



## DISABLED VETERAN BUSINESS ENTERPRISES

By Executive Order in 2001, **General Order 156** was amended to include **Service Disabled Veteran Business Enterprises** as one of three diverse target market groups that include women-owned and minority-owned businesses. The certification process for DVBEs, as they are commonly known, is administered by the **California Department of General Services (DGS)**. The DGS forwards DVBE certification information directly to the **California Public Utilities Commission's Clearinghouse**, and this information is then included with all certified diverse suppliers on the Clearinghouse web site.

The DVBE spend goal for investor-owned utilities (such as PG&E) is **1.5 percent** of our total spend. From January 2006 through August of this year, PG&E's spend with DVBE vendors has exceeded **\$55 million**. One notable success has been the partnership of our strategically sourced staffing supplier, **CORESTAFF Services** and DVBE subcontractor **Amerit Consulting** (See Supplier Profile). Through August of this year, as a Tier Two supplier, Amerit Consulting has already eclipsed the **\$5 million** mark in providing services to PG&E.

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## Going Green with Supplier Diversity

In support of our diverse business community, PG&E's Supplier Diversity team is taking an active role in promoting the value of energy efficiency directly with suppliers as well as during our participation in external events.

At this year's **California Hispanic Chamber of Commerce (CHCC) Annual Convention and Expo**, held in **August** in **San Francisco**, PG&E participated in a business session to discuss the benefits for suppliers of adhering to a green philosophy. PG&E supplier **S&S Tools** was invited to participate in a business panel. **S&S Tools CEO Tracy Tomkovicz** gave real-life examples from being part of **PG&E's Green Supply Chain Program**. The overall theme of S&S Tool's presentation was that going green is easy because it is about small steps making a big difference when it comes to the environment. Tokovich gave an overview of the innovative green ideas her company has implemented, including savings realized by reducing energy use in its facilities through small steps such as changing out light fixtures in warehouses.

The CHCC event was the second in which Supplier Diversity and the Green Supply Chain Program team have partnered to promote our green initiative. On **July 31**, Supplier Diversity hosted the **First Small Business Green Training** in conjunction with the **San Francisco Small Business Development Center**. The program was facilitated by Supplier Diversity's **Tita Gray**, and the training was conducted by sustainability expert **Miriam Karell** from **Three Point Vision**. Five of PG&E's diverse suppliers were invited to attend a half-day training on green sustainability in an effort to integrate these practices in how they do business with PG&E. The training was designed to prepare them to adopt more environmentally friendly and sustainable practices into its business model. The training also provided access to green certification, mentoring, cost-saving ideas and counseling to assist each company. Each supplier was given a USB that included information on all PG&E rebate programs, as well as city and state resources on sustainable practices.



PG&E Vice President and Chief Diversity Officer Bill Harper with S&S Tools CEO Tracy Tomkovicz at the recent CHCC Conference in San Francisco.



From left: Green Team Members Yonnie Leung and Lisa Lam with Tita Gray, Supplier Diversity Manager.

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Despite the significance of these accomplishment, PG&E has yet to meet the annual target spend of 1.5 percent. According to **Charles Twamugabo, Supply Chain Senior Director**, "The DVBE target has been a challenging one for PG&E, as well as other utilities, to annually meet. As written, General Order 156 states DVBE suppliers must be domiciled within the state of California, and this results in limiting the ability to capture diverse spending with qualified, out-of-state DVBEs. This is the only diverse market segment that adheres to this type of logistical policy restriction. To continue to seek opportunities to increase our spending with the DVBE market, we have expanded our partnerships within this business community and through these efforts have identified multiple suppliers to consider as potential candidates for supplier development."

Represented by **Senior Supplier Diversity Consultant Skip Solorzano**, this year, PG&E has sponsored and participated in several Veteran/ DVBE events, including the **CA DVBE Alliance "Keeping the Promise" Conference, the U.S. Army Corps of Engineers 7th Annual Veterans and Small Business Training and Outreach Conference, the 4th Annual National Veteran Small Business Conference and Expo, and the Elite Service Disabled Veteran Owned Business (SDVOB) Network's 5th Annual National Conference**. In addition, Solorzano represents PG&E as a corporate advisory member of the CA DVBE Alliance and serves as a corporate member of the Elite's SDVOB Network. Solorzano states, "It has been a privilege to support the DVBE business community. When one recognizes their discipline and courage to serve our country, how can one not be an advocate of this sector?"

PG&E encourages our prime suppliers to join us in support of the DVBE business community and these outstanding business organizations. ■

**The Elite SDVOB Network**  
619.284.9922  
WWW.ELITESDVOB.ORG  
Robert Mulz, National Board  
Chairman

**The Elite SDVOB Network  
Northern CA Chapter**  
925-398-0577  
WWW.NCAELITESDVOB.ORG  
Valerie Lewis, Chapter Chairperson

**The California DVBE Alliance**  
916-446-3510  
WWW.CADVBE.ORG  
Robert Brown, Alliance Chairman

**The following is the contact  
information for the DGS**

**California Department  
of General Services**  
(800) 559-5529  
WWW.PD.DGS.CA.GOV

## In the News



*Peter Darbee*

Having received interim approval from the **California Public Utilities Commission** and PG&E's Board of Directors, **Peter Darbee** has assumed the position of CEO and President of Pacific Gas and Electric Company. Darbee serves as the Chairman of the Board, Chief Executive Officer and President of PG&E Corporation. Formerly, **Bill Morrow** served as CEO of Pacific Gas and Electric Company. Recently, Morrow elected to seek external opportunities within the IT/ Telecommunications sector; Morrow's decision to leave Pacific Gas and Electric Company prompted this recent change in leadership roles.

In this new role, working closely with Senior Vice President and Chief Operating Officer **Jack Keenan**, Darbee's principal focus is to lead the utility to ensure PG&E continues to drive improvements in key areas of our business, from customer service and reliability to clean energy and community engagement. Most importantly, this new structure reflects and reinforces the corporation's current strategic direction, which is firmly centered on our utility business.



*Jack Keenan*

## In Memory Of Charles Shepherd

It is with great sadness that we share the news of the recent passing of former PG&E employee and supplier diversity advocate, **Charles Shepherd**. Charles began his career with PG&E in 1973. Starting as a clerk, he rose to serve as the manager of the Supplier Diversity Program, formerly known as **PG&E's Equal Opportunity Purchasing Program**. In 2000, he joined **Silicon Graphics, Inc.**, and in **2006** he represented **Comerica Bank** of San Jose as Vice President, Western Division, and corporate purchasing. He received numerous awards and recognition throughout his career, including distinguished awards from the **California Legislature Assembly, the University of San Francisco, the U.S. Department of Commerce** and the **Northern California Supplier Development Council (NCSDC)**. ■

## SUPPLIER PROFILE

# Amerit Consulting, Inc.

One of PG&E's Disabled Veteran Business Enterprise (DVBE) success stories is represented by the services provided by DVBE supplier Amerit Consulting, Inc. Amerit Consulting is a Tier Two supplier employed by PG&E's strategic staffing supplier, CORESTAFF Services.

Amerit Consulting was founded in 2002 to provide management consulting and temporary staffing services. Amerit's consulting practice focuses on process optimization and quality management initiatives, which includes assisting clients in the development and certification of ISO-9000-based quality management programs. Amerit's temporary staffing practice provides contract, direct placement and payroll services.

Amerit first started on the PG&E account in the summer of 2004. As a result of Amerit's strong initial support, CORESTAFF Services established a mentor/protegé relationship with Amerit early in 2005. Under this mentor/protegé relationship, Amerit's capabilities grew quickly. Amerit's president, **Gary Herbold**, states: "Not only did Amerit's recruiting capabilities develop, but Amerit extensively developed its back-office operations including HR management, payroll processing and financial operations. Amerit has grown successfully and rapidly, in large part due to the guidance and support provided by CORESTAFF. Amerit's revenue growth from 2003 to 2007 has been over 200 percent each year." Herbold adds, "Our relationship with PG&E and CORESTAFF has been priceless, and without either would be difficult to ponder."

According to CORESTAFF Services **Vice President** and **General Manager Brad Beckner**, Amerit Consulting continues to be one of our strongest diversity partners, and has directly impacted CORESTAFF's ability to exceed our DVBE commitment to PG&E. "It's this type of relationship that allows us to provide a best-in-class diversity program to PG&E, which we are very proud to support."

Amerit currently has a team of more than 20 professionals in three California-based offices in **San Francisco, San Diego** and **Sacramento**, as well as offices in **Peoria, IL; Seattle, WA; and Akron, OH**. Herbold is an active member of the DVBE business community. Gary is serving as the **1st Vice President of the California DVBE Alliance**.

For more information on Amerit Consulting, visit [www.ameritconsulting.com](http://www.ameritconsulting.com) or call 925-284-0377. ■



From left: Amerit VP Dan Williams, CORESTAFF Performance Partnership Director Richard Weeks, Amerit President Gary Herbold and CORESTAFF VP & GM Brad Beckner.

## PG&E's Supplier Diversity Team

Our Supplier Diversity team is at your service. The following lists our team members and their assigned business portfolios and diverse market segments.

Team Contact	E-mail	Assigned Business Portfolio
Jerilyn Gleaves	j1gi@pge.com	Corporate Services, Customer Care, Energy Efficiency, Consulting Services, Legal, Finance, Human Resources
Tita Gray	txgo@pge.com	Generation — Diablo Nuclear Power Plant
Steve Machado	spm4@pge.com	Energy Delivery Materials (Equipment, Wire & Cable, Poles, Pipes, etc.)
Tanya Nixon	tnn7@pge.com	IT/Telecom, Transportation, Environmental Services
Joy Ong	jaoj@pge.com	Energy Delivery Services (Construction Engineering)
Al "Skip" Solorzano	aas6@pge.com	Generation — Hydro Facilities, New Generation Facilities
Perry Bumanlag	pvb1@pge.com	Direct and Sub-contracting Reporting

If your type of business is not listed above, contact the Supplier Diversity Team at [supplierdiversityteam@pge.com](mailto:supplierdiversityteam@pge.com) or call 415-973-8800.

According to Gray, “The value that the program delivered to the diverse suppliers was the ability to participate in supplier collaborations with primes who work directly or indirectly with PG&E, to learn out of the box about alternate green solutions, to establish environmental policy and framework and learning how to purchase and produce products and services that are green and environmentally friendly.”

For more information on the Green Supply Chain Program at PG&E, please email [greensupplychain@pge.com](mailto:greensupplychain@pge.com) and a green team member will respond to your inquiry. If you are interested in having the Supplier Diversity team promote our green initiative at an organization event in 2009, please contact us at **415-973-8800**. ■

## Upcoming Events

The Supplier Diversity team is on the move, and we invite you to join us in our support of the following organizations and activities

### October - December 2008

<b>October 23</b>	Black Business Association 5th Annual Procurement Exchange Summit & Awards Luncheon Sheraton Gateway Hotel	Los Angeles, CA	<a href="http://www.bbala.org">www.bbala.org</a>
<b>October 26-29</b>	National Minority Supplier Development Council Conference and Business Opportunity Fair Las Vegas Convention Center	Las Vegas, NV	<a href="http://www.nmsdcus.org">www.nmsdcus.org</a>
<b>October 30</b>	Asian Business Association 32nd Annual Awards Banquet Universal Hilton	Universal City, CA	<a href="http://www.aba-la.org">www.aba-la.org</a>
<b>November 4</b>	Elite SDVOB Network Business Trade Fair Holiday Inn on the Bay	San Diego, CA	<a href="http://www.elitesdvob.org">www.elitesdvob.org</a>
<b>November 4</b>	Elite SDVOB Network Annual Veterans Day Dinner Midway Aircraft Museum	San Diego, CA	
<b>November 5</b>	Elite SDVOB Network Annual Golf Tournament Admiral Baker Clubhouse	San Diego, CA	
<b>November 7</b>	CA DVBE Alliance 3rd Annual Veteran Day Breakfast Sheraton Gateway Hotel, LAX	Los Angeles, CA	<a href="http://www.cadvbe.org">www.cadvbe.org</a>
<b>November 13</b>	California Public Utilities Commission Small Business Expo & Matchmaking Expo Best Western Bonanza Inn	Yuba City, CA	Registration by e-mail at: <a href="mailto:smallbiz@cpuc.ca.gov">smallbiz@cpuc.ca.gov</a>
<b>December 3</b>	Northern California Supplier Development Council Annual Meeting and Holiday Luncheon The Westin St. Francis Hotel	San Francisco, CA	<a href="http://www.ncsdc.org/Event">www.ncsdc.org/Event</a>



## Supplier Diversity Website

**P** G&E’s website has been redesigned and our Supplier Diversity pages offer invaluable information for you to do business with PG&E. It is requested that all vendors complete a new supplier profile form. Supplier profile forms can be accessed online at [www.pge.com/b2b/purchasing/supplierdiversity/](http://www.pge.com/b2b/purchasing/supplierdiversity/) ■

**Powered by Diversity**  
is presented by the PG&E  
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This edition was produced  
by Al “Skip” Solorzano and  
designed by William Mar Design.