

Diversity, Equity, and Inclusion Program

Syblon Reid has a Diversity, Equity, and Inclusion (DE&I) Program to actively solicit and promote the increase of business with minority, women, and service disabled veteran-owned business enterprises (MWDVBE) and lesbian, gay, bisexual, and transgender-owned business enterprises (LGBTBE) on federal, state, and municipal projects through outreach, mentorship, and training.

Syblon Reid's diversity spending in 2022 with California Public Utilities Commission (CPUC)-certified small businesses as a percentage of our company's total procurement base was 26.6%. The percentage is lower than our goal of 40%. Due to the high-risk, high-hazard nature of many of our projects in 2022, for safety reasons, Syblon Reid was required to self-perform a large portion of the work, reducing our annual diversity spend.

Outreach, Mentorship, and Training

Consistent with our policy statement, Syblon Reid publicizes contract opportunities and conducts outreach efforts to develop relationships with and solicit proposals from MWDVBE/LGBTBE suppliers that meet the qualifications of our Program. In addition to publicizing contract opportunities in industry publications, Syblon Reid utilizes internal and external databases to connect with qualified suppliers.

A key component of our program includes actively mentoring suppliers that are otherwise qualified for certification as an MWDVBE/LGBTBE and are interested in becoming listed with the CPUC and other certifying agencies.

Suppliers Syblon Reid has developed over that past year include:

- ❖ **Rehbein Enterprises, Inc. (REI):** REI – located in Plains, Montana – is a Small Business Administration (SBA)-certified 8(a) business with HUBZone, Woman-Owned, Minority-Owned, Native American, and Small Business Set-Asides. Syblon Reid has worked on several projects with REI, as both a prime and a subcontractor. Syblon Reid and REI applied for a Mentor-Protégé Agreement (MPA) under the SBA All Small Mentor-Protégé Program (SBAMPP) and has since received SBA approval. Under the MPA, Syblon Reid mentors REI in the following categories: Management and Technical; Financial; Business Development; and General Administrative. Syblon Reid recently mentored REI in the development and presentation of a Capabilities Briefing for the Syblon Reid/REI MPP to the U.S. Bureau of Reclamation.

Syblon Reid's internal hiring policies and internship opportunities are also part of our diversity outreach program.

Tracking

Syblon Reid has implemented a process to track supplier diversity spend for each CPUC client on an annual basis. At the time a vendor is entered into our accounting system (using industry-leading Viewpoint construction management software), it is tagged with a diversity or non-diversity status. This



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allows us to search and tabulate vendors by status category. The agreements with our providers and subcontractors must list the specific project for which the services or materials are being invoiced. At year end, we tabulate all diversity spend for each specific client throughout the calendar year and calculate the percentage spend on a cash basis, for annual spend over annual revenue.

Program Oversight

Syblon Reid's Vice President and Chairman of the Board is responsible for and committed to the development, implementation, and advancement of our DE&I program, and is supported by our accounting department. They are also an active participant in the Sustainable Supply Chain Alliance (SSCA); formerly the Electric Utility Industry Sustainable Supply Chain Alliance (EUISSCA).



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