



San Gabriel Valley Water Company

2020 Annual Report and 2021 Plan

Women, Minority, Disabled Veteran, and LGBT Business Enterprise Procurement
Pursuant to CPUC General Order 156

2020 Annual Report

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Message from the President of San Gabriel Valley Water Company

To say 2020 was a year unlike any other would definitely be an understatement. Throughout all of the challenges this year, our goal as a company remained the same, to provide our customers safe and reliable water service. In addition, our Supplier Diversity Program goals remained unchanged, because now, more than ever, the small and diverse businesses within our communities needed our support.



I could not be prouder of the success of our Supplier Diversity Program in 2020. We did not lose sight of our goals, and not only did we surpass the overall diverse spend goal, but for the first time San Gabriel met all General Order 156 category specific goals as well. This is quite an accomplishment. We are grateful for the 2020 business relationships with 71 diverse vendors that account for 38.55% of our total procurement spend in 2020. Our results are a testament of our commitment to the program and providing equal opportunity to all communities.

Throughout this report, you will see the results of our efforts in 2020, success stories, challenges and future goals for 2021.

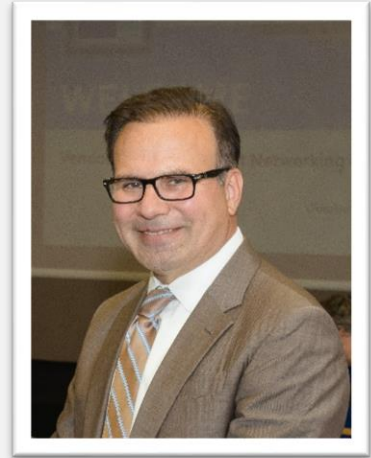
Very truly yours,

Robert W. Nicholson
President

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

As the Vice President of Engineering, I also have the privilege of overseeing San Gabriel Valley Water Company's Supplier Diversity Program. I work very closely with our President, Robert W. Nicholson, and our Manager of Supplier Diversity and Special Projects, Jeanette Diaz, to promote the utilization of diverse-owned businesses, and additionally, to educate our internal staff on its positive impact to not only the diverse-owned businesses we support, but also our local communities.

As I am very proud of our program's success in 2020, I am as equally eager to continue our progression for years to come. In order to create a sustainable and goal surpassing program, we have set several key goals to work towards in the next year which include the unbundling of contracts to provide more opportunities, and continuing our search through different avenues to increase the opportunities available to small, diverse-owned businesses, especially those just starting out on their business journey. I look forward to seeing all our goals come to fruition.



Very truly yours,

Matt Y. Yucelen, P.E.

Vice President – Engineering

Message from the Manager of Supplier Diversity and Special Projects of San Gabriel Valley Water Company

As Manager of the Supplier Diversity Program at San Gabriel Valley Water Company, I am so proud to be a part of the program’s growth and accomplishments over the past few years. By far the best part of my job is being able to connect with diverse-owned businesses and having the ability to be a part of their success story. I am also very grateful for the support I receive at the Executive level here at San Gabriel. I know that my ideas, suggestions and recommendations regarding the Supplier Diversity Program are always valued and considered.



I am also proud that in 2020, for the first time, San Gabriel met all categorical goals as set in General Order 156. Moving forward, I plan to work hard to sustain and improve the program’s success, as there is still work to be done. I recognize this is a difficult time for many small diverse-owned businesses and I will continue my efforts to support these businesses and the communities we serve.

Very truly yours,

Jeanette Diaz
Manager of Supplier Diversity and Special Projects

Internal Program Activities

New Programming

In July of 2020, San Gabriel implemented its new electronically based business system, Infor. With this new system, San Gabriel has had the ability to enhance our inventory database, purchasing system, maintenance of documents and contracts, supplier diversity spend tracking, and more.

As with every new system update, there was a period of learning and transition, but since July, San Gabriel’s new system has already made a positive impact on our Supplier Diversity Program. We are now able to see results in real time, and have access to multiple types of reports that are readily available to view. When the second phase of Infor rolls out in 2021, the system will be formatted to assist with the tracking of second tier spend. Prequalified bidders will be invited to submit Request for Proposals online and will be required to provide information on the use of second tier diverse subcontractors. This feature will be instrumental in the tracking and follow up of San Gabriel’s second tier spend.

Success Stories – New Business Relationships

Although in-person outreach events were cancelled and/or transitioned to virtual events for the majority of 2020, San Gabriel was still successful at creating new diverse business relationships. In-person connections cannot be replaced, and at times it was a challenge to make connections virtually, however, given the circumstances we knew how important it was for us to remain present and actively engaged with seeking new diverse suppliers. Below are a few of San Gabriel’s success stories for 2020.



After a search in the Supplier Clearinghouse database, Moya Law Firm, a Hispanic male-owned law firm was on-boarded to San Gabriel’s prequalified vendor list. In 2020, Moya Law Firm assisted San Gabriel with various legal issues. We look forward to continuing utilizing Moya Law Firm in the future.

Conaway Geomatics is a disabled veteran-owned geospatial firm that offers land surveying, GIS and consulting services. After a few discussions with Jeanette, a meeting was arranged with San Gabriel’s Engineering team which led to our interest in Conaway’s services. In 2020, Conaway was awarded a Topographic Survey project at our Plant F20 site in Fontana and they are also currently on San Gabriel’s On-Call Design Survey bid list. In addition, Conaway Geomatics was selected as a participant of California Water Association’s (“CWA”) second annual Water Acumen Training for Entrepreneurship (“W.A.T.E.R.”) Capacity Building and Technical Assistance (“CB&TA”) Program.



Cosette Conaway – Conaway Geomatics, and Jeanette Diaz– San Gabriel Water Company at a previous event in October 2019.

Due to the abundance of projects in 2020, San Gabriel utilized the assistance of design consultants to help with design work. San Gabriel’s On-Call Design Survey bid list consists of five companies, which included disabled veteran-owned Conaway Geomatics, Inc., WestLAND Group, Inc., a woman-owned business, and PacRim Engineering, Inc., an Asian American-owned business.



AqueoUS VETS A very important project for San Gabriel in 2020 was the installation of the PFAS (Per- and Polyfluoroalkyl Substances) Removal Treatment Systems at two of our plants. The treatment systems were installed at our Plant No. 2 and Plant W6 locations in our Los Angeles division service area. The PFAS Removal Treatment System project was awarded to AqueoUS Vets, a disabled veteran-owned business. San Gabriel enjoyed working with AqueoUS Vets and was very satisfied with the quality of their work.



PFAS Treatment System located at San Gabriel's Plant No. 2.

Pivotal Adaptive Services (“Pivotal”), a disabled veteran-owned company was also awarded a contract from San Gabriel in 2020. David Ramil, President, whom was also a graduate of CWA’s 2019



PIVOTAL ADAPTIVE
S E R V I C E S
UTILITY ASSET MANAGEMENT

W.A.T.E.R. program, has developed positive business relationships with water utility leaders over the past few years. Pivotal is a utility asset management company that provides pipeline inspection along with GIS, GPS, and As-Built services. Although their planned pilot project with San Gabriel was delayed slightly due to COVID-19 (“COVID”), the agreement was awarded and executed in the latter part of the year, and the project is scheduled to begin in early 2021.

As always, San Gabriel is proud of all our new diverse business relationships formed. One of our goals in our 2019 report was to meet all GO156 categorical goals in 2020. With the help of these new diverse business relationships we are again proud to say that we were able to achieve that goal for the very first time. We are looking forward to sustaining this achievement by continuing to maintain productive and positive business relationships with all of our vendors.

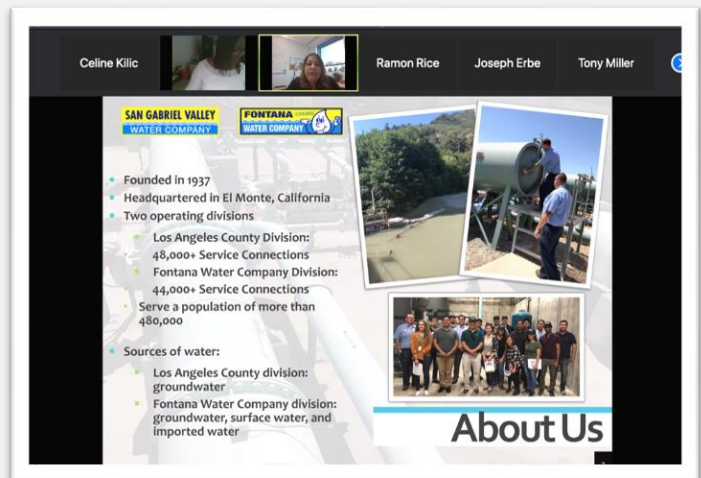
External Program Activities

Southern California Virtual Business Center



In 2020, San Gabriel formed a relationship with the Southern California Virtual Business Center (“SC-VBC”) based out of Los Angeles, California. The SC-VBC’s mission is to give access to programming and services to DBEs. The program primarily serves minority, women, and veteran business owners, with a strong focus on African American entrepreneurs. Members of SC-VBC have access to

training workshops, executive coaching, and accelerators that are led by professionals and university faculty. In October 2020, San Gabriel was invited to host a training workshop to provide SC-VBC members with an in depth overview of working with San Gabriel as well as connecting and sharing best practices in the industry. The hour-long virtual webinar had attendees with various business backgrounds. During the event, DBEs learned more about doing business with San Gabriel as well as the water utilities industry in general. The event ended with a question and answer session where many of the attendees were able to have their specific questions answered by San Gabriel and have the opportunity to network. Overall, the event allowed DBEs to gain valuable insight on working within the water utility industry and form a personal connection with San Gabriel. We plan to continue building our relationship with SC-VBC in 2021.



Jeanette Diaz hosts a virtual Lunch and Learn for the Southern California Virtual Business Center.

Collaboration with the California Water Association (“CWA”)



California Water Association Utility Supplier Diversity Committee: Daniel Rodriguez – Liberty Utilities, Edward Simon – California American Water, Tim McLaughlin – San Jose Water, Lauren James – Suburban Water Systems, Jeanette Diaz – San Gabriel Valley Water Company, Jose Espinoza – California Water Service, Holley Joy – Golden State Water.

The collaboration with the CWA Utility Supplier Diversity Program (“USD”) Committee was stronger than ever in 2020. Together we continued to strive to meet not only the requirements of General Order 156 (“GO156”), but also continue our mission as a committee, which is to promote leading, sustainable, and compliant Supplier Diversity Programs.

In 2020, CWA hosted a virtual Meet the Primes events, and held our second annual W.A.T.E.R. Capacity Building and Technical Assistance (“CB&TA”) Program.

Meet the Primes Event

Meet the Primes is an annual event bringing together prime contractors and diverse suppliers for discussions on subcontracting opportunities. While the event is focused on subcontracting, we also had the opportunity to meet suppliers capable of direct work. In 2020, the virtual event was held in a two-day four-hour session format.

The first day focused on how to do business with the CWA water utility companies. Each company presented with an emphasis on their company’s on-boarding process, requirements, impacts due to COVID, and upcoming projects. The second half of day one was dedicated to vendor showcase presentations. As diverse vendors presented, one-on-one meetings were scheduled and conducted on day two of the event.

Our Meet the Primes event had an average of 150 attendees, representing a variety of industries including: construction, consulting services, and personnel training. Prime contractors and decision makers listened to 53 capabilities presentations from diverse suppliers, and 175 one-on-one meetings were requested for extended discussions on suppliers' value propositions.

Capacity Building & Technical Assistance



As a member of the CWA's Supplier Diversity Committee we take a collective approach to Capacity Building & Technical Assistance by pooling resources, and delivering a unified training program that advances suppliers through education and training.

In 2020, CWA continued its partnership with Melanie Rae with GUIDEDTM Business Plan, to host the 2nd Annual W.A.T.E.R Diverse Business Certification Program. Though the program was set to run in person similar to last year, we of course had to pivot to a virtual setting due to COVID. The CWA members, alongside Melanie, worked together to create a virtual program that delivered the same level of exposure and excellence to this year's participants. The training program focused on providing 18 participants with relevant content to help them prepare in various avenues through a 4-session approach:



During the 2020 training program sessions, time was allocated for virtual breakout sessions so that over the span of the program every participant had the opportunity to personally connect and network with each utility. The program required attending monthly virtual meetings starting in September and continuing in October, November, and December. The cohort will continue its courses in 2021 with meetings set for May and the final session scheduled in April.



Communication with the California Public Utilities Commission (“CPUC”)

On May 6, 2020, the CPUC requested a meeting with San Gabriel to discuss our 2019 USDP Annual Report. The conference call included Stephanie Green, CPUC’s Business and Community Outreach Program and Project Supervisor, Drisha Melton, CPUC’s Supplier Diversity & Regulatory Policy Liaison, Matt Y. Yucelen, San Gabriel’s Vice President of Engineering, and Jeanette Diaz, San Gabriel’s Manager of Supplier Diversity and Special Projects. The discussion included questions and comments from the CPUC regarding our 2019 report and program goals for 2020. We expressed our commitment to the program and accredited our recent increase in spend to the continued support received from our executive level at San Gabriel as well as our commitment to onboard and utilize additional diverse-owned businesses. We also conveyed our desire to continue the program’s momentum and focus on sustainability and equalization of spend throughout all GO156 assigned categories.

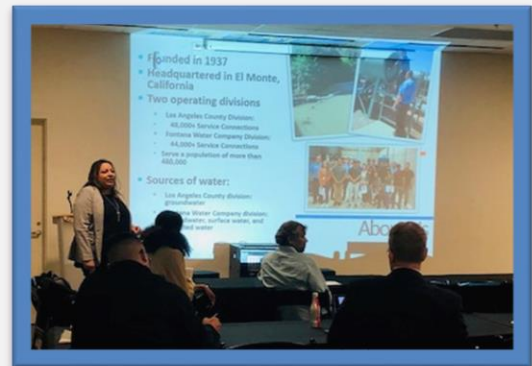
Working with the Joint Utilities – LGBT Goal Recommendation

In 2020 the Joint Utilities (“JU”) members worked together to set and submit the GO156 LGBTBE categorical goal recommendation to the CPUC by December 31, 2020. Earlier on in the year, the JU conducted a deep dive analysis of their comprehensive spend with LGBT-owned businesses. As required, a public workshop was held in October to solicit input from various stakeholder groups or interested parties including LGBT and other advocacy organizations, utilities, and the general public. In December, the JU submitted a .50% LGBT categorical goal recommendation to the CPUC. The final goal determined by the CPUC will be announced at the Supplier Diversity En Banc in 2021.

2020 Outreach Events Highlights

2020 started out just like any other year with a calendar full of outreach events planned to attend. In March when the lockdown was put in place for California, many events were either switched to a virtual platform, postponed, or some were even cancelled. A huge part of the success of any Supplier Diversity Program is focused on communication and making new business connections while strengthening current ones. Even though we could not make these connections in person, we knew that we would still have to keep communication a priority. Although in-person connections cannot be replaced, San Gabriel made every effort to stay connected virtually. Below is a highlight of the outreach events San Gabriel attended in 2020.

San Gabriel kicked the year off by presenting at the Southern California National Association Minority Contractors (“NAMC”) “All About Water” seminar. Each of the CWA companies presented to an audience of DBEs on the topic of how to do business with the water utility companies.



Jeanette Diaz presents at the NAMC “All About Water” seminar in January 2020.

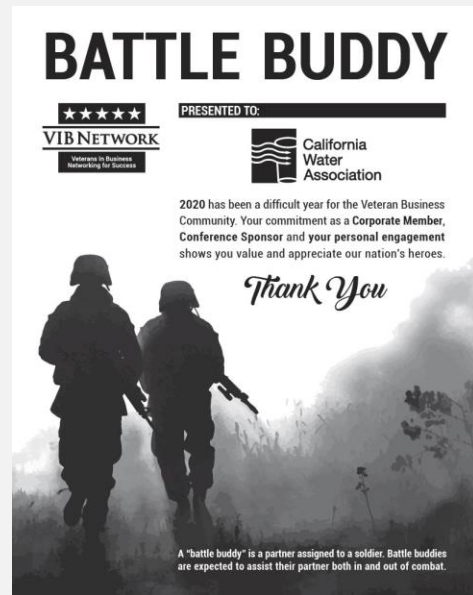


In February, CWA attended the National Center for American Indian Enterprise Development Reservation Economic Summit. The summit provided a networking opportunity with Native American-Owned businesses. CWA was proud to sponsor breakfast for the event as well.

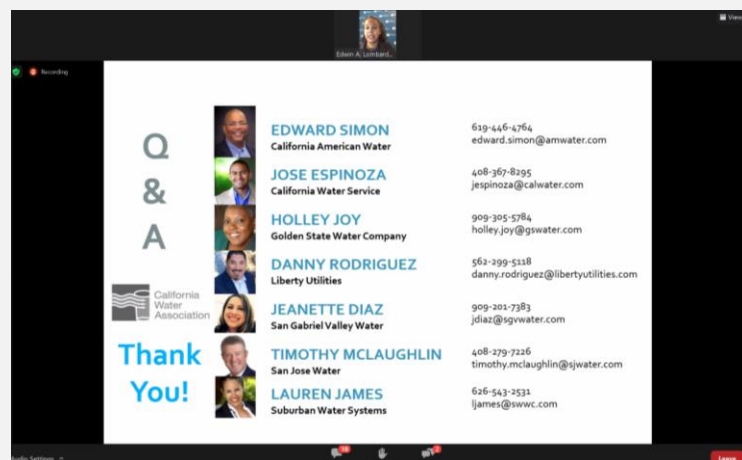
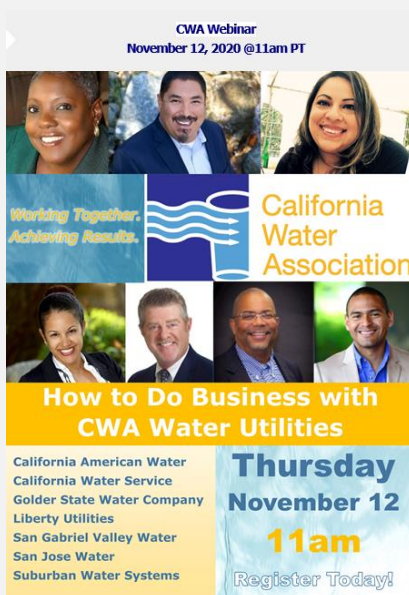
Throughout the remainder of 2020, the CWA committee participated in numerous virtual events which included mixers, conferences, webinars, and trainings with various CBOs.

The Veterans in Business Conference was hosted on an online platform which allowed for CWA to build a realistic virtual booth which really gave the feel of an in-person event.

With COVID and the difficulties of 2020, the VIB wanted to recognize corporate partners who went above and beyond to help the Veteran business community. CWA was honored to be recognized as a Battle Buddy and we are extremely proud to support the VIB. We look forward to our continued relationship as we work to increase our connections with disabled-veteran-owned businesses.



The California African American Chamber of Commerce hosted a webinar with a panel discussion featuring the CWA committee. The webinar provided attendees with insight on working with the water utilities and future business opportunities with all seven Class A water utility companies. The webinar closed with an open question and answer session to allow attendees an opportunity to ask questions openly to the committee.



Lauren James with Suburban Water closes out the webinar.

In 2020, the Women’s Business Enterprise Council (“WBEC”) West held their 17th Annual Procurement Opportunity Conference. In addition to sponsoring and attending the virtual conference, CWA also participated on a panel. The panel and showcase was focused on how to find business opportunities within the water utilities. The CWA committee had the opportunity to hear pitches from, and make connections with numerous woman-owned businesses.



Setup of the CWA booth at the WBEC West 17th Annual Procurement Opportunity Conference.



The CWA committee also attended the California Hispanic Chamber of Commerce Virtual Statewide Convention. This convention included dynamic speakers, and focused on business training seminars and executive workshops. Some of the key topics focused on during the convention included small business training, Latina Empowerment, and Procurement and Corporate Diversity & Inclusion. The conference provided valuable information for small businesses persevering through the pandemic.

2020 Outreach Calendar



In Person

January

USDP Monthly Meeting
CWA Board of Directors Executive
NAMC Event
ABA New Year's Kick off Mixer, LA
WRMSDC MBE Showcase & Road Tour
ISM Contract Negotiation & Management

February

SCMSDC Breakfast with Champions
CWA Board of Directors Executive Committee Meeting, Downey
UMA/NARUC Winter Meeting, Washington, DC
USDP Monthly Meeting
Black Business Association (BBA) Annual Awards Dinner, Los Angeles

March

CWA Board of Director's Meeting, Los Angeles
National Reservation Economic (RES) Summit, Las Vegas
Joint Utilities Quarterly Meeting, Los Angeles
USDP Monthly Meeting
Annual CPUC 2019 Diversity Reports Due to CPUC
California Black Chamber of Commerce Forum and Reception
BBA 2020 Salute to Black Women
WBENC Summit & Salute
LADWP/So Cal Edison Utilities Based Summit

Virtual

April

USDP Monthly Meeting
CWA Board of Directors Executive Committee Meeting
AICOC Statewide Event- Legislative Day
American Association of Blacks in Energy-AABE

May

B2GNow User Training
USDP Monthly Meeting
Sacramento BCC - Keeping Your Business Relevant During COVID-19
CBCC Webinar - Improving Business Opportunities for African Americans
CBCC Webcast - COVID-19 Stimulus Briefing
NMSDC - Addressing Questions Regarding to Support Minority Businesses
Smart Water Summit Business as Unusual: Keeping the Water Flowing in the Age of Coronavirus
GGBA May Make Contact: Hugs, Humor, and Hope
NGLCC LGBT Sip and Pitch Fridays
LAGLCC Professional Services Supplier Event
WRMSDC Back to Business Builders Virtual Event
CBCC Improving Business Opportunities for African Americans

Virtual Cont.

May Cont.

MDBA Fireside Chat with Lisa Price
USVBA All Hands Virtual Meetings
CHCC Virtual California Business Policy Summit

June

CBCC - Improving Business Opportunities for African Americans
NMSDC Leadership Awards
ABA Contract Opportunities with Public Agencies
SCMSDC MBE Needs & Leads Virtual Social Hour
Cal Am/Triumph Working Safely During COVID-19
DIR Supplier Diversity Reimagined
NAMC Navigating the Biases in Contracting Relationships
CA Capital FDC Delivering Mission Essential Services during COVID
CBCC Webinar - Improving Business Opportunities for African Americans
Cal Am/Triumph Working Safely During COVID-19
LAGLCC Working with Utilities - Construction Services

July

CWA-CBO Summit
GLAAACC Virtual Black Business Expo
NMSDC Program Manager's Seminar
NUDC Webinar - A Tour of the Diversity Toolkit
Supplier Diversity Programs: Catalyst for Change

August

NMSDC Crowdfunding Roadmap Survive and Thrive Summit

September

SCMSDC The B3 Conference + Expo: Business Beyond Barriers
NUDC Bias in Artificial Intelligence

October

VIB National VIB Conference
CHCC 2020 CHCC Virtual Statewide Convention
NUDC Emergency: The Role of Diverse Suppliers in Usual Emergencies and Unusual Emergencies
CBCC Fireside Chat with the Honorable Willie L. Brown, Jr.
NMSDC 2020 Conference & Business Opportunity Exchange
NAMC 51st Annual Hybrid Conference & Hall of Fame Awards Ceremony

November

WBENC 2020 NBIC Unity Week
NUDC Virtual Panel: Diverse Suppliers in the Emergency Chain

December

CPUC Joint Utilities Virtual Small/Diverse Business Expo
NUDC Outperforming Yet Undervalued: Women in Utilities
WBEC 17th Annual Strategic Procurement Conference

San Gabriel Valley Water Company		2020 Report		G.O. #156 Section 9.1.2		
WMDVLGBTBE Annual Results by Ethnicity						
		2020				
		Direct	Sub	Total \$	%	
1	Minority Male	Asian Pacific American	\$2,160,017	-	\$2,160,017	3.06%
2		African American	\$13,926	\$419,076	\$433,002	0.61%
3		Hispanic American	\$4,011,717	-	\$4,011,717	5.69%
4		Native American	\$2,116,155	-	\$2,116,155	3.00%
5		Total Minority Male	\$8,301,815	\$419,076	\$8,720,891	12.37%
6	Minority Female	Asian Pacific American	\$305,955	-	\$305,955	0.43%
7		African American	\$740,002	-	\$740,002	1.05%
8		Hispanic American	\$902,139	-	\$902,139	1.28%
9		Native American	-	-	-	0.00%
10		Total Minority Female	\$1,948,097	-	\$1,948,097	2.76%
11	Total Minority Business Enterprise (MBE)		\$10,249,912	\$419,076	\$10,668,988	15.13%
12	Women Business Enterprise (WBE)		\$11,330,504	\$216,118	\$11,546,622	16.37%
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$734,529	-	\$734,529	1.04%
14	Disabled Veteran Business Enterprise (DVBE)		\$4,133,921	\$99,402	\$4,233,323	6.00%
15	Other 8(a)*		-	-	-	0.00%
16	Total WMDVLGBTBE		\$26,448,866	\$734,596	\$27,183,463	38.55%
17	Net Procurement**		\$ 70,521,239			

NOTE: * FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE
 ** NET PROCUREMENT INCLUDES PURCHASE ORDERS, NO-PURCHASE ORDER, AND CREDIT CARD DOLLARS
 Direct - DIRECT PROCUREMENT
 Sub - SUBCONTRACTOR PROCUREMENT
 % - PERCENTAGE OF NET PROCUREMENT

San Gabriel Valley Water Company	2020 Report	G.O. #156 Section 9.1.2
WMDVLGBTBE Direct Procurement by Product and Service Categories		

				Products		Services		Total	
				\$	%	\$	%	\$	%
1	Minority Male	Asian Pacific American	Direct	1,891,126.90	2.68%	268,890.43	0.38%	2,160,017.33	3.06%
2		African American	Direct	13,925.63	0.02%	-	0.00%	13,925.63	0.02%
3		Hispanic American	Direct	1,182,514.20	1.68%	2,829,202.53	4.01%	4,011,716.73	5.69%
4		Native American	Direct	-	0.00%	2,116,155.38	3.00%	2,116,155.38	3.00%
5		Total Minority Male	Direct	\$ 3,087,566.73	4.38%	\$ 5,214,248.34	7.39%	\$ 8,301,815.07	11.77%
6	Minority Female	Asian Pacific American	Direct	5,121.41	0.01%	300,833.70	0.43%	305,955.11	0.43%
7		African American	Direct	-	0.00%	740,002.38	1.05%	740,002.38	1.05%
8		Hispanic American	Direct	4,504.10	0.01%	897,635.16	1.27%	902,139.26	1.28%
9		Native American	Direct	-	0.00%	-	0.00%	-	0.00%
10		Total Minority Female	Direct	\$ 9,625.51	0.01%	\$ 1,938,471.24	2.75%	\$ 1,948,096.75	2.76%
11	Total Minority Business Enterprise (MBE)		Direct	\$ 3,097,192.24	4.39%	\$ 7,152,719.58	10.14%	\$ 10,249,911.82	14.53%
12	Women Business Enterprise (WBE)		Direct	\$ 5,701,950.16	8.09%	\$ 5,628,554.02	7.98%	\$ 11,330,504.18	16.07%
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		Direct	\$ -	0.00%	\$ 734,528.84	1.04%	\$ 734,528.84	1.04%
14	Disabled Veteran Business Enterprise (DVBE)		Direct	\$ 3,858,722.92	5.47%	\$ 275,198.43	0.39%	\$ 4,133,921.35	5.86%
15	Other (8a)*		Direct	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
16	TOTAL WMDVLGBTBE		Direct	\$ 12,657,865.32	17.95%	\$ 13,791,000.87	19.56%	\$ 26,448,866.19	37.50%

17	Total Product Procurement	\$	20,960,532
18	Total Service Procurement	\$	49,560,707

NOTE: * FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE
 ** NET PROCUREMENT INCLUDES PURCHASE ORDERS, NO-PURCHASE ORDER, AND CREDIT CARD DOLLARS
 Direct - DIRECT PROCUREMENT
 Sub - SUBCONTRACTOR PROCUREMENT
 % - PERCENTAGE OF NET PROCUREMENT

19	Net Procurement**	\$	70,521,239
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20	Total Number of WMDVLGBTBEs that Received Direct	71
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San Gabriel Valley Water Company	2020 Report	G.O. #156 Section 9.1.2
WMDVLGBTBE Subcontractor Procurement by Product and Service Categories		

				Products		Services		Total	
				\$	%	\$	%	\$	%
1	Minority Male	Asian Pacific American	Sub	-	0.00%		0.00%	-	0.00%
2		African American	Sub	-	0.00%	419,076	0.59%	419,076	0.59%
3		Hispanic American	Sub	-	0.00%		0.00%	-	0.00%
4		Native American	Sub	-	0.00%		0.00%	-	0.00%
5		Total Minority Male	Sub	\$ -	0.00%	\$419,076	0.59%	\$419,076	0.59%
6	Minority Female	Asian Pacific American	Sub	-	0.00%	-	0.00%	-	0.00%
7		African American	Sub	-	0.00%	-	0.00%	-	0.00%
8		Hispanic American	Sub	-	0.00%	-	0.00%	-	0.00%
9		Native American	Sub	-	0.00%	-	0.00%	-	0.00%
10		Total Minority Female	Sub	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
11	Total Minority Business Enterprises (MBE)		Sub	\$ -	0.00%	\$ 419,076	0.59%	\$ 419,076	0.59%
12	Women Business Enterprises (WBE)		Sub	\$ -	0.00%	\$216,118	0.31%	\$ 216,118	0.31%
13	Lesbian, Gay, Bisexual, Transgender Business Enterprises (LGBTBE)		Sub	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
14	Disabled Veteran Business Enterprises (DVBE)		Sub	\$ -	0.00%	\$99,402	0.14%	\$99,402	0.14%
15	Other (8a)*		Sub	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
16	TOTAL WMDVLGBTBE		Sub	\$ -	0.00%	\$ 734,596	1.04%	\$ 734,596	1.04%

NOTE: * FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE
 ** NET PROCUREMENT INCLUDES PURCHASE ORDERS, NO-PURCHASE ORDER, AND CREDIT CARD DOLLARS
 Direct - DIRECT PROCUREMENT
 Sub - SUBCONTRACTOR PROCUREMENT
 % - PERCENTAGE OF NET PROCUREMENT

17	Total Product Procurement	\$	20,960,532
18	Total Service Procurement	\$	49,560,707

19	Net Procurement**	\$	70,521,239
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WMDVLGBTBE Procurement by Standard Industrial Classification Categories

SIC Category	\$ - %	Asian Pacific American		African American		Hispanic American		Native American		Total Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Other 8(a)**	Total WMDVLGBTBE	Total Dollars
		Male	Female	Male	Female	Male	Female	Male	Female							Total Percentage
7	\$					8,400.00				8,400.00					\$ 8,400.00	\$ 8,400.00
	%					0.01%				0.01%					0.01%	0.01%
15	\$										1,709,990.94				\$ 1,709,990.94	\$ 6,914,235.83
	%										2.42%				2.42%	9.80%
16	\$					1,218,977.15		2,114,850.28		3,333,827.43	562,663.75	619,248.72	202,911.30		\$ 4,718,651.20	\$ 4,723,424.20
	%					1.73%		3.00%		4.73%	0.80%	0.88%	0.29%		6.69%	6.70%
17	\$					640,707.49				640,707.49	2,371,379.44		40,275.18		\$ 3,052,362.11	\$ 12,907,734.48
	%					0.91%				0.91%	3.36%		0.06%		4.33%	18.30%
23	\$										230.39				\$ 230.39	\$ 14,498.49
	%										0.00%				0.00%	0.02%
25	\$	69,351.09								69,351.09	117,955.04				\$ 187,306.13	\$ 191,206.20
	%	0.10%								0.10%	0.17%				0.27%	0.27%
26	\$			13,925.63						13,925.63					\$ 13,925.63	\$ 13,925.63
	%			0.02%						0.02%					0.02%	0.02%
27	\$					8,394.12				8,394.12					\$ 8,394.12	\$ 71,205.59
	%					0.01%				0.01%					0.01%	0.10%
28	\$														\$ -	\$ 696,614.66
	%														0.00%	0.99%
29	\$														\$ -	\$ 19,113.34
	%														0.00%	0.03%
30	\$										5,172,270.81				\$ 5,172,270.81	\$ 5,172,270.81
	%										7.33%				7.33%	7.33%
32	\$					533,233.82				533,233.82					\$ 533,233.82	\$ 536,587.81
	%					0.76%				0.76%					0.76%	0.76%
33	\$	1,647,186.81								1,647,186.81					\$ 1,647,186.81	\$ 1,647,186.81
	%	2.34%								2.34%					2.34%	2.34%
34	\$					26,499.35	4,504.10			31,003.45					\$ 31,003.45	\$ 963,499.60
	%					0.04%	0.01%			0.04%					0.04%	1.37%
35	\$	37,461.35				39,363.41				76,824.76			3,856,725.95		\$ 3,933,550.71	\$ 4,374,847.16
	%	0.05%				0.06%				0.11%			5.47%		5.58%	6.20%
36	\$														\$ -	\$ 7,642.00
	%														0.00%	0.01%
37	\$					1,055.01				1,055.01					\$ 1,055.01	\$ 6,452.11
	%					0.00%				0.00%					0.00%	0.01%
38	\$														\$ -	\$ 114,677.28
	%														0.00%	0.16%
39	\$												1,996.97		\$ 1,996.97	\$ 91,061.73
	%												0.00%		0.00%	0.13%
42	\$			111,076.00						111,076.00	22,632.66				\$ 133,708.66	\$ 133,708.66
	%			0.16%						0.16%	0.03%				0.19%	0.19%
44	\$						878,188.16			878,188.16					\$ 878,188.16	\$ 878,188.16
	%						1.25%			1.25%					1.25%	1.25%
46	\$														\$ -	\$ 48,319.88
	%														0.00%	0.07%

WMDVLGBTBE Procurement by Standard Industrial Classification Categories (Cont.)

SIC Category	\$ - %	Asian Pacific American		African American		Hispanic American		Native American		Total Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Other 8(a)**	Total WMDVLGBTBE	Total Dollars
		Male	Female	Male	Female	Male	Female	Male	Female							Total Percentage
47	\$														\$ -	\$ 56,975.49
	%														0.00%	0.08%
48	\$														\$ -	\$ 211,776.61
	%														0.00%	0.30%
52	\$														\$ -	\$ 54,202.79
	%														0.00%	0.08%
54	\$														\$ -	\$ 41,839.20
	%														0.00%	0.06%
55	\$	137,127.65								137,127.65	410,287.41				\$ 547,415.06	\$ 731,073.09
	%	0.19%								0.19%	0.58%				0.78%	1.04%
56	\$														\$ -	\$ 6,462.69
	%														0.00%	0.01%
57	\$														\$ -	\$ 7,674.32
	%														0.00%	0.01%
59	\$		5,121.41							5,121.41	1,206.51				\$ 6,327.92	\$ 5,576,201.87
	%		0.01%							0.01%	0.00%				0.01%	7.91%
60	\$														\$ -	\$ 533,108.65
	%														0.00%	0.76%
63	\$														\$ -	\$ 3,863,213.49
	%														0.00%	5.48%
64	\$				633,664.00					633,664.00					\$ 633,664.00	\$ 656,221.30
	%				0.90%					0.90%					0.90%	0.93%
70	\$														\$ -	\$ 5,036.29
	%														0.00%	0.01%
73	\$	11,688.00	252,584.30	308,000.00		107,368.68	5,990.00			685,630.98	1,178,005.23		131,413.95		\$ 1,995,050.16	\$ 7,520,792.55
	%	0.02%	0.36%	0.44%		0.15%	0.01%			0.97%	1.67%		0.19%		2.83%	10.66%
75	\$					39,252.44				39,252.44					\$ 39,252.44	\$ 187,045.89
	%					0.06%				0.06%					0.06%	0.27%
76	\$														\$ -	\$ 10,418.92
	%														0.00%	0.01%
80	\$														\$ -	\$ 2,729,663.20
	%														0.00%	3.87%
81	\$					28,811.32				28,811.32					\$ 28,811.32	\$ 318,740.70
	%					0.04%				0.04%					0.04%	0.45%
87	\$	234,556.18	48,249.40		106,338.38	1,149,653.94	13,457.00	1,305.10		1,553,560.00		115,280.12			\$ 1,668,840.12	\$ 4,906,639.81
	%	0.33%	0.07%		0.15%	1.63%	0.02%	0.00%		2.20%		0.16%			2.37%	6.96%
89	\$	22,646.25				210,000.00				232,646.25					\$ 232,646.25	\$ 3,569,351.52
	%	0.03%				0.30%				0.33%					0.33%	5.06%
TOTAL		2,160,017.33	305,955.11	433,001.63	740,002.38	4,011,716.73	902,139.26	2,116,155.38	0.00	10,668,987.82	11,546,622.18	734,528.84	4,233,323.35	0.00	\$ 27,183,462.19	\$ 70,521,238.81
TOTAL		3.06%	0.43%	0.61%	1.05%	5.69%	1.28%	3.00%	0.00%	15.13%	16.37%	1.04%	6.00%	0.00%	38.55%	100.00%

Total Product Procurement	\$	20,960,531.55
Total Service Procurement	\$	49,560,707.26
Net Procurement ***	\$	70,521,238.81

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

Number of WMDVLGBTBE Suppliers and Revenue Reported to the Clearinghouse

# WMDVLGBTBEs	Data on Number of Suppliers											
	Revenue (Range) Reported to CHS						Utility-Specific 2020 Summary					
	MBE	WBE	LGBTBE	DVBE	Other 8(a)*	Grand Total	MBE	WBE	LGBTBE	DVBE	Other 8(a)*	Grand Total
Under \$1 million or Unknown	12	5	1	7	-	25	43	13	2	7	-	65
Under \$5 million	14	3	-	1	-	18	2	2	-	1	-	5
Under \$10 million	7	2	-	-	-	9	-	1	-	-	-	1
Above \$10 million	12	6	1	-	-	19	-	-	-	-	-	0
TOTAL	45	16	2	8	-	71	45	16	2	8	-	71

# WMDVLGBTBEs	Revenue and Payment Data											
	(Average) Revenue Reported to CHS						Utility-Specific 2020 Summary					
	MBE	WBE	LGBTBE	DVBE	Other 8(a)*	Grand Total	MBE	WBE	LGBTBE	DVBE	Other 8(a)*	Grand Total
Under \$1 million or Unknown	5,188,315.00	7,233,025.00	809,633.00	895,988.00	-	\$ 14,126,961.00	6,487,874.73	2,251,557.27	734,528.84	277,195.40	-	\$ 9,751,156.24
Under \$5 million	34,302,054.00	5,264,799.00	-	-	-	\$ 39,566,853.00	3,762,037.09	3,906,676.10	-	3,856,725.95	-	\$ 11,525,439.14
Under \$10 million	40,984,457.00	11,234,791.00	-	-	-	\$ 52,219,248.00	-	5,172,270.81	-	-	-	\$ 5,172,270.81
Above \$10 million	8,295,338,780.00	446,638,536.00	12,000,000.00	-	-	\$ 8,753,977,316.00	-	-	-	-	-	\$ -
TOTAL	\$8,375,813,606.00	\$470,371,151.00	\$12,809,633.00	\$895,988.00	\$ -	\$ 8,859,890,378.00	\$10,249,911.82	\$11,330,504.18	\$734,528.84	\$4,133,921.35	\$ -	\$ 26,448,866.19

NOTE: *FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE
 CHS: SUPPLIER CLEARINGHOUSE

San Gabriel Valley Water Company	2020 Report	G.O. #156 Section 9.1.2
Description of WMDVLGBTBEs with CA Majority Workforce		

Based on information provided from the Supplier Clearinghouse, we have identified 69 out of our 71 diverse suppliers for whom California is their main contact location.

San Gabriel Valley Water Company	2020 Report	G.O. #156 Section 9.1.3
WMDVLGBTBEs Program Expenses		

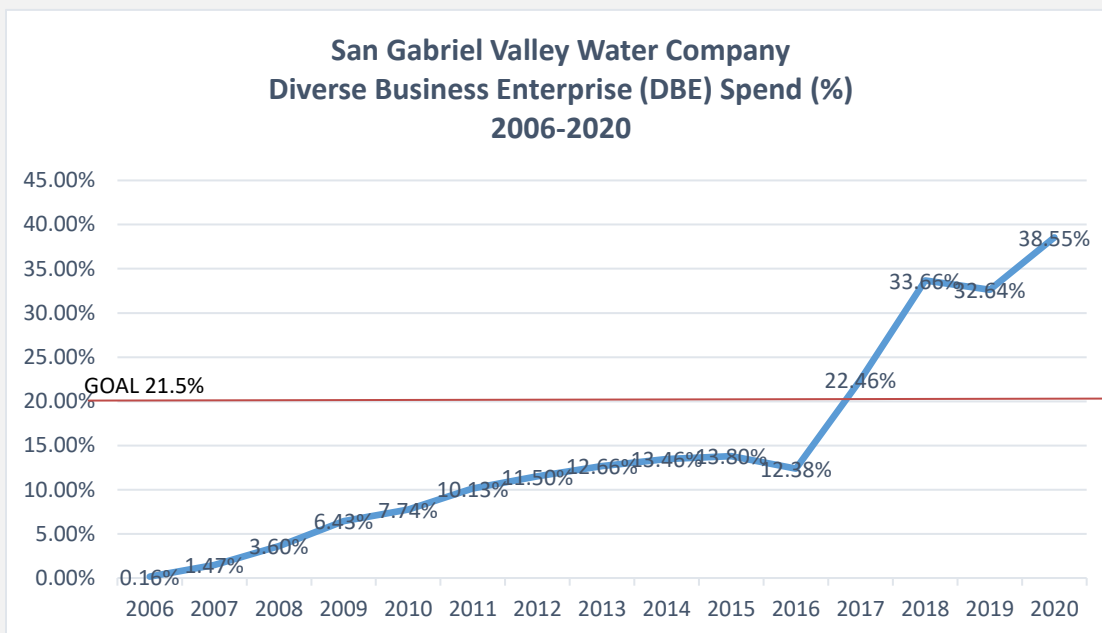
Expenses Category	2020
Wages	137,800.00
Other Employee Expenses	452.00
Program Expenses	20,434.00
Reporting Expenses	0.00
Training	0.00
Consultants	4,500.00
Other	18,160.00
TOTAL	\$181,346.00

San Gabriel Valley Water Company	2020 Report	G.O. #156 Section 9.1.4
Description of Progress in Meeting or Exceeding Set Goals		

We are pleased to report that our total procurement with diverse business enterprises increased by 2.91% in 2020 to \$26,448,866 direct spend, compared to \$25,698,959 in 2019. Our second tier spend for 2020 was \$734,596 which is an increase of 209.24% compared to \$237,548 in 2019. As requested, our second tier spend has been detailed separately in the SIC Categories table, thus matching the total DBE spend in the Results by Ethnicity table.

As for us all, 2020 came with a multitude of unforeseen challenges and obstacles. However, through this unprecedented time, San Gabriel continued to prioritize the importance of meeting and exceeding our goals. An area that was impacted due to COVID for San Gabriel was the halt of several of our large company projects. This halt was due to a stop work order put in place by Los Angeles County that would not allow any projects to take place that would cause an interruption to our customer’s water service. Even after the stop work order was lifted, most of these projects were not able to be completed in 2020 and thus caused our total procurement spend for 2020 to be much lower than expected. Nevertheless, we are very pleased to still be able to meet all categorical goals for the very first time. As mentioned in our 2019 report, in 2020

we really wanted to focus on sustaining our relationships with our current diverse vendors while seeking opportunities to onboard new DBEs. Specifically, we started the year by identifying upcoming projects where we had a significant opportunity to offer competitive DBE engagement. The impact of our planning can be seen in the 5.80% spend increase in our DVBE spend category compared to 2019. As mentioned previously, this increase was primarily due to the large-scale treatment projects, which were awarded to AqueoUS Vets, a disabled veteran-owned business. We are very proud of the progress San Gabriel’s Supplier Diversity Program has made over the years.



Category	2020 Results	2020 Goals
Minority Men	12.37%	-
Minority Women	2.76%	-
Total Minority Business Enterprise (MBE)	15.13%	15.00%
Women Business Enterprise (WBE)	16.37%	5.00%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	1.04%	1.50%
Disabled Veteran Business Enterprise (DVBE)	6.00%	1.50%
Other (8a)	-	-
TOTAL WMDVLGBTBE	38.55%	23.00%

San Gabriel Valley Water Company	2020 Report	G.O. #156 Sec. 9.1.5
Description of Prime Contractor Utilization of WMDVLGBTBE Subcontractors		

At San Gabriel, we are committed to educating our prime contractors on the importance and impact of diverse subcontracting. Our primary contractors play a significant role in helping us reach our procurement goals by providing diverse suppliers the opportunity to participate in the work they perform on our behalf. In 2020, San Gabriel’s prime contractors utilized DBEs primarily for service categories. These categories stretch from project management consulting services to paving, and electrical services. As mentioned previously, our second tier spend for 2020 was \$734,596, which is an increase of 209.24% compared to 2019. We plan to continue to spread awareness of the importance of utilizing diverse subcontractors through our strong relationships formed with our prime contractors to ensure continuous growth.

San Gabriel Valley Water Company			2020 Report			G.O. #156 Section 9.1.5		
Summary of Prime Contractor Utilization of WMDVLGBTBE 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)	Other 8(a)*	TOTAL WMDVLGBTBE
Direct \$	8,301,815	1,948,097	10,249,912	11,330,504	734,529	4,133,921	-	26,448,866
Subcontracting \$	419,076	-	419,076	216,118	-	99,402	-	734,596
Total \$	8,720,891	1,948,097	10,668,988	11,546,622	734,529	4,233,323	-	27,183,463
Direct %	11.78%	2.76%	14.54%	16.07%	1.04%	5.86%	-	37.51%
Subcontracting %	0.59%	-	0.59%	0.31%	-	0.14%	-	1.04%
Total %	12.37%	2.76%	15.13%	16.37%	1.04%	6.00%	-	38.55%

Net Procurement**	\$ 70,521,239
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NOTE: *FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE

** NET PROCUREMENT INCLUDES PURCHASE ORDERS, NON-PURCHASE ORDER, AND CREDIT CARD DOLLARS

% - PERCENTAGE OF NET PROCUREMENT

DIRECT - DIRECT PROCUREMENT

SUB - SUBCONTRACTING PROCUREMENT

San Gabriel Valley Water Company	2020 Report	G.O. #156 Sec. 9.1.6
A List of WMDVLGBTBE Complaints Received and Current Status		

San Gabriel received no complaints and none were filed in 2020 relative to its USDP.

San Gabriel Valley Water Company	2020 Report	G.O. #156 Sec. 9.1.7
Description of Efforts to Recruit WMDVLGBTBE Suppliers in Low Utilization Categories		

Legal

San Gabriel utilizes in-house General Counsel for most routine legal issues. However, in 2020, San Gabriel continued to utilize the Moya Law Firm, a minority-owned law firm, to assist with legal issues. The company’s General Counsel is aware of the goal to seek and increase the use of diverse businesses in legal services and is making efforts to utilize DBEs in this area.

Finance

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

Highly Technical

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

In 2020, San Gabriel utilized SHI International Corporation, a minority woman-owned business for Information Technology (“IT”) product acquisition.

2021 ANNUAL PLAN

San Gabriel Valley Water Company					2021 Plan					G.O. #156 Sec. 10.1.1					
WMDVLGBTBE Annual SHORT, MID, LONG-TERM Goals by Product and Service Category															
Product SIC Codes	Short-Term 2021					Mid-Term 2021					Long-Term 2021				
	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	WMDVLGBTBE	Minority Business Enterprise (MBE)	Women Business Enterprises (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprises (LGBTBE)	Disabled Veterans Business Enterprises (DVBE)	WMDVLGBTBE	Minority Business Enterprise (MBE)	Women Business Enterprises (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprises (LGBTBE)	Disabled Veterans Business Enterprises (DVBE)	WMDVLGBTBE
25	0.20	0.20			0.40	0.20	0.20			0.40	0.20	0.20			0.40
26	0.25				0.25	0.25				0.25	0.25				0.25
27	0.25				0.25	0.25				0.25	0.25				0.25
30		1.10			1.10		1.10			1.10		1.10			1.10
32	0.15				0.15	0.15				0.15	0.15				0.15
33	0.25				0.25	0.25				0.25	0.25				0.25
34	0.20				0.20	0.20				0.20	0.20				0.20
35	0.20			1.00	1.20	0.20			1.00	1.20	0.20			1.00	1.20
36	0.10				0.10	0.10				0.10	0.10				0.10
37	0.25				0.25	0.25				0.25	0.25				0.25
39				0.15	0.15				0.15	0.15				0.15	0.15
55	1.00				1.00	1.00				1.00	1.00				1.00
59		0.50			0.50		0.50			0.50		0.50			0.50
Subtotal	2.85	1.80	0.00	1.15	5.80	2.85	1.80	0.00	1.15	5.80	2.85	1.80	0.00	1.15	5.80

Service SIC Codes	Short-Term 2021					Mid-Term 2021					Long-Term 2021				
	Minority Business Enterprise (MBE)	Women Business Enterprises (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprises (LGBTBE)	Disabled Veterans Business Enterprises (DVBE)	WMDVLGBTBE	Minority Business Enterprise (MBE)	Women Business Enterprises (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprises (LGBTBE)	Disabled Veterans Business Enterprises (DVBE)	WMDVLGBTBE	Minority Business Enterprise (MBE)	Women Business Enterprises (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprises (LGBTBE)	Disabled Veterans Business Enterprises (DVBE)	WMDVLGBTBE
7	0.05				0.05	0.05				0.05	0.05				0.05
15	0.10	0.50			0.60	0.10	0.50			0.60	0.10	0.50			0.60
16	3.00	0.50	1.10		4.60	3.00	0.50	1.10		4.60	3.00	0.50	1.10		4.60
17	1.00	1.50		0.10	2.60	1.00	1.50		0.10	2.60	1.00	1.50		0.10	2.60
42	0.25	0.12			0.37	0.25	0.12			0.37	0.25	0.12			0.37
64	0.95				0.95	0.95				0.95	0.95				0.95
73	3.00	0.40	0.25	0.25	3.90	3.00	0.40	0.25	0.25	3.90	3.00	0.40	0.25	0.25	3.90
75	0.50				0.50	0.50				0.50	0.50				0.50
81	0.50				0.50	0.50				0.50	0.50				0.50
87	1.80	0.18	0.15		2.13	1.80	0.18	0.15		2.13	1.80	0.18	0.15		2.13
89	1.00				1.00	1.00				1.00	1.00				1.00
Subtotal	12.15	3.20	1.50	0.35	17.20	12.15	3.20	1.50	0.35	17.20	12.15	3.20	1.50	0.35	17.20

TOTAL	15.00%	5.00%	1.50%	1.50%	23.00%	15.00%	5.00%	1.50%	1.50%	23.00%	15.00%	5.00%	1.50%	1.50%	23.00%
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San Gabriel Valley Water Company	2021 Plan	G.O. #156 Sec. 10.1.2
Description of WMDVLGBTBE Planned Program Activities for the Next Calendar Year		

Internal Activities

Capacity Building and Technical Assistance Program

San Gabriel plans to continue our newly formed relationship with the Southern California Virtual Business Center (SC-VBC). By working together and growing our relationship, we hope to deliver on SC-VBC’s mission to provide access to resources and educational services to diverse business enterprises across California. Additionally, San Gabriel will continue its involvement with CBOs and Chambers of Commerce through memberships and participation in their outreach events.

Contractor meetings

CWA’s 2020 Meet the Primes event will continue and is scheduled for 2021. In addition, San Gabriel is committed to further developing our standing relationship with our prime contractors by hosting an informational primes event in 2021. The event is in the planning process and will be structured as a conversational, yet informative meeting to emphasize the significant role our prime contractors play in helping us reach our procurement goals. Other topics of discussion include the impact of utilizing small, local diverse business, expectations of the prime/subcontractor business relationship, updates on San Gabriel’s new internal system, and updates on safety and insurance requirements.

External Activities

Collaboration with CWA

San Gabriel will continue its collaborative work with CWA to bring procurement and growth opportunities to women, minority, disabled-veteran, and LGBT businesses. Similar to 2020, these plans include a Meet the Primes event and the completion of the 2020 W.A.T.E.R. certification program. Additionally, we are planning to work with the American Indian Chamber of Commerce as well as the African American Chamber of Commerce to create a directory of American Indian and African American owned-businesses. We recognize that both of these categories are areas of low spend for all of the CWA companies and we plan to make an effort to increase our outreach efforts in these areas. Overall, San Gabriel along with the CWA team’s primary goal for our collaborated events is to aid and prepare DBEs for procurement opportunities with the water utility industry through capacity building, networking, and educational programs.

San Gabriel Valley Water Company	2021 Plan	G.O. #156 Sec. 10.1.3
Plans for Recruiting WMDVLGBTBE Suppliers in Low Utilization Areas		

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

San Gabriel Valley Water Company	2021 Plan	G.O. #156 Sec. 10.1.4
Plans for Recruiting WMDVLGBTBE Suppliers Where Unavailable		

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

San Gabriel Valley Water Company	2021 Plan	G.O. #156 Sec. 10.1.5
Plans for Encouraging Prime Contractors to Subcontract WMDVLGBTBE Suppliers		

San Gabriel, in connection with CWA, will sponsor a prime contractors meeting with the main goal to educate our prime contractors on ways to assist us in meeting program goals, in addition to facilitate relationships between primes and DBEs. San Gabriel also plans to host quarterly meetings with our Prime contractors. With the implementation of San Gabriel’s second roll out phase of the new online business system, we will have the ability to encourage the use of diverse subcontractors with the issuing of RFPs. Our new system will also help us to identify and track second tier spending.

San Gabriel Valley Water Company	2021 Plan	G.O. #156 Sec. 10.1.6
Plans to Comply with WMDVLGBTBE Program Guidelines		

San Gabriel is pleased to report that for the last three years we have met the overall program guideline of 21.5% total diverse procurement spend. San Gabriel was also very proud to be recognized for the second year in a row as a Top 10 Performer in the California Public Utilities Commission’s presentation deck.

Through all the unexpected curves 2020 brought us, we are very proud of our results. However, with that we



acknowledge that there is always room for improvement. To sustain our program's success and continue to move the program forward in a positive direction, San Gabriel has the following goals for 2021:

- **Sustainability** is the first and foremost goal for 2021. In order to achieve this, we will continue to build strong relationships with our diverse vendors, and seek to increase the number of small, diverse-owned businesses in our vendor database. It is important to us that we increase the amount of opportunities available to small businesses within the communities we serve. We are especially looking for start-up small diverse-owned businesses to provide wide range business opportunities within diverse-owned business communities.
- **Providing more business opportunities is a commitment of San Gabriel.** In an effort to increase business opportunities, San Gabriel will continue to unbundle large-scale projects. The first step in doing this is to identify future large-scale projects and from there determine the products and services required. In this process of unbundling projects, not only are we able to provide more business opportunities, but also give small diverse businesses the ability to participate on a smaller scale. We recognize that small, startup diverse-owned businesses do not always have the same capabilities and experience as larger businesses. It is our intent to help these small, startup diverse-owned businesses gain experience by not just providing them with a business opportunity, but also to provide mentorship support so that we can be a part of their growth and success.
- **Promoting diverse-owned businesses within the company is another continuous goal of San Gabriel in 2021.** San Gabriel plans to strengthen the relationship between our Supplier Diversity Program, Purchasing Department, and all other department managers. Internal relationships are key to the success of any Supplier Diversity Program, and it is important to continually promote the use of diverse suppliers within the company. Additionally, our Supplier Diversity Program and Purchasing Department must work together cohesively in order to sustain and improve our program's success. In 2021, we plan for our Supplier Diversity Manager to be more involved in the Purchasing Department's procurement processes and guidelines. This relationship will help to sustain and increase our program's numbers and ensure that diverse-owned businesses are provided an equal opportunity in all purchasing matters.
- **Setting new goals to be reached in 2021 is a priority for San Gabriel.** As reported in table 10.1.1, we plan to comply with all provisions and revisions of General Order 156 in reaching our projected annual short, mid, and long-term goals. San Gabriel will continue

its efforts to not only meet, but also surpass the projected goals. Our objective is to achieve compliance with the WMDVLGBTBE Program guidelines established by the Commission as required by the California Public Utilities Code section 8283 (c).

San Gabriel's Supplier Diversity Program has grown so much throughout the last few years, and we have some ambitious goals in place for 2021. With that being said, we recognize there may be a need for additional support to assist our Supplier Diversity Program Manager with achieving these goals, monitoring tasks, sustaining our program's success, and improving our numbers. Having sufficient support is very important to us, as we continue to understand the importance of supplier diversity, which is not only to reach our goals, but most importantly, to give back to the communities we serve and reside in. We look forward to the growth of our program and continued success.

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