



COMCAST

2016 Supplier Diversity Annual Report & 2017 Annual Plan

IN COMPLIANCE WITH
ORDER INSTITUTING RULEMAKING INTO THE IMPLEMENTATION OF
PUBLIC UTILITIES CODE SECTIONS 8281-8286 RELATING TO WOMEN, MINORITY AND DISABLED VETERAN
LBGTQ BUSINESS ENTERPRISES

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COMCAST	2016	G.O. #156
WMDVLGBTBE Annual Report/Annual Plan - Table of Contents		

G.O. #156 Section		Page Number
	Annual Report	
9.1.1	Description of WMDVLGBTBE Program Activities During the Previous Calendar Year	1
9.1.2	WMDVLGBTBE Annual Results by Ethnicity	2
9.1.2	WMDVLGBTBE Direct Procurement by Product and Service Categories	3
9.1.2	WMDVLGBTBE Subcontractor Procurement by Product and Service Categories	4
9.1.2	WMDVLGBTBE Procurement by Standard Industrial Categories	5
9.1.2	Number of WMDVLGBTBE Suppliers and Revenue Reported to the Clearinghouse	6
9.1.2	Description of Number of WMDVLGBTBE Suppliers with California Majority Workforce	7
9.1.3	WMDVLGBTBE Program Expenses	8
9.1.4	Description of Progress in Meeting or Exceeding Set Goals	9
9.1.4	WMDVLGBTBE Results and Goals	10
9.1.5	Description of Prime Contractor Utilization of WMDVLGBTBE Subcontractors	11
9.1.5	Summary of Prime Contractor Utilization of WMDVLGBTBE Subcontractors	12
9.1.6	A List of WMDVLGBTBE Complaints Received and Current Status	13
9.1.7	Description of Efforts to Recruit WMDVLGBTBE Suppliers in Low Utilization Categories	14
9.1.11	WMDVLGBTBE Fuel Procurement	15
	Annual Plan	
10.1.1	WMDVLGBTBE Annual SHORT, MID, AND LONG-TERM Goals	16
10.1.2	Description of WMDVLGBTBE Planned Program Activities for the Next Calendar Year	17
10.1.3	Plans for Recruiting WMDVLGBTBE Suppliers in Low Utilization Areas	18
10.1.4	Plans for Recruiting WMDVLGBTBE Suppliers Where Unavailable	19
10.1.5	Plans for Encouraging Prime Contractors to Subcontract WMDVLGBTBE Suppliers	20
10.1.6	Plans for Complying with WMDVLGBTBE Program Guidelines	21

EXECUTIVE SUMMARY

Comcast California's Supplier Program was challenged in 2016. Our seventh year of voluntarily submitting the California General Order 156 (G.O. 156) report finds Comcast's diversity spend decreasing by 3.22% to 11.38%. Despite this decrease, efforts to increase diverse spending by hiring diverse suppliers and maximizing diverse subcontracting through our Primes have been successful. Comcast California is pleased to report an increase of over \$6.3 million in Tier II subcontracting diverse spend. The increase was due to more detailed tracking of diverse spending of Purchase Card (P-Card) transactions and using several diverse subcontractors to assist our Prime vendors in our two large purchasing categories, construction and technology operations. Comcast also had a positive Tier II increase due to new vehicle purchases.

Even with the increase of diverse Tier II subcontractor spending, and using more diverse Primes in 2016, our program was impacted by the increased spend for construction projects by non-diverse vendors. Comcast California continues to feel the impact of the loss of the largest diverse prime construction contractor in 2014. Comcast California's network construction requires a specific expertise and financial capacity only available from a limited number of Prime construction companies. Given this limited pool, Comcast hired a nationally recognized diverse Prime construction contractor in 2016. However, in order to increase scale and become more competitive, this vendor attracted and retained venture capital and grew across the United States. While this vendor is nationally certified as a MBE, this strategic investment resulted in this company becoming ineligible under the current requirements of the CPUC Supplier Clearinghouse and the G.O. 156 Program. This was unfortunate, as this diverse company is an example of the size, scope, and capabilities that Comcast California, and other California-based utilities, need to fulfill its ongoing construction and technology operations. Nonetheless, Comcast California remains committed to continuing the search for Prime and Tier II vendors in these critical areas. Additionally, Comcast California's supplier diversity coordinator left the company in late 2016. His absence created a short term strain on resources within our organization. However, we are taking this opportunity to evaluate our internal structure and update our strategy for future growth. Our plan is to elevate the position to the managerial level so it is consistent with the enhanced visibility for supplier diversity at Comcast. We will introduce the new supplier diversity manager to the CPUC and community based organizations once the position is filled.

Despite these challenges, Comcast California remains focused on increasing the use of diverse Tier I and Tier II suppliers by participating in matchmaking events and supporting diverse suppliers through internal training and external scholarships and funded training. Comcast California's robust diverse supplier database and tools continue to serve our internal needs for finding qualified and financially strong diverse suppliers. New processes and procedures will be developed to maximize internal buy-in and tracking of diverse spend. These measures should assist in reversing the trend of the past three years for diverse spending.

COMCAST	2016	G.O. #156 Sec. 9.1.1
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Description of WMDVLGBTBE Program Activities During the Previous Calendar Year

Comcast California continues to work with both internal and external stakeholders to increase the positive impact of supplier diversity, and to educate suppliers who are interested in working with Comcast, or are currently within our supply chain. Internally, supplier diversity monthly reports were developed for, and presented to, the senior leadership team. These reports contained data broken out by department so trends and opportunities could be identified. Individual stakeholders were given ownership to create actions plans for entering into new contracts with qualified diverse suppliers or resolving any potential issues or gaps. Training was the cornerstone of internal activities. Several one-on-one meetings were conducted between the Supplier Diversity Advocate and department leads, seeking potential opportunities. Externally, the Comcast California team attended over 15 matchmaking events. Additionally they also were actively involved in many events supporting various diversity and inclusion focused community organizations. Below is a list of Comcast-based supplier diversity events Comcast participated in during 2016.

Date of Event	Workshop Event Name
02/24/16	Business Matchmaking 2015 Event
03/30/16	"2016 Small Business Expo" - Host: CPUC
04/20/16	"Fresno Metro Business Expo" Host: Fresno Metro Black Chamber of Commerce
05/13/16	"BBA Business Expo" Host: Black Business Associationg
06/23/16	"Business Matchmaking and Networking" Hosted: CaAsian
07/31/16	"EXPO'14" - Host: AICCCAL
08/16/16	"Minority Business Opportunity Expo" - Host: WRMSDC
08/25/16	"NGLCC National Convention" Host: NGLCC
08/26/16	"Ron Brown Business Economic Summit Cal. Black Chamber of Commerce Convention
09/01/16	CalTrans Business Expo
09/15/16	Business Matchmaking 2016 Event
09/22/16	CHCC Small Busienss Expo
10/04/16	"CPUC Sacramento Small Business Expo"
10/18/16	Elite Meeting the Primes Networking Event and Matchmaking Host: Elite
11/01/16	"California Cable Supplier Diversity Fair" - Host: Comcast, Cox, Time Warner, Charter

Comcast California also supported many Community Based Organization activities, as well as external events, focused on Supplier Diversity. Below is a list of the main events Comcast California attended or participated in

Date of Event	Event Name
01/22/16	JE Group Supplier Diversity Panel Discussion
01/26/16	Business Matchmaking Veteran Supplier Diversity Panel Dicusson
01/27/16	Sacramento NAACP Event
01/30/16	UNCF Gala and Awards Night
02/16/16	"Elite Northern California Chapter Meeting"
02/25/16	"CaAsian Awards and Gala Event"
03/03/16	"Comcast Meet the Buyer" WebEx Event" Hosted: Comcast
03/15/16	"Elite Northern California Chapter Meeting"
03/17/16	"Joint Utilities Committee Meeting" - Hosted: TBD
03/22/16	"Greenlining Report Meeting: Host: Greenlining
04/15/16	"Putting on the Ritz Awards Gala" - Host: WRMSDC
04/19/16	"Elite Northern California Chapter Meeting"
05/17/16	"Elite Northern California Chapter Meeting"
05/27/16	Business Matchmaking Veteran Supplier Diversity Panel Dicusson
06/08/16	"Supplier Diversity Professionals Summit" Hosted: Astra Woman's Alliacne
06/14/16	"Supplier Diversity Business Networking Event" Hosted: USPAACC
06/15/16	"Joint Utilities Committee Meeting" - Hosted: TBD
07/28/16	WRMSDC Open House Networking
09/17/16	ICSBD Meeting
09/20/16	"Elite Northern California Chapter Meeting"
09/21/16	"En Banc" - Host: CPUC
09/28/16	ABA Event in LA
10/07/16	OAACC Business and Scholarship Awards Luncheon
10/19/16	ICSBD Meeting
10/20/16	"Joint Utilities Committee Meeting" - Hosted: SoCal

Comcast California is also a member of the following Supplier Diversity organizations:

Organization
Sacramento Asian Pacific Chamber of Commerce
Sacramento Hispanic Chamber of Commerce
Sacramento Black Chamber
North Bay Black Chamber of Commerce
Hispanic Chamber of Commerce of Sonoma County
Marin Hispanic Chamber of Commerce
Hispanic Foundation of Silicon Valley
Fresno Metro Black Chamber of Commerce
Tulare-Kings Hispanic Chamber of Commerce
Fresno Area Hispanic Foundation
California Asian Chamber of Commerce
California Black Chamber of Commerce

COMCAST	2016 Comcast Supplier Diversity Report	G.O. #156 Sec. 9.1.2
WMDVLGBTBE Annual Results by Ethnicity		

		2016				
		Direct	Sub	Total \$	%	
1	Minority Male	Asian Pacific American	\$17,626,065	\$5,543,598	\$23,169,663	5.38%
2		African American	\$2,498,447	\$0	\$2,498,447	0.58%
3		Hispanic American	\$4,820,962	\$2,183,000	\$7,003,962	1.63%
4		Native American	\$0	\$0	\$0	0.00%
5		Total Minority Male	\$24,945,474	\$7,726,598	\$32,672,072	7.59%
6	Minority Female	Asian Pacific American	\$200,858	\$1,943,490	\$2,144,348	0.50%
7		African American	\$920	\$0	\$920	0.00%
8		Hispanic American	\$2,016,821	\$23,952	\$2,040,773	0.47%
9		Native American	\$0	\$0	\$0	0.00%
10		Total Minority Female	\$2,218,599	\$1,967,442	\$4,186,041	0.97%
11	Total Minority Business Enterprise (MBE)		\$27,164,073	\$9,694,040	\$36,858,113	8.56%
12	Women Business Enterprise (WBE)		\$9,451,626	\$2,551,932	\$12,003,558	2.79%
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$0	\$1,165	\$1,165	0.00%
14	Disabled Veteran Business Enterprise (DVBE)		\$137,751	\$9,527	\$147,278	0.03%
15	Other 8(a)*		\$0	\$0	\$0	0.00%
16	TOTAL WMDVLGBTBE		\$36,753,449	\$12,256,664	\$49,010,113	11.38%
17	Net Procurement**		\$430,540,814			

NOTE: * FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE

** NET PROCUREMENT INCLUDES PURCHASE ORDER, NON-PURCHASE ORDER, AND CREDIT CARD DOLLARS

Direct - DIRECT PROCUREMENT

Sub - SUBCONTRACTOR PROCUREMENT

% - PERCENTAGE OF NET PROCUREMENT

COMCAST	2016	G.O. #156 Sec. 9.1.2
WMDVLGBTBE Direct Procurement by Product and Service Categories		

				Products		Services		Total	
				\$	%	\$	%	\$	%
1	Minority Male	Asian Pacific American	Direct	\$796,113	0.18%	\$16,829,952	3.91%	\$17,626,065	4.09%
2		African American	Direct	\$29,763	0.01%	\$2,468,684	0.57%	\$2,498,447	0.58%
3		Hispanic American	Direct	\$686,248	0.16%	\$4,134,715	0.96%	\$4,820,963	1.12%
4		Native American	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
5		Total Minority Male	Direct	\$1,512,124	0.35%	\$23,433,351	5.44%	\$24,945,475	5.79%
6	Minority Female	Asian Pacific American	Direct	\$200,858	0.05%	\$0	0.00%	\$200,858	0.05%
7		African American	Direct	\$0	0.00%	\$920	0.00%	\$920	0.00%
8		Hispanic American	Direct	\$246,301	0.06%	\$1,770,520	0.41%	\$2,016,821	0.47%
9		Native American	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
10		Total Minority Female	Direct	\$447,159	0.10%	\$1,771,440	0.41%	\$2,218,599	0.52%
11	Total Minority Business Enterprise (MBE)		Direct	\$1,959,283	0.46%	\$25,204,790	5.85%	\$27,164,074	6.31%
12	Women Business Enterprise (WBE)		Direct	\$6,871,735	1.60%	\$2,579,890	0.60%	\$9,451,626	2.20%
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
14	Disabled Veteran Business Enterprise (DVBE)		Direct	\$49,416	0.01%	\$88,335	0.02%	\$137,751	0.03%
15	Other 8(a)*		Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
16	TOTAL WMDVLGBTBE***		Direct	\$8,880,435	2.06%	\$27,873,016	6.47%	\$36,753,450	8.54%

17	Total Product Procurement	\$86,232,211
18	Total Service Procurement	\$344,308,603

19	Net Procurement**	\$430,540,814
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20	Total Number of WMDVLGBTBEs that Received Direct Spend	52
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NOTE: * FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE
** NET PROCUREMENT INCLUDES PURCHASE ORDER, NON-PURCHASE ORDER, AND CREDIT CARD DOLLARS
Direct - DIRECT PROCUREMENT
Sub - SUBCONTRACTOR PROCUREMENT
% - PERCENTAGE OF NET PROCUREMENT
***SLIGHT DIFFERENCE IN TOTAL OVERALL SPEND DUE TO ROUNDING. <= 1

COMCAST	2016	G.O. #156 Sec. 9.1.2
WMDVLGBTBE Subcontractor Procurement by Product and Service Categories		

				Products		Services		Total	
				\$	%	\$	%	\$	%
1	Minority Male	Asian Pacific American	Sub	\$5,538,573	1.29%	\$5,025	0.00%	\$5,543,598	1.29%
2		African American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
3		Hispanic American	Sub	\$55,913	0.01%	\$2,127,087	0.49%	\$2,183,000	0.51%
4		Native American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
5		Total Minority Male	Sub	\$5,594,486	1.30%	\$2,132,112	0.50%	\$7,726,598	1.79%
6	Minority Female	Asian Pacific American	Sub	\$2,272	0.00%	\$1,941,218	0.45%	\$1,943,490	0.45%
7		African American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
8		Hispanic American	Sub	\$23,952	0.01%	\$0	0.00%	\$23,952	0.01%
9		Native American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
10		Total Minority Female	Sub	\$26,224	0.01%	\$1,941,218	0.45%	\$1,967,442	0.46%
11	Total Minority Business Enterprise (MBE)		Sub	\$5,620,710	1.31%	\$4,073,330	0.95%	\$9,694,040	2.25%
12	Women Business Enterprise (WBE)		Sub	\$2,551,932	0.59%	\$0	0.00%	\$2,551,932	0.59%
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		Sub	\$1,165	0.00%	\$0	0.00%	\$1,165	0.00%
14	Disabled Veteran Business Enterprise (DVBE)		Sub	\$9,527	0.00%	\$0	0.00%	\$9,527	0.00%
15	Other 8(a)*		Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
16	TOTAL WMDVLGBTBE		Sub	\$8,183,334	1.90%	\$4,073,330	0.95%	\$12,256,664	2.85%

17	Total Product Procurement***	\$8,183,334
18	Total Service Procurement ***	\$4,073,330
19	Net Procurement**	\$430,540,814

NOTE: * FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE
** NET PROCUREMENT INCLUDES PURCHASE ORDER, NON-PURCHASE ORDER, AND CREDIT CARD DOLLARS
Direct - DIRECT PROCUREMENT
Sub - SUBCONTRACTOR PROCUREMENT
% - PERCENTAGE OF NET PROCUREMENT
*** (WMDVLGBTBE Only - Comcast does not track non-diverse subcontractors.)

COMCAST	2016	G. O. #156 Sec 9.1.2
WMDVLGBTBE Procurement by Standard Industrial Categories		

SIC Category	Asian Pacific American		African American		Hispanic American		Native American		Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	Other 8(a)**	Total WMDVLGBTBE	Total Dollars
	Male	Female	Male	Female	Male	Female	Male	Female							
Raw Materials/Construction/Industrial Services (7,8,15,16,17,26,28,32,33,46,49,52)	\$ 442,377	\$0	\$2,468,684	\$0	\$2,608	\$0	\$0	\$0	\$2,913,669	\$881,347	\$0	\$9,527	\$0	\$3,804,542	\$159,580,384
	% 2.5%	0.0%	98.8%	0.0%	0.1%	0.0%			10.7%	9.2%		6.5%		2.5%	37.1%
Finished Products / Misc. Goods (20,23,25,31,39,50,51,56,57,59,70)	\$ 513,595	\$268	\$17,387	\$920	\$61,366	\$248,365	\$0	\$0	\$841,900	\$1,286,304	\$1,165	\$49,415	\$0	\$2,178,785	\$28,779,047
	% 2.9%	0.1%	0.7%	100.0%	1.3%	12.3%			3.1%	13.5%		33.6%		2.9%	6.7%
Technical Equipment / Analysis Instruments (34,35,36,38)	\$ 266,247	\$0	\$12,376	\$0	\$680,795	\$0	\$0	\$0	\$959,418	\$5,290,213	\$0	\$0	\$0	\$6,249,631	\$56,714,608
	% 1.5%	0.0%	0.5%	0.0%	13.9%	0.0%			3.5%	55.4%		0.0%		1.5%	13.2%
Transportation / Repair / Food (40,42,45,47,53,54,55,58,75,76)	\$ 5,025	\$0	\$0	\$0	\$25,286	\$0	\$0	\$0	\$30,311	\$967,420	\$0	\$0	\$0	\$899,114	\$35,886,035
	% 0.0%	0.0%	0.0%	0.0%	0.5%	0.0%			0.1%	10.1%		0.0%		0.0%	8.3%
Professional Services (61,65,67,73,87,89)	\$ 16,271	\$190,552	\$0	\$0	\$2,812,035	\$1,770,520	\$0	\$0	\$4,789,377	\$1,072,071	\$0	\$0	\$0	\$5,861,448	\$38,442,830
	% 0.1%	93.8%	0.0%	0.0%	57.6%	87.7%			17.6%	11.2%		0.0%		0.1%	8.9%
Legal Services (81)	\$ 0	\$0	\$0	\$0	\$1,295,680	\$0	\$0	\$0	\$1,295,680	\$0	\$0	\$0	\$0	\$1,295,680	\$7,162,444
	% 0.0%	0.0%	0.0%	0.0%	26.5%	0.0%			4.8%	0.0%		0.0%		0.0%	1.7%
Communications / Other Services (27,48,72,78,80,82,83,86,92,96)	\$ 16,387,575	\$12,311	\$0	\$0	\$4,861	\$0	\$0	\$0	\$16,404,747	\$49,374	\$0	\$88,335	\$0	\$16,537,596	\$103,975,466
	% 92.9%	6.1%	0.0%	0.0%	0.1%	0.0%			60.2%	0.5%		60.0%		93.0%	24.1%
TOTAL	\$ 17,631,090	\$203,131	\$2,498,447	\$920	\$4,882,632	\$2,018,885	\$0	\$0	\$27,235,103	\$9,546,729	\$1,165	\$147,277	\$0	\$36,753,449	\$430,540,814
	% 100%	100%	100%	100%	100%	100%			100%	100%		100%		100%	100%

Total Product Procurement	\$86,232,211
Total Service Procurement	\$344,308,603

Net Procurement***	\$430,540,814
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NOTE: **FIRMS WITH MULT MINORITY OWNERSHIP STATUS

**FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE

***NET PROCUREMENT INCLUDES PURCHASE ORDER, NON-PURCHASE ORDER, AND CREDIT CARD DOLLARS

TOTAL DOLLARS - TOTAL PROCUREMENT DOLLAR AMOUNT IN THE SPECIFIC SIC CATEGORY

% - PERCENTAGE OF TOTAL DOLLARS

COMCAST	2016	G. O. #156 Sec 9.1.2 (D.11-05-019 & D.06-11-028)
Number of WMDVLGBTBE Suppliers and Revenue Reported to the Clearinghouse		

Data on Number of Suppliers												
# WMDVLGBTBEs	Number of Suppliers Reported to CHS***						Utility-Specific 2016 Summary					
	MBE	WBE	LGBTBE	DVBE****	Other 8(a)*	Grand Total	MBE	WBE	LGBTBE	DVBE	Other 8(a)*	Grand Total
Under \$1 million	2259	1530	63	0	6	3858	37	22	1	4	0	64
Under \$5 million	905	781	20	0	11	1717	6	1	0	0	0	7
Under \$10 million	316	288	5	0	1	610	1	1	0	0	0	2
Above \$10 million	809	511	6	0	2	1328	1	0	0	0	0	1
TOTAL	4289	3110	94	0	20	7513	45	24	1	4	0	74

Revenue and Payment Data												
WMDVLGBTBE \$M	Revenue Reported to CHS***						Utility-Specific 2016 Summary					
	MBE	WBE	LGBTBE	DVBE****	Other 8(a)*	Grand Total	MBE	WBE	LGBTBE	DVBE	Other 8(a)*	Grand Total
Under \$1 million	\$ 10,638,739,122	\$ 1,082,263,014	\$ 13,299,125	\$ -	\$ 3,245,016	\$ 11,737,546,277	\$ 5,647,034	\$ 4,471,235	\$ 1,165	\$ 147,277	\$ -	\$ 10,266,711
Under \$5 million	\$ 5,341,820,654	\$ 3,220,044,784	\$ 381,725,970	\$ -	\$ 61,742,333	\$ 9,005,333,741	\$ 9,379,318	\$ 2,310,000	\$ -	\$ -	\$ -	\$ 11,689,318
Under \$10 million	\$ 3,721,592,091	\$ 3,536,151,086	\$ 34,687,719	\$ -	\$ 6,500,000	\$ 7,298,930,896	\$ 5,538,573	\$ 5,127,936	\$ -	\$ -	\$ -	\$ 10,666,509
Above \$10 million	\$ 184,324,384,546	\$ 93,420,213,680	\$ 248,922,144	\$ -	\$ 33,772,828	\$ 278,027,293,198	\$ 16,387,575	\$ -	\$ -	\$ -	\$ -	\$ 16,387,575
TOTAL	\$ 204,026,536,413	\$ 101,258,672,564	\$ 678,634,958	\$ -	\$ 105,260,177	\$ 306,069,104,112	\$ 36,952,500	\$ 11,909,171	\$ 1,165	\$ 147,277	\$ -	\$ 49,010,113

NOTE: * FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE

CHS: SUPPLIER CLEARINGHOUSE

***DATA INCLUDES TOTAL REVENUE RECORDED IN CHS FOR ALL CURRENT SUPPLIERS AS ENTERED BY THE SUPPLIERS.

**** REVENUE DATA NOT AVAILABLE IN CHS.

COMCAST	2016	G.O. #156 Sec. 9.1.2
Description of WMDVLGBTBEs with CA Majority Workforce		

Comcast reports 28 of the 74 WMDVLGBTBEs with CA Majority Workforce.

COMCAST	2016	G.O. #156 Sec. 9.1.3
WMDVLGBTBE Program Expenses		

Expense Category	Year (Actual)
Wages	\$81,700
Other Employee Expenses	\$0
Program Expenses	\$59,102
Reporting Expenses	\$0
Training	\$561
Consultants	\$0
Other	\$0
TOTAL	\$141,363

COMCAST	2016	G.O. #156 Sec. 9.1.4
Description of Progress in Meeting or Exceeding Set Goals		

During 2016, Comcast California experienced a decrease in direct supplier diversity spending activity.

The 11.38% overall 2016 spend represents a drop of 3.22% from the 2015 result. Several contributing factors for the decrease were:

(1) Comcast California was impacted by a Comcast Corporate decision to redirect capital equipment purchases to the Division, instead of the Region. While this didn't impact the CPUC suppliers used by Comcast, it did impact the reporting of spend due to the limitations of GO-156 reporting, which reflect only Comcast California's expenditures.

(2) Our construction model continues to impact our diversity spend by limiting the number of construction companies approved to work within our plant. Unlike other utilities, Comcast purchases all materials our construction companies' use for expansions and upgrades. This requires our Prime construction companies to set up shipping and receiving of Comcast materials and be exposed to consistent audits throughout the year. To ensure a uniform customer experience across the region and to maintain quality for our customers, the number of qualifying construction Primes are limited. For 2016, our construction cost expanded, resulting in a much larger denominator for diverse spend calculations. Adding a construction company to handle an assigned territory requires tremendous amount of investment by the construction company.

Comcast is working with our current Prime construction companies to maximize subcontracting opportunities.

COMCAST	2016	G.O. #156 Sec. 9.1.4
WMDVLGBTBE Results and Goals		

Category	2016 Results	2016 Goals
Minority Men	7.59%	0.00%
Minority Women	0.97%	0.00%
Minority Business Enterprise (MBE)	8.56%	10.00%
Women Business Enterprise (WBE)	2.79%	5.00%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	0.00%	0.00%
Disabled Veteran Business (DVBE)	0.03%	1.00%
TOTAL WMDVLGBTBE	11.38%	16.00%

% - PERCENTAGE OF NET PROCUREMENT

COMCAST	2016	G.O. #156 Sec. 9.1.5
Description of Prime Contractor Utilization of WMDVLGBTBE Subcontractors		

In 2016, Comcast California expanded Tier II to create more business opportunities for diverse construction vendors, our highest procurement spend category. Comcast assists Prime vendors in identifying and hiring diverse sub-contractors throughout our footprint. We also identified diverse Tier II vendors who may be candidates for becoming Prime construction contractors.

COMCAST	2016 Annual Report	G.O. #156 Sec. 9.1.5
Summary of Prime Contractor Utilization of WMDVLGBTBE Subcontractors		

	Minority Male	Minority Female	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	Other 8(a)*	TOTAL WMDVLGBTBE ***
Direct \$	\$24,945,474	\$2,218,599	\$27,164,073	\$9,451,626	\$0	\$137,751	\$0	\$36,753,450
Subcontracting \$	\$7,726,598	\$1,967,442	\$9,694,040	\$2,551,932	\$1,165	\$9,527	\$0	\$12,256,664
Total \$	\$32,672,072	\$4,186,041	\$36,858,113	\$12,003,558	\$1,165	\$147,278	\$0	\$49,010,114

Direct %	5.79%	0.52%	6.31%	2.20%	0.00%	0.03%	0.00%	8.54%
Subcontracting %	1.79%	0.46%	2.25%	0.59%	0.00%	0.00%	0.00%	2.85%
Total %	7.59%	0.97%	8.56%	2.79%	0.00%	0.03%	0.00%	11.38%

Net Procurement**	\$430,540,814
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NOTE: *FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE

**NET PROCUREMENT INCLUDES PURCHASE ORDER, NON-PURCHASE ORDER, AND CREDIT CARD DOLLARS

% - PERCENTAGE OF NET PROCUREMENT

Direct - DIRECT PROCUREMENT

Sub - SUBCONTRACTOR PROCUREMENT

***SLIGHT DIFFERENCE IN TOTAL OVERALL SPEND DUE TO ROUNDING. <= \$1

COMCAST	2016	G.O. #156 Sec. 9.1.6
A List of WMDVLGBTBE Complaints Received and Current Status		

No Complaints Received in 2016

COMCAST	2016	G.O. #156 Sec. 9.1.7
Description of Efforts to Recruit WMDVLGBTBE Suppliers in Low Utilization Categories		

Comcast Corporation pursues its diversity objectives in the purchase of professional services, including banking and legal services.

Legal Services

Comcast remains committed to working with diverse lawyers and law firms. Comcast was a founding member of the Inclusion Initiative, a collaborative effort of forward-looking companies committed to a measurable increase in the retention of minority- and women-owned law firms by Corporate America. To that end, Comcast spent over \$3 million with diverse law firms in 2016, and also remains committed to working with diverse lawyers at majority owned law firms. Comcast continues to support the National Association of Minority & Women Owned Law Firms' ("NAMWOLF"), a non-profit trade association comprised of minority- and women-owned law firms, as well as diverse bar associations and professional organizations. In 2016, Comcast was a Gold Sponsor of the organization's Annual Meeting & Law Firm Expo. Throughout the year, legal professional from across the company also participated in outreach activities with NAMWOLF and other organizations focused on improving diversity in the legal profession. Comcast also remains committed to working with diverse lawyers at majority owned law firms.

Financial Services

Comcast has a longstanding relationship with the diverse banking community and pursues its diversity objectives in the purchase of professional services, including financial services.

364-Day Credit Facility

In December 2016, for the 13th consecutive year, Comcast entered into a 364-day revolving credit facility with African American-owned and controlled United Bank of Philadelphia (as administrative agent) and 9 additional diverse banks.

Bond Underwriting

Diverse banks have participated in the underwriting of numerous Comcast bond offerings, adding value to the process and earning significant income along the way.

In 2016, Comcast used eight diverse firms to underwrite approximately \$246 million of financing in the corporate bond market. The eight diverse firms that participated in Comcast's bond transactions are: C. L. King & Associates, Inc. (African American), Castle Oak (African American), Drexel Hamilton Securities LLC (Service Disabled Veteran), Lebenthal & Co. Inc. (Women), Loop Capital Markets, LLC (African American), Mischler Financial Group, Inc. (Service-Disabled-Veteran-Owned Business Enterprise), Samuel A. Ramirez & Co. Inc. (Hispanic) and Williams Capital Group LP (African American).

Commercial Paper

Comcast continues to work with The Williams Capital Group, L.P., an African American owned firm, as one of its placement agencies in the company's commercial paper program. This is an ongoing effort, whereby Comcast routinely sells short-term promissory notes to investors for working capital financing.

Diverse Money Managers

Comcast utilizes diverse firms as money managers. In 2016, Comcast used an African American-owned firm to manage a portion of the company's short-term fixed income assets.

Minority Firms as Brokers

In the past, Comcast has used diverse banks to execute open market repurchases under its Board-authorized Stock Repurchase Program. Although Comcast did not utilize diverse firms in its repurchasing efforts in 2016, the Company will continue to look for opportunities to do so in future transactions.

Comcast continues to look for opportunities to utilize diverse investment firms and banks that have added value and have demonstrated tangible benefits through the delivery of their services to act as brokers in equity transactions.

Advertising in Diverse Media Outlets

Burrell Communications continues to serve as Comcast Corporation's agency of record for African-American creative advertising, and Grupo Gallegos provides support for Comcast Corporation's Hispanic creative advertising. Comcast Corporation's International Agency of Record, Gravity Media, is a full-service advertising agency with expertise in marketing to the Asian American community. In 2016, the company also engaged LGBT-owned New Avenue Marketing for consulting services.

Comcast	2016	G.O. #156 Sec. 9.1.11
WMDVLGBTBE Fuel Procurement		

Comcast not engaged in fuel procurement for energy production

COMCAST	2016	G.O. #156 Sec. 10.1.1
WMDVLGBTBE Annual SHORT, MID, AND LONG-TERM Goals by Product and Service Category		

	Short-Term 2017					Mid-Term 2020					Long-Term 2022				
	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	WMDVLGBTBE	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	WMDVLGBTBE	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	WMDVLGBTBE
Products	1.85%	2.20%	0.00%	0.04%	4.09%	2.75%	2.80%	0.00%	0.06%	5.61%	3.35%	4.25%	0.00%	0.07%	7.67%
Subtotal	1.85%	2.20%	0.00%	0.04%	4.09%	2.75%	2.80%	0.00%	0.06%	5.61%	3.35%	4.25%	0.00%	0.07%	7.67%

	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	WMDVLGBTBE	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	WMDVLGBTBE	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	WMDVLGBTBE
	Services	7.15%	0.70%	0.00%	0.06%	7.91%	10.00%	1.30%	0.00%	0.09%	11.39%	12.57%	1.15%	0.00%	0.11%
Subtotal	7.15%	0.70%	0.00%	0.06%	7.91%	10.00%	1.30%	0.00%	0.09%	11.39%	12.57%	1.15%	0.00%	0.11%	13.83%

TOTAL	9.00%	2.90%	0.00%	0.10%	12.00%	12.75%	4.10%	0.00%	0.15%	17.00%	15.92%	5.40%	0.00%	0.18%	21.50%
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COMCAST	2016	G.O. #156 Sec. 10.1.2
Description of WMDVLGBTBE Planned Program Activities for the Next Calendar Year		

2017 Annual PLAN**WMDVBE Annual Short-, Mid-, and Long-Range Goals by Products and Services
(Section 10.1.1)**

Comcast California achieved a 11.38% Supplier Diversity spend in 2016. Comcast California continues to focus on increasing the use of Tier II vendors to assist in increasing overall Diversity Spend. For 2016, Comcast California increased its Tier II spending by \$6.3 million.

**ENHANCING THE PROGRAM IN 2017
(Section 10.1.2)**

In 2017, Comcast California will engage in internal and external activities which will continue to build upon the solid foundation for its long-term Supplier Diversity Program.

Internal

Hire a Supplier Diversity Manager to bring enhanced visibility and analytics to the California Supplier Diversity Program.

Review the vendors currently in the CPUC Clearinghouse Database to see if they could provide solutions for Comcast California procurement opportunities.

Develop and implement a multimedia platform to educate diverse suppliers about Comcast California's Supplier Diversity Program.

Have the Supplier Diversity Manager participate in Comcast California's senior leadership team meeting on a monthly basis to present supplier diversity results and develop action plans for continued growth of its Supplier Diversity Program.

External

Based upon the success in 2016, continue to drive the reporting of Tier II spend and expand the number of Tier II vendors that engage with Comcast California's prime vendors.

Further expand our Technical Assistance and Capacity Building commitment by providing four scholarships for diversity vendors to participate in entrepreneur training, which will prepare them to do business with corporations, including Comcast.

Participate in outreach activities which will expand the pool of diverse vendors that could engage with Comcast California procurement opportunities.

Make available to current and potential diversity vendors independent consulting services to assist with CPUC

COMCAST	2016	G.O. #156 Sec. 10.1.3
Plans for Recruiting WMDVLGBTBE Suppliers in Low Utilization Areas		

Nationwide, Comcast remains committed to the use of diverse suppliers, which includes increasing partnerships with diverse organizations and Tier II subcontractors, encouraging prime suppliers to work with diverse vendors, and grow existing initiatives. See <http://corporate.comcast.com/our-values/diversity-inclusion/supplier-diversity>. Comcast California will participate in these company-wide initiatives.

COMCAST	2016	G.O. #156 Sec. 10.1.4
Plans for Recruiting WMDVLGBTBE Suppliers Where Unavailable		

Plans will be developed when or if new areas of technology or services materialize based on future Corporate products and service initiatives.

COMCAST	2016	G.O. #156 Sec. 10.1.5
Plans for Encouraging Prime Contractors to Subcontract WMDVLGBTBE Suppliers		

PLANS FOR ENCOURAGING BOTH PRIME CONTRACTORS AND GRANTEES TO ENGAGE DIVERSE SUPPLIERS IN ALL CATEGORIES, WHICH PROVIDES SUBCONTRACTING OPPORTUNITIES

Comcast California continues to take steps in encouraging our Prime Contractors to utilize more diverse Tier II vendors. Besides initiatives from Comcast Corporate office, Comcast California plans to encourage and offer assistance in increasing their Tier II spend by inviting them to participate in matchmaking and other networking events.

COMCAST	2016	G.O. #156 Sec. 10.1.6
Plans for Complying with WMDVLGBTBE Program Guidelines		

**PLANS FOR COMPLYING WITH THE SUPPLIER DIVERSITY PROGRAM GUIDELINES ESTABLISHED
BY COMMISSION AS REQUIRED BY PUBLIC UTILITIES SECTION 8283(c)**

Comcast California continues to voluntarily comply with General Order 156. Each year, Comcast California is evolving and enhancing its reporting methods and Supplier Diversity Program.

Annual Energy Product Results by Ethnicity and WMDVLGBTBE Certification

(All dollar figures in \$MM)

Product ¹	Unit	Results by Ethnicity & Gender											Results by WMDVLGBTBE Certification					Total WMDVLGBTBE Procurement Spend	Total Procurement Spend					
		Asian Pacific American			African American			Hispanic American			Native American		Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Other 8(a) ³							
		Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Total	Total	Total	Total			Total				
NATURAL GAS	SHORT TERM	\$																						
		%																						
	LONG TERM	\$																						
		%																						
	Total Natural Gas	\$																						
		%																						
LPG	SHORT TERM	\$																						
		%																						
	LONG TERM	\$																						
		%																						
	Total LPG	\$																						
		%																						
Overall Total \$																								
Overall Total %																								
																			Overall WMDVLGBTBE%:					

Note:
 Short Term Gas - The term of the deal is no longer than one calendar month
 Long Term Gas - The term of the deal is greater than one calendar month but less than 1 calendar year
¹Excludes purchases from the CAISO, other IOUs, utilities, Federal entities, State entities, Municipalities and cooperatives
²Firms with multi-minority ownership status
³Includes Non-WMDVLGBT firms classified as 8(a) of Small Business Administration
 % - percentages calculated by the Row Category Total Procurement Spend

Annual Power Product Results by Ethnicity and WMDVLGBTBE Certification

(All dollar figures in \$MM)

Product ¹	Unit	Results by Ethnicity & Gender												Results by WMDVLGBTBE Certification						Total WMDVLGBTBE Procurement Spend ³	Total Procurement Spend					
		Asian Pacific American			African American			Hispanic American			Native American			Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Other 8(a) ⁵	Subcontracting Total							
		Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Total	Total	Total	Total	Total	Total							
Power Purchased Renewable Power Products Direct	\$																									
	%																									
	\$ ²																									
	% ²																									
Non-Renewable Power Products Direct	\$																									
	%																									
	\$ ²																									
	% ²																									
Fuels for Generation Diesel Direct	\$																									
	%																									
Nuclear Direct	\$																									
	%																									
Natural Gas Direct	\$																									
	%																									
Post 2011 SubTotal of Columns ²	\$																							\$ -	\$ -	\$ -
SubTotal % of Total Procurement Spend	%																									Overall WMDVLGBTBE %:
ALL SubTotal of Columns ⁴	\$																									\$ -
	%																									Overall WMDVLGBTBE %:

Notes:

¹Excludes purchases from the CAISO, other IOUs, utilities, Federal entities, State entities, Municipalities and cooperatives

²Includes only long term power procurement commitments after June 6, 2011 or as a result of RFOs after June 6, 2011

³Total WMDVLGBTBE spend does not include pre-COD subcontracting values

⁴Includes all power procurement commitments

⁵Firms with multi-minority ownership status

⁶Firms classified as 8(a) by the Small Business Administration includes non-WMDVLGBTBE

% - percentages calculated by the Row Category Total Procurement Spend