



March 1, 2023

VIA ELECTRONIC FILING

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

Dear Executive Director Peterson,

Charter Fiberlink CA-CCO, LLC, Time Warner Cable Information Services (California), LLC and Bright House Networks Information Services (California), LLC (collectively referred to as "Charter") hereby voluntarily submit the Women, Minority, Disabled Veteran, Lesbian, Gay, Bisexual and Transgender (LGBT) and Disabled Persons Business Enterprises in Procurement 2022 Report and 2023 Plan in accordance with General Order 156.

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

Please call me at 310-765-2185 or email [Torry.Somers@Charter.com](mailto:Torry.Somers@Charter.com) if you have any questions.

Best Regards,

Torry Somers  
Vice President, State Regulatory Affairs - West  
Charter Communications  
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El Segundo, CA 90245

## **Annual Report**

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

## **Annual Plan**

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

<b>Charter Communications</b>	<b>2022 Report</b>	<b>G.O. #156 Sec. 9.1.1</b>
<b>Description of WMDVLGBTBE Program Activities During the Previous Calendar Year</b>		

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

#### Internal Activities

- Partnered with our California Field Operations organization to update a pipeline of opportunities to increase utilization of diverse suppliers
- Continued Tier 1 and Tier 2 diverse spend reporting
- Provided diverse spend reporting to the executive in charge of each internal Charter business unit and major operating function
- Provided diverse spend reporting for the annual corporate board of directors meeting
- Held External Diversity and Inclusion Council (EDIC) meetings to assist and advise Charter in the development, monitoring and evaluation of all diversity efforts including supplier diversity. Our EDIC is made up of national civic and business leaders and helps us to implement our D&I strategy in an impactful way
- Held Executive Steering Committee for Diversity and Inclusion meetings to review strategy, goal setting and implementation of all diversity efforts including supplier diversity. The Executive Steering Committee for Diversity and Inclusion is comprised of our Company’s senior most leaders, including our Chief Executive Officer
- Conducted detailed Supplier Diversity training for all Strategic Procurement team members on definitions, processes, strategy, and responsibilities. Training was delivered as refresher information for team members and to provide detail on new program enhancements

#### External Activities

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

- Continued corporate partnerships and engagement with National Minority Supplier Development Council (NMSDS) and 3 regional affiliate chapters, Women’s Business Enterprise National Council (WBENC) and 1 affiliate chapter, Disability:IN, National Gay and Lesbian Chamber of Commerce (NGLCC) and 1 affiliate chapter, US Pan Asian American Chamber of Commerce (USPAACC), tech:SCALE, the Orange County Asian Business Association, and with the Coalition for Veteran Owned Businesses (CVOB)
- Charter executives held board seats with the National Urban League and the National Action Network, and serve on the UnidosUS Corporate Board of Advisors
- Supplier Diversity Director held board seats for tech:SCALE and the Southern California Minority Supplier Diversity Council (SCMSDC)
- Additional Charter representatives held board seats with the Cal Asian Chamber of Commerce, and advisory board seats with the National Diversity Coalition

- Co-chaired the Annual California Cable Supplier Diversity Symposium with Cox Communications and Comcast to inform and connect prospective suppliers
- Participated in the CPUC Joint Utilities Council through quarterly meetings and special interest committees
- Maintained and enhanced externally facing internet pages on Supplier Diversity at Charter, including a contact form for diverse suppliers to connect with the Company
- Members of Charter’s Supplier Diversity and Strategic Sourcing teams attended the following events in 2022:

<b>Host</b>	<b>Event Title</b>	<b>Date</b>	<b>Location</b>
NFL	Legends Business Network Event	February	California
MPMSDC	Corporate Roundtable	April	Virtual
AABANY	Annual Dinner	April	New York
GNEMSDC	2022 Matchmaker	May	Virtual
NMSDC	Minority Business Economic Forum	May	Illinois
SCMSDC	"Meet The New" Webinar	May	Virtual
NGLCC	Platinum Circle B2B & B2C Matchmakers Virtual	May	Virtual
WIA	Connect(x) Supplier Diversity Summit	May	Colorado
USPAACC	CelebrASIAN Business Development Conference	May	Washington DC
WBENC	National Conference	June	Georgia
SCMSDC	B3 Conference + Expo / Supplier of The Year Awards	July	California
Disability:IN	Annual Conference	July	Texas
NMSDC	Program Managers' Seminar	July	Texas
NGLCC	International Conference and Expo	August	Nevada
NMSDC	Business Connection Matchmaker	June	Virtual
Disability:IN	How to do Business Series	August	Virtual
Truist Bank	Truist Supplier Diversity Summit - Matchmaker	September	Virtual
NGLCC	Communities of Color Matchmaker	September	Virtual
GNEMSDC	How to do Business Series	October	Virtual
CPUC	Annual Supplier Diversity En Banc	October	Virtual
ByBlack	ByBlack Virtual Matchmaker	October	Virtual
NLBWA	Latinas in Business Conference: Latina BizCon	October	California
NDC	19th Annual Economic Development Conference	October	California
NMSDC	National Conference and Business Opportunity Exchange	November	Louisiana
CA MSO	12th Annual CA Cable Supplier Diversity Symposium	November	Virtual
VIB Network	6th Annual National Conference	November	California
SCMSDC	Leadership Excellence Awards	November	California
Connecticut Supplier Connections	6th Annual Supplier Growth Summit and Matchmaker	December	Virtual

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

			2022 Report			
			Direct Spend <sup>1</sup> \$	Sub Spend <sup>2</sup> \$	Total \$	%
1	Minority Male	African American	\$ 340,427	\$ -	\$ 340,427	0.05%
2		Asian Pacific American	\$ 29,126,156	\$ -	\$ 29,126,156	4.25%
3		Hispanic American	\$ 35,019,041	\$ -	\$ 35,019,041	5.11%
4		Native American	\$ -	\$ -	\$ -	0.00%
5		<b>Total Minority Male</b>	<b>\$ 64,485,625</b>	<b>\$ -</b>	<b>\$ 64,485,625</b>	<b>9.41%</b>
6	Minority Female	African American	\$ -	\$ -	\$ -	0.00%
7		Asian Pacific American	\$ 116,209	\$ -	\$ 116,209	0.02%
8		Hispanic American	\$ 6,148,890	\$ -	\$ 6,148,890	0.90%
9		Native American	\$ -	\$ -	\$ -	0.00%
10		<b>Total Minority Female</b>	<b>\$ 6,265,099</b>	<b>\$ -</b>	<b>\$ 6,265,099</b>	<b>0.91%</b>
11	Total Minority Business Enterprise (MBE)		\$ 70,750,723	\$ -	\$ 70,750,723	10.33%
12	Women Business Enterprise (WBE)		\$ 27,660,916	\$ 374,119	\$ 28,035,035	4.09%
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$ -	\$ -	\$ -	0.00%
14	Disabled Veteran Business Enterprise (DVBE)		\$ 6,116,933	\$ -	\$ 6,116,933	0.89%
15	Persons with Disabilities Business Enterprise (DBE)		\$ -	\$ -	\$ -	0.00%
16	8(a)*		\$ -	\$ -	\$ -	0.00%
17	<b>Total Supplier Diversity Spend</b>		<b>\$ 104,528,573</b>	<b>\$ 374,119</b>	<b>\$ 104,902,692</b>	<b>15.31%</b>
18	Net Procurement**		\$ 685,072,847			

**NOTES:**

\* 8(a) - 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.

<sup>1</sup> Direct - Means Direct Procurement: when a utility directly procures from a supplier.

<sup>2</sup> 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.

<b>Charter Communications</b>	<b>2022 Report</b>	<b>G.O. #156 Sec. 9.1.2</b>
<b>WMDVLGBTBE Direct Procurement by Product and Service Categories</b>		

				2022 Report					
				Product		Service		Total	
				\$	%	\$	%	\$	%
1	<b>Minority Male</b>	African American	Direct	\$ 337,485	0.05%	\$ 2,942	0.00%	\$ 340,427	0.05%
2		Asian Pacific American	Direct	\$ 81,438	0.01%	\$ 29,044,718	4.24%	\$ 29,126,156	4.25%
3		Hispanic American	Direct	\$ -	0.00%	\$ 35,019,041	5.11%	\$ 35,019,041	5.11%
4		Native American	Direct	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
5		<b>Total Minority Male</b>	Direct	<b>\$ 418,923</b>	<b>0.06%</b>	<b>\$ 64,066,702</b>	<b>9.35%</b>	<b>\$ 64,485,625</b>	<b>9.41%</b>
6	<b>Minority Female</b>	African American	Direct	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
7		Asian Pacific American	Direct	\$ -	0.00%	\$ 116,209	0.02%	\$ 116,209	0.02%
8		Hispanic American	Direct	\$ 156,395	0.02%	\$ 5,992,495	0.87%	\$ 6,148,890	0.90%
9		Native American	Direct	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
10		<b>Total Minority Female</b>	Direct	<b>\$ 156,395</b>	<b>0.02%</b>	<b>\$ 6,108,704</b>	<b>0.89%</b>	<b>\$ 6,265,099</b>	<b>0.91%</b>
			Direct						
11	Total Minority Business Enterprise (MBE)		Direct	\$ 575,318	0.08%	\$ 70,175,406	10.24%	\$ 70,750,723	10.33%
			Direct						
12	Women Business Enterprise (WBE)		Direct	\$ 6,129,033	0.89%	\$ 21,531,883	3.14%	\$ 27,660,916	4.04%
			Direct						
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		Direct	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
			Direct						
14	Disabled Veteran Business Enterprise (DVBE)		Direct	\$ -	0.00%	\$ 6,116,933	0.89%	\$ 6,116,933	0.89%
			Direct						
15	Persons with Disabilities Business Enterprise (DBE)		Direct	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
			Direct						
16	8(a)*		Direct	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
			Direct						
17	<b>Total Supplier Diversity Spend</b>		Direct	<b>\$ 6,704,350</b>	<b>0.98%</b>	<b>\$ 97,824,222</b>	<b>14.28%</b>	<b>\$ 104,528,573</b>	<b>15.26%</b>
18	Net Procurement**			\$ 685,072,847					
19	Net Product Procurement			\$ 141,739,542					
20	Net Service Procurement			\$ 543,333,305					
21	Total Number of Diverse Suppliers that Received Direct Spend			51					

**NOTES:**

\* 8(a) - 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.

% - Percentage of Net Procurement.

Charter Communications	2022 Report	G.O. #156 Sec. 9.1.2
WMDVLGBTBE Subcontractor Procurement by Product and Service Categories		

				2022 Report					
				Product		Service		Total	
				\$	%	\$	%	\$	%
1	Minority Male	African American	Sub	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
2		Asian Pacific American	Sub	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
3		Hispanic American	Sub	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
4		Native American	Sub	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
5		<b>Total Minority Male</b>	Sub	\$ -	<b>0.00%</b>	\$ -	<b>0.00%</b>	\$ -	<b>0.00%</b>
6	Minority Female	African American	Sub	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
7		Asian Pacific American	Sub	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
8		Hispanic American	Sub	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
9		Native American	Sub	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
10	<b>Total Minority Female</b>	Sub	\$ -	<b>0.00%</b>	\$ -	<b>0.00%</b>	\$ -	<b>0.00%</b>	
11 Total Minority Business Enterprise (MBE)			Sub	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
12 Women Business Enterprise (WBE)			Sub	\$ 71,000	0.01%	\$ 303,119	0.04%	\$ 374,119	0.05%
13 Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)			Sub	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
14 Disabled Veteran Business Enterprise (DVBE)			Sub	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
15 Persons with Disabilities Business Enterprise (DBE)			Sub	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
16 8(a)*			Sub	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
17 Total Supplier Diversity Spend			Sub	\$ 71,000	0.01%	\$ 303,119	0.04%	\$ 374,119	0.05%
18 Net Procurement**				\$ 685,072,847					
19 Net Product Procurement				\$ 141,739,542					
20 Net Service Procurement				\$ 543,333,305					

**NOTE:**

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

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.

<b>Charter Communications</b>	<b>2022 Report</b>	<b>G.O. #156 Sec. 9.1.2</b>
<b>WMDVLGBTBE Procurement by Standard Industrial Categories</b>		

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								
15 - Building Cnstrctn - General Contractors & Operative Builders	\$ -	\$ -	\$ 2,114,130	\$ -	\$ 1,126,517	\$ -	\$ -	\$ -	\$ 3,240,647	\$ 142,470	\$ -	\$ 2,992,832	\$ -	\$ -	\$ 6,375,949	\$ 24,529,344
	% 0.00%	0.00%	8.62%	0.00%	4.59%	0.00%	0.00%	0.00%	13.21%	0.58%	0.00%	12.20%	0.00%	0.00%	25.99%	3.58%
16 - Heavy Cnstrctn, Except Building Construction - Contractors	\$ -	\$ -	\$ 11,410,288	\$ -	\$ 30,627,267	\$ 2,480	\$ -	\$ -	\$ 42,040,035	\$ 1,747,328	\$ -	\$ 126,982	\$ -	\$ -	\$ 43,914,345	\$ 201,417,636
	% 0.00%	0.00%	5.66%	0.00%	15.21%	0.00%	0.00%	0.00%	20.87%	0.87%	0.00%	0.06%	0.00%	0.00%	21.80%	29.38%
17 - Construction - Special Trade Contractors	\$ -	\$ -	\$ 15,310,975	\$ -	\$ 1,862,632	\$ 1,539,177	\$ -	\$ -	\$ 18,712,784	\$ 2,025,338	\$ -	\$ 2,991,841	\$ -	\$ -	\$ 23,729,963	\$ 76,385,992
	% 0.00%	0.00%	20.04%	0.00%	2.44%	2.01%	0.00%	0.00%	24.50%	2.65%	0.00%	3.92%	0.00%	0.00%	31.07%	11.14%
25 - Furniture and Fixtures	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 6,388	\$ -	\$ -	\$ -	\$ -	\$ 6,388	\$ 2,662,922
	% 0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.24%	0.00%	0.00%	0.00%	0.00%	0.24%	0.39%
33 - Primary Metal Industries	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 12,718
	% 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%
35 - Industrial and Commercial Machinery and Computer Equipment	\$ -	\$ 419	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 419	\$ 495	\$ -	\$ -	\$ -	\$ -	\$ 914	\$ 1,171,535
	% 0.04%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.04%	0.04%	0.00%	0.00%	0.00%	0.00%	0.08%	0.17%
36 - Electronic, Elctrd Eqpmnt & Cmpnts, Excpt Computer Eqpmnt	\$ -	\$ 301,853	\$ -	\$ 74,751	\$ -	\$ -	\$ -	\$ -	\$ 376,604	\$ 4,778,576	\$ -	\$ -	\$ -	\$ -	\$ 5,155,180	\$ 37,457,197
	% 0.81%	0.00%	0.20%	0.00%	0.00%	0.00%	0.00%	0.00%	1.01%	12.76%	0.00%	0.00%	0.00%	0.00%	13.76%	5.46%
38 - Mesr/Anlyz/Cntrl Instrmnts; Photo/Med/Opt Gds; Watches/Clocks	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	% 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%
50 - Wholesale Trade - Durable Goods	\$ -	\$ 32,386	\$ -	\$ 6,687	\$ -	\$ -	\$ -	\$ 156,395	\$ 195,468	\$ 1,300,940	\$ -	\$ -	\$ -	\$ -	\$ 1,496,408	\$ 22,287,462
	% 0.15%	0.00%	0.03%	0.00%	0.00%	0.00%	0.70%	0.00%	0.88%	5.84%	0.00%	0.00%	0.00%	0.00%	6.71%	3.25%
51 - Wholesale Trade - Nondurable Goods	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 291	\$ -	\$ -	\$ -	\$ -	\$ 291	\$ 1,193,520
	% 0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.02%	0.00%	0.00%	0.00%	0.00%	0.02%	0.17%
65 - Real Estate	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 50,244,014
	% 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%	7.33%
73 - Business Services	\$ -	\$ 2,942	\$ -	\$ 209,326	\$ 53,301	\$ 1,220,777	\$ 4,463,138	\$ -	\$ 5,936,684	\$ 1,946,325	\$ -	\$ 5,278	\$ -	\$ -	\$ 7,888,288	\$ 107,263,479
	% 0.00%	0.00%	0.20%	0.05%	1.14%	4.16%	0.00%	0.00%	5.53%	1.81%	0.00%	0.00%	0.00%	0.00%	7.35%	15.65%
87 - Engineering, Accounting, Research, Management & Related Svcs	\$ -	\$ -	\$ -	\$ -	\$ 57,974	\$ 500	\$ -	\$ -	\$ 58,474	\$ 12,950	\$ -	\$ -	\$ -	\$ -	\$ 71,424	\$ 10,236,905
	% 0.00%	0.00%	0.00%	0.00%	0.57%	0.00%	0.00%	0.00%	0.57%	0.13%	0.00%	0.00%	0.00%	0.00%	0.70%	1.49%
All Other SIC Codes	\$ -	\$ 2,827	\$ -	\$ 62,908	\$ 123,874	\$ -	\$ -	\$ -	\$ 189,609	\$ 16,073,934	\$ -	\$ -	\$ -	\$ -	\$ 16,263,543	\$ 150,584,243
	% 0.00%	0.00%	0.00%	0.04%	0.08%	0.00%	0.00%	0.00%	0.13%	10.67%	0.00%	0.00%	0.00%	0.00%	10.80%	21.97%
<b>Total</b>	\$ -	\$ 340,427	\$ -	\$ 29,126,156	\$ 116,209	\$ 35,019,041	\$ 6,161,690	\$ -	\$ 70,750,723	\$ 28,035,035	\$ -	\$ 6,116,933	\$ -	\$ -	\$ 104,902,692	\$ 685,446,966
	%	0.05%	0.00%	4.25%	0.02%	5.11%	0.90%	0.00%	10.32%	4.09%	0.00%	0.89%	0.00%	0.00%	15.30%	100.00%
<b>Net Procurement**</b>	<b>\$ 685,072,847</b>															

**NOTES:**  
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\*\* Net Procurement includes purchase orders, non-purchase orders, and credit card dollars.  
% - Percentage of row Total Procurement.  
Total Procurement includes net procurement spend with suppliers (non-diverse and diverse) represented as tier I and tier II spend.



<b>Charter Communications</b>	<b>2022 Report</b>	<b>G.O. #156 Sec. 9.1.2</b>
<b>Number of WMDVLGBTBE Suppliers and Revenue Reported to the Clearinghouse</b>		

Number of Diverse Suppliers Data														
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	3	6	0	2	0	0	11	19	16	0	1	0	0	36
Under \$5 million	6	4	0	0	0	0	10	5	4	0	0	0	0	9
Under \$10 million	5	2	0	0	0	0	7	1	0	0	1	0	0	2
Above \$10 million	14	9	0	0	0	0	23	3	1	0	0	0	0	4
<b>Total</b>	<b>28</b>	<b>21</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>51</b>	<b>28</b>	<b>21</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>51</b>

Revenue and Payment Data														
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	\$ 4,170,982	\$ 7,164,451	\$ 609,000	\$ -	\$ -	\$ -	\$ 11,944,433	\$ 2,566,324	\$ 2,670,008	\$ -	\$ 770	\$ -	\$ -	\$ 5,237,102
Under \$5 million	\$ 38,419,416	\$ 57,855,768	\$ -	\$ -	\$ -	\$ -	\$ 96,275,184	\$ 10,088,158	\$ 9,047,858	\$ -	\$ -	\$ -	\$ -	\$ 19,136,017
Under \$10 million	\$ 88,111,851	\$ 54,852,262	\$ -	\$ -	\$ -	\$ -	\$ 142,964,113	\$ 7,482,479	\$ -	\$ -	\$ 6,116,163	\$ -	\$ -	\$ 13,598,643
Above \$10 million	\$ 13,711,346,373	\$ 9,649,516,878	\$ -	\$ -	\$ -	\$ -	\$ 23,360,863,251	\$ 50,613,762	\$ 15,943,050	\$ -	\$ -	\$ -	\$ -	\$ 66,556,812
<b>Total</b>	<b>\$ 13,842,048,622</b>	<b>\$ 9,769,389,359</b>	<b>\$ 609,000</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 23,612,046,982</b>	<b>\$ 70,750,723</b>	<b>\$ 27,660,916</b>	<b>\$ -</b>	<b>\$ 6,116,933</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 104,528,573</b>

**NOTE:**

\* 8(a) - 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).

<b>Charter Communications</b>	<b>2022 Report</b>	<b>G.O. #156 Sec. 9.1.2</b>
<b>Description of Number of WMDVLGBTBE Suppliers with California Majority Workforce</b>		

Charter reports 38 out of 51 Tier I WMDVLGBTBEs have a workforce headquartered in California.

Charter Communications	2022 Report	G.O. #156 Sec. 9.1.3
WMDVLGBTBE Program Expenses		

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

Expense Category	Year (Actual)
Wages	\$814,182
Travel Expenses	\$70,384
Program Expenses	\$375,708
Reporting Expenses	\$64,403
Other	\$0
<b>TOTAL</b>	<b>\$1,324,677</b>

<b>Charter Communications</b>	<b>2022 Report</b>	<b>G.O. #156 Sec. 9.1.4</b>
<b>Description of Progress in Meeting or Exceeding Set Goals</b>		

Charter’s WMDVLGBTBE spend with CPUC certified suppliers supporting California operations was 15.31% for fiscal year 2022, an increase from 13.44% in 2021. This growth results from an increase in California diverse spend of \$11.8M in 2022 compared to 2021.

Charter’s Supplier Diversity Program operates with a focus on utilizing minority, woman, disabled, LGBTQ veteran, and disabled veteran owned businesses for product and service needs across our 41-state footprint. Though the guidelines set forth in California’s General Order 156 (GO 156) suggest companies maintain variant reporting compared to reports used to manage and track the national scope of the program, the Supplier Diversity strategy and initiatives leveraged in pursuit of companywide goals remain the same. Charter works to identify and engage qualified suppliers for available contract opportunities at both tier I and tier II levels; assists eligible suppliers in obtaining diverse certifications; and supports supplier educational development through various partner organizations.

Charter has spent more than \$8 billion with diverse suppliers nationally since our program launch in 2017, with more than \$1 billion of that going to tier II diverse suppliers. Our efforts and initiatives have resulted in increased dollars spent with certified diverse suppliers every year since 2019; with 5% increase from 2019 to 2020, 32% from 2020 to 2021, and approximately 16% increase from 2021 to 2022 resulting in more than \$2 billion in total diverse spend that year. These efforts produced a similar result with diverse suppliers in California, made evident by increases in California diverse spend over the same period. Excluding a 2020 decline primarily related to Covid-19 constraints on labor and operations, Charter’s reporting reflects a 16% increase in California diverse spend from 2018 to 2019, a 17% increase from 2020 to 2021, and a 13% increase in from 2021 to 2022.

Of the 51 CPUC certified diverse suppliers utilized in California in 2022, almost 70% were suppliers retained from the prior year, more than 30% of existing suppliers had increased spend compared to the prior year, and 17 were new diverse suppliers added in 2022 including suppliers utilizing Charter’s certification support initiative. Approximately 60% of the 51 suppliers had spend outside of the California reporting parameters in support of Charter’s national operations. Spend with those CPUC suppliers nationally exceeded \$570 million in 2022, a more than 545% increase compared to the spend reported in accordance with GO 156 guidelines.

Despite success in growing dollars spent with diverse owned businesses year over year, Charter encounters various challenges as we strive to reach percentage-based targets, such as those outlined in GO 156. As we continue to focus on providing better service to new and existing customers, Charter anticipates increases in baseline spend associated with employee costs as well as capital expenditures supporting our network expansion and evolution. Though these costs would support better satisfaction for our customers and improved business operations, they are not likely to present opportunities for diverse suppliers due to a lack of diverse sources in these spend categories. We recognize the potential for negative impacts on diverse utilization percentages as we anticipate baseline spend could increase disproportionately to diverse spend, but we will continue to strive to meet the established long-term goals for California as well as the companywide goals and targets meant to further supplier diversity nationally.

Charter Communications	2022 Report	G.O. #156 Sec. 9.1.4
WMDVLGBTBE Results and Goals		

Category	2022 Results	2022 Goals
Minority Male Business Enterprise	9.41%	N/A
Minority Female Business Enterprise	0.91%	N/A
Minority Business Enterprise (MBE)	10.33%	11.54%
Women Business Enterprise (WBE)	4.04%	3.99%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	0.00%	0.03%
Disabled Veteran Business (DVBE)	0.89%	0.89%
Persons with Disabilities Business Enterprise (DBE)	N/A	N/A
<b>TOTAL</b>	<b>15.26%</b>	<b>16.45%</b>

**NOTE:**

\*Goals and results are based on Tier I diverse spend only

\*\*Minority Male and Minority Female categories are subsets of the Minority Business Enterprise (MBE) goal and are not counted in the chart total

\*\*\*DBE spend category is a new category under the GO 156 guidelines and will be included in future goals and results tracking

Charter Communications	2022 Report	G.O. #156 Sec. 9.1.5
<b>Description of Prime Contractor Utilization of WMDVLGBTBE Subcontractors</b>		

In 2020, Charter standardized a process for more widespread reporting of subcontractor spend from general contractors supporting project-based work and continued this process through 2022. Through the requests for reporting, we reinforce the importance of utilizing diverse-owned businesses, which we also support through efforts to assist in matching subcontractors to prime suppliers.

In 2022, Charter expanded use of the online reporting portal used to collect national tier II spend to support collection of California subcontractor spend. The automation of this process resulted in a more streamlined and controlled spend collection process and allows Charter to better monitor the impact of diverse subcontractors in California. We expanded our team to enable additional activity in support of subcontractor identification, Prime-to-Sub matching, and promotions of qualified subcontractors to tier I contracts opportunities as we continue to develop the program.

<b>Charter Communications</b>	<b>2022 Report</b>	<b>G.O. #156 Sec. 9.1.5</b>
<b>Summary of Prime Contractor Utilization of WMDVLGBTBE Subcontractors</b>		

	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 \$	\$ 64,486,395	\$ 40,042,178	\$ 70,750,723	\$ 27,660,916	\$ -	\$ 6,116,933	\$ -	\$ -	\$ 104,528,573
Sub \$	\$ -	\$ 374,119	\$ -	\$ 374,119	\$ -	\$ -	\$ -	\$ -	\$ 374,119
<b>Total \$</b>	<b>\$ 64,486,395</b>	<b>\$ 40,416,297</b>	<b>\$ 70,750,723</b>	<b>\$ 28,035,035</b>	<b>\$ -</b>	<b>\$ 6,116,933</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 104,902,692</b>
Direct %	9.41%	5.84%	10.33%	4.04%	0.00%	0.89%	0.00%	0.00%	15.26%
Sub %	0.00%	0.05%	0.00%	0.05%	0.00%	0.00%	0.00%	0.00%	0.05%
<b>Total %</b>	<b>9.41%</b>	<b>5.90%</b>	<b>10.33%</b>	<b>4.09%</b>	<b>0.00%</b>	<b>0.89%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>15.31%</b>

<b>Net Procurement **</b>	\$ 685,072,847
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**NOTES:**

\* 8(a) - 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 fulfil its contractual obligation(s).

% - Percentage of Net Procurement.

<b>Charter Communications</b>	<b>2022 Report</b>	<b>G.O. #156 Sec. 9.1.6</b>
<b>A list of WMDVLGBTBE Complaints Received and Current Status</b>		

Charter Communications did not receive any formal complaints in 2022.



<b>Charter Communications</b>	<b>2022 Report</b>	<b>G.O. #156 Sec. 9.1.7</b>
<b>Description of Efforts to Recruit WMDVLGBTBE Supplier in Low Utilization Categories</b>		

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

### **Legal**

- Continued regular streams of work with 3 WMDVLGBTBE law firms that Charter has worked with for many years
- Diverse professionals working for numerous outside firms are involved extensively in all phases of Charter’s legal work. Starting in 2021 Charter began requiring law firms to provide diversity information for legal professionals that work on legal matters to monitor and ensure inclusion.
- Continued support of the Asian American Bar Association of New York (AABANY), including 6 legal team members in attendance at its annual fundraising dinner

### **Sales & Marketing**

- Charter utilizes a California based MWBE for multicultural marketing services nationally
- Charter utilizes WBE for advertising, media planning and buying services nationally
- Participated in matchmakers at WBENC, NMSDC, NGLCC, Connecticut Supplier Connection, CPUC and California MSO Cable conferences and several regional events and connected with diverse suppliers that provide marketing products and services
- Included diverse suppliers for competitive bids for Event Marketing, Advertising Agencies and Promotional Marketing

### **Finance**

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

- In 2022, Charter partnered with 12 different WMDVBE investment banking firms for the execution of our bond financing activity: Bancroft Capital (service-disabled veteran-owned), Blaylock Van (minority-owned), Cabrera Capital (minority-owned), Castle Oak Securities (minority-owned), CL King (woman-owned), Drexel Hamilton (service-disabled veteran-owned), MFR Securities (women owned), Multi-Bank (service-disabled veteran-owned), Penserra (minority-owned), R. Seelaus & Co. (woman-owned), Samuel A. Ramirez & Co. (minority-owned), and Siebert Williams Shank (minority-owned)
- Charter spent \$1.8M in bond underwriting fees with these WMDVBE investment banking firms in 2022

- For each of its bond financings, Charter selects a small number of WMDVBE banks to participate. Charter intends to continue this going forward and to seek out additional ways to work with such banks.
- The Spectrum Community Investment Loan Fund, which invests in community development financial institutions to fund small businesses (including diversely owned businesses) in underserved communities within Charter’s service area, has committed to 100% WMDVBE investment bank engagement for underwriting, due diligence, and servicing engagements. Throughout 2022, the Loan Fund has worked with 3 separate minority-owned investment banks to provide these services: Cabrera Capital, Castle Oak Securities, and Siebert Williams Shank.
- Drexel Hamilton (service-disabled veterans owned) and Bancroft Capital (service-disabled veterans owned) managed an average balance of approx. \$53 M of cash invested in various funds throughout 2022.
- \$100M of Defined Benefit plan assets were invested with 2 diverse money management firms with a yearend market value of \$75M
- Charter deposited \$5 million to Minority Depository Institutions as part of our program to support MDI banks

<b>Charter Communications</b>	<b>2023 Plan</b>	<b>G.O. #156 Sec. 10.1.1</b>
<b>WMDVLGBTBE Annual Short-, Mid-, and Long-Term Goals by Product and Service Category</b>		

SIC Code	Short-Term 2023						Mid-Term 2023						Long-Term 2023					
	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
	Product																	
Finished Products/Misc. Goods	0.29%	0.20%	0.00%	0.00%	0.00%	0.48%	0.71%	0.18%	0.00%	0.00%	0.00%	0.89%	1.30%	0.20%	0.00%	0.00%	0.00%	1.50%
Technical Equipment/Analysis Instruments	0.56%	0.74%	0.00%	0.00%	0.00%	1.30%	1.42%	0.74%	0.00%	0.00%	0.00%	2.16%	2.60%	0.90%	0.00%	0.00%	0.00%	3.50%
<b>Subtotal</b>	<b>0.85%</b>	<b>0.94%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>1.78%</b>	<b>2.14%</b>	<b>0.92%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>3.05%</b>	<b>3.90%</b>	<b>1.10%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>5.00%</b>

SIC Code	Short-Term 2023						Mid-Term 2023						Long-Term 2023					
	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
	Service																	
Professional Services	8.23%	2.67%	0.03%	0.89%	0.00%	11.83%	3.80%	1.56%	0.07%	0.80%	0.00%	6.23%	0.20%	0.80%	0.13%	0.89%	0.00%	2.03%
Raw Materials/Construction/Industrial Service	2.45%	0.38%	0.00%	0.00%	0.00%	2.83%	6.63%	1.03%	0.00%	0.00%	0.00%	7.65%	12.27%	1.90%	0.00%	0.00%	0.00%	14.17%
<b>Subtotal</b>	<b>10.69%</b>	<b>3.05%</b>	<b>0.03%</b>	<b>0.89%</b>	<b>0.00%</b>	<b>14.66%</b>	<b>10.42%</b>	<b>2.59%</b>	<b>0.07%</b>	<b>0.80%</b>	<b>0.00%</b>	<b>13.89%</b>	<b>12.47%</b>	<b>2.70%</b>	<b>0.13%</b>	<b>0.89%</b>	<b>0.00%</b>	<b>16.20%</b>
<b>Total</b>	<b>11.54%</b>	<b>3.99%</b>	<b>0.03%</b>	<b>0.89%</b>	<b>0.00%</b>	<b>16.45%</b>	<b>12.56%</b>	<b>3.51%</b>	<b>0.07%</b>	<b>0.80%</b>	<b>0.00%</b>	<b>16.94%</b>	<b>16.37%</b>	<b>3.80%</b>	<b>0.13%</b>	<b>0.89%</b>	<b>0.00%</b>	<b>21.20%</b>

<b>Charter Communications</b>	<b>2023 Plan</b>	<b>G.O. #156 Sec. 10.1.2</b>
<b>Description of WMDVLGBTBE Planned Program Activities for the Next Calendar Year</b>		

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

#### Internal Activities

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

#### External Activities

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

- Maintain board seats with the Southern California Minority Supplier Diversity Council (SCMSDC), Cal Asian Chamber of Commerce, National Diversity Coalition, and the Cal Asian Chamber of Commerce, the National Action Network, the National Urban League, tech:SCALE, and UnidosUS Corporate Board of Advisors
- Initiate partnerships with additional regional council affiliate chapters and continue to build relationships with existing partners to ensure access to diverse-owned businesses in key areas within Charter’s footprint

- Leverage our board seats to increase our access to diverse supplier networks and improve our strategic partnerships with regional diversity councils and chambers operating within Charter’s footprint
- Members of Charter’s Supplier Diversity and Strategic Sourcing teams will attend the following events in 2023:

<b>Host</b>	<b>Event</b>	<b>Date</b>	<b>Location</b>
NMSDC	Quarterly Business Connections (Matchmakers)	February	Virtual
IVMF – CVOB	Veteran EDGE Conference	March	Dallas, TX
WBENC	National Conference	March	Nashville, TN
NMSDC	Quarterly Business Connections (Matchmakers)	June	Virtual
CPUC	Community Outreach (Spring)	TBD	TBD
Disability:IN	Annual Conference & Expo	July	Orlando, FL
NMSDC	Program Manager's Seminar	July	TBD
NMSDC	Quarterly Business Connections (Matchmakers)	August	Virtual
NGLCC	International Business & Leadership Conference	August	Denver, CO
CPUC	Community Outreach (Fall)	TBD	TBD
CPUC	Annual GO-156 En Banc with Commissioners	TBD	TBD
USHCC	National Convention	September	Orlando, FL
NMSDC	National Conference & Business Fair	October	Baltimore, MD
CA MSO	California Cable Symposium	November	TBD
SCMSDC	B3 Conference + Expo. Business Matchmaking	TBD	California
SCMSDC	Leadership Excellence Awards Dinner Gala	TBD	California
VIB Network	National Conference	TBD	California
MPMSDC	Business Alliance Forum	TBD	TBD
MPMSDC	Business Opportunity Exchange	TBD	TBD
MMTC	MMTC Supplier Diversity Webinar	March	Virtual

<b>Charter Communications</b>	<b>2023 Plan</b>	<b>G.O. #156 Sec. 10.1.3</b>
<b>Plans for Recruiting WMDVLGBTBE Suppliers in Low Utilization Areas</b>		

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

<b>Charter</b>	<b>2023 Plan</b>	<b>G.O. #156 Sec. 10.1.4</b>
<b>Plans for Recruiting WMDVLGBTBE Suppliers Where Unavailable</b>		

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

<b>Charter</b>	<b>2023 Plan</b>	<b>G.O. #156 Sec. 10.1.5</b>
<b>Plans for Encouraging Prime Contractors to Subcontract WMDVLGBTBE Suppliers</b>		

Using the newly expanded team and increased technology, Charter will facilitate connections between existing prime suppliers and qualified diverse subcontractors to increase the utilization of diverse-owned businesses. With the continued application of Tier 2 legal language within additional standard contract templates and newly updated reporting portal, Charter will continue to grow and develop the subcontractor spend reporting program for leading prime suppliers, general contractors, and additional targeted supplier groups throughout our footprint. Additionally, where an existing or potential diverse subcontractor is identified, Charter will encourage them to become certified by The Supplier Clearinghouse.



<b>Charter</b>	<b>2023 Plan</b>	<b>G.O. #156 Sec. 10.1.6</b>
<b>Plans for Complying with WMDVLGBTBE Program Guidelines</b>		

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

In accordance with the General Order 156 rule changes made effective in 2022, Charter will continue to leverage suppliers actively certified as diverse by The Supplier Clearinghouse for work supporting California and our overall footprint operations. The Net Procurement spend reported in compliance with GO 156 parameters is primarily generated from a single business unit with spend largely centered in heavy construction and specialty trades. The current listing of suppliers offering these services available within The Supplier Clearinghouse does not include proportionate representation from each diversity group compared to the 2022 updated GO 156 guidelines, serving as a barrier to success for Charter in meeting these targets. We will continue to advocate for increased certifications of suppliers across all diverse demographics offering the products and services that best align with Charter’s business needs as we strive to increase diverse owned business utilization in California.