



# SUPPLIER DIVERSITY

## 2022 Annual Report & 2023 Annual Plan



**Clean Energy Alliance**  
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## Introduction

Effective May 2021, Clean Energy Alliance (CEA) is the local energy provider for the cities of Carlsbad, Del Mar, and Solana Beach and soon to be in Escondido, Oceanside, San Marcos, and Vista. CEA is committed to deep decarbonization while seeking to promote supplier and workforce diversity of the region and in the State.

CEA offers competitive rates and cleaner energy than the incumbent utility, while being more responsive to the communities needs and priorities. The Board of Directors is made up of elected representatives from each of the member agencies and meetings are publicly noticed. Solana Beach formed the first CCA in the San Diego region, which began serving its customers in 2017. Solana Beach subsequently joined CEA and in 2021 CEA expanded service to customers in Carlsbad and Del Mar. In 2023, CEA will begin serving the residents and businesses of San Marcos and Escondido and in 2024 CEA service will commence in Oceanside and Vista. Once fully rolled out, CEA will be providing electric service to over 270,000 customer accounts across its service territory in North San Diego County.

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

CEA is working to identify ways to increase procurement from small, local, and diverse businesses consistent with its own Inclusive and Sustainable Workforce Policy and other State guidelines.

# 2022 Annual Report

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

### Internal Activities in 2022

#### **Inclusive and Sustainable Workforce Policy**

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

The policy is a living document that, where appropriate and consistent with applicable law and other CEA policies, promotes a diverse, inclusive, and sustainable workforce and supply chain.

#### **Collecting Supplier Diversity Data**

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

In addition, CEA issued a voluntary supplier diversity survey for the first time in December 2022 to collect information that was previously not provided. This can be found in Appendix A. In summary, over thirty surveys were issued with five suppliers responding to the survey. Two identified that they qualify but are not certified under the CPUC's Supplier Clearinghouse. The remaining responders indicated that they are not certified and do not qualify.

Through this voluntary supplier diversity survey, CEA has identified the need to educate existing and future vendors about the CPUC's Supplier Clearinghouse registration process and how a business may qualify. More information about future steps CEA plans to take can be found in section 10.1.2.

### External Activities in 2022

#### **Startup Activities**

As a new startup agency, CEA is in the process of establishing policies and procedures related to its procurement and has begun the following activities:

- Develop a solicitations information webpage with information and links to critical materials, including a subscription option for any interested vendors
- Develop a vendor specific communication/e-mail list to update vendors on opportunities
- Expand notification of opportunities to bid for products and services procured by CEA

#### **CEA's Green Impact Champions**

CEA launched electrical service to commercial and industrial customers during May and June 2021. To promote local businesses and drive engagement on opting up to CEA’s 100% renewable energy service tier, CEA established its Green Impact Champions program. This program will encourage businesses to opt up to 100% renewable energy service in exchange for marketing and promotional support.

## Section 9.1.2 – Summary of Purchases of Goods and Services

As previously mentioned, per Proposition 209, public agencies like CEA are prohibited from granting preferential treatment to an individual or group on the basis of race, sex, color, ethnicity, or national origin. Therefore, CEA is limited in the actions it can take to diversify its procurement. Since its establishment in November 2019, CEA has focused on creating a financially stable organization and hiring staff for its operations. Moreover, CEA has enacted several policies which will guide future procurement of products, services, and power.

CEA sent a voluntary supplier diversity survey (Appendix A) to our vendors to collect data on certification status, barriers to certification, and their internal supplier diversity efforts. Although we received a low response rate, this is CEA’s first-time reporting on supplier diversity. Accordingly, CEA intends to build out its supplier diversity program and strategy to increase the response rate for future reports.

CEA began enrolling its first customers into electric service in 2021, and this enrollment process will continue through 2024. During this period, CEA will undergo significant growth in operations and resources, which will be captured in future versions of this report. In the meantime, the 2022 report captures the early start-up phase of the organization and the spend of its resources.

## Section 9.1.2 – Summary of Purchases of Goods and Services

### Annual Supplier Diversity Results of Goods and Services

			2022							
			Direct Spend <sup>1</sup> \$	Sub Spend <sup>2</sup> \$	Total \$	%	Product Spend \$	Service Spend \$	Total \$	%
1	Minority Male	African American	-	-	-	-	-	-	-	-
2		Asian Pacific American	-	-	-	-	-	-	-	-
3		Hispanic American	-	-	-	-	-	-	-	-
4		Native American	-	-	-	-	-	-	-	-
5		<b>Total Minority Male</b>	-	-	-	-	-	-	-	-
6	Minority Female	African American	-	-	-	-	-	-	-	-
7		Asian Pacific American	-	-	-	-	-	-	-	-
8		Hispanic American	-	-	-	-	-	-	-	-
9		Native American	-	-	-	-	-	-	-	-
10		<b>Total Minority Female</b>	-	-	-	-	-	-	-	-
11	Total Minority Business Enterprise (MBE)		-	-	-	-	-	-	-	-
12	Women Business Enterprise (WBE)		-	-	-	-	-	-	-	-
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		-	-	-	-	-	-	-	-
14	Disabled Veteran Business Enterprise (DVBE)		-	-	-	-	-	-	-	-
15	Persons with Disabilities Business Enterprise (DBE)		-	-	-	-	-	-	-	-
16	8(a)*		-	-	-	-	-	-	-	-
17	<b>Total Supplier Diversity Spend</b>		-	-	-	-	-	-	-	-
18	Net Procurement**		\$			2,427,219				
19	Net Product Procurement		\$			7,858				
20	Net Service Procurement		\$			2,419,361				
21	Total Number of Diverse Suppliers that Received Direct Spend					0				

**NOTE:**

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

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

<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 fulfil its contractual obligation(s).

% - Percentage of Net Procurement.

## Section 9.1.2 – Parties with California Majority Workforce

### Description of Parties with California Majority Workforce

To gather information about vendors' workforce in California, CEA included questions about workforce and location in the survey that is included as an appendix to this report. One respondent is a local business, located in San Diego, California.

## Section 9.1.3 – Program Expenditures

CEA staff and consultants engaged with California Community Choice Association (CalCCA), and other community aggregation program staff to prepare, develop, and enhance its procurement efforts and GO 156 efforts for 2022. Staff time has included meetings, GO 156 proceeding participation, workshops, material development, communication with vendors, internal meetings in preparation of the report. CEA also worked with its accounting service to ensure that it could track necessary information and statistics related to standard industry codes and other GO 156 reporting requirements. Reflected here is the staff time spent on this topic.

Expense Category	Year (Actual)
Wages	\$ 3,000
Other Employee Expenses	-
Program Expenses	-
Reporting Expenses	-
Training Expenses	-
Consultant Expenses	\$ 6,725
Other Expenses	-
Total	\$ 9,725

## Section 9.1.5 – Description of Prime Contractor Utilization of Certified Subcontractors

### Summary of Prime Contractor Utilization of Certified Subcontractors

CEA does not have data on primary contractors' subcontracts. CEA will educate prime suppliers in the future and encourage them to share the information with their subcontractors about Clearinghouse certification.

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

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

## Section 9.1.9 – Power Procurement

Since CCAs spend a majority of their revenues on power, the numbers below reflect the majority of CEA's spend for 2022. For this table, CEA includes 2022 Resource Adequacy (RA) costs and carbon-free power costs as non-renewable. It is worth noting that power costs are reconciled by April of the following year, so the numbers listed below should be considered as near final estimates.

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

## Section 9.1.9 – Power Procurement

			Direct Power Purchases \$	Direct Fuels for Generation \$			Totals \$ <sup>1</sup>			% <sup>2</sup>
			Renewable and Non-Renewable Power Products	Diesel	Nuclear	Natural Gas	Direct <sup>3</sup>	Sub <sup>4</sup>	Total \$ <sup>5</sup>	
1	Minority Male	African American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
2		Asian Pacific American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
3		Hispanic American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
4		Native American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
5		Total Minority Male	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
6	Minority Female	African American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
7		Asian Pacific American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
8		Hispanic American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
9		Native American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
10		Total Minority Female	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
11	Total Minority Business Enterprise (MBE)		\$0	\$0	\$0	\$0	\$0	\$0	\$0	
12	Women Business Enterprise (WBE)		\$0	\$0	\$0	\$0	\$0	\$0	\$0	
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$0	\$0	\$0	\$0	\$0	\$0	\$0	
14	Disabled Veteran Business Enterprise (DVBE)		\$0	\$0	\$0	\$0	\$0	\$0	\$0	
15	Persons with Disabilities Business Enterprises (DBE)		\$0	\$0	\$0	\$0	0	0	0	
16	8(a) <sup>6</sup>		\$0	\$0	\$0	\$0	\$0	\$0	\$0	
17	Total Supplier Diversity		\$0	\$0	\$0	\$0	\$0	\$0	\$0	
18	Net Power Procurement		\$58,014,828							
19	Net Direct Power Purchases		\$48,825,717							
20	Net Direct Fuels for Generation		\$0							
21	Total Number of Diverse Suppliers		0							

### NOTES:

<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> Includes Direct Power Purchases and Direct Fuels for Generation. Direct - 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 fulfil its contractual obligation(s).

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

<sup>6</sup> 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).

# 2023 Annual Plan

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

In the next reporting year, CEA will implement internal and external activities to work towards creating a Supplier Diversity program that looks to implement the goals of a diverse and inclusive workforce within the limitations set by Proposition 209. Beyond engaging its prime contractors, CEA will work to encourage its prime contractors to support sub-contracting with small, local, and diverse businesses. To do this, CEA plans to pursue the following activities in 2023.

### Planned Internal Activities

- Refine data collections practices and processes within the organization.
- CEA will educate internal staff and consultants of the Supplier Clearinghouse registration and process, and the overall intent of Supplier Diversity to better assist businesses that may want to certify.
- Report on local businesses as well as those certified as small businesses by the California Department of General Services.

### Planned External Activities

- Conduct outreach on procurement to local chambers of commerce and other diverse business groups, demonstrating CEA's commitment to a diverse and inclusive workforce within the confines of Proposition 209.
- Increase the information about Supplier Diversity on CEA's website.
- CEA will explore hosting or co-hosting a workshop with CPUC staff to create better awareness of the Supplier Clearinghouse and its certification method. CEA will strive to provide translation services so minority-owned businesses that may speak another language are able to participate.
- For firms that win future solicitations, CEA will send them the Supplier Diversity voluntary survey following the contract award to capture demographic data for the purposes of GO 156 reporting.

## Sections Not Applicable to CCAs

**SECTION 9.1.4:** DESCRIPTION OF PROGRESS IN MEETING OR EXCEEDING SET GOALS AND AN EXPLANATION WHY GOALS ARE NOT MET

**SECTION 9.1.7:** A DESCRIPTION OF EFFORTS MADE TO RECRUIT WMDVLBTBE SUPPLIERS IN UNDERUTILIZED AND HIGHLY TECHNICAL CATEGORIES

**SECTION 10.1.1:** WMDVLGBTBE ANNUAL SHORT-, MID, AND LONG-TERM GOALS BY PRODUCT AND SERVICE CATEGORY

**SECTION 10.1.3:** PLANS FOR RECRUITING WMDVLGBTBE SUPPLIERS IN UNDERUTILIZED CATEGORIES

**SECTION 10.1.4:** PLANS FOR RECRUITING WMDVLGBTBE SUPPLIERS IN CURRENTLY UNAVAILABLE AREAS

**SECTION 10.1.5:** PLANS FOR ENCOURAGING PRIME CONTRACTORS TO SUBCONTRACT WITH WMDVLGBTBE SUPPLIERS

**SECTION 10.1.6:** PLANS FOR COMPLYING WITH THE WMDVLGBTBE PROGRAM GUIDELINES ESTABLISHED BY THE COMMISSION AS REQUIRED BY PUBLIC UTILITIES CODE §8283(C)

## Appendix A – CEA Voluntary Supplier Diversity Survey

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

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

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

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

## Clean Energy Alliance JOINT POWERS AUTHORITY

### INCLUSIVE & SUSTAINABLE WORKFORCE POLICY

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

#### CEA Staff

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

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

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

#### Supply Chain

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

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

1. Use local businesses and provide fair compensation in the purchase of services and supplies;

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

### **Inclusive Business Practices**

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

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

### **Non-Discrimination Pledge**

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

### **Sustainable Workforce**

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

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

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

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

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

#### **CEA Power Purchase Agreements with Third Parties**

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

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

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

#### **CEA Owned Generation Projects**

Clean Energy Alliance  
Inclusive & Sustainable Workforce Policy  
Adopted August 20, 2020

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

#### **CEA Feed-In Tariff Projects**

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

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

#### **CEA Energy Efficiency Projects**

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

#### **Union Neutrality Pledge**

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