



2022 Diversity Procurement Report and 2023 Plan of
Cox Communications California, LLC and
Cox California Telcom, LLC

General Order 156



Submitted to
the California Public Utilities Commission,
the California Assembly Communications & Conveyance Committee,
The California Assembly Utilities & Energy Committee,
and the California Senate Energy, Utilities & Communications Committee

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Introduction

Why This Report Is Filed by a Telephone Corporation and a Cable Corporation

Cox Communications, Inc. provides cable, high-speed Internet, wireline voice & transport and home security & automation services in California and 15 other states. In California, services are provided by the following companies:

- **Cox Communications California, LLC**, a cable corporation that provides video and high-speed Internet services,
- **Cox California Telcom, LLC**, a California Public Utilities Commission-regulated telephone corporation providing voice and transport services,
- **Cox Strategic Services, L.L.C.**, an interconnected VoIP provider offering limited business services, and
- **Cox Advanced Services California, LLC**, a home security and automation provider.

Cox California Telcom, LLC is a public utility and subject to CPUC General Order 156, *Rules Governing the Development of Programs to Increase Participation of Women, Minority, and Disabled Veteran Business Enterprises in Procurement of Contracts from Utilities as Required by Public Utilities Code Sections 8281-8286* (“GO 156”). Cox California Telcom, LLC does not have GO 156-reportable procurement activities. Cox California Telcom, LLC’s unregulated parent companies have a nationwide Supplier Diversity Program. This report contains information about the unregulated parent companies’ program.

California Public Utilities Code section 8283 encourages video providers, including cable corporations, to adopt procurement practices aimed at increasing the use of diverse vendors and to voluntarily report such activity to the Legislature on an annual basis. Cox Communications California, LLC is a cable corporation and is voluntarily providing this report to members of the state Legislature in addition to the CPUC.

While Cox strives to provide information about its Supplier Diversity program as set forth in GO 156, Cox’s program differs from GO 156 in some ways because it was not developed pursuant to GO 156 (as the unregulated parent companies are not subject to GO 156). Therefore, some of Cox’s data is different from what other companies may report to the CPUC. Additionally, this report provides information about Cox’s national and California procurement activities, thus reported procurement represents Cox’s spend nationwide (and not just for California operations). While there are some differences, Cox believes that our program shares the same goal as GO 156 – to increase procurement opportunities for historically disadvantaged suppliers.

Cox's Commitment to Supplier Diversity:

At Cox, meeting the needs of our diverse customer base requires collaboration with diverse suppliers. Moreover, a diverse supplier base provides us with a clearer understanding of our customers while providing economic growth in the communities we serve. With that in mind, it's easy to see why supplier diversity is of fundamental importance to Cox. It's part of our value system and our corporate business strategy.



- George Richter
SVP Supply Chain
Management

“

We strive to provide best-in-class products and services for our customers, and we're proud to work with innovative, diverse-owned suppliers who share that same goal. We make it a priority to work with diverse-owned businesses and will continue to invest in the inspired talent and innovation diverse suppliers have to offer.

”

Cox's Commitment to Inclusion, Diversity & Equity

At Cox, we champion inclusion, reflect our diverse communities, and empower our great people to build a better future together. This is our vision for Cox's inclusion, diversity and equity efforts, and it reflects the thoughtful work of employees across the enterprise.

We work to weave diversity and inclusion into the Cox culture through:

- **Awareness** – Increase employee and customer awareness around diversity and inclusion. Drive deeper awareness and understanding of diversity, inclusion and equity as a business imperative.
- **Inclusivity** – Promote inclusivity by empowering teams and individual members to recognize, value and leverage diverse perspectives, fostering innovation.
- **Operational Excellence** – Partner with key stakeholders to maximize business opportunities. Ensure that diversity, inclusion and equity are woven into how we interact with our employees, customers, communities and suppliers.

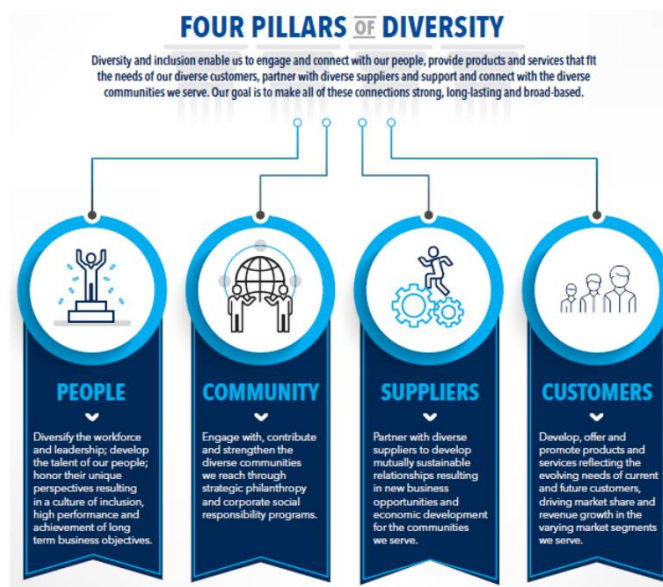
Awards & Recognition



Cox's National ID&E Council

Cox's commitment to diversity and inclusion ensures the perspectives, needs and priorities of our people, customers, suppliers, and communities are reflected in our company's vision. The National ID&E Council is charged with ensuring inclusion, diversity and equity receive focused attention and action.

The Council has four sub-teams that focus on our Four Pillars of Diversity: Our People, Customers, Communities & Suppliers.



Overview of Cox's Supplier Diversity Program

Program Overview

At Cox, we value and encourage the use of qualified minority-owned (MBE), women-owned (WBE), veteran-owned (VBE), service-disabled veteran-owned (SDVOB), lesbian, gay, bisexual and transgender-owned (LGBTBE), and disabled-owned (DOBE) business enterprises in our company-wide purchasing processes. We seek to form mutually beneficial alliances with suppliers who offer products or services that are of high quality, competitively priced and come with excellent customer service.

Our Supplier Diversity Program is a business strategy to maximize opportunities for diverse-owned suppliers which helps keep Cox flexible, innovative, competitive, and enables revenue and economic impact in the communities we serve. Additionally, sourcing products and services from suppliers of different backgrounds helps to sustain and transform the supply chain while reflecting the communities we serve. Our strategy includes Tier I (direct spend) and Tier II (subcontract, etc.) opportunities for broadest coverage.

Who qualifies as a diverse-owned supplier?

A business certified by an independent 3rd party to be headquartered in the US that is at least 51% owned, operated, and controlled by US citizens or lawful permanent residents who identify as members of one or more diversity groups:

Minority -owned (MBE)*
Woman-owned (WBE)
Veteran (VBE)

Service-Disabled Veteran-owned (SDVOSB)
LGBTQ-owned (LGBTBE)
Disabled Individual-owned (DOBE)

Supplier Diversity Awards & Recognition



Cox's commitment is to meet with every diverse supplier who has a desire to connect.

Please register here: <https://cox.supplierone.co/>

Please find time to meet here: [CoxSupplierDiversityMeetings](#)

Please email our team with general and Tier 2 questions here: CoxSupplierDiversity@cox.com

Cox	2022	G.O. #156 Sec. 9.1.1
Description of WMDVLGBTBE Program Activities During the Previous Calendar Year		

2022 Spend Summary

Cox achieved an overall diversity spend of **\$761,757,507**

Tier 1: \$ (MBE, WBE, DOBE, VET, SDVB, LGBTBE): \$673,264,031

Tier 2: \$ (MBE, WBE, DOBE, VET, SDVB, LGBTBE, SBA, HUBZONE): \$88,493,476

Cox maintained **22%** of total discretionary procurement spend as diverse in 2021.

Three key themes emerged from Cox's 2022 supplier diversity work:

- Supplier Diversity Internal Process Improvements (Tier 2, Certificate Management)
- Cox Engagement (NDIC Supplier Pillars, Certification Assistance & Supplier Engagement Program)
- Strategic Partnerships: (2022 Events, Internal Sourcing Goals, Internal Programs)

2022 Summary

In 2022, Cox Communications' Supplier Diversity program focused on *doing the work*. The Cox supplier diversity team set out to grow engagement, implement internal process improvements, and expand on strategic partnerships within Cox.

With the work and investment into its program, Cox Communications' Supplier Diversity program has rebounded to pre-pandemic spend numbers. One of the drivers to success has been continuing to expand existing programs and creating innovative programs to engage suppliers and internal stakeholders. At the heart of our program, we strive to create economic growth in the communities we serve while effectively communicating to our internal and external stakeholders that supplier diversity is a key part of Cox's values system and corporate business strategy. We were able to *do the work* to achieve our 2022 goals and stay focused on strengthening the program.

Cox understands that a fundamental part of maintaining a best-in-class program is being aware of opportunities for review and improvement. Understanding a Supplier Diversity program is only as good as the programs and processes it has in place, in 2022 Cox invested time and resources to improve and implement two processes within its supplier diversity landscape. With the implementation of Supplier.io in 2021, Cox looked to increase usage and engagement with the tool in 2022. The supplier diversity team also reviewed the current practices of certificate management and looked to own the front-end process of Cox's internal certificate management platform.

Cox Communications continues to advance long-term with foundational strategies and relationship building established earlier in the program's journey. In 2022, Cox sought to grow strategic partnerships by connecting with its NDIC (National Diversity Inclusion Council) supplier pillar groups and sourcing teams. This year, Cox was also intentional about better understanding its diverse suppliers. With the maturing of the Certification Assistance Program and the creation of the Supplier Engagement program, Cox was able to communicate its commitment to supplier diversity to its active diverse suppliers. Cox believes it is important to create a safe space and have an active dialogue to communicate the Cox culture, improve performance, convey stakeholder satisfaction, and grow opportunities. Cox hosted its

first Supplier Partnership reception this year at the National Minority Supplier Council Conference. Growing, sustaining, and creating new relationships continued to pay off in 2022.

Maturing of Certification Assistance Program

In 2021, Cox sought to become a resource for diverse suppliers by establishing the Cox Certification Assistance Program. The purpose of the Certification Assistance Program is to serve as a resource to diverse businesses working for Cox that are looking to become certified. Cox Communications aims to educate diverse companies on the process and benefits of certification so our existing and potential suppliers can become certified. Cox hopes to maximize opportunities for newly certified diverse-owned suppliers and is committed to helping grow their resources can increase visibility and build capacity for diverse companies.

Cox has implemented services to help suppliers succeed, including but not limited to:

1. Education around certification
2. Coaching by Supplier Diversity professionals
3. Connection with critical contacts at certifying organizations

The Certification Assistance Program has now certified fourteen suppliers and Cox has invested and committed over \$39,000 to getting suppliers certified. In 2022, Cox continued to work with Certify My Company (CMC), a disability and woman-owned business, providing project manager resources, collecting all documentation either from the supplier or a knowledge source and completing the application for the qualified diverse supplier.

In 2022, Cox engaged seventeen suppliers: (9) certified, (3) submitted applications progress, and (5) in the pipeline for 2023. The program brought in an additional \$20M in certified diverse spending for all Cox companies. The Certification Assistance Program was extraordinarily productive and saw significant wins, including support from senior-level executives to extend the program into 2023.

National Diversity Inclusion Council: Supplier Pillars

2022 Small Business Leadership Academy

In 2022, the Cox's Small Business Leadership Academy saw the launch of the Central Market program with Tulsa Community College. Cox's commitment to growing potential vendors and enhancing diversity among its suppliers continued to show a resounding commitment to supplier diversity and ID&E efforts among customers and suppliers.

In addition, Cox continued to invest in its certified diverse-owned suppliers by awarding a total of fifty-four scholarships for small, diverse suppliers and Cox Business customers to attend Cox Small Business Leadership Academies across four educational partner universities in 2022.

Partner University	Scholarships Awarded
University of Nevada Las Vegas	5
Delgado Community College (New Orleans)	11
Tulsa Community College	17
Old Dominion University	21

Strategic partnerships at Cox Communications allow for continued flexibility and a clearer understanding of our customers while providing economic growth in the communities they serve. Through co-hosted events, internal sourcing goals, and launching internal programs, Cox has found ways to maximize these partnerships. As always, every prospective diverse-owned supplier interested in doing business with Cox Communications receives a personal response from the supplier diversity team and set up meetings with a to a supply chain representative.

Cox Events

In 2022, Cox hosted its annual Tier 2 virtual event in partnership with UPS and The Home Depot with over 475 total registrants, up 130 participants from last year. Cox connected diverse suppliers to crucial value chain partners, internal stakeholders, and supplier diversity representatives at this one-day summit. One of the main goals was to introduce qualified diverse suppliers to Tier 2 contractors. The agenda included a supplier showcase allowing diverse vendors to present to corporations and prime suppliers. The diverse vendors were prepped on audience member needs and received personal coaching from a business coach. A key metric is that 76% of the event budget was spent with diverse suppliers (WBE, DBE, MBE, MDBE).

Another event Cox hosted in 2022 was the 12th annual California Cable Supplier Diversity Symposium in partnership with Comcast and Charter Communications. This annual event was created to engage, educate, and strategically connect diverse suppliers with significant cable industry trends and opportunities within California. The symposium is a high-impact, one-day event that strategically connects diverse suppliers to supplier diversity program teams, buyers, category managers, and large prime suppliers. This year's event focus was "Future Ready Business Connections" with 332 total registrants. In addition, the event hosted matchmaking, a keynote, and educational sessions.



Agency Engagement

Cox continued to be engaged with the third-party certifying agencies through sponsorship and active participation in conferences in 2022. In addition, Cox was proud to be a sponsor at the NMSDC, NGLCC, and WBENC national conferences.

Cox Communications President and CEO Mark Greatrex signed the CEO letter on Disability Inclusion, committing to advance disability inclusion at Cox and in the industry. Cox also supported Disability: IN through sponsorship and participation in the procurement council.

Cox participated in the Georgia Minority Supplier Development Council's (GMSDC) virtual Business Opportunity Exchange. Sourcing professionals participated in one-on-one matchmaking and formed connections with over ten diverse suppliers. In addition, a Cox sourcing Director participated in the GMSDC mentorship program, George Mentor Protégé. Cox also had Lauren Costley, Sr. Manager of Category Management, sit on the GMSDC board and be assigned to a committee focusing on Tier 2. **Senior Vice President of Supply Chain (responsible for procurement) George Richter serves on the NMSDC board of directors.** In his role on the board, George is leveraging over a decade of experience in executive sponsorship of supplier diversity programs to advance business opportunities for certified minority business enterprises and push the organization to embrace change.

Further, Cox is maintaining its positions on the Disability: IN national certification committee, the NGLCC procurement council, the Disability: IN procurement council, the GMSDC board of directors. Cox also

retains its partnerships with NMSDC, WBENC, Disability: IN, NGLCC, and TechSCALE. 2022 was about *getting the work done* to effectively move the needle. Cox Communications had a successful year in maintaining a varied supply base, fueling mutual growth, and staying committed to economic growth in the communities we serve. Cox continues to sustain a premiere, mature supplier diversity program. In 2022, Cox created and supported a program to get suppliers certified and achieved a diverse percentage of discretionary spend of 22% while continually improving world-class best practices.

Recruiting Events

Throughout 2022, Cox employees and senior leaders participated in many recruiting events hosted by Cox or various chambers and supplier diversity organizations. A sample of the events Cox participated in include:

Event	Segment	Date	Location
Georgia Minority Supplier Development Council/Georgia Mentor Protégé program graduation	MBE	2/17	Virtual
NMSDC Business Connection Matchmaker	MBE	3/2	Virtual
Disability IN Spring Virtual Matchmaking	DOBE	3/25	Virtual
Platinum Circle Matchmaking NGLCC	LGBTQ	5/13	Virtual
GMSDC BOE	MBE	6/23	In Person
NGLCC Conference	LGBTQ	8/2	In Person
GMSDC Spirit of Alliance Awards	MBE	9/16	In Person
Tier 2 Summit: Prime Procurement Performance	All	9/21	Virtual
NMSDC Conference	LGBTQ	10/30-11/2	In Person
California Cable Symposium	All	11/9	Virtual (California Based)

Cox	2022 Annual Report	G.O. #156 Sec. 9.1.2
WMDVLGBTBE Annual Results by Ethnicity		

			(Year) of Report			
			Direct Spend ¹ \$	Sub Spend ² \$	Total \$	%
1	Minority Male	African American				
2		Asian Pacific American				
3		Hispanic American				
4		Native American				
5		Total Minority Male				
6	Minority Female	African American				
7		Asian Pacific American				
8		Hispanic American				
9		Native American				
10		Total Minority Female				
11	Total Minority Business Enterprise (MBE)		\$ 449,593,189.01	\$ 22,904,335.31	\$ 472,497,524.32	67.24%
12	Women Business Enterprise (WBE)		\$ 185,843,671.04	\$ 6,168,951.48	\$ 192,012,622.52	27.33%
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$ 119,630.20	\$ 37,410.00	\$ 157,040.20	0.02%
14	Disabled and Veteran Business Enterprise (DVBE)		\$ 26,000,195.83	\$ 278,618.97	\$ 26,278,814.80	3.74%
15	Persons with Disabilities Business Enterprise (PDBE)		\$ 11,707,344.96	\$ 9,654.11	\$ 11,716,999.07	1.67%
16	8(a)*					
17	Total Supplier Diversity Spend		\$ 673,264,031.04	\$ 29,398,969.87	\$ 702,663,000.91	
18	Net Procurement**		\$ 3,442,627,653.80			

Cox	2022 Annual Report	G.O. #156 Sec. 9.1.2
WMDVLGBTBE Direct Procurement by Product and Service Categories		

					[Year] of Report					
					Product		Service		Total	
					\$	%	\$	%	\$	%
1	Minority Male	African American		Direct						
2		Asian Pacific American		Direct						
3		Hispanic American		Direct						
4		Native American		Direct						
5		Total Minority Male		Direct						
6	Minority Female	African American		Direct						
7		Asian Pacific American		Direct						
8		Hispanic American		Direct						
9		Native American		Direct						
10		Total Minority Female		Direct						
11	Total Minority Business Enterprise (MBE)			Direct	\$ 307,351,963	8.98%	\$ 197,485,615.62	5.77%	\$ 504,837,578.94	14.75%
12	Women Business Enterprise (WBE)			Direct	\$ 42,782,846	1.25%	\$ 104,047,880.68	3.04%	\$ 147,290,413.19	4.29%
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)			Direct	\$ 342,263	0.01%	\$ 3,422.63	0.00%	\$ 345,685.39	0.01%
14	Disabled Veteran Business Enterprise (DVBE)			Direct	\$ 21,562,554	0.63%	\$ 102,678.83	0.00%	\$ 21,665,233.05	0.63%
15	Persons with Disabilities Business Enterprise (DBE)			Direct	\$ 34,226	0.00%	\$ 10,267.88	0.00%	\$ 44,494.16	0.00%
16	8(a)*			Direct	\$ -	0.00%	\$ -	0.00%		0.00%
17	Total Supplier Diversity Spend			Direct	\$ 372,073,852	10.87%	\$ 301,649,865.64	8.81%	\$ 673,723,717.88	
18	Net Procurement**				\$ 3,422,627,653.80					
19	Net Product Procurement				\$ 2,316,315,180.46					
20	Net Service Procurement				\$ 1,106,312,473.34					
21	Total Number of Diverse Suppliers that Received Direct Spend							300		

WMDVLGBTBE Subcontractor Procurement by Product and Service Categories

Cox does not receive procurement spend by product and service categories for subcontractors. Therefore, Cox does not have data responsive to this section.

Cox	2022 Annual Report	G.O. #156 Sec. 9.1.2
WMDVLGBTBE Procurement by Standard Industrial Categories		

Cox does not track its procurement by Standard Industrial Categories. Therefore, Cox does not have data responsive to this section.

Cox	2022 Annual Report	G.O. #156 Sec. 9.1.2
Number of WMDVLGBTBE Suppliers and Revenue Reported to the Clearinghouse		

Cox does not track our suppliers' revenue reported to the Clearinghouse. Therefore, Cox does not have data responsive to this section.

Cox	2022 Annual Report	G.O. #156 Sec. 9.1.2
Description of WMDVLGBTBEs with CA Majority Workforce		

Cox does not receive workforce data of its vendors. Therefore, Cox does not have data responsive to this section.

Cox tracks certain expenses specific to its Supplier Diversity program separate from its overall Supply Chain expense budget. Wages are not included in the Supplier Diversity specific budget; therefore, Cox will not be including wages in this section.

Expense Category	Year (Actual)
Wages	-
Other Employee Expenses	-
Program Expenses	\$172,500
Reporting Expenses	\$49,500
Training Expenses	\$85,567
Consultant Expenses	-
Other Expenses	\$28,000
Total	\$335,567

Description of Progress in Meeting or Exceeding Set Goals

2022 was an extremely powerful and productive year in the history of supplier diversity at Cox Communications and Cox continues to sustain a premiere, mature supplier diversity program.

Cox continues to set goals throughout the organization from an enterprise-level, procurement, and sourcing level and within the national diversity and inclusion council pillar group. We were able to see tremendous growth throughout the organization due to structured goal setting.

Cox Communications set a goal of \$658M in Tier 1 spend and \$83M in Tier 2 in 2022. Cox Communications increased Tier 1 spend by nearly 2% YoY and held diverse percentage of discretionary spend steady at 22% all while continually improving world-class best practices. Cox also achieved an all-time high in Tier 2 spend in 2022.

The sourcing and procurement teams as well as the supplier diversity team worked hard to encourage participation and enhance the supplier experience in our Tier 2 reporting tools. A communication plan was executed, and thorough training was conducted with the supplier population whose contracts contain Tier 2 language. Cox continued to audit Tier 2 contract language, analyze opportunities, and drive reporting compliance with suppliers. Due to sourcing team participation and continued executive leadership support, Cox delivered a 72% supplier compliance, and a 3% YoY Tier 2 spend increase in 2022.

WMDVLGBTBE Results and Goals

Cox establishes a goal for its Supplier Diversity program overall but not specific to certain diverse vendor categories. Cox has been working on setting enterprise, sourcing category, and business unit goals and plans on setting goals by diverse vendor category in the future. Therefore, Cox does not have information responsive to this section.

Description of Prime Contractor Utilization of WMDVLGBTBE Subcontractors

Cox continues to make Tier 2 spend and use of subcontractors from our prime suppliers. Cox's vendor agreements of at least \$500K specify our Tier 2 policy of the vendor using economically disadvantaged and diverse suppliers for work related to the products or services under contract. Based on a threshold amount of spend and the type of service provided, vendors contractually commit to meet a specific percentage of Tier 2 spend. Under Cox's Tier 2 policy, a vendor may be required to use reasonable efforts to direct as much as 21% of its total spend related to its agreement with us to economically disadvantaged and diverse suppliers.

In 2022, Cox sought to continue to expand a maturing Tier 2 program. In 2021, Cox focused on reporting compliance and engaged Supplier.io to implement its reporting platform resulting in a significant increase in reporting submissions. In 2021, Cox reached over \$74M in Tier 2 spend from suppliers registered in the new tool by focusing on increasing the number of suppliers reporting. With the expansion and formalization of the program in 2022, Cox reached \$88M in Tier 2 spend with an increase of 18% YOY.

Cox sought to establish a formalized Tier 2 program and through those efforts saw an increase in spend year-over-year. The formalization consisted of creating a Tier 2 playbook for both internal stakeholders and external suppliers, working with Supplier.io to create training materials and a demo site to train internal sourcing employees and suppliers. Cox launched a series of quarterly trainings inviting suppliers to ask questions about Cox's Tier 2 program and to gain more clarity around reporting. Cox was able to give information and best practices about the program to the local Georgia Minority Development Council through board and committee representation.

Our goal in 2022 was to create a top-level program to not only grow Cox spend but to create additional opportunities for diverse suppliers within our supply chain.

Name of Utility		2022 Annual Report	G.O. #156 Sec. 9.1.5
Summary of Prime Contractor Utilization of WMDV LGBTB Subcontractors			

	Minority Male	Minority Female	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	8(a)*	Total Supplier Diversity Spend
Direct \$			449,583,188	185,843,671	119,630	11,547,685	26,159,856		673,254,030
Sub \$			57,026,094	25,867,251	152,086	4,774,023	395,244	278,778	88,493,476
Total \$			506,609,282	211,710,922	271,716	16,321,708	26,555,100	278,778	761,747,506
Direct %			88.74%	87.78%	44.03%	70.75%	98.51%	0.00%	88.38%
Sub %			11.26%	12.22%	55.97%	29.25%	1.49%	100.00%	11.62%
Total %			100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

Net Procurement **	\$ 3,442,627,654
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Cox	2022 Annual Report	G.O. #156 Sec. 9.1.6
A List of WMDVLGBTBE Complaints Received and Current Status		

Cox did not receive any WMDVLGBTBE complaints in 2022.

Description of Efforts to Recruit WMDVLGBTBE Suppliers in Low Utilization Categories

Cox recognizes that certain fields are difficult for diverse suppliers to obtain work in, so we try to create opportunities in these areas. We also are looking to incorporate a broader range of diverse vendors into our program to enable opportunities for a greater variety of historically disadvantaged suppliers.

Network Construction, OSPC Build

Some of Cox's largest expenditures involve network and outside plant construction. Last year Cox spent \$90M with diverse suppliers with a physical location in California. Cox continued co-hosting events with other industry leaders and making ourselves visible as a company actively looking to engage with suppliers in this space. We host the California Cable Symposium, where we invite diverse suppliers to hear how to do business with and get a chance to meet with Cox and other telecommunications companies. This year, we focused on 10G and educating suppliers on how to ready themselves as the telecommunications companies are looking to expand.

Professional Services /Marketing

Cox has continued to grow opportunity within the marketing space. Cox launched the 34 by 34 campaign aiming to impact 34 million lives by 2034. Cox engaged a qualified WBE and assisted it in gaining certification with WBENC through its certification assistance program. The WBE executed a roadshow throughout the Cox markets and grew enormous awareness around the campaign. Cox is looking to continue to grow within this area by working with AEMS and other organizations aimed at bringing visibility to diverse-owned advertising and marketing firms.

Recycling

An important aspect of our Cox Conserves environmental conservation program is partnering with nonprofit organizations aimed at expanding opportunities for individuals with disabilities. Cox's material refurbishment center partners with Opportunity Village (Las Vegas), STARS(AZ), Eggleston (VA) to provide productive, challenging and rewarding tasks to individuals with disabilities for their benefit and the community.

Energy Procurement

Cox continues to purchase natural gas directly from a WBE for many of its operations nationwide. Cox utilizes the services of a VBE for the provision of fuel at several locations nationwide, including in California. Cox also continues to purchase electric energy supply from an MBE for several of its affiliate locations.

Cox	2022 Annual Plan	G.O. #156 Sec. 10.1.1
WMDVLGBTBE Annual SHORT, MID, AND LONG-TERM Goals by Product and Service Category		

This section does not apply to Cox but please see our response to section 9.1.7.

Cox	2022 Annual Plan	G.O. #156 Sec. 10.1.1
WMDVLGBTBE Annual SHORT, MID, AND LONG-TERM Goals by Product and Service Category		

For 2023, Cox has set its diverse spend goal of \$773M, with a long-term enterprise-wide goal to hit \$1 billion in diverse spend by the end of 2026. Cox will continue to focus on optimizing, and expanding the Tier 2 program to reach spend goals. Cox has partnered with Supply Chain and key Cox business units to drive these goals, setting goals and targets for each of these teams to meet. Longer term, Cox plans to create reporting for executives specific to their departments, so that larger scale diverse supplier goals can be set and cascaded down to each team within Cox.

Cox will continue to develop suppliers by expanding its Small Business Leadership Academy as well as the Certification Assistance Program, with a long-term goal to partner with an Historically Black College or University. Cox also plans to continue to increase awareness around the supplier diversity program by continuing to stand up and support pillar groups within Cox markets. Cox will also continue to participate in matchmaking through events sponsored by third-party certifying agencies as well as those co-sponsored by Cox. Cox believes this will give suppliers from low utilization areas a chance to engage with sourcing representatives who have viable opportunities.

Description of WMDVLGBTBE Planned Program Activities for the Next Calendar Year
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Recruiting & Outreach

Cox will continue to meet with and participate in programs hosted by national and California-based supplier diversity organizations to help identify diverse suppliers that can meet Cox's procurement needs. Some of the activities Cox plans for 2023 include:

- Conducting our 13th Annual California Cable Supplier Diversity Matchmaking Expo
- Participating in the CPUC sponsored Supplier Clearinghouse RFP
- Matchmaking, networking events and other sponsorships hosted by various organizations, including:
 - National Minority Supplier Development Council
 - Georgia Minority Supplier Development Council
 - Disability:IN
 - National LGBT Chamber of Commerce
 - Women's Business Enterprise National Council
 - National Veteran Business Development Council
 - California Public Utilities Commission
 - Veterans in Business
- Host "Doing Business with Cox" events within California and other Cox locations
- Ethnic business chambers and minority business association-sponsored events
- Board and committee membership positions in organizations that promote diversity and diverse businesses, including National Veteran Business Development Council, National Minority Supplier Development Council, Georgia Minority Supplier Development Council, and Disability:IN
- Providing certification assistance to our vendors
- Providing scholarships to diverse businesses within Cox markets to participate in Cox's Small Business Leadership Academy program
- Providing mentoring to Small Business Leadership Academy program graduates
- Continued assessment of Cox's accepted Certifications
- Continued inclusion of diverse suppliers in every Supply Chain lead RFP
- Annual Diverse Spend goal setting and tracking
- Supplier Diversity reporting to the Arizona Corporation Committee

Diverse Supplier Development

Cox will develop diverse suppliers by continuing to expand our Small Business Leadership Academy as well as the Certification Assistance Program. Beyond that, we will continue to evaluate and plan for new ways to invest resources with new diverse suppliers to expand our development practices.

Plans for Recruiting WMDVLGVTBE Suppliers for Low Utilization Areas

Cox will continue its efforts described in section 9.1.7 to identify means for utilizing diverse suppliers for procurement categories that have had low utilization of diverse vendors.

Additionally, Cox leverages its sponsorships of various conferences (NMSDC, NGLCC, WBENC, Disability:IN, etc) to obtain diverse supplier referrals. The team has set matchmaking goals for Cox Supply Chain team members to meet with each of the selected referrals to try to drive new business for these suppliers with Cox.

Plans for Recruiting WMDVLGVTBE Suppliers Where Unavailable
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Through various efforts such as scholarships, mentoring, and matchmaking programs, which Cox continues to expand each year, as well as through partnerships with supply chain, and through a focus on key business units within Cox, the hope is not just to assist existing vendors with improving and expanding their operations, but also to attract diverse vendors in areas that currently have limited diverse supplier choice. Cox aims to continue to grow its Tier 2 program through the partnerships, coaching, and matchmaking opportunities it has developed for Prime vendors.

Plans for Encouraging Prime Contractors to Subcontract WMDVLGVTBE Suppliers

Cox sought to establish a formalized Tier 2 program and through those efforts saw an increase in spend year-over-year. The formalization consisted of creating a Tier 2 playbook for both internal stakeholders and external suppliers, working with Supplier.io to create training materials and a demo site to train internal sourcing employees and suppliers. Cox launched a series of quarterly trainings inviting suppliers to ask questions about Cox's Tier 2 program and to get more clarity around reporting. Cox was able to give information and best practices about the program to the local Georgia Minority Development Council through board and committee representation.

Cox's Supplier Diversity team has partnered with sourcing to create the Cox Connection Program. The Cox Connection Program, launched in 2022 is aimed at connecting diverse suppliers with key Cox Prime suppliers. Cox does this by leveraging its relationship with Prime suppliers who are working on major projects to either subcontract the work or give a diverse supplier the chance to step up as the Tier 1 supplier on parts of the project. The Prime will then act as a mentor to the diverse supplier throughout the life of the project. Cox is hoping to give both exposure and experience to diverse suppliers, where they otherwise may not have had the opportunity

In addition to continuing the initiatives from previous years, Cox will more aggressively push for compliance with Tier 2 reporting. Cox Professional Services Agreements encourage the use of diverse subcontractors and require the reporting of all Tier 2 spend with Prime suppliers spending more than \$500K.

Cox's CPUC-regulated subsidiary, Cox California Telcom, LLC, does not have GO 156-reportable spend. However, the unregulated parent companies have a nationwide Supplier Diversity Program. Therefore, we are providing information about Cox's national Supplier Diversity program on a voluntary basis.

As discussed in the introduction of this report, Cox's Supplier Diversity program is similar, but not identical, to GO 156. Cox intends to continue its Supplier Diversity program and to continue to provide these reports voluntarily to the CPUC and to the Legislature on an annual basis.



For questions about this report, please contact:
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APPENDIX A



FUTURE-READY BUSINESS CONNECTION

MATCH THE SPEED OF INNOVATION

The 12th Annual California Cable Supplier Diversity Symposium will engage, educate & strategically connect diverse suppliers with important Cable Industry trends and opportunities. Meet Supplier Diversity representatives, Buyers, and Prime Suppliers in this one-day event.

9:00 am - 2:00 pm
November 9, 2022
Complimentary Registration

Event Information

californiacable.org

Interactive Virtual Experience



APPENDIX B

Our new social goal

34
MILLION BY
2034

"Our new social goal embodies how we will make our mark and bring our purpose to life in real, human, tangible ways. We want to do our part to ensure that all people we have the ability to reach can enjoy prosperous and fulfilling lives."



• BOB JIMENEZ,
SENIOR VICE PRESIDENT
OF CORPORATE AFFAIRS

Empower 34 million people to live more prosperous lives by 2034

Cox believes in a world where no barrier – environmental or manmade – should ever hold anyone back from greatness. Developed in partnership with consulting firm EY, our new goal focuses on social issues our businesses are strategically positioned to solve and aligns with our purpose. Our 34 million target embodies our unified commitment to employees and communities, and guides our inclusion, diversity and equity strategy, talent practices, responsible supply chain and community strategy centered on STEAM and the environment.

The World Economic Forum defines prosperity as an ambition to ensure that all human beings can enjoy prosperous and fulfilling lives, and that economic, social and technological progress occurs in harmony with nature. Helping to break down barriers and increase prosperity for our stakeholders will result in:

- Empowered employees
- A strong pipeline of top talent seeking opportunities at Cox
- A growing and loyal consumer base
- Stable, successful operating environments
- Greater trust between customers and stakeholders
- A more inclusive environment for all



Kids from the Boys & Girls Clubs of Greater Scottsdale McKee Branch and the Phoenix Community Relations Team (RJ Muller, Suzee Smith-Everhard, Roxanne Wingate and Astrid Valencia) enjoy the grand opening of the Cox Innovation Lab.

