



Utility Supplier Diversity Report to the California Public Utilities Commission (U-168-W)

Women, Minority, Disabled Veteran,
and Lesbian, Gay, Bisexual, and Transgendered
Business Enterprise Procurement

2018 Report and 2019 Plan

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San Jose Water



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San Jose Water

LETTER FROM OUR CHIEF EXECUTIVE OFFICER Message from Eric Thornburg, CEO San Jose Water



Our mission at San Jose Water is to be trusted professionals delivering exceptional quality water and service to customers and communities while protecting the environment and providing a fair return to shareholders. In order to achieve our mission, we must continue to focus on our core values while delivering to our stakeholders.

Our Core Values...

- Integrity
- Respect
- Service
- Compassion
- Trust
- Teamwork

Our Stakeholders

- Customers
- Community
- Employees
- Environment
- Shareholders
- Transparency

Our commitment to our core values and our stakeholders aligns perfectly with our commitment to supplier diversity!

In many ways 2018 was a year of transformation for San Jose Water. As we maintained our focus on providing exceptional service and water quality to our customers, we also embarked on an ambitious plan to improve our overall scale through a merger with Connecticut Water Service, Inc. (CTWS) and its affiliate Maine Water. Although not yet consummated, a summary of SJW's plan to extend our supplier diversity program to Connecticut Water and Main Water is outlined within the 2019 Supplier Diversity Plan section of the attached report.

In 2018, San Jose Water spent \$21M with diverse business enterprises, representing 15% of our addressable spend, a decrease of \$3.5M when compared to our 2017 results of \$24.5M. While short of our goal, we did accomplish a number of milestones. We realized increases in the areas of direct spend and overall spend with minority suppliers, LGBT spend, the number of direct diverse suppliers utilized, the number of diverse subcontractors utilized and the overall number of diverse suppliers utilized. The areas of diverse spend showing a decrease in 2018 included women-owned, disabled veteran-owned and overall subcontracting spend, so much more work needs to be done.

We realize that our overall results fall short of the 21.5% diversity spend goal set forth. In 2018, we instituted several changes to our supplier diversity program, some of which had an immediate impact on results and several changes that will take more time to realize. In 2019 our focus is to implement more transformational strategies that will enable us to support at the highest level these important objectives. These changes are outlined within the 2019 plan sections of this report. I am confident that the plans put in place in 2019 will yield significant results in the future.

We recognize that partnering with diverse suppliers is an important part of San Jose Water's success and fits squarely within our core values. We can best accomplish our mission with a diverse supply chain that enables us to be more competitive and enhance the economic vitality of the communities we serve.

Eric Thornburg - CEO
San Jose Water

This filing is in compliance with the requirements of California Public Utilities Commission (CPUC) General Order 156 and contains the 2018 Annual Report and the 2019 Annual Plan of San Jose Water's Utility Supplier Diversity Program (USDSP). The annual report describes the program activities and results achieved by SJW for the period of January 1, 2018 through December 31, 2018. For purposes of this report Women, Minority, Disabled Veteran, and Lesbian, Gay, Bisexual, and Transgendered Business Enterprises (WMDVLGBTBE) shall be referred to as Diversity Business Enterprises (DBE's).





San Jose Water

2018 ANNUAL REPORT

Summary of Program and Highlights

San Jose Water's (SJW) commitment to the CPUC's Utility Supplier Diversity Program (USDP) and its goal to provide access and opportunity to DBE's continues to progress through both program and process development. Our diverse business utilization percentage for 2018 was 15.0%, a 14% decrease as compared to 2017.

The company's procurement for goods and services with DBEs was \$21.0M, a 14% decrease in dollars spent, as compared to 2017. Direct spend with DBEs increased from \$14.1M in 2017 to \$14.6M in 2018, representing a 4% increase. A similar increase was realized in total spend with minority businesses (MBEs) with \$17.2M spent with MBEs in 2018, as compared to \$15.5M in 2017, representing a 10% increase. LGBT spend increased by 643% in 2018 although the actual dollars spent was comparatively small. SJW also realized an increase in the number of DBEs within our supply chain including a 33% increase in the total number of DBEs, a 19% increase in the number of direct DBE purchases and a 48% increase in the number of DBEs within our prime supplier program.

In total for 2018 SJW experienced a 14% decrease in overall spend with DBEs, a 38% decrease in DBE subcontracting spend, a 58% decrease in women-owned (WBE) spend and a 53% decrease in spend with service disabled veterans (DVBES).





A significant positive result realized in 2018 was the increase of the number of DBEs utilized within our supply chain, a total of 64, which is the highest number since baselining in 2015. These results were due, in part, to the strategic plans implemented in 2018 which include the following objectives within our operating departments:

- Establish one supplier diversity lead/champion for each department within SJW. This individual is to be the point of contact for all supplier diversity activities within that operating unit or department.
- Ensure that all 2018 (current) contractors, vendors and consultants (and their subcontractors) are made aware of, and where necessary, registered as a diverse supplier through the CPUC Clearinghouse.
- In each case that a new, or renewed (contract renewal) business relationship is initiated, a minimum of two CPUC-registered diverse suppliers will be considered.

SJW is an active participant and contributor to the California Water Association's (CWA) USDP. Under the CWA USDP, we have continued our Technical Assistance Program (TAP), Meet the Primes Program and supported numerous Community Business Organizations (CBO's) through participation in and/or sponsorship of many events throughout the State of California.



SJW'S 2018 USDP HIGHLIGHTS

SJW 2018 Achievements

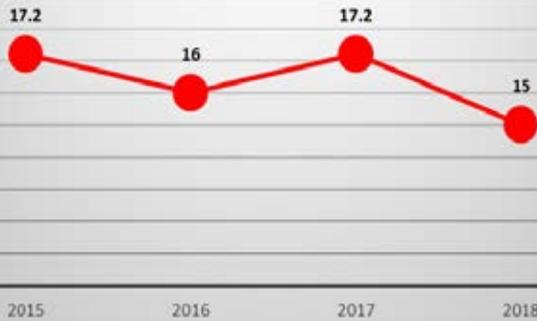
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- Direct spend with DBEs increased by 4%
- Total minority business enterprise (MBE) spend increased by 10%
- Total Lesbian, Gay, Bisexual, Transgendered Business Enterprise Spend (LGBTBE) Spend increased by 643%
- Total number of diverse suppliers within the SJWC supplier diversity program increased by 33%
- Number of diverse suppliers doing business directly with SJWC increased by 19%
- Number of diverse suppliers doing business with SJWC through subcontracting increased by 48%
- The number of prime suppliers reporting DBE subcontracting increased by 233%
- SJW continued to realize a significant portion of diverse subcontracting through the commitment on one of our largest and technically complex capital intensive projects, the Montevina Water Treatment Plant upgrade. Although most of the project was implemented prior to 2018, over \$1M in DBE subcontracting took place in 2018.
- Tim McLaughlin, Supplier Diversity and Community Involvement Manager for SJW, continued his role as President of the Industry Council for Small Business Development (ICSBD), advocating for small and diverse businesses in the Silicon Valley and surrounding areas.
- SJW is now in our fourth year of a new reporting process that has established a more accurate and robust baseline from which to move forward. This baseline is depicted in the following section.

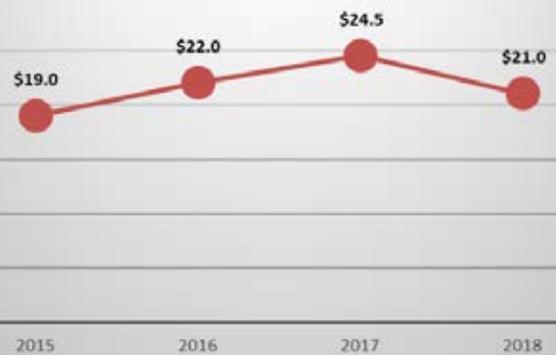
Program Baseline Statistics

	Statistic				'17 to '18
	2015	2016	2017	2018	%
Total procurement spend	\$221M	\$260M	\$294M	\$340M	16%
Total addressable spend	\$110M	\$138M	\$142.6M	\$139.9M	-2%
Overall spend with diverse suppliers	\$19M	\$22M	\$24.5M	\$21.0M	-14%
Direct spend with diverse suppliers	\$13M	\$13M	\$14.1M	\$14.6M	4%
Prime Supplier Program, subcontracting with diverse suppliers	\$6M	9M	\$10.4M	\$6.4M	-38%
Total Minority Business Enterprise (MBE) Spend	\$13.1M	\$14.9M	\$15.6M	\$17.2M	10%
Total Women Business Enterprise (WBE) Spend	\$5.5M	\$6.1M	\$8.5M	\$3.6M	-58%
Total Disabled Veteran Business Enterprise (DVBE) Spend	\$432K	\$971K	\$395K	\$187K	-53%
Total Lesbian, Gay, Bisexual, Transgendered Business Enterprise Spend (LGBTBE) Spend	\$0	13K	\$4.0K	29.7K	643%
Total number of diverse suppliers within the SJWC supplier diversity program	57	48	48	64	33%
Number of diverse suppliers doing business directly with SJWC	34	32	31	37	19%
Number of diverse suppliers doing business with SJWC through subcontracting	28	28	21	31	48%

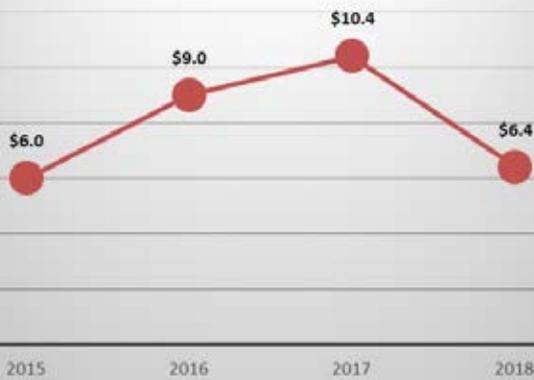
Diverse Spend Percentage (%)



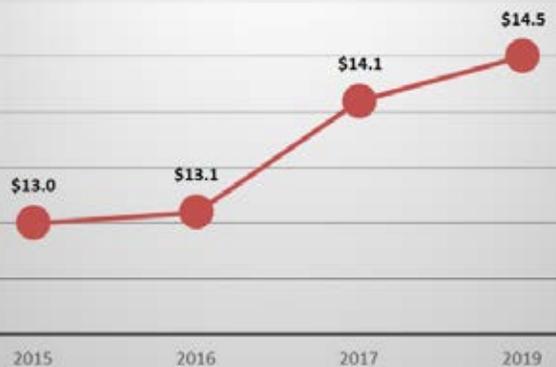
Diverse Spend Trend (\$M)



Diverse Subcontracting Trend (\$M)



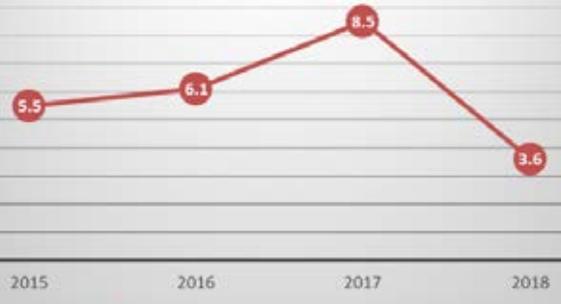
Diverse Direct Trend (\$M)



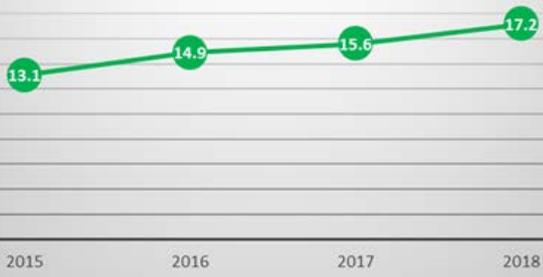


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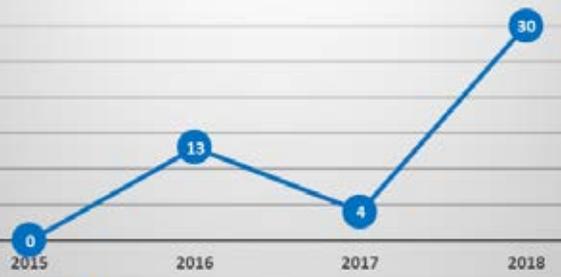
Women Spend (\$M)



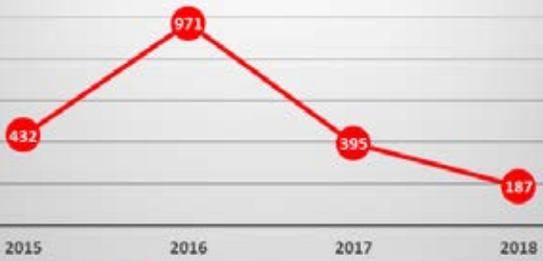
Minority Spend (\$M)



LGBT Spend (\$K)



Disabled Veteran Spend (\$K)



9.1.1

Description of WMDVLGBTBE Program Activities During the Previous Calendar Year

In 2018, SJW renewed its mission, core values and strategic building blocks, laying a new foundation for the way we conduct business. Our supplier diversity strategy is in direct alignment with these new values and building blocks.

SJW Core Values

Integrity	Trust
Respect	Teamwork
Service	Transparency
Compassion	

SJW Strategic Building Blocks

Customers	Environment
Community	Shareholders
Employees	

SJW continued to focus on the data integrity of their ERP system to insure the integrity of the following:

- Updating Tax Identifications, Standard Industry (SIC) Codes and other field related to supplier diversity tracking and reporting
- Each new supplier continues to be reviewed by the Supplier Diversity Manager to insure proper supplier diversity coding within the internal procurement system

We continued to drive diverse supplier registration through our 3rd party registration system, provided by Avisare Corp., an African-American, woman owned business, allowing registrants to be seen by not only SJW, but other corporations and organizations that use the Avisare platform.





San Jose Water

9.1.1

Description of WMDVLGBTBE Program Activities during the Previous Calendar Year (cont.)



New supplier diversity goals and objectives were implemented through a pilot within our operating departments that included the following objectives for management:

- Establish one supplier diversity lead/champion for each department within SJW. This individual is to be the point of contact for all supplier diversity activities within that operating unit or department.
- Ensure that all 2018 (current) contractors, vendors and consultants (and their subcontractors) are made aware of, and where necessary, registered as a diverse supplier through the CPUC Clearinghouse.
- In each case that a new or renewed (contract renewal) business relationship is initiated, a minimum of two CPUC-registered diverse suppliers will be considered.

In 2018 SJW embarked on an ambitious plan to expand our service through our planned merger of Connecticut Water Service and its affiliate Maine Water Service. Although the merger plans are still in process, integration plans in several functional areas is being considered, including the area of supplier diversity. SJW continues to plan the extension of our supplier diversity program to Connecticut Water and Maine Water as outlined within the 2019 Supplier Diversity Plan section of this report.

Internal Activities:

- Supplier Diversity one-on-one with the CEO, Eric Thornburg
- Three Supplier Diversity Champions meetings were conducted in 2018 with emphasis on the previous year's results, opportunities for improvement, identification of individuals responsible for RFP creation and system/process improvements
- Continued emphasis on prime supplier subcontracting participation leading to a 233% increase in the number of primes reporting DBE subcontracting and a 48% increase in the number of DBEs within our Prime Supplier Program
- Supplier Diversity results, progress, topics and issues were presented at multiple Interdepartmental Meetings
- Continued discussions took place with Operations Department leadership resulting in enhanced supplier diversity goals and objectives for management within the operations department.





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External Activities:

SJW's Supplier Diversity and Community Involvement Manager, held the following leadership positions in 2018:

- President of the Industry Council for Small Business Development (ICSBD) for the term January 1, 2018 through December 31, 2018
- Continued to serve for the third year on the Institute of Supply Management's (ISM's) Diversity Committee
- For the third year, represented the CWA-USDP on the Disabled Veteran Business Alliance Advisory Council
- Served on the National Utility Diversity Council (NUDC) Advisory Committee for the NUDC National Conference

SJW continues the company's outreach efforts by participating in CBO events that include partnerships with DBEs, both locally and throughout the State of California. Building relationships and understanding the needs/capabilities of each CBO remains a critical success factor in driving an increase to diverse spend at SJW. Partnering with the organizations listed below enables SJW to play a key role in educating diverse businesses on the process of working with SJW and all utilities in general:

- National Minority Supplier Development Council (NMSDC)
- Western Regional Minority Supplier Development Council (WRMSDC)
- Southern California Minority Supplier Development Council (SMSDC)
- Council for Supplier Diversity (CSD)
- Silicon Valley Black Chamber of Commerce
- Silicon Valley Hispanic Chamber of Commerce
- Women's Business Enterprise National Council (WBENC)
- Women's Business Enterprise Council - West (WBEC-West)
- National Utility Diversity Council (NUDC)
- Institute for Supply Management (ISM)
- CPUC (Small Business Expos)
- Elite Service Disabled Veteran Owned Business (SDVOB) Network
- Disabled Veteran Business Alliance (DVBA)
- Veterans in Business (VIB) Network
- American Indian Chamber of Commerce (AICOC)
- National Gay & Lesbian Chamber of Commerce (NGLCC)
- Rainbow Chamber of Commerce Silicon Valley
- Golden Gate Business Association (GGBA)
- Industry Council for Small Business Development (ICSBD)

SJW also partners with other CWA's Class A members as part of the CWA USDP committee, and SJW often represents the CWA USDP at various CBO events, tradeshow, and matchmaking events.

CBO Involvement / Presentations

Tim McLaughlin, Manager of Supplier Diversity and Community Involvement, participated in multiple panels and presentations throughout 2018:

- Multiple monthly meeting of the local chapter of the Elite SDVOB Network
- Panelist at the National Utility Diversity Council's (NUDC's) Stakeholders Summit: The Philadelphia Connection on Supplier and Workforce Diversity
- Participated as judge of the San Jose State University (SJSU) Innovation Challenge on November 28, 2018

Joint Utility Meetings

SJW's Manager of Supplier Diversity and Community Involvement actively participated in the CPUC's joint utilities quarterly meetings and is a key contributor in developing processes that impact the way diverse businesses work with all of California's regulated utilities.





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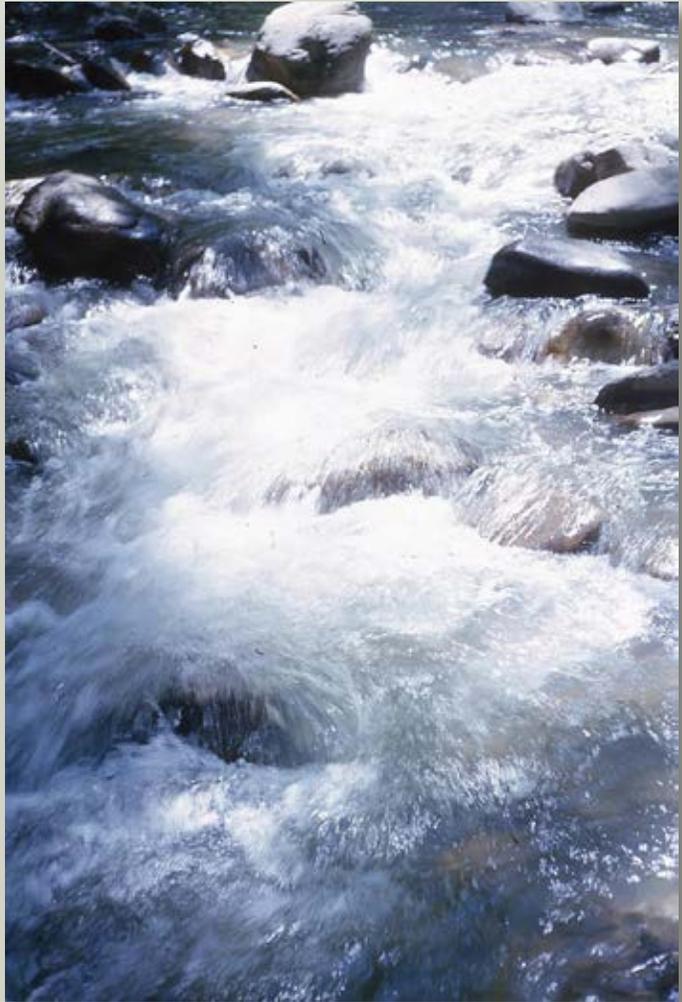
CBO, Tradeshow, Conference, and other Outreach Events

SJW's Manager of Supplier Diversity and Community Involvement actively participation at outreach and community events listed below afford supplier diversity champions the opportunity to introduce qualified suppliers to the procurement process. A list of 2018 outreach participation includes:

- Institute of Supply Management (ISM), Diversity Conference (IMPACT 2018), February 22-23, 2018
- Reservation Economic Summit (RES), March 5-8, 2018
- Western Business Association (WBA) LGBT Economic Summit, March 15-16, 2018
- 8th Annual SBA Southern California Small Business and Government Contracting Conference, April 12, 2018
- Southern California Minority Supplier Development Council, Minority Business Opportunity Day (MBOD), April 23-24, 2018
- CPUC Small Business Expo, April 24, 2018
- Industry Council for Small Business Development (ICSBD) Small Business Week Summit, May 3, 2018
- Disabled Veteran Business Alliance, Keeping the Promise, May 8-9, 2018
- NUDC "Stakeholders" Summit: The Philadelphia Connection on Supplier and Workforce Diversity, May 30, 2018
- WBENC National Convention and Business Fair, June 19-21, 2018



- California Construction Expo (CALCON), July 19-20, 2018
- American Indian Chamber of Commerce(AICOC) 2018 Expo, July 22-24, 2018
- Diversity Information Resources (DIR) Best Practices, July 31-August 2, 2018
- Elite SDVOB Northern California Conference, August 15-17, 2018
- California Hispanic Chamber of Commerce Conference, August 22-24, 2018
- California Water Association, Meet The Primes, August 23, 2018
- Western Regional Minority Supplier Development Council (WRMSDC), Business and Construction Expo, August 31, 2018
- CWA Capacity Building & Technical Assistance, September 17, 2018
- California Water Association, Meet The Primes, September 27, 2018
- California Public Utilities Commission, En Banc, October 4, 2018
- CWA Capacity Building & Technical Assistance, October 12, 2018
- National Minority Supplier Development Council (NMSDC), National Conference, October 14-17, 2018
- CPUC Fall Expo, November 1, 2018
- Veterans in Business (VIB) Network National Conference, November 5-6, 2018
- Disabled Veteran Business Alliance, Contacts to Contracts, December 15, 2018





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9.1.2

WMDVLGBTBE Annual Results by Ethnicity

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		Direct	Sub	Total \$	%
1	Asian Pacific American	\$256,769	\$235,819	\$492,588	0.35%
2	African American	\$7,000	\$0	\$7,000	0.01%
3	Minority Male Hispanic American	\$10,754,441	\$1,797,624	\$12,552,065	8.97%
4	Native American	\$1,498,361	\$0	\$1,498,361	1.07%
5	Total Minority Male	\$12,516,571	\$2,033,443	\$14,550,014	10.40%
6	Asian Pacific American	\$1,521,482	\$832,971	\$2,354,453	1.68%
7	African American	\$5,769	\$0	\$5,769	0.00%
8	Minority Female Hispanic American	\$0	\$248,468	\$248,468	0.18%
9	Native American	\$0	\$0	\$0	0.00%
10	Total Minority Female	\$1,527,251	\$1,081,439	\$2,608,690	1.86%
11	Total Minority Business Enterprise (MBE)	\$14,043,822	\$3,114,882	\$17,158,704	12.27%
12	Women Business Enterprise (WBE)	\$403,504	\$3,221,813	\$3,625,317	2.59%
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	\$29,743	\$0	\$29,743	0.02%
14	Disabled Veteran Business Enterprise (DVBE)	\$75,900	\$111,267	\$187,167	0.13%
15	Other 8(a)*	\$0	\$0	\$0	0.00%
16	TOTAL WMDVLGBTBE	\$14,552,969	\$6,447,962	\$21,000,931	15.01%
17	Net Procurement**	\$139,891,882			

NOTE:

* FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE

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

Direct - DIRECT PROCUREMENT

Sub - SUBCONTRACTOR PROCUREMENT

% - PERCENTAGE OF NET PROCUREMENT

9.1.2

WMDVLGBTBE Direct Procurement by Product and Service Categories

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			Products		Services		Total		
			\$	%	\$	%	\$	%	
1	Asian Pacific American	Direct	\$1,378	0.00%	\$255,390	0.18%	\$256,768	0.18%	
2	African American	Direct	\$0	0.00%	\$7,000	0.01%	\$7,000	0.01%	
3	Minority Male	Hispanic American	Direct	\$894,922	0.64%	\$9,859,519	7.05%	\$10,754,441	7.69%
4		Native American	Direct		0.00%	\$1,498,361	1.07%	\$1,498,361	1.07%
5		Total Minority Male	Direct	\$896,300	0.64%	\$11,620,270	8.31%	\$12,516,570	8.95%
6	Asian Pacific American	Direct	\$214,322	0.15%	\$1,307,161	0.93%	\$1,521,483	1.09%	
7	African American	Direct	\$0	0.00%	\$5,769	0.00%	\$5,769	0.00%	
8	Minority Female	Hispanic American	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
9		Native American	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
10		Total Minority Female	Direct	\$214,322	0.15%	\$1,312,930	0.94%	\$1,527,252	1.09%
11	Total Minority Business Enterprise (MBE)	Direct	\$1,110,622	0.79%	\$12,933,200	9.25%	\$14,043,822	10.04%	
12	Women Business Enterprise (WBE)	Direct	\$34,557	0.02%	\$368,947	0.26%	\$403,504	0.29%	
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Direct	\$2,451	0.00%	\$27,292	0.00%	\$29,743	0.02%	
14	Disabled Veteran Business Enterprise (DVBE)	Direct	\$0	0.00%	\$75,900	0.00%	\$75,900	0.05%	
15	Other 8(a)*	Direct		0.00%		0.00%	\$0	0.00%	
16	TOTAL WMDVLGBTBE	Direct	\$1,147,630	0.82%	\$13,405,339	9.51%	\$14,552,969	10.40%	
17	Total Product Procurement		\$1,147,630						
18	Total Service Procurement				\$13,405,339				
19	Net Procurement**						\$139,891,882		
20	Total Number of WMDVLGBTBEs that Received Direct Spend				37				

NOTE:

* FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE

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

Direct - DIRECT PROCUREMENT

Sub - SUBCONTRACTOR PROCUREMENT

% - PERCENTAGE OF NET PROCUREMENT



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9.1.2

WMDVLGBTBE Subcontractor Procurement by Product and Service Categories

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			Products		Services		Total	
			\$	%	\$	%	\$	%
1	Asian Pacific American	Sub	\$0	0.00%	\$235,819	0.17%	\$235,819	0.17%
2	African American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
3	Minority Male Hispanic American	Sub	\$24,637	0.02%	\$1,772,987	1.27%	\$1,797,624	1.29%
4	Native American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
5	Total Minority Male	Sub	\$24,637	0.02%	\$2,008,806	1.44%	\$2,033,443	1.45%
6	Asian Pacific American	Sub	\$0	0.00%	\$832,971	0.60%	\$832,971	0.60%
7	African American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
8	Minority Female Hispanic American	Sub	\$244,864	0.18%	\$3,604	0.00%	\$248,468	0.18%
9	Native American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
10	Total Minority Female	Sub	\$244,864	0.18%	\$836,575	0.60%	\$1,081,439	0.77%
11	Total Minority Business Enterprise (MBE)	Sub	\$269,501	0.19%	\$2,845,381	2.03%	\$3,114,882	2.23%
12	Women Business Enterprise (WBE)	Sub	\$566,207	0.40%	\$2,655,606	1.90%	\$3,221,813	2.30%
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
14	Disabled Veteran Business Enterprise (DVBE)	Sub	\$53,271	0.04%	\$57,996	0.04%	\$111,267	0.08%
15	Other 8(a)*	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
16	TOTAL WMDVLGBTBE	Sub	\$888,979	0.64%	\$5,558,983	3.97%	\$6,447,962	4.61%
17	Total Product Procurement		\$888,979					
18	Total Service Procurement				\$5,558,983			
19	Net Procurement**						\$139,891,882	
20	Total Number of WMDVLGBTBEs that Received Subcont. Spend							31

NOTE:

* FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE

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

Direct - DIRECT PROCUREMENT

Sub - SUBCONTRACTOR PROCUREMENT

% - PERCENTAGE OF NET PROCUREMENT

9.1.2

WMDVLGBTBE Procurement by Standard Industrial Categories

SIC Category	Asian Pacific American		African American		Hispanic American		Native American		Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	Other 8(a)**	Total WMDVLG-BTBE	Total Dollars
	Male	Female	Male	Female	Male	Female	Male	Female							
7	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 1,148,004
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.8%
8	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 200
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
13	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 13,075
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
14	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 407,861	\$ 0	\$ 0	\$ 0	\$ 407,861	\$ 416,036
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.3%	0.0%	0.0%	0.0%	0.3%	0.3%
15	\$ 0	\$ 0	\$ 0	\$ 0	\$ 113,105	\$ 0	\$ 0	\$ 0	\$ 113,105	\$ 0	\$ 0	\$ 0	\$ 0	\$ 113,105	\$ 7,337,588
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	5.2%
16	\$ 0	\$ 0	\$ 4,856,366	\$ 0	\$ 4,856,366	\$ 0	\$ 0	\$ 0	\$ 4,856,366	\$ 25,000	\$ 0	\$ 0	\$ 0	\$ 4,881,366	\$ 33,126,460
%	0.0%	0.0%	3.5%	0.0%	3.5%	0.0%	0.0%	0.0%	3.5%	0.0%	0.0%	0.0%	0.0%	3.5%	23.7%
17	\$ 236,169	\$ 29,035	\$ 5,710,734	\$ 0	\$ 5,975,938	\$ 0	\$ 0	\$ 0	\$ 5,975,938	\$ 1,171,309	\$ 0	\$ 0	\$ 0	\$ 7,147,247	\$ 39,610,053
%	0.2%	0.0%	4.1%	0.0%	4.3%	0.0%	0.0%	0.0%	4.3%	0.8%	0.0%	0.0%	0.0%	5.1%	28.3%
22	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 5,054
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
23	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 49,706
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
25	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 2,451	\$ 0	\$ 0	\$ 0	\$ 2,451	\$ 2,451
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
26	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 2,424
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
27	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 63,649	\$ 0	\$ 0	\$ 0	\$ 63,649	\$ 197,931
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%
28	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 277,935
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%
29	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 66,769
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
30	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 73,642
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
32	\$ 0	\$ 0	\$ 601,704	\$ 244,864	\$ 846,568	\$ 0	\$ 0	\$ 0	\$ 846,568	\$ 0	\$ 0	\$ 0	\$ 0	\$ 846,568	\$ 892,486
%	0.0%	0.0%	4.2%	0.2%	4.2%	0.0%	0.0%	0.0%	4.2%	0.0%	0.0%	0.0%	0.0%	0.6%	0.6%
33	\$ 0	\$ 0	\$ 11,532	\$ 0	\$ 11,532	\$ 0	\$ 0	\$ 0	\$ 11,532	\$ 0	\$ 0	\$ 0	\$ 0	\$ 11,532	\$ 4,500,394
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.2%
34	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 974,410
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%
35	\$ 0	\$ 0	\$ 22,078	\$ 0	\$ 22,078	\$ 0	\$ 0	\$ 0	\$ 22,078	\$ 3,842	\$ 27,292	\$ 0	\$ 0	\$ 53,212	\$ 2,437,691
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.7%
36	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 116,033
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%
37	\$ 0	\$ 0	\$ 1,498,361	\$ 1,498,361	\$ 1,498,361	\$ 0	\$ 0	\$ 1,498,361	\$ 552,456	\$ 0	\$ 0	\$ 0	\$ 0	\$ 2,050,817	\$ 2,157,427
%	0.0%	0.0%	1.1%	1.1%	1.1%	0.0%	0.0%	1.1%	0.4%	0.0%	0.0%	0.0%	0.0%	1.5%	1.5%
38	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 1,009,207
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%
39	\$ 0	\$ 30,480	\$ 0	\$ 0	\$ 30,480	\$ 0	\$ 0	\$ 30,480	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 30,480	\$ 279,227
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%
42	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 1,021,241	\$ 0	\$ 0	\$ 0	\$ 1,021,241	\$ 1,135,900
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%	0.0%	0.0%	0.0%	0.7%	0.8%
45	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 4,532
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
47	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 62
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
48	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 70,499
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%
49	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 739,653
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.5%
50	\$ 1,378	\$ 5,769	\$ 479,298	\$ 5,769	\$ 486,445	\$ 0	\$ 0	\$ 486,445	\$ 21,305	\$ 0	\$ 0	\$ 750	\$ 0	\$ 508,500	\$ 1,335,093
%	0.0%	0.0%	0.3%	0.0%	0.3%	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.4%	1.0%
51	\$ 0	\$ 0	\$ 411,231	\$ 411,231	\$ 411,231	\$ 0	\$ 0	\$ 411,231	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 411,231	\$ 729,968
%	0.0%	0.0%	0.3%	0.3%	0.3%	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%	0.5%
52	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 380,306
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%
53	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 29,525
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
54	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 359,013
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%



San Jose Water

WMDVLGBTBE Procurement by Standard Industrial Categories (cont.)

9.1.2

SIC Category	Asian Pacific American		African American		Hispanic American		Native American		Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Trans-gender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	Other 8(a)**	Total WMDVLGBTBE	Total Dollars
	Male	Female	Male	Female	Male	Female	Male	Female							
55	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$367,936
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%
57	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$50,185
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
58	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$80,984	\$ 0	\$ 0	\$ 0	\$ 0	\$80,984	\$84,766
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%
59	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$1102,778
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%
60	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$20,242
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
62	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$425,225
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%
63	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$307,744
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%
64	\$ 0	\$ 0	\$7,000	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$7,000	\$ 0	\$ 0	\$ 0	\$ 0	\$7,000	\$808,093
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.6%
65	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$38,401
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
67	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$6,860
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
70	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$1,040
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
72	\$ 0	\$ 0	\$ 0	\$ 0	\$349,660	\$ 0	\$ 0	\$ 0	\$349,660	\$ 0	\$ 0	\$ 0	\$ 0	\$349,660	\$1,816,706
%	0.0%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.2%	1.3%
73	\$ 0	\$ 0	\$183,842	\$ 0	\$ 0	\$3,604	\$ 0	\$ 0	\$199,559	\$32,323	\$ 0	\$ 0	\$ 0	\$342,359	\$12,161,332
%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.2%	8.7%
75	\$ 0	\$ 0	\$1,985,973	\$ 0	\$ 0	\$4,392	\$ 0	\$ 0	\$1,990,365	\$ 0	\$ 0	\$ 0	\$ 0	\$1,990,365	\$2,340,560
%	0.0%	0.0%	1.4%	0.0%	0.0%	0.0%	0.0%	0.0%	1.4%	0.0%	0.0%	0.0%	0.0%	1.4%	1.7%
76	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$371,977
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%
79	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$29,397
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
80	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
81	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$7,515,678
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	5.4%
82	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$6,947
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
83	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$36,105
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
86	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$11,900
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
87	\$ 0	\$ 0	\$255,040	\$103,045	\$ 0	\$ 0	\$ 0	\$ 0	\$460,015	\$215,359	\$ 0	\$ 0	\$ 0	\$751,274	\$14,799,247
%	0.0%	0.0%	0.2%	0.1%	0.0%	0.0%	0.0%	0.0%	0.3%	0.2%	0.0%	0.0%	0.0%	0.5%	10.6%
89	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$30,888	\$ 0	\$ 0	\$ 0	\$30,888	\$182,117
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%
92	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$10,149
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
93	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
94	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$360
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
95	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
96	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Other	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$2,700,859
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.9%
TOTAL	\$ 492,587	\$2,354,453	\$7,000	\$5,769	\$12,552,065	\$248,468	\$1,498,361	\$0	\$17,158,703	\$3,625,317	\$29,743	\$187,167	\$0	\$21,000,930	\$143,675,357.53
%	0.4%	1.7%	0.0%	0.0%	9.0%	0.2%	1.1%	0.0%	12.3%	2.6%	0.0%	0.1%	0.0%	15.0%	102.7%

Total Product Procurement \$2,036,609
 Total Service Procurement \$18,964,322
 Net Procurement*** \$139,871,882

TOTAL DOLLARS - TOTAL PROCUREMENT DOLLAR AMOUNT IN THE SPECIFIC SIC CATEGORY
 %- PERCENTAGE OF TOTAL DOLLARS
 **** Reflects data for all direct SJWC DBE spend

NOTE: ** FIRMS WITH MULTIPLE OWNERSHIP STATUS
 *** FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE
 **** NET PROCUREMENT INCLUDES PURCHASE ORDER, NON-PURCHASE ORDER, AND CREDIT CARD DOLLARS

9.1.2

Number of WMDVLGBTBE Suppliers and Revenue Reported to the Clearinghouse

2018 Report • G. O. #156 Sec 9.1.2 (D.11-05-019 & D.06-11-028)

Data on Number of Suppliers

# WMDVLGBTBEs	Revenue Reported to CHS					Grand Total	Utility-Specific 2018 Summary					Grand Total
	MBE	WBE	LGBTBE	DVBE	Other 8(a)*		MBE	WBE	LGBTBE	DVBE	Other 8(a)*	
Under \$1 million	5	4	2			11	18	12	2	1		33
Under \$5 million	4	4		1		9	3					3
Under \$10 million	3	1				4	1					1
Above \$10 million	10	3				13						0
TOTAL	22	12	2	1	0	37	22	12	2	1	0	37

Revenue and Payment Data

WMDVLGBTBE \$M	Revenue Reported to CHS					Grand Total	Utility-Specific 2018 Summary					Grand Total
	MBE	WBE	LGBTBE	DVBE	Other 8(a)*		MBE	WBE	LGBTBE	DVBE	Other 8(a)*	
Under \$1 million	\$1,299,873	\$1,852,272	\$598,567.00			\$3,750,712	\$2,604,310	\$403,504	\$29,743	\$75,900		\$3,113,457
Under \$5 million	\$7,395,116	\$14,803,201		\$4,500,000		\$26,698,317	\$6,610,458					\$6,610,458
Under \$10 million	\$14,000,000	\$7,200,000				\$21,200,000	\$4,829,054					\$4,829,054
Above \$10 million	\$10,284,994,163	\$1,377,484,062				\$11,662,478,225						\$0
TOTAL	\$10,307,689,152	\$1,401,339,535	\$598,567	\$4,500,000	\$0	\$11,714,127,254	\$14,043,822	\$403,504	\$29,743	\$75,900	\$0	\$14,552,969

NOTE:
 * FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE
 CHS: SUPPLIER CLEARINGHOUSE
 ** Reflects data for all direct SJWC DBE spend





San Jose Water

9.1.2

Description of Number of WMDVLGBTBE Suppliers with California Majority Workforce

San Jose Water • G.O. #156 Sec. 9.1.2

In 2018, SJW conducted business directly with 32 diverse companies headquartered* in California with a total workforce of 1,938 employees and a total revenue of \$1,877M. The average revenue for a supplier with this dataset is \$72.2M.

* Information for this report was taken from the CPUC Clearinghouse database as of 12/31/2018. It is assumed that suppliers listed in the Clearinghouse, with California addresses, are California-based companies, and the number of employees listed for these suppliers are all part of the California workforce.



9.1.3

WMDVLGBTBE Program Expenses

San Jose Water • G.O. #156 Sec. 9.1.3

Expense Category	2018 (Actual)
Wages	\$101,500
Other Employee Expenses	\$0
Program Expenses	\$79,300
Reporting Expenses	\$9,000
Training	\$0
Consultants	\$5,540
Other	\$26,520
TOTAL	\$221,860

Wages: 70% of 1 FTE salary

Program Expenses: Payment to Avisare (55K) + 70% of internal program budget

Reporting Expenses: \$5K for CPUC report printing (+ \$4K for Avisare E1 Update + \$4K for CPUC table creation, is 2018 Expense)

Consultants: Portion of USDP budget allocated to SJW for consultants (\$5540 as per 1/19/2019 email from J. Espinoza)

Other: Portion of Total USDP budget allocated to SJW (\$26520, representing 17% of CWA budget)



Description of Progress in Meeting or Exceeding Set Goals

San Jose Water • G.O. #156 Sec. 9.1.4

SJW's diverse business utilization for 2018 was 15.0%, a 14% decrease in spend percentage, as compared to 2017, falling short of the 21.5% overall goal promoted by the CPUC.

There were several factors that affected our ability to meet the 21.5% goal, including:

- SJW net spend has stayed relatively stable from 2016 through 2018. The top 80% of our net spend is comprised of approximately 25 suppliers that often are involved in multi-year contracts. There has been little supplier turnover within the top 80% of the addressable spend, therefore, fewer bid opportunities exist within this supplier set. As a result, direct spend with DBEs showed limited growth in 2018.
- Because of the limited growth potential in the direct DBE spend space, SJW has relied on maintaining a robust prime supplier program. Although we grew in the number of primes reporting DBE subcontracting and realized an increase in the number of DBEs within our prime supplier program, the total dollar value of DBE subcontracting fell significantly in 2018. This was due to two prime suppliers reporting significantly less dollars in DBE subcontracting in 2018.
- 2018 results were somewhat negatively affected by the position the Clearinghouse has taken in their handling of suppliers of Portuguese decent. Several Portuguese suppliers, previously considered Hispanic by the Clearinghouse are no longer considered to be Hispanic. One of these suppliers is currently appealing the Clearinghouse position. It should be noted that should the current Clearinghouse position stand, it will have a significant negative affect on SJW results in 2019.
- As with 2017 results, losing DBE spend, regardless of the reason, has a much greater impact on utilities with a small net spend. One supplier losing certification or one prime subcontracting significantly less to DBEs can have a much greater effect on the overall spend percentage of the small utility.

9.1.4

WMDVLGBTBE Results and Goals

San Jose Water • G.O. #156 Sec. 9.1.4

Category	2018 Results	2018 Goals
Minority Men	10.40%	7.50%
Minority Women	1.86%	7.50%
Minority Business Enterprise (MBE)	12.26%	15.00%
Women Business Enterprise (WBE)	2.59%	5.00%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	0.02%	0.00%
Disabled Veteran Business (DVBE)	0.13%	1.50%
TOTAL WMDVLGBTBE	15.00%	21.50%

% - PERCENTAGE OF NET PROCUREMENT





San Jose Water

9.1.5

Description of Prime Contractor Utilization of WMDVLGBTBE Subcontractors

San Jose Water • G.O. #156 Sec. 9.1.5

In 2018, Prime Supplier subcontracting participation to diverse companies decreased by \$4M (33%), as compared to 2017 results, totaling nearly \$6.4M reported through prime supplier subcontracting. However, the number of primes reporting DBE subcontracting increased by 233%. We also realized an increase in the total number of DBEs within our Prime Supplier Program, from 21 in 2017 to 31 in 2018 (a 48% increase).

Supplier Diversity, Champions, and Sourcing personnel continue to work with prime suppliers to increase utilization of diverse businesses. SJW encourages its prime suppliers to review their operations to identify areas suitable for diverse supplier participation.

Prime Supplier Matchmaking Events

In 2018, SJW partnered with other CWA USDP members to sponsor and lead a Prime Supplier Matchmaking event held on September 27, 2018. The matchmaker event, held in northern California, provided information to DBEs on how to participate in key water infrastructure capital projects and gave water utility prime suppliers the chance to interface with a variety of qualified diverse companies.



9.1.5

Summary of Prime Contractor Utilization of WMDVLGBTBE Subcontractors

San Jose Water • G.O. #156 Sec. 9.1.5

	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 WMDV-LGBTBE
Direct \$	\$12,516,571	\$1,527,251	\$14,043,822	\$403,504	\$29,743	\$75,900	\$0	\$14,552,969
Subcontracting \$	\$2,033,443	\$1,081,439	\$3,114,882	\$3,221,813	\$0	\$111,267	\$0	\$6,447,962
Total \$	\$14,550,014	\$2,608,690	\$17,158,704	\$3,625,317	\$29,743	\$187,167	\$0	\$21,000,931
Direct %	8.95%	1.09%	10.04%	0.29%	0.02%	0.05%	0.00%	10.40%
Subcontracting %	1.45%	0.77%	2.23%	2.30%	0.00%	0.08%	0.00%	4.61%
Total %	10.40%	1.86%	12.27%	2.59%	0.02%	0.13%	0.00%	15.01%
Net Procurement**	\$139,891,882							

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

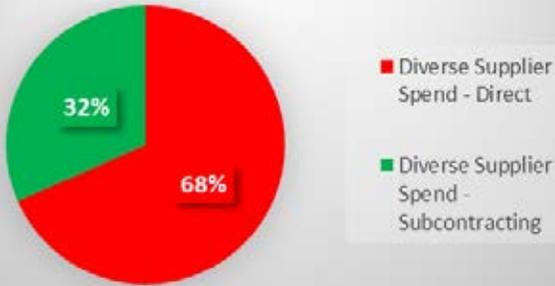


San Jose Water

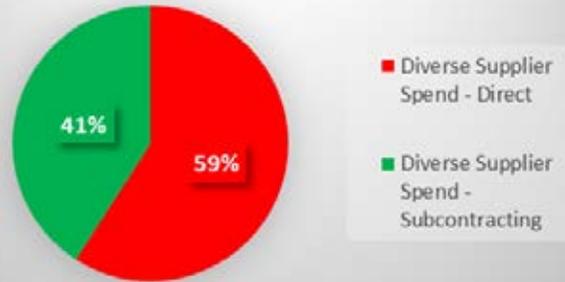
9.1.5

Summary of Prime Contractor Utilization of WMDVLGBTBE Subcontractors (cont.)

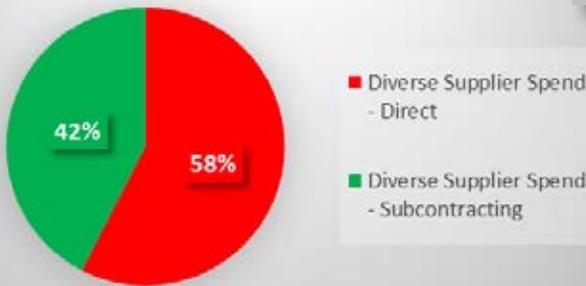
2015 Diverse Spend



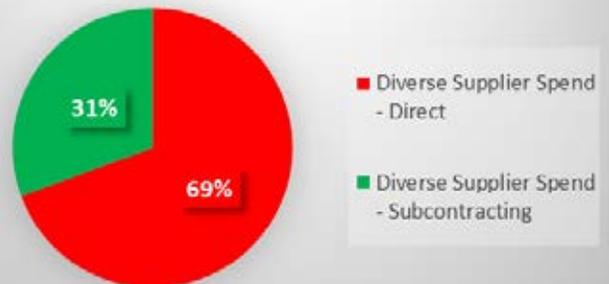
2016 Diverse Spend



2017 Diverse Spend



2018 Diverse Spend



9.1.6

A List of WMDVLGBTBE Complaints Received and Current Status

San Jose Water • G.O. #156 Sec. 9.1.6

SJWC did not receive any formal complaints about the USDP program in 2018.

9.1.7

Description of Efforts to Recruit WMDVLGBTBE Suppliers in Low Utilization Categories

San Jose Water • G.O. #156 Sec. 9.1.7

Diverse Suppliers in Underutilized Areas

During 2018, SJW worked to increase diverse spending in areas in which such supplier utilization has traditionally been low. Discussions regarding potential opportunities to engage DBEs have taken place within the following functional areas:

- Document Retention
- Legal Services
- Financial Services
- Accounting

These discussions have resulted in dialogue between several of these functional areas and a variety of potential DBE suppliers with DBE spending expected in 2019.



San Jose Water

9.1.8

Retention of all Documents / Data

San Jose Water • G.O. #156 Sec. 9.1.8

SJW has retained all documents and data necessary for the preparation of the Utility Supplier Diversity Report to the CPUC. Documents and data are retained for the longer of 3 years or as per the requirement of the SJW document retention policies. Documents and data are available at the request of the CPUC.

9.1.11

WMDVLGBTBE Fuel Procurement

San Jose Water • G.O. #156 Sec. 9.1.11

Not applicable



CALIFORNIA WATER ASSOCIATION

Capacity-Building and Technical Assistance (CB&TA): Workshop Series

We manage our CB&TA program under the umbrella of the California Water Association (CWA), as this is an effective method for outreaching diverse suppliers.

Following our successful partnership with the Minority Business Development Agency, in 2018 we conducted a Request for Proposal (RFP) with nine community-based organizations for an opportunity to showcase their expertise in conducting such programs.

Through a structured evaluation process, we selected the Council for Supplier Diversity and the University of San Diego (USD) School of Business. Their joint proposal outlined an innovative approach through a series of workshops on Organization and Operational Strategy.

The kick-off session was in San Diego on May 10, 2018, with about 20 participants. Following the workshop, we held a panel discussion on strategies for success.

In September, we hosted the second session at Cal Water Service's San Jose campus. With more than 15 RSVPs, this installment allowed for Bay Area-diverse suppliers to learn about operational strategy. The discussion centered on topics like: defining operations strategy, mission, operations objectives, and tactics.



David Pyke PHD, Professor of Operations/Supply Chain Management, University of San Diego School of Business and Ronald B. Garnett, President and CEO of the Council for Supplier Diversity



The workshop was followed by a question-and-answer session on the Water Association, diversity certifications, certifying entities and typical water-utility projects.



San Jose Water

CALIFORNIA WATER ASSOCIATION Capacity-Building and Technical Assistance (CB&TA): Workshop Series (cont.)

We held our third session in October at the City Club in Downtown Los Angeles. As was the case in previous workshops, diverse suppliers had an opportunity to review their organizational and operational strategy.

A highlight of the session was when (in a group setting) suppliers defined and ranked their priorities based on cost, quality, delivery and flexibility. In essence, refining what is important to be successful in their industry.

For the fourth and final session, we partnered with the Small Business Development Center at El Camino College Business Training Center in Hawthorne. Following our previous model, we discussed organizational strategy topics like: supporting systems and process, proper alignment of resources and assessing human resource capability.

This fourth workshop marked the culmination of year-long, statewide effort in providing tools for small and diverse suppliers to become more competitive in the marketplace.





CALIFORNIA WATER ASSOCIATION

California Joint Utilities Best Practices for Prompt Payments

The California utilities subject to California Public Commission's General Order 156 ("Joint Utilities") are proud of our multi-decade collaboration to ensure the success of California's GO 156 minority and diverse procurement program. It is in this spirit we propose ways to help our suppliers better understand our invoice payment terms and how to resolve payment issues in lieu of a legislative mandate. The Joint Utilities do not believe there to be a systemic issue; however, we appreciate the opportunity to strengthen our respective supplier diversity programs in this particular area of concern.

The Joint Utilities in our respective Supplier Diversity Programs propose to increase communication and education about existing invoice payment resources for suppliers that may include the following:

- Provide documentation outlining the invoice payment process and share the information through various channels (e.g., contract documents, verbally, Web site, etc.)
- Provide directions and contact information for suppliers/vendors seeking information regarding the invoice payment process, status of payment or to address concerns; share the information through various channels.
- Conduct workshops and/or meetings/webinars/online conference calls to have discussions with suppliers/vendors about cash flow management, contract management, invoice payment processing, and payment options.
- Provide up to two (2) opportunities for collaboration forums annually for community-based organizations and suppliers/vendors to discuss invoice payment challenges and opportunities for process enhancements.
- Share information regarding the above-referenced efforts in the GO 156 Annual Report.



10.1.1

WMDVLGBTBE Annual SHORT, MID, AND LONG-TERM Goals

San Jose Water • G.O. #156 Sec. 10.1.1

Category	2018 Results	Short Term Goals	Mid Term Goals	Long Term Goals
Minority Men	10.40%	7.50%	7.50%	7.50%
Minority Women	1.86%	7.50%	7.50%	7.50%
Minority Business Enterprise (MBE)	12.27%	15.00%	15.00%	15.00%
Women Business Enterprise (WBE)	2.59%	5.00%	5.00%	5.00%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	0.02%	0.00%	0.50%	0.50%
Disabled Veteran Business (DVBE)	0.13%	1.50%	1.50%	1.50%
TOTAL WMDVLGBTBE	15.01%	21.50%	22.00%	22.00%

% - PERCENTAGE OF NET PROCUREMENT

Short, mid-term, and long-term goals are identified at the level called out by GO 156 and are subject to change from year to year. Although breaking down goals by SIC code is not practical, SJW has shown a consistent profile of nearly 50% of its spend in the construction, engineering, and construction services categories. For a detailed view of current and future purchase profiles by SIC code, please refer to tables contained within section 9.1.2.

10.1.2

Description of WMDVLGBTBE Planned Program Activities for the Next Calendar Year

San Jose Water • G.O. #156 Sec. 10.1.2

Internal Activities:

Seeking formal Senior Leadership Team approval of Supplier Diversity Charter which includes the following major components:

Purpose:	Establish comprehensive, best in class, supplier diversity strategy for SJW and CTWS
Objectives:	<ol style="list-style-type: none">1. SJW achieve best in class overall supplier diversity spend percentage.2. SJW exceeds all CPUC sub goals for women, minority, DVBE and LGBT3. Connecticut Water Service (CTWS) fully implemented supplier diversity program (including Maine Water).4. Both SJW and CTWS recognized for supplier diversity excellence
Success Criteria:	<p>SLT Approval of:</p> <ol style="list-style-type: none">1. Companywide KPI for Supplier Diversity tied to compensation2. Required supplier diversity goal for all functional leaders3. Identification of "supplier diversity champions" in all functional areas4. Updated contract (and RFP) language requiring supplier diversity plan from prime contractors5. Requirement of diverse supplier inclusion on RFP bid lists6. Formal internal/external supplier diversity recognition program7. Plan for increased outreach to supplier diversity Business Partner Organizations (BPOs) <p>Implementation Success Criteria:</p> <ol style="list-style-type: none">1. Sustained performance of at least 38% of purchasing dollars to diverse suppliers2. Supplier diversity spend goals of at least 5% woman-owned, 15% minority-owned, 1.5% DVBE-owned and exceeding the yet to be defined LGBT goals3. Basic supplier diversity policies, procedures and practices implemented at CTWS4. Both SJW and CTWS recognized by variety of BPOs for supplier diversity excellence
Decision(s) Process:	Detailed plans and strategies created with supplier diversity champions across functional business units with final SLT approval before implementation
Interdependencies	<p>Boundary Conditions:</p> 2019: Approved comprehensive supplier diversity strategy 2020+: Full implementation of supplier diversity strategy
Team Structure:	<p>Interdepartmental Resources:</p> Each functional department to provide 1 part time FTE as a Supplier Diversity Champion acting as extension of Supplier Diversity Program Manager. Supplier Diversity Champions to meet once every two months initially and quarterly thereafter



San Jose Water

10.1.2

Description of WMDVLGBTBE Planned Program Activities for the Next Calendar Year (cont.)

Continued short term focus on steps necessary to reach the CPUC goal of 21.5% spend with diverse businesses and the associated sub goals for minority, women, DVBE, and LGBT spend.

- Work with HR and other stakeholders to extend Operations Department's pilot to the remaining departments within SJW. Specific departmental metrics to include:
 - Establish one (1) supplier diversity lead/champion for each department within SJW. This individual is to be the point of contact for all supplier diversity activities within that operating unit or department.
 - Ensure that all 2019 (current) contractors, vendors and consultants (and their subcontractors) are made aware of, and where necessary, registered as a diverse supplier through the CPUC Clearinghouse.
 - In each case that a new, or renewed (contract renewal) business relationship is initiated, a minimum of two CPUC-registered diverse suppliers will be considered.
- Implement the following goals and objectives for Supplier Diversity Champions within the Operation's Department:
 - Attend in-person (or, when necessary, send a representative from your team) all Supplier Diversity Champions Meetings throughout 2019 (March 18, May 20, July 22, Sept. 16 and Nov. 18)
 - Attend a minimum of 2 local, regional or national supplier diversity events
 - Contribute minimum of 2 supplier diversity opportunities to the Supplier Diversity Opportunity Funnel. Drive, track and report on these opportunities until closure.
 - Actively share all bid (RFX) events with Supplier Diversity Program Manager for inclusion in Supplier Diversity Opportunity Funnel.
 - Ensure that all prime suppliers who are subcontracting to diverse suppliers, report their diverse subcontracting spend at least quarterly to the Supplier Diversity Program Manager
- Insure all DBEs (direct and subcontractors) are registered within the Avisare registration portal. Insure visibility to all management.
- Complete annual review of supplier diversity website and make appropriate changes / updates.
- Complete annual review of vendor intake form and incorporate the appropriate changes / updates.
- SJW will plan and implement two supplier matchmaking events in 2019, in high potential areas of IT, Construction/Engineering, or Operations.
- Supplier Diversity Program Manager will provide quarterly progress reports to champions, management and other stakeholders throughout 2019. Increased emphasis will be made to insure prime suppliers are reporting on a quarterly basis.
- Continued focus on the Ambassador Program, identifying and training internal personnel to represent SJW at various supplier diversity events throughout the year.

External Activities:

- In compliance with Ordering Paragraph No. 4 of CPUC D.11-05-019 (in R.09-07-027), SJW will continue to work closely with CWA and its members to participate in the Tier 1 capacity building and technical assistance programs.
- In 2019, SJW will continue to work with CWA and its member companies to host Business Opportunity Fair meetings, encouraging prime suppliers to increase sub-contracting participation. One Meet the Primes event is scheduled to take place in 2019 in conjunction with one of the four planned CB&TA programs being offered by CWA USDP.
- SJW will continue to participate in and attend a variety of outreach activities with various CBO tradeshows, conferences, and matchmakers.
- Continue small and diverse business outreach as President of the Industry Council for Small Business Development (ICSBD) throughout 2019. In addition to planned networking meetings held on the 3rd Wednesday of each month, the ICSBD has partnered with the Small Business Development Council (SBDC) to hold a Small Business Summit on April 30, 2019.
- Continued service on the Institute of Supply Management's (ISM) Diversity Committee with term ending mid-year, 2019.



San Jose Water

10.1.3

Plans for Recruiting WMDVLGBTBE Suppliers in Low Utilization Areas

San Jose Water • G.O. #156 Sec. 10.1.3

SJW will focus on increased communication and partnerships with local organizations in the following categories:

- Minority Owned Businesses
- Woman Owned Business
- Disabled Veteran Owned Businesses
- Gay, Lesbian, Bisexual, and Transgendered Owned Businesses

We will continue to participate in outreach to CBO's through matchmaking, panels, technical assistance, and mentoring, including but not limited to the organizations found in section 9.1.1.

During 2019, SJW will work to increase diverse spending in areas in which such supplier utilization has traditionally been low. Discussions regarding potential opportunities to engage DBEs will continue in the following functional areas:

- Legal Services
- Financial Services
- Accounting

10.1.4

Plans for Recruiting WMDVLGBTBE Suppliers Where Unavailable

San Jose Water • G.O. #156 Sec. 10.1.4

SJW's primary focus is on recruiting diverse suppliers in categories where diverse suppliers are available. However, we remain committed to identifying diverse suppliers in categories that have historically shown few, if any diverse suppliers. The method of outreach will remain the same as outlined in section 10.1.3.

10.1.5

Plans for Encouraging Prime Contractors to Subcontract WMDVLGBTBE Suppliers

San Jose Water • G.O. #156 Sec. 10.1.5

SJW understands the importance of increasing diverse spend, utilizing prime contractors as an extended participant of the USDP. As a result of focused outreach and partnership with prime suppliers, SJW will continue to hold prime supplier contractor meetings and matchmaking events with SJW's largest prime suppliers to increase DBE sub-contracting opportunities. SJW plans to modify contract and RFP language in order to drive more specific subcontracting goals for our primes and documented prime supplier diversity plans. In addition, SJW will require quarterly reporting by all prime suppliers within the Prime Supplier Program. Prime Supplier training sessions will be provided on as needed basis in order to be sure prime suppliers understand their responsibilities under the SJW Prime Supplier Program.

10.1.6

Plans for Complying with WMDVLGBTBE Program Guidelines

San Jose Water • G.O. #156 Sec. 10.1.6

SJW will comply with all provisions and revisions of General Order 156. SJW works cooperatively with the Commission and its staff in the implementation of program objectives.

The USDP Program Manager will continue to pro-actively work with USDP Champions to review, streamline, and improve policies that implement department goals and contract language to include diverse suppliers in all procurement.



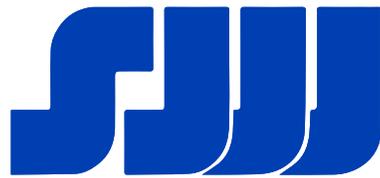
San Jose Water

GO 156 Section 1.3 Definitions**

TERM	Definition	Acronym	Certification
Minority-Owned Business Enterprises	Minority-owned business means (1) a business enterprise (a) that is at least 51% owned by a minority individual or group(s) or (b) if a publicly owned business, at least 51 % of the stock of which is owned by one or more minority groups, and (2) whose management and daily business operations are controlled by one or more of those individuals. The contracting utility shall presume that minority includes, but is not limited to, Black Americans, Hispanic Americans, Native Americans, Asian Pacific Americans, and other groups, as defined in the GO 156.	MBE	Supplier Clearinghouse
Woman-Owned Business Enterprises	Women-owned business means (1) a business enterprise (a) that is at least 51% owned by a woman or women or (b) if a publicly owned business, at least 51% of the stock of which is owned by one or more women; and (2) whose management and daily business operations are controlled by one or more of those individuals.	WBE	Supplier Clearinghouse
Women, Minority-Owned Business Enterprises	WMBE means a women-owned and/or minority-owned business enterprise.	WMBE	Supplier Clearinghouse
Lesbian, Gay, Bisexual, Transgender (LGBT) Business Enterprise	LGBT-owned business means (1) a business enterprise (a) that is at least 51% owned by a lesbian, gay, bisexual, or transgender person or persons or (b) if a publicly owned business, at least 51% of the stock of which is owned by one or more lesbian, gay, bisexual, or transgender persons; and (2) whose management and daily business operations are controlled by one or more of those individuals.	LGBTBE	Supplier Clearinghouse
Women, Minority, and/or LGBT-Owned Business Enterprises	WMLGBTBE means a women-owned, minority-owned and/or LGBT-owned business enterprise. Under these rules, a woman, a minority and/or an LGBT person owning such an enterprise must be either U.S. citizens or legal aliens with permanent residence status in the United States.	WMLGBTBE	Supplier Clearinghouse
Disabled Veteran-Owned Business Enterprises	Disabled Veteran-owned Business (1) is a sole proprietorship at least 51% owned by one or more disabled veterans or, in the case of a publicly owned business, at least 51% of its stock is owned by one or more disabled veterans; a subsidiary which is wholly owned by a parent corporation, but only if at least 51% of the voting stock of the parent corporation is owned by one or more disabled veterans; or a joint venture in which at least 51% of the joint venture's management and control and earnings are held by one or more disabled veterans. (2) the management and control of the daily business operations are by one or more disabled veterans. And (3) it is a sole proprietorship, corporation, or partnership with its home office located in the United States, which is not a branch or subsidiary of a foreign corporation, foreign firm, or other foreign-based business. Disabled veteran refers to a veteran of the military, naval or air service of the United States with a service-connected disability and who is a resident of the State of California.	DVBE	DGS

TERM	Definition	Acronym	Certification
Asian Pacific American	Asian Pacific Americans-persons having origins in Asia or the Indian subcontinent, including, but not limited to, persons from Japan, China, the Philippines, Vietnam, Korea, Samoa, Guam, the U.S. Trust Territories of the Pacific, Northern Marianas, Laos, Cambodia, Taiwan, India, Pakistan, and Bangladesh.	MBE	Supplier Clearinghouse
African American	Black Americans-persons having origins in any black racial groups of Africa.	MBE	Supplier Clearinghouse
Hispanic American	Hispanic Americans-all persons of Mexican, Puerto Rican, Cuban, South or Central American, Caribbean, and other Spanish culture or origin.	MBE	Supplier Clearinghouse
Native American	Native Americans-persons having origin in any of the original peoples of North America or the Hawaiian Islands, in particular, American Indians, Eskimos, Aleuts, and Native Hawaiians.	MBE	Supplier Clearinghouse
Other 8(a)	Other groups, or individuals, found to be disadvantaged by the Small Business Administration pursuant to Section 8(a) of Small Business Act as amended (15 U.S.C. 637(a)), or the Secretary of Commerce pursuant to Section 5 of Executive Order 11625. May include non-WMDVLGBTBEs firms.	8(a)	U.S. Small Business Administration
Subcontracting	Subcontract' means any agreement or arrangement between a contractor and any party or person (in which the parties do not stand in the relationship of an employer and an employee): <ol style="list-style-type: none"> 1. For the furnishing of supplies or services for the use of real or personal property, including lease arrangements, which, in whole or in part, is necessary to the performance of any one or more contracts; or 2. Under which any portion of the contractor's obligation under any one or more contracts is performed, undertaken or assumed. 	Tier 2 (Tier 3, etc. when applicable)	Supplier Clearinghouse, DGS & U.S. Small Business Administration

** These definitions are not proposed amendments to Section 1.3 of GO 156. The purpose of these definitions is to provide convenient reference in preparing GO 156 reports.



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