



March 1, 2022

VIA ELECTRONIC FILING

Ms. Rachel Peterson
Executive Director
California Public Utilities Commission
505 Van Ness Ave.
San Francisco, CA 94102 - 3214
Rachel.Peterson@cpuc.ca.gov

Dear Executive Director Peterson,

Charter Fiberlink CA-CCO, LLC, Time Warner Cable Information Services (California), LLC and Bright House Networks Information Services (California), LLC (collectively referred to as "Charter") hereby submit the Women, Minority, Disabled Veteran and Lesbian, Gay, Bisexual and Transgender (LGBT) Business Enterprises in Procurement 2021 Report and 2022 Plan in accordance with General Order 156.

Charter's commitment to the fundamental values of diversity and inclusion extends to all aspects of the organization and Charter is committed to fully pursue the goals of General Order 156 (GO 156). As part of this commitment, Charter is working to enhance its supplier diversity program nationally and, in California, submit appropriate GO 156 filings, attend biannual CPUC Expos, participate at multiple levels in the Commission's En Banc hearing, as well as support additional activities sponsored by the CPUC or supplier diversity organizations in California to establish relationships with women-owned, minority-owned, disabled veteran-owned and/or LGBT-owned business enterprises (WMDVLGBTBEs).

Please call me at 310-765-2185 or email Torry.Somers@Charter.com if you have any questions.

Best Regards,

Torry Somers
Vice President, State Regulatory Affairs - West
Charter Communications
550 N. Continental Blvd., Suite 250
El Segundo, CA 90245

Annual Report

| | Pg. |
|---|-----|
| 9.1.1 Description of WMDVLGBTBE Program Activities During the Previous Calendar Year | 3 |
| 9.1.2 WMDVLGBTBE Annual Results by Ethnicity | 5 |
| 9.1.2 WMDVLGBTBE Direct Procurement by Product and Service Categories | 6 |
| 9.1.2 WMDVLGBTBE Subcontractor Procurement by Product and Service Categories | 7 |
| 9.1.2 WMDVLGBTBE Procurement by Standard Industrial Categories | 8 |
| 9.1.2 Number of WMDVLGBTBE Suppliers and Revenue Reported to the Clearinghouse | 9 |
| 9.1.2 Description of Number of WMDVLGBTBE Suppliers with California Majority Workforce | 10 |
| 9.1.3 WMDVLGBTBE Program Expenses | 11 |
| 9.1.4 Description of Progress in Meeting or Exceeding Set Goals | 12 |
| 9.1.5 Description of Prime Contractor Utilization of WMDVLGBTBE Subcontractors | 14 |
| 9.1.5 Summary of Prime Contractor Utilization of WMDVLGBTBE Subcontractors | 15 |
| 9.1.6 A List of WMDVLGBTBE Complaints Received and Current Status | 16 |
| 9.1.7 Description of Efforts to Recruit WMDVLGBTBE Suppliers in Low Utilization Categories | 17 |

Annual Plan

| | |
|---|----|
| 10.1.1 WMDVLGBTBE Annual Short-, Mid-, and Long-Term Goals | 19 |
| 10.1.2 Description of WMDVLGBTBE Planned Program Activities for the Next Calendar Year | 20 |
| 10.1.3 Plans for Recruiting WMDVLGBTBE Suppliers in Low Utilization Areas | 22 |
| 10.1.4 Plans for Recruiting WMDVLGBTBE Suppliers Where Unavailable | 23 |
| 10.1.5 Plans for Encouraging Prime Contractors to Subcontract WMDVLGBTBE Suppliers | 24 |
| 10.1.6 Plans for Complying with WMDVLGBTBE Program Guidelines | 25 |

| | | |
|---|--------------------|-----------------------------|
| Charter Communications | 2021 Report | G.O. #156 Sec. 9.1.1 |
| Description of WMDVLGBTBE Program Activities During the Previous Calendar Year | | |

Charter prioritizes partnerships and activities that give us the ability to identify, engage and track spend with women-owned, minority-owned, disabled veteran-owned, and/or LGBT-owned business enterprises (WMDVLGBTBEs) for the purposes of progressing our supplier diversity program in California and nationally .

Internal Activities

- Partnered with our California Field Operations organization to develop a multiyear opportunity pipeline for diverse suppliers
- Continued Tier 1 and Tier 2 diverse spend reporting and activated additional reporting for Prime suppliers
- Provided quarterly diverse spend reporting to the executive of each internal Charter business unit and major operating function
- Provided diverse spend reporting for the annual corporate board of directors meeting
- Held External Diversity and Inclusion Council (EDIC) meetings to assist and advise Charter in the development, monitoring and evaluation of all diversity efforts including supplier diversity. Our EDIC is made up of national civic and business leaders and helps us to implement our D&I strategy in an impactful way
- Held Executive Steering Committee for Diversity and Inclusion meetings to review strategy, goal-setting and implementation of all diversity efforts including supplier diversity. The Executive Steering Committee for Diversity and Inclusion is comprised of our Company’s senior most leaders, including our Chief Executive Officer
- Communicated with Charter leaders at the VP and above levels about our D&I Strategy, inclusive of the Supplier Diversity program, which included information on how best to recommend diverse suppliers. We continue to maintain information on Supplier Diversity on Charter’s D&I intranet pages, including how employees may refer diverse suppliers.

External Activities

Charter participated in a variety of external events (listed within the table below). Additionally, Charter:

- Continued corporate partnerships and engagement with National Minority Supplier Development Council (NMSDS) and 3 regional affiliate chapters, Women’s Business Enterprise National Council (WBENC) and 1 affiliate chapter, Disability:IN, National Gay and Lesbian Chamber of Commerce (NGLCC) and 1 affiliate chapter, US Pan Asian American Chamber of Commerce (USPAACC), tech:SCALE, and with the Coalition for Veteran Owned Businesses (CVOB)
- Held board seats for Mountain Plains Minority Supplier Diversity Council (MPMSDC), the Denver chapter of the Colorado Gay and Lesbian Chamber of Commerce (COLGBTQCC), the western region chapter of the Women’s Business Enterprise National Council (WBEC-West), the Southern California Minority Supplier Diversity Council (SCMSDC), Cal Asian Chamber of Commerce, National Diversity Coalition, and the Orange County Asian Business Association.

- Co-chaired the Annual California Cable Supplier Diversity Symposium to inform and connect prospective suppliers
- Participated in the CPUC Joint Utilities Council through quarterly meetings and special interest committees
- Maintained externally-facing internet pages on Supplier Diversity at Charter, including a contact form for diverse suppliers to connect with the Company
- Members of Charter’s Supplier Diversity and Strategic Sourcing teams attended the following events in 2021:

| Host | Event | Date | Location |
|--------------------------------|--|-------------|----------------------|
| SCMSDC | Annual Town Hall | January | Virtual |
| MPMSDC | Annual Meeting/Town Hall | March | Virtual |
| SCMSDC | B3 Conference + Expo. Business Matchmaking | April | Virtual |
| tech:SCALE | Live Virtual Summit | April | Virtual |
| FCC ACDDDE | Tech Supplier Diversity Opportunity Symposium | April | Virtual |
| CPUC | Community Outreach | April | Virtual |
| MPMSDC | Business Opportunity Exchange | May | Virtual |
| WWLF | Women's Wireless Leadership Forum | June | Virtual |
| USPAACC | CelebrAsian Procurement Conference | June | Virtual |
| DisabilityIN | Annual Conference & Expo | July | Virtual |
| NMSDC | Program Manager's Seminar | July | Virtual |
| USHCC | National Convention | September | Virtual |
| CVOB | VeteranEDGE Conference | September | Dallas, TX |
| CPUC | Annual GO-156 En Banc with Commissioners | October | Virtual |
| COLGBTCC | Phoenix Rising Gala | October | Denver, CO |
| ABA OC | BIZCON | October | Virtual |
| NMSDC | National Conference & Business Fair | October | Virtual |
| CPUC | Community Outreach (Fall) | October | Virtual |
| National LBWA Inland Empire | Latina Bizcon Matchmaking | October | Virtual |
| SCMSDC | Leadership Excellence Awards Dinner Gala | November | Virtual |
| USPAACC | CelebrAsian Procurement Conference - Awards Gala | November | Virtual |
| CA MSO | California Cable Supplier Diversity Symposium | November | Virtual |
| NGLCC | Back to Business (B2B) Summit 2021 | November | Hollywood, FL |
| NBIC | Best of the Best Awards | November | Hollywood, FL |
| CT Supplier Connection | 5th Annual CT Supplier Connection Growth Summit | December | Virtual |
| ABA OC | Gala and Awards | December | Orange County, CA |

| | | |
|--|-------------|----------------------|
| Charter Communications | 2021 Report | G.O. #156 Sec. 9.1.2 |
| WMDVLGBTBE Annual Results by Ethnicity | | |

| | | 2021 Report | | | | |
|----|--|------------------------|----------------------|------------------|---------------------|---------------|
| | | Direct | Sub | Total \$ | % | |
| 1 | Minority Male | Asian Pacific American | \$27,752,361 | \$0 | \$27,752,361 | 4.01% |
| 2 | | African American | \$6,469,307 | \$0 | \$6,469,307 | 0.93% |
| 3 | | Hispanic American | \$33,026,197 | \$160,585 | \$33,186,782 | 4.79% |
| 4 | | Native American | \$0 | \$0 | \$0 | 0.00% |
| 5 | | Total Minority Male | \$67,247,865 | \$160,585 | \$67,408,450 | 9.73% |
| 6 | Minority Female | Asian Pacific American | \$107,468 | \$9,024 | \$116,493 | 0.02% |
| 7 | | African American | \$0 | \$0 | \$0 | 0.00% |
| 8 | | Hispanic American | \$1,687,016 | \$0 | \$1,687,016 | 0.24% |
| 9 | | Native American | \$0 | \$0 | \$0 | 0.00% |
| 10 | | Total Minority Female | \$1,794,485 | \$9,024 | \$1,803,509 | 0.26% |
| 11 | Total Minority Business Enterprise (MBE) | | \$69,042,350 | \$169,609 | \$69,211,960 | 9.99% |
| 12 | Women Business Enterprise (WBE) | | \$23,648,697 | \$230,920 | \$23,879,617 | 3.45% |
| 13 | Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE) | | \$8,675 | \$0 | \$8,675 | 0.00% |
| 14 | Disabled Veteran Business Enterprise (DVBE) | | \$3,428 | \$0 | \$3,428 | 0.00% |
| 15 | Other 8(a)* | | \$0 | \$0 | \$0 | 0.00% |
| 16 | TOTAL WMDVLGBTBE | | \$92,703,150 | \$400,529 | \$93,103,679 | 13.44% |
| 17 | Net Procurement** | | \$692,634,500 | | | |

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

| | | |
|--|--------------------|-----------------------------|
| Charter Communications | 2021 Report | 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 | \$29,074 | 0.00% | \$27,723,288 | 4.00% | \$27,752,361 | 4.01% |
| 2 | | African American | Direct | \$6,459,281 | 0.93% | \$10,026 | 0.00% | \$6,469,307 | 0.93% |
| 3 | | Hispanic American | Direct | \$320 | 0.00% | \$33,025,877 | 4.77% | \$33,026,197 | 4.77% |
| 4 | | Native American | Direct | \$0 | 0.00% | \$0 | 0.00% | \$0 | 0.00% |
| 5 | | Total Minority Male | Direct | \$6,488,674 | 0.94% | \$60,759,191 | 8.77% | \$67,247,865 | 9.71% |
| 6 | Minority Female | Asian Pacific American | Direct | \$0 | 0.00% | \$107,468 | 0.02% | \$107,468 | 0.02% |
| 7 | | African American | Direct | \$0 | 0.00% | \$0 | 0.00% | \$0 | 0.00% |
| 8 | | Hispanic American | Direct | \$0 | 0.00% | \$1,687,016 | 0.24% | \$1,687,016 | 0.24% |
| 9 | | Native American | Direct | \$0 | 0.00% | \$0 | 0.00% | \$0 | 0.00% |
| 10 | | Total Minority Female | Direct | \$0 | 0.00% | \$1,794,485 | 0.26% | \$1,794,485 | 0.26% |
| 11 | Total Minority Business Enterprise (MBE) | | Direct | \$6,488,674 | 0.94% | \$62,553,676 | 9.03% | \$69,042,350 | 9.97% |
| 12 | Women Business Enterprise (WBE) | | Direct | \$215,538 | 0.03% | \$23,433,159 | 3.38% | \$23,648,697 | 3.41% |
| 13 | Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE) | | Direct | \$0 | 0.00% | \$8,675 | 0.00% | \$8,675 | 0.00% |
| 14 | Disabled Veteran Business Enterprise (DVBE) | | Direct | \$0 | 0.00% | \$3,428 | 0.00% | \$3,428 | 0.00% |
| 15 | Other 8(a)* | | Direct | \$0 | 0.00% | \$0 | 0.00% | \$0 | 0.00% |
| 16 | TOTAL WMDVLGBTBE | | Direct | \$6,704,213 | 0.97% | \$85,998,937 | 12.42% | \$92,703,150 | 13.38% |
| 17 | Total Product Procurement | | | \$6,704,213 | | | | | |
| 18 | Total Service Procurement | | | \$85,998,937 | | | | | |
| 19 | Net Procurement** | | | \$692,634,500 | | | | | |
| 20 | Total Number of WMDVLGBTBEs that Received Direct Spend | | | 48 | | | | | |

NOTE: * FIRM S 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

| | | |
|--|-------------|----------------------|
| Charter Communications | 2021 Report | G.O. #156 Sec. 9.1.2 |
| WMDVLGBTBE Subcontractor Procurement by Product and Service Categories | | |

| | | |
|--|-------------|----------------------|
| Name of Utility | 2021 Report | 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 | \$0 | 0.000% | \$0 | 0.00% | \$0 | 0.00% |
| 2 | | African American | Sub | \$0 | 0.000% | \$0 | 0.00% | \$0 | 0.00% |
| 3 | | Hispanic American | Sub | \$3,146 | 0.000% | \$157,439 | 0.02% | \$160,585 | 0.02% |
| 4 | | Native American | Sub | \$0 | 0.000% | \$0 | 0.00% | \$0 | 0.00% |
| 5 | | Total Minority Male | Sub | \$3,146 | 0.000% | \$157,439 | 0.02% | \$160,585 | 0.02% |
| 6 | Minority Female | Asian Pacific American | Sub | \$9,024 | 0.00% | \$0 | 0.000000% | \$9,024 | 0.00% |
| 7 | | African American | Sub | \$0 | 0.00% | \$0 | 0.00% | \$0 | 0.00% |
| 8 | | Hispanic American | Sub | \$0 | 0.00% | \$0 | 0.00000% | \$0 | 0.00% |
| 9 | | Native American | Sub | \$0 | 0.00% | \$0 | 0.00% | \$0 | 0.00% |
| 10 | | Total Minority Female | Sub | \$9,024 | 0.00% | \$0 | 0.00000% | \$9,024 | 0.00% |
| 11 | Total Minority Business Enterprise (MBE) | | Sub | \$12,171 | 0.00176% | \$157,439 | 0.0227% | \$169,609 | 0.02% |
| 12 | Women Business Enterprise (WBE) | | Sub | \$171,026 | 0.0247% | \$59,893 | 0.0086% | \$230,920 | 0.03% |
| 13 | Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE) | | Sub | \$0 | 0.00% | \$0 | 0.00% | \$0 | 0.00% |
| 14 | Disabled Veteran Business Enterprise (DVBE) | | Sub | \$0 | 0.00% | \$0 | 0.00% | \$0 | 0.00% |
| 15 | Other 8(a)* | | Sub | \$0 | 0.00% | \$0 | 0.00% | \$0 | 0.00% |
| 16 | TOTAL WMDVLGBTBE | | Sub | \$183,197 | 0.0264% | \$217,332 | 0.0314% | \$400,529 | 0.06% |

| | | |
|----|---------------------------|---------------|
| 17 | Total Product Procurement | \$183,197 |
| 18 | Total Service Procurement | \$217,332 |
| 19 | Net Procurement** | \$692,634,500 |

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

| 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 | | | | | | | |
| 15 - Building Cnstrctn - General Contractors & Operative Builders | \$ 1,872,377 | \$ 0 | \$ 0 | \$ 0 | \$ 371,029 | \$ 0 | \$ 0 | \$ 0 | \$ 2,243,406 | \$ 1,739,578 | \$ 0 | \$ 0 | \$ 0 | \$ 3,982,984 | \$ 24,718,164 |
| % | 0.27% | 0.00% | 0.00% | 0.00% | 0.05% | 0.00% | 0.00% | 0.00% | 0.32% | 0.25% | 0.00% | 0.00% | 0.00% | 0.58% | 3.57% |
| 16 - Heavy Cnstrctn, Except Building Construction - Contractors | \$ 7,661,809 | \$ 0 | \$ 2,779 | \$ 0 | \$ 28,475,373 | \$ 4,717 | \$ 0 | \$ 0 | \$ 36,144,678 | \$ 2,115,878 | \$ 0 | \$ 0 | \$ 0 | \$ 38,260,557 | \$ 188,895,191 |
| % | 1.11% | 0.00% | 0.00% | 0.00% | 4.11% | 0.00% | 0.00% | 0.00% | 5.22% | 0.31% | 0.00% | 0.00% | 0.00% | 5.52% | 27.27% |
| 17 - Construction - Special Trade Contractors | \$ 17,761,753 | \$ 0 | \$ 0 | \$ 0 | \$ 2,757,386 | \$ 1,461,364 | \$ 0 | \$ 0 | \$ 21,980,503 | \$ 3,542,893 | \$ 0 | \$ 0 | \$ 0 | \$ 25,523,396 | \$ 83,472,485 |
| % | 2.56% | 0.00% | 0.00% | 0.00% | 0.40% | 0.21% | 0.00% | 0.00% | 3.17% | 0.51% | 0.00% | 0.00% | 0.00% | 3.68% | 12.05% |
| 25 - Furniture and Fixtures | \$ 0 | \$ 0 | \$ 0 | \$ 0 | \$ 0 | \$ 0 | \$ 0 | \$ 0 | \$ 0 | \$ 0 | \$ 0 | \$ 0 | \$ 0 | \$ 0 | \$ 2,238,378 |
| % | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.32% |
| 33 - Primary Metal Industries | \$ 0 | \$ 0 | \$ 0 | \$ 0 | \$ 0 | \$ 0 | \$ 0 | \$ 0 | \$ 0 | \$ 4,050 | \$ 0 | \$ 0 | \$ 0 | \$ 4,050 | \$ 4,050 |
| % | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 35 - Industrial and Commercial Machinery and Computer Equipment | \$ 0 | \$ 0 | \$ 651 | \$ 0 | \$ 0 | \$ 0 | \$ 0 | \$ 0 | \$ 651 | \$ 245 | \$ 0 | \$ 0 | \$ 0 | \$ 896 | \$ 859,866 |
| % | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.12% |
| 36 - Electronic, Elctrcal Eqpmnt & Cmpnts, Excpct Computer Eqpmnt | \$ 18,360 | \$ 0 | \$ 6,406,885 | \$ 0 | \$ 0 | \$ 0 | \$ 0 | \$ 0 | \$ 6,425,245 | \$ 114,862 | \$ 0 | \$ 0 | \$ 0 | \$ 6,540,107 | \$ 62,681,490 |
| % | 0.00% | 0.00% | 0.93% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 9.93% | 0.02% | 0.00% | 0.00% | 0.00% | 9.04% | 9.05% |
| 50 - Wholesale Trade - Durable Goods | \$ 10,713 | \$ 0 | \$ 45,680 | \$ 0 | \$ 320 | \$ 0 | \$ 0 | \$ 0 | \$ 56,713 | \$ 15,061 | \$ 0 | \$ 0 | \$ 0 | \$ 71,774 | \$ 32,847,056 |
| % | 0.00% | 0.00% | 0.01% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.01% | 0.00% | 0.00% | 0.00% | 0.00% | 0.01% | 4.74% |
| 51 - Wholesale Trade - Nondurable Goods | \$ 0 | \$ 0 | \$ 0 | \$ 0 | \$ 0 | \$ 0 | \$ 0 | \$ 0 | \$ 0 | \$ 13,955 | \$ 0 | \$ 0 | \$ 0 | \$ 13,955 | \$ 973,567 |
| % | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.14% |
| 65 - Real Estate | \$ 0 | \$ 0 | \$ 0 | \$ 0 | \$ 0 | \$ 0 | \$ 0 | \$ 0 | \$ 0 | \$ 0 | \$ 0 | \$ 0 | \$ 0 | \$ 0 | \$ 48,123,411 |
| % | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 6.95% |
| 73 - Business Services | \$ 410,703 | \$ 1,826 | \$ 7,247 | \$ 0 | \$ 1,085,510 | \$ 220,935 | \$ 0 | \$ 0 | \$ 1,726,221 | \$ 802,377 | \$ 0 | \$ 3,428 | \$ 0 | \$ 2,532,026 | \$ 89,487,092 |
| % | 0.06% | 0.00% | 0.00% | 0.00% | 0.16% | 0.03% | 0.00% | 0.00% | 2.25% | 0.12% | 0.00% | 0.00% | 0.00% | 2.37% | 12.92% |
| 87 - Engineering, Accounting, Research, Management & Related Svcs | \$ 0 | \$ 0 | \$ 0 | \$ 0 | \$ 228,660 | \$ 0 | \$ 0 | \$ 0 | \$ 228,660 | \$ 1,298 | \$ 0 | \$ 0 | \$ 0 | \$ 229,958 | \$ 14,613,102 |
| % | 0.00% | 0.00% | 0.00% | 0.00% | 0.03% | 0.00% | 0.00% | 0.00% | 0.03% | 0.00% | 0.00% | 0.00% | 0.00% | 0.03% | 2.11% |
| All Other SIC Codes | \$ 16,645 | \$ 105,642 | \$ 6,065 | \$ 0 | \$ 107,920 | \$ 0 | \$ 0 | \$ 0 | \$ 236,272 | \$ 15,298,500 | \$ 8,675 | \$ 0 | \$ 0 | \$ 15,543,447 | \$ 143,720,647 |
| % | 0.00% | 0.02% | 0.00% | 0.00% | 0.02% | 0.00% | 0.00% | 0.00% | 0.03% | 2.21% | 0.00% | 0.00% | 0.00% | 2.24% | 20.75% |
| TOTAL | \$ 27,752,361 | \$ 107,468 | \$ 6,469,307 | \$ 0 | \$ 33,026,197 | \$ 1,687,016 | \$ 0 | \$ 0 | \$ 69,042,350 | \$ 23,648,697 | \$ 8,675 | \$ 3,428 | \$ 0 | \$ 92,703,150 | \$ 692,634,500 |
| | 4.01% | 0.02% | 0.93% | 0.00% | 4.77% | 0.24% | 0.00% | 0.00% | 9.97% | 3.41% | 0.00% | 0.00% | 0.00% | 13.38% | |

| | |
|---------------------------|--------------|
| Total Product Procurement | \$7,104,742 |
| Total Service Procurement | \$86,399,466 |

| | |
|--------------------|---------------|
| Net Procurement*** | \$692,634,500 |
|--------------------|---------------|

NOTE: FIRMS WITH MULTI 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
 PRODUCT CODES INCLUDE: 25,35,36,50,51,65
 SERVICE CODES INCLUDE: 15,16,17,33,73,87

| | | |
|--|-------------|----------------------|
| Charter Communications | 2021 Report | G.O. #156 Sec. 9.1.2 |
| Number of WMDVLGBTBE Suppliers and Revenue Reported to the Clearinghouse | | |

| Data on Number of Suppliers | | | | | | |
|-----------------------------|-----------|-----------|----------|----------|-------------|-------------|
| Revenue Reported to CHS | | | | | | |
| # WMDVLGBTBEs | MBE | WBE | LGBTBE | DVBE | Other 8(a)* | Grand Total |
| Under \$1 million or unk | 5 | 4 | 1 | 1 | 0 | 11 |
| Under \$5 million | 6 | 3 | | | 0 | 9 |
| Under \$10 million | 5 | 3 | | | 0 | 8 |
| Above \$10 million | 8 | 11 | | 1 | 0 | 20 |
| TOTAL | 24 | 21 | 1 | 2 | 0 | 48 |

| Revenue and Payment Data | | | | | | |
|--------------------------|----------------------|------------------------|------------|----------------------|-------------|------------------------|
| Revenue Reported to CHS | | | | | | |
| WMDVLGBTBE \$M | MBE | WBE | LGBTBE | DVBE | Other 8(a)* | Grand Total |
| Under \$1 million or unk | \$889,957 | \$299,354 | \$0 | \$0 | \$0 | \$1,189,311 |
| Under \$5 million | \$19,241,607 | \$8,411,118 | \$0 | \$0 | \$0 | \$27,652,725 |
| Under \$10 million | \$39,633,917 | \$23,388,440 | \$0 | \$0 | \$0 | \$63,022,357 |
| Above \$10 million | \$937,023,168 | \$6,501,324,632 | \$0 | \$460,000,000 | \$0 | \$7,898,347,800 |
| TOTAL | \$996,788,649 | \$6,533,423,544 | \$0 | \$460,000,000 | \$0 | \$7,990,212,193 |

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

This includes 2 WMDVLGBTBE suppliers reporting \$0 in revenue and 1 supplier without revenue data present

This does not include 8 WMDVLGBTBE suppliers at the Sub (Tier 2) level

Charter manually corrected revenue range data for WMDVLGBTBE suppliers where the revenue reported and revenue range selected showed discrepancies.

| | | |
|---|--------------------|-----------------------------|
| Charter Communications | 2021 Report | G.O. #156 Sec. 9.1.2 |
| Description of Number of WMDVLGBTBE Suppliers with California Majority Workforce | | |

Charter reports 39 out of 48 Tier I WMDVLGBTBEs have a workforce headquartered in California.

| | | |
|-----------------------------|-------------|----------------------|
| Charter Communications | 2021 Report | G.O. #156 Sec. 9.1.3 |
| WMDVLGBTBE Program Expenses | | |

The Charter Supplier Diversity program is supported and managed by all sourcing team members within Procurement. Wages and Travel Expenses represent a percentage of time spent for all Strategic Sourcing team members as well as all staff fully dedicated to supporting Supplier Diversity. Program expenses include dues, subscriptions and sponsorships to organizations. Reporting expenses include the cost of supplier diversity technology solutions.

| Expense Category | Year (Actual) |
|--------------------|--------------------|
| Wages | \$752,956 |
| Travel Expenses | \$7,686 |
| Program Expenses | \$351,837 |
| Reporting Expenses | \$34,199 |
| Other | \$0 |
| TOTAL | \$1,146,678 |

| | | |
|--|--------------------|-----------------------------|
| Charter Communications | 2021 Report | G.O. #156 Sec. 9.1.4 |
| Description of Progress in Meeting or Exceeding Set Goals | | |

Charter's WMDVLGBTBE spend with CPUC certified suppliers supporting California operations was 13.44% for fiscal year 2021, an increase from 11.84% in 2020. This growth results from an increase in California diverse spend of \$13.5M in 2021 compared to 2020.

| | | |
|------------------------------|-------------|----------------------|
| Charter Communications | 2021 Report | G.O. #156 Sec. 9.1.4 |
| WMDVLGBTBE Results and Goals | | |

| Category | 2021 Results | 2021 Goals |
|--|---------------|---------------|
| Minority Business Enterprise (MBE) | 9.99% | 9.99% |
| Women Business Enterprise (WBE) | 3.45% | 3.50% |
| Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE) | 0.00% | 0.03% |
| Disabled Veteran Business (DVBE) | 0.00% | 0.00% |
| TOTAL | 13.44% | 13.52% |

| | | |
|---|--------------------|-----------------------------|
| Charter Communications | 2021 Report | G.O. #156 Sec. 9.1.5 |
| Description of Prime Contractor Utilization of WMDVLGBTBE Subcontractors | | |

In 2020, Charter standardized a process for more widespread reporting of subcontractor spend from general contractors supporting project based work and continued this process in 2021. Through the requests for reporting we reinforce the importance of utilizing diverse-owned businesses, which we also support through efforts to assist in matching subcontractors to prime suppliers. We expanded our team to enable additional activities around subcontractor identification, matching, and promotion going forward.

| | | |
|---|--------------------|-----------------------------|
| Charter Communications | 2021 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 \$ | \$67,247,865 | \$1,794,485 | \$69,042,350 | \$23,648,697 | \$8,675 | \$3,428 | \$0 | \$92,703,150 |
| Subcontracting \$ | \$160,585 | \$9,024 | \$169,609 | \$230,920 | \$0 | \$0 | \$0 | \$400,529 |
| Total \$ | \$67,408,450 | \$1,803,509 | \$69,211,960 | \$23,879,617 | \$8,675 | \$3,428 | \$0 | \$93,103,679 |

| | | | | | | | | |
|-------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|---------------|
| Direct % | 10% | 0% | 10% | 3% | 0% | 0% | 0% | 13% |
| Subcontracting % | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| Total % | 9.73% | 0.26% | 9.99% | 3.45% | 0.00% | 0.00% | 0.00% | 13.44% |

| | |
|--------------------------|----------------------|
| Net Procurement** | \$692,634,500 |
|--------------------------|----------------------|

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

Subcontracting - SUBCONTRACTOR PROCUREMENT

| | | |
|--|--------------------|-----------------------------|
| Charter Communications | 2021 Report | G.O. #156 Sec. 9.1.6 |
| A list of WMDVLGBTBE Complaints Received and Current Status | | |

Charter Communications did not receive any formal complaints in 2021.

| | | |
|--|--------------------|-----------------------------|
| Charter Communications | 2021 Report | G.O. #156 Sec. 9.1.7 |
| Description of Efforts to Recruit WMDVLGBTBE Supplier in Low Utilization Categories | | |

Charter commits to expand its utilization of WMDVLGBTBE law firms, advertising agencies, and to grow the diversity of its banking and other financial services partners with WMDVLGBTBE investment firms, investment banks, and asset managers.

Legal

- Diverse professionals working for numerous outside firms are involved extensively in all phases of Charter’s legal work. Starting in 2021 Charter began requiring law firms to provide diversity information for legal professionals that work on legal matters to monitor and ensure inclusion.
- Continued regular streams of work with 3 WMDVLGBTBE law firms that Charter has worked with for many years
- Continued support of the Asian American Bar Association of New York (AABANY), including 10 legal team members in attendance at its annual fundraising dinner

Sales & Marketing

- Charter utilizes a California based MWBE for multicultural marketing services nationally
- Participated in matchmakers at WBENC, NMSDC, NGLCC, Connecticut Supplier Connection, CPUC and California MSO Cable conferences with diverse suppliers that provide marketing products and services
- Included diverse suppliers for competitive bids for Digital Marketing, Event Marketing, Advertising Agencies and Promotional Marketing
- Supported the certification of diverse-owned business providing advertising, media planning and buying services

Finance

The Charter Corporate Finance & Financial Services teams are committed to working and maintaining relationships with Women, Minority, and Disabled Veteran Business Enterprise (WMDVBE) investment banking firms and asset managers. Charter regularly meets with WMDVBE firms to ensure we remain current on their capabilities as we explore opportunities to work together.

- In 2021, Charter partnered with 12 different WMDVBE investment banking firms for the execution of our bond financing activity: Academy Securities (service-disabled veteran-owned), Amerivet (service-disabled veteran-owned), Bancroft Capital (service-disabled veteran-owned), CL King (woman-owned), Cabrera Capital (minority-owned), Castle Oak Securities (minority-owned), Loop Capital (minority-owned), MFR Securities (women owned), Penserra (minority-owned), R. Seelaus & Co. (woman-owned), Samuel A. Ramirez & Co. (minority-owned), and Siebert Williams Shank (minority-owned)
- Charter spent \$3.8M in bond underwriting fees with these WMDVBE investment banking firms in 2021

- For each of its bond financings, Charter selects a small number of WMDVBE banks to participate. Charter intends to continue this going forward and to seek out additional ways to work with such banks.
- The Spectrum Community Investment Loan Fund, which invests in community development financial institutions to fund small businesses (including diversely-owned businesses) in underserved communities within Charter's service area, has committed to 100% WMDVBE investment bank engagement for underwriting, due diligence, and servicing engagements. Throughout 2021, the Loan Fund has worked with 3 separate minority-owned investment banks to provide these services: Cabrera Capital, Castle Oak Securities, and Siebert Williams Shank.
- Drexel Hamilton (service disabled veterans owned) and Bancroft Capital (service disabled veterans owned) managed an average balance of approx. \$125 M of cash invested in various funds throughout 2021.
- \$100M of Defined Benefit plan assets were invested with 2 diverse money management firms

| | | |
|--|------------------|------------------------------|
| Charter Communications | 2022 Plan | G.O. #156 Sec. 10.1.1 |
| WMDVLGBTBE Annual Short-, Mid-, and Long-Term Goals by Product and Service Category | | |

| | Short-Term | | | | | Mid-Term | | | | | Long-Term | | | | |
|---|------------------------------------|---------------------------------|--|--|------------|------------------------------------|---------------------------------|--|--|------------|------------------------------------|---------------------------------|--|--|------------|
| | 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 | | | | | | | | | | | | | | | |
| Finished Products/Misc. Goods (23,25,50,51) | 0.27% | 0.05% | 0.00% | 0.00% | 0.32% | 0.71% | 0.11% | 0.00% | 0.00% | 0.82% | 1.30% | 0.20% | 0.00% | 0.00% | 1.50% |
| Technical Equipment/Analysis Instruments (36,38) | 1.26% | 0.19% | 0.00% | 0.00% | 1.46% | 1.74% | 0.49% | 0.00% | 0.00% | 2.23% | 2.60% | 0.90% | 0.00% | 0.00% | 3.50% |
| Subtotal | 1.53% | 0.24% | 0.00% | 0.00% | 1.77% | 2.44% | 0.61% | 0.00% | 0.00% | 3.05% | 3.90% | 1.10% | 0.00% | 0.00% | 5.00% |
| Services | | | | | | | | | | | | | | | |
| Professional Services (7,48,49,73,75,78,81,82,87) | 0.29% | 2.01% | 0.03% | 0.00% | 2.33% | 0.22% | 1.27% | 0.07% | 0.00% | 1.56% | 0.20% | 0.80% | 0.13% | 0.00% | 1.13% |
| Raw Materials/Construction/Industrial Services (15,16,17,33) | 9.43% | 1.23% | 0.00% | 0.00% | 10.66% | 9.76% | 1.41% | 0.00% | 0.00% | 11.17% | 12.27% | 1.90% | 0.00% | 0.00% | 14.17% |
| Subtotal | 9.72% | 3.25% | 0.03% | 0.00% | 12.99% | 9.99% | 2.68% | 0.07% | 0.00% | 12.73% | 12.47% | 2.70% | 0.13% | 0.00% | 15.30% |
| TOTAL | 11.25% | 3.49% | 0.03% | 0.00% | 14.77% | 12.43% | 3.28% | 0.07% | 0.00% | 15.78% | 16.37% | 3.80% | 0.13% | 0.00% | 20.30% |

NOTE: GOALS DESIGNATED FOR LGBTBE AND DVBE FIRMS ARE REFLECTIVE OF A LOW VOLUME SUPPLIER CLEARINGHOUSE CERTIFIED FIRMS PROVIDING RELEVANT PRODUCTS OR SERVICES TO SUPPORT CHARTER'S BUSINESS NEEDS. CHARTER WILL CONTINUE TO SEEK OUT AND ENCOURAGE QUALIFIED SUPPLIERS IN THE RELEVANT INDUSTRIES TO BECOME REGISTERED WITH THE SUPPLIER CLEARINGHOUSE.

| | | |
|--|------------------|------------------------------|
| Charter Communications | 2022 Plan | G.O. #156 Sec. 10.1.2 |
| Description of WMDVLGBTBE Planned Program Activities for the Next Calendar Year | | |

Charter will build upon the internal capabilities and focus on efficiently and effectively identifying, engaging and tracking spend with women-owned, minority-owned, disabled veteran-owned, and/or LGBT-owned business enterprises (WMDVLGBTBEs). Charter will continue to build strategic relationships and increase engagement with external organizations to develop the program nationally and in California.

Internal Activities

- Complete bi-annual evaluations of diverse suppliers by a third party diverse supplier certification tracking service
- Hold bi-annual meetings of the External Diversity and Inclusion Council (EDIC) to assist and advise Charter in the development, monitoring and evaluation of all diversity efforts including supplier diversity. The EDIC is comprised of national civic and business leaders and helps us implement our D&I strategy in an impactful way
- Continue regular meetings of the Executive Steering Committee for Diversity and Inclusion to review strategy, goal-setting and implementation of all diversity efforts including supplier diversity. The Executive Steering Committee for Diversity and Inclusion is comprised of Charter’s Chief Executive Officer and leaders from all business units
- Provide diverse spend information annually to the Board of Directors
- Identify existing suppliers that are diverse eligible and actively support the certification process
- Provide quarterly diverse spend reporting to the executive for each business unit and work with business unit stakeholders to proactively identify opportunities for diverse supplier utilization
- Provide resources to sourcing managers within the Strategic Procurement team and stakeholders across the business units to aid increased identification and utilization of diverse suppliers
- Conduct analysis on reported Tier II spend to find opportunities for increasing diverse spend with subcontractors
- Continue to expand and deepen internal communications to our employees on the business value of Diversity & Inclusion, including supplier diversity

External Activities

Charter will participate in a variety of external events (listed within the table below). Additionally, Charter will:

- Maintain board seats with the Southern California Minority Supplier Diversity Council (SCMSDC), Cal Asian Chamber of Commerce, National Diversity Coalition, and the Orange County Asian Business Association, and tech:SCALE
- Initiate partnerships with additional regional council affiliate chapters to ensure access to diverse-owned businesses in key areas within Charter’s footprint
- Leverage our board seats to increase our access to diverse supplier networks and improve our strategic partnerships with regional diversity councils and chambers operating within Charter’s footprint

- Engage additional diverse business councils and chambers nationally and within California in order to gain access to a wider base of diverse owned businesses
- Members of Charter’s Supplier Diversity and Strategic Sourcing teams will attend the following events in 2022:

| Host | Event | Date | Location |
|---------------|--|-------------|-----------------|
| NFL | Legends Business Networking Event | February | California |
| SCMSDC | B3 Conference + Expo. Business Matchmaking | TBD | TBD |
| CPUC | Community Outreach (Spring) | TBD | TBD |
| Disability:IN | Annual Conference & Expo | TBD | TBD |
| NMSDC | Program Manager’s Seminar | July | Texas |
| NGLCC | International Business & Leadership Conference | August | Nevada |
| CPUC | Annual GO-156 En Banc with Commissioners | TBD | TBD |
| SCMSDC | Leadership Excellence Awards Dinner Gala | TBD | California |
| NMSDC | National Conference & Business Fair | November | New Orleans |
| WBENC | National Conference & Business Fair | June | Georgia |
| CA MSO | California Cable Symposium | TBD | TBD |
| CPUC | Community Outreach (Fall) | TBD | TBD |
| MPMSDC | Business Alliance Forum | TBD | TBD |
| MPMSDC | Business Opportunity Exchange | TBD | TBD |
| NBIC | Best of the Best Summit | TBD | TBD |
| SCMSDC | Minority Business Opportunity Day | TBD | TBD |
| USHCC | National Convention | TBD | TBD |
| USPAACC | CelebrAsian Procurement Conference | TBD | TBD |
| WBEC - West | WBEC West Procurement Conference | TBD | TBD |

| | | |
|---|------------------|------------------------------|
| Charter Communications | 2022 Plan | G.O. #156 Sec. 10.1.3 |
| Plans for Recruiting WMDVLGBTBE Suppliers in Low Utilization Areas | | |

Charter remains committed to the efforts mentioned in 9.1.7 to identify and utilize WMDVLGBTBE law firms, advertising agencies, and grow the diversity of its banking and other financial services partners by expanding relationships with WMDVLGBTBE investment firms, investment banks, and asset managers.

| | | |
|--|------------------|------------------------------|
| Charter | 2022 Plan | G.O. #156 Sec. 10.1.4 |
| Plans for Recruiting WMDVLGBTBE Suppliers Where Unavailable | | |

Charter continues to focus efforts in the near term on products and services with availability of diverse suppliers as the most efficient and effective steps towards increasing diverse opportunity and spend. Charter will leverage the existing database of The Supplier Clearinghouse as well as benchmarking with peer companies to identify product and service categories with the greatest availability and opportunities for diverse procurement. Additionally, where an existing or potential diverse supplier is identified, Charter will encourage them to become certified by The Supplier Clearinghouse.

| | | |
|--|------------------|------------------------------|
| Charter | 2022 Plan | G.O. #156 Sec. 10.1.5 |
| Plans for Encouraging Prime Contractors to Subcontract WMDVLGBTBE Suppliers | | |

Charter will facilitate connections between existing prime suppliers and qualified diverse subcontractors to increase the utilization of diverse-owned businesses. With the continued application of Tier 2 legal language within additional standard contract templates, Charter will continue to grow and develop the subcontractor spend reporting program for prime suppliers and general contractors. Additionally, where an existing or potential diverse subcontractor is identified, Charter will encourage them to become certified by The Supplier Clearinghouse.

| | | |
|---|------------------|------------------------------|
| Charter | 2022 Plan | G.O. #156 Sec. 10.1.6 |
| Plans for Complying with WMDVLGBTBE Program Guidelines | | |

Charter will continue submitting an annual General Order 156 Report and Plan. Charter is committed to fully pursue the goals of General Order 156 and will continue to use the formatted templates established by the CPUC Joint Utilities for the submissions. Charter will continue active participation in the CPUC Joint Utilities group and support the related CPUC supplier diversity initiatives.