



California Utilities Diversity Council

2008 ANNUAL REPORT



California Utilities Diversity Council
broadband cable, energy, telecommunications, water
1017 L Street, PMB 306 – Sacramento, CA 95814
Ph: 916.752.4386 Fax: 480.287.9833
www.cudc.biz

October 8, 2008

President Michael R. Peevey
Members of the California Public Utilities Commission

Dear President Peevey and Commissioners:

In this fifth annual report to the CPUC, the California Utilities Diversity Council (CUDC) demonstrates how utility companies continue to make measurable progress in diversity, as reported by several committees, in five key areas: customer service and marketing, employment, governance, philanthropy, and procurement.

Recently, some of our California companies were recognized by the Maryland Public Service Commission as benchmarks for other companies to follow. Despite our successes, the CUDC takes a close look at each aspect of diversity, we all concur, there is room for improvement in each area for a variety of groups, thus the work of the CUDC continues.

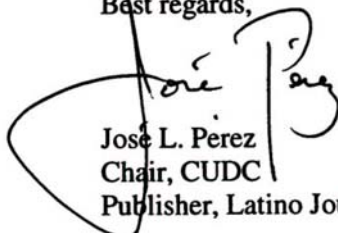
There continues to be a passion that the utility, community, business and labor representatives of the CUDC bring to the table to advance these efforts.

We thank Commissioner Rachelle Chong who met with two CUDC committees. We had a great dialogue on employment and procurement diversity issues. We thank Commissioner Timothy A. Simon for taking the time to speak to the CUDC/MESA students this summer. We thank you President Peevey and Commissioners Bohn and Grueneich for your interest and concern about diversity.

As this new economy emerges we want to make sure everyone has access to its benefits. So, CUDC plans on presenting the **"Advancing Diversity in the Clean Energy Economy: Green Investment in Business, Jobs and Language Access"** next March, 2009, at the Long Beach Convention Center. We are working with all the key stakeholder groups to deliver a quality information session that will help bring diversity to business and job opportunities in the clean energy industry.

On behalf of the CUDC, we thank the CPUC for having the vision and foresight to create a sense of urgency and leadership in the area of diversity that, at the end of the day, will benefit all the people of this great State.

Best regards,



José L. Pérez
Chair, CUDC
Publisher, Latino Journal

Customer Service and Marketing Committee

Committee Members: Andrea Fontenot, John Gutierrez, Rick Hobbs, Felicia Hudson, Ben Lewis (Chair), Elva Lima, Jose Perez, Colin Petheram, Douglas Phason, Frank Quevedo, Charles Twamugabo, Ileana Winterhalter, Nancy Zarenda,

Proposed Scope

Considering the diversity (fixed income, ethnicity, age, language, physical ability, etc) of the customers within the state of California, the California Public Utilities Commission's regulated service providers are continually designing, developing, and marketing (i.e., educating the customer to) products and services that will enhance their customer's overall experience. Although the service providers have similar grouping of customer programs (e.g. low income), the services providers communications are specific to their respective industry (i.e. water and water related products and/or services).

The 2008 – 2009 scope of work for the Customer Service Committee is to find areas in which regulated service providers can leverage and expand their industry-wide messages via existing Commission sponsored consumer education tools and programs and possible non-competitive regulated service providers.

Background

In many cases a customer is receiving communications from multiple regulated service providers within the state of California. Although all communications are quite effective, there appears to be little linkage between service providers regarding common messages. For example, there is a correlation between water conservation and power reduction. In the state of California approximately 20% of the energy demand is related to the pumping of water. The same holds true for water heaters (gas or electric). An inefficient hot water heater can increase your water bill as well as your gas or electric bill. From the Commission's standpoint, the use of the "Flex Your Power" program can be a vehicle to inform the customer of importance of both water conservation and how to use power wisely.

Value Added

The value added to the service providers is that their message (although generic as an industry wide message) is getting to the customer via a different delivery vehicle—the Commission's initiatives aimed at expanding consumer awareness and possibly the non-competitive service provider. From a marketing/educating perspective, this is an opportunity to keep the industry message top of mind within the customer. From the Commission's perspective, this approach allows a proactive approach in increasing consumer awareness.

Deliverables

- The deliverables for 2008 is to refine the proposed scope and develop an implementation plan for 2009.
- The goal in 2009 is to implement the plan and report the results of the implementation at the En Banc hearing which is typically scheduled in the fall.
- The measure of the effectiveness of the project will be based on existing Commission measures related to their existing programs.

Employment Committee

Committee Members: Jess Haro, Rob Howard, Felicia Hudson, Steve Leder, Ben Lewis, José Pérez, Colin Petheram, Gina Rodriguez, Nancy Smith-Taylor (Chair)

The CUDC Employment Committee is a resource for advising utilities, the CPUC, and policymakers regarding employee diversity in the regulated utility industry. From leadership to rank and file, employment opportunities should be provided on an equal basis without preference to any group. Employee diversity should reflect the rich mixture of California's demographics.

The CUDC Employment Committee conducted its annual survey of member utilities (participating utilities include AT&T, California American Water Company, Comcast, Pacific Gas & Electric Company, San Jose Water Company, Sempra Energy Utilities, Southern California Edison, and Verizon).

- A comparison between California utilities and averages for utilities nationwide shows that minorities in California occupy a much greater percentage of the utility workforce (51% vs. 20%; EEOC 2005 data).
- The responding utilities employ over 56,000 minorities and over 39,000 women out of a total employee population of 110,400.
- Overall utility minority representation increased by 2 percentage points between 2007 and 2008.
- Female representation declined between 2007 and 2008.

Employee Category	African American	Asian	Native American	Hispanic	Other (including Caucasian)	Total Minority	Total Female
Total Officer	7%	7%	1%	8%	77%	23%	28%
Total Director	6%	10%	<1%	7%	77%	23%	35%
Total Manager	11%	16%	1%	18%	55%	45%	37%
Total Other Exempt	8%	18%	1%	16%	57%	43%	36%
Total non-exempt	18%	13%	1%	31%	37%	63%	48%
Grand Total	12%	13%	1%	25%	49%	51%	36%

Source: 2008 CUDC Employment Survey of Member Utilities

Pipeline Issues: In 2005 the Employment Committee found that one factor influencing the utilities ability to attract qualified, diverse candidates is the availability of qualified labor resources in the labor markets represented in the chart. Several of these labor markets lack substantial diverse representation. For example, studies indicate that in the United States African Americans, Hispanics and Native Americans comprise less than 12% of those who graduate with engineering degrees.

In 2008 the CUDC member utilities built upon their substantial financial and resource commitment to improve the matriculation of minorities through science and engineering based programs (\$1.365 million 2006-2008). This commitment has come to fruition through a partnership formed between the CUDC and the University of California, Office of the President, Math Engineering and Science Achievement (MESA) program.

Employment Committee



We are celebrating our third year of the CUDC member partnership with MESA. Over the past three years, a total of seventy-five (75) CUDC-MESA Scholars participated in the program. All of the scholars received a paid summer internship at one of the sponsoring utilities, which included a significant work assignment; coaching and development; and a two-day Professional Development Seminar. The two-day leadership seminar, sponsored by member utilities and held at PG&E's Learning Facility, provided the MESA Scholars an opportunity to participate in classes designed to develop their professional and leadership skills. Highlights included:

- A kick-off reception and dinner where interns practiced their professional networking skills with CUDC members, MESA executives and CPUC Commissioner Timothy Simon. Commissioner Simon also was the dinner's keynote speaker.

In an effort to explore additional ways to impact availability in the labor market and to contribute to building a pipeline of future skilled workers, the CUDC Employment Committee determined it would be helpful to gather information about what programs were currently in place at the utilities and within the community. A survey was developed and the employment committee worked with utility and community members within the CUDC to gather and catalog this information. The focus of the information gathered was on pre-employment training that would assist candidates become more employable. We compiled a draft report of all the programs and reviewed and discussed this with the CUDC members for use in developing future programs or supporting existing ones. This catalog of programs represents only a sampling of programs as supported by the utilities or within the community members' organizations.

In addition, we held a meeting with CPUC Commissioner Rachelle Chong in which we shared what the Employment team had been working on, including this effort to gather best practice information on Workforce Development programs.



Governance Committee

Committee Members: Johnnie Giles, Jess Haro, Bob Kelly, Ken McNeely, Gwen Moore, Jose Perez, Frank Quevedo, Vicki Zeiger (Chair)

The information provided in this years report includes the minority and female representation of Boards of Directors of California companies regulated by the CPUC and who are also members of the California Utilities Diversity Council (CUDC).

Board Members in 2008 of the Five Largest Utilities in the CUDC

The combined survey results for the five largest utilities participating in the CUDC and regulated by the CPUC are included below.

2008 Five Largest Utilities in CUDC	African American		American Indian		Asian		Latino		White		Total	% Fem	% Min
Ethnicity Totals	9	15%	0	0%	2	3%	4	6%	47	76%	62	21%	24%

- Based on 62 Board members, 21% (13) are female and 24% (15) are minority.
- Three of the 13 female directors are minorities (one African American, one Asian, and one Latina).

The numbers of women and minorities on Boards is exactly the same as 2007, but due to the base dropping from 66 to 62, the percentages are up slightly. The results of the five largest utilities in the CUDC survey compare favorably to data from a recent Spencer-Stuart "2006 Board Diversity Report" which showed the board diversity of the top 200 U.S. boards was 16% female and 15% minority. A 2004 study by ISS Government Research Services showed only 10% of board positions were held by minorities and 12% by females. The results for the five utilities are well above both of these results.

Board Members in 2008 of Utilities in California Regulated by the CPUC

The combined survey results of all 19 respondents in the CUDC survey are included below.

2008 All Utilities Regulated by the CPUC	African American		American Indian		Asian		Latino		White		Total	% Fem	% Min
Ethnicity Totals	16	9%	0	0%	4	2%	4	2%	147	86%	171	18%	14%

- Based on 171 Board members 18% (31) are female and 14% (24) are minorities.
- Five of the 31 female directors are minorities (three African Americans, one Asian, and one Latina).

Governance Committee

Eighteen of the 19 companies also reported Board diversity in 1998. The 14% minority representation in 2008 represents a slight increase over the 11% reported in 1998.

Board Members in 1998

The combined survey results for 1998 were based on 17 of 19 participating respondents and are included below.

1998 All Combined Utilities	African American		American Indian		Asian		Latino		White		Total	% Fem	% Min
Ethnicity Totals	9	4%	0	0%	3	1%	10	5%	182	89%	204	14%	11%

- Based on 204 Board members, 14% (28) were female and 11% (22) were minorities.
- Two of the 28 female directors were minority (one African American and one Asian).

Newly Elected/Appointed Board Members July 2007- June 2008

- Sixteen Board members were elected/appointed between July 2007 and June 2008.
- Of the new board members, 12.5% (2) were female and 25% (4) were minority.

The ethnic breakdown of the new minority members is as follows:

- 12.5% (2) African Americans
- 12.5% (2) Asian

Summary

The CUDC and the Governance Subcommittee are interested in seeing the number of minority and female board members increase at a greater rate than we have seen up to this point.

All of our members believe that the composition of boards should reflect diversity. Based on this year's results compared to past years, it appears that our companies are moving in the right direction with the addition of two African Americans and two Asian members, for a 25 percent increase of those selected to serve this year. Some members of the Governance Subcommittee do not believe progress has moved fast enough, especially in the representation of all minorities (and particularly Latinos and American Indians since none were appointed this year). All would like to see greater, sustained progress in the future.

Philanthropy Committee

Committee Members: Kimberly Freeman, Jess Haro, Rob Howard, Patricia Kushida, Elva Lima, Jose Perez, Colin R. Petheram, Frank Quevedo (Chair), Dan Quigley, Peter Ramirez, Vicki Zeiger

Committee Charter:

The purpose of the Philanthropy Committee is to examine how the CUDC member utility companies can increase and leverage charitable contributions to promote diversity and inclusion throughout their respective service regions.

The participating CUDC member utility companies are AT&T California, Pacific Gas and Electric Company, San Diego Gas & Electric, Southern California Edison, Southern California Gas Company, Verizon, and the California Water Association.

2008 Committee Work:

The energy companies continue to work on their commonly accepted goal of 1% of pre-tax earnings for charitable giving, and have each targeted at least 60% of total giving in California to underserved communities. The water companies continue to explore collaborative efforts with the six investor owned utilities and to pursue their own individual respective business needs and initiatives.

2008 Update (Contribution by six energy and media utilities)

Collectively, in 2007 pre-tax income estimated for the California operations of the six (5) participating CUDC-member utility companies mentioned above was \$7.618 billion. Of this amount, approximately \$76.7 million was spent on philanthropy, representing 1.01% of pre-tax earnings. By comparison, 2006 pretax income for the member utilities was reported at \$6.278 billion, and cash contributions equaled about \$68 million or 1.08% of pre-tax income. Total philanthropy in California by the six utilities rose by nearly 13% or \$8.7 million. In addition, for two years in a row, the utilities have collectively achieved their stated goal of giving at least 1% of pre-tax income for philanthropy. We expect this achievement to continue in 2008. (It is important to note that each company's pre-tax income figure used for a baseline in calculating the 1% goal is different. For example, some companies use the prior year's pre-tax earnings number as the baseline, while others use an earnings estimate to build their budgets and track their goal.)

	Pre-tax Income (estimate for CA)	Total Philanthropy	1% Target
2007	\$7,618,878,000	\$76,663,591	1.01%
2006	\$6,278,027,193	\$67,863,590	1.08%

As shown in the following table, in 2007 the six utilities designated \$54.4 million to underserved communities, an increase of \$8.3 million or 18% over 2006. This giving represents 71% of the total contributions made by the six utilities in California in 2007, compared with 68% in 2006:

Category/Year	2007	2006
African American	\$7,092,381	\$4,026,136
American Indian	\$1,069,490	\$760,958
Asian Pacific Islander	\$6,772,349	\$3,182,701
Latino	\$20,895,927	\$11,831,422
Multi-Ethnic	\$8,159,919	\$7,402,045
Other Underserved	\$10,956,828	\$18,941,608
Total Underserved	\$54,404,239	\$46,144,870

Philanthropy Committee

Most striking are the increases in total giving attributed to support of African American and Latino communities. In part, this increase results from continued efforts by the utilities to increase overall focus on communities of color, and in part it results from adjustments in how contributions are counted when they address multiple ethnicities or multiple underserved characteristics (e.g., low-income).

Much work has been done to bring more uniformity to the definitions of “underserved” utilized by each participating utility. The majority of the contributions reported in this category are made to the ethnic communities shown in the table. (Utilities use different methods for attributing contributions when multiple ethnicities are targeted.) Most of the remaining contributions reported as underserved are to low-income communities. Some variations remain among the utilities in what other contributions are considered “underserved.” The categories may include contributions to support the disabled, seniors, women and girls, the LGBT communities, and others. Whatever the differences, the great majority of contributions considered “underserved” are made to minority and low-income communities.

The collaboration and benchmarking among the utilities at the CUDC and elsewhere has helped to create a continuing increase in philanthropy to underserved communities. Though each utility has its own unique set of programs, goals and successes dependent on their geography and demographics, the collective trend has been positive.

Joint Efforts:

In 2007 and 2008, the six utilities and the California Water Association have continued to provide at least \$150,000 per year for the Parent Institute for Quality Education (PIQUE), which has been matched in part by the California State University system as part of their commitment to engage individual campuses around the state. PIQUE provides support to parents to help improve the performance and potential college attendance of their high-school age children.

The utilities have also continued support for MESA (Math, Engineering and Science Achievement), the program of the state university systems that supports underserved students in technical fields, as also described in the Employment section of this report. The six major utilities have provided financial support and internships through MESA since 2006, and the CWA has also participated with financial support. In addition, in 2008 discussions have been held on a number of other education initiatives focusing on enhanced math and science teaching in high schools; on focused assistance for faith-based after-school programs, and on targeted efforts for under represented minority students in colleges and universities. These efforts and others are part of the existing priorities of the participating companies; the richness of these efforts and success reflective of the increasing diversity of the communities our participating companies serve.

The six major utilities have provided support in 2007 for the new California Aspire Learn Lead Pipeline Project (CalALL Pipeline Project). To date, the six major utilities have provided at least \$1,000,000 to underwrite the launch of this effort, and the CUDC continues to receive regular reports on the organization and plans of CalALL.

Procurement Committee

Committee Members: Joe Alderete (Co-chair), Samantha Allen, Yolanda Benson, Betsy Berkhemer-Credaire, , Susan Conway, Jerilyn Gleaves , Carmen Herrera, Charmaine Jackson, Palle Jensen, Joan Kerr (Chair), Colin Petheram, Douglas Phason, Dennis Huang, Monica Heredia, Felicia Hudson, Marshall Kennedy, Patricia Kushida, Emma Maxey, Gwen Moore, Joe Partida, José L. Pérez, Peter Ramirez, Tracy Stanhoff, Betty Jo Toccoli, Charles Twamugabo

Last year the CUDC Procurement Committee reported an increase in supplier diversity results. We are again pleased to report that the major California Utilities (AT&T, SCE, PG&E, Sempra, SDG&E, SoCal Gas, Verizon) increased supplier diversity spending year over year by 9 percent. In 2007 these utilities spent \$2.3 billion with minority, women and disabled veteran owned businesses (charts attached).

The CUDC Procurement Committee recognizes that significant change requires significant, long-term investment. The committee therefore continued its focus on two major initiatives previously adopted:

- I. Supporting the CPUC in continuing to produce statewide Forums for small businesses seeking to do business with the California Utilities and;
- II. Supporting the increase of opportunities for diversity firms to participate in the Professional Services procurement category, where utility procurement results show low diversity participation. Legal, Financial and Consulting Services have been the initial areas of focus.

I. Statewide Small Business Expos

This CPUC initiative, implemented by Commissioner Bohn, began in 2006 with the mission to: help connect small businesses to CA utilities' contract opportunities; provide education on the benefits of becoming certified as a diversity owned business; inform small businesses of utilities' best business practices and "how to get in the door" with utility companies and provide networking with other small business owners.

The CUDC Procurement Committee ensured utility representatives fully participated in these Expos around the State. The Expo events joined with other supplier diversity organizations with common missions. These outreach events included "Doing Business with the Utilities" panel presentations and one-on-one meetings and networking with diversity small businesses. The utilities also recruited prime suppliers to join CUDC members in this effort. In 2008 the Small Business Expos were featured as part of the:

April 15, 2008

CA DVBE Alliance Keeping the Promise Conference
Irvine

May 8, 2008

CA Water Association Small Business Expo
San Luis Obispo

July 22, 2008

American Indian Chamber of Commerce Business Expo
Rancho Mirage

Procurement Committee

August 1, 2008

Fresno Second Annual Business Matchmaking and Networking Event

Fresno

CUDC utility members will participate in two more Small Business Expos scheduled for later in 2008.

II. Professional Services

All California utilities continue to have significant challenges in meeting their supplier diversity goals for professional services procurement as documented in utility members' Annual CPUC Utility Supplier Diversity Reports. Diversity owned businesses and diversity business associations have requested the utilities to focus on improving procurement results in all professional services arenas.

The CUDC Procurement Committee has continued to produce or actively participate in a variety of outreach forums focused on specific professional services sectors. Each forum, whether focused on Legal, Financial or Consulting Services, includes the participation of utility executives and supply chain managers along with their prime supplier companies. The forum presenters explain the supplier diversity programs of these companies and how diverse professional service suppliers can compete for utility business—whether first or second tier. “Matchmaker” meetings are held between the diverse businesses, the utilities and their prime suppliers.

In support of the Commission’s focus on Legal Services, the CUDC Procurement Committee continued to support the outreach forums hosted by the utilities’ General Counsels and major law firms. The Committee produced or supported Financial Services forums and selected Consulting Services as an additional professional services focus area to focus on in 2007 - 2008. Consulting Services is another professional services area with low utilization across all utilities and it is also an area with significant spend.

In 2008, CUDC promoted and participated in several outreach programs designed to improve supplier diversity results within the Legal, Financial Services and Consulting Services industries. These included:

April 3, 2008

CPUC Joint Utilities DVBE Procurement Fair

San Clemente

June 19, 2008

West Coast Financial Institutions “Let’s Do Business” Forum and Matchmaker Meetings

Los Angeles

June 26, 2008

DVBE Forum

San Diego

July 30, 2008

Consulting Services Supplier Diversity Forum

Costa Mesa

In the past year, the CUDC Procurement Committee has also supported Commissioner Simon's "New Connections" meetings between utilities, prime suppliers and diverse suppliers. These meetings have facilitated a better understanding between the utilities, primes and potential diverse suppliers of the utility opportunities and diversity firm capabilities in targeted professional service areas. These outreach programs included:

March 20, 2008

CPUC Financial Services Forum

Santa Monica

July 8, 2008

CPUC Insurance Symposium

San Francisco

September 8, 2008

CPUC DVBE Business Symposium

Los Angeles

Additional 2008 Initiatives:

DVBE Focus: In 2008, the CUDC Procurement Committee also gave special attention to increasing contract opportunities for disabled veteran business enterprises (DVBEs).

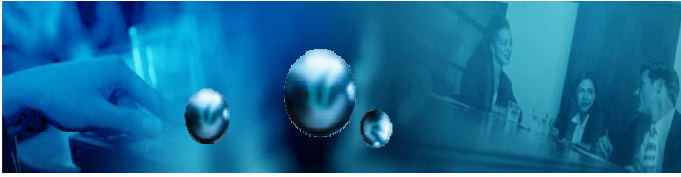
Process Improvement Initiative: The Procurement Committee put great effort into developing and finalizing a survey to seek feedback from the diversity suppliers participating in the various outreach forums that we are conducting. PG&E graciously funded the development of the survey which we will utilize in all future forums to collect feedback on the effectiveness of the forums in connecting prospective diversity suppliers with utilities and primes. We will also use the survey information to help us design future outreach and matchmaking activities. We plan to continue this feedback process with the generous funding from the California Water Utilities.

2009 Initiatives:

In 2009 our focus on Professional Services and our work with the Legal, Financial, and Consulting Services sectors will continue. The CUDC Procurement Committee will also expand its initiative to increase diversity contracting in professional services by adding a focus on the Advertising industry. This is a professional services arena with tremendous potential for diversity participation and one that has traditionally lagged behind other spend areas in supplier diversity results. California is home to some of the leading edge firms in the development of both content and new approaches to advertising and marketing. When the CUDC Procurement Committee met with Commissioner Chong this summer, to discuss our work, we shared our intention to add Advertising/Marketing spend in 2009 as a particular focus. One element of our focus will include a Symposium that will bring together the major advertising firms currently working for the Utilities so that the Commission, the utilities and the diverse supplier community can learn more about their supplier diversity initiatives and how we can assist them in increasing diversity within the business that they are currently doing for the CA utilities.

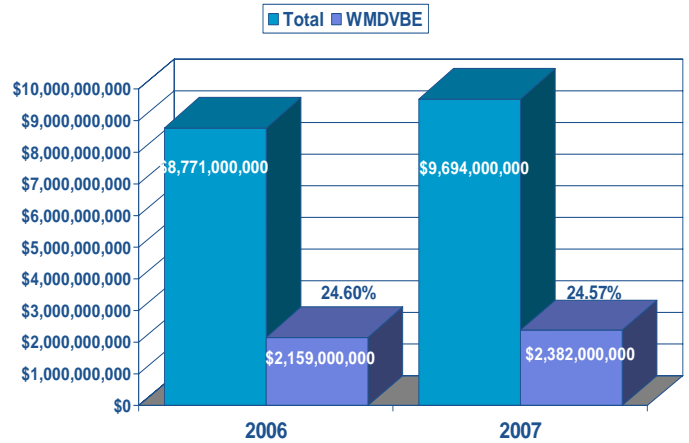
In 2005 the Commission began collecting data and testimony at En Banc hearings on supplier diversity results in the Legal and Financial spend areas. We believe that additional research on the consulting services and advertising/marketing spend would be beneficial to our efforts to improve these professional services sectors as well.

California Utilities Diversity Council



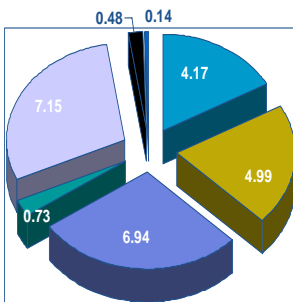
Utilities WMDVBE Comparison Spend 2006 and 2007

Combined Utility Spend



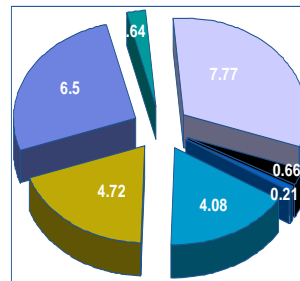
2006 Total Utility Spend per WMDVBE

24.6% spend went to WMDVBEs



Total overall Spend:		\$8,771B
Total WMDVBE Spend:		\$2,159B
African American	4.17%	\$365.7M
Asian	4.99%	\$438.4M
Hispanic	6.94%	\$609.5M
Native American	.73%	\$64M
Women Owned	7.15%	\$627M
Service Disabled Veteran	.48%	\$42M
Other	.14%	\$12.4M

2007 Total Utility Spend per WMDVBE



Total overall Spend:		\$9,694B
Total WMDVBE Spend:		\$2,382B
African American	4.08%	\$395.2M
Asian	4.72%	\$457.1M
Hispanic	6.5%	\$630.3M
Native American	.64%	\$62.4M
Women Owned	7.77%	\$753M
Service Disabled Veteran	.66%	\$64M
Other	.21%	\$20M

California Utilities Diversity Council
broadband cable, energy, telecommunications, water
1017 L Street, PMB 306 – Sacramento, CA 95814
Ph: 916.752.4386 Fax: 480.287.9833
www.cudc.biz

Directorate:

José L. Pérez , Publisher - Latino Journal	Chair
Gwen Moore , President - GEM Communications	Co Vice Chair
Frank Quevedo , Vice President - Southern California Edison	Co Vice Chair
Nancy Zarenda , Director - Spanish Language Academy	Co Vice Chair
Rolundia Mitchell , Director - Consumer Service & Information Division California Public Utilities Commission	Liaison to the CUDC
Douglas Phason , Consumer Services Division, California Public Utilities Commission	Liaison to the CUDC

Yolanda Benson, Deputy Secretary Jobs, Economic Development & Trade Business, Transportation & Housing Agency

Betsy Berkhemer-Credaire, Past President - NAWBO CA, President - Berkhemer Clayton Inc.

Johnnie Giles, Vice President - Government Relations, Comcast

Jess Haro, Chairman of the Board, Latino Institute for Corporate Inclusion

Bill Harper, Chief Diversity Officer, Pacific Gas & Electric

Rob Howard, Human Rights Advisor, Utility Workers Union of America

Dennis Huang, President & Executive Director, Asian Business Association

Palle Jensen, Vice President - Regulatory Affairs, San Jose Water Company

Bob Kelly, President - California Water Association, Vice President - Regulatory Affairs, Suburban Water Systems

Pat Fong Kushida, President & CEO, Sacramento Asian Pacific Chamber of Commerce

Ben Lewis, Director - Network/Field Services, California-American Water Company

Elva Lima, Vice President - Strategic Programs, Verizon

Ken Macias, Chairman of the Board, California Hispanic Chambers of Commerce

Kenneth McNeely, President - California, AT&T Inc.

Peter Ramirez, President, Service Disabled Veterans Owned Businesses, Inc.

Alexandria Gallardo Rooker, Vice President, Communications Workers of America

Tracy Stanhoff, President, AD PRO, American Indian Chamber of Commerce

Aubry Stone, President & CEO, California Black Chamber of Commerce

Betty Jo Toccoli, President, California Small Business Association

Vicki Zeiger, Vice President - Human Resources, San Diego Gas & Electric Company and Southern California Gas Company