



2022 Supplier Diversity Annual Report & 2023 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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Note:

*Utility - electrical corporations, gas corporations, water corporations, telephone corporations, and wireless telecommunications service providers with gross annual California revenues exceeding \$25,000,000.

EXECUTIVE SUMMARY

Our Comcast California Supplier Diversity Program Mission:

To advocate for diverse suppliers within the California Region, develop programs to maximize outreach, increase growth, and spend with diverse suppliers.

In 2022, our thirteenth year of voluntary reporting under California General Order 156 (GO 156), Comcast California spent 11.60% with California Public Utilities Commission (CPUC) certified suppliers. Our overall diverse spending increased \$1.8 million year-over-year to \$78.3 million.

The COVID-19 pandemic continued to affect our communities throughout 2022, the Comcast California team remained committed to the inclusion and advocacy of diverse suppliers, both internally and externally, contributing to increases in spending with minority-owned business enterprises (MBE) and women-owned business enterprises (WBE). These positive trends include providing additional technical assistance and capacity building of incumbent CPUC suppliers that partner with Comcast California both through prime and subcontracting relationships.

During the latter part of 2022, the Comcast California team adjusted to the gradual easing of the pandemic strains and supported the restoration and recovery of incumbent and prospective diverse suppliers. Our overall budget and diverse spending increased due to adjustments, specifically maintaining and expanding our high-demand network. This presented opportunities for diverse suppliers to compete for opportunities with our prime business partners. Our materials diverse spending in 2022 increased compared to 2021. This was driven by internal promotion and recovery from the supply chain disruption. Our teams identified this as an area of opportunity with our West Division, which manages the California Region's materials procurement and distribution on behalf of Comcast California.

In addition to spending \$78.3 million with CPUC-certified suppliers, Comcast California spent \$109.6 million in 2022 with a minority-owned, prime business partner, formerly certified by the CPUC Supplier Diversity Clearinghouse. However, the minority-owned prime business partner obtained venture capital, which allowed it to grow and expand its operations. As a result, the financial structure of this diverse business partner changed, and it became ineligible for Supplier Clearinghouse certification. This supplier, which supports customer service initiatives, qualifies for National MBE certification through the National Minority Supplier Development Council (NMSDC) Growth Initiative.

In 2022, an additional \$5.9 million was spent with two diverse service-disabled veteran-owned business enterprises (SDVBE). Both firms meet Comcast's standards to qualify as diverse-owned supplier partners; however, because the owners of each company do not live in California, the contracting activity does not qualify for GO 156 certifications. If these three firms became eligible as CPUC-certified companies, we would be reporting \$194 million of CPUC-eligible spending or 34.14% of our total spending.

The consistently increasing demands of network expansion and maintenance created additional diverse supplier engagement with our prime business partners. Although there were increased commitments, our business partners spent less with CPUC-certified businesses. In 2022, our California Tier II spending decreased by \$2.4 million. This was driven by the lingering economic strains of the pandemic on overall budgets. Our partners remained committed to their diverse spending goals and those of Comcast California. Our goal in 2022 included specific outreach to our prime business partners and encouragement of additional action through continued participation in new opportunities for diverse-owned companies.

The advocacy of Comcast California's Senior leadership for diverse spending initiatives enhanced our efforts to encourage internal and external teams to strategically think about diverse procurement sourcing. Collaboration continues across our California operations to lay the foundation for a successful program and demonstrates our firm commitment to strengthening relationships with diverse suppliers. Comcast California continued our progress and internal alignment in support of GO 156 goals with regularly scheduled meetings of the Supplier Diversity Program Council of California. This group is comprised of Comcast executives from the California Region, West Division, and corporate headquarters. This group has major influence in the areas of procurement, construction, fulfillment, engineering, and operational finance. These remain the key identified areas with potential growth opportunities for GO 156 CPUC suppliers.

EXECUTIVE SUMMARY

(Continued)

Our supplier inclusion extends beyond our California Region to our West Division. There are additional resources available from our West Division team in support of the California program. Internal resources have expanded to our West Division headquarters, with two executive-level employees and two analysts partnering in our supplier diversity initiatives. In 2022, in conjunction with our West Division team, Comcast California reimaged and redesigned internal portals dedicated to supplier diversity resources, encouraging, and providing tools for our teams to navigate through procuring services and products from diverse suppliers. The West Division and corporate headquarters held collaborative sessions to share best practices. Additionally, quarterly meetings are held to partner with other leaders focused on supplier diversity initiatives across the West Division. These examples highlight our commitment and drive to support teams across the enterprise to explore and discover diverse procurement opportunities.

Resources for the communities that we serve are supported by Project UP, a \$1 billion commitment to reach millions of people, help advance digital equity, and build a future of unlimited possibilities. Project UP comprises the programs and community partnerships across Comcast, NBCUniversal, and Sky that connect people to the Internet, advance economic mobility, and open doors for the next generation of innovators, entrepreneurs, storytellers, and creators. Supporting developing entrepreneurs is vital and partnering with organizations, including the Center for Black Innovation and Native Women Lead, increases the necessary skills to excel in the digital world.

It has been almost three years since Comcast announced a comprehensive, multi-year plan to allocate \$100 million to address injustice and inequality against any ethnicity, race, gender identity, sexual orientation, or ability. One outcome of the social justice commitment is Comcast RISE, established out of the evident impact we saw on small businesses owned by people of color and women both from the pandemic and the social unrest in many cities. Through a simple application process, eligible businesses can receive marketing, advertising, and technology upgrades from Effectv (the advertising sales division of Comcast) or Comcast Business (a leading provider of technology for businesses of all sizes). Through 2022, Comcast RISE and the Comcast RISE Investment Fund (grants available in select cities) awarded more than \$110 million in monetary grants, marketing, and technology services impacting more than 13,000 small businesses nationwide. RISE stands for Representation, Investment, Strength, and Empowerment. A unique Comcast RISE interactive map was created to locate recipients of Comcast RISE and ensure easy access to these recipients. This interactive map serves as a tool for our communities to seek small diverse businesses for patronage.

Comcast California's program goals and initiatives strive to follow the enterprise-wide Supplier Diversity Program of Comcast NBCUniversal, which continues to develop and receive accolades for its commitment to diversity. In 2022, Comcast NBCUniversal was ranked #7 overall by DiversityInc's 2022 Top 50 Companies for Diversity, ranked #14 on DiversityInc's Top Companies for Supplier Diversity list, recognized as a Leading Disability Employer by the National Organization on Disability (NOD), recognized as a '5-star company' in the 2022 Hispanic Association of Corporate Responsibility (HACR) Corporate Inclusion Index in all four pillars (Employment, Procurement, Philanthropy, and Governance), named a 2022 Best Place to Work for LGBTQ Equality by Human Rights Campaign (HRC), recognized as the top employer for veterans by Military Times, earned a score of 100 on Disability: IN's 2022 Disability Equality Index (DEI), and named a 2022 'Best of the Best' Corporations for Inclusion by the National LGBT Chamber of Commerce (NGLCC) in collaboration with its partners in the National Business Inclusion Consortium (NBIC).

For over 20 years, the mission of Billion Dollar Roundtable (BDR), a top-level corporate advocacy organization, is to promote supply chain diversity excellence. In 2015, Comcast became the first media and entertainment company inducted into the BDR, and Comcast continues to actively participate in the BDR. Comcast is represented on the BDR executive committee (Treasurer), and it assisted with the creation of the first Billion Dollar Roundtable Global Economic Impact Report in 2022. This prestigious corporate advocacy organization celebrates companies that spend at least \$1 billion with diverse suppliers, promoting thought leadership and best practice sharing in supply chain diversity excellence. Our participation within the community includes our support of regional and national organizations that support women, service-disabled, minority, and LGBTQ-owned businesses.

Other than personnel costs, Comcast California's primary expenditures are through network construction, installation, and customer order fulfillment suppliers. Comcast California continues to make considerable network investments and continues to identify ways to support our supplier diversity through these measures. Within these expenditures, historically few prime business partners with sufficient scale to serve Comcast's needs qualify as diverse under the GO 156 guidelines. In 2022, with support from senior leadership, Comcast pursued additional internal initiatives to secure opportunities to increase engagements with diverse-owned partners, specifically within traffic management. We commit to steadily collaborating with our prime business partners, soliciting their partnership in utilizing diverse subcontractors, and advocating for increased diversity certifications. Comcast's increased support and emphasis on our prime business partners will enable these companies to evolve into strong, developed subcontractors that could someday develop ample scale and expertise to become prime business partners.

2022 Description of WMDVLGBTBE Program Activities During the Previous Calendar Year

In 2022, we spent over half the year in 100% virtual meetings and conferences. We virtually welcomed opportunities to connect with diverse suppliers, community-based organizations, and other California utilities. This benefited our internal teams and our business partners because we connected in multiple events a day if our schedules allowed, as opposed to an in-person meeting when travel can be time-consuming and cumbersome. Our focus on external outreach, technical assistance, building capacity for diverse supplier partnerships, and driving Tier II spending through engagement with diverse organizations continued through virtual connections. With the assistance of our woman-owned business partner, we virtually hosted the 12th annual California Cable Supplier Diversity Symposium: *Future Ready Business Connections: Match the Speed of Innovation*, which generated interest and support for the initiatives within our program. The symposium included the following technical assistance:

- California Cable Vendor Spotlight (highlighting African American and LGBTQ-owned businesses)
- Diverse supplier showcases pertinent to the cable industry
- 1:1 Strategic Business Connections
- Workshops on business partner and community-based relationships
- Tier II panel discussion focusing on opportunities
- Cable company business opportunity presentations
- Opportunities to connect with diverse suppliers

We resumed in-person events mid-year. Our Supplier Diversity Manager conducted strategic meetings and presentations with department stakeholders offering tools and resources for diverse procurement. Monthly meetings with corporate stakeholders led to increased communication and evaluation of opportunities to mutually benefit our program nationally and locally in California. Bi-monthly meetings were held to increase sourcing awareness and opportunities between the West Division, corporate headquarters, and Comcast California. In addition to the Supplier Diversity Council of California, a monthly working group met to develop cross-functional strategies for increasing our CPUC diverse spending in California.

In 2022, the team maintained active participation with the transition to in-person events and attended more than 57 events, which included 12 matchmaking events sessions. Additionally, our team shared information during 10-panel discussions and was actively involved in many events supporting various diversity and inclusion-focused community organizations.

Below is a list of supplier diversity events that Comcast participated in for 2022.

Date	Event Description
Monthly	Western Regional Minority Supplier Development Council (WRMSDC) Construction Steering Committee Meeting
Monthly	CHQ, DIV and WD Supplier Diversity Sessions
Monthly	Monthly Supplier Diversity Council of CA Meeting
Monthly	Women Business Enterprise Council (WBEC) - Pacific Committee Meetings
Monthly	Los Angeles Gay & Lesbian Chamber of Commerce (LAGLCC) Committee Meetings
1/27/2022	WBEC Pacific Phenomenal Women in Business Event
2/3/2022	WBEC-Pacific WE-Xcel Cohort #2 - Orientation
2/8/2022	American Indian Chamber Advisory Council Update First Quarter Meeting
2/8/2022	NBCUniversal EDGE Demo Day Showcase
2/10/2022	WRMSDC Q1 BOD Meeting
2/16/2022	WRMSDC Corporate Ready Program - Graduation
2/23/2022	LAGLCC Virtual Luncheon
3/16/2022	LAGLCC Virtual Luncheon
3/29/2022	WRMSDC 1st Annual Tournament and Networking
3/29/2022	CPUC - Joint Utilities/Community Based Organization Issue Resolution Meeting
4/8/2022	BuildOUT Golden Pitch
4/12/2022	American Indian Chamber Advisory Council (AICCC) Update Second Quarter Meeting
4/12/2022	2nd Quarter American Indian Chamber Advisory Council meeting
4/19/2022	Empower U - Women in Business Workshop - Open Forum
4/20/2022	Los Angeles Gay & Lesbian Chamber of Commerce (LAGLCC) Virtual Luncheon
4/20/2022	Los Angeles LGBTQ Community Based Organization Forum
5/24/2022	American Indian Chamber EXPO22 planning Meeting
6/8/2022	Golden Gate Business Association (GGBA) Power Connect Supplier Diversity Panel
6/14/2022	Women Business Enterprise Council (WBEC) Pacific's Healthcare Industry Overview/Roundtable Sessions
6/15/2022	LAGLCC Virtual Luncheon
6/16/2022	Quarterly 2022 Joint Utilities Meeting
6/17/2022	GGBA's Annual Event: Power Connect 2022
6/21/2022	National Black Business Pitch Competition (Supplier Mentors) - Orientation / Training Session
6/21/2022	IDEATION 2022 - Conference
6/21/2022	National Black Business Pitch Competition - Mentor Orientation
6/22/2022	Supplier Diversity Corporate Best Practices Virtual Forum: Unity = Victory
6/22/2022	WBEC Pacific IDEATION 2022 CONFERENCE DAY

COMCAST	2022	GO 156 Section 9.1.1
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Date	Event Description
6/28/2022	American Indian Chamber EXPO22 planning Meeting
6/29/2022	Long Beach LGBTQ Chamber of Commerce Meet the Buyer
7/12/2022	WBEC Pacific's Utilities & Energy Industry Overview/Roundtable Sessions
7/13/2022	WRMSDC BOD Strategic Offsite
7/14/2022	WRMSDC BOD Strategic Offsite
7/24/2022	American Indian Chamber EXPO'22
8/3/2022	WRMSDC Monthly Construction Steering Committee Meeting
8/9/2022	WBEC Pacific's Construction Industry Overview/Roundtable Sessions
8/10/2022	WBEC - Pacific Utilities + Energy Panel Prep
8/24/2022	Empow[HER] - Economic Development Summit
10/13/2022	Supplier Diversity En Banc Brief Informational Meeting
9/13/2022	WBEC Pacific's Food and Beverages Industry Overview/Roundtable Sessions
9/15/2022	Quarterly 2022 Joint Utilities Meeting
10/11/2022	American Indian Chamber 4th Quarter Advisory Council meeting
10/20/2022	WBEC-Pacific Vendor Showcase
10/20/2022	WE-Xcel Fall Cohort Graduation and Vendor Showcase
10/26/2022	Monthly Supplier Diversity Council of CA Meeting
11/8/2022	WBEC Pacific Industry-Specific Overview/Roundtable Sessions - Advertising, Marketing and PR
11/9/2022	12th Annual CA Cable Supplier Diversity Symposium (Virtual)
11/9/2022	12th Annual California Cable Vendor Showcase
11/14/2022	Veterans in Business (VIB) Agenda Monday 11/14
11/15/2022	VIB Matchmaking
11/17/2022	California Cable Virtual Matchmaking
11/30/2022	LAGLCC Annual Member Meeting
11/30/2022	Billion Dollar Roundtable (BDR) Global Impact Report Release Virtual Event
12/8/2022	WBEC-WEST 19th annual strategic procurement conference
12/13/2022	WBEC Pacific BOLD Success: The ART of Business!
12/15/2022	Quarterly 2022 Joint Utilities Meeting
12/15/2022	WRMSDC 2022 Annual Meeting

Comcast California is a member of the following Supplier Diversity Organizations:

Event Description
Sacramento Asian Pacific Chamber of Commerce
San Joaquin Hispanic Chamber of Commerce
Sacramento Black Chamber
Sacramento Hispanic Chamber of Commerce
Oakland African American Chamber of Commerce
Hispanic Foundation of Silicon Valley
Silicon Valley Hispanic Chamber
Central CA Hispanic Chamber of Commerce
Tulare-Kings Hispanic Chamber of Commerce
Fresno Metro Black Chamber of Commerce
San Francisco African American Chamber of Commerce
California African American Chamber of Commerce

COMCAST		2022		GO 156 Section 9.1.2		
Supplier Diversity Results by Ethnicity						
		2022				
		Direct Spend ¹ \$	Sub Spend ² \$	Total \$	%	
1	Minority Male	African American	\$2,352,964	\$439,967	\$2,792,931	0.41%
2		Asian Pacific American	\$1,073,483	\$379,977	\$1,453,460	0.22%
3		Hispanic American	\$4,002,841	\$10,465,381	\$14,468,222	2.14%
4		Native American	\$2,136,291		\$2,136,291	0.32%
5		Total Minority Male	\$9,565,579	\$11,285,325	\$20,850,904	3.09%
6	Minority Female	African American	\$0	\$0	\$0	0.00%
7		Asian Pacific American	\$84,201	\$7,939,598	\$8,023,799	1.19%
8		Hispanic American	\$3,676,816		\$3,676,816	0.54%
9		Native American	\$1,676		\$1,676	0.00%
10		Total Minority Female	\$3,762,693	\$7,939,598	\$11,702,290	1.73%
11	Total Minority Business Enterprise (MBE)		\$13,328,271	\$19,224,923	\$32,553,194	4.82%
12	Women Business Enterprise (WBE)		\$39,583,079	\$5,970,368	\$45,553,447	6.74%
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTB)		\$0	\$0	\$0	0.00%
14	Disabled Veteran Business Enterprise (DVBE)		\$41,310.12	\$249,870	\$291,180	0.04%
15	Persons with Disabilities Business Enterprise (PDBE)		\$0	\$0	\$0	0.00%
16	8(a)*		\$0	\$0	\$0	0.00%
17	Total Supplier Diversity Spend		\$52,952,660	\$25,445,161	\$78,397,821	11.60%
18	Net Procurement**		\$675,843,435			

NOTES:

* 8(a) - Firms classified as 8(a) by the Small Business Administration include non-WMDVLGBTPDBE. Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).

** Net Procurement includes purchase orders, non-purchase orders, and credit card dollars.

¹ Direct - Means Direct Procurement: when a utility directly procures from a supplier.

² Sub - Means Subcontractor Procurement: when a prime contractor, in contract with a utility, procures from a subcontractor to fulfill its contractual obligation(s).

% - Percentage of Net Procurement.

COMCAST		2022				GO 156 Section 9.1.2			
Supplier Diversity Direct Procurement by Product and Service Categories									
				2022					
				Product		Service		Total	
				\$	%	\$	%	\$	%
1	Minority Male	African American	Direct	\$0	0.00%	\$2,352,964	0.35%	\$2,352,964	0.35%
2		Asian Pacific American	Direct	\$144,709	0.02%	\$928,774	0.14%	\$1,073,483	0.16%
3		Hispanic American	Direct	\$60,267	0.01%	\$3,942,574	0.58%	\$4,002,841	0.59%
4		Native American	Direct	\$0	0.00%	\$2,136,291	0.32%	\$2,136,291	0.32%
5		Total Minority Male	Direct	\$204,976	0.03%	\$9,360,602	1.39%	\$9,565,579	1.42%
6	Minority Female	African American	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
7		Asian Pacific American	Direct	\$84,201	0.01%	\$0	0.00%	\$0	0.00%
8		Hispanic American	Direct	\$240,717	0.04%	\$3,436,099	0.51%	\$3,676,816	0.54%
9		Native American	Direct	\$1,676	0.00%	\$0	0.00%	\$0	0.00%
10		Total Minority Female	Direct	\$326,594	0.05%	\$3,436,099	0.51%	\$3,762,693	0.56%
11	Total Minority Business Enterprise (MBE)		Direct	\$531,570	0.08%	\$12,796,701	1.89%	\$13,328,271	1.97%
12	Women Business Enterprise (WBE)		Direct	\$12,096,087	1.79%	\$27,486,991	4.07%	\$39,583,079	5.86%
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	\$41,310	0.01%	\$0	0.00%	\$41,310	0.01%
15	Persons with Disabilities Business Enterprise (DBE)		Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
16	8(a)*		Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
17	Total Supplier Diversity Spend		Direct	\$12,668,968	1.87%	\$40,283,692	5.96%	\$52,952,660	7.84%
18	Net Procurement**						\$675,843,435		
19	Net Product Procurement						\$107,320,204		
20	Net Service Procurement						\$568,523,231		
21	Total Number of Diverse Suppliers that Received Direct Spend								40

NOTES:

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** Net Procurement includes purchase orders, non-purchase orders, and credit card dollars.

1 Direct - Means Direct Procurement: when a utility directly procures from a supplier.

2 Sub - Means Subcontractor Procurement: when a prime contractor, in contract with a utility, procures from a subcontractor to fulfil its contractual obligation(s).

% - Percentage of Net Procurement.

COMCAST	2022	GO 156 Section 9.1.2
Supplier Diversity Subcontractor Procurement by Product and Service Categories		

				2022					
				Product		Service		Total	
				\$	%	\$	%	\$	%
1	Minority Male	African American	Sub	\$269,820	0.04%	\$170,147	0.03%	\$439,967	0.07%
2		Asian Pacific American	Sub	\$379,977	0.06%	\$0	0.00%	\$379,977	0.06%
3		Hispanic American	Sub	\$0	0.00%	\$10,465,381	1.55%	\$10,465,381	1.55%
4		Native American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
5		Total Minority Male	Sub	\$649,797	0.10%	\$10,635,528	1.57%	\$11,285,325	1.67%
6	Minority Female	African American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
7		Asian Pacific American	Sub	\$111,608	0.02%	\$7,827,990.32	1.16%	\$7,939,598	1.17%
8		Hispanic American	Sub	\$0	0.00%	\$0.00	0.00%	\$0	0.00%
9		Native American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
10		Total Minority Female	Sub	\$111,608	0.02%	\$7,827,990	1.16%	\$7,939,598	1.17%
11	Total Minority Business Enterprise (MBE)		Sub	\$761,405	0.11%	\$18,463,518	2.73%	\$19,224,923	2.84%
12	Women Business Enterprise (WBE)		Sub	\$782,366	0.12%	\$5,188,002	0.77%	\$5,970,368	0.88%
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	\$249,870	0.04%	\$0	0.00%	\$249,870	0.04%
15	Persons with Disabilities Business Enterprise (DBE)		Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
16	8(a)*		Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
17	Total Supplier Diversity Spend		Sub	\$1,793,641	0.27%	\$23,651,520	3.50%	\$25,445,161	3.76%
18	Net Procurement**					\$675,843,435			
19	Net Product Procurement					\$107,320,204			
20	Net Service Procurement					\$568,523,231			

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** Net Procurement includes purchase orders, non-purchase orders, and credit card dollars.

¹ Direct - Means Direct Procurement: when a utility directly procures from a supplier.

² Sub - Means Subcontractor Procurement: when a prime contractor, in contract with a utility, procures from a subcontractor to fulfill its contractual obligation(s).

% - Percentage of Net Procurement.

COMCAST	2022	GO 156 Section 9.1.2
Supplier Diversity Results by Standard Industrial Classification (SIC) Codes		

SIC Code	African American		Asian Pacific 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)	Persons with Disabilities Business Enterprise (DBE)	8(a)*	Total Supplier Diversity Spend	Total Procurement
	Male	Female	Male	Female	Male	Female	Male	Female								
Raw	\$	\$2,134,414	\$0	\$930,556	\$4,407,179	\$9,400,346	\$0	\$2,136,291	\$0	\$19,008,786	\$3,879,030	\$0	\$0	\$0	\$22,887,816	\$299,445,587
Materials/Construction/Industrial Services	%	0.32%	0.00%	0.14%	0.65%	1.39%	0.00%	0.32%	0.00%	2.81%	0.57%	0.00%	0.00%	0.00%	3.39%	
Finished Products / Misc.	\$	\$0	\$0	\$375,475	\$0	\$110,002	\$304,664	\$0	\$1,676	\$791,817	\$9,313,248	\$0	\$0	\$0	\$10,105,065	\$23,338,867
Goods	%	0.00%	0.00%	0.06%	0.00%	0.02%	0.05%	0.00%	0.00%	0.12%	1.38%	0.00%	0.00%	0.00%	1.50%	
Technical Equipment	\$	\$0	\$0	\$2,656	\$184,755	\$0	\$0	\$0	\$0	\$187,411	\$0	\$0	\$0	\$0	\$187,411	\$88,928,422
Analysis Instruments	%	0.00%	0.00%	0.00%	0.03%	0.00%	0.00%	0.00%	0.00%	0.03%	0.00%	0.00%	0.00%	0.00%	0.03%	
Transportation / Repair / Food	\$	\$451,287	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$451,287	\$28,947,810	\$0	\$249,870	\$0	\$29,648,966	\$32,813,292
(40,42,45,47,53,54,55,58,75,76)	%	0.07%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.07%	4.28%	0.00%	0.04%	0.00%	4.39%	
Professional Services	\$	\$0	\$0	\$144,773	\$3,431,864	\$4,957,874	\$3,372,152	\$0	\$0	\$11,906,663	\$3,413,359	\$0	\$41,310	\$0	\$15,361,332	\$99,582,229
(61,65,67,73,87,89)	%	0.00%	0.00%	0.02%	0.51%	0.73%	0.50%	0.00%	0.00%	1.76%	0.51%	0.00%	0.01%	0.00%	2.27%	
Legal Services (81)	\$	\$207,230	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$207,230	\$0	\$0	\$0	\$0	\$207,230	\$7,485,250
(81)	%	0.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.03%	0.00%	0.00%	0.00%	0.00%	0.03%	
Communications / Other Services	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$124,246,237
(27,48,72,78,80,82,83,86,92,96)	%	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%	
Rubber & Misc. Plastic Products	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$3,551
(27,48,72,78,80,82,83,86,92,96)	%	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%	
Total	\$	\$2,792,931	\$0	\$1,453,460	\$8,023,798	\$14,468,222	\$3,676,816	\$2,136,291	\$1,676	\$32,553,194	\$45,553,447	\$0	\$291,180	\$0	\$78,397,821	\$675,843,435
	%	0.41%	0.00%	0.22%	1.19%	2.14%	0.54%	0.32%	0.00%	4.82%	6.74%	0.00%	0.04%	0.00%	11.60%	100.00%

Net Procurement**	\$675,843,435
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NOTES:

* 8(a) - Firms classified as 8(a) by the Small Business Administration include non-WMDV/LGBT/DBE. Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).
 ** Net Procurement includes purchase orders, non-purchase orders, and credit card dollars.

^ Direct - Means Direct Procurement: when a utility directly procures from a supplier.
 * Sub - Means Subcontractor Procurement: when a prime contractor, in contract with a utility, procures from a subcontractor to fulfill its contractual obligation(s).
 % - Percentage of Net Procurement.

Totals may not add due to rounding.

COMCAST	2022	GO 156 Section 9.1.2
Number of Diverse Suppliers and Revenue Reported to the Supplier Clearinghouse		

Number of Diverse Suppliers	Revenue Reported to the Supplier Clearinghouse							Utility-Specific 2022 Summary						
	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	8(a)*	Total	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	8(a)*	Total
Under \$1 million	2	11					13	2	11					13
Under \$5 million	5	7					12	5	7					12
Under \$10 million	4	4					8	4	4					8
Above \$10 million	10	15		1			26	10	15		1			26
Not Available				1			1	-	-		1			1
Total	21	37	0	1	0	0	60	21	37	0	1	0	0	60

Revenue of Diverse Suppliers	Revenue Reported to the Supplier Clearinghouse							Utility-Specific 2022 Summary						
	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	8(a)*	Total	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	8(a)*	Total
Under \$1 million	\$19,779,000	\$119,843,607					\$139,622,607	\$33,726	\$13,977,913					\$14,011,639
Under \$5 million	\$16,624,700	\$45,214,870					\$61,839,570	\$6,093,627	\$5,969,370					\$12,062,997
Under \$10 million	\$34,487,880	\$33,423,277					\$67,911,157	\$4,284,342	\$571,376		\$249,870			\$5,105,589
Above \$10 million	\$4,407,171,138	\$15,091,407,111					\$19,498,578,249	\$4,203,786	\$42,972,500		\$41,310			\$47,217,596
Total	\$4,478,062,718	\$15,289,888,865	\$0	\$0	\$0	\$0	\$19,767,951,582	\$14,615,481	\$63,491,160	\$0	\$291,180	\$0	\$0	\$78,397,821

NOTES:

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 ** Net Procurement includes purchase orders, non-purchase orders, and credit card dollars.

COMCAST	2022	GO 156 Section 9.1.2
Description of Diverse Suppliers with Majority Workforce in California		

Comcast reports 38 of the 60 WMDVLGBTBEs with California Majority Workforce.

COMCAST	2022	GO 156 Section 9.1.3
Supplier Diversity Program Expense		

Expense Category	2022 (Actual)
Wages	\$160,000
Other Employee Expenses	
Program Expenses	\$68,917
Reporting Expenses	
Training Expenses	
Consultant Expenses	
Other Expenses	\$10,000
Total	\$238,917

COMCAST	2022	GO 156 Section 9.1.4
Description of Progress in Meeting or Exceeding Set Goals		

In reflecting on 2022, the year provided successes and areas of opportunity. As a percent of total procurement, Comcast California's 2022 spending with CPUC-certified businesses increased by 125 basis points. Year-over-year there was an increase in spending with Hispanic American male and Asian American female owned business partners. As the COVID-19 pandemic eased, the key business objectives remained; continued connectivity to the communities we serve and the safety of our teams and customers. Our diverse business partners continued to align in providing the necessary products to keep our teams safe with personal protective equipment (PPE). In 2021, many of the diverse suppliers provided PPE, and facial coverings to assist our teams with these efforts during the pandemic. Similar product procurement continued into 2022 where one woman owned business partner designed customized facial coverings for our teams. This business partner continues to expand the business, working enterprise-wide. We committed to providing referrals to our team enterprise-wide and our business partners for their efforts in implementing safety during the pandemic.

Comcast California completed the rebranding of over half of our fleet vehicles and our diverse business partners supported this initiative. Our Fleet team, which regularly partners with diverse suppliers, continued through this initiative. The partnership afforded a newly onboarded Hispanic, male owned business to work for a large corporation, a scale-building opportunity for this business. In another instance, we identified additional diverse procurement growth with a Hispanic, male business working within our network expansion. This business partner works directly with our Comcast California region and through our prime business partners providing construction and engineering services. We support this business in working to expand its operations in both areas and support vital projects for Comcast California.

Comcast procures construction, computer hardware, staffing, and materials through CPUC-certified companies for use throughout the national footprint. While Comcast California spent approximately \$78.3 million with CPUC-certified suppliers in 2022, over \$1.7 billion was spent enterprise-wide with CPUC-certified suppliers beyond California. One such example is our procurement of computer hardware, which is procured through a CPUC-certified supplier.

Our 12th annual California Cable Supplier Diversity Symposium: *Future Ready Business Connections: Match the Speed of Innovations* proved to be an opportunity for our business partners to provide necessary technical assistance and support to diverse businesses reimagining and restructuring their business offerings post-pandemic. In 2022, our African American-owned cybersecurity business partner shared best practices and invited one of their diverse suppliers to discuss their success in providing products and services to the technology industry. An African American-owned consulting business presented *Get Future Ready: Get Ahead of new Risk Requirement that Could Prevent You from Bidding on Contracts* as a knowledge-sharing session in providing technical assistance to diverse suppliers.

Comcast California spending initiatives correlate with network construction, some of which are associated with the commitment to expand our network, specifically in rural areas. Increased construction impacts our diversity spending by reducing the number of diverse construction companies that are not currently well-positioned to support the capacity of work within the expansion. We regularly seek business partners that are diverse and can keep pace with our high-volume scale. Comcast California's supplier diversity continues to experience the loss of a diverse prime business partner due to certification criteria. Comcast California experienced a challenging loss in CPUC-certified diverse spending when a diverse firm no longer was eligible for CPUC certification. Our non-diverse prime business partners are reporting their efforts in collaborating with diverse subcontractors. Comcast California spent \$109.6 million with a non-diverse CPUC business partner, however, this partner continues to engage during opportunities to meet diverse suppliers that could assist with their business operations.

Although we have had some success expanding the efforts of our diverse business partners, we are striving to do more. An area of opportunity continues to be identifying internal means to regionally support construction services, engineering trades, and procurement of materials. To ensure quality control, Comcast centrally purchases all materials our construction suppliers use for expansions and upgrades. This requires our prime construction partners to coordinate the shipping and receiving of Comcast materials and exposes them to consistent audits throughout the year. Additionally, to ensure a standard customer experience throughout the region and maintain quality for our customers, the number of qualifying construction prime business partners is limited. Since the California Region onboarded a non-diverse business partner for a large construction footprint, the leaders recommended increased support through Tier II. We continue to evaluate these efforts with our supplier diversity council and our senior leadership.

COMCAST	2022	GO 156 Section 9.1.4
Supplier Diversity Results Compared to Set Goals		

Category	2022 Result %	2022 Goal %
Minority Male Business Enterprise	1.42%	4.42%
Minority Female Business Enterprise	0.56%	4.41%
Minority Business Enterprise (MBE)	1.97%	8.83%
Women Business Enterprise (WBE)	5.86%	5.51%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	0.00%	0.05%
Disabled Veteran Business Enterprise (DVBE)	0.01%	0.15%
Persons with Disabilities Business Enterprise (DBE)	0.00%	0.00%
Total	11.60%	14.54%

NOTE:
% - Percentage of Net Procurement.

COMCAST	2022	GO 156 Section 9.1.5
Description of Prime Contractors Utilization of Diverse Subcontractors		

While our prime business partners reported an overall decrease in subcontractor Tier II diverse spending, they continued to increase their participation in partnering through capital spending related to traffic control and engineering. Our team encourages our prime business partners to continuously focus on engaging new diverse suppliers and supporting incumbent business partners by providing additional procurement opportunities, internal and external outreach, and securing opportunities for diverse suppliers. Our partners have a significant role in the success of our operations, and the prime business partners have major roles supporting our initiatives and goals. However, despite consistent collaboration and necessary measures in place, due to less capital spending in 2022, Comcast California reported a decrease of \$2.4 million in Tier II spending. Our partnerships are vital to our operations and our prime business partners are also integral to the success of Comcast California's Supplier Diversity Program. Prime business partners contributed to supporting Comcast California by virtually attending events throughout the year and participating in matchmaking opportunities, industry panels, and facilitating discussions related to the cable industry and supplier sourcing.

The relationships with our prime business partners go beyond Comcast California, as our corporate partners foster these relationships and highly encourage our partners to support supplier diversity initiatives. Comcast California seeks to assist our prime business partners with their subcontracting relationships and to develop valuable relationships to support the subcontractors' growth. We aid in developing relationships with prospective subcontractors through strong advocacy of our Supplier Diversity Program goals. A woman-owned business partnering with one of our prime partners increased their spending year-over-year by 93% as they provide vegetation management services so Comcast California can proactively maintain the plant operations. Not only is this woman-owned business working with our prime business partner, but it is scaling to work directly with Comcast California. This is an example of the powerful connections our program and partners develop. Our goal is to provide resources and opportunities to share information about CPUC-certified suppliers and diversity certification and create opportunities to further strengthen diverse supplier subcontractor relationships. We work to achieve this goal with our Supplier Diversity Manager via monthly calls, status reports, and the development of supplier diversity goals within their organizations.

In 2022, despite the ongoing challenges of the pandemic, our prime business partners continued to identify prospective diverse suppliers and support Comcast California's aspirational goals for diverse spending. As many businesses adjusted to the continuing economic strains of the pandemic, so did our prime business partners. In the area of vehicle purchases, our prime business partners reported decreases compared to 2021, when our partners experienced an increase in diverse spending. Our partners sought diverse suppliers to support their operational targets in the areas of construction and engineering. Comcast California's 2022 Supplier Diversity Program plan included collaborative efforts and a focus on executing diverse spending goals for our partners to achieve. These efforts were led by our California Region Supplier Diversity Program Manager and our Vice President of Engineering.

On November 9, 2022, Comcast partnered with Charter Communications and Cox to host our 12th Annual California Cable Supplier Diversity Symposium. We hosted over 250 virtual attendees for a day of learning, action, and making contacts. Participants had the opportunity to gain knowledge through panels on our respective companies' offerings and needs, specifically tailored to the diverse supplier community. Such panel discussions included: *The Future of Broadband – 10G Connection Panel*. Comcast California's senior leader, our Vice President of Technical Operations, participated in a panel sharing strategic insights into the current trends and discussing the growth of networks related to increased bandwidth and the Road to 10G (network growth initiative). This knowledge sharing allowed the diverse suppliers to learn more about the cable industry's future expansion and how their business can align directly with Comcast California and with our prime business partners' projects. Our prime business partners, Comcast California leadership, and our corporate headquarters provided technical assistance by participating in a virtual panel discussion focusing on the future and trends in collaborating in the cable industry, as well as participating in over 100 one-on-one meetings to better connect with prospective suppliers. Our prime partners participated in the Vendor Showcase featuring 24 diverse suppliers representing minority owned to Lesbian Gay Bi Trans Business Enterprise (LGBTBE) with a curated digital reference guide to share with procurement stakeholders. We will continue utilizing this standard for our suppliers moving forward into 2023 to provide increased awareness of our prime business partners' operations and their immediate needs.

Our Supplier Diversity Program plan includes support in identifying additional diverse subcontracting opportunities and instances to provide technical assistance for diverse certification by partnering with the Supplier Clearinghouse team. We will provide actionable opportunities for our business partners to meet and hire diverse subcontractors throughout our footprint as well as assist with certifications/re-certifications. We will continue to analyze our prime partners' needs to identify diverse Tier II suppliers who may be candidates for becoming prime construction contractors. Further actions are highlighted in the 2023 Annual Plan.

COMCAST	2022	GO 156 Section 9.1.5
Summary of Prime Contractors Utilization of Diverse Subcontractors		

	Minority Male	Minority Female	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	8(a)*	Total Supplier Diversity Spend
Direct \$	\$9,565,579	\$3,762,693	\$13,328,271	\$39,583,079	\$0	\$41,310	\$0	\$0	\$52,952,660
Sub \$	\$11,285,325	\$7,939,598	\$0	\$5,970,368	\$0	\$249,870	\$0	\$0	\$25,445,161
Total \$	\$20,850,904	\$11,702,291	\$32,553,194	\$45,553,447	\$0	\$291,180	\$0	\$0	\$78,397,821
Direct %	1.42%	0.56%	1.97%	5.86%	0.00%	0.01%	0.00%	0.00%	7.84%
Sub %	1.67%	1.17%	0.00%	0.88%	0.00%	0.04%	0.00%	0.00%	3.76%
Total %	3.09%	1.73%	1.97%	6.74%	0.00%	0.04%	0.00%	0.00%	11.60%

Net Procurement **	\$675,843,435
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NOTES:

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** Net Procurement includes purchase orders, non-purchase orders, and credit card dollars.

Direct - Means Direct Procurement: when a utility directly procures from a supplier.

Sub - Means Subcontractor Procurement: when a prime contractor, in contract with a utility, procures from a subcontractor to fulfill its contractual obligation(s).

% - Percentage of Net Procurement.

COMCAST	2022	GO 156 Section 9.1.6
List of Supplier Diversity Complaints Received and Current Status		

No complaints received in 2022.

COMCAST	2022	GO 156 Section 9.1.7
Description of Efforts to Recruit Diverse Suppliers in Low Utilization Categories		

Comcast Corporation pursues its supplier diversity objectives in the purchase of professional services, including legal, financial, and media/advertising services.

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. For more than 25 years, Comcast has demonstrated a strong commitment to hiring diverse talent for many of the services we require. Over this time, Comcast either raised capital or used the services of minority-owned, women-owned, and service-disabled veteran-owned institutions for bond underwriting, stock repurchases, commercial paper placement, syndication of our minority-owned credit facility, and management of some of our assets. In 2021, Comcast expanded its diversity efforts by making new cash deposits and entering two high-leverage social impact investment commitments, totaling \$35 million in funds, which will help provide loans and secondary capital to minority-owned businesses and community development credit unions in underserved and racially diverse areas. These efforts continued in 2022 as Comcast increased its cash deposits at diverse banks, and engaged new diverse partners. Comcast's commitment to these programs remains an important aspect of our overall diversification policy.

364-Day Credit Facility: In 2022, for the 18th consecutive year, Comcast entered a 364-day syndicated revolving credit facility with a group of diverse banks and Community Development Financial Institutions led by African American-owned and controlled United Bank of Philadelphia (as administrative agent). Commitments under the revolver increased by 16% in 2022.

Bond Underwriting: Diverse banks have participated in the underwriting of all Comcast bond offerings since 2012, adding value to the process, and earning significant income along the way. In the corporate bond market, Comcast used 11 diverse firms to underwrite approximately \$303 million of financing in 2020, 8 firms to underwrite an approximately \$387 million bond exchange in 2021, and 6 firms to underwrite approximately \$41 million of financing in 2022.

Diverse Money Managers: Comcast utilizes diverse firms as money managers. Comcast uses an African American-owned firm to manage a portion of the company's short-term fixed-income assets. Additionally, in 2022 Comcast agreed to add a veteran-owned firm, specifically targeting their Veteran Impact Portfolio.

Investment Portal: Comcast continues to use an investment portal provided by an African American-owned investment bank to invest in money market funds domestically and internationally. 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 function as brokers in equity transactions.

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 and to working with diverse lawyers at majority owned law firms. In an effort 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, Comcast supports diverse bar associations and professional organizations.

The company's legal department has an active and engaged diversity and inclusion council with sub-committees focused on:

- **Pipeline**—Focuses on developing a pipeline of diverse talent by introducing diverse populations to the legal profession, and monitoring Comcast's in-house hiring.
- **Law Firm**—Focuses on engaging and retaining diverse outside counsel, both using diverse owned firms and working with majority firms to encourage hiring, retention, and use of diverse counsel.
- **Outreach**—Works with local law schools to guide diverse law students.

Throughout the year, legal professionals from across the company also participated in outreach activities with NAMWOLF and other organizations focused on improving diversity in the legal profession.

Diverse Media and Advertising Outlets

Our consistent support of diversity within financial and legal services continued with Comcast California's diversity spending in media and advertising, including approximately \$74 million with diverse advertising outlets. Burrell Communications, a diverse partner, continues to serve as Comcast Corporation's agency of record for African American and LGBTQ creative advertising, and Gallegos United, a diverse partner, continues to serve as Comcast Corporation's Agency of Record for Hispanic and Asian American/International segments creative advertising.

COMCAST	2022	GO 156 Section 9.1.9
Description of Supplier Diversity Activities and Progress in Power Procurement		

Comcast excluded from reporting in this category.

NOTE:

Utilities shall report renewable and non-renewable energy procurement in a manner similar to their reporting of fuel procurement.

COMCAST	2022	GO 156 Section 10.1.1
Supplier Diversity Short-, Mid-, and Long-Term Procurement Goals		

SIC Code Product	Short-Term 2023						Mid-Term 2024						Long-Term 2025					
	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	Total Supplier Diversity Goal	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	Total Supplier Diversity Goal	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	Total Supplier Diversity Goal
Raw Materials/Construction/Industrial Services (7,8,15,16,17,26,28,32,33,46,49,52)	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.05%	0.00%	0.00%	0.00%	0.00%	0.05%	0.09%	0.00%	0.00%	0.00%	0.00%	0.09%
Finished Products / Misc. Goods (20,23,25,31,39,50,51,56,57,59,70)	1.20%	1.35%	0.00%	0.05%	0.00%	2.60%	1.20%	1.30%	0.00%	0.09%	0.00%	2.59%	2.00%	1.35%	0.00%	0.09%	0.00%	3.44%
Technical Equipment / Analysis Instruments (34,35,36,38)	0.05%	0.00%	0.00%	0.00%	0.00%	0.05%	0.05%	0.00%	0.00%	0.00%	0.00%	0.05%	0.30%	0.00%	0.00%	0.00%	0.00%	0.30%
Transportation / Repair / Food (40,42,45,47,53,54,55,58,75,76)	0.09%	0.00%	0.00%	0.00%	0.00%	0.09%	1.20%	0.00%	0.00%	0.00%	0.00%	1.20%	1.20%	0.00%	0.00%	0.00%	0.00%	1.20%
Professional Services (61,65,67,73,87,89)	0.05%	0.59%	0.05%	0.00%	0.02%	0.71%	0.05%	0.59%	0.09%	0.00%	0.02%	0.75%	0.05%	0.59%	0.09%	0.00%	0.04%	0.77%
Legal Services (81)	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%	0.00%	0.00%	0.00%
Communications / Other Services (27,48,72,78,80,82,83,86,92,96)	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%	0.00%	0.00%	0.00%
Subtotal	1.39%	1.94%	0.05%	0.05%	0.02%	3.45%	2.55%	1.89%	0.09%	0.09%	0.02%	4.64%	3.64%	1.94%	0.09%	0.09%	0.04%	5.80%

SIC Code Services	Short-Term 2023						Mid-Term 2024						Long-Term 2025					
	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	Total Supplier Diversity Goal	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	Total Supplier Diversity Goal	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	Total Supplier Diversity Goal
Raw Materials/Construction/Industrial Services (7,8,15,16,17,26,28,32,33,46,49,52)	3.00%	0.57%	0.00%	0.00%	0.00%	3.57%	3.25%	0.57%	0.00%	0.05%	0.00%	3.87%	3.26%	0.57%	0.00%	0.20%	0.00%	4.03%
Finished Products / Misc. Goods (20,23,25,31,39,50,51,56,57,59,70)	0.02%	0.03%	0.00%	0.05%	0.00%	0.10%	0.09%	0.03%	0.00%	0.60%	0.00%	0.72%	1.00%	0.03%	0.00%	0.60%	0.00%	1.63%
Technical Equipment / Analysis Instruments (34,35,36,38)	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%	0.00%	0.00%	0.00%
Transportation / Repair / Food (40,42,45,47,53,54,55,58,75,76)	0.03%	3.73%	0.00%	0.00%	0.00%	3.76%	0.03%	3.73%	0.00%	0.00%	0.00%	3.76%	1.00%	3.73%	0.00%	0.00%	0.00%	4.73%
Professional Services (61,65,67,73,87,89)	1.74%	0.50%	0.05%	0.02%	0.00%	2.31%	1.84%	0.50%	0.50%	0.09%	0.03%	2.96%	1.50%	0.50%	1.35%	0.70%	0.09%	4.14%
Legal Services (81)	0.05%	0.00%	0.00%	0.00%	0.00%	0.05%	0.08%	0.00%	0.00%	0.00%	0.00%	0.08%	1.00%	0.00%	0.00%	0.00%	0.00%	1.00%
Communications / Other Services (27,48,72,78,80,82,83,86,92,96)	0.00%	0.01%	0.00%	0.00%	0.00%	0.01%	0.00%	0.02%	0.00%	0.00%	0.05%	0.07%	0.00%	0.02%	0.06%	0.00%	0.09%	0.17%
Subtotal	4.84%	4.84%	0.05%	0.07%	0.00%	9.80%	5.29%	4.85%	0.50%	0.74%	0.08%	11.46%	7.76%	4.85%	1.41%	1.50%	0.18%	15.70%
Total	6.23%	6.78%	0.10%	0.12%	0.02%	13.25%	7.84%	6.74%	0.59%	0.83%	0.10%	16.10%	11.40%	6.79%	1.50%	1.59%	0.22%	21.50%

COMCAST	2022	GO 156 Section 10.1.2
Description of Supplier Diversity Program Activities Planned for the Next Calendar Year		

2023 Annual Plan

ENHANCING THE PROGRAM IN 2023

Internal

Our Supplier Diversity Manager prepared and presented a comprehensive plan to shift our existing non-diverse spending to diverse spending through collaborative execution including internal advocacy and support within our business units (i.e., construction, engineering, marketing, real estate, and materials management). The execution of the plan encompasses the continued support of our senior leadership and supplier diversity council. We continue to explore opportunities to connect virtually with diverse suppliers and plan to continue to provide various outreach opportunities on behalf of Comcast with other joint utilities and business partners. We look forward to implementing Comcast California's 2023 plan, which includes initiatives related to senior leadership engagement, internal diverse spend analysis, and consistent reporting on key data related to CPUC-certified suppliers' contract opportunities.

Our Supplier Diversity Manager and team commit to consistently finding opportunities through monthly analysis of diverse procurement reporting and sharing them through our West Division Supplier Diversity Program working group, Comcast California monthly working group meetings, quarterly senior leadership advocacy meetings, and the Supplier Diversity Program Council of California. The consistent analysis will assist corporate headquarters, West Division, and Comcast California sourcing contract opportunities. Individual stakeholders are responsible for action plans associated with initiating new contracts with qualified diverse suppliers or resolving any potential issues or gaps. Teams will select individuals to champion the program and maintain communication during procurement opportunities through discussions and strategies.

We plan to expand the active outreach, technical assistance, and efforts to support our program goals. The overall key internal initiatives include:

- Continued analysis of West Division and Comcast California diverse spending and identification of opportunities in areas of highest spending (construction and engineering)
- West Division and corporate headquarter assistance with tools and resources to exceed goals
- Continued alignment of supplier diversity plans with West Division and corporate headquarters along with joint monitoring of overall diverse spending trends
- Monthly participation at finance review senior leadership meetings to create opportunities to strategically plan projects based on the business unit needs
- Monthly Supplier Diversity Program internal correspondence and workshops to supervisors and above for updates and best practices – target mid-managers
- Enhance existing supplier diversity resource portal – create additional one-click ease in utilizing incumbent diverse suppliers.
- Conduct quarterly summits for our prime business partners to maintain support and best practices of identifying and utilizing diverse suppliers – target directors.

As we enter 2023, with the assistance of corporate headquarters and the West Division, we plan to conduct a thorough analysis of our diverse spending and facilitate valuable discussions on strategy related to the advocacy of incumbent diverse suppliers. We have explored promising opportunities within our procurement process. For example, we have identified opportunities utilizing broader insight regionally and ensuring that we identify all diverse spending.

External

Our Supplier Diversity Program Manager's dedication and participation in several community-based organizations provides a path for meaningful advocacy for our internal efforts and in presenting technical assistance for prospective diverse suppliers. The various leadership roles that our manager maintains afford an additional network for creativity and impact in supporting diverse suppliers and organizations that promote them. We plan to continue the encouragement with our prime business partners and include them in additional external events to participate in sourcing opportunities. Comcast California pursues specific areas of opportunity, LGBTQ, SDVBE, and other minority categories such as Native American and African American through consistent outreach. Plans are underway to participate in Meet the Prime events, panel participation, and matchmaking opportunities.

Outreach Opportunities:

- Reimagine partnerships with community-based organizations to increase awareness and process of doing business with Comcast, in particular organizations that support LGBTBE and SDVBE
- Meet the Buyer - quarterly opportunities to connect diverse suppliers with internal stakeholders
- Enhance and update the portal for easy access to CPUC diverse suppliers and other resources to empower teams
- Establish additional participation of Supplier Diversity Champions (business unit directed)
- Technical assistance identified with specific stakeholders – business unit mentoring
- Presentations and mentoring for small, developing companies
- Co-host CA Supplier Diversity Cable Symposium with Charter and Cox and Meet the Buyer including Primes
- Participation in panel discussions for CPUC, GGBA (GOLDEN GATE BUSINESS ASSOCIATION), Elite, VIB (Veterans in Business) National Conference, WBEC (Women Business Enterprise Council) - Pacific and American Indian Chamber of California
- WRMSDC (Western Regional Minority Supplier Development Council) Board Member
- WBEC (Women Business Enterprise Council) – Pacific Board Chair and corporate sponsorship outreach
- American Indian Chamber of CA – Board President
- Los Angeles Gay & Lesbian Chamber of Commerce – Board Member

COMCAST	2022	GO 156 Section 10.1.3
Plans for Recruiting Diverse Suppliers in Low Utilization Categories		

Nationwide, Comcast remains committed to the use of diverse suppliers, which includes increasing partnerships with diverse organizations and Tier II subcontractors, encouraging Prime business partners to work with diverse suppliers, and growing existing initiatives. See [Comcast Supplier Diversity](https://corporate.comcast.com/impact/diversity-equity-inclusion) (<https://corporate.comcast.com/impact/diversity-equity-inclusion>). Comcast California will participate in these company-wide initiatives.

COMCAST	2022	GO 156 Section 10.1.4
Plans for Recruiting Diverse 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	2022	GO 156 Section 10.1.5
Plans for Encouraging Prime Contractors to Subcontract with Diverse Suppliers		

2023 Annual Plan - Prime Partners
ENHANCING THE PROGRAM IN 2023

Our prime business partners strive to implement best practices for utilizing quality diverse suppliers. More than half of Comcast California's construction spending is allocated to four suppliers that serve as our prime business partners. Education and awareness are crucial in providing the tools and knowledge to our partners as they continuously produce Comcast California projects. As a result, annually, our leadership hosts an annual Supplier Diversity Prime Partner Summit during which our senior leadership provides the necessary context to assist in provisioning Tier II program goals and initiatives and continuing to actively collaborate with our partners to maintain consistent communication about our Supplier Diversity Program.

Since the reported decrease in diverse spending amongst our business partners, we commit to assisting in the evaluation of whether their overall diverse spending and identifying existing incumbent suppliers are diverse.

Essential 2023 initiatives include:

- Education on the value of diverse certification and the certification process
- Ongoing discussions related to prospective diverse suppliers incumbent and prospective
- Establish a consistent meeting cadence with prime partners to encourage continued engagement and to discuss opportunities, challenges, and current spending status
- Create partnerships to align and mutually support supplier diversity goals and objectives
- Encourage participation in diverse supplier matchmaking/meet-the-buyer events
- Make introductions to community-based organizations supporting supplier diversity participation
- Educate Prime business partners in investing and committing to incorporate diverse suppliers

COMCAST	2022	GO 156 Section 10.1.6
Plans for Complying with Supplier Diversity Program Guidelines		

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.

GO 156 Section 1.3 Definitions*

Name	Definition	Acronym	Certification
Woman Business Enterprises	A business enterprise at least 51% owned by a woman or women, or if a publicly owned business, at least 51% of the stock owned by one or more women; and whose management and daily business operations are controlled by one or more of those individuals (GO 156 Section 1.3.3).	WBE	Supplier Clearinghouse
Minority Business Enterprises	A business enterprise at least 51% owned by a minority individual or group(s), or if a publicly owned business, at least 51 % of the stock owned by one or more minority groups; and whose management and daily business operations are controlled by one or more of those individuals. Minority includes, but is not limited to, African Americans, Hispanic Americans, Native Americans, Asian Pacific Americans, and other groups as defined in the GO (GO 156 Section 1.3.4).	MBE	Supplier Clearinghouse
Lesbian, Gay, Bisexual, Transgender (LGBT) Business Enterprise	A business enterprise at least 51% owned by a lesbian, gay, bisexual, or transgender person or persons, or if a publicly owned business, at least 51% of the stock owned by one or more lesbian, gay, bisexual, or transgender persons; and whose management and daily business operations are controlled by one or more of those individuals (GO Section 156 1.3.5).	LGBTBE	Supplier Clearinghouse
Persons with Disabilities Business Enterprise	A business enterprise at least 51% owned by a person or persons with a disability, or if a publicly owned business, at least 51 % of the stock owned by one or more persons with a disability; and whose management and daily business operations are controlled by one or more of those individuals (GO 156 Section 1.3.6)	DBE	Supplier Clearinghouse
Disabled Veteran Business Enterprises	1) It is a sole proprietorship at least 51% owned by one or more disabled veterans or, in the case of a publicly owned business, at least 51% of its stock is owned by one or more disabled veterans; a subsidiary which is wholly owned by a parent corporation, but only if at least 51% of the voting stock of the parent corporation is owned by one or more disabled veterans; or a joint venture in which at least 51% of the joint venture's management and control and earnings are held by one or more disabled veterans. (2) The management and control of the daily business operations are by one or more disabled veterans. (3) It is a sole proprietorship, corporation, or partnership with its home office located in the United States, which is not a branch or subsidiary of a foreign corporation, foreign firm, or other foreign-based business (GO 156 Section 4.1).	DVBE	Department of General Services (DGS)
Disabled Veteran	Refers to a veteran of the military, naval or air service of the United States with a service-connected disability and who is a resident of the State of California (GO 156 Section 1.3.7).		
African American	Refers to a person having origins in any black racial groups of Africa (GO 156 Section 1.3.9)	BA	
Asian Pacific American	Refers to a person having origin in Asia or the Indian subcontinent, including, but not limited to, persons from Japan, China, the Philippines, Vietnam, Korea, Samoa, Guam, the U.S. Trust Territories of the Pacific, Northern Marianas, Laos, Cambodia, Taiwan, India, Pakistan, and Bangladesh (GO 156 Section 1.3.12).	APA	
Hispanic American	Refers to a person of Mexican, Puerto Rican, Cuban, South or Central American, Caribbean, and other Spanish culture or origin (GO 156 Section 1.3.10).	HA	
Native American	Refers to a person having origin in any of the original peoples of North America or the Hawaiian Islands, in particular, American Indians, Eskimos, Aleuts, and Native Hawaiians (GO 156 Section 1.3.11).	NA	
Other Groups (8(a))	Persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).	8(a)	
Subcontract	Any agreement or arrangement between a contractor and any party or person (in which the parties do not stand in the relationship of an employer and an employee): for the furnishing of supplies or services for the use of real or personal property, including lease arrangements, which, in whole or in part, is necessary to the performance of any one or more contracts; or under which any portion of the contractor's obligation under any one or more contracts is performed, undertaken or assumed (GO 156 Section 1.3.23).	Sub	
Supplier Clearinghouse	A Commission-supervised program or entity that shall conduct certifications/verifications and maintain a database of eligible suppliers for the use of utilities and other covered entities under the Commission's Supplier Diversity Program (GO 156 Section 1.3.22).		
Commission	Refers to the California Public Utilities Commission, as provided for in Article XII of the California Constitution (GO 156 Section 1.3.1).	CPUC	
Short-Term Goal	A goal applicable to a period of one (1) year (GO 156 Section 1.3.18).		
Mid-Term Goal	A goal applicable to a period of three (3) years (GO 156 Section 1.3.19).		
Long-Term Goal	A goal applicable to a period of five (5) years (GO 156 Section 1.3.20).		
Product and Service Categories	As defined by the Standard Industrial Classification (SIC) system maintained by the United States Department of Labor, Occupational Safety and Health Administration, as they currently read or as amended or as defined by any other updated classification system that supersedes the SIC system (GO 156 Section 1.3.24).		
Supplier Diversity	Refers to the inclusion of women, minority, disabled veteran, LGBT, and persons with disabilities business enterprises in supply chains and procurement activities		
Diverse Business/Supplier	Refers to women, minority, disabled veteran, LGBT, and persons with disabilities business enterprises		

NOTE:

* These definitions are not proposed amendments to Section 1.3 of GO 156 or the other Sections. The purpose of these definitions is to provide convenient reference in preparing GO 156 reports.