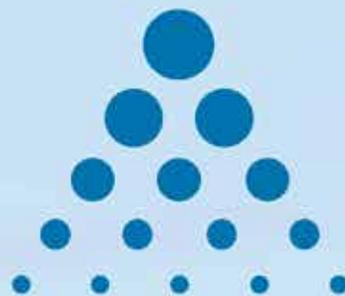


**GROWING, BUILDING
and
EXPANDING**

2022 Annual Report and 2023 Annual Plan

on the Utilization of Women, Minority, Disabled Veteran,
Lesbian, Gay, Bisexual and Transgender Business Enterprises
(U-133-W)



Golden State
Water Company

A Subsidiary of American States Water Company

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Message from the President

We are very pleased to submit the Golden State Water Company (“GSWC”) 2022 CPUC General Order 156 Supplier Diversity Report. We have made great strides over recent years navigating the unprecedented times and unforeseen challenges related to the global COVID-19 pandemic. Despite these challenges, GSWC continues to provide high quality, reliable water service to our customers throughout the State of California, without interruption. We continue to invest in our infrastructure of water pipelines, tanks, booster stations and other key components. We would not be successful without our great partners which include our diverse suppliers.

Our Supplier Diversity Program continues to grow and thrive despite significant changes. Holley Joy has transitioned out of the role of Supplier Diversity Manager and has been replaced by Michael Moss. We are grateful for Holley’s impact on our program and the role that she played prior to her departure in laying the foundation that allowed Michael to continue growing the program. Michael comes to GSWC after a career dedicated to all aspects of Supplier Diversity which gives him a 360 degree view of the Program including regulatory, vendor and now in the buyer/advocate role. Our success will continue to grow under his leadership.

In 2022, Golden State Water Company’s spend with diverse suppliers grew by \$16,790,260 to a high of \$56,218,394 when compared to 2021. We are very proud of GSWC’s performance this year as we have once again showed our commitment to Supplier Diversity by surpassing the CPUC’s goal of 22% diverse supplier utilization by achieving **33.66%**, a 4.02% increase over the prior year. We are successful in achieving these metrics through our commitment to **GROWING, BUILDING and EXPANDING**, which will carry on into the foreseeable future.

Robert J. Sprowls

Robert J. Sprowls
President and CEO
Golden State Water Company



Message from the Supplier Diversity Program Manager

**“Whatever you do, strive to do it so well that no [one] living,
no [one] dead, and no [one] yet to be born could do it any better.”
— Dr. Benjamin E. Mays**

It is with the spirit, passion, and purpose of Dr. Mays’ statement that I approach the role of Supplier Diversity Program Manager at Golden State Water Company (“GSWC”). While this is my first year at GSWC, I have supported this program (and other regulated utilities) for 10 years through my predecessors at GSWC, both directly and indirectly, as the manager of the Supplier Clearinghouse, which is the entity regulated by the California Public Utilities Commission for diverse business certifications and verification. I have brought with me extensive experience with identifying qualified diverse vendors for strategic inclusion in Supplier Diversity programs.

The legacy of Golden State Water Company’s Supplier Diversity Program is long and storied. It is one that I am honored to carry on as its torch bearer for many years to come. While we have been successful, my goal(s) now and going forward will be to continue the success that we’ve had and build upon existing best practices to expand and reflect the diverse communities that we serve. As our President and CEO said our program will continue **GROWING, BUILDING and EXPANDING**.

GROWING - Dollars spent with diverse suppliers; Number of diverse suppliers;

BUILDING - Relationships with Community Based Organizations; Supplier capacity;

EXPANDING - Increase spend with underutilized categories; Opportunities for growing the spend;

Michael A. Moss II

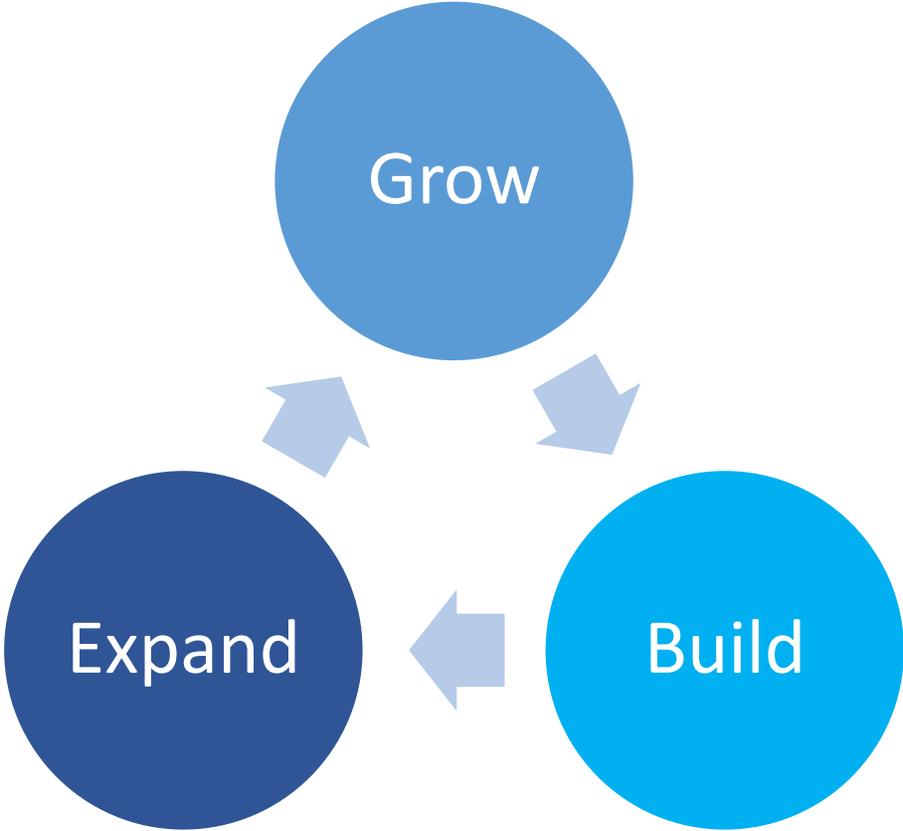
Michael Moss
Supplier Diversity Program Manager

Introduction

Golden State Water Company (“GSWC”) is very proud to have successfully met the California Public Utilities Commission’s (“CPUC’s”) overall goal for diverse business utilization during 2022. We are pleased to submit our 2022 CPUC General Order 156 Annual Report on Supplier Diversity and 2023 Annual Plan per the requirements of the CPUC.

This report will display our supplier diversity efforts over the reporting period of January 1, 2022 through December 31, 2022. We will highlight our successes and challenges as it relates to Women, Minority, Disabled Veteran, Persons with Disabilities, Lesbian, Gay, Bisexual and Transgender Enterprises competing for contract opportunities for goods and services procured by GSWC.

We have been diligent and will continue to do so in our efforts while **GROWING, BUILDING and EXPANDING**. By the nature of this cycle, we will continue to grow and make the process better.



Corporate Commitment to Supplier Diversity

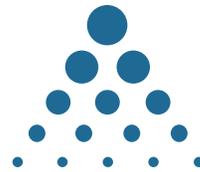
Golden State Water Company remains committed to our mission “to deliver high quality, reliable and safe drinking water to all customers in the communities served.” We are steadfast in our commitment to Supplier Diversity and providing equal opportunities to all potential business partners as a leader, partner and supporter in our efforts to advance the cause as it relates to the advancement of:

- 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 Water Company's

2022 Annual Supplier Diversity Report

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, beating and exceeding the Supplier Diversity goal as set forth by the California Public Utilities Commission under General Order 156 despite the challenges of operating in a hybrid in-person/virtual environment which presented itself in various ways throughout 2022. 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.



Golden State
Water Company
A Subsidiary of American States Water Company

Sec. 9.1.1 Description of Supplier Diversity

Program Activities During the Previous Calendar Year

2022 Highlights

Golden State Water Company's Supplier Diversity Program remains strong. We have sustained a robust presence in the community by meeting, introducing and supporting programs and organizations whose goals align with ours. Below you will find some of the highlights of our internal and external activities from 2022.

Internal Activities

Golden State Water Company hired a new Supplier Diversity Manager, Michael Moss. As part of his transition and introduction to the company, Mr. Moss met with members of senior level management in an effort to determine where the needs were including C-Level Management, Directors, General Managers, Department Heads and other managers who manage budgets.

GSWC has a centralized supplier registration portal where diverse suppliers may register for consideration to be a vendor. GSWC facilitates introduction meetings with prime contractors and potential subcontractors. GSWC team members are introduced to and educated about the Supplier Diversity Program.

***GROWING,
BUILDING
and EXPANDING***

Sec. 9.1.1 Description of Supplier Diversity

Program Activities During the Previous Calendar Year

2022 Highlights - External Activities

American Indian Chamber of Commerce of California (AICCC)

With the theme of “Reconnect, Rebound, Rebuild and Recover for Next-Level Success,” the AICCC, hosted their three-day Expo '22 at the Agua Caliente Resort in Rancho Mirage in July 2022. With this event, they successfully upheld their mission “to provide opportunities for networking and support of American Indian business people in California. To provide a mentor’s environment for those individuals beginning new endeavors and establish a vehicle for education, networking and growth opportunities.” We support their efforts wholeheartedly and will continue to do so in the future as it aligns with GSWC’s supplier diversity goals.

Southern California Minority Supplier Development Council (SCMSDC)

As the affiliate of the National Minority Supplier Development Council in which most of GSWC’s service territory operates, we are proud to support SCMSDC’s Business Beyond Barriers Conference + Expo at SoFi Stadium in Inglewood, CA in July 2022 hosted by SCMSDC. This event’s theme was “What it takes is all of us.” Their theme rings loud and clear, resonating with us as it aligns with our mission. It takes all of us, including our community partners to provide high quality, reliable and safe drinking water to all customers in the communities that we serve.

Greater Los Angeles African American Chamber of Commerce (GLAAACC) Meet the Buyers

The California Water Association (CWA) partnered with GLAAACC for their workshop series for a Meet the Buyers event. We provided a description of our service areas and opportunities that are available at our companies and provided an opportunity for the suppliers to meet our buyers with a warm introduction.

California Hispanic Chamber of Commerce

The California Hispanic Chamber of Commerce’s Annual Statewide Convention is the largest networking venue for Hispanic businesses. Their theme was “BE

ALL IN: highlighting the tenacity, dedication, grit and perseverance of our diverse small business owners and their outlook in pursuing their dreams and ambitions.” This organization represents the interests of over 815,000

California Hispanic-owned businesses.



Sec. 9.1.1 Description of Supplier Diversity

Program Activities During the Previous Calendar Year

2022 Highlights – External Activities



Greater Los Angeles African American Chamber of Commerce (GLAAACC) Women in the C-Suite

Golden State Water Company, along with GLAAACC, Southern California Edison, SoCal Gas, the US Black Chamber, CW Driver and Valero partnered together for the 5th Annual GLAAACC Women in the C-Suite: “Women Affecting Change Through Policy.” This



event highlighted women who encouraged, inspired, and motivated others to innovate and create change through policy. GSWC’s very own Director of Capital Programs Beth McDonough gave remarks highlighting our Supplier Diversity Program along with other dignitaries, including Congresswoman Maxine Waters.



National Asian American Coalition 19th Annual Economic Development & Empowerment Conference

The National Asian American Coalition (NAAC) and National Diversity Coalition (NDC) brought together financial & housing government officials, community thought leaders, high-ranking officers from the media and banking officials. This year’s theme was to “INFORM. INSPIRE. EMPOWER.” GSWC’s Supplier Diversity Manager, Michael Moss, was a featured panelist during the panel on Supplier Diversity.



Sec. 9.1.1 Description of Supplier Diversity

Program Activities During the Previous Calendar Year

2022 Highlights - External Activities



National Minority Supplier Diversity Council's 50th Anniversary Conference & Exchange

The National Minority Supplier Development Council (NMSDC) celebrated their 50th anniversary in New Orleans, LA with the theme of "It's time to disrupt our own status quo." NMSDC is the longest-operating business growth engine for the broadest group of systematically excluded communities of color (Asian-Indian, Asian Pacific, Black, Hispanic and Native American). This four-day conference serves as the intersection between thousands including corporate CEOs, procurement executives and Supplier Diversity professionals from the nation's top corporations where we all converge to learn and advocate for minority firms in corporate supply chain.



Veterans in Business National Conference

The Veterans in Business (VIB) National Conference is a venue in which veteran owned businesses can build connections between corporations, government agencies and prime contractors to create partnerships and learn about contracting opportunities. This event is designed by Service Disabled Veteran Owned Small Businesses. As they stated, "We're on a mission to provide education, training, resources, outreach and support to help Veterans in Business grow and succeed."



Sec. 9.1.1 Description of Supplier Diversity

Program Activities During the Previous Calendar Year

2022 Highlights - External Activities

Water Education for Latino Leaders (W.E.L.L.) Diversifying Suppliers in the Water Industry

The CWA and W.E.L.L. hosted a free webinar which was supported by the Los Angeles Latino Chamber of Commerce and the California Hispanic Chamber of Commerce. This event was open to any diverse business owners where we reviewed the steps taken to partner with private water companies, upcoming opportunities for partnership and examples of success stories.



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.



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

The California Water Association Water Acumen

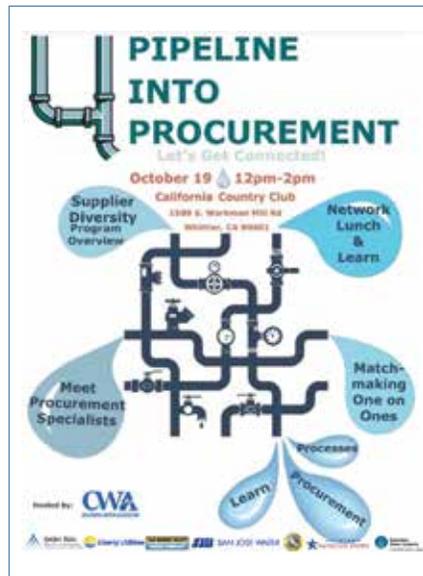
Training for Entrepreneurship Refinement program is the groundbreaking training cohort facilitated by Melanie Rae of Guided Business Plan. Firms selected for this cohort by the partner organizations receive an intensive training on water and doing business with the



Sec. 9.1.1 Description of Supplier Diversity

Program Activities During the Previous Calendar Year

2022 Highlights - External Activities



Pipeline Into Procurement

The California Water Association hosted an event called Pipeline Into Procurement as a combination networking, matchmaking luncheon. Procurement specialists from each of the partner utilities attended in an effort to match business owners with opportunities that are present or on the precipice of opportunity. Ryan Lee, Contract Administrator from Golden State Water Company, attended and met with several business owners during matchmaking.



California Water Association Meet the Primes

A critical part of Golden State Water Company's Supplier Diversity Program is the management of its relationship with our prime contractor partners. The California Water Association Meet the Primes event is key to our plan to introduce subcontractors to our prime contractors. Subcontractors and prime contractors have access to upcoming opportunities. Success stories from prior and ongoing partnerships are shared in an effort to encourage new relationships through pitches in breakout rooms.

CWA R.I.S.E. Accelerator

In partnership with Guided Business Plan and its proprietor, Melanie Rae, this program introduces African-American business owners to opportunities within the water industry. The goal of this program is to mentor African-American owned businesses to compete for contracts within the water industry. The participants leave the program with tools to effectively communicate with water companies and other utilities including: Capabilities Statements, Introductory E-mails, 60-second Introductions, access to tutorials and online content, and access to the facilitator for up to one year.

Sec. 9.1.1 Description of Supplier Diversity

Program Activities During the Previous Calendar Year

2022 Highlights – External Activities



Southern California Minority Supplier Development Council – The B3 Conference + Expo (Business Beyond Barriers)

With the theme of “What It Takes is All of Us,” this event was hosted by SCMSDC at SoFi Stadium in July 2022. This networking event, training session and awards luncheon honored several of our contractors with nominations and awards for their performance over the previous year.



Community Involvement – Operation GOBBLE

In 2022, Golden State Water Company hosted the 32nd Annual Operation Gobble Program in November led by Ronald Moore who has led this program since its inception. This program provides meals for thanksgiving to local organizations that serve families and individuals with limited resources in underserved communities. During the 2022 Operation Gobble program over 10,000 families were provided meals.

Sec. 9.1.2 Supplier Diversity

Results by Ethnicity

Golden State Water Company was successful in achieving 33.66% diverse spend in 2022, surpassing the aggregate 22.00% goal of GO 156 with women, minority, disabled veteran, and lesbian, gay, bisexual and transgender business enterprises.

Golden State Water Company

2022

G.O. #156 Sec. 9.1.2

Supplier Diversity Annual Results by Ethnicity

		Direct	Sub	Total \$	%
Minority Male	Asian Pacific American	\$1,087,783	\$444,606	\$1,532,389	0.92%
	African American	\$12,045	\$0	\$12,045	0.01%
	Hispanic American	\$36,044,787	\$375,389	\$36,420,176	21.80%
	Native American	\$1,463,792	\$0	\$1,463,792	0.88%
	Total Minority Male	\$38,608,407	\$819,995	\$39,428,402	23.60%
Minority Female	Asian Pacific American	\$2,470,727	\$0	\$2,470,727	1.48%
	African American	\$25,415	\$0	\$25,415	0.02%
	Hispanic American	\$2,676,771	\$0	\$2,676,771	1.60%
	Native American	\$0	\$0	\$0	0.00%
	Total Minority Female	\$5,172,913	\$0	\$5,172,913	3.10%
Total Minority Business Enterprise (MBE)		\$43,781,320	\$819,995	\$44,601,315	26.70%
Women Business Enterprise (WBE)		\$8,367,853	\$116,984	\$8,484,837	5.08%
Lesbian, Gay Bisexual, Transgender Business Enterprise (LGBTBE)		\$0	\$0	\$0	0.00%
Disabled Veteran Business Enterprise (DVBE)		\$3,077,511	\$0	\$3,077,511	1.84%
Persons with Disabilities Business Enterprise (PDBE)		\$19,900	\$34,831	\$54,731	0.08%
Other 8(a)*		\$0	\$0	\$0	0.00%
TOTAL Supplier Diversity		\$55,246,584	\$971,810	\$56,218,394	33.66%
Gross Procurement	\$232,190,221				
Exclusions	\$65,148,203				
Net Procurement**	\$167,042,018				

NOTE: Line detail percentages may not sum to Total percentages due to rounding.
 * Firms Classified as 8(a) of Small Business Administration Includes Non-Supplier Diversity
 ** Net Procurement Includes Purchase Order and Non-Purchase Order
 Direct – Direct Procurement
 Sub – Subcontractor Procurement
 % – Percentage of Net Procurement

Sec. 9.1.2 Supplier Diversity

Direct Procurement Results by Product and Service Categories

Golden State Water Company
Supplier Diversity Direct Procurement by Product and Service Categories

2022

G.O. #156 Sec. 9.1.2

			Products		Services		Total	
			\$	%	\$	%	\$	%
Minority Male	Asian Pacific American	Direct	\$18,069	0.01%	\$1,069,714	0.64%	\$1,087,783	0.65%
	African American	Direct	\$0	0.00%	\$12,045	0.01%	\$12,045	0.01%
	Hispanic American	Direct	\$27,548	0.02%	\$36,017,238	21.56%	\$36,044,787	21.58%
	Native American	Direct	\$0	0.00%	\$1,463,792	0.88%	\$1,463,792	0.88%
	Total Minority Male	Direct	\$45,617	0.03%	\$38,562,790	23.09%	\$38,608,407	23.11%
Minority Female	Asian Pacific American	Direct	\$695,590	0.42%	\$1,775,137	1.06%	\$2,470,727	1.48%
	African American	Direct	\$0	0.00%	\$25,415	0.02%	\$25,415	0.02%
	Hispanic American	Direct	\$7,822	0.00%	\$2,668,949	1.60%	\$2,676,771	1.60%
	Native American	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
	Total Minority Female	Direct	\$703,412	0.42%	\$4,469,502	2.68%	\$5,172,913	3.10%
Total Minority Business Enterprise (MBE)		Direct	\$749,029	0.45%	\$43,032,291	25.76%	\$43,781,320	26.21%
Women Business Enterprise (WBE)		Direct	\$330,422	0.20%	\$8,037,431	4.81%	\$8,367,853	5.01%
Lesbian, Gay Bisexual, Transgender Business Enterprise (LGBTBE)		Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
Disabled Veteran Business Enterprise (DVBE)		Direct	\$0	0.00%	\$3,077,511	1.84%	\$3,077,511	1.84%
Persons with Disabilities Business Enterprise (PDBE)		Direct	\$0	0.00%	\$19,900	0.01%	\$19,900	0.00%
Other 8(a)*		Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
TOTAL Supplier Diversity		Direct	\$1,079,451	0.65%	\$54,167,134	32.43%	\$55,246,584	33.07%
Total Product Procurement			\$10,658,265					
Total Service Procurement			\$156,383,753					
Net Procurement**			\$167,042,018					
Total Number of Diverse Suppliers that Received Direct Spend			61					

Line detail percentages may not sum to Total percentages due to rounding.

NOTE: * Firms Classified as 8(a) of Small Business Administration Includes Non-Supplier Diversity

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

Direct – Direct Procurement

Sub – Subcontractor Procurement

% – Percentage of Net Procurement

Sec. 9.1.2 Supplier Diversity

Subcontractor Procurement Results by Product and Service Categories

Golden State Water Company 2022 G.O. #156 Sec. 9.1.2
Supplier Diversity Subcontractor Procurement Results by Product and Service Categories

			Products		Services		Total	
			\$	%	\$	%	\$	%
Minority Male	Asian Pacific American	Sub	\$0	0.00%	\$444,606	0.27%	\$444,606	0.27%
	African American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
	Hispanic American	Sub	\$0	0.00%	\$375,389	0.22%	\$375,389	0.22%
	Native American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
	Total Minority Male	Sub	\$0	0.00%	\$819,995	0.49%	\$819,995	0.49%
Minority Female	Asian Pacific American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
	African 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%	\$819,995	0.49%	\$819,995	0.49%
Women Business Enterprise (WBE)		Sub	\$6,806	0.00%	\$110,178	0.07%	\$116,984	0.07%
Lesbian, Gay Bisexual, Transgender Business Enterprise (LGBTBE)		Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
Disabled Veteran Business Enterprise (DVBE)		Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
Persons with Disabilities Business Enterprise (PDBE)		Sub	\$0	0.00%	\$34,831	0.00%	\$34,831	0.00%
Other 8(a)*		Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
TOTAL Supplier Diversity		Sub	\$6,806	0.00%	\$965,004	0.58%	\$971,810	0.58%
Total Product Procurement			\$10,658,265					
Total Service Procurement			\$156,383,753					
Net Procurement***			\$167,042,018					

Line detail percentages may not sum to Total percentages due to rounding.

NOTE: * Firms classified as 8(a) of Small Business Administration includes Non-Supplier Diversity

** Net Procurement includes Purchase Order and Non-Purchase Order

Direct – Direct Procurement

Sub – Subcontractor Procurement

% – Percentage of Net Procurement

Sec. 9.1.2 Supplier Diversity Results

by Standard Industrial Classification (SIC) Codes

Golden State Water Company

2022

G.O. #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)	Other 8(a)**	Total Supplier Diversity	Total Dollars
	Male	Female	Male	Female	Male	Female	Male	Female								
8 Forestry Services	\$ -	-	-	-	-	103,780	-	-	103,780	-	-	-	-	-	103,780	103,780
%	0.00%	0.00%	0.00%	0.00%	0.00%	0.06%	0.00%	0.00%	0.06%	0.00%	0.00%	0.00%	0.00%	0.00%	0.06%	
15 Building Construction General Contractors and Operative Builders	\$ -	-	-	-	-	-	-	-	-	-	-	-	-	-	-	515,422
%	0.00%	0.00%	0.00%	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	\$ -	-	-	-	792,719	-	19,850	-	812,569	1,869,303	-	-	-	-	2,681,872	2,806,509
%	0.00%	0.00%	0.00%	0.00%	0.47%	0.00%	0.01%	0.00%	0.49%	1.12%	0.00%	0.00%	0.00%	0.00%	1.61%	
17 Special Trade Contractor	\$ 738,537	8,399	-	-	24,147,202	2,509,921	339,274	-	27,741,593	5,985,969	-	3,077,511	-	-	36,805,074	79,544,338
%	0.44%	0.01%	0.00%	0.00%	14.46%	1.50%	0.20%	0.00%	16.61%	3.58%	0.00%	1.84%	0.00%	0.00%	22.03%	
20 Food and Kindred Products	\$ -	-	-	-	-	-	-	-	-	-	-	-	-	-	-	37,290
%	0.00%	0.00%	0.00%	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 and Fixtures	\$ -	-	-	-	-	-	-	-	-	-	-	-	-	-	-	68,652
%	0.00%	0.00%	0.00%	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 and Publishing	\$ -	-	-	-	-	-	-	-	-	29,080	-	-	-	-	29,080	89,779
%	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%	
28 Chemical & Allied Products	\$ 308,341	-	-	-	-	-	-	-	308,341	-	-	-	-	-	308,341	1,189,346
%	0.18%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.18%	0.00%	0.00%	0.00%	0.00%	0.00%	0.18%	
29 Petroleum Refining & Related Industries	\$ -	-	-	-	-	-	-	-	-	-	-	-	32,479	-	32,479	32,479
%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.02%	0.00%	0.00%	0.02%	
30 Rubber and Miscellaneous Plastic Products	\$ -	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6,500
%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
34 Fabricated Metal Goods	\$ 5,069	-	-	-	93,600	-	-	-	98,669	6,806	-	-	-	-	105,475	109,793
%	0.00%	0.00%	0.00%	0.00%	0.06%	0.00%	0.00%	0.00%	0.06%	0.00%	0.00%	0.00%	0.00%	0.00%	0.06%	
35 Industrial Machinery & Computer Equip	\$ 88,310	-	-	-	-	-	-	-	88,310	-	-	-	-	-	88,310	1,965,220
%	0.05%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.05%	0.00%	0.00%	0.00%	0.00%	0.00%	0.05%	
36 Electrical Boxes, Enclosures & Fittings	\$ -	-	-	-	-	-	-	-	-	-	-	-	-	-	-	30,378
%	0.00%	0.00%	0.00%	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	\$ -	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7,228
%	0.00%	0.00%	0.00%	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 Measure, Analyze, & Control Instruments; P photographic, Med & Optical Gds; Clocks	\$ -	-	-	-	-	-	-	-	-	-	-	-	-	-	-	164,180
%	0.00%	0.00%	0.00%	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	\$ -	-	-	-	5,645	-	-	-	5,645	-	-	-	-	-	5,645	5,645
%	0.00%	0.00%	0.00%	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 Communication	\$ -	-	-	-	-	-	-	-	-	-	-	-	-	-	-	421,996
%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
49 Electric Services & Other Services Combined	\$ -	-	-	-	-	-	-	-	-	-	-	-	-	-	-	154,210
%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
50 Wholesale Trade - Durable Goods	\$ -	-	-	-	276,144	-	-	-	276,144	40,298	-	-	-	-	316,442	3,884,245
%	0.00%	0.00%	0.00%	0.00%	0.17%	0.00%	0.00%	0.00%	0.17%	0.02%	0.00%	0.00%	0.00%	0.00%	0.19%	
51 Wholesale Trade - Non-Durable Goods	\$ -	-	-	-	-	-	-	-	-	-	-	-	-	-	-	313
%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
55 Automotive Dealership & Gasoline Service Stations	\$ -	-	-	-	-	-	-	-	-	-	-	-	-	-	-	165
%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
59 Miscellaneous Retail Stores NEC	\$ 13,000	695,590	-	-	-	-	-	-	708,590	316,039	-	-	-	-	1,024,629	4,653,638
%	0.01%	0.42%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.42%	0.19%	0.00%	0.00%	0.00%	0.00%	0.61%	
62 Security & Commodity Brokers, Dealers, Exchanges & Services	\$ -	-	-	-	-	-	-	-	-	-	-	-	-	-	-	875
%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
65 Real Estate	\$ -	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2,099,374
%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
67 Holding & Other Investment Offices	\$ -	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8,373
%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
73 Business Services NEC	\$ 379,133	1,428,905	9,255	-	10,120,483	7,822	-	-	11,945,598	9,507	-	2,352	-	11,957,457	47,096,533	
%	0.23%	0.86%	0.01%	0.00%	6.06%	0.00%	0.00%	0.00%	7.15%	0.01%	0.00%	0.00%	0.00%	7.16%		
76 Miscellaneous Repair Services	\$ -	-	-	-	-	-	-	-	-	-	-	-	-	-	-	15,933
%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
80 Health & Allied Services NEC	\$ -	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1,565
%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
81 Legal Services	\$ -	-	-	-	-	-	-	-	-	21,566	-	-	-	-	21,566	2,001,954
%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.01%	0.00%	0.00%	0.00%	0.01%		
86 Membership Organization NEC	\$ -	-	-	-	-	-	-	-	-	-	-	-	-	-	-	14,963
%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
87 Engineering and Management Services	\$ -	337,833	2,790	21,015	984,383	56,988	1,104,668	-	2,507,677	206,269	-	-	19,900	2,733,845	9,704,188	
%	0.00%	0.20%	0.00%	0.01%	0.59%	0.03%	0.66%	0.00%	1.50%	0.12%	0.00%	0.00%	0.01%	0.00%	1.64%	
89 Services NEC	\$ -	-	-	4,400	-	-	-	-	4,400	-	-	-	-	-	4,400	10,284,653
%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
95 Engineering Services NEC	\$ -	-	-	-	-	-	-	-	-	-	-	-	-	-	-	22,500
%	0.00%	0.00%	0.00%	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	\$ 1,532,389	2,470,727	12,045	25,415	36,420,176	2,676,771	1,463,792	-	44,601,315	8,484,837	-	3,077,511	54,731	-	56,218,394	167,042,018
%	0.92%	1.48%	0.01%	0.02%	21.80%	1.60%	0.88%	0.00%	26.70%	5.08%	0.00%	1.84%	0.03%	0.00%	33.66%	100.00%

Total Product Procurement	\$10,658,265
Total Service Procurement	\$156,383,753
Net Direct Procurement***	\$166,070,208
Net Sub Procurement	\$971,810
Net Procurement	\$167,042,018

Line detail percentages may not sum to Total percentages due to rounding.
 NOTE: * Firms With Multi Minority Ownership Status
 ** Firms Classified as 8(a) of Small Business Administration Includes Non-WMDVLGBTBE
 *** Net Procurement Includes Purchase Order and Non-Purchase Order
 Total Dollars - Total Procurement Dollar Amount in the Specific SIC Category
 % - Percentage of Total Dollars

Sec. 9.1.2 Number of

Diverse Suppliers and Revenue Reported to the Supplier Clearinghouse

Golden State Water Company

2022

G.O. #156 Sec. 9.1.2

Number of Diverse Suppliers and Revenue Reported to the Clearinghouse

Data on Number of Suppliers														
# WMDVLGBTBEs	Revenue Reported to SCH							Utility-Specific 2021 Summary						
	MBE	WBE	LGBTBE	DVBE	PDBE	Other 8(a)*	Grand Total	MBE	WBE	LGBTBE	DVBE	PDBE	Other 8(a)*	Grand Total
Under \$1 Million	8	1	0	0	1	0	10	38	11	0	0	2	0	51
Under \$5 Million	12	4	0	0	1	0	17	4	1	0	1	0	0	6
Under \$10 Million	7	5	0	0	0	0	12	2	1	0	0	0	0	3
Above \$10 Million	18	3	0	1	0	0	22	1	0	0	0	0	0	1
TOTAL	45	13	0	1	2	0	61	45	13	0	1	2	0	61

Revenue and Payment Data														
WMDVLGBTBE \$M	Revenue Reported to SCH							Utility-Specific 2021 Summary						
	MBE	WBE	LGBTBE	DVBE	PDBE	Other 8(a)*	Grand Total	MBE	WBE	LGBTBE	DVBE	PDBE	Other 8(a)*	Grand Total
Under \$1 Million	\$997,206	\$21,566	\$0	\$0	\$10,920	\$0	\$1,029,692	\$6,251,048	\$1,136,455	\$0	\$0	\$19,900	\$0	\$7,407,403
Under \$5 Million	\$16,584,192	\$1,967,308	\$0	\$0	\$8,980	\$0	\$18,560,480	\$7,349,545	\$1,590,757	\$0	\$3,077,511	\$0	\$0	\$12,017,813
Under \$10 Million	\$3,153,083	\$6,015,355	\$0	\$0	\$0	\$0	\$9,168,438	\$14,977,505	\$5,640,642	\$0	\$0	\$0	\$0	\$20,618,146
Above \$10 Million	\$23,046,838	\$363,624	\$0	\$3,077,511	\$0	\$0	\$26,487,974	\$15,203,222	\$0	\$0	\$0	\$0	\$0	\$15,203,222
TOTAL	\$43,781,320	\$8,367,853	\$0	\$3,077,511	\$19,900	\$0	\$55,246,584	\$43,781,320	\$8,367,853	\$0	\$3,077,511	\$19,900	\$0	\$55,246,584

NOTE: * Firms classified as 8(a) of Small Business Administration includes Non-WMDVLGBTBE
SCH – Supplier Clearinghouse

Sec. 9.1.2 Description of Number of

Diverse Suppliers with CA Majority Workforce

Of the **61** diverse suppliers paid by Golden State Water Company in 2022, all have indicated that the majority of their workforce is located in California as reported to The Supplier Clearinghouse who captures the demographic information for our diverse suppliers.

Golden State Water

2022

Supplier Diversity Program Expenses

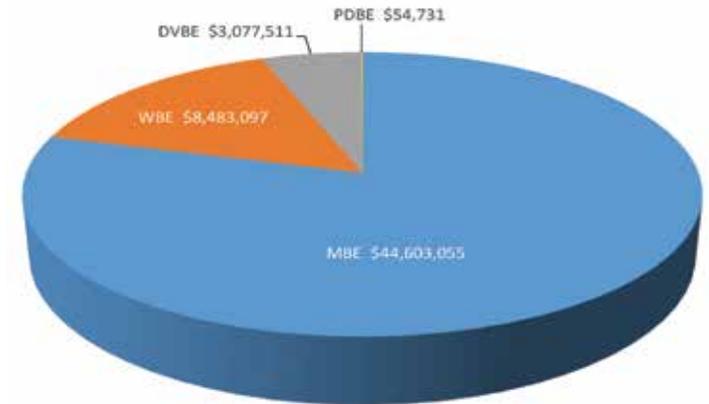
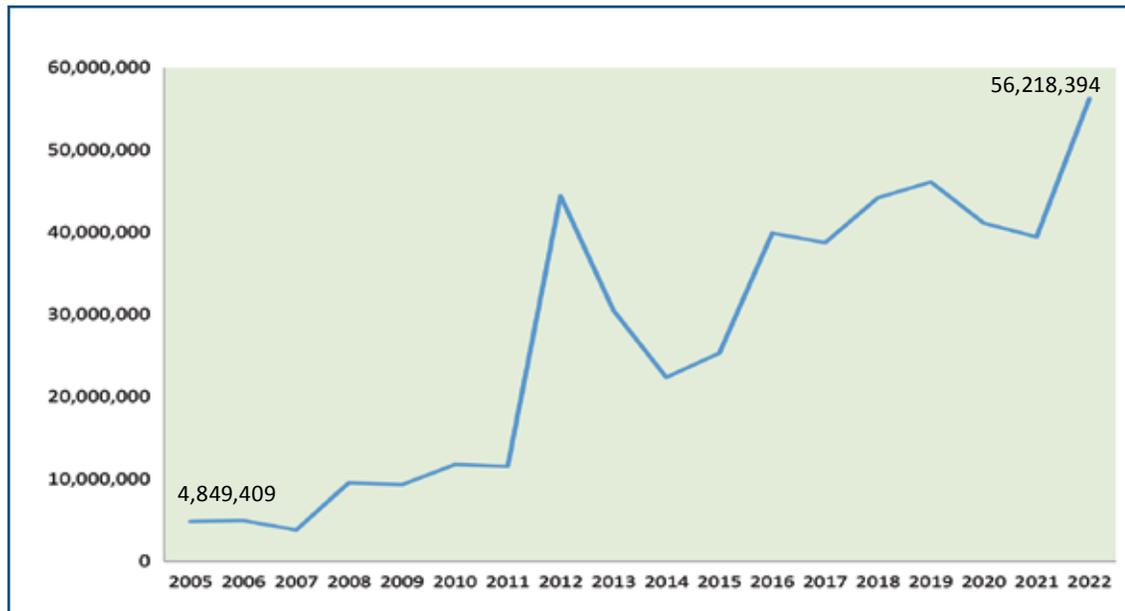
Expense Category	2022
Wages	\$128,431.54
Other Employment Expenses	–
Program Expenses	\$12,856.19
Reporting Expenses	\$4,584.22
Training Expenses	6,807.00
Consulting Expenses*	\$44,186.17
Other Expenses**	\$17,919.91
TOTAL	\$ 214,786.03

- **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

Sec. 9.1.4 Description of Progress

in Meeting or Exceeding Set Goals

Total Paid to Certified Suppliers



**Golden State Water
Supplier Diversity Results Compared to Set Goals
2022**

Category	2022 Results	2022 Goals
Minority Men	23.60%	12.00%
Minority Women	3.10%	3.00%
Minority Business Enterprise (MBE)	26.70%	15.00%
Women Business Enterprise (WBE)	5.08%	5.00%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	0.00%	0.50%
Disabled Veteran Business Enterprise (DVBE)	1.84%	1.50%
Persons with Disabilities Business Enterprise (DVBE)	0.00%	0.00%
TOTAL WMDVLGBTBE	33.66%	22.00%

Line detail percentages may not sum to Total percentages due to rounding.

NOTE: % – Percentage of Net Procurement

Sec. 9.1.5 Description of Prime Contractor

Utilization of Diverse Subcontractors

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.

Golden State Water Company 2022 G.O. #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)	Other 8(a)*	TOTAL Supplier Diversity
Direct \$	\$38,608,407	\$5,172,653	\$43,781,320	\$8,367,853	\$0	\$3,077,511	\$19,900	\$0	\$55,246,584
Subcontracting \$	\$819,995	\$0	\$819,995	\$115,984	\$0	\$0	\$34,831	\$0	\$971,810
TOTAL \$	\$39,428,402	\$5,172,653	\$44,601,315	\$8,484,837	\$0	\$3,077,511	\$54,731	\$0	\$56,218,394
Direct %	23.11%	3.10%	26.21%	5.01%	0.00%	1.84%	0.01%	0.00%	33.07%
Subcontracting %	0.49%	0.00%	0.49%	0.07%	0.00%	0.00%	0.02%	0.00%	0.58%
TOTAL %	23.60%	3.10%	26.70%	5.08%	0.00%	1.84%	0.03%	0.00%	33.66%
Net Procurement **	\$133,016,053								

Line detail percentages may not sum to Total percentages due to rounding.

NOTE: * Firms Classified as 8(a) of Small Business Administration Includes Non-Supplier Diversity
 ** Net Procurement Includes Purchase Order and Non-Purchase Order
 % – Percentage of Net Procurement
 Direct – Direct Procurement
 Sub – Subcontractor Procurement

Sec. 9.1.6 List of Supplier Diversity

Complaints Received and Current Status

NO COMPLAINTS

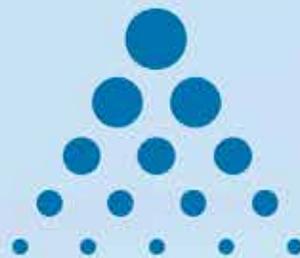
There were no complaints received relative to the execution of practices for the Golden State Water Company Supplier Diversity Program.

Sec. 9.1.7 Description of Efforts to

Recruit Diverse Suppliers in Low Utilization Categories

Golden State Water Company will continue efforts to recruit diverse suppliers in low utilization categories. We will target community based organizations and trade organizations that have suppliers that provide the products and services that we utilize. We will support outreach events, job fairs, panels, and others that will allow us to identify suppliers in an effort to help us to reach our goals stated and unstated.

2023 Annual Plan



Golden State
Water Company

A Subsidiary of American States Water Company

Short-, Mid- and Long-Term Procurement Goals

Short-Term Goals

Golden State Water Company will support efforts within the communities that we serve. We will partner with organizations whose mission align with ours in an effort to identify, train, and develop their skills with regards to working with our water utility. We will develop and maintain relationships which will serve to meet our goals. We will work with our team internally and identify opportunities for WMDVLGBTDBEs.

SHORT

MID

LONG

Mid- and Long-Term Goals

There are diverse categories where Golden State Water Company currently does not have any spend or low spend. 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.

Sec. 10.1.1 Supplier Diversity Annual

Short, Mid and Long-Term Goals by Product Category

Golden State Water Company

2022

G.O. #156 Sec. 10.1.1

Supplier Diversity Annual Short, Mid, and Long-Term Goals by Product Category

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)	Supplier Diversity	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)	Supplier Diversity	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Person with Disabilities Business Enterprise (DVBE)	Supplier Diversity
Automotive Dealership & Gasolie Service Station	0.00%	0.00%	0.00%	0.00%	0.00%	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%
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%
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%
Engineering and 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%
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%
Health and Allied Sdervices 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%
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%
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%
Membership Organization 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%
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%
Miscellaneous Retail Stores NEC	0.42%	0.19%	0.00%	0.00%	0.00%	0.61%	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%
Printing and 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%
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%
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%
Special Trade Contractor	0.02%	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%
Wholesale Trade – Durable Goods	0.00%	0.01%	0.00%	0.00%	0.00%	0.01%	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 and 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%
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%
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%
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%
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%
Building Construction Gen Contractors & Operators	0.00%	0.00%	0.00%	0.00%	0.00%	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%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Petroleum Refining And 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%
Rubber And 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%
Food and 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%
Security & Commodity Brokers, Dealers, Exchange	0.00%	0.00%	0.00%	0.00%	0.00%	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%
Furniture and 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%
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%
Subtotal	0.45%	0.20%	0.00%	0.00%	0.00%	0.65%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Line detail percentages may not sum to Total percentages due to rounding. Percentages are based on Direct Spend. GSWC is unable to determine the specific percentages of Products and Services spend to support Mid and Long-Term goals. Specified 2022 Area of Focus.

Sec. 10.1.1 Supplier Diversity Annual

Short, Mid and Long-Term Goals by Service Category

Golden State Water Company

2022

G.O. #156 Sec. 10.1.1

Supplier Diversity Annual Short, Mid, and Long-Term Goals by Service Category

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)	Supplier Diversity	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)	Supplier Diversity	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Person with Disabilities Business Enterprise (DVBE)	Supplier Diversity
Automotive Dealership & Gasolite Service Station	0.00%	0.00%	0.00%	0.00%	0.00%	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	7.15%	0.01%	0.00%	0.00%	0.00%	7.15%	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	0.18%	0.00%	0.00%	0.00%	0.00%	0.18%	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%
Engineering and Management Services	1.50%	0.12%	0.00%	0.00%	0.01%	1.64%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Forestry Services	0.06%	0.00%	0.00%	0.00%	0.00%	0.06%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Health and Allied Sdervices 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%
Industrial Machinery & Computer Equipment	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%
Legal Services	0.00%	0.01%	0.00%	0.00%	0.00%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Membership Organization 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%
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%
Miscellaneous Retail Stores 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%
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%
Printing and Publishing	0.00%	0.02%	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%
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%
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%
Special Trade Contractor	16.59%	3.58%	0.00%	1.84%	0.00%	22.02%	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	0.17%	0.02%	0.00%	0.00%	0.00%	0.18%	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 and 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%
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%
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%
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%
Heavy Construction Other Than Building	0.49%	1.12%	0.00%	0.00%	0.00%	1.61%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Building Construction Gen Contractors & Operators	0.00%	0.00%	0.00%	0.00%	0.00%	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	0.06%	0.00%	0.00%	0.00%	0.02%	0.06%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Petroleum Refining And Related Industries	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%
Rubber And 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%
Food and 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%
Security & Commodity Brokers, Dealers, Exchange	0.00%	0.00%	0.00%	0.00%	0.00%	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%
Furniture and 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%
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%
Subtotal	26.25%	4.88%	0.00%	1.84%	0.03%	33.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total	26.70%	5.08%	0.00%	1.84%	0.03%	33.66%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Line detail percentages may not sum to Total percentages due to rounding. Percentages are based on Direct Spend. GSWC is unable to determine the specific percentages of Products and Services spend to support Mid and Long-Term goals. Specified 2022 Area of Focus.

Sec. 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.

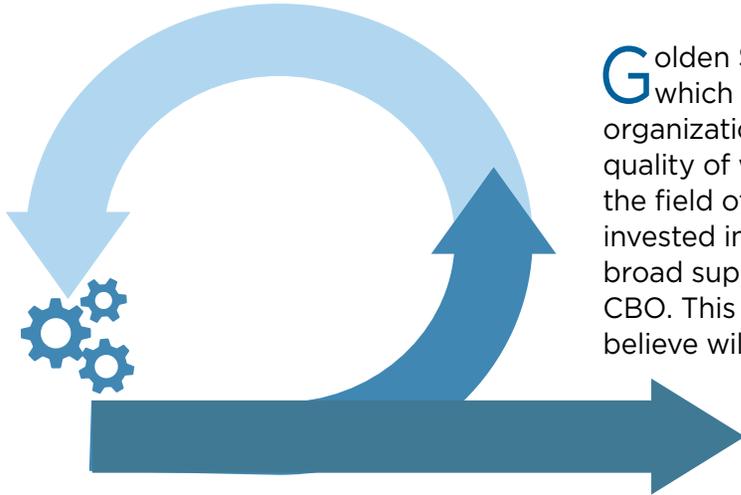
External Program Activities

Golden State Water Company will build relationships with Community Based Organizations. 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.



Sec. 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.

Sec. 10.1.4 Plans for Recruiting

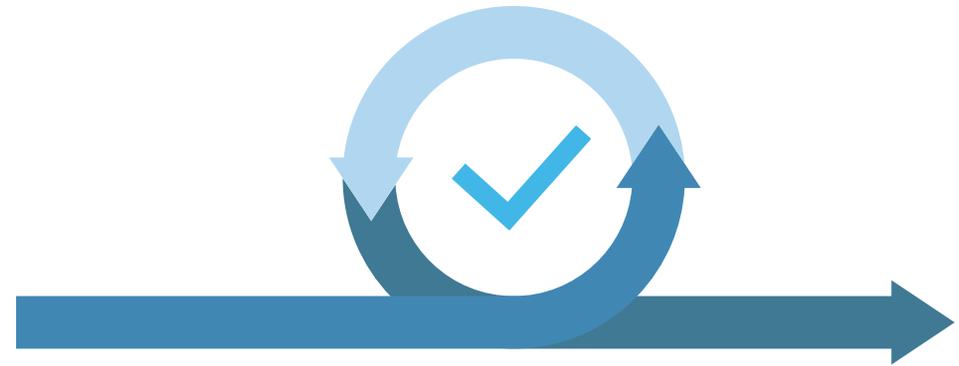
Diverse Suppliers Where Unavailable

Golden State Water Company will evaluate, on an ongoing basis, the marketplace for diverse suppliers where they are currently unavailable. We will, when possible, identify suppliers and potential suppliers who can help support GSWC's needs as it relates to the company's goods and services. We will motivate suppliers who are entering the marketplace as they build their business, develop their skills, and build their portfolio.

Sec. 10.1.5 Plans for Encouraging

Prime Contractors to Subcontract with Diverse Suppliers

Golden State Water Company engages with our prime contractors at various stages of the contracting process to encourage utilization of diverse suppliers. We are always in search of opportunities to introduce suppliers who have synergy. We will host events to introduce prime contractors to diverse subcontractors. Additionally, we want to ensure that the relationships are true and real. We will seek to have proof of a prime contractor/subcontractor relationship by verifying the relationship including a contract, demographic information, as well as proof of payment.

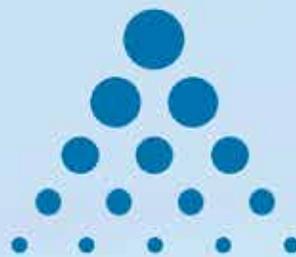


Sec. 10.1.6 Plans for Complying with

the Supplier Diversity Program Guidelines

Golden State Water Company will comply with all of the requirements of the California Public Commission's Supplier Diversity Program Guidelines as stated in General Order 156. It is our goal to meet and exceed these requirements in an effort to meet our goals, stated and unstated.

Appendix



Golden State
Water Company

A Subsidiary of American States Water Company

USDP Calendar of CWA Collaborative Activities

Event Title	Hosted By
ABA Golf Tournament	ABA
(CWA) W.A.T.E.R. 2022	CWA
B3 Conference + Expo Business Beyond Barriers	SCMSDC
CHCC Convention Kick OFF	CHCC
BuildOUT California Golden Pitch/ Owner's Series	BOCLGBT
EXPO '22 – American Indian Chamber of Commerce of California	AICCC
CHCC "Be All In" Annual Statewide Convention Annual Awards	CHCC
ABA Annual Business Expo	ABA
GLAAACC Education Fund and Foundation Virtual Scholarship Reception	GLAAACC
Well and CWA – Latinos for Water Meet CWA	CWA
CWA's The Power of Water & Meet the Primes	CWA
CBCC Economic Business Summit & Roundtable 2022	CBCC
CPUC 20th Annual GO156 En Banc	CPUC
NMSDC 50th Anniversary Conference and Exchange	NMSDC
VIB 6th Annual National Conference	VIB
AICCC Native American Heritage Month Luncheon & Warrior Awards Presentation	AICCC
WBEC-West 19th Annual Strategic Procurement Conference	WBEC-West
ABA LA Advisory Meeting	ABA

Name of the Community Base Organizations (CBOs) with Acronyms

American Association of Blacks in Energy	AABE	Chinese American Construction Professional	CACP	National Association of Minority Contractors	NAMC	Smart Water Summit	SWS
American Contract Compliance Association	ACCA	Diversity Information Resources	DIR	National Association of Woman Business Owners	NAWBO	Southern California Minority Supplier Development Council	SCMSDC
American Indian Chamber of Commerce of California	AICC	Edison Electric Institute	EI	National Association for Black Veterans, Inc.	NABVETS	The Elite SDVOB Network	Elite SDVOB
Asian Business Association	ABA	Golden Gate Business Association	GGBA	National Asian American Coalition	NAAC	Utility Marketplace Access	UMA
Black Business Association	BBA	Institute for Supply Management	ISM	National Diversity Coalition	NDC	US Hispanic Chamber of Commerce	USHCC
California Asian Pacific Chamber of Commerce	CAPCC	Joint Utilities	JU	National Gay & Lesbian Chamber of Commerce	NGLCC	US Pan Asian American Chamber of Commerce	USPAACC
California Black Chamber of Commerce	CBCC	Kern Minority Contractors Association	KMCA	Northern California Minority Supplier Development Council	Western Regional MSDC	U.S. Veterans Business Alliance	USVBA
California Construction Expo	Cal Con	Latin Business Association	LBA	National Minority Supplier Development Council, Inc.	NMSDC	Veterans In Business Networking For Success	VIB Network
California Disabled Veterans Business Alliance	DVBE Alliance	Lesbian, Gays, Bisexual & Transgender	LGBT	National Utility Diversity Council	NUDC	Women Business Enterprise Council	WBEC-West
California Hispanic Chamber of Commerce	CAHCC	Los Angeles Latino Chamber of Commerce	LALCC	Regional Hispanic Chamber of Commerce	RHCC	Women In Technology International	WITI
California Utilities Diversity Council	CUDC	Los Angeles Unified School District	LAUSD	Reservation Economic Summit	RES		
California Water Association	CWA	National Association Regulatory Utility Commissions	NARUC	Sacramento Asian Pacific Chamber of Commerce	SAPCC		

California Water Association USDP Representatives



To Get Certified:

<https://sch.thesupplierclearinghouse.com>

	EDWARD SIMON California American Water	619.446.4764 edward.simon@amwater.com https://www.amwater.com/caaw/About-Us/Doing-Business-With-Us/Supplier-Diversity/
	JOSE ESPINOZA California Water Service	408.367.8295 jespinoza@calwater.com https://www.calwater.com/suppliers/diverse-business-certification-and-registration/
	HOLLEY JOY Liberty Utilities	909.305.5784 holley.joy@LibertyUtilities.com https://california.libertyutilities.com/compton/forms/supplier-diversity-vendor-registration.html
	LAUREN JAMES Suburban Water Systems	626.543.2531 ljames@swwc.com https://www.swwc.com/suburban/supplier-diversity/
	JEANETTE DIAZ San Gabriel Valley Water	909.201.7383 jdiaz@sgvwater.com https://www.sgvwater.com/doing-business-with-us/supplier-diversity/
	TIMOTHY MCLAUGHLIN San Jose Water	408.279.7226 timothy.mclaughlin@sjwater.com https://www.sjwater.com/work-with-us/supplier-diversity
	MICHAEL MOSS Golden State Water Company	909.394.3600 x662 michael.moss@gswater.com https://www.gswater.com/supplier-diversity-program

Legend for

2-Digit Standard Industrial Classification (SIC) Codes

2-Digit SIC	SIC Description
08	Forestry Services
15	Building Construction General Contractors and Operative Builders
16	Heavy Construction Other Than Building
17	Special Trade Contractor
20	Food and Kindred Products
25	Furniture and Fixtures
27	Printing and Publishing
28	Chemicals and Allied Products
29	Petroleum Refining and Related Industries
30	Rubber and Miscellaneous Plastics
34	Fabricated Metal Goods
35	Industrial Machinery and Computer Equipment
36	Electrical Boxes, Enclosures and Fittings
37	Miscellaneous Retail and Transportation Equipment
38	Measuring, Analyzing and Controlling Instruments; Photographics, Medical and Optical Goods, Watches and Clocks
42	Local Trucking without Storage
48	Communications
49	Electric Services and Other Services Combined
50	Wholesale Trade - Durable Goods
51	Wholesale Trade - Non-Durable Goods
55	Automotive Dealership & Gasoline Service Stations
59	Miscellaneous Retail Stores NEC
62	Security and Commodity Brokers, Dealers, Exchanges and Services
65	Real Estate
67	Holding and Other Investment Offices
73	Business Services NEC
76	Miscellaneous Repair Services
80	Health and Allied Services NEC
81	Legal Services
82	Professional and Management Development and Training Services
86	Membership Organizations NEC
87	Engineering and Management Services
89	Services NEC
95	Engineering Services NEC

2022 Annual Report 2023 Annual Plan

Prepared and respectfully submitted by:

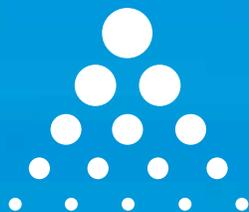
Michael Moss

Supplier Diversity Program Manager
Michael.Moss@gswater.com

A special thank you to our design partner

AD PRO

www.adproweb.com



Golden State
Water Company

A Subsidiary of American States Water Company