their electricity bills.
- » **MCE’s income-qualified heat pump pilot program** showed that replacing outdated gas appliances with high-efficiency electric versions **saved customers as much as \$192 a year on their bill, reduced emissions, and increased home comfort**.
- » **MCE’s 2021 Open Season Solicitation included new metrics** asking suppliers to consider how their projects meet community needs, including prioritizing the use of contractors and employees located in DACs, and supporting local training and apprenticeship programs.
- » **MCE’s transportation electrification efforts have installed over 1,400 Level 2 charging stations** around our service area. As a next step in decarbonizing the transportation sector, MCE is exploring the use of solar energy for creating [green hydrogen](#) to fuel vehicles in our service area.

The power of MCE is about more than just clean energy — it’s the power of people over profit; it’s community power. We all deserve a fossil-free future that combats climate change and gives us cleaner air to breathe. We are excited to move into our second decade of service together, fostering the clean energy economy and building an equitable energy future.

— Dawn Weisz, MCE CEO

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Workforce Education and Training Program

- » Rising Sun Program Graduate, Jessica Lee

Peak FLEXmarket Program

- » Northern Pacific Power Systems

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- » Certified Diverse Suppliers
- » Certified Small Suppliers



LEARN MORE: NATIONAL GEOGRAPHIC ARTICLE

[Americans Want More Renewable Energy. Can ‘Community Choice’ Help Them Get It?](#)



INTRODUCTION

MCE’s mission is to confront the climate crisis by eliminating fossil fuel greenhouse gas emissions, producing renewable energy, and creating equitable community benefits. Our vision is to lead California to an equitable, clean, affordable, and reliable energy economy by serving as a model for community-based renewable energy, energy efficiency, and cutting-edge clean-tech products and programs.

MCE is a groundbreaking, not-for-profit, public agency that has been setting the standard for clean energy in our communities since 2010. **MCE offers more renewable power at stable rates, significantly reducing energy-related greenhouse emissions and enabling millions of dollars of reinvestment in local energy programs.** MCE is a load-serving entity supporting a 1,200 MW peak load. MCE provides electricity service and innovative programs to more than 540,000 customer accounts and more than one million residents and businesses in **37 member communities across four Bay Area counties: Contra Costa, Marin, Napa, and Solano.** MCE customers are greening our electricity supply while helping invest in local energy programs.

Committed to Our Communities

MCE has been committed to energy equity since our founding in 2010 and we continue to collaborate with member communities to advance equity through tailored programs and services. **We have prioritized equitable access to clean energy benefits through multiple programs that support customers who have been underserved by traditional energy programs or who are most impacted from the frontline effects of fossil fuel generation.**

MCE’s commitment to energy equity is reflected in our [Sustainable Workforce and Diversity Policy](#). We support sustained and fairly compensated local job opportunities in the energy industry, through workforce training and pre-apprenticeship programs. Our policy outlines specific efforts to prioritize workforce development through MCE’s Feed-In Tariff program, energy efficiency projects, contracting for services and supplies, and hiring of MCE staff. We partner with community-based organizations (CBOs), including nonprofits and community colleges, in support of underserved individuals and workers with barriers to entry. MCE also uses strategic and inclusive recruiting and hiring practices to support a diversity of candidates such as targeted job postings, partnerships with CBOs, education and employment organizations, physical attendance at job recruitment fairs, and blind résumé reviews.

In the spirit of supporting workers with barriers to entry, **MCE supports the local green workforce by offering a variety of training and workforce development programs that focus on underserved populations, including low-income residents, people who have been previously incarcerated, and what the CPUC defines as a Disadvantaged Worker** (Decision 18–10–008). A “Disadvantaged Worker” is someone who meets one or more of the following:

- » Lives in a household where total income is below 50% of Area Median Income;
- » Is a recipient of public assistance;
- » Lacks a high school diploma or GED;
- » Has previous history of incarceration lasting one year or more following a conviction under the criminal justice system;
- » Is a custodial single parent;
- » Is chronically unemployed;
- » Has aged out or been emancipated from the foster care system;
- » Has limited English proficiency; or
- » Lives in a high unemployment zip code that is in the top 25% of only the unemployment indicator of the CalEnviroScreen Tool.

MCE’s efforts focus on strengthening the local economy and ensuring a just transition to a clean energy future. One of our efforts is our [Workforce Education and Training \(WE&T\) Program](#), which develops a longer-term pipeline of local, green job opportunities for our community members. MCE’s workforce development opportunities focus on public-private partnerships to construct local renewable energy projects and install energy efficiency retrofits, EV charging stations, energy storage installations, and low-income residential solar.

Equity in Power Procurement

MCE’s 2021 Open Season solicitation was the first year that suppliers were encouraged to consider community benefits and equity metrics when submitting offers. We also solicited optional elements as part of this Open Season including support for educational programs, environmental justice initiatives, and workforce development and training initiatives; participation of contractors, subcontractors, or businesses owned by Disabled Veterans, located or employing workers in a DAC; and use of components and materials manufactured or assembled in the United States.

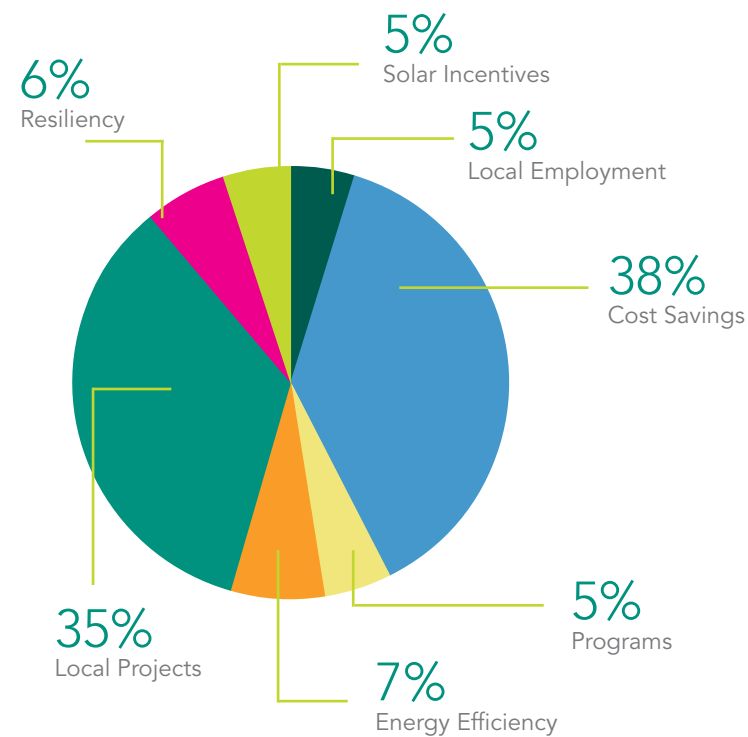
Below: RichmondBUILD trainees pose at MCE Solar One with MCE Board Chair and Mayor of Richmond, Tom Butt, and RichmondBUILD Program Manager, Fred Lucero. (Right to left).



LEARN MORE: GREEN TECH MEDIA ARTICLE

[What Is the Clean Energy Industry Doing to Confront Racism?](#)

REINVESTMENT BY CATEGORY



\$180 million
Total amount MCE has contributed in community reinvestment since 2010.

Community Reinvestment

CCAs reinvest ratepayer dollars directly into our communities through projects and programs that provide support for local businesses, increase access to renewable energy services, and facilitate growth of green-collar jobs. While MCE, as a public agency, is prohibited from engaging in some activities associated with supplier diversity, there is still much we can do to support our small, local and diverse businesses. Since our service launched in 2010, MCE has reinvested an estimated \$180 million in our communities.

- » Customer cost savings (\$68 million)
- » Local renewable energy projects (\$62 million)
- » Energy efficiency rebates (\$12 million)
- » Energy resiliency investments (\$11 million)
- » Solar cash-outs and credits (\$10 million)
- » Local employment and vendor contracts (\$9 million)
- » Customer programs and rebates (\$8 million)

MCE was created in 2008 by a community committed to doing better. As a public agency, we work alongside diverse communities across our service area to reduce greenhouse gas emissions while creating more equitable outcomes. **MCE and our partners have reinvested over \$2.1 billion across the state, supported 5,000 jobs, developed 810 megawatts of new renewable energy, and eliminated over 700,000 metric tons of greenhouse gas emissions.** As we step into our next decade of service, we are continuing our commitment to:

- » Strengthening energy resilience in our communities;
- » Decarbonizing our transportation and buildings;
- » Developing innovative community energy programs; and
- » Ensuring that local workforce and diverse community benefits are anchored in all aspects of our work.

2021 External Activities

MCE has been involved with the Supplier Diversity program since 2018. These historical efforts are described in detail in our [2020 Supplier Diversity report](#), the first filing year after the passage of Senate Bill 255.

Annual Certify and Amplify Workshop

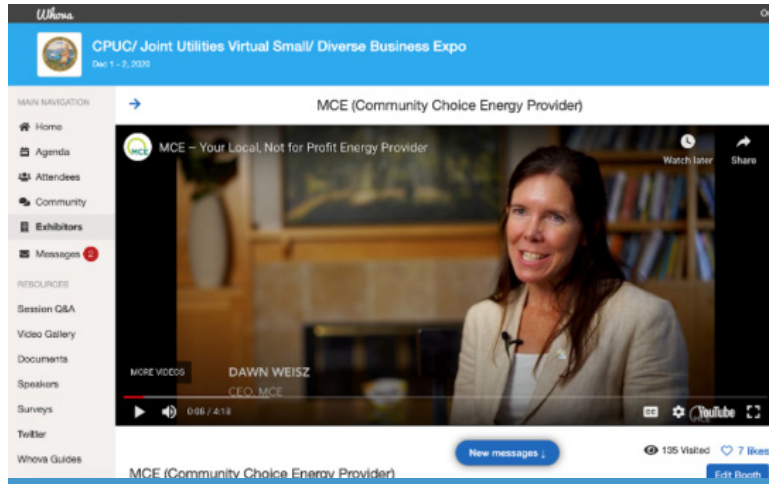
MCE’s Supplier Diversity efforts focus on economic development within our communities and support of local businesses. One of our goals is to introduce, educate, and empower eligible local businesses to certify within the CPUC’s General Order (GO) 156 program by increasing awareness about the Supplier Diversity Clearinghouse. **Our primary focus for this strategy has been MCE’s annual “Certify and Amplify” workshops.** These workshops provide information to help local businesses certify and thereby amplify their networks, contracting opportunities, and capacity. In 2019, we invited representatives from the CPUC’s Supplier Diversity Program and from the Supplier Diversity Clearinghouse to our Concord offices to present the steps needed to certify. In 2020, due to the shelter-in-place orders resulting from COVID-19, we shifted to virtual Certify and Amplify workshops, increasing the attendance of businesses from across the state.

In 2021, we continued to evolve this program, by creating and circulating an informational video to promote the event via our local Chambers of Commerce as well as other local CCAs so that they could invite their communities as well. The 2021 speaker lineup represented various aspects of the Supplier Diversity Program, including:

- » California’s regulatory perspective: **Bezawit Dilgassa is the Small Business Advocate and Liaison at the California Public Utilities Commission (CPUC).** She advocates for small and diverse businesses and implements the Commission’s Small and Diverse Business programs. Previously, she worked for the CPUC’s Utility Enforcement Branch.
- » Customer Utility contracting perspective: **Ruth Sandoval** has over 20 years of business experience and is an expert in Contextual Systems Analysis providing insight for collaborative strategies and partnerships. Ruth is **currently at PG&E Supply Chain Responsibility** and has oversight of a variety of departments. Before PG&E she was the CEO of BusinessconX and Vice President of Sodexo’s Strategic Partners & Alliances. She even served as the Presidential Appointee for President Clinton at the United States Small Business Administration (SBA).

SECTION 9.1.1 DESCRIPTION OF PROGRAM ACTIVITIES DURING THE PREVIOUS CALENDAR YEAR

Above: MCE 2021 annual Certify and Amplify Workshop hosted virtually.



Above: MCE's Whova profile for the 2020 CPUC "Virtual Small/Diverse Business Expo"

Below: MCE hosts the October 2021 CPUC and Joint Utilities Virtual Small and Diverse Business Expo



» Consultant and connector perspective: **Teresa Davies has 20+ years of experience in the utility and clean energy industry**, including as Senior Manager of Local Customer Experience at PG&E, as the Director of Utility Sales and Account Management at Ecova, Inc., and almost a decade working for San Diego Gas & Electric in the areas of energy efficiency as well as electric and gas distribution design and construction. A Navy veteran, Teresa is an Advisory Board Member for Veteran Launch, a California Community Development Financial Institution providing Small Business Administration loans to qualified California small businesses owned by veterans and active-duty military personnel.

Attendees interested in doing business with MCE were encouraged to fill out an interest form on [MCE's solicitation page](#). For more information on MCE's contracting, see section "Collecting Supplier Diversity Data."

Small Diverse Business Expo

MCE first participated in the CPUC's Small Business Program Expo in 2018. In addition to hosting a table and providing an exhibit for attendees, MCE's Senior Power Procurement Manager, David Potovsky, presented on how CCAs can advance diverse procurement, energy efficiency and workforce development. For more information see page 25 of the [2018 CPUC report](#). Since then, MCE has participated in the CPUC's various Small & Diverse Business expos, connecting to the California Diverse Supplier ecosystem and networking with potential suppliers.

As part of that effort, MCE presented at the CPUC's October 2021 Virtual Small/Diverse Business Expo, coordinating and hosting "A Conversation with CCAs."

This panel event was developed, prepared for, and presented in conjunction with CPUC Supplier Diversity Staff and colleagues from sister agencies to focus on CCA business development for diverse suppliers. The panel included questions on how CCAs work with their local business communities for contracting and supplier needs. It was well attended and many of CCA staff were able to build upon layered answers for the public, since many CCAs utilize a similar process for Request For Proposals (RFPs) and solicitations, and local community engagement.

MCE Programs Supporting Small, Local, and Diverse Businesses

MCE's support for our local businesses has historically focused on our core mission of providing clean energy programs and services tailored to our communities' needs and priorities. Over the last ten years, MCE has built up a portfolio of customized program offerings designed to support sustainable business practices.

Energy Efficiency Bill Savings

MCE's [Commercial Savings Program](#) offers no-cost energy assessments, start-to-finish project management, and generous rebates for commercial customers, including our small local businesses.

MCE's [Agricultural and Industrial Resource \(AIR\) Program](#) offers technical assistance, procurement support, incentives, and ongoing feedback on performance for our agricultural and industrial business customers.

Electric Vehicle (EV) Rates and Rebates

Small and local businesses are eligible for EV charging rates that are specifically designed for sites with separately metered EV charging stations. The rates help businesses by combining a customizable monthly subscription charge with a time-of-use rate to save money.

MCE's [EV program](#) provides support and technical assistance for workplace and multifamily properties with a \$3,000 rebate per Level 2 EV charging port for 2 — 20 charging ports and \$750 rebate per Level 1 EV charging port for 4 — 40 charging ports. This program offers an additional \$500 per Level 2 charging port and an additional \$125 per Level 1 charging port for charging stations that have opted up to Deep Green 100% renewable energy, encouraging our small and local businesses to decarbonize even faster.

MCE will explore a fleet electrification offering in 2022, starting with a survey of public agencies, school districts, transit agencies, and small to medium businesses.

Local Renewable Energy Development

MCE's [Feed-In Tariff Plus Program](#) offers one of the most competitively priced incentives for the development of small-scale renewable energy projects. These projects can include solar, wind, or biomass up to 5 megawatts and contribute to a fossil-free energy future with our local businesses at the helm. In 2021, six new solar energy projects came online, adding almost ten megawatts of new local generation to MCE's service territory. This included the [Lake Herman solar project](#) in Solano. While 67% of the labor hours were from residents in MCE's 4-county service area, 52% were from Solano County, providing family-sustaining jobs and boosting the clean energy economy. Over 99% of the labor hours were provided through union partners.

SPOTLIGHT

MCE Feed-In Tariff (FIT) Plus, Lake Herman Solar Project Benicia, CA — Solano County



MCE's 5-megawatt **Lake Herman Solar Project** is now operational, serving approximately 2,000 homes a year with 100% renewable power. The Lake Herman Solar Project has almost doubled the amount of solar energy produced in Benicia from 7.8 megawatts to 12.8 megawatts. The project will also include pollinator-friendly ground cover to support healthy, local ecosystems. The 35-acre Lake Herman Solar Project is MCE's second renewable energy project in Solano County. This project will eliminate over 9,500 metric tons of greenhouse gas emissions, equivalent to removing over 2,000 cars from the road for a year.

SPOTLIGHT

SEM Program, Ramar Foods
Pittsburg, CA — Contra Costa County



P.J. Quesada
Vice President, Ramar Foods

Through MCE's **SEM Program**, **Ramar Foods** was able to significantly reduce their energy costs while empowering their staff to participate in finding solutions.

"When we started working with MCE and CLEAResult, we started to see so many opportunities we were just leaving on the table... This is about a new way of looking at energy, and we wouldn't have that without MCE and CLEAResult."

— PJ Quesada, Vice President, Ramar Foods.

Battery Energy Storage System (BESS) Financing and Installation Support

To minimize costs and increase the resiliency of our local businesses when the power goes out, **MCE's Energy Storage Program** connects eligible non-residential customers to the CPUC's Self-Generation Incentive Program, and then pairs them with an installer to assess and install a backup battery system. Some sites have benefited from additional funding streams, including funds from the Marin Community Foundation. Local beneficiaries include:

- » The Pittsburg Unified School District
- » The West Marin Medical Center
- » The Lagunitas School District in San Geronimo
- » The Bayside Martin Luther King Jr. Academy in Marin City / Sausalito
- » Marin Community Clinics in Novato
- » Bolinas Community Center and Red Cross Evacuation site in Bolinas

Capacity Building for Small, Local, and Diverse Businesses

MCE's Strategic Energy Management (SEM)

MCE has several ongoing clean energy capacity-building efforts for our local businesses. For example, **MCE's Strategic Energy Management (SEM) Program** helps commercial, industrial, and agricultural facilities implement energy management best practices to reduce energy usage by up to 15% annually through no- and low-cost savings opportunities. The effort includes training maintenance and operations employees in energy modeling.

MCE's first SEM program cohort participants included College of Marin, Martinez Unified School District, Multi Color Corporation (MCC), Napa Valley United School District, Ramar Foods, St. Mary's College of California, and Trincherro Family Estates.

The second cohort consisted of AAK (California Oils Corp), Markham Vineyards, Novato Sanitary District, Pittsburg Unified School District, San Rafael City Schools, and the Vallejo Flood and Wastewater District.

MCE is currently in the process of recruiting our third cohort of program participants.

Many SEM program participants have also participated in MCE's electric vehicle charging infrastructure, energy efficiency, and 100% renewable Deep Green programs, finding greater savings when effectively pairing these programs together.

"Saint Mary's College has a strong commitment to model a culture of sustainability for all and through all. Our energy coaches are our extended team that have helped us to prioritize energy-saving projects, track our energy usage as we check projects off our list, and engage our staff and students in energy conservation. Through the SEM program, we were able to create and fully fund a paid student coordinator position to manage several projects that we hope will make a lasting impact on the college's sustainability initiatives."

— Ann Drevno, Sustainability Director at [Saint Mary's College of California](#)

"Being part of the SEM program supports MCC with the tools and resources we need to find opportunities to reduce our energy use. After realizing how significant air leaks affect our energy bills, we started working with our energy coaches to devise a plan for finding and fixing our air leaks. We used part of the incentive money to buy an air leak detector and have already found dozens of leaks. We are looking forward to tackling them and seeing our energy bills go down."

— Julia Post, [Multi-Color Corporation](#) (MCC)

Deep Green Champions Program

MCE's **Deep Green Champions** are local businesses, nonprofits, and public agencies that have made a public commitment to purchasing 100% renewable energy to run their operations. **By choosing 100% renewable energy, Deep Green Champions are supporting the transition to a clean energy future while demonstrating to customers that we all can take action.** MCE highlights these champions through promotion on our blog and social media channels.

MCE PowerHour

MCE's PowerHour educational series is a recurring event for local businesses, local government staff, key sustainability customers, and partners to learn about emerging topics in the electric power industry from experts and thought leaders. In 2021 MCE held two PowerHour events, one focused on energy use in agriculture and the other on the energy and water nexus.

In May, MCE hosted a conversation on **sustainable operations in agriculture**. Speakers included **Nathalie Buckland, Director of Viticulture at Opus One Winery, Anders Hemphill, Vice President of Marketing & Brand Strategy, Superior Farms and Diana Chou, Sr. Strategic Energy Management Coach at CLEAResult.** The speakers discussed the importance of sustainability in their operations, new technology, and energy-saving opportunities specifically for agricultural customers.

SPOTLIGHT

Deep Green Champion,
Rising Loafer Cafe
Lafayette, CA — Contra Costa County



The Rising Loafer Cafe in Lafayette is a minority woman owned, small and local climate action oriented business. The cafe focuses on recyclable and reusable materials, sourcing their food local and organic, and even donates old cooking oil to be converted into fuel.

"The environment is my primary concern. I do everything I can to live a frugal life with the most respect for the resources around me and my community. MCE came to my life and gave me the opportunity to once and for all move to use sustainable energy at my business. Now, I can enjoy the reality that I am not contributing to climate change as much as I was just a month ago. Thank you MCE. "

— Maria Gastelumendi, Owner and General Manager



Above: MCE's 2020 PowerHour on Energy Resilience.

Below: 2019 Community Power Coalition training and workshop.



In August, MCE hosted a conversation on the [energy and water nexus](#). Mark Rothleder, Chief Operating Officer from the California Independent System Operator spoke of the energy production impacts due to current drought conditions, and how our water infrastructure is dependent on energy. Paul Sellier, Operations Director at Marin Municipal Water District, and Will Drayton, Director of Technical Viticulture, Sustainability & Research at Treasury Wine Estates discussed how they are making operational changes to reduce energy use, and conserve water. Julia Hatton, Chief Executive Officer at Rising Sun Center for Opportunity discussed residential water savings measures and connections to workforce development.

“MCE’s Power Hour is a great venue to connect with environmental leaders and learn how businesses use sustainable practices to improve their products and create better conditions for their communities.”
— Solano County Supervisor, John Vasquez.

Community Power Coalition

To more deeply understand and address historic community inequities, MCE regularly convenes local agencies and organizations through our [Community Power Coalition](#). This Coalition is a collective powerhouse of advocates working on sustainability, environmental justice, and disadvantaged community issues through collaboration with local partners and open dialogue with our communities.

MCE’s Community Power Coalition includes 52 organizations that work to address the challenges faced by historically marginalized communities in our service area. Coalition members include social, racial, and environmental justice organizations already doing the feet-on-the-street work to tackle the inequities of climate change and the use of fossil fuels. Member organizations focus on supporting these populations by:

- » Expanding access to renewable energy services,
- » Accelerating the transition to a clean energy future through workforce development training, and
- » Developing inclusive programs and policies at MCE.

Workforce, Education and Training Program

MCE’s [Workforce Education and Training](#) (WE&T) Program grows the green economy by supporting local contractors and providing local trainees with access to workforce development opportunities. Since 2020, MCE has partnered with the Association for Energy Affordability (AEA) and Strategic Energy Innovations (SEI) to lower barriers for contractors who are interested in entering the electrification and energy efficiency field. The WE&T program [matches recently-trained job seekers to vetted contractors](#) within MCE’s service area and funds opportunities for paid on-the-job experience. The program also provides benefits to local energy efficiency contractors through green-collar workforce development and no-charge matching with pre-qualified, trained job seekers.

MCE also offered an online [Electrification Workshop Series](#) focused on solutions for clean energy, energy efficiency, electrification, and climate change. Workshops covered technical topics about new and retrofit electrification projects, heat pump installations, multifamily electrification, and more. An average of 30 contractors attended each training and job seekers have been successfully placed in paid internships with trained electrification contractors.

MCE’s workforce development opportunities focus on public-private partnerships to construct local renewable energy projects and install energy efficiency retrofits, EV charging stations, and low-income residential solar. Over ten years, we have partnered with [RichmondBUILD](#), [Marin City Community Development Corporation](#), [Rising Sun Center for Opportunity](#), [Future Build](#), [Association for Energy Affordability](#), [Strategic Energy Innovations](#), and [North Bay Workforce Alliance](#) to provide training for careers in the clean energy economy.

Workforce Development Partners and Achievements

 \$810,000 allocated to local projects	 \$3 million reinvested	 2,250+ job hours and 60 people trained
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SPOTLIGHT

Workforce Education and Training,
Rising Sun Center for Opportunity
Oakland, CA — Alameda County



“I have always enjoyed working with my hands, but growing up as a woman, I felt isolated from the building trades. During COVID-19, I realized that I didn’t see a future working behind a desk and decided to pursue my passion for working in a hands-on environment. When I researched how to gain experience in the building trades through pre-apprenticeship programs, I came across Rising Sun. I have been working as an electrical apprentice since graduating from the training program. I am now working toward becoming a journey-level electrician and eventually will partner with a contractor to design and build new projects. People are often shocked to hear that I’m an aspiring electrician because men tend to dominate this field. It’s inspiring to be able to empower other women to join this industry.”
— [Jessica Lee, Rising Sun Program Graduate](#)

SPOTLIGHT

Peak FLEXmarket,
Pacific Power Collective
Santa Rosa, CA — Sonoma County



The Pacific Power Collective helps homeowners install advanced electrification upgrades and directly support the local economy. Launched in 2021 by Northern Pacific Power Systems - a leading local solar contractor - the collective makes it easier for homeowners to adopt cleaner technologies. Through this process, the collective is simultaneously creating shovel-ready opportunities for select local trades including mechanical, electrical, and plumbing contractors.

The collective navigates the complex rules governing rebates and incentives for programs like MCE's Peak FLEXmarket.

MCE's Peak FLEXmarket

This year, MCE launched a first-of-its-kind demand response program called **Peak FLEXmarket** that provides a fixed payment for demand reductions from **4 PM — 9 PM**. Aggregators are eligible for up to 12 days (60 hours) of 'Resiliency Events' paid out in the price range of \$200 — \$800 per megawatt-hour, depending on the grid constraints and costs at the point in time. This market access model enables aggregators to deliver both efficiency and demand response impacts as load modifying resources, which has not been effectively done to date, and opens up demand response to a new class of energy service providers.

Peak FLEXmarket drives energy efficiency, decarbonization, and peak energy reduction by integrating a wide range of distributed energy technologies like smart thermostats, energy storage, and electric vehicle chargers. By offering a payment for measured hourly energy reductions when the grid needs it most, regardless of how it was achieved, the program ensures that incentives match the value of energy usage and that various solutions work together in a coordinated way.

The Peak FLEXmarket Program invites energy efficiency and demand response providers — such as OhmConnect, CLEAResult, and Swell — to help homes and businesses rapidly reduce energy use and electric grid congestion that can lead to blackouts. The Peak FLEXmarket program is one of many ways MCE is increasing access to clean energy resources to reduce grid strain and reach California's clean energy targets with both supply and demand side solutions.

LEARN MORE: CANARY MEDIA

Can a New Way to Pay for Behind-the-Meter Flexibility Help Prevent Rolling Blackouts in California?

Demand-response programs can suffer from complexity problems similar to those for efficiency programs, said Andrew Krause, director of innovation for Northern Pacific Power Systems, a company that installs solar, battery and EV charging in Northern California. His company signed up more than 250 customers to MCE's [FLEXmarket] peak-reduction program in summer 2021, using a relatively simple process that pays them for shifting load to meet MCE's grid needs.

"With limited notice, we were able to tap our customer base to identify eligible customers and enroll them in this program to serve as another source of grid services," he said. "Although the program mechanics were still in their pilot phase, the amount of time required to get started with our customers was minimal, and enrollment could happen incrementally."

Supporting Community Economic Development

MCE supports economic development through investment in workforce programs and partnerships with diverse Chambers of Commerce, nonprofit organizations, and environmental groups working on equity issues. **In MCE's 2021–2022 fiscal year nearly 40% of sponsorship dollars were allocated to equity sponsorships and annual memberships.** These diversity related organizations must work in areas of Environmental Justice, Disadvantaged Community (as defined by the CPUC), or must serve communities of color, low-income communities, youth, or older adults.

2021 Internal Activities

Agency Policy and Contract Language

MCE's mission is focused on decarbonizing and democratizing our electricity sector in the pursuit of a just transition to a clean energy economy. In order to achieve these goals, **MCE's Board of Directors adopted a Sustainable Workforce and Diversity Policy in 2017 to help MCE flex our power of procurement** (see, Appendix A). This policy focuses on fair compensation in our various procurements; development of local energy projects; quality workforce training; development of California jobs; workforce initiatives in low-income and disadvantaged communities; and use of sustainable businesses, Disabled-Veteran businesses, and LGBT-owned businesses wherever possible.

In addition to our Sustainable Workforce and Diversity Policy, MCE's power procurement practices include policies to facilitate and encourage local economic development. MCE's FIT and FIT-Plus Programs support local, small renewable energy projects and include a prevailing wage and 50% local hire requirement. This means half of the construction work hours, including those by contractors and subcontractors, must be from permanent residents who live within the project site county. In addition, all employees on these projects must be paid at least prevailing wage in the locality as defined by the California Labor Code.

Communicating Current and Upcoming Contracting Opportunities

Any business interested in working with MCE can provide their contact information and service type through MCE's Solicitation page. This page includes the following five categories of business services that MCE typically contracts for:

- » Public Affairs, Marketing and Creative or Event Production
- » Energy Efficiency, Demand Response, Workforce Development, EVs, or EV Charging

COMMUNITY PARTNERSHIPS

Bay Area

- » Hispanic Bay Area Chamber of Commerce

Contra Costa County

- » Concord Chamber of Commerce
- » Contra Costa Climate Leaders
- » El Cerrito Chamber of Commerce
- » Pittsburg Chamber of Commerce
- » Richmond Chamber of Commerce
- » San Pablo Chamber of Commerce
- » San Pablo Economic Development

Marin County

- » San Rafael Chamber of Commerce
- » Novato Chamber of Commerce

Napa County

- » Napa County Hispanic Chamber
- » Napa County Hispanic Network
- » Mexican American Vintners Association
- » Napa Valley Farmworker Foundation
- » Puertas Abiertas

Solano County

- » Solano Filipino American Chamber
- » Solano Hispanic Chamber
- » Travis Credit Union Foundation
- » Vallejo Chamber of Commerce



MCE Supplier Diversity Survey

Please note that not all questions may apply to your business. For the questions that do not apply, please skip them or answer "not applicable."

*Pursuant to Proposition 209, MCE does not give preferential treatment based on race, sex, color, ethnicity, or national origin. Providing information in these categories is optional and will not impact the selection process. Responses are collected for informational and reporting purposes only pursuant to Senate Bill (SB) 255.

Email *

Your email

Business Name *

Your answer

Where is your business located/headquartered?

Your answer

Is your business certified under General Order 156 (GO 156)?

General Order 156 (GO 156) is a California Public Utilities Commission ruling that requires utility entities to report annually on their contracts with majority women-owned, minority-owned, disabled veteran-owned and LGBT-owned business enterprises (WMDVLGBTBEs) in all categories. Qualified businesses become GO 156 Certified through the CPUC and are then added to the GO 156 Clearinghouse database at www.thesupplierclearinghouse.com

- Yes
- No
- Qualified as a WMDVLGBTBE but not GO 156 Certified

- » Non-Energy Related Services or Construction
- » Technology and Analytics, Finance, or Human Resources
- » Energy Industry or Procurement.

After indicating interest, a business is notified about relevant upcoming solicitations and opportunities to contract with MCE. After a contracting opportunity is formalized, MCE publicizes our Requests for Proposals, Requests for Offers, and Requests for Qualifications on this same web page. To solicit a diverse range of responses, MCE also distributes these documents to an extensive list of recipients, including industry clearinghouses, local publications, and partner agencies. MCE posts all public solicitations on our website to ensure that materials are available to all interested parties.

In 2021, MCE released four Requests for Proposals (RFP) for a variety of different services, including evaluation, monitoring, and verification for multiple energy efficiency programs, marketing services, public relations, and copywriters. Staff managing RFPs and similar requests are encouraged to include Supplier Diversity Clearinghouse vendors in their opportunity announcements, and are provided with training on how to do so. This step helps to ensure that certified diverse suppliers are aware of MCE contracting opportunities.

In 2021 MCE staff were also provided with updated guidance (Appendix B) on using the Supplier Diversity Clearinghouse when issuing solicitations. This includes requests for proposals (RFPs), requests for offers (RFOs), and requests for qualifications (RFQs), collectively referred to as RFXs.

Collecting Supplier Diversity Data

In compliance with Proposition 209, MCE explicitly does not give preferential treatment to bidders based on race, sex, color, ethnicity, or national origin. MCE collects this information only after contracts are signed, and responses are kept separate from procurement decision makers, so that this information does not influence any current or future solicitation or selection processes. After a bid is accepted and a contract awarded, the selected contractor is sent an optional supplier diversity survey to collect data on their certification status and related efforts. MCE has attempted to collect voluntary supplier diversity and labor practice information from our suppliers since 2019.

Through this voluntary supplier diversity survey, we determined that MCE contracts with a number of vendors who are qualified to receive diverse certification but have not yet gone through the process to do so.

These sixteen "qualified but not certified" vendors include additional representation of diverse businesses. Eleven qualify as a woman-owned business enterprise, three as an Asian American Minority Business Enterprise, one as an African American Minority Business Enterprise, and one as an LGBT Business Enterprise. Their services range from local power resources, environmental consulting, staff benefits, marketing design, HR consultants, lobbying, printing, and community workforce development partners.

Together, they represented an additional \$4,023,325 in MCE expenditures, including \$3,384,294 with a vendor for power. The remaining qualified non-power expenditures represent \$639,031, or an additional 2.45% spent on diverse vendors. If included, our total spent on WMDVLGBTBE in non-power spend this year would increase from 3.84% to 6.29%.

When asked why they hadn't applied for certification, some noted that they hadn't heard about the program, others that the application process was confusing, and others that they had let their previous certification lapse due to a lack of benefit. MCE staff answered their questions to the best of our ability, and forwarded additional questions for clarification to the CPUC's Small Business Division staff, who helped a number of these qualified businesses successfully submit a new application. As in previous years, MCE will invite these vendors to the next Certify & Amplify workshop to encourage them to become educated about this opportunity.

As part of MCE's efforts to collect diversity insights we distributed a survey to our Board of Directors. The 2022 survey results showed that 45% of respondents identified as women, 27% identified as minority, and 18% as protected veterans.

If certified, when does your certification expire?

Date
mm/dd/yyyy

If you answered "yes" or "qualified but not certified", under which categories? Please choose all that apply.

*Pursuant to Proposition 209, MCE does not give preferential treatment based on race, sex, color, ethnicity, or national origin. Providing information in these categories is optional and will not impact the selection process.

- Minority Owned
- Woman owned
- LGBT owned
- Disabled Veteran Owned
- Other 8(a) (found to be disadvantaged by the US Small Business Administration)

If a minority-owned business enterprise, certified or qualified as which of the following?

*Pursuant to Proposition 209, MCE does not give preferential treatment based on race, sex, color, ethnicity, or national origin. Providing information in these categories is optional and will not impact the selection process.

- African American
- Asian American
- Hispanic American
- Native American

Please list the Standardized Industrial Code (SIC) of the products and services contracted for. Reference sheet, here: https://www.mcecleanenergy.org/wp-content/uploads/2020/12/MCE_SIC_Commodity_Codes.pdf

Your answer

If certified, please list a) your business's annual revenue as reported to the Supplier Clearinghouse and b) what was your revenue last year?

Your answer

SECTION 9.1.2 SUMMARY OF PURCHASES

MCE sent a voluntary supplier diversity survey (Appendix C) to our vendors to collect data on certification status, barriers to certification, and their internal supplier diversity efforts. We look forward to building out our supplier engagement strategy to increase our response rate for future reports.

Using the same survey mentioned above, MCE collected partial subcontractor information from this year's vendors. Unfortunately, these

responses did not yield enough data to include in this report. MCE is working on refining our data collection tools and strategies to increase the survey response rate. Per direction from CPUC staff, when a vendor has more than one diverse certification, their spend is reported in a single category.

Annual Results by Ethnicity (Summary of Purchases)

		Direct	Sub	Total \$	%
Minority Male	Asian Pacific American	\$28,320	—	\$28,320	0.11%
	African American	—	—	—	—
	Hispanic American	\$6,588	—	\$6,588	0.03%
	Native American	—	—	—	—
	Total Minority Male	\$34,908	—	\$34,908	0.13%
Minority Female	Asian Pacific American	—	—	—	—
	African American	—	—	—	—
	Hispanic American	\$3,142	—	\$3,142	0.01%
	Native American	—	—	—	—
	Total Minority Female	\$3,142	—	\$3,142	0.01%
Total Minority Business Enterprise (MBE)		\$38,049	—	\$38,049	0.15%
Women Business Enterprise (WBE)		\$901,918	—	\$901,918	3.46%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$62,230	—	\$62,230	0.24%
Disabled Veteran Business Enterprise (DVBE)		—	—	—	—
Other 8(a)*		—	—	—	—
TOTAL WMDVLGBTBE		\$1,002,197	—	\$1,002,197	3.84%

Net Procurement**	\$26,089,316
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NOTE: * FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE
 ** NET PROCUREMENT INCLUDES PURCHASE ORDER, NON-PURCHASE ORDER, AND CREDIT CARD DOLLARS
 Direct - DIRECT PROCUREMENT
 Sub - SUBCONTRACTOR PROCUREMENT

% - PERCENTAGE OF NET PROCUREMENT

Direct Procurement by Product and Service Category

			Products		Services		Total	
			—	—	\$28,320	0.11%	\$28,320	0.11%
Minority Male	Asian Pacific American	Direct	—	—	—	—	—	—
	African American	Direct	—	—	\$6,588	0.03%	\$6,588	0.03%
	Hispanic American	Direct	—	—	—	—	—	—
	Native American	Direct	—	—	—	—	—	—
	Total Minority Male	Direct	—	—	\$34,908	0.13%	\$34,908	0.13%
Minority Female	Asian Pacific American	Direct	—	—	—	—	—	—
	African American	Direct	—	—	—	—	—	—
	Hispanic American	Direct	—	—	\$3,142	0.01%	\$3,142	0.01%
	Native American	Direct	—	—	—	—	—	—
	Total Minority Female	Direct	—	—	\$3,142	0.01%	\$3,142	0.01%
Total Minority Business Enterprise (MBE)		Direct	—	—	\$38,049	0.15%	\$38,049	0.15%
Women Business Enterprise (WBE)		Direct	—	—	\$901,918	3.58%	\$901,918	3.46%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		Direct	—	—	\$62,230	0.25%	\$62,230	0.24%
Disabled Veteran Business Enterprise (DVBE)		Direct	—	—	—	—	—	—
Other 8(a)*		Direct	—	—	—	—	—	—
TOTAL WMDVLGBTBE		Direct	—	—	\$1,002,197	3.98%	\$1,002,197	3.84%

Total Product Procurement	\$895,047
Total Service Procurement	\$25,194,269
Net Procurement**	\$26,089,316
Total Number of WMDVLGBTBEs that Received Direct spend	11

NOTE: * FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE
 ** NET PROCUREMENT INCLUDES PURCHASE ORDER, NON-PURCHASE ORDER, AND CREDIT CARD DOLLARS
 Direct - DIRECT PROCUREMENT
 Sub - SUBCONTRACTOR PROCUREMENT
 % - PERCENTAGE OF NET PROCUREMENT

Direct Subcontractor Procurement by Product and Service Categories

		Products		Services		Total	
		\$	%	\$	%	\$	%
Minority Male	Asian Pacific American	Direct	—	—	—	—	—
	African American	Direct	—	—	—	—	—
	Hispanic American	Direct	—	—	—	—	—
	Native American	Direct	—	—	—	—	—
	Total Minority Male	Direct	—	—	—	—	—
Minority Female	Asian Pacific American	Direct	—	—	—	—	—
	African American	Direct	—	—	—	—	—
	Hispanic American	Direct	—	—	—	—	—
	Native American	Direct	—	—	—	—	—
	Total Minority Female	Direct	—	—	—	—	—
Total Minority Business Enterprise (MBE)		Direct	—	—	—	—	—
Women Business Enterprise (WBE)		Direct	—	—	—	—	—
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		Direct	—	—	—	—	—
Disabled Veteran Business Enterprise (DVBE)		Direct	—	—	—	—	—
Other 8(a)*		Direct	—	—	—	—	—
TOTAL WMDVLGBTBE		Direct	—	—	—	—	—
Total Product Procurement		\$895,047					
Total Service Procurement		\$25,194,269					
Net Procurement**		\$26,089,316					

NOTE: * FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE
 ** NET PROCUREMENT INCLUDES PURCHASE ORDER, NON-PURCHASE ORDER, AND CREDIT CARD DOLLARS
 Direct - DIRECT PROCUREMENT
 Sub - SUBCONTRACTOR PROCUREMENT
 % - PERCENTAGE OF NET PROCUREMENT

Procurement by Standard Industrial Category (SIC)

SIC Category		Asian Pacific American		African 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)	Other 8(a)**	Total WMDVLGBTBE	Total Dollars
		Male	Female	Male	Female	Male	Female	Male	Female							
SIC 2752 – Commercial Printing, Lithographic	\$	—	—	—	—	—	—	—	—	—	\$500,777	—	—	—	\$500,777	\$599,850
	%	—	—	—	—	—	—	—	—	—	1.92%	—	—	—	83.5%	—
SIC 7336 – Commercial Art and Graphic Design	\$	—	—	—	—	—	\$3,142	—	—	\$3,142	—	\$48,188	—	—	\$51,329	\$63,178
	%	—	—	—	—	—	0.01%	—	—	0.01%	—	0.18%	—	—	81.2%	—
SIC 8111 – Legal Services	\$	—	—	—	—	—	—	—	—	—	\$93,256	\$14,042	—	—	\$107,298	\$1,002,419
	%	—	—	—	—	—	—	—	—	—	0.36%	0.05%	—	—	10.7%	—
SIC 7311 – Advertising Agencies	\$	—	—	—	—	—	\$6,588	—	—	\$6,588	\$33,420	—	—	—	\$40,007	\$315,219
	%	—	—	—	—	—	0.03%	—	—	0.03%	0.13%	—	—	—	12.7%	—
SIC 8748 – All Other Business Consulting Services	\$	—	—	—	—	—	—	—	—	—	\$274,466	—	—	—	\$274,466	\$2,805,289
	%	—	—	—	—	—	—	—	—	—	1.05%	—	—	—	9.8%	—
SIC 8742 – Management Consulting Services	\$	\$28,320	—	—	—	—	—	—	—	\$28,320	—	—	—	—	\$28,320	\$7,674,128
	%	0.11%	—	—	—	—	—	—	—	0.11%	—	—	—	—	0.4%	—
Total	\$	\$28,320	—	—	—	\$6,588	\$3,142	—	—	\$38,049	\$901,918	\$62,230	—	—	\$1,002,197	\$12,460,083
	%	0.11%	—	—	—	0.03%	0.01%	—	—	0.15%	3.46%	0.24%	—	—	8.04%	—

Total Product Procurement	\$895,047
Total Service Procurement	\$25,194,269
Net Procurement***	\$26,089,316

NOTE: * FIRMS WITH MULTI MINORITY OWNERSHIP STATUS
 ** FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE
 *** NET PROCUREMENT INCLUDES PURCHASE ORDER, NON-PURCHASE ORDER, AND CREDIT CARD DOLLARS
 TOTAL DOLLARS – TOTAL PROCUREMENT DOLLAR AMOUNT IN THE SPECIFIC SIC CATEGORY
 % - PERCENTAGE OF TOTAL DOLLARS

Description of Certified Vendors with California Majority Workforce

As a public agency, MCE has more discretion to proactively engage “small, local, and diverse” businesses. In 2021, MCE contracted with several small businesses that are California-certified by the Department of General Services for a wide range of services, from security to landscaping to energy efficiency. These businesses are outlined in Appendix D.

The sum of these expenditures with certified small businesses was an additional \$340,138.35.

MCE defines “local” as businesses with their headquarters within MCE’s four county area — Contra Costa, Marin, Napa, and Solano Counties. **In 2021, MCE did business with 42 different local businesses**, for services including customer service call-center services, local energy production, videography, security, printing, marketing and design,

environmental consultants, website support, electric vehicle services, accounting, community engagement, community workforce development, storage, coffee, newspapers, and lunch. Two of our certified-diverse vendors are certified-small and therefore are excluded from being counted among MCE’s local spend. Two of our local vendors are certified as diverse, and are included in the table below.

The largest portion of this was for expenditures on goods and services related to procurement, coming out to \$53,245,146 over seven local vendors.

Combined, this expenditure on small and local businesses total \$57,030,427.

	Small Business Procurement (\$)	Number of Suppliers	Local Business Procurement	Number of Suppliers	Small & Local Combined Spend	Small & Local Combined %
ALL	\$340,138	5	\$56,690,288	42	\$57,030,427	29%
Non-Power	\$340,138	5	\$3,445,142	35	\$3,785,280	15%
Power	—	—	\$53,245,146	7	\$53,245,146	27%

Net Non-Power Procurement	\$26,089,316
Net Power Procurement*	\$168,192,079
Net Power + Non-Power Procurement	\$194,281,395

NOTE: * Excludes purchases with CAISO, other IOUs, utilities, Federal entities, State entities, Municipalities and cooperatives, as well as hedges

MCE’s GO 156 Suppliers

Calitho (WBE)

Calitho, a full-service printing company located in Concord, CA, provides MCE with printing services. Calitho was established in 1985 and provides expert services to their clients from printing and packaging, to display and logistics. Calitho is a certified Women’s Business Enterprise led by President and CEO Mardjan Taheripour. Her background in design and customer service marries beautifully with that of her husband, Bahman, an engineer with 30 years of operational expertise, and Thor Grossen, who leads Carlito’s team of on-the-ground managers. Collectively, they boast more than seven decades of printing experience. Calitho is also committed to sustainability. Their printing presses are designed specifically to reduce their environmental impact, using 80% less energy than more traditional systems and emitting zero VOCs into the environment.

Debbie Lamb (WBE)

Debbie Lamb, owner of Lamb Consulting, provides MCE with website project management and marketing consulting services. A Vallejo resident for 20 years, she has been operating her own marketing consulting firm for the last 15 years and has a for a wide variety of clients, specializing in helping small businesses and nonprofit organizations. Previously, Debbie spent 12 years at Comcast in marketing management. She is on the board of directors for a group of charter schools in Vallejo and is originally from Ohio.

John Lomibao Design (LGBTBE and MBE)

Spike Lomibao, owner of John Lomibao Design, a certified minority- (MBE) and LGBT- (LGBTBE) owned business enterprise in California. He is an enthusiastic, good-humored design entrepreneur, with a track record of helping build compelling visual stories and brand experiences for mission-driven organizations and companies. Spike has an MBA in Sustainable Management from Presidio Graduate School. His passion is bringing creative, critical thinking, and technical skills into collaborations that seek to realize effective brand and marketing strategy development. Spike provides MCE with professional design services.

Law Office of Elizabeth Kelly (WBE)

Elizabeth (Beth) Kelly works with MCE as outside legal counsel and has served in the legal community for over a decade as general counsel, law partner, California Public Utilities Commission (CPUC) practitioner and start-up pioneer. Beth has a passion for serving clients and building stronger communities. She was one of the three-staff team that launched MCE, the first community choice aggregation (CCA) and third-largest municipally governed electric enterprise in California. She served as MCE’s General Counsel for MCE from its formation through its growth to a \$380 million per year operation serving customers with clean energy choices.

SPOTLIGHT

Certified Diverse Suppliers



Above: Mardjan Taheripour, Debbie Lamb, Beth Kelly, Spike Lomibao (Clockwise from top left corner)

SPOTLIGHT

Certified Small Suppliers



For a list of MCE's qualified by not yet certified vendors, please see Appendix D.

Benefit Resources (SB)

Benefit Resources focuses on maximizing the retirement benefits of companies for employees across the Bay Area, providing a community with an excellent resource for retirement equity. They aim to help companies by reducing their employee turnover and encouraging essential employees to remain in their roles. Benefit Resources recognizes that retirement plans must be tailored to best fit the staff demographic and provides companies with numerous retirement plan options in order to do so.

Freelance Media Buying (SB)

Founded with the express goal of facilitating positive community change, Freelance Media Buying (FMB) is a woman-owned strategic marketing, communications, and buying firm based in Marin County. FMB aims to deliver messages that help to create a sustainable future and educate the community on important environmental issues. FMB's approach has been effective in reaching the general public, however, it has had an increased success rate within minority populations. Using their innovative approach to media, FMB has been able to help government agencies bridge cultural divides by formulating culturally competent outreach mechanisms that best reach underrepresented communities.

Green Vine Landscaping (SBPW)

Green Vine Landscaping is a family-owned business that offers full landscape, construction, and maintenance services to commercial and residential properties. Green Vine Landscaping provides customers with options for waterless landscapes to reduce the environmental impact of water consumption. They employ a certified water technician to minimize the water waste produced from their service to best serve both their customers and the environment.

Montague DeRose and Associates (SB)

Montague DeRose and Associates, LLC is a full service, independent municipal advisory firm founded in 1995. The firm believes that public sector clients should have access to sophisticated advisory services that help assist them in their financial decisions. Montague DeRose and Associates also works to benefit the development of clean energy policy, specifically in the sphere of public finance. Montague DeRose and Associates has helped to lead the development of California energy procurement for its clients, and assists the State with its wildfire mitigation efforts.

Synergy 768 (SB)

Synergy 768 is a locally-owned and operated certified SunPower and Tesla installer. They have over a decade of experience in the industry and provide customers with the highest quality solar products on the market at an affordable price point. Synergy 768 aims to not be the biggest installation company, but the most effective. By keeping this commitment to the community, Synergy 768 provides customers with consistent quality service.

SEI (WMBE)

SEI is an environmental nonprofit, building leaders to drive sustainability solutions. For over 20 years, SEI has partnered with schools, communities, and businesses to develop a sustainability leadership pathway from elementary school to early career. Their flagship programs educate and empower students and emerging professionals to create thriving, resilient communities. MCE and SEI partner on MCE's Workforce Education and Training Program.

International Contact, Inc. — Multi-language Communications (WBE)

International Contact, Inc.— Multi-language Communications, is an immigrant and woman-owned translation service. International Contact, Inc. has been providing quality translations for forty years using native speakers. International Contact, Inc. provides MCE with professional translations and production services with a profound understanding of both culture and language that only native speakers can provide.

Nexo Advertising (MBE)

Developed in 2003, Nexo Advertising aims to provide innovative multi-cultural advertising solutions to small businesses and corporations. Nexo Advertising provides creative visual, audio production, translations and interpretations services, as well as digital signage for partner companies. Nexo started in Sonoma County and gained popularity through their trademark Nexo Radio which was developed as an in store advertising mechanism. Nexo Advertising has grown substantially in popularity since its origin and is a great resource for multi-cultural advertising and production services.

RS2 Energy (MBE)

RS2 Energy delivers energy consulting services that aim for outcomes beyond project compliance and economics. RS2 Energy strives to make sustainability an everyday consideration by re-imagining the criteria on which organizational decisions are based. RS2 Energy implements sustainable change by identifying existing processes and future needs within an organization and suggesting adoption of measures to optimize energy use and reduce carbon emissions.

Gridwell (WBE)

Gridwell Consulting specializes in providing support for California power markets and the California ISO. Gridwell supports grid-scale asset development and market participation, regulatory advocacy, interconnection requests, battery energy storage, and hybrid modeling. Gridwell advises companies so they can succeed today's competitive markets.

Law Office of Joseph F. Wiedman (LGBTBE)

Joseph Wiedman opened a solo law practice in February of 2021 after previously serving as the Director of Regulatory and Legislative Affairs for Peninsula Clean Energy. He has worked with a broad spectrum of clients with a specialization in clean tech law and policy focused on transforming energy markets and accelerating decarbonization.



Left: Joe Wiedman

SECTION 9.1.3 PROGRAM EXPENSES

Expense Category	Year (Actual)
Wages	\$23,370
Other Employee Expenses	—
Program Expenses	—
Reporting Expenses	—
Training	—
Consultants	—
Other	—
Total	\$23,370

SECTION 9.1.5 DESCRIPTION OF PRIME CONTRACTOR UTILIZATION OF CERTIFIED SUBCONTRACTORS

In part due to the relatively small nature of MCE's typical vendors for services, we received few responses for subcontractor data through the survey. We look forward to learning more about how to improve our data collection processes to understand the impact this spend has on our certified subcontractor base. We will continue to engage with our prime suppliers to emphasize the importance of a robust and diverse supply chain and to encourage them to collect data on their subcontractors.

Summary of Prime Contractor Utilization of Certified Subcontractors

	Minority Male	Minority Female	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Transgender Business Enterprise (LGBTBE)	Disable Veterans Business Enterprise (DVBE)	Other 8(a)*	TOTAL WMDVLGBTBE
Direct \$	—	—	—	—	—	—	—	—
Subcontracting \$	—	—	—	—	—	—	—	—
Total \$	—	—	—	—	—	—	—	—
Direct %	—	—	—	—	—	—	—	—
Subcontracting %	—	—	—	—	—	—	—	—
Total %	—	—	—	—	—	—	—	—
Net Procurement**		\$26,089,316						

NOTE: * FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE
 *** NET PROCUREMENT INCLUDES PURCHASE ORDER, NON-PURCHASE ORDER, AND CREDIT CARD DOLLARS
 % - PERCENTAGE OF NET PROCUREMENT
 Direct – DIRECT PROCUREMENT
 Sub – SUBCONTRACTOR PROCUREMENT

SECTION 9.1.6 A LIST, DESCRIPTION, AND STATUS OF COMPLAINTS

In the last year, MCE received no WMDVLGBTBE complaints.

SECTION 9.1.9 POWER PROCUREMENT

Product ¹	Unit	Results by Ethnicity & Gender												Results by WMDVLGBTBE Certification						Total WMDVLGBTBE Procurement Spend ³	Total Procurement Spend			
		Asian Pacific American			African 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)	Other 8(a) ⁶	Subcontracting Total					
		Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Total	Total	Total	Total	Total	Total					
Power Purchased	Renewable Power Products Direct	\$	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	\$111,992,629	
		%	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
	Non-Renewable Products Direct	Physical	\$ ²	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	\$56,199,450
			% ²	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
		Physical	\$ ²	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	\$56,199,450
			% ²	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Fuels for Generation	Diesel Direct	\$	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
		%	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
	Nuclear Direct	\$	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
		%	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
	Natural Gas Direct	Physical	\$	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
			%	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Post 2021	SubTotal of Columns ²	\$	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	\$165,212,571	
	Subtotal % of Total Procurement Spend	%	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	Overall WMDVLGBTBE % 0.0%	
ALL	SubTotal of Columns ⁴	\$	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	\$168,192,079	
	SubTotal % of Total Procurement Spend	%	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	Overall WMDVLGBTBE % 0.0%	

¹ Excludes purchases from the CAISO, IOUs, utilities, Federal and State entities, Municipalities and cooperatives
² Includes only long-term power procurement commitments after June 6, 2011 or as a result of RFOs after June 6, 2011
³ Total WMDVLGBTBE spend does not include pre-COD subcontracting values
⁴ Includes all power procurement commitments
⁵ Firms with multi-minority ownership status
⁶ Firms classified as 8(a) by the Small Business Administration includes non-WMDVLGBTBE
% - percentages calculated by the Row Category Total Procurement Spend

Of MCE's \$365M 2021 expenditures, 92% went toward goods and only 8% went toward services. This includes payments to CAISO, IOUs, other CCAs, and hedges but excludes salaries and fringe. Of this amount, roughly \$197M went toward CAISO, IOUs, and other CCAs, or 54% of our total expenditures in 2021.

This proportion is typical of a CCA budget. In general, the grand majority of a CCA's budget goes into the purchase of power, a sector historically lacking diversity. Of the roughly 8,800 suppliers in the Supplier Clearinghouse, less than half of one percent have self-identified as providing goods or services related to electricity generation. Of these, an even smaller number provide goods or services relevant to a CCA, with the others providing, for example, liquid fuels or distribution equipment such as circuit breakers. This makes it very difficult to report on any certified expenditures since roughly 92% of our budget goes to a

sector with negligible diversity registered in the Supplier Diversity clearinghouse and roughly 54% goes to agencies excluded from being counted in this report. This is why it is so important to invest in the projects, pilots, and programs outlined in section 9.1.1, including our green career workforce programs, community engagement, and energy smart business programs.

However, this sector is the core function of MCE's business. This table depicts annual power product results by ethnicity and WMDVLGBTBE certification. For this report, MCE has included Resource Adequacy (RA) costs as non-renewable, despite having received some renewable RA through our Power Purchase Agreements. This is because, unfortunately, there is no way to associate a dollar amount with the renewable RA product we receive under these contracts. Per guidance from CPUC staff in 2020, hedges have been excluded from this chart.

SECTION 9.1.11 FUEL PROCUREMENT

MCE does not purchase liquid fuels.

SECTION 10.1.2 A DESCRIPTION OF PROGRAM ACTIVITIES PLANNED FOR THE NEXT CALENDAR YEAR

In our pursuit of supporting our small, local, and diverse businesses, MCE looks forward to continuing to grow upon the programs, policies, and efforts outlined in this report. Of particular interest is the sustained engagement and expansion of our current plans that support our business community. Of particular note, next year:

» **MCE will host our annual Certify & Amplify workshop.** As we've done in previous years, MCE will disseminate this invitation through our sister agency channels. This way, we will access a larger network of small and diverse businesses to increase familiarity and knowledge of the GO 156 Supplier Diversity Program.

- Given the responses from vendors who qualify for GO 156 certification but are not yet certified, **MCE plans to invite all "qualified but not yet certified" vendors to the upcoming Certify & Amplify workshop** to encourage eligible participants to become educated about the opportunity.
- In order to diversify the registrants to this annual event, **promotional videos will be filmed in English as well as Spanish and shared with our Latino networks** to get the word out even further.

- » MCE will continue to **deepen our relationships with diverse chambers of commerce**, and endeavor to build new relationships with those we haven't yet had the opportunity to work with.
- » MCE's **Deep Green Champions Program will support and uplift local businesses**. We will promote them on social media and provide opportunities to be featured in blog content that will highlight the unique benefits of their business offerings to customers.
- » **MCE's FIT Plus Program will continue to have a 50% local hire and prevailing wage requirements**. Next year, this program is anticipated to bring five more local solar projects (totaling over 8 megawatts) online, incentivizing more small-scale renewable energy development within our communities.

- » MCE will **refine our data collection practices**, to discuss lessons learned during the previous year, and to adjust our strategy accordingly.
- » In 2022, we will again **review our sponsorship and membership opportunities to increase engagement with diverse community-based organizations**. MCE currently targets nearly 40% of our sponsorship budget to be spent toward diversity-related events or organizations.
- » In 2022, outreach **efforts within Spanish-speaking channels will include diverse chambers, local television, radio, social media and traditional news media**. We support active communications with each of our Hispanic and Filipino chamber organizations.

SECTIONS NOT APPLICABLE TO CCAS (9.1.4, 9.1.7, 10.1.1, 10.1.3, 10.1.4, 10.1.5, 10.1.6)

- Section 9.1.4: Description of Progress in Meeting or Exceeding Set Goals and an Explanation Why Goals Are Not Met
- Section 9.1.7: A Description of Efforts Made to Recruit WMDVLGBTBE Suppliers in Underutilized and Highly Technical Categories
- Section 10.1.1: WMDVLGBTBE Annual Short-, Mid-, and Long-term Goals by Product and Service Category
- Section 10.1.3: Plans for Recruiting WMDVLGBTBE Suppliers in Underutilized Categories
- Section 10.1.4: Plans for Recruiting WMDVLGBTBE Suppliers in Currently Unavailable Areas
- Section 10.1.5: Plans for Encouraging Prime Contractors to Subcontract with WMDVLGBTBE Suppliers
- Section 10.1.6: Plans for Complying with the WMDVLGBTBE Program Guidelines Established by the Commission as Required by Public Utilities Code §8283(c)

NUMBER OF CERTIFIED SUPPLIERS AND REVENUE REPORTED TO THE CLEARINGHOUSE

This table is not required as part of the GO 156 annual reports but is included as a separate, additional report submitted alongside the annual report as directed by D.06-11-028. MCE collected the below data directly from our certified vendors. These numbers are self-reported.

#WMDVLGBTBEs	Data on Number of Suppliers											
	Revenue Reported to CHS						Utility-Specific [Year] Summary					
	MBE	WBE	LGBTBE	DVBE	Other 8(a)*	Grand Total	MBE	WBE	LGBTBE	DVBE	Other 8(a)*	Grand Total
Under \$1 Million	—	—	—	—	—	—	—	—	—	—	—	—
Under \$5 Million	—	—	—	—	—	—	—	—	—	—	—	—
Under \$10 Million	—	—	—	—	—	—	—	—	—	—	—	—
Above \$10 Million	—	—	—	—	—	—	—	—	—	—	—	—
Total	—	—	—	—	—	—	—	—	—	—	—	—

#WMDVLGBTBEs	Revenue and Payment Data											
	Revenue Reported to CHS						Utility-Specific [Year] Summary					
	MBE	WBE	LGBTBE	DVBE	Other 8(a)*	Grand Total	MBE	WBE	LGBTBE	DVBE	Other 8(a)*	Grand Total
Under \$1 Million	—	—	—	—	—	—	—	—	—	—	—	—
Under \$5 Million	—	—	—	—	—	—	—	—	—	—	—	—
Under \$10 Million	—	—	—	—	—	—	—	—	—	—	—	—
Above \$10 Million	—	—	—	—	—	—	—	—	—	—	—	—
Total	—	—	—	—	—	—	—	—	—	—	—	—

APPENDIX A — MCE POLICY 011: SUSTAINABLE WORKFORCE AND DIVERSITY POLICY



SUSTAINABLE WORKFORCE AND DIVERSITY POLICY: 011

It is a priority interest of MCE to support sustainable workforce opportunities, local economic sustainability, and diversity inclusion through contracting for power resources, procuring goods and services, and implementing hiring initiatives within a framework of competitive service and the promotion of renewable energy, customer programs, and greenhouse gas reduction.

MCE will facilitate and encourage diversity and a sustainable workforce through its support for:

1. Fair compensation in direct hiring, renewable development projects, customer programs, and procurement services;
2. Development of locally generated renewable energy within the MCE service area;
3. Direct use of union members from multiple trades;
4. Quality training, apprenticeship, and pre-apprenticeship programs;
5. Direct use of businesses local to the MCE service area;
6. Development of California based job opportunities;
7. Business and workforce initiatives located in low-income and disadvantaged communities;
8. Direct use of Disabled Veteran-owned Business Enterprises (DVBE) and LGBT-owned Business Enterprises (LGBTBE);
9. Direct use of green and sustainable businesses; and
10. Use of direct hiring practices that promote diversity in the workplace.

Est 2017

APPENDIX B — MCE SOLICITATION MANAGEMENT GUIDELINES FOR DISTRIBUTION LISTS



Solicitation Management Guidelines for Distribution Lists

Create your list in [spreadsheet format](#), using either Microsoft Excel or Google Sheets. Include the following columns: [company name](#), [contact name](#), [contact email](#). List only [one email address per cell](#). If you would like your solicitation to be posted to a third-party website using an online portal, [list all web addresses first](#).

Staff are encouraged to perform a keyword search through the [Supplier Clearinghouse \(link\)](#). Searching the Supplier Clearinghouse can direct you to additional potential vendors who are certified women, minority, LGBT, and disabled veteran-owned businesses – expanding the reach of your solicitation while helping to promote MCE's supplier diversity goals!

Search by Business Description	
BUSINESS DESCRIPTION	<input type="text" value="energy efficiency"/> <small>Tip: Try just a few letters of a keyword.</small>

The Contracts Team does not review distribution lists. After drafting your list, [double check for duplicate and incorrect email addresses](#). Finalize your list [before solicitation distribution](#). Sending to additional parties after initial distribution can appear as though MCE is giving preferential treatment.

Solicitation materials are posted to MCE's website. If you identify additional parties after distribution, please [direct them to our "RFPs and Solicitations" page](#).

Looking for more guidance? Check out the Contracts Process Packet or reach out to contracts@mceCleanEnergy.org for additional help.

Last updated 1/27/21

APPENDIX C — MCE VOLUNTARY SUPPLIER DIVERSITY SURVEY

MCE Supplier Diversity Survey

Please note that not all questions may apply to your business. For the questions that do not apply, please skip them or answer "not applicable."

*Pursuant to Proposition 209, MCE does not give preferential treatment based on race, sex, color, ethnicity, or national origin. Providing information in these categories is optional and will not impact the selection process. Responses are collected for informational and reporting purposes only pursuant to Senate Bill (SB) 255.

Native American

Please list the Standardized Industrial Code (SIC) of the products and services contracted for. Reference sheet, here: https://www.mcecleanenergy.org/wp-content/uploads/2020/12/MCE_SIC_Commodity_Codes.pdf

Your answer _____

If certified, please list a) your business's annual revenue as reported to the Supplier Clearinghouse and b) what was your revenue last year?

Your answer _____

If your business is qualified but not GO 156 certified, please explain why your business has not gone through the certification process, found here: <http://www.supplierdiversity.pro/apply.html>

Your answer _____

If your business used GO 156 certified subcontractors for your MCE contract, please include a list of their business names, if their subcontract was for products or services, and their subcontract amount.

Example: Electrical Design Technology, Inc. products (batteries): \$100,000. If MCE is audited, we'll ask you for demonstration that subcontractor payments have occurred, such as a canceled check, bank statement, etc.

Your answer _____

What are your payment timelines for subcontracts - Net 30, Net 45?

Your answer _____

If applicable, please describe any hiring targets your business has for minority-owned, women-owned, LGBTQ-owned, or disabled veteran-owned subcontractors.

Your answer _____

Does your business have a history of using apprenticeship programs, local-hires, union labor, or multi-trade project labor agreements?

Local hires can be defined as labor sourced from within MCE's service area which includes the cities and towns of Benicia, Concord, Danville, El Cerrito, Lafayette, Martinez, Moraga, Oakley, Pinole, Pittsburg, Richmond, San Pablo, San Ramon, and Walnut Creek as well as Marin County, Napa County, unincorporated Contra Costa County, and unincorporated Solano County.

Yes, apprenticeship programs in this recent contract with MCE

Yes, local labor in this recent contract with MCE

Yes, union labor in this recent contract with MCE

Yes, union labor in this recent contract with MCE

Yes, multi-trade PLA in this recent contract with MCE

Yes, apprenticeship programs but not in this contract with MCE

Yes, history of local hire but not in this contract with MCE

Yes, history of union labor but not in this contract with MCE

Yes, history of multi-trade PLA but not in this contract with MCE

Majority of workforce is California-based, but not local to MCE service area

None of the above

Not applicable

If you answered yes, please describe your history with labor agreements, union labor, multi-trade labor, apprenticeship labor, or how many local workers/businesses you employ for your contract with MCE.

Your answer _____

Does your business pay workers prevailing wage rates or the equivalent?

Prevailing wage in California is required by state law for all workers employed on public works projects and determined by the California Department of Industrial Relations according to the type of work and location of the project. To see the latest prevailing wage rates, go to www.dir.ca.gov/PublicWorks/Prevailing-Wage.html

Yes, including for this contract with MCE

Yes, but not for this contract with MCE

No

Not applicable

Is there anything else you'd like to add? If you'd like for us to promote your survey participation on our social media, please include your handles here.

Your answer _____

Pursuant to Proposition 209, MCE does not give preferential treatment based on race, sex, color, ethnicity, or national origin. Providing information in these categories is optional and will not impact the selection process. Responses are collected for informational and reporting purposes only pursuant to Senate Bill (SB) 255.

Minority Owned

Woman owned

LGBT owned

Yes, union labor in this recent contract with MCE

Send me a copy of my responses.

Never submit passwords through Google Forms.

APPENDIX D — MCE'S QUALIFIED BUT NOT YET CERTIFIED VENDORS

GenPower, LLC

GenPower LLC is a renewable energy company that focuses on developing sustainable energy in biomass, coal, hydro, natural gas, and wind sectors. GenPower LLC offers development, operations, construction, engineering, and financing services for energy projects and is a project of parent company Energy 2001 Inc. Energy 2001 Inc is the largest landfill gas-to-energy producer in Placer county and is a leader in the field of green energy. Energy 2001 Inc uses their business experience to maintain the thriving nature of their company and have invested over \$10 million dollars into building a 5 megawatt Landfill Gas to Energy power plant at a local Sanitary Landfill.

Alcortech

A global cloud advisory and implementation service, Alcortech serves clients in North America, Europe, Japan and India. Alcortech was founded in 2008 and has worked with global Fortune 500 companies, government agencies, and leading organizations in multiple industry verticals as clients. Alcortech has partnered with numerous cloud and Software as a Service platform providers such as Microsoft, Service Now, and Oracle to implement cost-effective cloud solutions. Alcortech's consulting team advises clients such as the aforementioned on platforms enterprise service management, architecture, and integrating service delivery. By providing clients with effective business and technology consulting, Alcortech builds simplified integrated services for enterprises across the nation.

Bluestrike Environmental dba EcoShift

EcoShift Consulting is a branch of Bluestrike Environmental, a consulting firm based in Monterey, California. The EcoShift team consists of climate change, sustainability, and clean energy experts. EcoShift provides award-winning strategy, technical analysis, communications, research, and organizational development skills to better the environmental sustainability and infrastructure of the greater area. EcoShift offers services in carbon accounting, sustainability and climate planning, life cycle analysis, and energy and green technology as well. EcoShift has developed sustainability plans along with climate energy strategies for

many organizations including the University of California Santa Cruz, and the larger California State University system.

Carrot Fertility

Carrot Fertility is the most comprehensive global fertility benefits provider. Carrot Fertility makes family-forming care accessible to people around the world. Carrot was founded with the goal of making fertility care inclusive, accessible, and affordable. Carrot provides employees with the opportunity to include fertility care in their employee benefits and gives many people the opportunity to have a child, which would have not been otherwise possible. Carrot is flexible, simple and easy to use offering differing plans that adjust to companies as they grow and straightforward pricing with no hidden costs. 68% of adults state that they would switch jobs to gain fertility benefits which Carrot Fertility offers in an accessible and cost effective manner.

Colantuono, Highsmith & Whatley, PC

Colantuono, Highsmith and Whatley is a municipal law firm with several offices across the state. Colantuono, Highsmith and Whatley represent both public and private clients in multiple sectors, including those that fall under the California Environmental Quality Act (CEQA). They have an extensive history in class action challenges to local government revenue measures and are actively handling challenges posed towards water, electric, and gas rates for districts all over California. Colantuono, Highsmith and Whatley lawyers have repeatedly been awarded with Best Lawyer awards on both local and statewide levels and the firm was awarded with the designation of International Advisory Expert in 2021.

Crook Beales Design

Founded by Jennifer Beales, an award winning designer and art director, Crook Beales Design has been serving the Bay Area for over 20 years. Crook Beales Design specializes in corporate branding, publications, identity, collateral, and book design. Crook Beales Design aims to help clients achieve their marketing goals by providing an array of services including art direction, design, production, photo research and editing,

copy writing, website development, and project and print management through a variety of marketing mediums. Crook Beales Design excels in both project and team management, providing effective services in a budget and time friendly manner.

Elpis Consulting

Elpis Consulting aims to bring clear strategy, strong leadership and effective people practices to goal oriented organizations to allow them to achieve extraordinary results. Elpis Consulting provides strategic business and human resources solutions, recognizing that standard methodology does not work for all. Elpis works to help companies strengthen their central leadership forces, revive ineffective HR systems, and develop actionable business strategies. Elpis Consulting is based in Washington D.C. and employs a highly specialized employees to ensure that their clients are provided with quality results.

Katherine Loh

Katherine Loh is the founder of KL Design and Translation, Inc, a unique full service translation and design firm. KL Graphic Design employs graphic designers, typesetters, and multilingual cross-culturally trained translators. Loh herself is a graphic designer and brings an intuitive perspective to her work. Before starting KL Design and Translation, Katherine Loh worked as an art director, production manager, and designer for several, major advertising agencies. Loh's company serves as a vital communication link that bridges communication between eastern and western countries. Loh aims to fulfill the needs of all size clients and tackles both technically-intricate and simple projects.

Kreativz

Kreativz is a brand strategy firm designing solutions for brand development and marketing, media communications. Kreativz works to lead a company's business and technology application to success in today's consumer and B2B markets. Kreativz's approach centers around utilizing a company's inner strengths to help them pave a path towards sustainable business and positive social impact. Kreativz believes that sustainable business practice and positive social impact are at the core of a company's success, and promotes the values in all of their endeavors. By providing services in identity developments, product launch, market research, and more, Kreativz helps companies both build and expand upon their brands.

Niemela Pappas & Associates

Niemela Pappas and Associates is a full service lobbying firm that was founded in 2014. Niemela Pappas and Associates have secured two of the CEQA exemptions in California history. The firm has sponsored landmark tax break developments within the solar industry and have worked within differing coalitions to pass the 33% renewable portfolio for the state. The firm has also contributed to remarkable developments within product manufacturers in agriculture, technology, energy and food processing sectors within government, educational, and recycling institutions. Niemela Pappas and Associates have created vital change in sustainability sectors across the state, and continue to build upon their success.

Print2Assist

Print2Assist is a printing, promotional, and communication company that aims to improve the foundational aspects of its partner companies. Print2Assist believes that an exceptional supplier is one that places the customers' needs first and collaborates with their customers based on their long-term objectives. Print2Assist operates as an exceptional supplier with the mission of making customers prosper. Print2 Assist specialized in improving companies efficiencies by internally streamlining business processes, reducing the overall cost of business, and through the conversion of non-core fixed costs to variable. Print2Assists caters these services to their clientele by creating compelling marketing programs across different mediums to improve customer projections.

Rising Sun

Rising Sun is a premier nonprofit organization that works to improve climate resilience and economic equity within San Joaquin County and the Bay Area. In the past thirty years, Rising Sun has helped over 52,700 households reduce their carbon footprint, and annually improve the climate resilience and efficiency of 3,000 homes. Rising Sun facilitates a Climate Careers pathway that trains and employees youth in the Bay Area to provide water and energy efficiency services typical residents. Rising Sun values the core principles of equity, resilience, and transparency, while additionally fostering a growing and diverse workforce. Rising Sun aims to create a just and sustainable future for all people and the greater planet as a whole.

Kim Malcolm

Kim Malcolm is the Former Director of Clean Power SF where she led the San Francisco community choice aggregation program. Malcolm

has thirty plus years of experience working in the clean energy field and was employed for twenty five years by the California Public Utilities Commission to serve in various leadership positions, such as Chief of Staff to the President, Advisor to four Commissioners, Director of Administration, and Administrative Law Judge. Malcolm has also served on the board of multiple Bay Area nonprofit organizations and has organized both professional and fundraising events related to regulation.

Essense Partners

Essense Partners is a strategy and marketing company composed of experts on all things energy. Essense Partners is exclusively focused on using vertically-integrated strategic marketing and technology implementation tactics to benefit companies when it comes to the ever-evolving energy sector. The company was founded in 2014, and has since grown exponentially. Essense Partners currently supports forty plus clients, facilitating companies' endeavors to achieve a cleaner, more customer-centric, and technology-enabled future. Essense Partners has expertise in many energy categories ranging from new energy offerings to integrated electric-resource-planning solutions. Essense Partners works with both B2B companies and state agencies to best support clients markets and consumer audiences, offering a diverse range of resources to best help their clients succeed.

Jean Bonander

Jean Bonander has forty plus years of service in local California government operations and performance. Bonander currently runs a statewide organization which aims to maintain equitable electric rates on street light and traffic control systems. Through government intervention, Bonander makes equitable electricity service a possibility. Bonander also facilitates strategy and foresight sessions for different elected officials and staff, and has recently been involved in the management of a ten member regional telecommunications agency. Bonander has also played a crucial role in starting up a regional wildfire prevention authority. Bonander participated in her community through both her professional and volunteer endeavors. Bonander serves as the Chair of the Marin County Treasury Investment Oversight Committee, which monitors policy and audits for over a billion dollars of public funding for thirty different government agencies.

Monica Simpson

Monica Simpson is a public relations pro, putting a megaphone to the most widely respected brands in the nation. She spent the past decade working in luxury tourism, hospitality, and food and wine and has worked directly with the nation's leading chefs and award-winning restaurateurs to secure top-tier coverage. Monica has in-depth experience in film publicity at Sundance Film Festival and San Pedro International Film Festival. Monica supports MCE's public relations work to share thought leadership around clean energy innovation.

Susan Moxley

Susan Moxley is a technical editor based in Santa Clara. She has worked as both a senior and principle technical editor at companies such as Hyperion Solutions, Oracle, and Microsoft TV. Moxley has content management, copy editing, cross functional team leadership, and HTML 5 skills and possesses over fifteen years of experience in the editing field. Susan serves as copy editor for MCE and uses her extensive skill set to best support the company.

MCE is a not-for-profit public electricity provider, offering Bay Area customers renewable energy and local energy programs since 2010.

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