

Golden State
Water Company

A Subsidiary of American States Water Company

2023 Annual Report and 2024 Annual Plan

on the Utilization Of Women, Minority, Service-Disabled Veteran,
Lesbian, Gay, Transgender, Bisexual and
Persons With Disabilities Enterprises
(U-133-W)

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Message from the President

We are pleased to present Golden State Water Company's ("GSWC") 2023 CPUC General Order 156 Supplier Diversity Annual Report. In 2023, our team committed to "Growing, Building and Expanding." During the reporting year, we continued to invest in our infrastructure, ensuring the integrity and reliability of our water systems. These investments, which include upgrades to pipelines, tanks, booster stations and other critical components are essential to meeting the needs of our growing customer base. In 2024, we are building upon that foundation with the mantra that, "Diversity Flows Here: Strengthening, Sustaining and Supporting."



Our program remains strong and we are very proud of our engagement in the communities that we serve. In 2023, GSWC surpassed the CPUC's goal of 22.5% diverse supplier utilization, achieving an impressive 32.11% total spend with our diverse vendors. This accomplishment is a testament to our ongoing efforts to strengthen, sustain, and support diversity within our organization, community and supplier base.

I am proud to announce that in 2023, GSWC's spend with diverse suppliers totaled \$52,631,166. This achievement reflects our unwavering commitment to Supplier Diversity and our dedication to supporting diverse businesses within our supply chain.

A key driver of our Supplier Diversity Program's success has been our Supplier Diversity Manager, Michael Moss who, despite joining midway through the 2022 reporting period, thrived in 2023 as he completed his first full year in the role. Michael's dedication and expertise have played a vital role in shaping the program and laying the groundwork for its continued growth and success.

As we look enthusiastically to the future, we remain committed to fostering a culture of diversity and inclusion at Golden State Water Company. "Diversity Flows Here: Strengthening, Sustaining and Supporting" is more than just a slogan, it is our guiding principle that shapes everything that we do. By strengthening our partnerships, sustaining our commitment to Supplier Diversity, and supporting our stakeholders, we will continue to drive positive change and make a meaningful impact in the years to come.

A handwritten signature in black ink that reads "Robert J. Sprowls". The signature is written in a cursive, flowing style.

Robert J. Sprowls
President and CEO
Golden State Water Company

Message from the Supplier Diversity Program Manager

I am deeply honored to be the torchbearer of Golden State Water Company's esteemed Supplier Diversity Program. I am excited to continue the legacy that has been built over the years. Our program's journey has been one of success, and it is my commitment to uphold this tradition and strive for even greater achievements in the future.

Moving forward, my goal is to not only maintain but also enhance the success of our Supplier Diversity Program. I am dedicated to building upon our existing best practices and implementing new strategies that will allow us to expand and better reflect the diverse communities we proudly serve.

As our President and CEO has emphasized, diversity is not just a concept, it is ingrained in the fabric of who we are as an organization. Our program embodies this ethos with the mantra:



“Diversity Flows Here: Strengthening, Sustaining, and Supporting.”

Strengthening: We will continue to strengthen our relationships with diverse suppliers, stakeholders and partners. By fostering strong and meaningful connections, we can create a more inclusive and resilient supply chain.

Sustaining: Our commitment to Supplier Diversity and the diverse business community remains unwavering. We will continue to champion diversity in all aspects of our operations, ensuring equitable opportunities for all.

Supporting: We are committed to supporting not only our internal stakeholders but also community-based organizations and businesses. Through collaboration and partnership, we can drive positive change and make a meaningful impact in the communities we serve.

In conclusion, I am excited about the journey ahead and the opportunities that lie before us. Together, let us continue to strengthen, sustain and support Supplier Diversity within Golden State Water Company and beyond.

Michael A. Moss II

Michael Moss
Supplier Diversity Program Manager

Introduction

Golden State Water Company (“GSWC”) is committed to incorporating diversity and inclusion in all aspects of our operations, especially as it relates to Supplier Diversity. We are proud to have successfully met and surpass the California Public Utilities Commission’s (“CPUC’s”) overall goal for diverse business utilization in 2023. This achievement reflects our unwavering dedication to promoting Supplier Diversity and ensuring equitable opportunities for all businesses.

We are pleased to submit our 2023 CPUC General Order 156 Annual Report on Supplier Diversity and 2024 Annual Plan per the requirements of the CPUC covering the reporting period from January 1, 2023 through December 31, 2023 as it demonstrates how **“Diversity Flows When We Sustain, Strengthen and Support”** our diverse vendor community. This report shall serve as a testament to our commitment to Supplier Diversity highlighting our successes and challenges as it relates to procuring goods and services from Women, Minorities, Disabled Veterans, Persons with Disabilities, Lesbian, Gay, Bisexual and Transgender Business Enterprises.

Corporate Commitment to Supplier Diversity

At Golden State Water Company, our commitment to Supplier Diversity is fundamental to who we are and what we stand for. We are guided by our mission, “to deliver high quality, reliable and safe drinking water to all customers in the communities served.” We recognize the importance of fostering a diverse and inclusive supplier base. We are unwavering in our commitment to providing equal opportunities to all potential business partners through our Supplier Diversity program as it relates to all categories including the following:

- Minority Business Enterprises (MBE)
- Women Business Enterprises (WBE)
- Disabled Veteran Business Enterprises (DVBE)
- Lesbian, Gay, Bisexual and Transgender Business Enterprises (LGBTBE)
- Persons with Disabilities Business Enterprises (PDBE)



Golden State

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We respectfully submit Golden State Water Company's Supplier Diversity Program highlights as presented in the following pages with supporting narratives. We were successful in meeting, and exceeding the Supplier Diversity goal as set forth by the California Public Utilities Commission under General Order 156. Fortunately, we have been able to overcome many of the challenges that presented themselves in the Supplier Diversity program. We are committed to overcoming challenges as they present themselves.

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

2023 Highlights

Golden State Water Company's Supplier Diversity Program continues to mature in a way that reflects our commitment to the diverse business community. We have continued to be active in the community by supporting programs and organizations whose goals align with ours. We will now discuss how Diversity Flows through Sustaining, Strengthening and Supporting by our internal and external activities.

Internal Activities

The Supplier Diversity Manager is dedicated to driving inclusivity and equity within GSWC's procurement processes. The Supplier Diversity Manager has been actively engaged in meeting with members of management at GSWC to identify areas of need across various departments, including C-level management, directors, general managers, department heads and other budget managers. These discussions aim to gain insights into the specific needs and requirements of each department, as well as to align supplier diversity initiatives with organizational goals and priorities. By engaging with Senior-level management, facilitating supplier connections, and promoting awareness internally, we strive to create a more diverse and inclusive supply chain that reflects the communities we serve. GSWC team members are introduced to and educated about the Supplier Diversity Program. Through training sessions and awareness campaigns, we ensure that all internal stakeholders understand the importance of Supplier Diversity and are equipped to support and promote diverse suppliers in their respective roles. One of the key initiatives led by Michael Moss is the establishment of a centralized diverse vendor portal. This portal allows diverse suppliers to easily disclose their interest in becoming a vendor to GSWC. By streamlining the registration process, we aim to provide equal opportunities to diverse suppliers.

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

2023 Highlights

External Activities



American Indian Chamber of Commerce of California (AICCCAL)

Golden State Water Company has been a dedicated supporter of the AICCCAL, recognizing the importance of empowering and amplifying the voices of indigenous businesses. “Reinvention & Restoration Through Constant Change” was the guiding principle that led us throughout the three-day Expo at the Agua Caliente Resort in Rancho Mirage in July 2023. Our participation in this event underscored our longstanding support for the AICCCAL, an organization that has consistently advocated for and represented their underutilized business community. We seek to contribute to the reinvention and restoration of underrepresented businesses like these through networking, partnership building and knowledge sharing.

Asian Business Association (ABA)

Golden State Water Company championed the Asian Business Association and its initiatives aimed at fostering connections and opportunities for businesses. Proudly, we participated in the 25th Annual Golf Tournament where our threesome secured first place on behalf of the California Water Association (“CWA”). We also supported the Corporate Connections event that they hosted which granted their members the opportunity to meet one-on-one.



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

2023 Highlights

External Activities

B.A.D. (Beginnings – Assets – Deeds) Bunny Business Mixer

Golden State Water Company actively participated in the B.A.D. Bunny Business Mixer, a monthly event held every third Saturday. This event holds significance as it embodies the ethos that, “just like the hare, we can manifest our mission by taking action that leads to meaningful profits and greater assets.” The mission of the B.A.D. Bunny Business Mixer resonates with GSWC’s own values and objectives by supporting companies of all sizes and meeting them where they are. This organization provides invaluable resources to help businesses reach their next level of success. This commitment to leveling up broadens the pool of qualified businesses and fosters a more diverse and resilient business community.



BuildOUT California

Golden State Water Company supported, through CWA, BuildOUT California. A monthly event that has been truly valuable in identifying LGBT-owned/certified firms has been their Golden Pitch Series. CWA co-hosted a Golden Pitch event specifically informing LGBT firms about opportunities with our water companies. Additionally, we supported the BuildOUT California’s Founder’s Day event which was the world’s largest gathering of LGBTQ/Allied businesses and professionals in Architecture, Engineering and Construction. The highlight of the event was their FOUNDERS DAY 2023: ENGAGE Gala and Awards Dinner during LGBTQ Pride Month. Through our sponsorship and participation we have demonstrated our commitment to supporting and empowering LGBT-owned businesses. By partnering with this fantastic organization, we are demonstrating our steadfast commitment to identifying opportunities for this underrepresented business population within our ecosystem.

Council for Supplier Diversity

Golden State Water co-sponsored the High Performance Series (HPS) program. This program is a collaboration between the Council for Supplier Diversity and the University of San Diego School of Business where targeted suppliers receive support to enhance their operational efficiency and capacity to engage with larger corporations.

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

2023 Highlights

External Activities

Disability:IN

Disability:IN is the premier organization dedicated to disability inclusion within the business landscape. With over 500 corporations, they are actively working to expand opportunities with individuals with disabilities. Through collaborative efforts and innovative initiatives, Disability:IN empowers businesses to embrace diversity, equity and inclusion ensuring that individuals with disabilities have equal access to opportunities. Golden State Water Company recognizes the importance of this organization.



Greater Los Angeles African American Chamber of Commerce (GLAAACC)

Golden State Water Company proudly supports the Greater Los Angeles African American Chamber of Commerce in its mission to advance African American Businesses. We demonstrated our commitment by being a sponsor at GLAAACC's 29th Annual Economic Awards Dinner and Gala which honors individuals and companies who champion African American Business Enterprises. Additionally, GSWC also attended the Business Evolution Program (BEP) which is a training program targeted for their members. During August, which was celebrated as Black Business Month, GSWC had the honor of being highlighted by GLAAACC. This recognition underscores GSWC's commitment to supporting and promoting African American businesses and entrepreneurs.

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

2023 Highlights

External Activities



National Minority Supplier Development Council (NMSDC)/ Southern California Minority Supplier Development Council (SCMSDC)

The National Minority Supplier Development Council is the longest operating business growth engine for excluded communities of color. The Southern California Minority Supplier Development Council serves as the local affiliate of NMSDC covering much of Golden State Water Company’s service territory. We are proud to support SCMSDC’s Business Beyond Barriers (B3) Conference + Expo which took place at SoFi Stadium in Inglewood, CA. The theme of this event, “Winning Together,” strongly resonates with GSWC as it aligns with our mission of providing high quality, reliable, and safe drinking water to all customers in the communities we serve. Events like this are valuable opportunities to strengthen our partnerships and work towards our shared goals. In addition to our support for the B3 Conference + Expo, we also

supported the “Unlocking Opportunities – Needs & Leads Mixer” at Sky Loft. At this event, our Supplier Diversity Manager, Michael Moss, had the opportunity to speak and share insights on Supplier Diversity initiatives and opportunities. We believe that fostering connections and facilitating dialogue between diverse suppliers and corporations is essential for driving meaningful change and creating opportunities for all stakeholders. Furthermore, Michael Moss attended the national conference in Baltimore. This conference provided valuable insights, networking opportunities, and best practices that will inform our Supplier Diversity Program’s efforts and strengthen our partnerships with diverse suppliers.

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

2023 Highlights

External Activities



National Utilities Diversity Council (NUDC) – Brainstorm at the Beach

The National Utilities Diversity Council held its 10th annual conference, the Brainstorm at the Beach Summit on Supplier, Workforce and Governance Diversity on Thursday, May 25, 2023. This event brought together 100 leaders, including regulators, industry executives, suppliers, academics, and association leaders for a discussion aimed at promoting diversity and equity across the industry. Through collaborative dialogue, we explored strategies to enhance supplier diversity, workforce diversity, and governance diversity within the utilities sector.

United States Veterans Business Alliance (USVBA)

Golden State Water Company values and respects the contributions of veterans and is committed to supporting organizations like the USVBA Los Angeles Chapter. We recognize the unique skills, experiences, and perspectives that veterans bring to the business community and we are proud to stand alongside them in their endeavors. The Los Angeles Chapter of the USVBA is the largest chapter among its counterparts. Our Supplier Diversity Manager attended several meetings and was able to share opportunities with the organization during their monthly meeting.



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

2023 Highlights

External Activities



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

The CWA Water Acumen Training for Entrepreneurship Refinement program is the groundbreaking training cohort facilitated by Melanie Rae of Guided Business Plan. Firms selected for this cohort by the partner organizations receive an intensive training on water and doing business with the water industry, industry specific opportunities, procurement process and standards, mentorship from partner utilities, and opportunities to network among the other cohort members. The program culminated with a graduation and access to Supplier Diversity Managers and procurement opportunities. Our Supplier Diversity Manager served as the program's manager. Three representatives from our procurement department attended the program's graduation, resulting in the establishment of critical connections. At least four firms have received opportunities to bid on work with GSWC as a result of this program, three of whom have recently contracted with GSWC among other members of CWA. These results will be reflected in the 2024 Annual Supplier Diversity Report.

9.1.2 Supplier Diversity Annual Results by Ethnicity

Golden State Water Company was successful in achieving 32.11% diverse spend in 2023, surpassing the aggregate 22.50% goal of GO 156 with women, minority, disabled veteran, and lesbian, gay, bisexual and transgender business enterprises.

Golden State Water Company

2023

GO 156 Section 9.1.2

Supplier Diversity Annual Results by Ethnicity

		2023			
		Direct Spend ¹ \$	Sub Spend ² \$	Total \$	%
Minority Male	Asian Pacific American	\$ 925,080	\$ 0	\$ 925,080	0.56%
	African American	\$ 0	\$ 0	\$ 0	0.00%
	Hispanic American	\$ 30,567,636	\$ 145,426	\$ 30,713,062	18.74%
	Native American	\$ 2,937,818	\$ 0	\$ 2,937,818	1.79%
	Total Minority Male	\$ 34,430,533	\$ 145,426	\$ 34,575,959	21.09%
Minority Female	Asian Pacific American	\$ 7,370,983	\$ 0	\$ 7,370,983	4.50%
	African American	\$ 12,287	\$ 0	\$ 12,287	0.01%
	Hispanic American	\$ 360,568	\$ 0	\$ 360,568	0.22%
	Native American	\$ 0	\$ 0	\$ 0	0.00%
	Total Minority Female	\$ 7,743,838	\$ 0	\$ 7,743,838	4.73%
Total Minority Business Enterprise (MBE)		\$ 42,174,371	\$ 145,426	\$ 42,319,797	25.82%
Women Business Enterprise (WBE)		\$ 9,049,179	\$ 33,625	\$ 9,082,804	5.54%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$ 0	\$ 0	\$ 0	0.00%
Disabled Veteran Business Enterprise (DVBE)		\$ 1,120,187	\$ 108,378	\$ 1,228,565	0.75%
Persons with Disabilities Business Enterprise (PDBE)		\$ 0	\$ 0	\$ 0	0.00%
8(a)*		\$ 0	\$ 0	\$ 0	0.00%
Total Supplier Diversity Spend		\$ 52,343,736	\$ 287,430	\$ 52,631,166	32.11%
Gross Procurement		\$ 228,519,799			
Exclusions		\$ 64,633,976			
Net Procurement^{†**}		\$ 163,885,823			

NOTES:

* 8(a) – Firms classified as 8(a) by the Small Business Administration include non-WMDVLGBTBPDDBE. Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).

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

¹ Direct – Means Direct Procurement: when a utility directly procures from a supplier.

² Sub – Means Subcontractor Procurement: when a prime contractor, in contract with a utility, procures from a subcontractor to fulfil its contractual obligation(s).

% – Percentage of Net Procurement

Totals may not add due to rounding.

9.1.2 Supplier Diversity Direct Procurement Results by Product and Service Categories

Golden State Water Company

2023

GO 156 Section 9.1.2

Supplier Diversity Direct Procurement Results by Product and Service Categories

			2023					
			Product		Service		Total	
			\$	%	\$	%	Total \$	%
Minority Male	Asian Pacific American	Direct	\$ 14,807	0.01%	\$ 910,273	0.56%	\$ 925,080	0.56%
	African American	Direct	\$ 0	0.00%	\$ 0	0.00%	\$ 0	0.00%
	Hispanic American	Direct	\$ 3,620	0.00%	\$ 30,564,016	18.65%	\$ 30,567,636	18.65%
	Native American	Direct	\$ 0	0.00%	\$ 2,937,818	1.79%	\$ 2,937,818	1.79%
	Total Minority Male	Direct	\$ 18,427	0.01%	\$ 34,412,107	21.00%	\$ 34,430,533	21.01%
Minority Female	Asian Pacific American	Direct	\$ 708,579	0.43%	\$ 6,662,404	4.07%	\$ 7,370,983	4.50%
	African American	Direct	\$ 0	0.00%	\$ 12,287	0.01%	\$ 12,287	0.01%
	Hispanic American	Direct	\$ 5,836	0.00%	\$ 354,732	.22%	\$ 360,568	0.22%
	Native American	Direct	\$ 0	0.00%	\$ 0	0.00%	\$ 0	0.00%
	Total Minority Female	Direct	\$ 714,415	0.43%	\$ 7,029,422	4.30%	\$ 7,743,838	4.73%
Total Minority Business Enterprise (MBE)		Direct	\$ 732,842	0.44%	\$ 41,441,529	25.30%	\$ 42,174,371	25.73%
Women Business Enterprise (WBE)		Direct	\$ 9,049,179	5.52%	\$ 0	0.00%	\$ 9,049,179	5.52%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		Direct	\$ 0	0.00%	\$ 0	0.00%	\$ 0	0.00%
Disabled Veteran Business Enterprise (DVBE)		Direct	\$ 1,120,187	0.68%	\$ 0	0.00%	\$ 1,120,187	0.68%
Persons with Disabilities Business Enterprise (PDBE)		Direct	\$ 0	0.00%	\$ 0	0.00%	\$ 0	0.00%
8(a)*		Direct	\$ 0	0.00%	\$ 0	0.00%	\$ 0	0.00%
Total Supplier Diversity Spend		Direct	\$ 10,902,207	6.64%	\$ 41,441,529	25.30%	\$ 52,343,736	31.93%
Net Product Procurement			\$ 17,630,469					
Net Service Procurement			\$ 146,255,354					
Net Procurement**			\$ 163,885,823					
Total Number of Diverse Suppliers that Received Direct Spend			54					

NOTES: * 8(a) – Firms classified as 8(a) by the Small Business Administration include non-WMDVLGBTBPDBE. Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).

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

¹ Direct – Means Direct Procurement: when a utility directly procures from a supplier.

² Sub – Means Subcontractor Procurement: when a prime contractor, in contract with a utility, procures from a subcontractor to fulfil its contractual obligation(s).

% – Percentage of Net Procurement

Totals may not add due to rounding.

9.1.2 Supplier Diversity Subcontractor Procurement Results by Product and Service Categories

Golden State Water Company

2023

GO 156 Section 9.1.2

Supplier Diversity Subcontractor Procurement Results by Product and Service Categories

			2023					
			Product		Service		Total	
			\$	%	\$	%	Total \$	%
Minority Male	African American	Sub	\$ 0	0.00%	\$ 0	0.00%	\$ 0	0.00%
	Asian Pacific American	Sub	\$ 0	0.00%	\$ 0	0.00%	\$ 0	0.00%
	Hispanic American	Sub	\$ 0	0.00%	\$ 145,426	0.09%	\$ 145,426	0.09%
	Native American	Sub	\$ 0	0.00%	\$ 0	0.00%	\$ 0	0.00%
	Total Minority Male	Sub	\$ 0	0.00%	\$ 145,426	0.09%	\$ 145,426	0.09%
Minority Female	African American	Sub	\$ 0	0.00%	\$ 0	0.00%	\$ 0	0.00%
	Asian Pacific American	Sub	\$ 0	0.00%	\$ 0	0.00%	\$ 0	0.00%
	Hispanic American	Sub	\$ 0	0.00%	\$ 0	0.00%	\$ 0	0.00%
	Native American	Sub	\$ 0	0.00%	\$ 0	0.00%	\$ 0	0.00%
	Total Minority Female	Sub	\$ 0	0.00%	\$ 0	0.00%	\$ 0	0.00%
Total Minority Business Enterprise (MBE)		Sub	\$ 0	0.00%	\$ 145,426	0.09%	\$ 145,426	0.09%
Women Business Enterprise (WBE)		Sub	\$ 33,625	0.02%	\$ 0	0.00%	\$ 33,625	0.02%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		Sub	\$ 0	0.00%	\$ 0	0.00%	\$ 0	0.00%
Disabled Veteran Business Enterprise (DVBE)		Sub	\$ 108,378	0.07%	\$ 0	0.00%	\$ 108,378	0.07%
Persons with Disabilities Business Enterprise (PDBE)		Sub	\$ 0	0.00%	\$ 0	0.00%	\$ 0	0.00%
8(a)*		Sub	\$ 0	0.00%	\$ 0	0.00%	\$ 0	0.00%
Total Supplier Diversity Spend		Sub	\$ 142,004	0.09%	\$ 145,426	0.09%	\$ 287,430	0.18%
Net Product Procurement			\$ 17,630,469					
Net Service Procurement			\$ 146,255,354					
Net Procurement**			\$ 163,885,823					

NOTES:

* 8(a) – Firms classified as 8(a) by the Small Business Administration include non-WMDVLGBTBPDDBE.

Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).

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

¹ Direct – Means Direct Procurement: when a utility directly procures from a supplier.

² Sub – Means Subcontractor Procurement: when a prime contractor, in contract with a utility, procures from a subcontractor to fulfil its contractual obligation(s).

% – Percentage of Net Procurement

Totals may not add due to rounding.

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

Golden State Water Company

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Supplier Diversity Results by Standard Industrial Classification Codes

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)	Persons with Disabilities Business Enterprise (PDBE)	8(a)*	Total Supplier Diversity Spend	Total Procurement
		Male	Female	Male	Female	Male	Female	Male	Female								
7 Agricultural Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 77,000
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
8 Forestry Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 6,850	\$ -	\$ -	\$ 6,850	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 6,850	\$ 156,250
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
15 Bldg Construction – General Contractors & Operative Builders	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,134,162
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
16 Heavy Construction Other Than Building	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 511,610	\$ -	\$ 1,217,646	\$ -	\$ 1,729,256	\$ 1,219,503	\$ -	\$ -	\$ -	\$ -	\$ 2,948,759	\$ 4,621,488
	%	0.00%	0.00%	0.00%	0.00%	0.31%	0.00%	0.74%	0.00%	1.06%	0.74%	0.00%	0.00%	0.00%	0.00%	1.80%	
17 Special Trade Contractor	\$ 332,006	\$ 6,041,653	\$ -	\$ -	\$ 17,726,277	\$ -	\$ 87,044	\$ -	\$ 24,186,980	\$ 7,435,934	\$ -	\$ 1,200,410	\$ -	\$ -	\$ -	\$ 32,823,324	\$ 67,709,125
	%	0.20%	3.69%	0.00%	3.69%	10.82%	0.00%	0.05%	0.00%	14.76%	4.54%	0.00%	0.73%	0.00%	0.00%	20.03%	
20 Food & Kindred Products	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 56,661
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
25 Furniture & Fixtures	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 47,188
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
27 Printing & Publishing	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 21,624	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 21,624	\$ 40,208
	%	0.00%	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%	
28 Chemical & Allied Products	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,479,613
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
29 Petroleum Refining & Related Industries	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
30 Rubber & Miscellaneous Plastics Products	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
33 Steel Pipe & Tubes	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,459	\$ -	\$ -	\$ -	\$ 3,459	\$ 30,339	\$ -	\$ -	\$ -	\$ -	\$ 33,798	\$ 68,097
	%	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%	
34 Fabricated Metal Goods	\$ 4,491	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 4,491	\$ 3,287	\$ -	\$ -	\$ -	\$ -	\$ 7,778	\$ 7,778
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
35 Industrial Machinery & Computer Equipment	\$ 65,837	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 65,837	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 65,837	\$ 2,585,263
	%	0.04%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.04%	0.00%	0.00%	0.00%	0.00%	0.00%	0.04%	
36 Electrical Boxes, Enclosures & Fittings	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 418,508
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
37 Misc Retail & Transportation Equipment	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
38 Measuring, Analyzing & Controlling Instruments: Photo, Medical & Optical	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 418,415
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
39 Fasteners, Buttons, Needles & Pins	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
42 Local Trucking Without Storage	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 79,139	\$ -	\$ -	\$ -	\$ 79,139	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 79,139	\$ 79,139
	%	0.00%	0.00%	0.00%	0.00%	0.05%	0.00%	0.00%	0.00%	0.05%	0.00%	0.00%	0.00%	0.00%	0.00%	0.05%	
47 Transportation Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 155
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
48 Communications	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 228,053
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	

NOTES: * 8(a) – Firms classified as 8(a) by the Small Business Administration include non-WMDVLTGPDBE. Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).

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

¹ Direct – Means Direct Procurement: when a utility directly procures from a supplier.

² Sub – Means Subcontractor Procurement: when a prime contractor, in contract with a utility, procures from a subcontractor to fulfil its contractual obligation(s).

% – Percentage of Net Procurement

Totals may not add due to rounding.

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

Golden State Water Company

2023

GO 156 Sec 9.1.2

Supplier Diversity Results by Standard Industrial Classification Codes

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)	Persons with Disabilities Business Enterprise (PDBE)	8(a)*	Total Supplier Diversity Spend	Total Procurement
		Male	Female	Male	Female	Male	Female	Male	Female								
49 Electric Services & Other Services Combined	\$ 0.03%	\$ 41,025	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 41,205	\$ 0.00%	\$ -	\$ -	\$ -	\$ -	\$ 41,025	\$ 223,821
50 Wholesale Trade – Durable Goods	\$ 0.00%	\$ -	\$ 0.00%	\$ 0.00%	\$ 0.00%	\$ 0.00%	\$ 0.00%	\$ 0.00%	\$ 0.00%	\$ -	\$ 32,885	\$ 0.00%	\$ 0.00%	\$ 0.00%	\$ -	\$ 32,885	\$ 8,951,917
51 Wholesale Trade – Non-Durable Goods	\$ 0.00%	\$ -	\$ 0.00%	\$ 0.00%	\$ 0.00%	\$ 0.00%	\$ 0.00%	\$ 0.00%	\$ 0.00%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
55 Automotive Dealership & Gasoline Service Stations	\$ 0.00%	\$ -	\$ 0.00%	\$ 0.00%	\$ 0.00%	\$ 0.00%	\$ 0.00%	\$ 0.00%	\$ 0.00%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
59 Miscellaneous Retail Stores NEC	\$ 0.01%	\$ 10,316	\$ 708,579	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 718,895	\$ 118,860	\$ -	\$ -	\$ -	\$ -	\$ 837,755	\$ 5,963,766
62 Security & Commodity Brokers, Dealers, Exchanges & Services	\$ 0.00%	\$ -	\$ 0.00%	\$ 0.00%	\$ 0.00%	\$ 0.00%	\$ 0.00%	\$ 0.00%	\$ 0.00%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,794
65 Real Estate	\$ 0.00%	\$ -	\$ 0.00%	\$ 0.00%	\$ 0.00%	\$ 0.00%	\$ 0.00%	\$ 0.00%	\$ 0.00%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,634,403
67 Holding & Other Investment Offices	\$ 0.00%	\$ -	\$ 0.00%	\$ 0.00%	\$ 0.00%	\$ 0.00%	\$ 0.00%	\$ 0.00%	\$ 0.00%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
72 Infrastructure Building & Surfacing & Paving Services	\$ 0.00%	\$ -	\$ 0.00%	\$ 0.00%	\$ 0.00%	\$ 0.00%	\$ 0.00%	\$ 0.00%	\$ 0.00%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 55,587
73 Business Services NEC	\$ 0.29%	\$ 471,405	\$ 619,850	\$ -	\$ -	\$ 10,982,758	\$ 5,836	\$ -	\$ -	\$ 12,079,850	\$ 2,690	\$ -	\$ -	\$ -	\$ -	\$ 12,082,539	\$ 45,035,417
75 Automotive Repair, Services & Parking	\$ 0.00%	\$ -	\$ 0.00%	\$ 0.00%	\$ 0.00%	\$ 6.70%	\$ 0.00%	\$ 0.00%	\$ 0.00%	\$ 7.37%	\$ 0.00%	\$ 0.00%	\$ 0.00%	\$ 0.00%	\$ -	\$ -	\$ 1,480
76 Miscellaneous Repair Services	\$ 0.00%	\$ -	\$ 0.00%	\$ 0.00%	\$ 0.00%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 47,897
80 Health & Allied Services NEC	\$ 0.00%	\$ -	\$ 0.00%	\$ 0.00%	\$ 0.00%	\$ 0.00%	\$ 0.00%	\$ 0.00%	\$ 0.00%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 8,505
81 Legal Services	\$ 0.00%	\$ -	\$ 0.00%	\$ 0.00%	\$ 0.00%	\$ 0.00%	\$ 0.00%	\$ 0.00%	\$ 0.00%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,403,348
86 Membership Organizations NEC	\$ 0.00%	\$ -	\$ 0.00%	\$ 0.00%	\$ 0.00%	\$ 0.00%	\$ 0.00%	\$ 0.00%	\$ 0.00%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 16,451
87 Engineering & Management Services	\$ 0.00%	\$ -	\$ 900	\$ -	\$ 12,287	\$ 1,409,819	\$ 347,882	\$ 1,633,128	\$ -	\$ 3,404,016	\$ 217,683	\$ -	\$ 28,155	\$ -	\$ -	\$ 3,649,853	\$ 12,123,026
89 Services NEC	\$ 0.00%	\$ -	\$ 0.00%	\$ 0.00%	\$ 0.00%	\$ 0.00%	\$ 0.00%	\$ 0.00%	\$ 0.00%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 6,248,457
95 Engineering Services NEC	\$ 0.00%	\$ -	\$ 0.00%	\$ 0.00%	\$ 0.00%	\$ 0.00%	\$ 0.00%	\$ 0.00%	\$ 0.00%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
96 Regulation, Licensing, & Inspection of Miscellaneous Commercial Sectors	\$ 0.00%	\$ -	\$ 0.00%	\$ 0.00%	\$ 0.00%	\$ 0.00%	\$ 0.00%	\$ 0.00%	\$ 0.00%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 41,850
TOTAL	\$ 0.56%	\$ 925,080	\$ 7,370,983	\$ -	\$ 12,287	\$ 30,713,062	\$ 360,568	\$ 2,937,818	\$ -	\$ 42,319,797	\$ 9,082,804	\$ -	\$ 1,228,565	\$ -	\$ -	\$ 52,631,166	\$ 163,885,823

Total Product Procurement	\$ 17,630,469
Total Service Procurement	\$ 146,255,354
Net Direct Procurement**	\$ 163,598,393
Net Sub Procurement	\$ 287,430
Net Total Procurement	\$ 163,885,823

NOTES: * 8(a) – Firms classified as 8(a) by the Small Business Administration include non-WMDVLGBTPDBE. Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).
 ** Net Procurement includes purchase orders, non-purchase orders, and credit card dollars.
 1 Direct – Means Direct Procurement: when a utility directly procures from a supplier.
 2 Sub – Means Subcontractor Procurement: when a prime contractor, in contract with a utility, procures from a subcontractor to fulfill its contractual obligation(s).
 % – Percentage of Net Procurement
 Totals may not add due to rounding.

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

Golden State Water Company

2023

GO 156 Sec. 9.1.2

Number of Diverse Suppliers and Revenue Reported to the Clearinghouse

Number of Diverse Suppliers Data														
Number of Diverse Suppliers	Revenue Reported to Supplier Clearinghouse							Utility-Specific 2023 Summary						
	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (PDBE)	8(a)*	Total***	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (PDBE)	8(a)*	Total***
Under \$1 Million	5	1	0	0	0	0	6	36	12	0	3	0	0	51
Under \$5 Million	8	3	0	0	0	0	11	4	2	0	1	0	0	6
Under \$10 Million	6	6	0	0	0	0	12	3	1	0	0	0	0	5
Above \$10 Million	24	5	0	4	0	0	33	0	0	0	0	0	0	0
TOTAL	43	15	0	4	0	0	62	43	15	0	4	0	0	62

Revenue and Payment Data														
Revenue of Diverse Suppliers	Revenue Reported to Supplier Clearinghouse							Utility-Specific 2023 Summary						
	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (PDBE)	8(a)*	Total***	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (PDBE)	8(a)*	Total***
Under \$1 Million	\$ 910,940.05	\$ 69,730.00	\$ -	\$ -	\$ -	\$ -	\$ 980,670.05	\$ 6,340,332.95	\$ 622,625.91	\$ -	\$ 136,533.30	\$ -	\$ -	\$ 7,099,492.16
Under \$5 Million	\$ 7,476,184.68	\$ 1,425,301.83	\$ -	\$ -	\$ -	\$ -	\$ 8,901,486.51	\$ 3,992,122.92	\$ 3,193,020.86	\$ -	\$ 1,092,031.61	\$ -	\$ -	\$ 8,277,175.39
Under \$10 Million	\$ 2,082,780.60	\$ 5,520,222.46	\$ -	\$ -	\$ -	\$ -	\$ 7,603,003.06	\$ 31,987,341.01	\$ 5,267,157.46	\$ -	\$ -	\$ -	\$ -	\$ 37,254,498.47
Above \$10 Million	\$ 31,849,891.55	\$ 2,067,549.94	\$ -	\$ 1,228,564.91	\$ -	\$ -	\$ 35,146,006.40	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
TOTAL	\$ 42,319,796.88	\$ 9,082,804.23	\$ -	\$ 1,228,564.91	\$ -	\$ -	\$ 52,631,166.02	\$ 42,319,796.88	\$ 9,082,804.23	\$ -	\$ 1,228,564.91	\$ -	\$ -	\$ 52,631,166.02

NOTE: * 8(a) – Firms classified as 8(a) by the Small Business Administration include non-WMDVLGBTBPDDBE. Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).

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

*** Totals do not add due to revenue information not being available on the Supplier Clearinghouse database for 3 DVBEs with \$136,533.30 in spend.

9.1.2 Description of Number of Diverse Suppliers with California Majority Workforce

In 2023, 62 diverse suppliers were procured by Golden State Water Company, demonstrating our commitment to supporting local businesses. Sixty-one of the aforementioned suppliers report that a majority of their workforce is in California. We are very proud of the implications of having a nearly completely local diverse supplier base.



Golden State
Water Company

A Subsidiary of American States Water Company

9.1.3 Supplier Diversity Program Expenses

Golden State Water Company 2023 GO 156 Section 9.1.3
Supplier Diversity Program Expenses

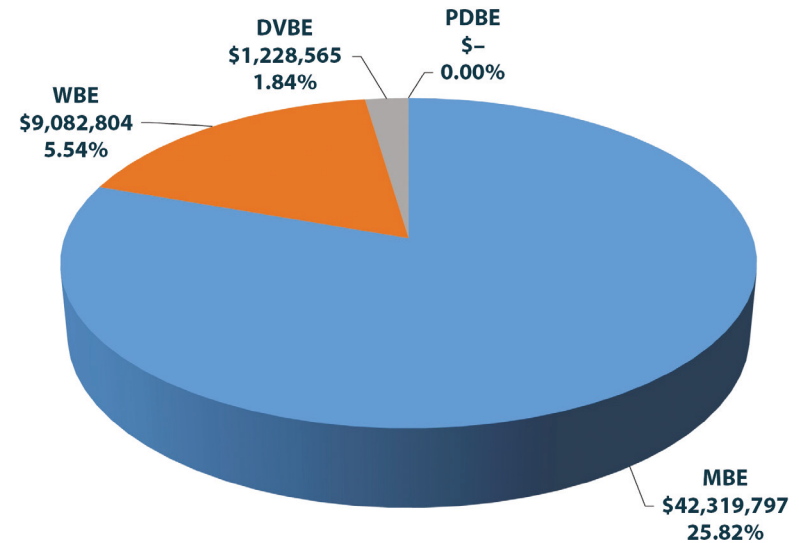
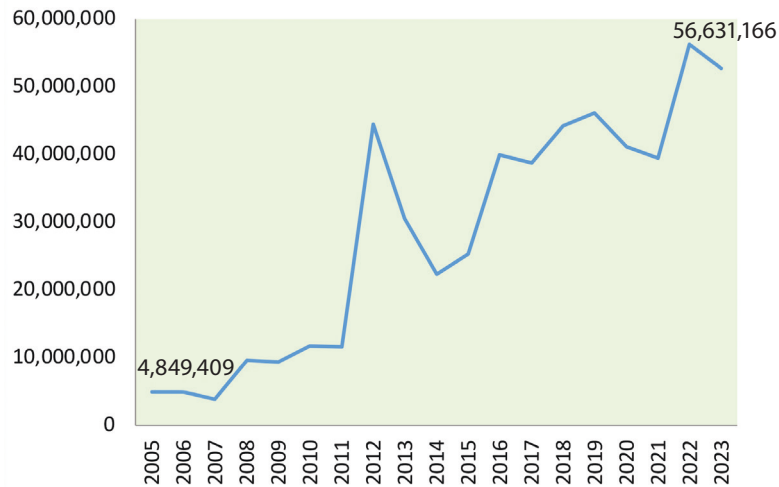
Expense Category	2023
Wages	\$ 108,692.45
Other Employee Expenses	\$ 13,179.10
Program Expenses	\$ 9,712.43
Reporting Expenses	\$ 4,500.00
Training Expenses	\$ 6,718.50
Consultant Expenses	\$ 40,853.86
Other Expenses	\$ 25,960.07
TOTAL	\$ 209,616.41

- **Other Employee Expenses:** Office space, travel and non-wage costs
- **Program Expenses:** Printing, postage, supplies, outreach and other costs directly related to the program
- **Reporting Expenses:** Computer, accounting and other expenses in preparing report to CPUC
- **Training Expenses:** Costs related to training employees (internal) and suppliers (external)
- **Consulting Expenses:** Golden State Water's portion of cost for the CPUC Supplier Clearinghouse
- **Other Expenses:** Golden State Water's portion of expenses captured and distributed by CWA for Class A Companies Utilities Supplier Diversity Programs

9.1.4 Description of Progress in Meeting or Exceeding Set Goals

Golden State Water Company is very proud of our program's performance in 2023, exceeding the California Public Utilities Commission's overall goal of 22.5% by 9.61%, achieving 32.11% spend with diverse suppliers. We believe that *"diversity flows when we sustain, strengthen and support"* our strategic partners in the categories that we did not do as well as we would have liked. The seeds have been planted, relationships nurtured and we are continuing to grow opportunities for our underutilized diverse categories of PDBE and LGBT, and within the recognized minority groups.

Total Paid to Certified Suppliers



9.1.4 Supplier Diversity Results Compared to Set Goals

Golden State Water Company

2023

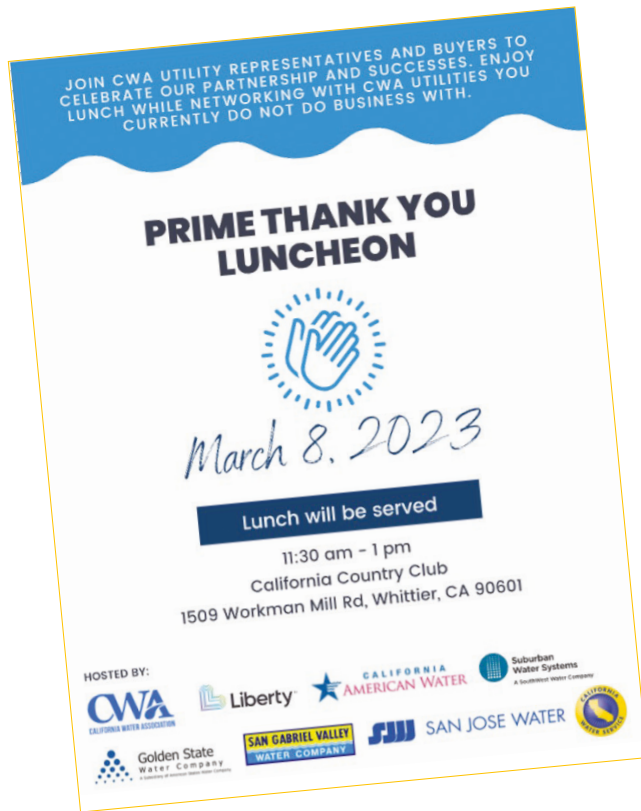
GO 156 Section 9.1.4

Supplier Diversity Results Compared to Set Goals

Category	2023 Results %	2023 Goals %
Minority Male Business Enterprise	21.09%	12.00%
Minority Female Business Enterprise	4.73%	3.00%
Minority Business Enterprise (MBE)	25.82%	15.00%
Women Business Enterprise (WBE)	5.54%	5.00%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	0.00%	1.00%
Disabled Veteran Business Enterprise (DVBE)	0.75%	1.50%
Persons with Disabilities Business Enterprise (PDBE)	0.00%	0.00%
TOTAL	32.11%	22.50%

NOTE: % – Percentage of Net Procurement

9.1.5 Description of Prime Contractors Utilization of Diverse Subcontractors



At Golden State Water Company, we hold our Prime Supplier Partners to the highest standards, expecting them to deliver the best services and products at the most competitive rates possible with an impeccable safety record in a sustainable manner. We strongly encourage our Prime Supplier Partners to align with our values, particularly in supporting our Supplier Diversity Program. We started the year by hosting a joint event with the California Water Association setting the tone for the year at our Primes Thank You Luncheon.

We each invited our Prime Supplier Partners to attend the luncheon where we stated our expectations for utilization of diverse subcontractors. Additionally, we hosted a Meet the Primes event where we handpicked suppliers who could partner together to complete work that was planned for 2023 and beyond.

Golden State Water Company requires Prime Supplier Partners to provide the best services and/or products at the best rates possible. Our Prime Supplier Partners are strongly encouraged to share our values as it relates to their Supplier Diversity.

As such, the utilization of diverse subcontractors on work performed with and for Golden State Water Company is one way in which our Prime Supplier Partners support our Supplier Diversity Program. As partners, GSWC has sourced potential subs, made introductions and educated our partners about utilizing diverse subs. GSWC will focus on ensuring our Prime Supplier Partners report their spend with diverse vendors and GSWC will work with the subs in an effort to get and maintain certification during the reporting period.

9.1.5 Summary of Prime Contractors Utilization of Diverse Subcontractors

Golden State Water Company

2023

GO 156 Sec. 9.1.5

Summary of Prime Contractor Utilization of Diverse Subcontractors

	Minority Male	Minority Female	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (PDBE)	8(a)*	TOTAL Supplier Diversity Spend
Direct \$	\$ 34,430,533	\$ 7,743,838	\$ 42,174,371	\$ 9,049,179	\$ 0	\$ 1,120,187	\$ 0	\$ 0	\$ 52,343,736
Sub \$	\$ 145,426	\$ 0	\$ 145,426	\$ 33,625	\$ 0	\$ 108,378	\$ 0	\$ 0	\$ 287,430
TOTAL \$	\$ 34,575,959	\$ 7,743,838	\$ 42,319,797	\$ 9,082,804	\$ 0	\$ 1,228,565	\$ 0	\$ 0	\$ 52,631,166
Direct %	21.01%	4.73%	25.73%	5.52%	0.00%	0.68%	0.00%	0.00%	31.94%
Sub %	0.09%	0.00%	0.09%	0.02%	0.00%	0.07%	0.00%	0.00%	0.18%
TOTAL %	21.10%	4.73%	25.82%	5.54%	0.00%	0.75%	0.00%	0.00%	32.11%
Net Procurement **	\$ 163,885,823								

NOTES: *8(a) – Firms classified as 8(a) by the Small Business Administration include non-WMDVLGBTBPDBE. Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).

** – Net Procurement Includes Purchase Order and Non-Purchase Order

Direct – Means Direct Procurement: when a utility directly procures from a supplier.

Sub – Means Subcontractor Procurement: when a prime contractor, in contract with a utility, procures from a subcontractor to fulfill its contractual obligation(s).

% – Percentage of Net Procurement

Totals may not add due to rounding



9.1.6 List of Supplier Diversity Complaints Received and Current Status

Golden State Water Company is pleased to report that there were no complaints received relative to the execution of practices of the Supplier Diversity Program.



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

Golden State Water Company is committed to ongoing efforts to recruit diverse suppliers, particularly in low utilization categories. To achieve this goal, we will strategically target community-based organizations and trade organizations that represent suppliers offering products and services relevant to our operations.

Our approach will involve active participation in outreach events, job fairs, panels, and other networking opportunities where we can connect with potential diverse suppliers. By engaging with these organizations and events, we aim to identify qualified suppliers who can contribute to our supply chain and help us meet our diversity goals, both stated and unstated.

Furthermore, we recognize the importance of building strong partnerships with community-based organizations and trade organizations. These partnerships will not only facilitate supplier recruitment efforts but also foster collaboration and support within the diverse business community.

Golden State Water Company remains dedicated to creating a diverse and inclusive supply chain that reflects the communities we serve. Through targeted outreach efforts and strategic partnerships, we are confident in our ability to identify and engage with diverse suppliers who will contribute to the success and sustainability of our operations.



2024 Annual Plan

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

Short-Term Goals

Golden State Water Company is committed to supporting efforts within the communities we serve by partnering with organizations whose missions align with ours. Internally our Supplier Diversity Manager works with our stakeholders to identify opportunities for WMDVLGBTDBEs. Our goal is to identify, train, and develop the skills of individuals and businesses within these communities to work effectively with our water utility.

To achieve this objective, we will actively engage with community based organizations, trade organizations, advocacy groups that share our commitment to providing high-quality, reliable water service. By collaborating with these organizations, we can leverage their expertise and resources to identify potential suppliers, contractors, and workforce talent from diverse groups. We recognize the importance of developing and maintaining strong relationships with these organizations to ensure the success of our initiatives. By fostering these partnerships, we can effectively support the growth and development of diverse businesses.

Mid- and Long-Term Goals

There are diverse categories where Golden State Water Company currently does not have any spend or low spend. GSWC will utilize our strategic partnerships with Community Based Organizations (CBOs) that specialize in diverse supplier development. Through these partnerships we will collaborate with the leadership of these organizations to identify suppliers who can provide services and add value to GSWC's supplier base in categories where we currently have low or no spend. Additionally, we will continue to develop supplier development programs that are tailored to the needs of diverse suppliers in targeted areas. We will monitor these firms and when possible match them with opportunities. This may be a process that takes some time. Over time, we will continue this process, monitoring progress and where applicable provide mentorship and increase resources. The goal is ultimately to increase utilization of these firms and increase the supplier base to include firms from underutilized and underrepresented categories.

We have identified Community Based Organizations which have databases and access to suppliers that can help GSWC meet our goals. We will work with and support these organizations and their leadership in an effort to develop suppliers who can provide service and add value to GSWC's supplier base.

For additional, district specific project details, please visit www.GSWater.com.

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

Golden State Water Company

2023

GO 156 Section 10.1.1

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

Products	Short-Term 2023						Mid-Term 2024						Long-Term 2025					
	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (PDBE)	Total Supplier Diversity Goal	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	Person with Disabilities Business Enterprise (PDBE)	Total Supplier Diversity Goal	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	Person with Disabilities Business Enterprise (PDBE)	Total Supplier Diversity Goal
Auto Dealership & Gasoline Service Stations	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Business Services NEC	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Chemical & Allied Products	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Communications	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Engineering & Management Services	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Forestry Services	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Health & Allied Services NEC	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Industrial Machinery & Computer Equipment	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Legal Services	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Membership Organizations NEC	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Misc Retail & Transportation Equipment	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Miscellaneous Retail Stores NEC	0.44%	0.00%	0.00%	0.00%	0.00%	0.51%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Miscellaneous Repair Services	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Printing & Publishing	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Real Estate	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Services NEC	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Special Trade Contractor	0.00%	0.00%	0.00%	0.00%	0.00%	0.04%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Wholesale Trade – Durable Goods	0.00%	0.00%	0.00%	0.00%	0.00%	0.02%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Electrical Boxes, Enclosures & Fittings	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Engineering Services NEC	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Local Trucking Without Storage	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Electric Services & Other Services Combined	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Heavy Construction Other Than Building	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Bldg Constr Gen Contr & Other Operative Builders	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Fabricated Metal Goods	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Petroleum Refining & Related Industries	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Holding & Other Investment Offices	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Rubber & Miscellaneous Plastics Products	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Food & Kindred Products	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Security & Commodity Brkrs, Dlrs, Exch & Services	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Steel Pipe & Tubes	0.00%	0.00%	0.00%	0.00%	0.00%	0.02%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Measuring, Analyzing & Controlling Instruments	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Furniture & Fixtures	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Wholesale Trade Non-Durable Goods	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Subtotal	0.45%	0.16%	0.00%	0.00%	0.00%	0.60%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

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

Golden State Water Company

2023
Supplier Diversity Short-, Mid-, and Long-Term Goals Procurement Goals

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Services	Short-Term 2023						Mid-Term 2024						Long-Term 2025					
	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (PDBE)	Total Supplier Diversity Goal	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	Person with Disabilities Business Enterprise (DVBE)	Total Supplier Diversity Goal	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	Person with Disabilities Business Enterprise (DVBE)	Total Supplier Diversity Goal
Auto Dealership & Gasoline Service Stations	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Business Services NEC	7.37%	0.00%	0.00%	0.00%	0.00%	7.37%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Chemical & Allied Products	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Communications	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Engineering & Management Services	2.08%	0.13%	0.00%	0.13%	0.00%	2.34%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Forestry Services	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Health & Allied Services NEC	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Industrial Machinery & Computer Equipment	0.04%	0.00%	0.00%	0.00%	0.00%	0.04%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Legal Services	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Membership Organizations NEC	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Misc Retail & Transportation Equipment	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Miscellaneous Retail Stores NEC	0.00%	0.00%	0.00%	0.07%	0.00%	0.07%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Miscellaneous Repair Services	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Printing & Publishing	0.00%	0.01%	0.00%	0.01%	0.00%	0.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Real Estate	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Services NEC	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Special Trade Contractor	14.76%	4.49%	0.00%	8.22%	0.00%	27.47%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Wholesale Trade – Durable Goods	0.00%	0.00%	0.00%	0.02%	0.00%	0.02%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Electrical Boxes, Enclosures & Fittings	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Engineering Services NEC	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Local Trucking Without Storage	0.05%	0.00%	0.00%	0.00%	0.00%	0.05%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Electric Services & Other Services Combined	0.03%	0.00%	0.00%	0.00%	0.00%	0.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Heavy Construction Other Than Building	1.06%	0.74%	0.00%	0.74%	0.00%	2.54%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Bldg Constr Gen Contr & Other Operative Builders	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Fabricated Metal Goods	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Petroleum Refining & Related Industries	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Holding & Other Investment Offices	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Rubber & Miscellaneous Plastics Products	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Food & Kindred Products	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Security & Commodity Brkrs, Dirs, Exch & Services	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Steel Pipe & Tubes	0.00%	0.00%	0.00%	0.02%	0.00%	0.02%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Measuring, Analyzing & Controlling Instruments	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Furniture & Fixtures	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Wholesale Trade Non-Durable Goods	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Subtotal	25.38%	5.38%	0.00%	9.23%	0.00%	39.99%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total	25.82%	5.54%	0.00%	9.23%	0.00%	40.59%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

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



Internal Program Activities

Golden State Water Company will focus on communicating internally with our “Supplier Diversity Champions.” This interdepartmental group is focused on establishing Supplier Diversity protocols, informing interested parties about Supplier Diversity activities, serves as a “think tank” to discuss how to best serve, develop, and identify opportunities, identify opportunities for partnering directly and indirectly with diverse suppliers, among others.

External Program Activities

Golden State Water Company will continue to leverage our relationship with the California Water Association and our landmark programs such as the Water Acumen Training for Entrepreneurship Refinement, Meet the Primes, Primes Thank You Luncheon, and Pipeline into Procurement. Additionally, we will build relationships with Community Based Organizations, with a primary focus on underutilized procurement categories and groups. We will partner with and inform their members and interested communities about opportunities with GSWC. Attending and partnering with CBOs will be a core component of GSWC’s approach to Supplier Diversity.



10.1.3 Plans for Recruiting Diverse Suppliers in Low Utilization Categories

Golden State Water Company will strategically partner and support organizations which represent categories of low utilization by GSWC. GSWC's membership to organizations allows us access to lists of suppliers. While the lists do not determine quality of work, that access does, in fact, allow us to evaluate on an ongoing basis the field of providers of the goods or services that GSWC is purchasing. We have also invested in gaining access to diverse vendors through an online portal which has a broad supplier base for many supplier groups and is not associated with any particular CBO. This allows us to access information not available on other platforms which we believe will help us to identify new diverse suppliers to help us meet our goals.



10.1.4 Plans for Recruiting Diverse Suppliers Where Unavailable

Golden State Water Company is dedicated to incorporating qualified diverse suppliers into our supplier network. In cases where diverse suppliers are unavailable in the marketplace, GSWC will proactively evaluate the landscape on an ongoing basis to identify opportunities for improvement. We will work with and where necessary partner with groups and organizations representing community based and trade organizations that have an interest in the groups that are underrepresented.

We are committed to identifying suppliers and potential suppliers who can meet our needs for goods and services while also aligning with our commitment to supplier diversity. We will actively seek out and engage with emerging businesses, motivating and supporting them as they enter the marketplace, develop their skills, and build relationships.

Through outreach, partnership building, and mentorship programs, GSWC aims to create opportunities for diverse suppliers to grow and thrive. By empowering these businesses, we not only enhance the diversity of our supply chain but also contribute to the economic empowerment of underrepresented communities. We recognize that diversity is a cornerstone of innovation and success, and we remain steadfast and committed to recruiting and supporting diverse suppliers wherever possible. The ultimate goal is to build a stronger, more inclusive supply chain that reflects the communities we serve.



10.1.5 Plans for Encouraging Prime Contractors to Subcontract with Diverse Suppliers

Golden State Water Company is deeply committed to promoting supplier diversity throughout our procurement processes. This commitment extends to actively engaging with our prime contractors at various stages, from planning through implementation and completion. At each step, we encourage the utilization of diverse suppliers to foster a more inclusive supply chain.

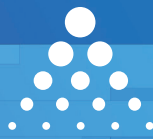
As part of our efforts to promote supplier diversity, GSWC actively seeks opportunities to introduce prime contractors to diverse subcontractors who align with their project needs. Through networking events and strategic partnerships, we facilitate connections and collaborations that are mutually beneficial. We place a strong emphasis on ensuring that these relationships are authentic and meaningful. We encourage the utilization of diverse suppliers.

By engaging with prime contractors and promoting the utilization of diverse suppliers, GSWC aims to create a more inclusive and equitable procurement process. We believe that by embracing diversity, we can drive innovation, foster economic growth, and create lasting value for our organization and the communities we serve.



10.1.6 Plans for Complying with Supplier Diversity Program Guidelines

Golden State Water Company will comply with all requirements outlined in the California Public Utilities Commission's Supplier Diversity Program Guidelines, as stated in General Order 156. We recognize the importance of these guidelines in promoting diversity and inclusion within our procurement practices. We will work tirelessly towards meeting and exceeding these requirements in an effort to meet our goals, stated and unstated.



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Appendix

Legend for 2 Digit Standard Industrial Classification (SIC) Codes

SIC	SIC Description
01	Agricultural Production Crops
02	Agriculture Production Livestock and Animal Specialties
07	Agricultural Services
08	Forestry Services
09	Fishing, Hunting, and Trapping
10	Metal Mining
12	Coal Mining
13	Oil and Gas Extraction
14	Mining and Quarrying of Nonmetallic Minerals, Except Fuels
15	Building Construction General Contractors and Operative Builders
16	Heavy Construction Other Than Building Construction Contractors
17	Construction Special Trade Contractors
20	Food and Kindred Products
21	Tobacco Products
22	Textile Mill Products
23	Apparel and Other Finished Products Made From Fabrics and Similar Materials
24	Lumber and Wood Products, Except Furniture
25	Furniture and Fixtures
26	Paper and Allied Products
27	Printing, Publishing, and Allied Industries
28	Chemicals and Allied Products
29	Petroleum Refining and Related Industries
30	Rubber and Miscellaneous Plastics Products
31	Leather and Leather Products
32	Stone, Clay, Glass, and Concrete Products
33	Primary Metal Industries
34	Fabricated Metal Products, Except Machinery and Transportation Equipment
35	Industrial and Commercial Machinery and Computer Equipment
36	Electronic and Other Electrical Equipment and Components, Except Computer Equipment
37	Transportation Equipment
38	Measuring, Analyzing and Controlling Instruments; Photographic, Medical and Optical Goods, Watches and Clocks
39	Miscellaneous Manufacturing Industries
40	Railroad Transportation
41	Local and Suburban Transit and Interurban Highway Passenger Transportation
42	Motor Freight Transportation and Warehousing
43	United States Postal Service
44	Water Transportation
45	Transportation By Air
46	Pipelines, Except Natural Gas
47	Transportation Services
48	Communications

SIC	SIC Description
49	Electric, Gas, and Sanitary Services
50	Wholesale Trade – Durable Goods
51	Wholesale Trade – Non-Durable Goods
52	Building Materials, Hardware, Garden Supply, and Mobile Home Dealers
54	Food Stores
55	Automotive Dealers and Gasoline Service Stations
56	Apparel and Accessory Stores
57	Home Furniture, Furnishings, and Equipment Stores
58	Eating and Drinking Places
59	Miscellaneous Retail
60	Depository Institutions
61	Non-Depository Credit Institutions
62	Security and Commodity Brokers, Dealers, Exchanges and Services
63	Insurance Carriers
64	Insurance Agents, Brokers, and Service
65	Real Estate
67	Holding and Other Investment Offices
70	Hotels, Rooming Houses, Camps, and Other Lodging Places
72	Personal Services
73	Business Services
75	Automotive Repair, Services, and Parking
76	Miscellaneous Repair Services
78	Motion Pictures
79	Amusement and Recreation Services
80	Health Services
81	Legal Services
82	Educational Services
83	Social Services
84	Museums, Art Galleries, And Botanical and Zoological Gardens
86	Membership Organizations
87	Engineering, Accounting, Research, Management, and Related Services
88	Private Households
89	Miscellaneous Services
91	Executive Legislative, and General Government, Except Finance
92	Justice, Public Order, and Safety
93	Public Finance, Taxation, and Monetary Policy
94	Administration of Human Resource Programs
95	Administration of Environmental Quality and Housing Programs
96	Administration of Economic Programs
97	National Security and International Affairs
99	Nonclassifiable Establishments



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2023 Supplier Diversity Annual Report 2024 Annual Plan

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A special thank you to our design partner

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