

**MCE**  
CELEBRATES  
**15**  
YEARS OF SERVICE

# Supplier Diversity

## 2026 REPORT



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## Year 2025 in Review

### Diverse businesses

**\$4.4 million**

spent on 12 diverse businesses

### Local businesses

**\$13.2 million**

spent on 179 local businesses

### Small and micro businesses

**\$1.8 million**

spent on 11 certified small businesses

**\$590,000**

for MCE’s Small Business Energy Advantage Program

### Community Benefits

**\$19 million**

in CPUC funding in 2025

**\$12 million**

in active federal and non-CPUC funding for 2025

### Low income households & small businesses

**\$5 million**

allocated for 30,000 lower income households and small businesses with monthly MCE Cares bill credits of \$20–\$25

## 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 600,000 customer accounts and 1.8 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 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 historic 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 last year totaled \$4,460,353.70. Expenditures on certified small businesses totaled \$1,876,770.26.**

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## How MCE Works

### YOU

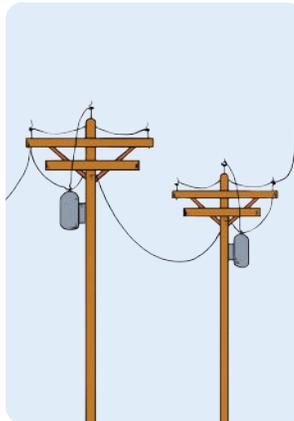
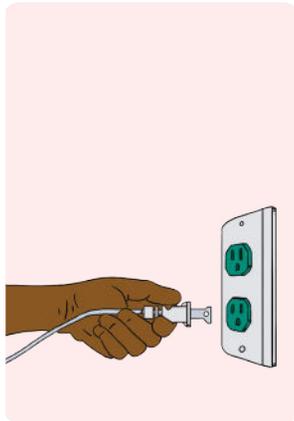
Benefit from cleaner air, stable rates, choice, and local control

### PG&E

Delivers energy, maintains lines, and sends bills

### MCE

Buys and builds clean and renewable energy for you



Residents and businesses served

**1.8 million**

Greenhouse gas emissions reduced

**500,000** MT of CO<sub>2</sub>e

Customer accounts

**600,000**

Bill savings compared to PG&E

**\$48 million**

New renewables

**1,085 MW**

Member communities

**38**

Green jobs supported in California

**7,100**

New workers trained

**616**

Committed to new renewables

**\$4.5 billion**

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

## 2025 External Activities

### Annual Certify & Amplify event

MCE held its [seventh Certify & Amplify event](#) on July 18, 2025. This annual virtual workshop explains CPUC's General Order (GO) 156 certification process, helps local businesses expand networks and connect to contracting opportunities, and builds capacity.

### Highlights

- 14 attendees
- Nearly 450,000 social media impressions
- 50% of respondents reported being more confident in starting or completing the GO 156 certification process
- For the second time, MCE co-hosted the event in partnership with [Silicon Valley Clean Energy](#), amplifying the event's reach and enhancing collaboration with partners
- 50 registrants that received access to the video recording and resources including a new 1-pager *Hiring and Growing Your Team*.

### Speakers

- Dr. Vic Baker, Founder and CEO, EquitiFY, a certified diverse business enterprise
- Stephanie Green, Small Business and Community Outreach Manager, CPUC
- Jon Gaskell, Business Outreach Liaison, California Department of General Services

**Hiring and Growing Your Team**

At MCE, we work towards tackling the climate crisis with a deep commitment to innovation, public service and supporting the communities we serve, and that starts with thoughtful hiring practices and support for continued employee development. As you are able to build your own team, these are practices and principles that MCE has found powerful in ensuring employees feel supported, respected, and inspired to do their best work.

**Values Are Central In the Hiring Process**

By centering our values in how we hire, MCE is able to lay the foundation for team members united by a shared sense of purpose. We recommend aiming to build a team where employees feel connected to the organization's mission and the community the organization supports. At MCE, values-driven hiring motivates and guides us as we grow and evolve alongside the communities and customers we serve.

Prioritizing different opinions, ideas, and experiences broadens an organization's viewpoints. We recommend aiming to intentionally cultivate an environment that welcomes people from all backgrounds and walks of life have found this strengthens MCE's output as it gives team members more opportunities to contribute in unique ways. Consider that inclusion and belonging are practices that be nurtured every day.

**Offering Competitive Salaries and Benefits**

Offering meaningful opportunities for early-career candidates is one way to support the local workforce and build capacity. MCE is able to offer paid internships to our participants are compensated for their time and contributions.

A great way to retain staff is to understand that support employees goes beyond pay alone. We recommend identifying strategies to provide competitive salaries and comprehensive benefits that prioritize employees' work-life balance.

When feasible, look for new ways to enhance what you offer whether that is through personal development opportunities, wellness resources, or even student loan repayment.

**Comprehensive Recruitment and Hiring Practices**

An accessible recruitment process removes barriers and invites candidates to show up fully as themselves. This starts with job postings that are intentionally written to be welcoming. At MCE, we believe it is important to provide opportunities to all candidates, including those who may have felt overlooked in the past.

Being an equal opportunity employer is a legal requirement, and organizations may also choose to adopt additional practices that go beyond. Consider broadening your recruitment efforts to reach a wider range of candidates by challenging the narrow definition of "qualified" that can exclude otherwise capable candidates. Structured or phased interviews can help candidates showcase their strengths and can support consistency in the selection process. We recommend using clear, consistent, and compassionate

◀ Collateral MCE developed to support businesses.

▼ Stephanie Green presents at MCE's 2025 Certify & Amplify event.

**California Public Utilities Commission**  
**Supplier Diversity Program**

Dedicated to ensuring that Californians have safe, reliable utility service at reasonable rates, protecting against fraud, and promoting the health of California's economy

### CPUC events

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

- Supplier diversity events such as MCE's annual Certify & Amplify event
- Strategies to engage diverse vendors
- Milestones CCAs have reached throughout the year
- CPUC's supplier diversity best practices

## MCE programs that support small, diverse, local 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.

MCE's [Energy Management Program](#) offers no-cost energy assessments, project management, and generous rebates for energy efficiency capital projects. Three hundred thirty-three measures have been implemented since 2021 that produce more than 8.7 million kilowatt hours in energy savings annually.

MCE's [Small Business Energy Advantage Program](#) 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.

- \$590,000 in incentives have funded projects for 150 participating small businesses that saved \$75,000 on energy bills annually, along with other non-energy benefits.
- Eight community partnerships have been established to support program outreach efforts:
  - Contra Costa County's Green Business Program
  - Marin Green Business Program
  - Napa County Green Business Program
  - Concord Chamber of Commerce
  - Canal Alliance
  - Vallejo Main Street
  - San Pablo Economic Development Corporation
  - Hispanic Chamber of Commerce of Marin



◀ The Marina Bay Community in Richmond accessing MCE's EV charging rebates.

### 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 charging 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 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.

### 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. MCE provides comprehensive SEM services to 30 businesses in Contra Costa, Marin, Napa, and Solano Counties.



▲ Solano-County based Electrify My Home participates in MCE's Green Workforce Pathways program.



▲ MCE staff conducts in-person outreach in Vallejo for its Small Business Energy Advantage program.

## 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 \$2.6 million in the program, helping to create more than 8,160 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

In 2025, MCE partnered with Emerald Cities Collaborative and the PG&E Pacific Energy Center to offer a free, six-week, in-person workshop series at the MCE Concord office to support small and diverse business owners. The training aimed to help contractors learn about energy efficiency and building electrification. A total of 15 participants completed the series and received access to no-cost professional services, like coaching on providing estimates and certification support.

MCE supports workforce development with partners like the Canal Alliance, the LIME Foundation, RichmondBUILD, GRID Alternatives, Future Build, the Marin City Community Development Corporation, SEI, the Association for Energy Affordability, Emerald Cities Collaborative, the Rebuilding Together East Bay Network, Build It Green, and the 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 46 megawatts of renewable energy from 21 local projects, approximately 29 megawatts of which are FIT projects.

## 2025 Internal Activities

In 2025, MCE staff supported supplier diversity programs, including hosting MCE's Certify and Amplify event, attending quarterly CPUC Supplier Diversity Program calls with the CPUC and other CCAs, and engaging with CalCCA's Equity Committee. To further support the growth of local and diverse businesses, MCE staff created a resource focused on "Hiring and Growing Your Team" which shared MCE's hiring best practices with registrants from the Certify and Amplify event.

To improve supplier diversity data collection and reporting, MCE continued to use an efficient, automated way to cross-reference the Supplier Clearinghouse and the California Department of General Services Clearinghouses to streamline vendor identification. Staff used a pre-built function in Google Sheets to cross-reference the clearinghouses and reduce the possibility of human error. In addition, MCE encouraged its departments to increase automation in vendor communication and data analysis, and improve upon survey response rates.

MCE's Board of Directors adopted a [Sustainable Workforce and Diversity Policy](#) in 2017 (Appendix A) and implemented complementary [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, and disabled, veteran owned businesses whenever possible.

## 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 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 CPUC's Supplier Diversity Clearinghouse website. This helps ensure that certified diverse suppliers are aware of MCE contracting opportunities.

In 2025, MCE issued solicitations for eight different services including concepts for CPUC funded energy efficiency programs, community partnerships, scheduling coordinators, and short term energy purchases. Given that the CPUC's Supplier Diversity Clearinghouse changed vendors, there was a delay in updating the staff contact information. As a result, MCE's solicitations for 2025 were not shared on the CPUC Supplier Clearinghouse. Now that the contact information for the Clearinghouse is correct, upcoming solicitations will be shared through the Supplier Clearinghouse. MCE will work with the new Clearinghouse vendors to continue sharing business opportunities with diverse vendors.

## 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 look-up function identified a certified vendor, MCE staff counted them in this report. Following this built-in efficiency, MCE sought to expand this effort by adding automatic location search functions into the data analysis. MCE is currently improving the HTML to complete this task. In addition, MCE typically collects data from the contracts and finance team. In 2025, staff identified a different data collection process that saves time and reduces bottlenecks.

Another improvement includes moving the vendor data into a content management system (CMS) platform that allows for automated and bulk communication efforts for all vendors. This data analysis improvement strategy is still underway and includes transferring data from Google Sheets into Excel, along with automated, built-in functions that allow for cross-referencing and location searches to determine local status.

While these efforts are underway, MCE continues to collect data manually through a direct email outreach approach. MCE staff asked contracted vendors to complete the Supplier Diversity Survey (Attachment E). MCE aims to implement the data collection improvement strategies in 2026. MCE also conducts dedicated outreach to encourage qualified by not certified vendors to complete the process and answers questions as needed.

In compliance with the California Civil Rights Initiative (1996), 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 in order 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 vendors that are qualified but not yet certified as diverse businesses.

- 8 qualified, but not yet certified vendors, adds to the number of diverse businesses.
- 3 qualify as women-owned business enterprises, 4 as minority-owned business enterprises, and 1 as LGBTQIA+-owned business enterprises. Their services include legal services, marketing and graphic design, management and DEI consulting, translation services, and electrical contracting.
- Together, they represent an additional \$163,566 in non-power expenditures for diverse businesses.

If these eight vendors are included, MCE's total spend on diverse businesses in non-power services increases from **\$1,821,522 to \$1,985,089, an increase of 7.96% to 8.67% of non-power expenditures.**



◀ A battery is installed at the Pittsburg Unified School District through MCE's Energy Storage program.

## Equitable hiring and recruiting

MCE strengthens equity in hiring by using anonymous applicant screening and requiring diverse representation on interview and selection 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.

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, such as 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 2025 was 9% — 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 67 interns to date that are paid at least \$20 per hour for three to six months.

Also, MCE expands access to contracting and hiring opportunities by sending all requests for proposals to the Supplier Diversity Clearinghouse, ensuring that historically underrepresented groups are fully included in the process.



*“I saw vision become an inspiring reality at the RichmondBUILD Graduation where local workers were honored for helping to build MCE Solar One, a 10.5 MW solar facility. After seeing how polluting industry impacts low-income communities around California, I was grateful for the opportunity to help shepherd a green energy project that created clean, local, good-paying jobs. MCE spent two years training and investing in local workers and businesses to bring this solar project to life. Each worker who spoke at the graduation shared how they were impacted personally at a deep level.”*

DAWN WEISZ, MCE'S FOUNDING AND  
CURRENT CEO



▲ MCE's 2025 Community Power Coalition Symposium brought together 80+ local organizations.



▲ MCE's 2025 staff retreat in the Town of Ross.

## Community support

MCE uses sponsorships to fund organizations that benefit low-income, or state-designated disadvantaged communities. In 2025, roughly 62% of MCE community 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.

According to the U.S. Census American Community Survey, more than 10% of residents in MCE's service area speak English less than well. Recognizing that Spanish 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 2025, MCE contracted with Soluna Outreach Solutions to conduct a community language study to understand local barriers to participation in services among customers proficient in primary languages other than English. In addition, MCE hosted a discussion with its Community Power Coalition to share the results and collect feedback from community partners about best practices for engaging with residents and businesses in languages other than English. As a result, MCE integrated community feedback into its language accessibility plans and operations.

In 2025, MCE launched a second round of its Community Partnership Program to fund 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 five partners with \$114,000 to encourage clean energy adoption.

## MCE board and staff demographics

In 2025, MCE staff conducted a voluntary demographic survey of its Board of Directors and staff.

### Staff

- 55% over 40 years old
- 58% women
- 56% minority
  - 1 American Indian / Alaskan Native
  - 16 Asian
  - 8 Black / African American
  - 16 Hispanic / Latino
  - 3 Native Hawaiian or Pacific Islander
- 3 two or more races
- 13% as LGBTQIA+
- 1% non-binary or third gender
- 1% protected veterans
- 1% persons with a disability

### Board of Directors

- 88% over 40 years old
- 59% women
- 29% minority
- 6% protected veterans
- 0% transgender / non-binary
- 12% 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 us at [info@mceCleanEnergy.org](mailto:info@mceCleanEnergy.org) or call **(888) 632-3674**.



▲ MCE’s 2025 board retreat in Concord.



▲ MCE enrolls Hercules as its 38th member community in 2025.



*“Every day, I hear from constituents focused on making ends meet. For 15 years, MCE has helped lower energy bills through efficiency programs and bill discounts. Since enrolling with MCE, the customers in my district have received more than \$4.2 million dollars in energy efficiency funding and rebates for EVs and EV charging. From installing energy storage at Pittsburg Unified School District school sites, to new EV charging at the Contra Costa County seat, we’re ensuring no one is left behind as we build a cleaner, more equitable future.”*

SHANELLE SCALES-PRESTON,  
CONTRA COSTA COUNTY SUPERVISOR  
AND MCE BOARD CHAIR



*“MCE pioneered the movement in California for both cleaner electricity and choice of electricity provider. Marin, Contra Costa, Napa and Solano residents and businesses in MCE service area have been among the most fortunate in America to have easy access to 100% carbon free electricity from the grid. For those community members like me who are concerned about the climate crisis, MCE has offered an important, easy and often cost-saving way to be part of the solution.”*

WEI-TAI KWOK, CONTRA COSTA ADVOCATE

## 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. MCE reports diverse-supplier spending in a single category when a vendor holds multiple diversity certifications, following the CPUC’s guidance. This approach prevents double-counting and keeps supplier diversity reporting consistent.



▲ Clearway’s Daggett Solar-Plus-Storage project in San Bernardino County supplies electricity to more than 181,000 homes.

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

2025									
		Direct Spend <sup>1</sup> \$	Sub Spend <sup>2</sup> \$	Total \$	%	Product Spend \$	Service Spend \$	Total \$	%
<b>Minority Male</b>	African American	—	—	—	—	—	—	—	—
	Asian Pacific American	\$334,540	—	\$334,540	1.18%	—	\$334,540	\$334,540	1.18%
	Hispanic American	\$17,959	—	\$17,959	0.06%	—	\$17,959	\$17,959	0.06%
	Native American	—	—	—	—	—	—	—	—
	<b>Total Minority Male</b>	<b>\$352,499</b>	<b>—</b>	<b>\$352,499</b>	<b>1.25%</b>	<b>—</b>	<b>\$352,499</b>	<b>\$352,499</b>	<b>1.25%</b>
<b>Minority Female</b>	African American	\$10,307	—	\$10,307	0.04%	—	\$10,307	\$10,307	0.04%
	Asian Pacific American	—	—	—	—	—	—	—	—
	Hispanic American	—	—	—	—	—	—	—	—
	Native American	—	—	—	—	—	—	—	—
	<b>Total Minority Female</b>	<b>\$10,307</b>	<b>—</b>	<b>\$10,307</b>	<b>0.04%</b>	<b>—</b>	<b>\$10,307</b>	<b>\$10,307</b>	<b>0.04%</b>
<b>Total Minority Business Enterprise (MBE)</b>		<b>\$362,806</b>	<b>—</b>	<b>\$362,806</b>	<b>1.28%</b>	<b>—</b>	<b>\$362,806</b>	<b>\$362,806</b>	<b>1.28%</b>
Women Business Enterprise (WBE)		\$1,553,701	—	\$1,553,701	5.49%	\$ 94,985	\$1,458,716	\$1,553,701	5.49%
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>\$1,916,507</b>	<b>—</b>	<b>\$1,916,507</b>	<b>6.77%</b>	<b>\$94,985</b>	<b>\$1,821,523</b>	<b>\$1,916,507</b>	<b>6.77%</b>
<b>Net Procurement**</b>		<b>\$28,292,383</b>							
<b>Net Product Procurement</b>		<b>\$5,405,955</b>							
<b>Net Service Procurement</b>		<b>\$22,886,428</b>							
<b>Total Number of Diverse Suppliers that Received Direct Spend</b>		<b>11</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 data from its responsive vendors through direct email outreach and identified processes to increase efficiencies and automate survey distribution in order to collect necessary workforce data from all vendors. This new process includes transferring vendor information into a CMS system to conduct bulk email outreach and data collection.

## Diverse business suppliers

Of the 12 certified diverse suppliers, 9 suppliers provided workforce data and reported that the majority of their workforce is based in California.

## Small business suppliers

MCE contracted with several small businesses that are certified by the California Department of General 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 \$1,876,770.

## Local business suppliers

MCE defines “local” as businesses with their headquarters within MCE’s four county area of Contra Costa, Marin, Napa, and Solano. In 2025, MCE did business with 179 different local businesses totaling \$13,285,650. Their services include call-center support, local energy production, security, printing, marketing and design, environmental consultants, website support, community engagement, community workforce development, 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 power supply procurement.

- \$13,285,650 spent on 179 local vendors
  - \$8,860,035 on 15 vendors related to power
  - \$4,425,615 on 164 vendors related to non-power



▲ MCE conducts outreach to Napa businesses for its Small Business Energy Advantage program.



▲ The 4.5 acre Fallon Two Rock solar farm in Marin County is MCE’s latest local project.

Supplier	Average % of workforce
Hitachi Energy USA, Inc.	0%
Modern Health	36%
Modern Health Subcontractor	0%
iMobile Services, Inc.	100%
iMobile Services, Inc., Subcontractor	100%
Print2Assist, Inc.	100%
Granicus, LLC	6%
Association for Energy Affordability	45%
Lightning Services Inc., d.b.a. Lightning Electric	100%
Vericlean	67%
Community Media Center of Marin	100%
ZGlobal, Inc.	98%
Crook Beales Design, Inc.	100%
Hardy Wilson Photography, LLC	100%
Strategic Energy Innovations	54%
Rural California Public Media, d.b.a. Northern California Public Media	95%
Hilary Stoddard Design, LLC	0%
International Contact, Inc.	16%
ev.energy	4%
Chandler Asset Management	82%
PaulosAnalysis	100%
PaulosAnalysis Subcontractor	0%
Community Energy and Equity Resources, LLC	0%
Community Energy and Equity Resources, LLC, Subcontractor	100%
Cool the Earth	100%
Cool the Earth Subcontractor	100%
Aleta George	100%

Supplier, continued	Average % of workforce
Maher Accountancy	100%
JSR Strategies, LLC	50%
Michael Troller Design	100%
Lamb Consulting	100%
Optimization Solutions, LLC	0%
Pacific Energy Advisors	100%
Midsummer Kitchen	100%
Midsummer Kitchen Subcontractor	100%
Kilowatt Engineering, Inc.	44%
A Fork Full of Earth	100%
Award Advisors Subcontractor	0%
BRB Law, LLP	67%
Cottonwood Solar, LLC	0%
Cottonwood Solar, LLC, Subcontractor	0%
The Energy Authority	1%
Wylie Communications, Inc.	0%
Great Valley Solar 1, LLC	100%
Central Coast Community Energy	100%
White Pine Renewables	90%
Niemela Pappas & Associates	100%
Soluna Outreach Solutions, LLC	100%
Studio PR, LLC	100%
Epik Solutions	89%
Energy 2001	100%
<b>Sum of Average Percentage</b>	<b>3,344%</b>
<b>Number of Suppliers</b>	<b>53</b>
<b>Calculation of average %</b>	<b>Average %</b>
<b>3,344% / 53 =</b>	<b>63%</b>

## Supplier Diversity Program

### Small and local business expenditures

	Small business	Suppliers	Local businesses	Suppliers	Small & local \$
<b>All</b>	\$1,876,770	11	\$13,285,651	179	\$15,162,421
<b>Non-power</b>	\$1,876,770	11	\$4,425,615	164	\$6,302,386
<b>Power</b>	—	—	\$8,860,036	15	\$8,860,036

### MCE’s diverse suppliers

Diverse suppliers	Qualification and certification
<b>Calitho (Acme Press, Inc.)</b>	WBE
<b>Ecology Action of Santa Cruz (Inc.)</b>	WBE
<b>Energy 2001, Inc.</b>	WBE
<b>Energy Conserv. Opt — Future Power Corp</b>	MBE + WBE
<b>Epik Solutions, Inc.</b>	MBE
<b>JSR Strategies (Inc.)</b>	WBE
<b>Lamb Consulting</b>	WBE
<b>Niemela Pappas &amp; Associates</b>	WBE
<b>Print2Assist, Inc.</b>	WBE
<b>Soluna Outreach Solutions, LLC</b>	MBE
<b>Strategic Energy Innovations, Inc.</b>	WBE
<b>Studio PR, LLC</b>	WBE



*“We’ll just keep trying to do the right thing, as we always do, for as long as we can. I imagine that this point is the main theme of all our hard work — to do the best for the Earth and all her children, all the time, with every action and decision we make. We may lose most efforts, but we are engaged in ‘right livelihood,’ and that’s what matters most. Hopefully, some greater purpose is holding all of us as we try to win a better future for our lovely world and her kids.”*

CHARLES MCGLASHAN (1961–2011),  
MCE FOUNDING BOARD CHAIR AND  
MARIN COUNTY ADVOCATE



*“What inspires me most about MCE is knowing that our work makes our communities stronger, healthier, and more resilient. I’m inspired by the programs and rebates we offer that make homes and workplaces healthier, more efficient, and more affordable — especially for those most impacted by climate change. Ultimately, we’re helping clean up the air, which benefits the health of people, animals, and our planet. Seeing the tangible difference we’ve made over the years is deeply rewarding and keeps me motivated every day.”*

JAMIE TUCKEY, CHIEF CUSTOMER OFFICER,  
STARTED DURING MCE’S LAUNCH

### SECTION 9.1.3

## Supplier Diversity Program Expense

In 2025, the below efforts included 21 staff for a total of 435.5 hours, representing \$47,540.

This year’s program expense costs also include a robust marketing campaign to increase engagement with the 2025 Certify & Amplify event, representing \$3,450.

Expense category	Year (actual)
<b>Wages</b>	\$47,540.69
<b>Other employee expenses</b>	—
<b>Program expenses</b>	\$3,450
<b>Reporting expenses</b>	\$6,287.77
<b>Training</b>	—
<b>Consultants</b>	—
<b>Other</b>	—
<b>TOTAL</b>	<b>\$57,278.46</b>



▲ Local interns tour MCE’s Solar One in Richmond.

## 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 workforce and to encourage them to collect data on their subcontractors. Many of MCE's prime contractors are relatively small, and most of them do not use subcontractors in their work.

Staff increased the number of responses to its Supplier Diversity Survey by conducting direct email outreach to all active contractors. While direct email outreach has increased, the response rate from 2025 remains low. Therefore, the data collected on subcontractors remains sparse. Below are self-declared descriptions from MCE's prime contractors about their work with diverse businesses and subcontractors:

- **Cool the Earth**, a nonprofit focused on climate education and household-level climate action, reported partnering with La Clínica, a community-based organization, to support clean transportation outreach in Vallejo. This partnership included a stipend. Cool the Earth also reported using event support and temporary staffing services through partnerships with local community-based organizations that serve disadvantaged communities. These nonprofits often employ individuals who are themselves members of the communities they support.
- **The Sacramento Municipal Utility District (SMUD)** subcontracted a portion of its billing and data management services to TechNet, a SMUD SEED vendor that is also a WBE and MBE. While the spending amount is confidential, TechNet is SMUD's largest vendor through its contract with MCE and receives a significant share of MCE's dollars under this agreement.

- **Keyes & Fox, LLP**, reported using EQ Research as a subcontractor under its contract with MCE. EQ Research is 50% LGBTQ-owned and provides litigation support services. Keyes & Fox also highlighted its participation in the Wisconsin Bar's Diversity Program and will host its third intern from the program, which provides paid summer internships to students from diverse backgrounds at Marquette University and the University of Wisconsin Law School.
- **Future Power Corporation (d.b.a. Energy Conservation Options)**, a local minority-owned and women-owned business, stated that it uses multi-trade project labor agreements in its contract with MCE.

### New diverse prime and subcontractor utilization

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

## SECTION 9.1.6

# List of Supplier Diversity Complaints Received and Current Status

In the last year, 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 electric power. Unfortunately, there's not much diversity in this industry. Out of about 8,800 suppliers listed in the Supplier Clearinghouse, less than 0.5% are involved in electricity generation, and even fewer offer the type of energy CCAs purchase. Many suppliers focus on products not used by CCAs such as liquid fuels or circuit breakers. Since about 90% of a CCA's budget is spent on buying electric power, and given the lack of little diversity, it is challenging to increase spending on diverse suppliers.

The following table, on page 19, depicts annual power product results by minority-, women-, disabled veteran-, and LGBTQIA+- business 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.



▲ Ribbon cutting for the Rosamond South Energy Center solar-plus-storage facility in Kern County.



▲ MCE's 2025 Community Power Coalition Symposium in Concord.

## MCE power expenditures

2025									
		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	—	—	—	—	—	—	—	—
	<b>Total Minority Male</b>	—	—	—	—	—	—	—	—
<b>Minority Female</b>	African American	—	—	—	—	—	—	—	—
	Asian Pacific American	—	—	—	—	—	—	—	—
	Hispanic American	—	—	—	—	—	—	—	—
	Native American	—	—	—	—	—	—	—	—
	<b>Total Minority Female</b>	—	—	—	—	—	—	—	—
<b>Total Minority Business Enterprise (MBE)</b>		—	—	—	—	—	—	—	—
Women Business Enterprise (WBE)		\$2,543,846	—	—	—	\$2,543,846	—	\$2,543,846	0.77%
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>\$2,543,846</b>	—	—	—	<b>\$2,543,846</b>	—	<b>\$2,543,846</b>	<b>0.77%</b>
<b>Net Power Procurement</b>		<b>\$331,199,307</b>							
<b>Net Direct Power Purchases</b>		<b>\$331,199,307</b>							
<b>Net Direct Fuels for Generation</b>		—							
<b>Total Number of Diverse Suppliers</b>		<b>1</b>							

**Note:** In preparing this year's report, staff discovered a user error from last year's excel calculation which impacted the total sum of all power expenditures. Staff have since corrected this error, made note of the process change in our project management trackers, and updated the methodology necessary to compile this year's report and all reports moving forward.

<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).

## 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 2026, MCE will:

**Continue to strengthen MCE's commitment to supplier diversity and the Supplier Diversity Program** by joining regular CPUC calls with other CCAs to discuss strategy, review existing supplier diversity processes, and make recommendations for improvements.

**Host MCE's annual Certify & Amplify event.** 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 speakers from the CPUC and Department of General Services** 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.
- **MCE will explore opportunities** to collaborate and leverage existing events to increase participation whether in-person or online.

**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 MCE's supplier diversity videos that feature speakers from CPUC, the Supplier Diversity 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.

**Advance strategies** to increase survey response rate and data collection methods. MCE will move the survey and vendor data to a CMS platform, improve and automate communication and outreach, and build-in efficiencies to the data analysis through Excel functions and streamlined data sources.

**Embed MCE's Supplier Diversity program** into existing programs such as MCE's Small Business Energy Advantage program and workforce development programs.

**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.



*“I remember well the struggle to bring MCE to life. Critics said they couldn’t possibly compete with the big public utilities, and therefore member utility rates would rise. The battle was fought town by town in front of local Town and City Councils. Fast forward to 2025 and not only has MCE expanded to include 38 member communities, but it has also inspired the creation of 24 more CCAs in the state.”*

**BOB HERBST, CLEAN ENERGY ADVOCATE  
AND LOCAL BUSINESSMAN**

## 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. MCE gives preference to projects located within its service area and requires MCE-developed projects to follow prevailing wage compensation and benefit 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 in which MCE and its partners match prospective job seekers with a hiring employer within the same county to stimulate regional economies and support residents. MCE proactively seeks services and supplies from local businesses, those that are Green Business certified, or those headquartered in CalEnviroScreen-designated disadvantaged communities.

MCE will continue to work with prime contractors to increase the transparency of their subcontractor base. In 2025, staff updated the Supplier Diversity Survey and will adjust the messaging in order to increase vendor response rates and obtain 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, diverse, or local to its service area.

## Sustainable Workforce and Diversity Policy

It is a priority interest of MCE to support sustainable workforce opportunities, local economic sustainability, and diversity 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 shall 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. Direct use of union members from multiple trades;
3. Quality training, apprenticeship, and pre-apprenticeship programs;
4. Business and workforce initiatives located in low-income and disadvantaged communities;
5. Direct use of businesses local to the MCE service area;
6. Development of locally generated renewable energy within the MCE service area;
7. Development of California-based job opportunities;
8. Direct use of Disabled Veteran-owned and Lesbian, Gay, Bisexual, and Transgender-owned Business Enterprises;
9. Direct use of green and sustainable businesses; and
10. Use of direct hiring practices that promote diversity in the workplace.



*“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

## 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.

## 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 MCE’s Administrative team 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 MCE’s Contracts team for additional help.**

APPENDIX D

## MCE’s Qualified but not yet Certified Vendors

Vendor	Certification
Lightning Services Inc., d.b.a. Lightning Electric	WBE, MBE
Vericlean	MBE
Hilary Stoddard Design, LLC	WBE, MBE
Midsummer Kitchen	WBE, MBE
Susan K. Moxley	WBE

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

## Certified Small Business by the California Department of General Services

Vendor	DGS Certification
Build Momentum (Inc.)	SB, SB-PW
Carbon Zero Buildings	SB (Micro), SB-PW
Eco Performance Builders	SB (Micro)
Energy Resources Integration, LLC (Inc.)	SB (Micro)
Epik Solutions, Inc.	SB
Generation Green	SB (Micro)
Green Vine Landscaping, Inc.	SB (Micro), SB-PW
Green Water and Power, LLC (Inc.)	SB (Micro)
Grid Subject Matter Experts, LLC (Inc.)	SB
Most Likely To, Inc.	SB (Micro)
Safe and Sound Security, Inc.	SB

**SB:** Small Business  
**SB-PW:** Small Business for the Purpose of Public Works  
**SB (Micro):** Small Business — Micro

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? \*

Please provide the total number of employees across all locations for your organization. \*

Please provide the specific number of employees who reside in the state of California. \*

**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)

Choose one... ▾

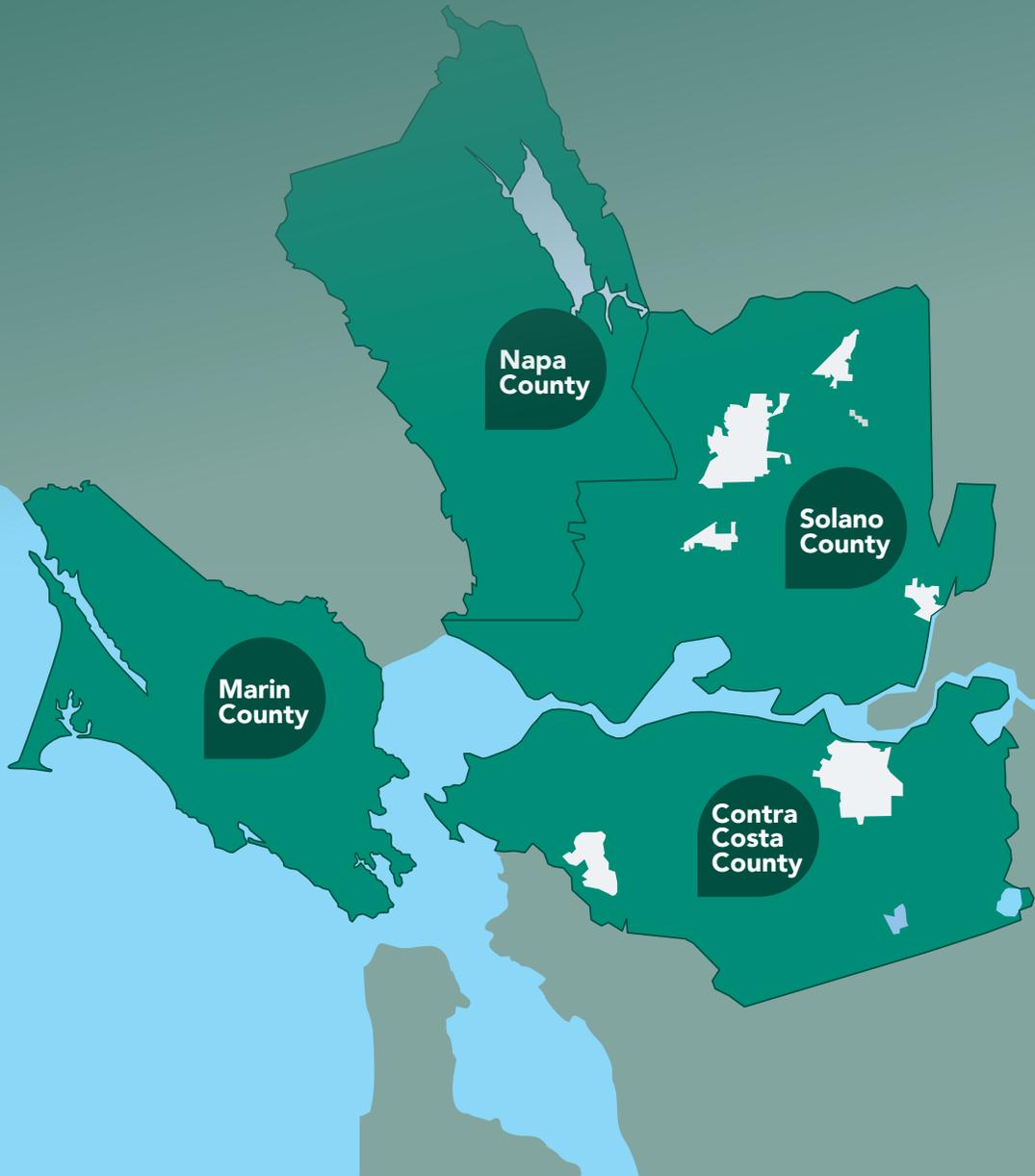
Is there anything else you'd like to add? If you'd like for us to promote your survey participation on our social media, please include your handles here.

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.



*“From day one as a founding board member, I immersed myself in MCE’s mission. With all transformative work, you’ve got to fight, constantly recommit, and see it through. I envision MCE continuing to lead, evolve, and be adaptive while keeping the core mission at heart of serving the community — for people and the planet.”*

ASSEMBLY MEMBER DAMON CONNOLLY,  
FORMER MCE FOUNDING BOARD MEMBER



1125 Tamalpais Ave., San Rafael, CA 94901  
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[mceCleanEnergy.org](https://mceCleanEnergy.org)

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