

ALVAH GROUP SUPPLIER DIVERSITY PROGRAM



ALVAH
CONTRACTORS INC.





“Alvah Group Companies are dedicated to providing quality utility infrastructure solutions by partnering with our customers to build long-term relationships based on safety, service, quality, and value. To help fulfill this mission, we take a grassroots approach to ensure engagement and support across all levels of our organization.”

ALVAH GROUP SUPPLIER DIVERSITY PROGRAM

Building Trust & Relationships in Business that Matter

Diversity and Inclusion have always been important values and principles of the Alvah Group companies. It strengthens our relationships with our customers, employees and vendors. Supplier Diversity is also a part of this winning formula. Alvah Group's Supplier Diversity Program is simply an extension of our commitment to be the contractor of choice.

We seek to maintain the best supply chain for the best customer solutions, while contributing to the economic growth of diverse and small businesses reflecting the communities we serve. We consider all suppliers that can bring us a competitive edge including Business Enterprises owned by Minority (MBEs), Women (WBEs), Disabled Veteran (DVBES), Lesbian/Gay/Bisexual/Transgender (LGBT), and Small and (8a) firms; collectively known as Diverse Business Enterprises (DBEs).

Alvah Group is proud to, not only support supplier diversity, but be lifted up by some of our customers as a supplier diversity success story ourselves. Alvah Group's first company, Alvah Contractors, Inc., was founded as a Minority Business Enterprise (MBE) in 2007 by our President, Cameron Hale. Since then our family of companies: Utility Construction Services Inc.; Utility Traffic & Restoration, Inc. and Utility Traffic Control Services, Inc. have grown into one of the leading full-service utility contractors in several states.

What We Do

Alvah Group is an electrical line contractor focused on meeting the needs of investor-owned and public utilities. From 'concept to restoration', we provide a vast spectrum of standard, specialized and emergency services in the field of line construction, utility infrastructure, traffic control and restoration. It is important that potential suppliers understand what we do and how we do it when inquiring about contracting opportunities.

With intense focus on our priorities of providing superior quality, safety and value; we serve recognized clients such as PG&E, Level 3 Communications, McGuire & Hester, Underground Construction Company and Phase 3 Communications. Alvah Group specializes in a deep set of industry skillsets and we work with many valued supplier partners. And, through our Alvah Group Supplier Diversity Program, we seek diverse suppliers that can help us deliver the best in:

Alvah Contractors, Inc.

Standard Services

- New Overhead & Underground Line Construction
- OH energized reconductors to minimize customer impacts and outages
- UG Primary Cable Replacements
- UG Primary and Secondary Network Cable Replacements
- Pole installation & replacements
- Energized pole replacements to minimize customer impacts and outages
- URD & Conventional Equipment installation & replacement
- Direct bury, sub-surface, man-hole or high-rise locations
- Network experience
- Primary and secondary fault repair
- Inaccessible area line construction and pole replacements
- Right of Way line relocations
- Overhead to Underground conversions
- System equipment upgrades to include transformers, switches, SCADA and other specialized equipment

- Reclosers
- Regulators
- Capacitors
- Automated switches
- 24-hour emergency response
- Make ready work for communications facilities
- Program & Project Management
- SCADA Fiber Systems

Specialty Services

- UG Primary Lead cable replacements
- Lead to lead cable splicing
- Lead to EPR transition splicing
- Network Transformer replacements;
- both subsurface and high-rise roof top
- Network NP replacements
- Emergency Storm Response

Utility Construction Services, Inc.

- Electrical Distribution
- Trenchless Technology
- Structural Concrete
- Emergency Response and Support
- Site Restoration
- Saw Cutting and Coring

Utility Traffic & Restoration, Inc.

- Flagging crews
- Design of site-specific traffic control plans
- Temporary ADA pedestrian access routes
- Pilot car services
- Delivery, setup, removal and pickup of traffic equipment
- Traffic control equipment rental

Soft surface restoration

- Topsoil
- Grading
- Seeding
- Mulching
- Sod
- Hydroseed
- Spoil removal and disposal
- Material delivery and trucking
- Erosion and sediment control
- Inlet protection
- Silt Fencing
- Erosion matting
- Erosion wattles
- Meter protection / bollards
- Saw cutting and coring
Road, curb, sidewalk

Hard surface restoration

- Hard surface restoration
- Concrete patching and paving
- Curb, sidewalk, street, ADA wheelchair ramps
- Specialty concrete
- Temporary winter concrete patching
- Asphalt patching and paving
- Joint Sealing
- Temporary winter cold mix asphalt patching
- Seal coating
- Hardscapes
- Retaining walls

Utility Traffic Control Services, Inc.

Specializing in providing traffic control services for PG&E and contractors working on their system. Affiliated with the IBEW they bring qualified and trained flaggers (ATSSA Training) to bear on both short and long term projects in the CA Bay Area.

Alvah Group Supplier Diversity Policy



Diversity and Inclusion are an integral part of Alvah Group's values and principles. It strengthens our relationships with our customers, employees and vendors. Supplier Diversity is a part of this winning formula. The Alvah Group Supplier Diversity Program is our commitment to bring these standards to life in our supply chain.

Cameron Hale

President, Alvah Group

Supplier Inquiries and Qualifications



Alvah Group contracting opportunities occur at various times throughout the year. Some supplier contracts are transactional, other contracts are in place for multiple years. Supplier industry requirements and certifications (Gold Shovel, Green Business, OSHA, etc.) also vary depending on the product or service provided. We are seeking suppliers that can enhance our company's competitive edge— help us deliver superior quality, safety and value to our customers.

Our supplier inquiry process allows suppliers seeking business opportunities, to complete a Supplier Informational Form and register their company profile and capabilities for consideration. Diverse suppliers may also designate their Diverse Business Enterprise (DBE) certification information.

Supplier Informational Forms should be registered at:
alvahgroup.com

In general, to be certified as a Diverse Business Enterprise (DBE), a business must be at least 51% owned, controlled, and operated by member(s) from one of the following groups and be a U.S. citizen:

- **Minority Business Enterprise (MBE):** African American, Hispanic, Native American, or Asian descent
- **Lesbian, Gay, Bisexual or Transgender (LGBT):** Businesses that have been certified by the National Gay and Lesbian Chamber of Commerce (NGLCC)
- **Women Business Enterprises (WBE):** Women owned business that have been certified by the Women Business Enterprise National Council (WBENC), or agencies such as the CA Public Utilities Commission (CPUC) Supplier Clearinghouse
- **Disabled Veteran Business Enterprise (DVBE):** Businesses which have been certified by the CA State Department of General Services as a U.S. military veteran owned firm with service-connected disability or similar agency
- **Small and (8a) Business Enterprises:** Companies meeting U.S. Small Business Administration's criteria for small and/or 8(a) disadvantage firms

Some of Alvah Group customers require only CPUC Clearinghouse-certified DBE spend reporting. There are however several agencies that certify DBEs such as the National Minority Supplier Development Council (NMSDC), Women Business Enterprise National Council (WBENC) and other agencies. DBE suppliers should provide all of their industry certifications and their DBE certifications if applicable.

Should a Supplier Informational Form match a potential supply chain need currently or in the future, Alvah Group will contact the supplier for further information.

Supplier Inquiry Process

1. Get to know us and what we do. Refer to the websites: alvahgroup.com Review the list of services we provide.
2. If you have a competitive solution to offer, register your company profile for consideration on our website. Diverse suppliers can designate their diverse business enterprise (DBE) certification information here.
3. When we identify a business opportunity, we will review our supplier profiles for potential matches.
4. Meet us at supplier diversity outreach events to learn more about our business and our supplier requirements.
5. Build and maintain relationships with our company representatives to further position your firm to explore potential opportunities

What We Buy

- Utility Construction Materials
- Utility Traffic Control and Restoration
- Supplies
- Fleet Services and Materials
- Furniture
- Office Supplies
- IT Systems and Services
- Communication Services
- Several other products and services utilized throughout our companies

Supplier Diversity Roles and Responsibilities

Alvah Group Supplier Diversity Program is a company-wide initiative to ensure its success, with broad support from leadership and employees. There are designated employees that drive processes, monitor and measure goals and track progress. Our Alvah Group executive leadership provides the vision, strategic guidance, resources, and policy approvals for the Supplier Diversity Program.

Alvah's leadership team is committed to ensuring the success of our supplier diversity program and ensuring supplier diversity processes are integrated within company procurement processes and practices. This helps provide the greatest impact towards goal achievement and contributes to increasing opportunities for Diverse Suppliers.

“I'm a strong proponent of supply chain diversity and inclusion. I know it's a driver of economic prosperity in business and can grow jobs for our communities. I also know our company is capable of great things, and increasing opportunities for diverse suppliers is one of them. I look to all employees to help us achieve our supplier diversity goals.”

- Cameron Hale, President, Alvah Group

Executive Leadership

Cameron Hale

President

Tom Henkels

Chief Operating Officer

Ron Campbell

Executive Vice President

Dennis Mueller

Executive Vice President & Chief Financial Officer

Supplier Diversity Lead

Brooke Mimier

Supplier Diversity Lead

The Supplier Diversity Lead provides operational direction and policy implementation, with support of purchasing employees, company leaders and the general employee body. The Supplier Diversity Lead oversees processes, monitors data, progress reports; and provides metrics to decision makers. The lead also convenes meetings with executive champions to review plans and progress on results, budget and resource requirements. Additionally, the lead holds quarterly Supplier Diversity Steering Committee meetings and an annual strategic planning meeting to assess progress and make any necessary course adjustments.

Alvah Group Supplier Diversity Steering Committee

Cameron Hale, President; Tom Henkels, COO; Ron Campbell, Executive VP; Dennis Mueller, Executive VP & CFO; Brooke Mimier, Supplier Diversity Lead.

The Supplier Diversity Steering Committee is comprised of the program's executive champions, supplier diversity lead and other key employees. To help the company achieve its supplier diversity goals and drive accountability, all Supplier Diversity Steering Committee employees have supplier diversity performance as a portion of their annual appraisals. The committee is scheduled to meet quarterly to review goal achievement plans, measures and metrics.

Supplier Diversity Contact

Brooke Mimier, Supplier Diversity Lead, BrookeM@alvah.com

Alvah Group Supplier Diversity Goals

Our Supplier Diversity spending goals with certified* diverse businesses are stated as a percentage of our total annual procurement spending:

Alvah Group Supplier Diversity Goal	Percent of Total Procurement
Minority	15%
Women	5%
Service-Disabled Veterans	1.5%
LGBT (Lesbian, Gay, Bi-Sexual, Transgender)	TBD
Small Business	TBD
(8a)	TBD
Total Supplier Diversity Goal	21.5%

*Recognized certification agencies include: CPUC Supplier Clearinghouse, National Minority Supplier Development Council (NMSDC), Women Business Enterprises National Council (WBENC), National Gay & Lesbian Chamber of Commerce (NGLCC), CA Dept. General Services, and the Small Business Administration.

Each year we strive to meet and exceed our DBE spending goals and improve our Supplier Diversity Program. Supplier Diversity goals are stated and monitored as a part of our top corporate measurements such as revenue, budget, safety, compliance and other key metrics. Our results are monitored regularly within our company and provided to requesting clients. Annually we audit our supplier diversity spending data. Over the past five years Alvah Group’s supplier diversity spending has continually increased and we are committed to staying on this progressive path.

Our supplier diversity tools for achieving goals include:

- DBE Suppliers Spend Report
- Supplier Diversity Calendar of Events
- Contracts Opportunity Funnel
- Supplier Diversity Budget
- Supplier Diversity Annual Audit
- Supplier Diversity Program Key Messages
- Supplier Diversity Employee Training
- Supplier Informational Form
- Supplier Diversity Program Manual & Appendix Templates

Business Case: The Supplier Diversity Edge

Our Supplier Diversity Program provides our company with a competitive edge operating in one of the most diverse states and marketplace in the country, and the world. As minority-owned business, we understand that supplier diversity goals are part of our company's priorities to make us a vendor of choice for utility industry clients. It reflects our values of inclusion and contributes to our bottom-line success.

Our program:

- Helps us meet our clients' requirements for a diverse supply chain
- Reflects the diversity of our employees and communities
- Is part of recognized supply chain best practices
- Positions us to compete in the diverse marketplace locally and nationally
- Increases supplier competition, delivering opportunities for improved products & services, efficiency and affordable solutions

Supplier Diversity is an important initiative for all Alvah Group companies, therefore our program and processes are implemented enterprise-wide. This allows for consistency and best use of our resources. I want our employees to be proud of our commitment and our successes.

- Tom Henkels, Chief Operating Officer

Strengthening our Alvah Group Supplier Diversity Program is a smart business move. It is a strategic direction to keep us competitive in today's marketplace and tomorrow's promising future. Consider how supplier diversity can keep us on the cutting edge--Supplier Diversity is important to our clients and potential clients:

- CA utilities, one of our largest client groups, spent over \$10B, or 31% of their procurement with diverse suppliers in 2017, and it's increasing each year
- A large percentage of CA utilities have Supplier Diversity Programs to increase Diverse Business Enterprises (DBE) participation

There are available, qualified DBEs to consider for contracts:

- Of the thousands of Diverse Business Enterprises (DBEs) with CA utility contracts, over 20% are in the Construction field
- According to a Hackett Group 2017 study, 99% of diverse suppliers meet or exceed expectations, with nearly a quarter exceeding expectations

Supplier Diversity is a recognized procurement best practice by supply chain experts and procurement organizations. It is an integral part of our company procurement processes and our pursuit to find the best suppliers with the best solutions.

All suppliers seeking to provide products and services to us are encouraged to complete a Supplier Informational Form. Diverse suppliers can provide their status and DBE certification information also on the Supplier Application. When we identify a supply chain need requiring a new solution, we will review supplier profiles for potential matches.

Sources: CPUC 2015 Supplier Diversity Study, Hackett Group 2017 Supplier Diversity Study

Internal Supplier Diversity Processes

Monthly

1. Maintain and review DBE Suppliers Spend Report to monitor Supplier Diversity results to goal. Provide results internally, and to clients as needed.
2. Contact buyers, procurement decision makers to gather future contract opportunities and spending projects. Document on the Contracts Opportunity Funnel.
3. Email company decision makers information on DBEs to potentially include in RFx's and as part of their supplier search steps:
 - a. DBE Suppliers Spend Report (existing DBE suppliers)
 - b. DBE Supplier Inquiry Profiles (vetted potential new prospectives)
4. Review and vet new incoming DBE applications from the website. Verify DBE certifications are current. Review capabilities to see if any could fill company current and/or future vendor needs.
5. For those DBE profiles of strong interest, refer to company buyers and supervisors for introductions and future meetings.

Quarterly

1. Review Reports and Plans with Supplier Diversity Steering Committee. Review:
 - a. DBE Supplier Spend Report (highlight new DBEs; lost DBEs, reduced/increased spending trends, underperforming DBEs for coaching or replacement, etc.)
 - b. DBE Supplier Application Profiles (strong con tenders for future meetings)
 - c. Supplier Diversity processes that need improving
 - d. Supplier Diversity Outreach Calendar and assignments
 - e. Supplier Diversity Budget, Completed Trainings, Accomplishments
 - f. Individual employees support; potential employees to recognize

Annually

1. Hold Supplier Diversity Steering Committee Strategic Planning Session. It is beneficial to have projected EOY results available to map course. Perform SWOT Analysis and Supply Chain
2. Mapping exercises to assess the performance of the program and identifying spending opportunities for the upcoming year.
3. Review all Supplier Diversity reports and tools. Determine actions needed:
 - a. Improve results, employees' support and involvement
 - b. Determine appropriate annual recognition
 - c. Budget requirements
 - d. Client reported supplier diversity data
 - e. Audit needs

Alvah Group Supplier Diversity Program In Action

Supplier Development

Alvah Supplier Diversity Program is proud of our efforts to, not only contract with diverse business enterprises (DBEs), but to coach and mentor them as well over the years. For example, Alvah utilized the deep experience of our employees to help an emerging MBE traffic control company position themselves for growth. Alvah guided them through critical supplier requirements that large corporations require before they can compete for their business. This included insurance requirements, personal protective equipment guidelines and other safety measures and client-specific certifications.

Additionally, we seek ways to continually improve all aspects of our program to increase supplier diversity spending in our industry. In 2016 we helped launch Utility Construction Services, Inc., a certified MBE firm, to grow diversity and provide top quality construction services for the utility industry client. Again, in 2018 we helped establish Utility Traffic Control Services, Inc., an MBE, as a diverse supplier solution for utility clients' traffic control needs.

Alvah Group mentors DBEs at the executive and operational levels of the company and provides avenues of growth when available. Our supplier development efforts also include DBE certification advocacy—recommending vendors get CPUC Clearinghouse certified when appropriate.

DBE Outreach Program

Our Supplier Diversity Program produces an outreach calendar in the effort to meet qualified, certified diverse companies as potential vendors to our supply chain. We work to involve employees from around the business with our outreach program. Our Supplier Diversity Outreach Calendar is produced and shared throughout the company. Our executive champions are also involved with supplier diversity and organizations when possible. Alvah Group has participated in supplier diversity workshops and outreach, and we have been featured as a supplier diversity success story by customers. Our target supplier diversity organizations and events are:

- National Minority Supplier Development Council
- CA American Indian Chamber of Commerce
- CPUC Clearinghouse Supplier Diversity Events
- Western Region Minority Supplier Development Council



Employee Training Program

Each year we train Alvah Group employees about our commitment to supplier diversity. Because we value investing in the success of others, we ensure our employees are aware of the opportunity to bring more diverse firms in our supply chain. Our employees are the best part of our company; therefore, they will help us bring in the best DBE supplier talent.

Employees are trained on our supplier diversity policy, processes, goals and strategies. They are made aware of tools and resources to find DBEs for their spending projects and ways to further support the program.



“

As the supplier diversity lead, I strive to find diverse businesses not only locally but throughout the nation and build strong partnerships.

”

- Brooke Mimier, Supplier Diversity Lead



Resources

In addition to designated employees and budget for our program, our company has created the following additional resources:

- Supplier Diversity Lead
- Supplier Diversity Steering Committee
- DBE Spend Report
- Supplier Diversity Employee Training
- Supplier Diversity Outreach Calendar
- Supplier Diversity Web page
- Supplier Diversity Program manual
- Contracts Opportunity Funnel
- Membership in Supplier Diversity organizations

APPENDIX: SUPPLIER DIVERSITY TEMPLATES

- 1 Process Steps Snapshot
- 2 Diverse Suppliers Spend Report
- 3 Contracts Opportunity Funnel
- 4 SWOT Analysis Tool
- 5 DBE Outreach Interview Sheet
- 6 Supplier Diversity Outreach Calendar of Events
- 7 Supplier Diversity Budget
- 8 Supplier Diversity Employee Training Tracker
- 9 Communication Key Messages
- 10 Supplier Diversity Employee Training Presentation

Supplier Diversity Program Key Messages

Purpose

The purpose of the Supplier Diversity Key Messages document is to provide consistent and accurate communications about the company's Supplier Diversity Program. It is a menu of select messages that can be used as speaking points for internal or external meetings, speeches, and communications such as websites, brochures, and more.

Supplier Diversity communications create the awareness of supplier diversity initiatives throughout the company, with clients, and other stakeholders. It's designed to provide the benefits of:

- Increased value and impact of your program
- Inspiring and motivating employees for this initiative
- Reaching important and potentially disconnected audiences
- Comprehensively distributing the supplier diversity business case
- Ensuring all speak with consistent accuracy and avoid miscommunications
- Leveraging your program internally & externally
- Translating supplier diversity accomplishments into ROI
- A go-to tool for easy and frequent reference

Some of the ways to use the key messages include:

- Reporting results to clients
- Annual reports
- Newsletters
- Press releases
- Social media
- Websites
- Staff meetings
- Speeches
- Employee Training
- Community Outreach

Alvah Group Supplier Diversity Policy

Diversity and inclusion are an integral part of Alvah group's values and principles. It strengthens our relationships with our customers, employees and vendors. Supplier diversity is a part of this winning formula. The Alvah group supplier diversity program is our commitment to bring these standards to life in our supply chain.

Our Commitment, Program and Goals

- The Alvah Group of companies values Diversity and Inclusion. Our Supplier Diversity Program is our commitment to bring these standards to life in our supply chain.
- Our company's mission: Alvah Group Companies are dedicated to providing quality utility infrastructure solutions by partnering with our customers to build long-term relationships based on safety, service, quality, and value. To help fulfill this mission, we take a grassroots approach to ensure engagement and support across all levels of our organization.

We build and maintain valuable infrastructure that enhances people's everyday lives. We are also

- committed to building diversity in our supply chain. It makes our company stronger.

Alvah Group is fully committed to growing a supply chain that is diverse and includes businesses

- owned by women, minorities, service-disabled veterans, LGBT, small and 8(a) certified companies. When we encourage diverse businesses to deliver winning solutions to our supply chain, we all--employees, suppliers, clients, and communities, succeed.

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- our relationships with our customers, employees and vendors.

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- tomers as a supplier diversity success story ourselves. Alvah Group's first company, Alvah Contractors, Inc., was founded as a Minority Business Enterprise (MBE) in 2007 by our President, Cameron Hale. Since then our family of companies: Utility Construction Services, Inc.; Utility Traffic & Restoration, Inc. and Utility Traffic Control Services, Inc. have grown into one of the leading full-service utility contractors in several states.

We believe a diverse supply chain is a competitive advantage. It broadens the spectrum of solu-

- tions we bring to the marketplace and furthers our progress towards being the contractor of choice for our customers.



Our Commitment, Program and Goals

Our company has over 13 years of experience in the utility construction industry. We specialize in a diverse set of industry skillsets to meet our client's needs. We also seek diversity in our suppliers so we can provide the very best in:

- New Overhead/Underground Line Construction
 - Overhead to Underground Conversations
 - Program & Project Management
 - Pole Installations & Replacements
 - Utility Traffic Control Services
 - Excavation/Trenching
 - Hard & Soft Surface Restoration
 - Erosion Control
-
- Our Supplier Diversity Program is among the top priorities for our company, its designed to help deliver bottom-line benefits in our plans to succeed. This is evidenced by the involvement of our executives and inclusive of our supportive employee base.
 - Our company President serves as an executive champion of the Alvah Group Supplier Diversity Program Steering Committee. This committee provides the vision, strategic guidance, resources, and policy approvals for our initiative.
 - Alvah Group's Supplier Diversity goal is to procure 21.5% of our purchasing from diverse business enterprises (DBEs) and contribute to growing supply chain inclusion opportunities in our industry.
 - Over the past five years Alvah Group's supplier diversity spending has continually increased and we are committed to staying on this progressive path. Each year we seek to grow and improve our program to help meet the needs of our business and customers.

The Business Case

- Our Alvah Supplier Diversity Program provides our company with a competitive edge operating in some of the most diverse states and marketplace in the country.
- Supplier Diversity is one of the many ways we optimize our supply chain—just like cost-containment, safety, quality, flexibility and speed. Supplier Diversity is simply ensuring we have a broad supplier pool of the best suppliers with the best solutions for our customers.
- As a certified minority-owned business, we understand that Supplier Diversity goals are part of our company's priorities to make us a vendor of choice for utility construction industry clients. It reflects our values of inclusion and contributes to our bottom-line success.
- Alvah Group Supplier Diversity Program:
 - Helps us meet our clients' requirements for a diverse supply chain
 - Reflects the diversity of our employees and communities
 - Is part of recognized procurement best practices
 - Positions us to compete in the diverse marketplace locally and nationally
 - Increases supplier competition, delivering opportunities for improved products & services, efficiency and affordable solutions
- There are many statistics to support the reasons why supplier diversity makes good business sense:
 - CA utilities, one of our largest client groups, spent over \$10B, or 31% of their procurement with diverse suppliers in 2017, and it's increasing each year
 - A large percentage of CA utilities have Supplier Diversity Programs to increase DBE participation
 - There are available, qualified DBEs to consider for contracts: Of the thousands of Diverse Business Enterprises (DBEs) with CA utility contracts, over 20% are in the Construction field
 - According to a Hackett Group 2017 study, 99% of diverse suppliers meet or exceed expectations, with nearly a quarter exceeding expectations

Sources: CPUC 2015 Supplier Diversity Study, Hackett Group 2017 Supplier Diversity Study

- Supplier Diversity is a recognized procurement best practices by supply chain experts and procurement organizations such as the Institute for Supply Management. It is an integral part of our procurement processes and our pursuit to find the best suppliers with the best solutions.

Our Processes

- All suppliers seeking to provide products and services to Alvah Group are encouraged to complete a Supplier Informational Form at Alvahgroup.com. Diverse suppliers can provide their DBE certification information also on the form. When we identify a supply chain need requiring a new solution, we will review supplier profiles for potential matches.
- Our internal processes integrate supplier diversity throughout our procurement processes: supplier search, vetting, monitoring metrics to goals and executing supplier diversity plans.
- We maintain a supplier diversity outreach program to participate in business events to meet potential diverse business enterprises (DBEs) that may have solutions for our business. Our outreach program is designed to meet and build relationships with DBEs for potential future opportunities.
- Our Supplier Diversity Program utilizes formal tools and processes to help ensure our supplier diversity efforts are successful. This includes maintaining a Supplier Diversity Steering Committee comprised of executive and team leads to guide plans to execution.
- Each year we train Alvah Group employees about our commitment to supplier diversity. Because we value investing in the success of others, we ensure our employees are aware of the opportunity to bring more diverse firms in our supply chain. Our employees are the best part of our company, they will therefore help us bring in the best DBE supplier talent.
- Employees are trained on our supplier diversity policy, processes, goals and strategies. They are made aware of tools and resources to find DBEs for their spending projects and ways to further support the program.



Our Accomplishments

- Alvah Supplier Diversity Program is proud of our efforts to, not only contract with diverse business enterprises (DBEs), but to coach and mentor them as well over the years.
- For example, Alvah utilized the deep experience of our employees to help an emerging MBE traffic control company position themselves for growth. Alvah guided them through critical supplier requirements that large corporations require before they can compete for their business. This included insurance requirements, personal protective equipment guidelines and other safety measures and client-specific certifications.
- Alvah Group seeks ways to continually improve all aspects of our program to increase supplier diversity spending in our industry. In 2016 we helped launch Utility Construction Services, Inc., a certified MBE firm, to grow diversity and provide top quality construction services for the utility industry client. Again, in 2017 we helped establish Utility Traffic Control Services, Inc., an MBE, as a diverse supplier solution for utility clients' traffic control needs.
- Alvah Group mentors DBEs at the executive and operational levels of the company and provides avenues of growth when available. Our supplier development efforts also include DBE certification advocacy—recommending vendors get CPUC Clearinghouse certified when appropriate.
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- Alvah Group has participated in supplier diversity workshops and outreach, and we have been featured as a supplier diversity success story by customers.



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