



CLEAN
ENERGY

ALLIANCE

Supplier Diversity

2024 Annual Report & 2025 Annual Plan

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Introduction

Clean Energy Alliance (CEA) is the local energy provider for the cities of Carlsbad, Del Mar, Solana Beach, Oceanside, Vista, Escondido, and San Marcos. CEA remains committed to deep decarbonization while seeking to promote supplier and workforce diversity of the region and in the State. CEA offers competitive rates and cleaner energy than the incumbent utility, while being more responsive to the community's needs and priorities. The CEA Board of Directors (CEA Board) is made up of elected representatives from each of the member agencies, and meetings are publicly noticed.

Solana Beach formed the first CCA in the San Diego region, beginning service to its customers in 2018. Solana Beach subsequently joined CEA which began service 2021 and included customers in the cities of Carlsbad and Del Mar. In 2023, CEA expanded its service to residents and businesses of the cities of San Marcos and Escondido. In April 2024, CEA again expanded to include the member cities of Oceanside and Vista. During this period, CEA gained over 100,000 customer accounts through this electric service expansion. With this addition of customers, CEA now serves approximately 275,000 customer accounts across its service territory, which covers a sizable portion of North San Diego County.

In compliance with Proposition 209, CCAs as local government entities do not explicitly give preferential treatment to bidders based on race, sex, color, ethnicity, or national origin. As local government entities, the CCAs may institute policies for local and small business preferences, but more targeted procurement risks violation of state law and government code. CEA submits this report in accordance with Section 366.2(m) of the California Public Utilities Code, which requires (1) a report on CCA procurement from women, minority, disabled veteran, and LGBT business enterprises (WMDVLGBTBE) and (2) a plan for procuring from small, local, and diverse business enterprises. For ease of reference, the section numbers utilized in this report correspond to the section numbers in General Order 156 (GO 156) of the California Public Utilities Commission (CPUC), through which investor-owned utilities report their supplier diversity metrics and activities.

CEA continuously works to identify ways to increase supplier procurement and foster relationships with small, local, and diverse businesses consistent with its own Inclusive and Sustainable Workforce Policy and other State guidelines.

2024 Annual Report

Section 9.1.1 – Description of Program Activities During the Previous Calendar Year

Internal Activities in 2024

Inclusive and Sustainable Workforce Policy

In August 20, 2020, the CEA Board adopted an [Inclusive and Sustainable Workforce Policy](#) that seeks to support local jobs, sustainable and inclusive workforce opportunities, local economic sustainability, and diversity through contracting for power sources, procuring goods and services, and implementing hiring initiatives where appropriate, without limiting fair and open competition for projects or programs implemented by CEA.

The policy is a living document that, where appropriate and consistent with applicable law and other CEA policies, promotes a diverse, inclusive, and sustainable workforce and supply chain. CEA continues to implement this policy and identify other ways in which its activities can further an inclusive and sustainable workforce.

CEA's Inclusive and Sustainable Workforce Policy has been updated as of December 2024.

Collecting Supplier Diversity Data

In compliance with Proposition 209, CEA explicitly does not give preferential treatment to bidders based on race, sex, color, ethnicity, or national origin. In 2023, CEA began including in a Supplier Diversity section in solicitation documents asking respondents to voluntarily disclose their GO 156 certification status as well as their efforts to work with diverse business enterprises.

In addition, CEA distributes a voluntary supplier diversity survey to all potential and current suppliers in an attempt to gather data regarding supplier diversity. The survey details can be found in Appendix A of this report. CEA received fifteen responses in total, with only four of those respondents being current suppliers to CEA. Two respondents identified that they qualify but are not certified under the CPUC's Supplier Clearinghouse. Twelve respondents indicated that they are not certified, with two stating they do not qualify for certification, and one respondent indicating they are certified under GO 156.

Through this voluntary supplier diversity survey, CEA has identified the need to educate existing and future vendors about the CPUC's Supplier Clearinghouse registration process and how businesses may qualify. Additionally, respondents who are qualified but not certified indicated several reasons, including the administrative burden of receiving qualification, their wish to not disclose private information, and not having the need to become GO 156 certified. One respondent indicated that their formal procurement process uses GO 156 standards as a criterion for selection, and they strive to work with certified subcontractors whenever possible.

More information about future steps CEA plans to take can be found in section 10.1.2.

Staffing

In 2024 CEA completed its first phase of staffing by hiring permanent, full-time staff to create in-house expertise that complements its expert consulting team. CEA's staff now consists of a CEO, a Clerk to the Board/Executive Assistant, and positions in the areas of procurement, regulatory and legislative affairs, and key accounts management. Additionally, CEA added a Civic Spark Fellow to its staff in 2024 to assist with customer program development. Beyond promoting open staff positions via its website and social media, CEA ensured that organizations with diverse audiences received job notifications. CEA also promoted open positions through its Community Advisory Committee and encouraged all recipients to share them broadly. CEA plans to expand its staff during the 2025 plan year and intends to follow the same methodology throughout the hiring process, in order to maintain existing processes and systems that are functioning effectively.

Through preparation of this report, CEA educates its staff on the Supplier Clearinghouse registration and process, and the overall intent of Supplier Diversity to better assist current and potential business partnerships that may want to certify.

CEA is currently not aware of any available reporting related to non-confidential workforce data submitted to other state and federal agencies, nor of any publicly available CEA Board diversity data. However, the CEA team will convene to develop a strategy for collecting non-confidential workforce data and board diversity statistics for inclusion in next year's report.

Program Resources

CEA's Supplier Diversity Program web page can be found under the 'Resources' menu on CEA's website (<https://thecleanenergyalliance.org/>) or by directly visiting <https://thecleanenergyalliance.org/supplier-diversity/>

Inquiries regarding CEA's Supplier Diversity Program can be directed to:

Emily Fabick, Legislative & Regulatory Affairs

Email: EFabick@TheCleanEnergyAlliance.org

Phone: 760-209-6177

External Activities in 2024

Startup Activity Progress

CEA still remains in the formation stages as an organization and continues to establish policies and procedures related to its procurement. However, CEA has accomplished the following since hiring its first group of staff members in 2023/2024:

- Has developed a solicitations information webpage with information and links to critical materials, including a subscription option for any interested vendors.
- Has developed a vendor specific communication/e-mail list to update vendors on opportunities.
- Has expanded notification of opportunities to bid for products and services procured by CEA.
- Attended and participated in multiple community outreach events to engage actively with the communities within CEA's seven member cities
- Attended and participated in the CPUC-hosted Supplier Diversity Expo and En Banc events in San Francisco and Riverside.

CEA's Green Impact Champions

To promote local businesses and drive engagement on opting up to CEA's 100% renewable energy service tier, CEA established its Green Impact Champions program and continues to market the program to increase enrollment. As of February 2025, CEA has 955 active Green Impact customers. The Green Impact program encourages businesses to opt up to 100% renewable energy service in exchange for marketing and promotional support.

CEA Programs Update

In 2024, CEA introduced new programs for customers, including the Solar Plus program. This initiative offers homeowners solar and Powerwall battery systems with no upfront costs or credit check, allowing them to participate in the generation of renewable energy. Additionally, the Local Solar Feed-In Tariff Program allows energy produced by smaller-scale renewable energy projects to be sold to CEA and sent to the grid for community use. These programs aim to expand the availability of local renewable energy resources and make solar energy more attainable for all communities.

In June of 2024, CEA submitted a letter of commitment to the California Energy Commission (CEC) to participate in the SoCal Coalition for the Equitable Building Decarbonization (EBD) direct install award and efforts to provide decarbonization improvements to disadvantaged and hard-to-reach communities. In this letter, CEA pledged its commitment to actively support the Coalition in delivering a successful decarbonization program for households in the eligible area. The SoCal Coalition's vision for the EBD Statewide Direct Install Program aligns with CEA's equity and climate action objectives, which includes collaborating with member cities and community-based organizations (CBOs) to target low- to moderate-income residents for energy efficiency and home weatherization, recognizing that both help decrease energy costs and increase energy education. Additionally, through this outreach, CEA can recruit community members for workforce training efforts. CEA looks forward to supporting this effort to drive direct, household-level action in the communities most impacted by climate change and to setting our communities up for future success by supporting the development of a local skilled electrification workforce.

In July of 2024, CEA submitted a letter signed by CEA's member agencies in support of the San Diego Regional Energy Network (SDREN). SDREN will offer 10 energy efficiency, building decarbonization, and demand response programs throughout San Diego County, with a particular focus on hard-to-reach and underserved communities. The SDREN was authorized by the Commission in June of 2024, and CEA looks forward to the opportunities this regional energy network will bring to our member cities in accelerating the region's transition to an equitable clean energy future.

Additionally, in the fourth quarter of 2024, CEA expanded its Solar Plus program to include Channelside Partners, providing information and resources for non-English speakers. As the program progresses, CEA intends to implement live translation services to assist non-English speakers with the application process. These resources will be made available on CEA's Solar Plus website page as soon as they become available.

Supplier Diversity Procurement Outreach

CEA has increased the amount and accessibility of information on its website related to Supplier Diversity. In addition, staff and/or consultants provide information on procurement opportunities at organizational and public meetings, when appropriate. For example, CEA staff attended and hosted a table at the 2024 Small & Diverse Business Expo in Riverside, to connect and exchange information with diverse businesses in attendance. Additionally, CEA staff attended the 23rd Annual GO 156 Supplier Diversity En Banc to ensure staff is up to date with information from leaders of California's investor-owned utilities, local government, ethnic Chambers of Commerce, community-based organizations, Community Choice Aggregators, and emerging firms.

CEA Event Participation

As mentioned above, in 2024, CEA made additional efforts to connect with communities not only within our seven member cities but also throughout San Diego County. These efforts included attendance and sponsorship at events such as the San Diego Equality Awards, NAACP Youth Council events, the Association of Women in Water and Energy annual conference, and the California Women in Energy Legislative Annual Energy and Leadership Forum in Sacramento, among others.

CEA remains committed to the engagement and support of our local communities within San Diego County.

Section 9.1.2 – Summary of Purchases of Goods and Services

As previously mentioned, per Proposition 209, public agencies like CEA are prohibited from granting preferential treatment to an individual or group on the basis of race, sex, color, ethnicity, or national origin. Therefore, CEA is limited in the actions it can take to diversify its procurement.

Since its establishment in November 2019, CEA has focused on creating a financially stable organization and hiring staff for its operations. Moreover, CEA has enacted several policies which will guide future procurement of products, services, and power.

CEA collected data on all vendors engaged with CEA via a voluntary supplier diversity survey (Appendix A). The survey covered certification status, barriers to certification, and internal supplier diversity efforts. Due to a low voluntary response rate in CEA's first year of operation, CEA staff made significant efforts to remind suppliers at the time of engagement to complete their survey responses, emphasizing the voluntary nature of their participation. As a result, CEA received fifteen responses to the 2024 survey.¹ Additionally, when necessary, CEA conducts additional outreach and reminder efforts to active vendors to complete the survey.

¹ Note: Responses to CEA's voluntary Supplier Diversity Survey in 2024 included both active and non-active vendors.

Section 9.1.2 – Summary of Purchases of Goods and Services

Supplier Diversity Results of Goods and Services (Exclude Fuel and Power Purchases)

			2024							
			Direct Spend ¹ \$	Sub Spend ² \$	Total \$	%	Product Spend \$	Service Spend \$	Total \$	%
1	Minority Male	African American								
2		Asian Pacific American								
3		Hispanic American								
4		Native American								
5		Total Minority Male								
6	Minority Female	African American								
7		Asian Pacific American								
8		Hispanic American								
9		Native American								
10		Total Minority Female								
11	Total Minority Business Enterprise (MBE)									
12	Women Business Enterprise (WBE)		\$ 147,943.12		\$ 147,943.12	2%				
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)									
14	Disabled Veteran Business Enterprise (DVBE)									
15	Persons with Disabilities Business Enterprise (DBE)									
16	8(a)*									
17	Total Supplier Diversity Spend		\$ 147,943.12		\$ 147,943.12	2%				
18	Net Procurement**					9,752,768.47				
19	Net Product Procurement					1,674.36				
20	Net Service Procurement					9,751,094.11				
21	Total Number of Diverse Suppliers that Received Direct Spend									2

NOTE:

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

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

¹ Direct - Means Direct Procurement: when a CCA directly procures from a supplier.

² Sub - Means Subcontractor Procurement: when a prime contractor, in contract with a CCA, procures from a subcontractor

Section 9.1.2 – Summary of Purchases of Goods and Services

Description of Parties with California Majority Workforce

To gather information about vendors’ workforce in California, CEA included questions about workforce and location in the survey that is included as an appendix to this report. Three respondents are local businesses, located in San Diego, California.

Percentage of Workforce

Supplier survey respondents did not provide exact workforce location figures residing in California but they did confirm whether their businesses are based and/or headquartered in California. Moving forward, CEA will include this data point in future surveys for the next Supplier Diversity reporting period. CEA appreciates this feedback from the Commission and looks forward to expanding supplier reporting.

Section 9.1.3 – Program Expenditures

CEA staff and consultants engaged with California Community Choice Association (CalCCA), and other community aggregation program staff to prepare, develop, and enhance its procurement efforts and GO 156 efforts for 2024. Staff time has included meetings, GO 156 proceeding participation, workshops, material development, communication with vendors, internal meetings in preparation of the report. CEA also worked with its accounting service to ensure that it could track necessary information and statistics related to standard industry codes and other GO 156 reporting requirements. Reflected here is the staff and consultant time spent on this topic.

Expense Category	Year (Actual)
Wages	\$ 4,800
Other Employee Expenses	-
Program Expenses	\$ 1,784
Reporting Expenses	-
Training Expenses	-
Consultant Expenses	\$ 250
Other Expenses	-
Total	\$ 6,834

Section 9.1.5 – Description of Prime Contractor Utilization of Certified Subcontractors

Summary of Prime Contractor Utilization of Certified Subcontractors

CEA does not have data on primary contractors' subcontracts. However, CEA has begun educating prime suppliers and encouraging them to share information with their subcontractors regarding Clearinghouse certification.

Section 9.1.6 – A List, Description, and Status of Complaints

CEA has received no complaints from diverse suppliers or third parties in 2024.

Section 9.1.9 – Power Procurement

Since CCAs spend a majority of their revenues on power, the numbers below reflect the majority of CEA's spend for 2024. For this table, CEA includes 2024 Resource Adequacy (RA) costs and carbon-free power costs as non-renewable. It is worth noting that power costs are reconciled by April of the following year, so the numbers listed below should be considered near-final estimates.

For 2024, the new CEA procurement staff has revised their open offer form, welcoming suppliers to submit offers to sell energy products for CEA's consideration. This aims to serve CEA's organizational renewable energy goals and capacity requirements, as well as the energy requirements of CEA customers. Notably, CEA's procurement-related RFPs are designed to evaluate projects based on potential economic benefits created within communities with high levels of poverty and unemployment, as well as anticipated workforce benefits (among other factors). CEA encourages all potential suppliers to complete our Supplier Diversity survey (Appendix A), provided at the bottom of this form.

However, none of the power suppliers responded to the survey as GO 156 certified. CEA looks forward to working with the power supplier industry to further the efforts of GO 156 within the limits of Proposition 209.

Section 9.1.9 – Power (Energy) Procurement

			Direct Power Purchases \$	Direct Fuels for Generation \$			Totals \$ ¹			% ²
			Renewable and Non-Renewable Power Products	Diesel	Nuclear	Natural Gas	Direct ³	Sub ⁴	Total \$ ⁵	
1	Minority Male	African American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
2		Asian Pacific American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
3		Hispanic American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
4		Native American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
5		Total Minority Male	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
6	Minority Female	African American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
7		Asian Pacific American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
8		Hispanic American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
9		Native American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
10	Total Minority Female	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
11	Total Minority Business Enterprise (MBE)		\$0	\$0	\$0	\$0	\$0	\$0	\$0	
12	Women Business Enterprise (WBE)		\$0	\$0	\$0	\$0	\$0	\$0	\$0	
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$0	\$0	\$0	\$0	\$0	\$0	\$0	
14	Disabled Veteran Business Enterprise (DVBE)		\$0	\$0	\$0	\$0	\$0	\$0	\$0	
15	Persons with Disabilities Business Enterprises (DBE)		\$0	\$0	\$0	\$0	0	0	0	
16	8(a) ⁶		\$0	\$0	\$0	\$0	\$0	\$0	\$0	
17	Total Supplier Diversity		\$0	\$0	\$0	\$0	\$0	\$0	\$0	
18	Net Power Procurement		\$259,155,745							
19	Net Direct Power Purchases		\$259,155,745							
20	Net Direct Fuels for Generation		\$0							
21	Total Number of Diverse Suppliers		0							

NOTES:

¹ Excludes purchases from the California Independent System Operator (CAISO), utilities, federal entities, state entities, municipalities and cooperatives.

² % - Percentage of Net Procurement

³ Includes Direct Power Purchases and Direct Fuels for Generation. Direct - Means Direct Procurement: when a CCA directly procures from a supplier.

⁴ Sub - Means Subcontractor Procurement: when a prime contractor, in contract with a CCA, procures from a subcontractor to fulfil its contractual obligation(s).

⁵ "Total" does not include pre-commercial development (COD) subcontracting values.

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

2025 Annual Plan

Section 10.2 – A Description of Program Activities Planned for the Next Year

In the next reporting year, CEA will undertake internal and external activities aimed at working toward the creation of a Supplier Diversity program that aligns with the goals of fostering a diverse and inclusive workforce, while remaining within the limitations set by Proposition 209. Additionally, beyond engaging its prime contractors, CEA will encourage these contractors to support subcontracting opportunities with small, local, and diverse businesses. To support this development process, CEA plans to pursue the following activities in 2024.

Planned Internal Activities

- Continue to refine data collections practices and processes within the organization.
- Continue to educate internal staff and consultants of the Supplier Clearinghouse registration and process, and the overall intent of Supplier Diversity to better assist businesses that may want to certify.
- Document efforts to minimize bias in hiring and contracting and implement Diversity, Equity, and Inclusion efforts and training.
- Report on local businesses as well as those certified as small businesses by the California Department of General Services.

Planned External Activities

- CEA plans to expand its staff, and with these additional resources, is willing to explore the opportunity to host or co-host a workshop with CPUC staff to raise awareness of the Supplier Clearinghouse and its certification process. CEA is open to collaborating with Commission staff on this effort.
- Continue to conduct outreach on procurement to local chambers of commerce and other diverse business groups, demonstrating CEA's commitment to a diverse and inclusive workforce within the confines of Proposition 209.
- Increase the information about Supplier Diversity on CEA's website by directing suppliers to relevant Supplier Diversity resources and information.
- Continue providing translation services to enable businesses that speak other languages to participate.
- For firms that win future solicitations, CEA will continue to send them the Supplier Diversity voluntary survey following the contract award to capture demographic data for the purposes of GO 156 reporting.
- CEA encourages supplier diversity on our webpage. In February 2024, CEA voluntarily submitted our logo to be added to the Supplier Clearinghouse website for supplier awareness. In addition, details surrounding CEA's Supplier Diversity Program and information regarding the CPUC Supplier Clearinghouse Certification can be found on the main page of the CEA website under the Resources menu.
- For 2025, CEA continues its plans to develop additional customer programs that will be inclusive of all customer communities. Notably, CEA is in the early stages of developing a program to assist residential customers with managing their electric bills by offering lower rates during non-called event periods and encouraging reduced energy usage during higher-cost peak time-of-use (TOU) periods.

Supplier Diversity Results Compared to Set Goals

Supplier diversity reporting requires the comparison of net procurement results to set goals, measuring the reporting year's supplier diversity performance against the goals established by a covered entity. While we are prohibited from targeted procurement to ensure compliance with Prop 209, we recognize that CEA's 2024 comparison of net procurement results are on the lower end. As CEA is still in the development stages as an organization, it is challenging at this time to set specific supplier diversity goals. Nevertheless, we remain committed to participating in community events, CPUC-hosted supplier diversity events, and making every effort to connect with diverse suppliers within the parameters of Prop 209 regulations.

Category	2024 Result %	2024 Goal %
Minority Business Enterprise (MBE)	0%	NA
Women Business Enterprise (WBE)	2%	NA
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	0%	NA
Disabled Veteran Business Enterprise (DVBE)	0%	NA
Persons with Disabilities Business Enterprise (DBE)	0%	NA
Total	2%	NA

NOTE:

% - Percentage of Net Procurement.

Appendix A – CEA Voluntary Supplier Diversity Survey

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

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

1. Email address
2. Business Name
3. Where is your business located/headquartered?
4. Is your business certified under General Order 156 (GO 156)? GO 156 is a California Public Utilities Commission ruling that requires utility entities to report annually on their contracts with majority women-owned, minority-owned, disabled veteran-owned and LGBT-owned business enterprises (WMDVLGBTBEs) in all categories. Qualified businesses become GO 156 Certified through the CPUC and are then added to the GO 156 Clearinghouse database at www.thesupplierclearinghouse.com.
 - a. Yes
 - b. No
 - c. Qualified as a WMDVLGBTBE but not GO 156 certified
5. If you answered "yes" to the previous question, when does your certification expire?
6. If you answered "yes" or "qualified, but not certified", in which categories are you certified or qualified? Please choose all that apply.
 - a. Women-Owned
 - b. Minority-Owned
 - c. Disabled Veteran-Owned
 - d. LGBT-Owned
 - e. Other (found to be disadvantaged by the US Small Business Administration)
7. If your business is a minority-owned business enterprise, what GO 156 certification or qualification does your business fall under?
 - a. Black American
 - b. Hispanic American
 - c. Asian Pacific American
 - d. Native American
 - e. Not applicable
8. Please list the Standardized Industrial Code (SIC) of the products and services your business offers. Please go to <https://sch.thesupplierclearinghouse.com/FrontEnd/SearchCertifiedDirectory.asp>, click on "Look Up Commodity Codes" and then "Browse Codes" or "Search".
9. If certified under GO 156, please list 1) your annual business revenue as reported to the CPUC Supplier Clearinghouse and 2) your revenue last year. You may check your CPUC Supplier Clearinghouse status here: <https://sch.thesupplierclearinghouse.com/FrontEnd/SearchCertifiedDirectory.asp>
10. If your business is qualified, but not GO 156 certified, please list the reasons for not completing the certification process?
11. If your business has used GO 156 certified subcontractors for your CEA contract, please include a list of your subcontractor business names, if the subcontract is for products or services, and the anticipated subcontract amount. Example: Electrical Design Technology, Inc.; products (batteries); \$100,000.
12. If applicable, please describe any hiring targets your business has for using small, local, and/or economically disadvantaged subcontractors.

13. Is your business certified by the Department of General Services as a Small Business?
 - a. Yes
 - b. No
14. Is your business certified by the Department of General Services as a Disabled Veteran Business Enterprise?
 - a. Yes
 - b. No
15. Does your business have a history of using apprenticeship programs, local-hires, union labor, or multi-trade project labor agreements? Local hires can be defined as labor-sourced from within the San Diego County area.
 - a. Yes, apprenticeship programs in this recent contract with CEA
 - b. Yes, local labor in this recent contract with CEA
 - c. Yes, union labor in this recent contract with CEA
 - d. Yes, multi-trade PLA in this recent contract with CEA
 - e. Yes, apprenticeship programs but not in this contract with CEA
 - f. Yes, history of local hire but not in this contract with CEA
 - g. Yes, history of union labor but not in this contract with CEA
 - h. Yes, history of multi-trade PLA but not in this contract with CEA
 - i. Uses California-based labor, but not local to CEA's service areas
 - j. None of the above
 - k. Not applicable
16. If you answered "yes" to the previous question, please describe your history with labor agreements, union labor, multi-trade labor, apprenticeship labor, or how many local workers/businesses you employ for your contract with CEA.
17. Does your business pay workers prevailing wage rates or the equivalent? (Prevailing wage in California is required by state law for all workers employed on public works projects and determine by the California Department of Industrial Relations according to the type of work and location of the project. To see the latest prevailing wage rates go to <https://www.dir.ca.gov/public-works/prevailing-wage.html>).
18. Is there any additional information you'd like to add?



INCLUSIVE & SUSTAINABLE WORKFORCE POLICY

The CEA Board desires to establish a policy that supports local jobs, sustainable and inclusive workforce opportunities, local economic sustainability, and diversity through contracting for power sources, procuring goods and services, and implementing hiring initiatives where appropriate, without limiting fair and open competition for projects or programs implemented by CEA. For the purposes of this policy, “local” shall mean San Diego County and any additional areas served by CEA.

CEA Staff

CEA relies on its employees to provide clean, cost-effective, alternative energy to its customers. These customers live in diverse communities and an inclusive workforce of staff who reflect and are invested in these communities allows CEA to serve them more effectively. An inclusive staff also provides good jobs for people from diverse communities.

To help maintain and strengthen CEA’s inclusive staff, CEA will:

1. Engage in broad outreach efforts in diverse communities, including disadvantaged and low- income communities, to ensure a diverse pool of candidates for open positions;
2. Provide fair compensation that aligns with regional market indicators for compensation levels for each position;
3. Be transparent about these practices and lessons learned; and
1. Provide contact information for staff who can answer questions about this policy.

Supply Chain

CEA also strives for inclusion and transparency in its supply chain. Where and from whom CEA purchases goods and services have important consequences for businesses, customers, and their communities. Where appropriate, an inclusive and transparent supply chain is an important driver for successful delivery of CEA’s services to its customers, and of fair and equitable economic development generally.

Where appropriate, and without limiting fair and open competition, to support an inclusive and transparent supply chain, CEA will:

1. Use local businesses and provide fair compensation in the purchase of services and supplies;
2. Proactively seek services from local businesses that are taking steps to protect the environment;
3. Engage in efforts to reach diverse communities to ensure an inclusive pool of potential suppliers;
4. Collect information from suppliers and contractors on the inclusivity of their workforce;
5. Include questions about supplier inclusivity in requests for proposals (RFPs) for services;
6. Encourage reporting from developers and vendors on inclusivity in business ownership and staff;
7. Be transparent about these practices and lessons learned; and
8. Provide contact information for staff who can answer questions about this policy.

Inclusive Business Practices

To fulfill its goals of providing a range of energy product and programs, available to all CEA communities and customers, that best serve their needs and their local communities, and support local sustainability efforts, CEA will:

1. Provide information in the multiple languages commonly spoken in CEA's service area (including mailers, tabling materials, customer service, call center, workshops and outreach events, advertisements, and other means of customer engagement);
2. Conduct marketing and outreach in diverse communities with multi-lingual materials and/or speakers, including attending multi-cultural community events as appropriate, to increase awareness of CEA's services and programs;
3. Share information about activities and initiatives that promote inclusion, access, and diverse engagement in the community.

Non-Discrimination Pledge

CEA will not discriminate, and will require in its contracts with suppliers that they will not discriminate, on the basis of race, color, national origin, ancestry, age, disability (physical or mental), sex, sexual orientation, gender identity, marital or domestic partner status, religion, political beliefs or affiliation, familial or parental status (including pregnancy), medical condition (cancer-related), military service, or genetic information.

Sustainable Workforce

Support of local businesses, fair compensation, apprenticeship and pre-apprenticeship programs that create employment opportunities, without limiting fair and open competition, are important components of building and sustaining healthy and sustainable communities. It is in the interest of CEA to provide fair compensation and sustainable workforce opportunities, within a framework of fair and open competition and the promotion of renewable energy, energy efficiency and greenhouse gas reduction.

CEA recognizes the importance of locally-generated renewable energy (local is defined as within the San Diego County region) in assuring that California is provided with (1) adequate supplies of renewable energy for economic growth, (2) sustained local job opportunities and job creation, and (3) effective means to reduce the impacts of greenhouse gas emissions. CEA also recognizes the opportunities that energy efficiency programs provide for local workforce training and employment.

CEA encourages fair compensation in direct hiring, renewable development projects, energy efficiency programs and in procurement of CEA services and supplies. CEA also encourages use of State of California approved apprenticeship and pre-apprenticeship training programs in construction craft occupations to foster long-term, fairly compensated employment opportunities for program graduates.

Where appropriate, without limiting fair and open competition, CEA will pursue the following objectives:

1. Support for and direct use of local businesses;
2. Support for and direct use of green and sustainable businesses;
3. Encourage the use of skilled and trained workers who receive fair compensation;
4. Encourage the use of State of California approved apprenticeship programs, and pre-apprenticeship programs within CEA's service territory.

CEA Power Purchase Agreements with Third Parties

CEA will encourage the submission of information from respondents to any bidding and/or RFP/RFQ process regarding planned efforts by project developers and their contractors to achieve the following goals:

- Employ workers and use businesses from the San Diego county area.
- Employ properly licensed contractors and California Certified electricians.
- Utilize local apprentices, particularly graduates of San Diego County pre-apprenticeship programs.
- Pay workers prevailing wage for each craft, classification and type of work performed.
- Provide workers compensation coverage to on-site workers.
- Support and use State of California approved apprenticeship programs.

Relevant information submitted by proposers will be used to evaluate potential impact on local jobs and workforce of the planned project.

CEA Owned Generation Projects

Each construction contractor or subcontractor performing work on any CEA-owned project is encouraged to use local labor and apprenticeship programs and follow fair compensation practices including proper assignment of work to crafts that traditionally perform the work. Contractors and subcontractors shall pay at least prevailing rate of wages, as defined in Article 2 (commencing with Section 1770) of Chapter 1 of Part 7 of Division 2 of the California Labor Code and encouraged to use a skilled and trained workforce, as defined in Chapter 2.9 (commencing with Section 2600) of Part 1 of Division 2 of the California Public Contract Code.

CEA Feed-In Tariff Projects

CEA will encourage construction contractors or subcontractors performing work on any CEA Feed-In Tariff project utilizes local businesses and local apprenticeship programs, and fair compensation practices including proper assignment of work to crafts that traditionally perform the work.

CEA encourages contractors and subcontractors performing work on any CEA Feed-In-Tariff project to pay at least prevailing rate of wages, as defined in Article 2 (commencing with Section 1770) of Chapter 1 of Part 7 of Division 2 of the California Labor Code and encouraged to use a skilled and trained workforce, as defined in Chapter 2.9 (commencing with Section 2600) of Part 1 of Division 2 of the California Public Contract Code.

CEA Energy Efficiency Projects

CEA will strive to support local businesses and apprenticeship programs, in the implementation of its energy efficiency programs. CEA will encourage construction contractors or subcontractors performing work on any CEA energy efficiency program utilize local businesses and apprenticeship programs and fair compensation practices including proper assignment of work to crafts that traditionally perform the work.

Union Neutrality Pledge

CEA will remain neutral regarding whether its employees choose to join or support labor unions and will not interfere with decisions by its contractors' and suppliers' employees about whether to join or support labor unions.