



# Supplier Diversity

2025 Report



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**Cover: MCE tours the Diablo Energy Storage Project in Pittsburg at its 2024 Board Retreat.**

**This page: MCE Fallon Two Rock solar farm in Marin County.**

# Year in Review

## Small, Local, and Diverse Spending

Diverse Businesses

**\$4.1 million**

spent on 12 diverse businesses

Local Businesses

**\$47 million**

spent on 108 local businesses

Small and Micro Businesses

**\$883,296**

spent on 11 certified businesses

**\$1.2 million**

for MCE's Small Business Energy Advantage Program

Community Benefits

**\$19.6 million**

in CPUC funding in 2024

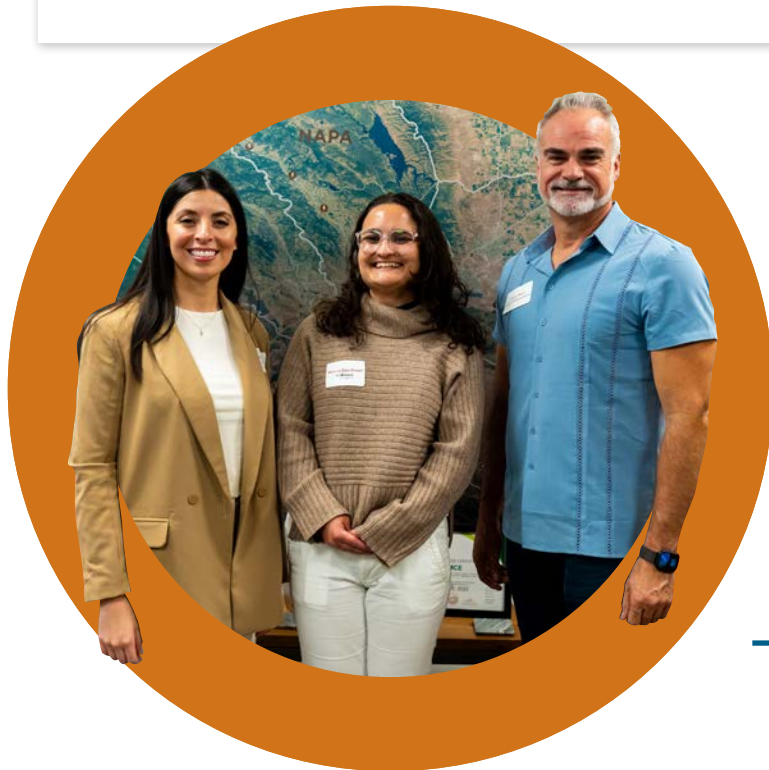
**\$14.6 million**

secured in federal and non-CPUC funding

Low Income Households & Small Businesses

**\$5 million**

allocated for 21,000 lower income households and small businesses with monthly MCE Cares bill credits of \$20-\$25



*“Certification helped us gain exposure to new opportunities, particularly with organizations like MCE that are committed to supplier diversity. We decided to pursue certification to increase our visibility in the public utilities sector and open doors to more growth opportunities. It also gives us the ability to connect with other diverse and small businesses while supporting diversity within the supply chain.”*

— Hugo Mata, Principal, Soluna Outreach Solutions



Hugo Mata presents at MCE's 2024 Community Power Coalition Symposium.

# Introduction

MCE's vision is to lead California to an equitable, clean, affordable, and reliable energy economy by serving as a model for community-based energy, energy efficiency, and cutting-edge, clean-tech products and programs.

MCE's mission is to confront the climate crisis by eliminating fossil fuel greenhouse gas emissions, producing renewable energy, and creating equitable community benefits.

MCE is a not-for-profit public agency and the preferred electricity provider for more than 585,000 customer accounts and 1.5 million residents and businesses across Contra Costa, Marin, Napa, and Solano Counties. Setting the standard for clean energy in California since 2010, MCE leads with 60–100% renewable, fossil-free power at stable rates, serving a 1,400 MW peak load, significantly reducing greenhouse emissions, and reinvesting millions in local programs.

**MCE has supported the California Public Utilities Commission's (CPUC) Supplier Diversity Program since 2018.** MCE's efforts are detailed in the [2021 Supplier Diversity Report](#), the first filing year after the passage of California Senate Bill 255, which reinforced the CPUC's Supplier Diversity Program.

**MCE's expenditures on certified diverse vendors in 2024 totaled \$4,185,045. Expenditures on certified small businesses totaled \$883,296.**

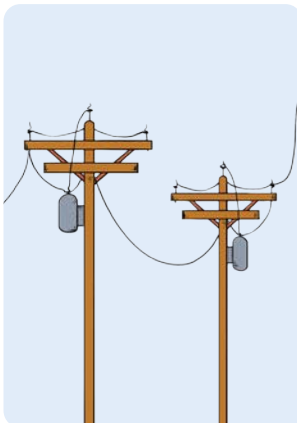
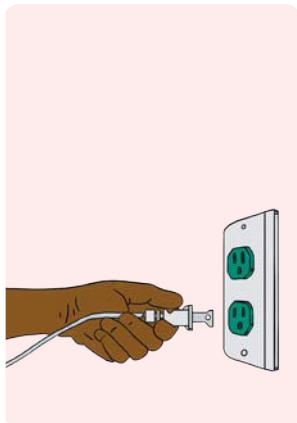
In 2024, MCE announced a [\\$44 million investment](#) in diverse, small, and local businesses, inspiring the Novato Chamber of Commerce to honor MCE with its 2024 Large Business of the Year award.

## How MCE Works

**YOU**  
Benefit from cleaner air, stable rates, choice, and local control

**PG&E**  
Delivers energy, maintains lines, and sends bills

**MCE**  
Buys and builds fossil-free energy for you



## MCE Highlights

**500,000**

metric tons of CO2 reduced since 2010

**\$3.8 billion**

committed to more than 975 megawatts of new renewables since 2010

**585,000**

customers served

**60%**

renewable electricity service since 2017

**\$97.5 million**

customer bill savings since 2010

**\$358 million**

in community reinvestment since 2010

**6,500**

California jobs supported resulting in over 1.6 million union labor hours since 2010

## SECTION 9.1.1

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

## 2024 External Activities

### Annual Certify & Amplify workshop

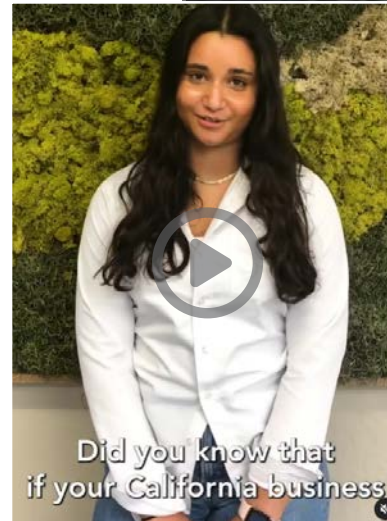
MCE held its fifth Certify & Amplify event on August 21, 2024. This annual virtual workshop helps local businesses expand networks, connect to contracting opportunities, build capacity, and explains the CPUC's General Order (GO) 156 certification process.

### Highlights

- 29 attendees
- 1,300 social media post views
- 75% of respondents reported being more confident in starting or completing the GO 156 certification process
- For the first time, MCE co-hosted the event in partnership with [Ava Community Energy](#) and [Silicon Valley Clean Energy](#), amplifying the event's reach and enhancing collaboration with partners

### Speakers

- Laura Rasmussen, CEO, Energy 2001, a certified women business enterprise
- Dr. Vic Baker, Founder and CEO, EquitiFY, a certified diverse business enterprise
- Stephanie Green, Small Business and Community Outreach Manager, CPUC
- Josh Kress, Business Outreach Liaison, California Department of General Services



### CPUC Supplier Diversity Program

- Requires regulated utilities and electric service providers to annually submit a report describing their plans for increasing procurement from diverse suppliers and their performance during the year
- Requires community choice aggregators (CCA) to annually submit a plan to increase procurement from small, local, and diverse businesses; and a report detailing their performance
- Encourages wholesale power generators, distributed energy resource contractors, and energy storage system companies to adopt a plan to increase procurement from diverse suppliers
- Provides voluntary goals: Minority business enterprises – 15%; women business enterprises – 5%; disabled veteran business enterprises – 1.5%; LGBT business enterprises – 1.5%
- "Diverse Supplier" - Women, minority, disabled veteran, LGBT, and persons with disabilities business enterprises.

California Public Utilities Commission



**Top: Social media video promoting MCE's annual Certify & Amplify workshop.**

**Bottom: Stephanie Green presents at MCE's Certify & Amplify event.**

**Right: Karen MacLean, Founder of Print2Assist, a certified MCE diverse supplier.**



**MCE attends the CPUC's 2024 Small and Diverse Business Expo in South San Francisco.**

## CPUC events

MCE continued to join quarterly meetings with the CPUC and other Community Choice Aggregators (CCAs) to discuss supplier diversity efforts. MCE frequently engaged in discussions and contributed relevant updates to conversations that addressed:

- CCA representation at CPUC En Bancs, seminars, and expos
- Supplier diversity events such as MCE's annual Certify & Amplify event
- Milestones CCAs have reached throughout the year
- CPUC's GO 156 best practices

In April, MCE attended the CPUC's Small and Diverse Business Expo to connect with certified vendors and share opportunities. At this event, MCE met Soluna Outreach Solutions, a Bay Area, Latino-owned GO 156 certified vendor who has since contracted with MCE to support a language study to ensure more equitable access to MCE's services for its customers.

In October, MCE also attended the CPUC's 22nd Annual Supplier Diversity *En Banc*, "GO 156: Transforming Business Growth Through Expansion, Innovation, and Technology." MCE served as the sole CCA representative among the panelists. Alongside PG&E, SDG&E, SoCal Edison, SoCal Gas representatives, MCE's CEO, Dawn Weisz, spoke on the "Driving utility performance through technology and innovative strategies" panel.

## Other events

In January, MCE staff presented at the CalCCA Equity Committee meeting about MCE's supplier diversity strategies. MCE staff answered questions from other CCAs related to replicating efforts across the state, presented lessons learned from hosting Certify & Amplify events, and conveyed the benefits of certification to diverse businesses with limited resources.

## MCE programs support small, local, and diverse businesses

Since 2010, MCE has administered cutting-edge clean energy programs to help residents and businesses save money, address climate change, and reduce greenhouse gas emissions. The following MCE programs involve or serve local, small, and diverse businesses.

### Energy efficiency bill savings

MCE has administered ratepayer-funded energy efficiency programs since 2013. The CPUC approved MCE's 2024–2031 Business Plan and Energy Efficiency Portfolio Plan of programs in June 2023.<sup>1</sup>

MCE's **Commercial Savings Program** offers no-cost energy assessments, project management, and generous rebates. Eight projects installed in 2024 will save 345,000 kilowatt hours annually.

MCE's **Agricultural and Industrial Resource Program** offers technical assistance, procurement support, and incentives for equipment upgrades and add-ons that make businesses more energy efficient. MCE has provided \$565,000 in rebates to over 50 customers since 2020.

MCE's **Small Business Energy Advantage Program** launched in 2024. It supports small businesses located in underserved communities to achieve bill savings and non-energy benefits such as improved health, comfort, and safety. Qualifying small businesses are matched with an energy expert to identify potential upgrades that can be installed immediately including LED upgrades, smart thermostats, and air purifiers.

- \$1.25 million in incentives is available to 1,200 businesses
- Three community partnerships were established in 2024 to support program outreach:
  - Contra Costa County's Green Business Program
  - Marin Green Business Program
  - Concord Chamber of Commerce

### Electric vehicle (EV) charging rebates

MCE's **EV Charging Program** offers rebates with bonus incentives for stations connected to 100% renewable energy service. MCE rebates can be stacked with local and state incentives for additional funding.

- 1,917 ports installed and committed at workplaces and multifamily properties
- \$4.7 million spent and committed to rebates

In 2024, MCE and its partners GRID Alternatives and the Bay Area Air Quality Management District tested and offered a no-cost, turnkey installation program model for affordable multi-family properties in Marin County and the cities of Richmond, San Pablo, and Vallejo.

<sup>1</sup> See Decision (D.) 23-06-055.



**New EV chargers at the Marina Bay Community Association in Richmond supported by MCE incentives.**



**1 megawatt Fallon Two Rock solar farm in Tomales, Marin County.**

### **MCE's Strategic Energy Management**

MCE's **Strategic Energy Management (SEM) Program** helps businesses and property management organizations reduce operating costs and utility bills with little to no capital investment. To maximize financial incentives earned by saving energy, and to build a stronger energy management culture, participants have access to a suite of tools at no cost including virtual training, on-site assessments, and individual coaching. To date, MCE has distributed \$650,000 to nearly 70 businesses in Contra Costa, Marin, Napa, and Solano counties to support energy efficiency projects that save an average of \$34,000 a year per business.

### **MCE Power Hour**

MCE's Power Hour convenes local businesses and key partners to learn about emerging topics in the electric power industry. In 2024, MCE held its annual Power Hour event focused on energy and agriculture, showcasing innovative projects in MCE's service area that support sustainable agricultural systems.

### **Green Workforce Pathways**

In 2020, MCE launched **Green Workforce Pathways** to help residential contractors train employees on energy efficient technologies and increase all-electric home installations. Since its launch, MCE has invested \$1.6 million in the program, helping to create more than 6,240 job hours.

Benefits to contractors and their workforce include:

- Stipends for contractors to train, hire, and retain new employees
- Matching job seekers with vetted contractors
- Personalized, on-the-job consultation with energy experts
- Retention support
- Reimbursements towards tools and equipment
- Access to building science training
- Career coaching for job seekers entering the green construction field
- Career-readiness training to prepare job seekers

MCE supports workforce development with partners like Canal Alliance, Lime Foundation, RichmondBUILD, GRID Alternatives, Future Build, Marin City Community Development Corporation, Strategic Energy Innovations, Association for Energy Affordability, and Rising Sun Center for Opportunity.

### **Local renewable energy development**

MCE's **Feed-In Tariff (FIT) Plus Program** incentivizes the development of small-scale renewable energy projects in MCE's service area. Projects must be between one and five megawatts, include 50% local labor, and use prevailing wage union labor. MCE generates 48 megawatts of renewable energy from 22 local projects, approximately half of which are FIT projects.



## 2024 Internal Activities

In late 2024, MCE hired a new Strategic Initiatives Associate to support MCE's Supplier Diversity efforts. Rori Kirkpatrick has already started to learn processes, engage with diverse suppliers, and offer suggestions to update internal efforts pertaining to data collection and contracting processes.

To further improve supplier diversity data collection and reporting, MCE explored an efficient, automated way to cross-reference the Supplier Diversity Clearinghouse and the California Department of General Services Clearinghouses to streamline vendor identification. To be more efficient, staff is using a pre-built function in Google Sheets to cross reference the Clearinghouses and reduce the possibility of human error.

MCE's Board of Directors adopted a [Sustainable Workforce and Diversity Policy](#) in 2017 (Appendix A), and implemented a complimentary [Sustainable Workforce Guidelines](#) in 2022 (Appendix B). Together, these reinforce MCE's commitment to develop local energy projects, quality workforce training, California jobs, and workforce initiatives in low-income and disadvantaged communities. They also reinforce MCE's commitment to work with sustainable businesses, businesses in CalEnviroScreen-designated SB 535 Disadvantaged Communities (DAC), and disabled veteran owned businesses whenever possible.



### Spotlight: Green Workforce Training for Underserved Youth

**The LIME Foundation** is a 501(c)(3) nonprofit and qualified diverse vendor supporting at-risk and underserved youth in California's North Bay through vocational training, mentorship and career opportunities. Since 2015, the program has reached 626 individuals by providing life-changing skills in technology, health, music, and performing arts.

The Marin Community Foundation [awarded MCE](#) a \$380,000 Climate Justice Grant to expand The Lime Foundation's NextGen Trades Academy with [AEA](#) and [SEI](#). Over 80 job seekers in Marin City, San Rafael's Canal District, and West Marin will get paid to learn about green construction, electrification, and energy efficiency.

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*“Youth entering construction trades can start earning around \$25–\$35 per hour in California, with the potential to reach \$75 as they gain experience over a short period of time. By avoiding student debt and gaining in-demand skills, they achieve financial independence faster, making construction a valuable alternative to college.”*

— Letitia Hanke, CEO, The LIME Foundation

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## Communicating current and upcoming contracting opportunities

Any business interested in working with MCE can provide their contact information and service type through MCE's [solicitations web page](#). This page includes the following five categories of business services that MCE typically contracts for:

- Energy efficiency, EV, and load-shifting program implementation and evaluation
- Energy supply project development
- Marketing, community outreach, creative, and event production
- Non-energy related services and construction
- Technology, finance, and human resources

After indicating interest, a business is notified about relevant upcoming solicitations and opportunities to contract with MCE. MCE publicizes requests for proposals, requests for offers, and requests for qualifications on the solicitation web page.

MCE also distributes solicitations to industry clearinghouses, local publications, partner agencies, and the Supplier Diversity Clearinghouse website. This helps ensure certified diverse suppliers are aware of MCE contracting opportunities.

In 2024, MCE issued solicitations for five different services including IT managed services, community partnerships, community solar, and carbon free energy, all of which were sent to the Supplier Diversity Clearinghouse. Given that the CPUC's Supplier Diversity Clearinghouse recently changed vendors, staff cannot access the data on how many public views or in-system unique viewers these solicitations generated. MCE will work with the new Clearinghouse vendors to advocate for a new Bid Board or notification service to continue sharing business opportunities with diverse vendors.



**Top: Local Wastewater Treatment Plant participates in MCE's PeakFLEX Market Program.**



**Bottom: Local Fairfield business La Costa Azul.**



## Collecting supplier diversity data

MCE's data collection processes continue to evolve to maximize effectiveness. MCE has moved away from a manual process of cross-referencing contracted vendors with CPUC's Supplier Diversity Clearinghouse by importing the entire clearinghouse database into Google Sheets and running a simple formula to identify eligible certified vendors. The same was done with the Department of General Services database of small and micro businesses. If the simple formula look up function identified a certified vendor, MCE staff counted them in this report.

In compliance with California Proposition 209, the CA Civil Rights Initiative, MCE does not give preferential treatment to bidders based on race, sex, color, ethnicity, or national origin. MCE collects this information only after contracts are signed. Responses are kept separate from procurement decision makers so as to not influence any current or future solicitation or selection processes. MCE has attempted to collect supplier diversity and labor practice information from its suppliers with a survey since 2019.

As a result of the survey, MCE determined that there are contracts with a number of vendors who are qualified but not yet certified as diverse businesses.

- 9 qualified, but not yet certified vendors, adds to representation of diverse businesses.
- 4 qualify as women business enterprises, 3 as minority business enterprises, and 2 as LGBTQ business owned enterprises. Their services include grant writing, environmental consulting, staff benefits, marketing design, human resources consultants, lobbying, printing, and community workforce development partners.
- Together, they represent an additional \$1,518,002 in non-power expenditures.

If these 9 vendors are included, MCE's total spend on diverse businesses in non-power services increases from \$1,444,117 to \$2,962,119 an increase from 5.68% to 11.65%.

Vendors cited the following reasons for not completing or renewing certification:

- They had not heard about the program
- They found the application process confusing or onerous
- They allowed their previous certification to lapse due to a lack of benefit

Tour of a participating home in MCE's Virtual Power Plant in Richmond.

## Equitable hiring and recruiting

MCE distributes requests for proposals to the Supplier Diversity Clearinghouse to enhance access to job opportunities by historically underrepresented groups. MCE further ensures equitable access to opportunity by conducting anonymous reviews for applicant screening and ensuring diversity on interviewing and hiring panels.

To attract and retain diverse staff, MCE provides competitive salaries, benefits, workers compensations, and leaves. To aid recruitment of diverse staff, MCE hosts a paid internship program, posts job opportunities to local community colleges, and works with diverse chambers of commerce. Staff receive funds for personal development, student loans, and costs associated with business development.

The minimum value of the following benefits offered to hourly workers is:

- **Health insurance:** \$18,000 per year
- **Retirement contributions:** \$6,500 per year
- **Retention benefit:** up to \$10,000 per year
- **Paid time off:** 324 hours per year
- **Paid sick or family leave:** 12 days per year
- **Caregiver financial assistance:** \$500 per month, per eligible worker
- **Green transportation assistance:** \$300 per week, per eligible worker
- **Education/tuition reimbursement or financial contribution:** \$3,600
- **Internet stipend:** \$600 per year
- **Paid sabbatical:** 2 months paid after 7 years of service

MCE informs staff of their labor rights on an ongoing basis in the Employee Handbook and on posters in the MCE offices. MCE supports worker organizing and collective bargaining within their legal obligations consistent with the National Labor Relations Act.

MCE educates staff with anti-bias, anti-racist resources, including with multicultural calendars. Staff have been trained on topics such as cross-cultural skills, implicit bias, BIPOC in the workplace, cultural communication assessments, microaggressions, equity, and how to cultivate a call-in culture.

MCE's turnover rate in 2024 was 13.5% — lower than the industry average of 15.4%.

MCE creates entry-level opportunities for diverse community members to work in the renewable energy industry through internships and employment. Intern candidates are identified by local partners and community members that suggest individuals who, in many cases, would not otherwise have high-value employment opportunities. MCE has hosted 57 interns to date that are paid at least \$20 per hour for three to six months.



Top: Cohort of 2024 summer interns.



Bottom: MCE's 2024 Board Retreat in Pittsburg.



**Unveiling of a newly renovated home participating in MCE's Virtual Power Plant in Richmond.**

## Community support

MCE uses sponsorships to fund organizations that benefit low-income, or state-designated disadvantaged communities. In 2024, roughly 50% of MCE sponsorship dollars were committed to these targeted investments. This includes support of key workforce partners for relevant school-to-career pathway development and training in MCE's service area:

- **Marin County:** Canal Alliance, College of Marin, Interfaith Power and Light, Marin Climate and Energy Partnership, Marin Conservation League, and Resilient Neighborhoods
- **Napa County:** Climate Action Now!, Puertas Abiertas, and Recolte Energy
- **Solano County:** Hispanic Chamber of Commerce and Solano Climate Reality Project
- **Contra Costa County:** Asian Pacific Environmental Network, Communities for a Better Environment, Contra Costa College, East Contra Costa Community Alliance, Opportunity Junction, San Pablo Economic Development Corporation, and Rubicon Programs

MCE uses its Community Compensation guidelines to offer up to \$75 per hour for members who serve as educational or project partners to inform its [Virtual Power Plant](#) in Richmond, California.

According to the Census American Community Survey 2021, more than 10% of residents in MCE's service area speak English less than well. Recognizing that Spanish language is the most used non-English language in its service area, MCE has hired five Spanish bilingual staff members to support the language needs of its diverse community.

In 2024, MCE launched its Community Partnership Program, funding local organizations including non-profits, government agencies, and other community-based organizations to educate communities about MCE's clean energy programs and services. MCE has awarded 8 partners with roughly \$30,000 each to encourage clean energy adoption.

## MCE board and staff demographics

In 2024, MCE staff conducted a voluntary demographic survey of its Board of Directors and staff.<sup>2</sup>

### Staff

- 39% over 40 years old
- 58% women
- 54% minority<sup>3</sup>
  - 1 American Indian / Alaskan Native
  - 16 Asian
  - 10 Black / African American
  - 15 Hispanic / Latino
  - 4 Native Hawaiian or Pacific Islander
- 8 two or more races
- 13% as LGBTQIA+
- 1% non-binary or third gender
- 2% protected veterans
- 2% persons with a disability

### Board of Directors

- 91% over 40 years old
- 64% women
- 18% minority
- 9% protected veterans
- 0% transgender / non-binary
- 0% persons with a disability

Details about MCE's energy equity, supplier diversity, and inclusion efforts are available at [mceCleanEnergy.org/climate-justice](https://mceCleanEnergy.org/climate-justice). To learn more, contact [info@mceCleanEnergy.org](mailto:info@mceCleanEnergy.org) or call **(888) 632-3674**.



**MCE's 2024 Staff Retreat in Marin.**

<sup>2</sup> Data in this section reflects survey respondents.

<sup>3</sup> Minority data provided by MCE's response to the Renewable Portfolio Standard Procurement Plan data request.



Byron Highway solar project  
in Brentwood.

## SECTION 9.1.2

# Summary of Purchases

MCE sent a supplier diversity survey (*Appendix D*) to vendors to collect data on certification status, barriers to certification, and internal supplier diversity efforts. MCE will continue to expand its engagement strategy to increase the response rate for future reports. The survey was previously used to collect partial subcontractor information but was not sufficient to yield information for this report. Following direction from the CPUC, when a vendor has more than one diverse certification, their spend is reported in a single category.

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*“Our mission at Niemela Pappas & Associates, a top, female-owned lobbying firm in Sacramento, is to provide our clients with innovative and out of the box strategic government relations services and counsel at the California state legislative and administrative levels. Our lobbying firm supports MCE’s mission in that we value being able to lobby to advance policies that promote clean energy.*”

*At the encouragement of MCE, and to demonstrate our firm’s commitment to equality and diversity, we were motivated to become a certified business through the CPUC. This certification has opened doors for us and has helped us to continue our relationships with organizations that value supplier diversity.”*

— Emily Pappas, Partner, Niemela Pappas & Associates

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## Supplier diversity results of goods and services (non-power purchases) if procured

2024									
		Direct Spend <sup>1</sup> \$	Sub Spend <sup>2</sup> \$	Total \$	%	Product Spend \$	Service Spend \$	Total \$	%
<b>Minority Male</b>	African American	\$375	—	\$375	0.00%	—	\$375	\$375	0.00%
	Asian Pacific American	—	—	—	—	—	—	—	—
	Hispanic American	\$7,040	—	\$7,040	0.03%	—	\$7,040	\$7,040	0.03%
	Native American	—	—	—	—	—	—	—	—
	Total Minority Male	—	—	—	—	—	—	—	—
<b>Minority Female</b>	African American	\$5,620	—	\$5,620	0.02%	—	\$5,620	\$5,620	0.02%
	Asian Pacific American	—	—	—	—	—	—	—	—
	Hispanic American	\$21,265	—	\$21,265	0.08%	—	\$21,265	\$21,265	0.08%
	Native American	—	—	—	—	—	—	—	—
	Total Minority Female	—	—	—	—	—	—	—	—
<b>Total Minority Business Enterprise (MBE)</b>		<b>\$34,300</b>	—	<b>\$34,300</b>	<b>0.13%</b>	—	<b>\$34,300</b>	<b>\$34,300</b>	<b>0.13%</b>
Women Business Enterprise (WBE)		\$1,409,817	—	\$1,409,817	5.54%	\$1,336,232	\$73,585	\$1,409,817	5.54%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		—	—	—	—	—	—	—	—
Disabled Veteran Business Enterprise (DVBE)		—	—	—	—	—	—	—	—
Persons with Disabilities Business Enterprise (DBE)		—	—	—	—	—	—	—	—
8(a)*		—	—	—	—	—	—	—	—
<b>Total Supplier Diversity Spend</b>		<b>\$1,444,117</b>	—	<b>\$1,444,117</b>	<b>5.68%</b>	<b>\$1,336,232</b>	<b>\$107,885</b>	<b>\$1,444,117</b>	<b>5.68%</b>
<b>Net Procurement**</b>		<b>\$25,428,554</b>							
<b>Net Product Procurement</b>		<b>\$1,903,942</b>							
<b>Net Service Procurement</b>		<b>\$23,524,612</b>							
<b>Total Number of Diverse Suppliers that Received Direct Spend</b>		<b>12</b>							

<sup>1</sup> **Direct** — Means Direct Procurement: when a CCA directly procures from a supplier.

<sup>2</sup> **Sub** — Means Subcontractor Procurement: when a prime contractor, in contract with a CCA, procures from a subcontractor to fulfill its contractual obligation(s).

\* **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.

% — Percentage of Net Procurement.



## Description of supplier workforce

Following the passage of SB 1177, the Supplier Diversity templates released in January 2025 include a new chart to track the amount of California workforce represented by all vendors, not just diverse vendors. For this report, MCE has manually gathered workforce content from its diverse vendors and has started to identify processes to gather the necessary workforce data. This will likely require an alteration to the survey that is sent to all new vendors.

Supplier	Average % of workforce	Total CA workers
Energy 2001	100%	4
Bluestrike Environmental, d.b.a. EcoShift	—	—
Acme Press, d.b.a. Calitho	99%	138
Debra Lamb Consulting	100%	1
Energy Conservation Options — Future Power Corporation	—	—
JSR Strategies	71%	5
Niemela Pappas & Associates	100%	5
Strategic Energy Innovations	46%	52
Studio PR, LLC	100%	6
Dr. Vic Baker, EquitiFy	75%	12
Print2Assist	100%	1
International Contact, Inc. — Multi-language Communications*	25%	4
Soluna Outreach Solutions	100%	5
<b>Sum of Average Percentage</b>	<b>916%</b>	—
<b>Total Number of CA Workers</b>	—	233
<b>Number of Suppliers</b>	<b>11</b>	—
<b>Calculation of average %</b>	<b>Average %</b>	
<b>916% / 11 =</b>	<b>83%</b>	

\* After gaining access to the new Clearinghouse in February 2025, staff learned that International Contact's certification is now expired; MCE staff will engage them in the coming year to support their recertification.

MCE contracted with several small businesses that are California certified by the Department of General Services for a wide range of services, from security to landscaping to energy efficiency. These businesses are outlined in *Appendix D*.

Last year, MCE did business with 11 certified small or micro businesses, representing \$883,296.

MCE defines "local" as businesses with their headquarters within MCE's four county area: Contra Costa, Marin, Napa, and Solano. In 2024, MCE did business with **108 different local businesses totaling \$47,414,627**. Services included customer-call-center support, local energy production, security, printing, marketing and design, environmental consultants, website support, community engagement, community workforce development, storage, coffee, newspapers, and meals. Local vendors who either have diverse certification, small certification, or who are qualified for certification but have not completed the process are excluded from MCE's local spend.

The largest portion of local expenditures was on goods and services related to procurement.

- \$47,414,627 spent on 108 local vendors
  - \$44,825,088 on 7 vendors related to power
  - \$2,589,540 on 101 vendors related to non-power
- \$48,297,924 spent on small and local businesses

## MCE's diverse suppliers

Diverse suppliers	Qualification and certification
Acme Press, d.b.a. Calitho	WBE
Bluestrike Environmental, d.b.a. EcoShift	WBE
Debra Lamb Consulting	WBE
Dr. Vic Baker, EquitiFy	MBE
Energy 2001	WBE
Energy Conservation Options — Future Power Corporation	MBE & WBE
International Contact, Inc. — Multi-language Communications	MBE & WBE
JSR Strategies	WBE
Niemela Pappas & Associates	WBE
Print2Assist	WBE
Soluna Outreach Solutions	MBE
Strategic Energy Innovations	WBE
Studio PR, LLC	WBE

## SECTION 9.1.3

# Supplier Diversity Program Expense

In 2024, the below efforts included 16 staff for a total of 423 hours, representing \$94,000.

This year's program expense costs also includes one videographer consultant, representing \$75 per hour.

Expense category	Year (actual)
Wages	\$94,000.18
Other employee expenses	\$104.59
Program expenses	\$375.00
Reporting expenses	—
Training	—
Consultants	\$75.00
Other	—
<b>TOTAL</b>	<b>\$94,554.77</b>

SECTION 9.1.5

# Description of Prime Contractor’s Utilization of Diverse Subcontractors

## Summary of Prime Contractor Utilization of Certified Subcontractors

MCE will continue to engage with its prime suppliers to emphasize the importance of a robust and diverse supply chain and to encourage them to collect data on their subcontractors. Many of MCE’s prime contractors are relatively small, and the majority of them do not use subcontractors in their work.

While staff has worked to increase the number of responses to its Supplier Diversity survey, unfortunately the response rate remains low and therefore the data collected on subcontractors remains similarly sparse. Below are self-declared descriptions from MCE’s prime contractors about their work with diverse businesses and subcontractors:

- **SMUD** has subcontracted a portion of their billing and data management services to TechNet, a SMUD SEED vendor, a WBE, and a MBE. While the amount spent is confidential, TechNet is SMUD’s largest vendor through their contract with MCE. They receive a significant portion of MCE’s dollars through this contract.
- **Keyes & Fox, LLP**, reports using EQ Research as a subcontractor in their contract to MCE. EQ Research is 50% LGBTQ-owned and provides litigation support services. The law firm is a member of the Center for Legal Inclusiveness, an NGO based in Denver, Colorado. Keyes & Fox is excited to host its first intern from the Wisconsin Bar’s Diversity Program, where students from diverse backgrounds at Marquette University and University of Wisconsin Law School in Madison are able to obtain paid internships for the summer.
- **Future Power Corporation** (d.b.a. Energy Conservation Options), a local, minority-owned, women-owned business stated that they use multi-trade project labor agreements in their contract with MCE.

- **Rising Sun Center for Opportunity** is a local business running a certified pre-apprenticeship program for the union building & construction trades; their contract with MCE supports their ability to train and place participants in that program.
- **CLEARResult** had 18% of their total goods and services come from diverse businesses in 2024. Of that, 58% of their diverse spend was with minority owned companies.

## New diverse prime and subcontractor utilization

Category	New prime contractors #	New subcontractors #
Minority male business enterprise	1	—
Minority female business enterprise	—	—
<b>Total Minority Business Enterprise (MBE)</b>	<b>1</b>	—
Women Business Enterprise (WBE)	—	—
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	—	—
Disabled Veteran Business Enterprise (DVBE)	—	—
Persons with disabilities business enterprise	—	—
8(a)	—	—
<b>TOTAL</b>	<b>1</b>	—

## SECTION 9.1.6

# List of Supplier Diversity Complaints Received and Current Status

MCE received no complaints about its supplier diversity efforts.

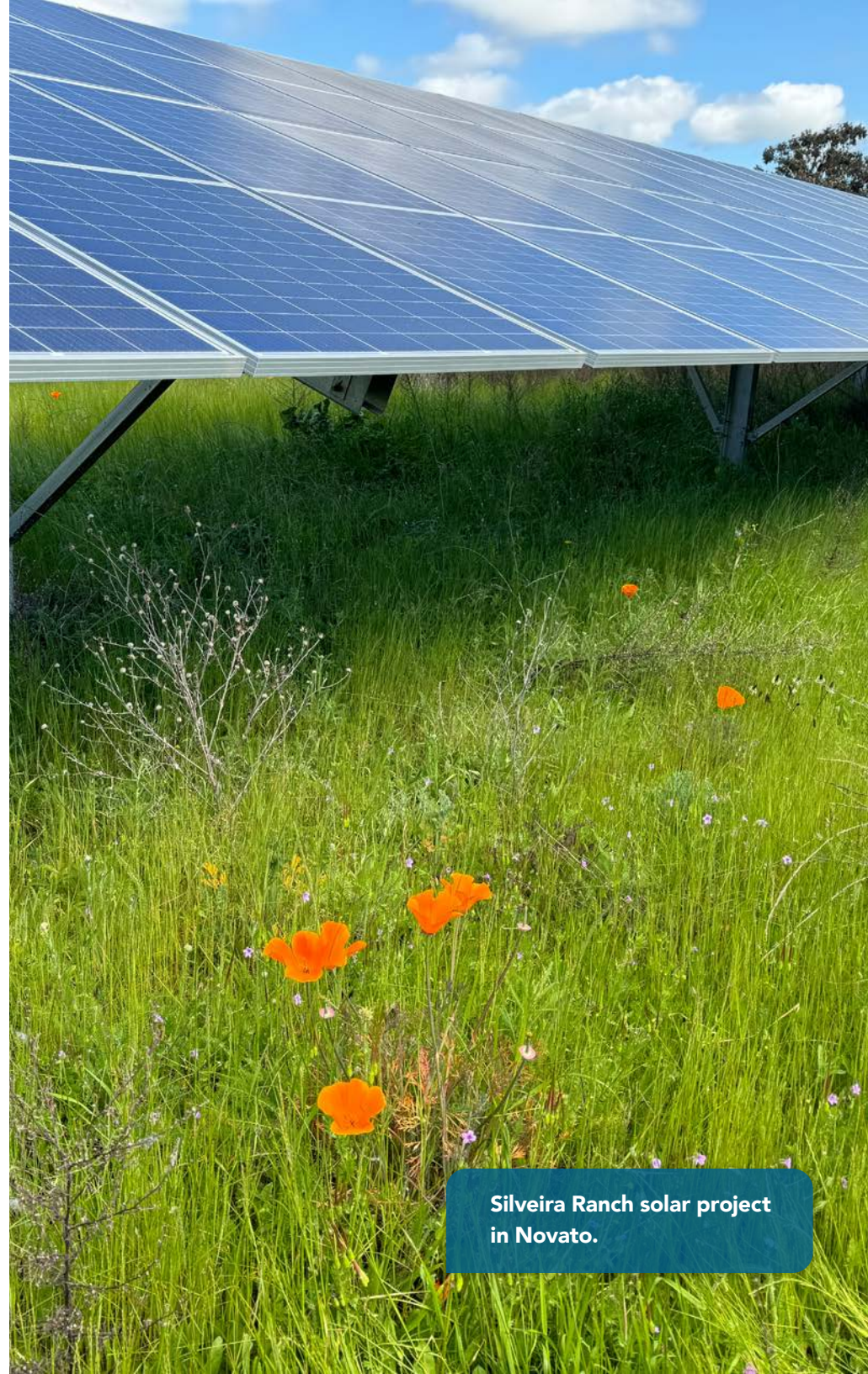
## SECTION 9.1.9

# Description of Supplier Diversity Activities and Progress in Power (Energy) Procurement

## MCE Power Expenditures

Most of a CCA's budget is spent on buying power. Unfortunately, there's not much diversity in this area. Out of about 8,800 suppliers listed in the Supplier Clearinghouse, less than 0.5% are involved in electricity generation, and even fewer offer what a CCA needs. Many suppliers focus on other things like liquid fuels or circuit breakers. Since about 90% of a CCA's budget is spent in this area with little diversity, it is challenging to increase spending on diverse suppliers.

The following table depicts annual power product results by minority and women, disabled veteran, and LGBT businesses enterprises. For this report, MCE has included Resource Adequacy (RA) costs as non-renewable, despite having received some renewable RA through its Power Purchase Agreements. Per guidance from CPUC staff in 2020, hedges have been excluded from this chart.



Silveira Ranch solar project  
in Novato.

## MCE power expenditures

2024									
		Direct Power Purchases \$	Direct Fuels for Generation			Totals \$ <sup>1</sup>			% <sup>2</sup>
		Renewable & non-renewable power products	Diesel	Nuclear	Natural gas	Direct <sup>3</sup>	Sub <sup>4</sup>	Total \$ <sup>5</sup>	
<b>Minority Male</b>	African American	—	—	—	—	—	—	—	—
	Asian Pacific American	—	—	—	—	—	—	—	—
	Hispanic American	—	—	—	—	—	—	—	—
	Native American	—	—	—	—	—	—	—	—
	Total Minority Male	—	—	—	—	—	—	—	—
<b>Minority Female</b>	African American	—	—	—	—	—	—	—	—
	Asian Pacific American	—	—	—	—	—	—	—	—
	Hispanic American	—	—	—	—	—	—	—	—
	Native American	—	—	—	—	—	—	—	—
	Total Minority Female	—	—	—	—	—	—	—	—
<b>Total Minority Business Enterprise (MBE)</b>		—	—	—	—	—	—	—	—
Women Business Enterprise (WBE)		\$2,740,929	—	—	—	\$2,740,929	—	\$2,740,929	10.35%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		—	—	—	—	—	—	—	—
Disabled Veteran Business Enterprise (DVBE)		—	—	—	—	—	—	—	—
Persons with Disabilities Business Enterprise (DBE)		—	—	—	—	—	—	—	—
8(a)*		—	—	—	—	—	—	—	—
<b>Total Supplier Diversity Spend</b>		<b>\$2,740,929</b>	—	—	—	<b>\$2,740,929</b>	—	<b>\$2,740,929</b>	<b>10.35%</b>
<b>Net Power Procurement</b>		<b>\$26,484,412</b>							
<b>Net Direct Power Purchases</b>		<b>\$26,484,412</b>							
<b>Net Direct Fuels for Generation</b>		—							
<b>Total Number of Diverse Suppliers</b>		<b>1</b>							

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

<sup>2</sup> % — Percentage of Net Procurement.

<sup>3</sup> **Direct** — Includes Direct Power Purchases and Direct Fuels for Generation. Means Direct Procurement: when a CCA directly procures from a supplier.

<sup>4</sup> **Sub** — Means Subcontractor Procurement: when a prime contractor, in contract with a CCA, procures from a subcontractor to fulfill its contractual.

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

\* **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).

## SECTION 10.2

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

In pursuit of supporting small, local, and diverse businesses, MCE looks forward to expanding its programs, policies, and efforts outlined in this report. Of particular interest is the sustained engagement and expansion of plans that support the business community. In 2025, MCE will:

- **Collaborate with certified diverse business, Soluna Outreach Solutions** to conduct a language study with focus groups across its service area to better understand language needs and preferences among individuals with limited English proficiency. The results of the study will inform MCE's communication and community engagement strategies to engage with harder-to-reach customers.
- **Continue to work with a newly hired Strategic Initiative Associate** to strengthen MCE's commitment to Supplier Diversity by joining regular CPUC calls with various CCAs to discuss strategy, review the existing supplier diversity processes, and make recommendations for improvements.
- **Host MCE's annual Certify & Amplify workshop.** As in previous years, MCE will send an invitation through regular channels and partner with other CCAs to access a larger network of small and diverse businesses.
  - **MCE will invite all vendors** identified as qualifying for GO 156 certification but not yet certified.
  - **MCE will feature CPUC and Department of General Services speakers** to share information about the certification process and its benefits for local, small, and diverse business owners..
  - **MCE will invite an industry expert** that has direct experience with certification in diversity, equity, and inclusion.
- **Deepen relationships with chambers of commerce** whose members are diverse, and aim to build new relationships with those not yet reached. This will include sharing new supplier diversity videos that feature speakers from CPUC, the Clearinghouse, and local businesses.
- **Continue its practice**, begun in 2022, to send all requests for proposals directly to the Supplier Diversity Clearinghouse to share these opportunities with existing certified vendors. This is contingent on the availability of this service from the new Clearinghouse.
- **MCE has switched the Supplier Diversity questionnaire** from a Google form to an Asana form. This has allowed the team to track and access vendor information more accurately. MCE will continue to monitor the new intake form in 2025 to update and adjust as necessary.
- **Explore strategies to improve timely survey response rates** by adjusting the contract language to include a two-week deadline to complete the survey upon contract finalization.
- **Identify strategies that improve survey response rates** and automation/notification features on the survey platform, Asana. This could allow for reminder emails to be automatically sent out to vendors who have yet to respond.
- **Review sponsorship and membership opportunities** to increase engagement with diverse, community-based organizations. MCE currently targets at least 50% of its sponsorship budget toward events or organizations that focus on community equity.
- **Continue workforce development, internship programs, and diverse recruitment and hiring practices** to grow the diversity of the energy sector and ultimately achieve more diversity in the management and ownership of power supply companies.



## 10.2 Plans to Encourage Prime Contractors to Subcontract Small, Local, and Diverse Businesses

MCE's Sustainable Workforce Guidelines (*Appendix B*) provide a framework for how MCE prioritizes businesses. For example, MCE indicates a clear preference for bids that demonstrate contracts with community-based organizations and local associations serving disadvantaged and low-income communities.

In solicitation materials for energy procurement, MCE requires prime contractors in its service area to have project labor agreements and local hiring requirements that benefit local communities and smaller businesses. Similarly, MCE gives preference to projects located within its service area. Additionally, MCE-developed projects are required to follow prevailing wage compensation and benefits practices and use a combination of local, union, apprentice, and pre-apprenticeship labor.

In administering energy efficiency programs, MCE supports partnerships with organizations that offer workforce development in disadvantaged and low-income communities. In specific workforce development programs overseen by MCE, this includes a regional hire standard where MCE and workforce development partners match prospective jobseekers with a hiring employer within the same county to stimulate the regional economy and support its residents. As for operational services and supplies, MCE proactively seeks services and supplies from local businesses and those that are Green Business certified or headquartered in disadvantaged communities.

MCE plans to work with prime contractors to increase the transparency of their subcontractor base. To do so, in 2025 staff updated the Supplier Diversity survey and will adjust the messaging in order to increase vendor response rates, thereby getting more information on the subcontractors working on MCE projects. Once more subcontractors are identified, MCE will be able to reassess its baseline of how many subcontractors are certified small, certified diverse, or local to its service area.

**MCE recognized as the  
Novato Chamber's 2024  
Large Business of the Year.**

## APPENDIX A (EST 2017)

# MCE Policy 011: Sustainable Workforce and Diversity Policy

It is a priority interest of MCE to support sustainable workforce opportunities, local economic sustainability, and diversity inclusion through contracting for power resources, procuring goods and services, and implementing hiring initiatives within a framework of competitive service and the promotion of renewable energy, customer programs, and greenhouse gas reduction.

### **MCE will facilitate and encourage diversity and a sustainable workforce through its support for:**

- 1. Fair compensation** in direct hiring, renewable development projects, customer programs, and procurement services;
- 2. Development of locally generated renewable energy** within the MCE service area;
- 3. Direct use of union members** from multiple trades;
- 4. Quality training**, apprenticeship, and pre-apprenticeship programs;
- 5. Direct use of businesses local** to the MCE service area;
- 6. Development of California-based** job opportunities;
- 7. Business and workforce initiatives** located in low-income and disadvantaged communities;
- 8. Direct use of Disabled Veteran-owned Business Enterprises (DVBE)** and LGBT-owned Business Enterprises (LGBTBE);
- 9. Direct use of green and sustainable businesses;** and
- 10. Use of direct hiring practices** that promote diversity in the workplace.

## APPENDIX B (EST 2022)

# Sustainable Workforce Guidelines

MCE's Sustainable Workforce and Diversity Policy: 011 established priority interests of MCE supporting sustainable workforce opportunities, local economic sustainability, and diversity through contracting for power resources, procuring goods and services, and implementing hiring initiatives. These principles are considered within a framework of competitive service and the promotion of renewable energy, customer programs, and greenhouse gas reduction. These guidelines demonstrate how MCE implements those principles in its daily activities.

## Power Purchase Agreements with Third Parties

MCE executes Power Purchase Agreements (PPAs) as a result of various procurement activities, including formal solicitations or Requests for Offers (RFOs), bi-lateral negotiations, and standard offer programs. The most frequent means of procurement are through MCE's Open Season Solicitation, which is an annual process, and MCE's Feed-in Tariff Plus Program, which is first-come, first-served for qualified applicants.

Relevant information submitted by bidders will be used to evaluate proposed projects with the goal of promoting union labor and Project Labor Agreements (PLAs), multi-trade collaboration, and support of workers and communities where contracted projects will be located. When possible, MCE shall give preference to projects located within MCE's service area and community-based organizations and local associations serving disadvantaged and low-income communities. Below are the requirements MCE has established for participation in each procurement process.



## Open Season Solicitation

**Union Labor:** MCE has three tiers of requirements for union labor depending on the location of proposed projects:

- 1. Projects within Contra Costa County:** Projects located in Contra Costa County must adhere to the terms of the PLA between MCE and International Brotherhood of Electrical Workers (IBEW) Local 302, dated June 20, 2017.
- 2. Projects within MCE's service area but outside of Contra Costa County:** Any project within MCE's service area but outside of Contra Costa County must participate in a PLA of similar scope and requirements with participating unions for workforce hired as described in the PLA referenced above.
- 3. Projects outside of MCE's service area:** MCE encourages bidders outside of MCE's service area to enter into project labor agreements of similar scope and requirements with participating unions for workforce as described in the PLA referenced above. Projects outside of MCE's service area are required to comply with any local hire and/or union labor requirements specific to the city, town, or jurisdiction where the proposed project is located.

**Prevailing Wage:** Open Season requires that all contractors and subcontractors pay a minimum of Prevailing Wage, as set forth in the California Labor Code, during the development phase of project development.

**Local Hire:** For projects located in MCE's service area, 50% of work hours are required to come from permanent residents who reside within the same county as the project.

**Supplier Diversity and Labor Practices:** As part of its bid requirements, MCE collects information regarding supplier diversity and labor practices from project developers and their subcontractors regarding past, current and/or planned efforts and policies. Respondents are required to submit a Labor Practices questionnaire and Supplier Diversity questionnaire so that MCE can comply with the reporting requirements of Senate Bill 255.

**Optional Elements:** While not required, MCE requests Open Season bidders to submit proposals that are of interest to MCE, its member communities and project adjacent communities. These areas include information about PLAs, contractors and subcontractors owned by disabled veterans, local hire plans, projects located in disadvantaged communities (as defined by the California Environmental Protection Agency using the current version of CalEnviroScreen), local sourcing of materials and equipment, proposals for local community benefits, and support of workforce development initiatives.

**Responsible Procurement:** MCE will not accept any proposals for projects that rely on equipment or resources built with forced labor.

## Feed-in Tariff Plus

As with Open Season, MCE's FIT Plus program adheres to the same requirements for 1) union labor, 2) prevailing wage, 3) local hire, and 4) supplier diversity and labor practices.

## MCE owned or MCE led generation projects

Any renewable development project that is developed by MCE qualifies as a public works project and requires prevailing wages to be paid. MCE strives to support local businesses, union labor, apprentice and pre-apprenticeship programs through multi-trade agreements and/or through multiple agreements for workforce development. Each contractor or subcontractor performing work on any MCE-developed project shall be required to use a combination of local labor, union labor, apprentice, and pre-apprenticeship and shall follow prevailing wage compensation and benefits practices. Apprenticeship programs must have been approved by the State Department of Apprenticeship Standards. For any MCE owned development projects, the public works rules will apply. MCE shall require contractors to disclose their GO 156 Clearinghouse certification and efforts to work with DVBE and LGBTBE companies. MCE will make all reasonable efforts to give preference to community-based organizations and local associations serving disadvantaged and low-income communities.

## Customer programs

MCE strives to support local businesses, union labor, and local apprenticeship programs in the implementation of its customer programs. In administering energy efficiency programs, MCE shall support partnerships with organizations that offer workforce development opportunities in disadvantaged and low-income communities. Contractors are required to submit a Supplier Diversity questionnaire, disclosing their GO 156 Clearinghouse certification status and other diversity efforts, so that MCE can comply with the reporting requirements of Senate Bill 255.

## Services and supplies

MCE strives to support local business and fair compensation in the purchase of services and supplies for the agency. MCE shall proactively seek services from local businesses and businesses that have been Green Business certified and/or are taking steps to protect the environment and are headquartered in disadvantaged communities. Contractors are required to submit a Supplier Diversity questionnaire, disclosing their GO 156 Clearinghouse certification status and other diversity efforts, so that MCE can comply with the reporting requirements of Senate Bill 255. MCE will make all reasonable efforts to give preference to community-based organizations and local associations serving disadvantaged and low-income communities.

## Direct hiring

MCE shall use reasonable efforts to recruit local employees and graduates of local programs, schools, colleges, and universities. MCE strives to provide fair and equitable compensation for its employees that aligns with regional market indicators for compensation levels for each position. MCE has developed job descriptions to reflect the education and experience necessary to perform essential job functions, and distributes job announcements to improve greater access to job opportunities by historically underrepresented groups, conduct anonymous reviews for screening of applicants, ensure diversity on interviewing and hiring panels, and salary reviews for compliance with gender pay equity laws.

## APPENDIX C

# MCE Solicitation Management Guidelines for Distribution Lists

Create your list in spreadsheet format, using either Microsoft Excel or Google Sheets. Include the following columns: company name, contact name, contact email. List only one email address per cell. If you would like your solicitation to be posted to a third-party website using an online portal, list all web addresses first.

If your solicitation is related to one or more of the following categories, reach out to [admin@mcecleanenergy.org](mailto:admin@mcecleanenergy.org) to request the list of vendors who have signed up to get notified of upcoming solicitations via MCE's website. Include these vendors in your list.

- Public Affairs, Marketing and Creative or Event Production
- Technology and Analytics, Finance, or Human Resources
- Non-Energy Related Services or Construction
- Energy Industry or Procurement
- Energy Efficiency, Demand Response, Workforce Development, Electric Vehicles, or EV Charging

Staff are encouraged to perform a keyword search through the Supplier Clearinghouse. Searching the Supplier Clearinghouse can direct you to additional potential vendors who are certified women, minority, LGBT, and disabled veteran-owned businesses — expanding the reach of your solicitation while helping to promote MCE's supplier diversity goals!



**Search by Business Description**

BUSINESS DESCRIPTION

Tip: Try just a few letters of a keyword.

The Contracts Team does not review distribution lists. After drafting your list, double check for duplicate and incorrect email addresses. Finalize your list before solicitation distribution. Sending to additional parties after initial distribution can appear as though MCE is giving preferential treatment.

Solicitation materials are posted to MCE’s website. If you identify additional parties after distribution, please direct them to the “RFPs and Solicitations” page.

Looking for more guidance? Check out the Contracts Process Packet or reach out to [contracts@mceCleanEnergy.org](mailto:contracts@mceCleanEnergy.org) for additional help.

## APPENDIX D

# MCE Qualified But Not Yet Certified Vendors

Vendor	Certification
<b>Alcortech</b>	WBE, MBE
<b>Benefit Resources</b>	WBE
<b>Carrot Fertility</b>	WBE, MBE
<b>Colantuono, Highsmith &amp; Whatley, PC</b>	LGBTBE
<b>Crook Beales Design, Inc.</b>	WBE, Local
<b>Elpis Consulting</b>	MBE, WBE
<b>Finesse the Future</b>	WBE, Local
<b>Grant Management Associates</b>	WM, LGBTE
<b>Kreativz</b>	WBE, Local

**Local:** Local Business Enterprise  
**LGBTBE:** Lesbian, Gay, Bisexual, Transgender Business Enterprise  
**MBE:** Minority Business Enterprise  
**WBE:** Women Business Enterprise

## APPENDIX E

# MCE Supplier Diversity Survey

## MCE 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, MCE 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 the selection process. Responses are collected for informational and reporting purposes only pursuant to Senate Bill (SB) 255.

Business Name \*

Email address \*

In which State is your business located? \*

In which City/Town is your business located? \*

Is your business certified under General Order 156 (GO 156)? \*

General Order 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, disabled-owned, and LGBT-owned business enterprises (WMDVLGBTBEs) in all categories. Qualified businesses become GO 156 Certified through the GO 156 Clearinghouse database at [www.thesupplierclearinghouse.com](http://www.thesupplierclearinghouse.com)

**Is your business certified under General Order 156 (GO 156)?\***

General Order 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, disabled-owned, and LGBT-owned business enterprises (WMDVLGBTBEs) in all categories. Qualified businesses become GO 156 Certified through the GO 156 Clearinghouse database at [www.thesupplierclearinghouse.com](http://www.thesupplierclearinghouse.com)

Choose one... ▾

**Did your business use subcontractors for your MCE contract?\***

Choose one... ▾

If applicable, please describe any hiring targets your business has for minority-owned, women-owned, LGBTQ-owned, disabled-owned, or disabled veteran-owned subcontractors.

Enter your answer

**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 MCE's service area which includes the towns, cities, and unincorporated counties of Marin, Napa, Contra Costa, and Solano.

- Yes, apprenticeship programs in this recent contract with MCE
- Yes, local labor in this recent contract with MCE
- Yes, union labor in this recent contract with MCE
- Yes, multi-trade PLA in this recent contract with MCE
- Yes, apprenticeship programs but not in this contract with MCE
- Yes, history of local hire but not in this contract with MCE
- Yes, history of union labor but not in this contract with MCE
- Yes, history of multi-trade PLA but not in this contract with MCE
- Majority of workforce is California-based, but not local to MCE service area
- None of the above

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 MCE.

Enter your answer

**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 determined 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 [www.dir.ca.gov/Public-Works/Prevailing-Wage.html](http://www.dir.ca.gov/Public-Works/Prevailing-Wage.html)

**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 determined 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 [www.dir.ca.gov/Public-Works/Prevailing-Wage.html](http://www.dir.ca.gov/Public-Works/Prevailing-Wage.html)

Choose one... ▾

Is there anything else you'd like to add? If you'd like for us to promote your survey participation on our social media, please include your handles here.

Enter your answer

Submit

# Proudly Serving 38 Member Communities

MCE is a not-for-profit public electricity provider, offering Bay Area customers renewable energy and local energy programs since 2010.



1125 Tamalpais Ave., San Rafael, CA 94901  
2300 Clayton Road, Suite 1150, Concord CA 94520

[mceCleanEnergy.org](https://www.mceCleanEnergy.org)

Stay in touch: @mceCleanEnergy

MCE Solar One solar farm  
in Contra Costa County.