



2023 Supplier Diversity Annual Report & 2024 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

Submitted by
John A. Gutierrez
Vice President, Regulatory Affairs
Comcast Cable Communications, LLC
California Region
3011 Triad Place
Livermore, CA 94551
Phone Number: (925) 424-0164
Email: John_Gutierrez@cable.comcast.com

ANNUAL REPORT

9.1.1	Description of Supplier Diversity Program Activities During the Previous Calendar Year	6
9.1.2	Supplier Diversity Results by Ethnicity	9
9.1.2	Supplier Diversity Direct Procurement by Product and Service Categories	10
9.1.2	Supplier Diversity Subcontractor Procurement by Product and Service Categories	11
9.1.2	Supplier Diversity Procurement by Standard Industrial Categories	12
9.1.2	Number of Diverse Suppliers and Revenue Reported to the Clearinghouse	13
9.1.2	Description of Number of Diverse Suppliers with California Majority Workforce	14
9.1.3	Supplier Diversity Program Expenses	14
9.1.4	Description of Progress in Meeting or Exceeding Set Goals	15
9.1.4	Supplier Diversity Results and Goals	16
9.1.5	Description of Prime Contractor Utilization of Supplier Diversity Subcontractors	17
9.1.5	Summary of Prime Contractor Utilization of Supplier Diversity Subcontractors	17
9.1.6	A List of Supplier Diversity Complaints Received and Current Status	18
9.1.7	Description of Efforts to Recruit Diverse Suppliers in Low Utilization Categories	19
9.1.9	Supplier Diversity Fuel Procurement	20

ANNUAL PLAN

10.1.1	Supplier Diversity Annual SHORT, MID, AND LONG-TERM Goals	21
10.1.2	Description of Supplier Diversity Planned Program Activities for the Next Calendar Year	22
10.1.3	Plans for Recruiting Diverse Suppliers in Low Utilization Areas	23
10.1.4	Plans for Recruiting Diverse Suppliers Where Unavailable	23
10.1.5	Plans for Encouraging Prime Contractors to Subcontract Diverse Suppliers	23
10.1.6	Plans for Complying with Supplier Diversity Program Guidelines	24

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

In 2023, Comcast California continued our commitment to supplier diversity and ensuring that small and/or diverse suppliers, including California Public Utilities Commission (CPUC) Supplier Diversity Clearinghouse certified suppliers, continued to have opportunities to participate. In its 14th year of voluntary General Order (GO) 156 reporting, Comcast California's Supplier Diversity Program achieved \$82.3 million in qualifying spend, with a \$4 million year-over-year increase.

DEVELOPMENTS

Strong business relationships throughout our California operations lay the foundation for our Supplier Diversity Program and demonstrate our firm commitment to strengthening partnerships with all suppliers. We approach procurement holistically and engage a range of internal stakeholders to support our efforts. This group of stakeholders focuses on procurement, construction, fulfillment, engineering, and operational finance.

In addition to spending \$82.3 million with CPUC-certified suppliers, Comcast California spent \$156.7 million in 2023 with a minority-owned, prime business partner, formerly a CPUC-certified supplier. In 2023, this 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 the CPUC's Supplier Diversity Clearinghouse certification. Comcast California will continue to assess future procurement opportunities within the construction category and make efforts to ensure that CPUC-certified diverse suppliers are made aware of and considered for these opportunities.

In 2023, Comcast California spent \$6 million with two diverse service-disabled veteran-owned business enterprises (SDVBE). While both businesses meet Comcast's qualifications as diverse-owned supplier partners, the owners of these companies do not live in California, so the contracting activity does not qualify for GO 156 certification because the owners of these companies do not live in California.

Comcast California continues to enhance communication and availability of resources to strengthen its supplier diversity efforts. We consistently utilize a collaborative tool to highlight our supplier diversity efforts and to further our efforts to ensure that diverse suppliers are aware of opportunities to participate in our supply chain. Our Comcast champions, team members that advocate for supplier diversity initiatives, partner with our Supplier Diversity Manager in attending events to meet prospective suppliers and work internally to research and analyze data to assess ongoing opportunities throughout Comcast California and beyond.



COMMITMENT

A major focus of Comcast's enterprise-wide procurement, based out of Philadelphia, Pennsylvania, includes products, services, and programming related products and services. The majority of Comcast California purchasing activity is derived from the following areas: transportation, plant, system, building and land, marketing, and professional services. Our supplier inclusion extends cross-functionally beyond our California Region to our West Division, based in Denver, Colorado. Our West Division team supports the California program, including internal resources expanded to our West Division headquarters, with two executive-level employees and two analysts partnering in our supplier diversity initiatives. In 2023, our West Division team and Comcast California participated in working sessions dedicated to supplier diversity resources, assistance in using tools, and providing support to navigate opportunities for the procurement of services and products from diverse suppliers. The West Division and corporate headquarters held collaborative sessions to share best practices. Additionally, meetings held quarterly provide opportunities to focus on supplier diversity initiatives and best practices across the West Division. These examples highlight our commitment and drive to support teams across the enterprise to explore and support greater procurement opportunities for all qualified businesses.

The increase in network expansion created opportunities for our diverse suppliers to grow with us year-over-year. Our corporate headquarters supports a centralized procurement framework, where many Comcast California network materials and products are sourced on behalf of our various divisions. In 2023 materials procurement also increased, where year-over-year products sourced from our West Division for Comcast California network expansion included \$4.7 million of spend with CPUC certified suppliers.

OUTREACH

Internal outreach proved vital for accessibility and exposure of our goals and initiatives. We focused on Supplier Diversity Program training and processes which include details on our internal, widely accessible tools to other departments including our marketing, sales procurement, and administrative services teams.

Comcast California continued building upon the success of 2022, where we jointly hosted supplier showcase events and invited diverse vendors that specialized in pertinent areas, thereby connecting stakeholders directly with small and diverse vendors and eliminating the layers that often make it challenging for diverse vendors to do business with large corporations.

To create more opportunities for small and/or diverse businesses, Comcast partnered with other cable companies to host the 13th Annual California Cable Supplier Diversity Symposium: Paving the Road to the Future in Southern California. As technology and the industry advances, we want our suppliers to continue to educate themselves on the cable industry and learn about future procurement opportunities and these outreach events serve as an avenue for technical assistance and support.



ACHIEVEMENTS

Comcast California's initiatives strive to align with the enterprise-wide commitment to Diversity, Equity, and Inclusion, which continues to develop and receive accolades. In 2023, Comcast NBCUniversal was named a Top 20 Company on DiversityInc's Top 50 List, placing 13th overall for diversity, recognized as a Leading Disability Employer by the National Organization on Disability (NOD), recognized as a '5-star company' in the 2023 Hispanic Association of Corporate Responsibility (HACR) Corporate Inclusion Index in all four pillars (Employment, Procurement, Philanthropy, and Governance), named a 2023 Best Place to Work for LGBTQ Equality by Human Rights Campaign (HRC), recognized as the nation's No. 1 telecommunications company and No. 2 overall employer in "Best for Vets" ranked by Military Times, and, for the 10th year, the Human Rights Campaign Foundation has given Comcast NBCUniversal a score of 100 on their Corporate Equality Index, which measures LGBTQ+ equality in the workplace. Lastly, the National Organization on Disability named Comcast NBCUniversal a 2023 Leading Disability Employer, recognizing its commitment to promoting employment opportunities for individuals with disabilities and prioritizing diversity, equity, and accessibility in the workplace, and, for the ninth consecutive year, Comcast NBCUniversal was recognized as a Best Place to Work for Disability Inclusion, receiving a top score of 100 on the annual Disability Equality Index (DEI). [Awards & Recognition (comcast.com) for 2023 awards and recognition]

On the supplier diversity front, for over 20 years, the mission of the Billion Dollar Roundtable (BDR), a top-level corporate advocacy organization, has been 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 membership committee, and it assisted with the creation of the Billion Dollar Roundtable Global Economic Impact Report in 2023. Comcast's participation on the membership committee helps provide guidance to several corporations on their successful path to BDR eligibility. 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.

COMMUNITY

Resources for the communities that we serve are supported by Project UP, a \$1 billion initiative to reach millions of people, help advance digital equity, and build a future of unlimited possibilities. Project UP comprises 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. The support of developing entrepreneurs is vital and partnering with organizations, including Echoing Green and Native Women Lead, increases the necessary skills to excel in the digital world.

In January 2023, Comcast shared that it has fulfilled its 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 in 2020 out of the evident impact we saw on small businesses hardest hit by the pandemic and the social unrest in many cities. Through a simple application process, eligible businesses received 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 2023, 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 to support 13,500 entrepreneurs and 500 small businesses nationwide. RISE stands for Representation, Investment, Strength, and Empowerment.

2023 ANNUAL REPORT

DESCRIPTION OF ACTIVITIES FOR SMALL AND DIVERSE BUSINESSES DURING THE PREVIOUS CALENDAR YEAR 9.1.1

The Comcast California Supplier Diversity program continues to create valued relationships and economic opportunities for qualified small and diverse suppliers. In 2023, Comcast California made significant strides on its outreach initiatives. Our focus on external outreach, technical assistance, building capacity for more partnerships, and driving Tier II spending continued. With the assistance of our woman-owned business partners, we virtually hosted the 13th annual California Cable Supplier Diversity Symposium: Paving the Road to the Future, which generated interest and support for the plans within our program. The symposium included the following technical assistance:

- Diverse supplier showcases cable industry specific – featuring 30 suppliers
- 1:1 Strategic Business Connections
- Workshops on business partner and community-based relationships
- Tier II panel discussions focusing on opportunities
- Cable industry company business opportunity presentations
- Opportunities to connect with diverse suppliers

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 to increase awareness of opportunities for CPUC certified suppliers.

In 2023, the team maintained active participation with the transition to in-person events and attended more than 35 events, which included 15 matchmaking event sessions. Additionally, our team shared information during 10 panel discussions and was actively involved in events supporting various diversity and inclusion-focused community organizations.

Below is a list of supplier diversity events that Comcast participated in for 2023.

INTERNAL ACTIVITIES

Our internal teams and business partners benefited from a hybrid collaborative outreach, with the ability to connect through multiple events, as opposed to an in-person meeting with time-consuming and cumbersome travel.

- Increased connections with internal stakeholders, including additional exposure on a monthly broadcast designed to share local initiatives.
- Developed additional methods to track small and diverse spend opportunities and ensure tracked supplier contact times and notes to improve the process of sharing prospective supplier profiles with internal stakeholders.
- Strengthened relationship with global supplier diversity team, exchanging prospective supplier profiles, best practices, supplier opportunities, and event support.

Below is a list of supplier diversity events that Comcast participated in for 2023.

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 Board Meetings
Monthly	Los Angeles Gay & Lesbian Chamber of Commerce (LAGLCC) Board Meetings
January	Los Angeles Gay and Lesbian Chamber of Commerce (LAGLCC) Annual Meeting
February	WBEC-Pacific EmpowerU
February	American Indian Chamber Advisory Council Update First Quarter Meeting
February	NBCUniversal Supplier Diversity Showcase
February	WRMSDC Q1 Board of Directors Meeting
March	WRMSDC 1st Annual Tournament and Networking
March	CPUC - Joint Utilities/Community Based Organization presentations
April	BuildOUT Golden Pitch
April	American Indian Chamber Advisory Council Update Second Quarter Meeting
April	2nd Quarter American Indian Chamber Advisory Council meeting
April	Empower U - Women in Business Workshop - Open Forum
April	Los Angeles LGBTQ CBO Forum
April	WBEC - Pacific Sponsorship/Membership Committee Monthly Meeting
May	WBEC-Pacific Signer Responsibilities/Process & 2023 Proposed Budget Status
June	American Indian Chamber EXPO23 planning Meeting
June	BuildOUT Founders Day 2023
June	WBEC Pacific's Healthcare Industry Overview/Roundtable Sessions
June	LAGLCC Luncheon
June	Quarterly 2023 Joint Utilities Meeting
June	GGBA's Annual Event: Power Connect 2023
June	National Black Business Pitch Competition (Supplier Mentors) - Orientation/Training
June	IDEATION 2023 - Conference
June	WRMSDC MBEIC Virtual Event Comcast and Business Partner How to Do Business Webinar
June	National Black Business Pitch Competition - Mentor Orientation
June	Supplier Diversity Corporate Best Practices Virtual Forum
June	WBEC - Pacific IDEATION 2023 Conference Day
June	American Indian Chamber EXPO23 planning Meeting
July	LAGLCC Comcast Partnership Event: Preparing Your Business Pitch
July	WBEC Pacific's Utilities & Energy Industry Overview/Roundtable Sessions
July	WRMSDC BOD Strategic Offsite
July	American Indian Chamber EXPO'23
August	WRMSDC Monthly Construction Steering Committee Meeting
August	WBEC Pacific's Construction Industry Overview/Roundtable Sessions
August	WBEC - Pacific Utilities + Energy Panel Prep
August	Empow[HER] - Economic Development Summit
September	WBEC Pacific's Food and Beverages Industry Overview/Roundtable Sessions
September	Quarterly 2023 Joint Utilities Meeting
October	American Indian Chamber 4th Quarter Advisory Council meeting
October	WBEC-Pacific Vendor Showcase
October	WE-Xcel Fall Cohort Graduation and Vendor Showcase
October	Annual Supplier Diversity En Banc
November	WBEC Pacific Industry-Specific Overview/Roundtable Sessions - Advertising, Marketing and PR
November	13th Annual California Cable Supplier Diversity Symposium
November	13th Annual California Cable Vendor Showcase
November	VIB Matchmaking
November	California Cable Virtual Matchmaking
November	LAGLCC Annual Member Meeting
December	Quarterly 2023 Joint Utilities Meeting

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

- 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
- Hispanic Chamber of Commerce of Marin County
- California Asian Pacific Chamber of Commerce

Supplier Diversity Results by Ethnicity

			2023			
			Direct Spend ¹ \$	Sub Spend ² \$	Total \$	%
1	Minority Male	African American	\$861,350	\$1,054,362	\$1,915,712	0.23%
2		Asian Pacific American	\$1,268,519	\$509,385.84	\$1,777,905	0.22%
3		Hispanic American	\$4,881,275	\$7,023,043	\$11,904,318	1.45%
4		Native American	\$1,751,724	\$0	\$1,751,724	0.21%
5		Total Minority Male	\$8,762,868	\$8,586,790	\$17,349,659	2.11%
6	Minority Female	African American	\$0	\$0	\$0	0.00%
7		Asian Pacific American	\$168,340	\$7,397,977	\$7,566,317	0.92%
8		Hispanic American	\$2,226,211		\$2,226,211	0.27%
9		Native American	\$1,284		\$1,284	0.00%
10		Total Minority Female	\$2,395,835	\$7,397,977	\$9,793,812	1.19%
11	Total Minority Business Enterprise (MBE)		\$11,158,703	\$15,984,768	\$27,143,471	3.30%
12	Women Business Enterprise (WBE)		\$44,277,230	\$9,621,654	\$53,898,884	6.55%
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$13,330	\$0	\$13,330	0.00%
14	Disabled Veteran Business Enterprise (DVBE)		\$0	\$1,263,929	\$1,263,929	0.15%
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		\$55,449,263	\$26,870,351	\$82,319,614	10.01%
18	Net Procurement**		\$822,446,185			

NOTES:

* 8(a) - Firms classified as 8(a) by the Small Business Administration include non-WMDVLGBTBPDBE.

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.

Supplier Diversity Direct Procurement by Product and Service Categories

				2023					
				Product		Service		Total	
				\$	%	\$	%	\$	%
1	Minority Male	African American	Direct	\$0	0.00%	\$861,350	0.10%	\$861,350	0.10%
2		Asian Pacific American	Direct	\$18,480	0.00%	\$1,250,039	0.15%	\$1,268,519	0.15%
3		Hispanic American	Direct	\$238,250	0.03%	\$4,643,026	0.56%	\$4,881,275	0.59%
4		Native American	Direct	\$0	0.00%	\$1,751,724	0.21%	\$1,751,724	0.21%
5		Total Minority Male	Direct	\$256,730	0.03%	\$8,506,139	1.03%	\$8,762,868	1.07%
6	Minority Female	African American	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
7		Asian Pacific American	Direct	\$94,612	0.01%	\$73,728	0.01%	\$0	0.00%
8		Hispanic American	Direct	\$208,006	0.03%	\$2,018,205	0.25%	\$2,226,211	0.27%
9		Native American	Direct	\$1,284	0.00%	\$0	0.00%	\$0	0.00%
10		Total Minority Female	Direct	\$303,902	0.04%	\$2,091,933	0.25%	\$2,395,835	0.29%
11	Total Minority Business Enterprise (MBE)		Direct	\$560,632	0.07%	\$10,598,072	1.29%	\$11,158,703	1.36%
12	Women Business Enterprise (WBE)		Direct	\$15,701,083	1.91%	\$28,576,147	3.47%	\$44,277,230	5.38%
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		Direct	\$13,330	0.00%	\$0	0.00%	\$0	0.00%
14	Disabled Veteran Business Enterprise (DVBE)		Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
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	\$16,275,044	1.98%	\$39,174,219	4.76%	\$55,435,933	6.74%
18	Net Procurement**						\$822,446,185		
19	Net Product Procurement						\$190,867,949		
20	Net Service Procurement						\$631,578,237		
21	Total Number of Diverse Suppliers that Received Direct Spend						52		

NOTES:

* 8(a) - Firms classified as 8(a) by the Small Business Administration include non-WMDVLGBTBPD BE.

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 fulfil its contractual obligation(s).

% - Percentage of Net Procurement.

Supplier Diversity Subcontractor Procurement by Product and Service Categories

				2023					
				Product		Service		Total	
				\$	%	\$	%	\$	%
1	Minority Male	African American	Sub	0	0.00%	\$1,054,362	0.13%	\$1,563,748	0.19%
2		Asian Pacific American	Sub	\$509,386	0.06%	\$0	0.00%	\$0	0.00%
3		Hispanic American	Sub	\$0	0.00%	\$7,023,043	0.85%	\$7,023,043	0.85%
4		Native American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
5		Total Minority Male	Sub	\$509,386	0.06%	\$8,077,405	0.98%	\$8,586,790	1.04%
6	Minority Female	African American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
7		Asian Pacific American	Sub	\$252,124	0.03%	\$7,136,833	0.87%	\$7,397,977	0.90%
8		Hispanic American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
9		Native American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
10		Total Minority Female	Sub	\$252,124	0.03%	\$7,145,853	0.87%	\$7,397,977	0.90%
11	Total Minority Business Enterprise (MBE)	Sub	\$761,510	0.09%	\$15,223,257	1.85%	\$15,984,768	1.94%	
12	Women Business Enterprise (WBE)	Sub	\$3,037,396	0.37%	\$6,584,258	0.80%	\$9,621,654	1.17%	
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	\$1,263,929	0.15%	\$0	0.00%	\$1,263,929	0.15%	
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	\$5,062,836	0.62%	\$21,807,515	2.65%	\$26,870,351	3.27%	
18	Net Procurement**					\$822,446,185			
19	Net Product Procurement					\$190,867,949			
20	Net Service Procurement					\$631,578,237			

NOTES:

* 8(a) - Firms classified as 8(a) by the Small Business Administration include non-WMDVLGBTBTPDBE.

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 fulfil its contractual obligation(s).

% - Percentage of Net Procurement.

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 Materials/Construction/Industrial Services (7,8,15,16,17,26,28,32,33,46,49,52)	\$ 754,134	\$0	\$1,220,727	\$1,233,169	\$7,206,654	\$0	\$1,751,724	\$0	\$12,166,408	\$3,867,638	\$0	\$0	\$0	\$0	\$16,034,046	\$356,693,254
	% 0.09%	0.00%	0.15%	0.15%	0.88%	0.00%	0.21%	0.00%	1.48%	0.47%	0.00%	0.00%	0.00%	0.00%	1.95%	43.37%
Finished Products / Misc. Goods (20,23,25,31,39,50,51,56,57,59,70)	\$ 509,386	\$0	\$0	\$0	\$412,772	\$273,790	\$0	\$1,284	\$1,197,233	\$14,179,200	\$0	\$0	\$0	\$0	\$15,376,432	\$111,978,465
	% 0.06%	0.00%	0.00%	0.00%	0.05%	0.03%	0.00%	0.00%	0.15%	1.72%	0.00%	0.00%	0.00%	0.00%	1.87%	13.62%
Technical Equipment / Analysis Instruments (34,35,36,38)	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$121,856	\$96,464,818
	% 0.00%	0.00%	0.00%	0.01%	0.00%	0.00%	0.00%	0.00%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.01%	11.73%
Transportation / Repair / Food (40,42,45,47,53,54,55,58,75,76)	\$ 107,216	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$107,216	\$29,977,601	\$0	\$1,263,929	\$0	\$0	\$31,348,745	\$33,485,930
	% 0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.01%	3.64%	0.00%	0.15%	0.00%	0.00%	3.81%	4.07%
Professional Services (61,65,67,73,87,89)	\$ 1,054,362	\$0	\$47,792	\$6,211,292	\$4,284,892	\$1,952,421	\$0	\$0	\$13,550,759	\$5,874,446	\$13,330	\$0	\$0	\$0	\$19,438,534	\$108,241,511
	% 0.13%	0.00%	0.01%	0.76%	0.52%	0.24%	0.00%	0.00%	1.65%	0.71%	0.00%	0.00%	0.00%	0.00%	2.36%	13.16%
Legal Services (81)	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$7,466,089
	% 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%	0.91%
Communications / Other Services (27,48,72,78,80,82,83,86,92,96)	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$108,116,021
	% 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%	13.15%
Rubber & Misc. Plastic Products	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$98
	% 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%
Total	\$ 2,425,097	\$0	\$1,268,519	\$7,566,317	\$11,904,318	\$2,226,211	\$1,751,724	\$1,284	\$27,021,614	\$53,898,884	\$13,330	\$1,263,929	\$0	\$0	\$82,319,614	\$822,446,185
	% 0.29%	0.00%	0.15%	0.92%	1.45%	0.27%	0.21%	0.00%	3.29%	6.55%	0.00%	0.15%	0.00%	0.00%	10.01%	100.00%
Net Procurement**	\$822,446,185															

NOTES:

* 8(a) - Firms classified as 8(a) by the Small Business Administration include non-WMDVLGBTBDBE.

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 fulfil its contractual obligation(s).

% - Percentage of Net Procurement.

Totals may not add due to rounding

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	6	0	0	0	0	8	3	9	0	0	0	0
Under \$5 million	7	3	1	0	0	0	11	7	3	1	0	0	0	11
Under \$10 million	2	2	0	0	0	0	4	4	4	0	0	0	0	8
Above \$10 million	0	0	0	0	0	0	0	12	8	0	1	0	0	21
Not Available	15	13	0	1	0	0	29	-	-	0	0	0	0	0
Total	26	24	1	1	0	0	52	26	24	1	1	0	0	52

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	\$4,553,098	\$79,372,126	\$0	\$0	\$0	\$0	\$83,925,224	\$6,235,423	\$12,050,449	\$0	\$0	\$0	\$0
Under \$5 million	\$12,907,707	\$54,327,250	\$2,477,720	\$0	\$0	\$0	\$69,712,677	\$6,147,687	\$6,775,936	\$13,330	\$0	\$0	\$0	\$12,936,953
Under \$10 million	\$38,811,521	\$37,069,672	\$0	\$0	\$0	\$0	\$75,881,193	\$1,191,146	\$1,025,287	\$0	\$1,263,929	\$0	\$0	\$3,480,362
Above \$10 million	\$21,496,888,734	\$17,618,988,804	\$0	\$0	\$0	\$0	\$39,115,877,538	\$3,775,403	\$43,841,025	\$0	\$0	\$0	\$0	\$47,616,428
Not Available	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Total	\$21,553,161,060	\$17,789,757,852	\$2,477,720	\$0	\$0	\$0	\$39,345,396,632	\$17,349,659	\$63,692,697	\$13,330	\$1,263,929	\$0	\$0	\$82,319,614

NOTES:

* 8(a) - Firms classified as 8(a) by the Small Business Administration include non-WMDVLGBTBPDDBE.

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.

Description of Diverse Suppliers with Majority Workforce in California

Comcast reports 38 of the 52 WMDVLGBTBEs with California Majority Workforce.

Paving the Road to the Future



Supplier Diversity Program Expense

Expense Category	2023 (Actual)
Wages	\$160,000
Other Employee Expenses	
Program Expenses	\$77,685
Reporting Expenses	
Training Expenses	
Consultant Expenses	
Other Expenses	\$10,000
Total	\$247,685

EXTERNAL ACTIVITIES

Comcast California's Supplier Diversity Program encourages access to our procurement processes for all types of businesses, including those that have historically played a smaller role in the supply chain such as small and/or diverse suppliers. Comcast California increased its participation significantly in 2023 in various activities, including outreach, memberships, event support, supplier mentorship, certification, workshops inclusive of suppliers and Comcast stakeholders, recognition, communications, and development for existing and potential suppliers.

Our 13th Annual Cable Supplier Diversity Symposium: Paving the Road to the Future, was an in-person event hosted by Charter Communications, Cox Communications, and Comcast that engaged, educated, and strategically connected diverse suppliers. The agenda included opening remarks from supplier diversity representatives at each of the host companies. There was a panel discussion focused on the growth within the telecommunications industry with expansion and upgrades to our networks, and how small and/or diverse suppliers can plan to support this growth. Moderators and panelists represented Field Operations, Business Development, and Strategic Procurement.

The panel is a continuation of last year's panel discussion, with representation from the respective organizations including Engineering, Construction, and Field Operations. The panel discussion addressed the growth within our respective networks related to the network initiatives and how diverse suppliers play a critical role in supporting this progress.

DESCRIPTION OF PROGRESS IN MEETING OR EXCEEDING SET GOALS 9.1.4

Comcast California Supplier Diversity Program remains committed to building upon our 2023 successes by focusing on three foundational pillars: 1) access and opportunity for all suppliers regardless of size and background; 2) supplier outreach; and 3) development of small and/or diverse suppliers. In 2023, we believe we exceeded our goals in supporting these key pillars and that is evident with our year over year growth in CPUC qualifying spend. With corporations returning to the office in 2023, Comcast prepared for the return and partnered with a CPUC qualified firm to support those efforts. Through this partnership, Comcast California increased spending with that minority owned business – who we have partnered with for several years – with a year-over-year increase of 25%. This long-standing relationship is an example of a sustained business relationship that has led to increased opportunities and economic development in our communities.

Comcast California's overall spending is heavily correlated with construction, with a heavy focus on the expansion of our network throughout the state. We regularly seek business partners that are qualified and well equipped to keep pace with our high-volume scale. In 2023, Comcast California experienced a challenging loss in CPUC-certified diverse spending within construction when a diverse firm was no longer eligible for CPUC certification. This minority-owned supplier – who we have continued to grow our relationship with – continues to serve as a key partner to Comcast in our network expansion efforts, but this partnership is not reflected in our CPUC qualifying spend. Comcast California nevertheless remains committed to providing access and opportunity for CPUC-certified prime business partners in the construction category to participate in our supply chain and have continued our Tier II efforts to have our non-diverse prime business partners share our commitment.

Our efforts extend beyond Comcast California, in our enterprise-wide partnerships, in bringing awareness of opportunities to CPUC certified diverse suppliers. We identified \$1.9 billion total spend across Comcast Cable with CPUC certified suppliers. This strong spending exemplifies the consistent support and technical assistance to help our suppliers grow their businesses and provides for a robust economic impact beyond our Comcast California efforts.

Supplier Diversity Results Compared to Set Goals

Category	2022 Result %	2022 Goal %
Minority Male Business Enterprise	1.07%	4.42%
Minority Female Business Enterprise	0.29%	4.41%
Minority Business Enterprise (MBE)	1.36%	8.83%
Women Business Enterprise (WBE)	5.38%	5.51%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	0.00%	0.05%
Disabled Veteran Business Enterprise (DVBE)	0.00%	0.15%
Persons with Disabilities Business Enterprise (DBE)	0.00%	0.00%
Total	10.01%	14.54%



DESCRIPTION OF PRIME CONTRACTOR UTILIZATION OF SMALL AND DIVERSE SUBCONTRACTORS' SEC 9.1.5

Call to Action

In 2023, through Tier II initiatives diverse spend increased by \$1.4 million, compared to 2022. Year-over-year increases occurred in the engineering and fleet categories with CPUC certified suppliers. Our business partners align with our California region in growing operations and providing services and resources to enhance our ever-changing operational demands. Our prime business partners in these categories provide construction and engineering services which assist us in the expansion and maintenance of our network. With the support of our partners, we shared a call to action to enhance our respective supplier diversity programs and mutual goals. The call to action includes the following:

- Spending reports (include all CPUC certified subcontractors)
- Open dialogue and invitations to connect with prospective small and/or diverse suppliers
- Assist with small and/or diverse supplier CPUC certifications
- Supplier diversity awareness and education at community-based organization outreach events

Comcast GO 156 Section 9.1.5 WMDVLGBTBE Annual Report/Annual Plan

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 \$	\$8,762,868	\$2,395,835	\$11,158,703	\$44,277,230	\$13,330	\$0	\$0	\$0	\$55,449,263
Sub \$	\$8,586,790	\$7,397,977	\$0	\$9,621,654	\$0	\$1,263,929	\$0	\$0	\$26,870,351
Total \$	\$17,349,659	\$9,793,812	\$27,143,471	\$53,898,884	\$13,330	\$1,263,929	\$0	\$0	\$82,319,614
Direct %	1.07%	0.29%	1.36%	5.38%	0.00%	0.00%	0.00%	0.00%	6.74%
Sub %	1.04%	0.90%	0.00%	1.17%	0.00%	0.15%	0.00%	0.00%	3.27%
Total %	2.11%	1.19%	1.36%	6.55%	0.00%	0.15%	0.00%	0.00%	10.01%
Net Procurement **	\$822,446,185								

NOTES:

* 8(a) - Firms classified as 8(a) by the Small Business Administration include non-WMDVLGBTBDBE.

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 fulfil its contractual obligation(s).

% - Percentage of Net Procurement.

List of Supplier Diversity Complaints Received and Current Status

No complaints received in 2023.



OUTREACH

Our prime business partners attended and participated in a variety of events in 2023, focusing on their support of supplier inclusion. They participated in panel discussions concentrating on doing business with their companies, the value of certification, and relevant business opportunities. They accepted the challenge to identify areas of opportunity to bolster their supplier diversity efforts in 2023.

At the 13th annual California Cable Supplier Diversity Symposium: Paving the Road to the Future, our partners listened to several business pitches from over thirty diverse suppliers. The business pitches included relevant business profiles detailing the alignment and key services and products that our prime business partners can pursue. The opportunities to meet our partners resulted in subsequent meetings about business opportunities.

The consistently increasing demands of network expansion and maintenance created additional diverse supplier engagement with our prime business partners. With increased commitments, our business partners spent more with CPUC-certified businesses. With consistent organizational changes and budgetary considerations, our partners continued to support small and/or diverse spending, as they continued to rebound from the strains of the pandemic. Our partners remained committed to their goals and those of Comcast California. Our goals in 2023 consisted of specific outreach to our prime business partners and encouragement to share our commitment to a more inclusive supply chain process, including providing small and/or diverse-owned companies an opportunity to participate.

DESCRIPTION OF EFFORTS TO RECRUIT SMALL AND DIVERSE SUPPLIERS IN LOW UTILIZATION CATEGORIES 9.1.7

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

Financial Services

Comcast has a longstanding relationship with the diverse banking community and also seeks to include small and/or diverse businesses in the process when reviewing opportunities to purchase professional services. Over the past 25 years, Comcast has 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 2023, Comcast increased its cash deposits at diverse banks, partnered with a new diverse money manager, and primarily utilized diverse institutions to lead and underwrite its inaugural Green Bond. Comcast's commitment to these programs remains an important aspect of our overall supplier diversity initiatives.

364-Day Credit Facility: In 2023, for the 20th 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 6%.

Commercial Paper: Comcast has used a minority-owned financial services firm as a primary placement agent in its commercial paper program since 2011. In 2021, Comcast added a service-disabled veteran-owned investment bank as an additional placement agent in the program. In total, they have directly issued ~\$14B of commercial paper for Comcast.

Bond Underwriting: Diverse banks have participated in the underwriting of most Comcast bond offerings since 2005. In the corporate bond market, Comcast used eighteen diverse firms to underwrite approximately \$838 million of financing in 2023. This includes our \$1 billion inaugural Green Bond that was primarily (75%) underwritten by diverse firms.

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 2023, Comcast added a veteran-owned firm, specifically targeting investments in 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, many of whom 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 collaborating 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. 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 committee that seeks to encourage the hiring, use, and retention of lawyers and law firm's representative of all communities.

Media and Advertising Services

Our consistent support of diversity within financial and legal services continued with Comcast California's diversity spending in media and advertising, including approximately \$80.3 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

GO 156 Section 9.1.9

WMDVLGBTBE Annual Report/Annual Plan

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.

Supplier Diversity Short-, Mid-, and Long-Term Procurement Goals

SIC Code Product	Short-Term 2024						Mid-Term 2025						Long-Term 2026					
	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%	0.05%	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%	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%	
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%	
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 2024						Mid-Term 2025						Long-Term 2026					
	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%	
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%	0.08%	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%
--------------	--------------	--------------	--------------	--------------	--------------	---------------	--------------	--------------	--------------	--------------	--------------	---------------	---------------	--------------	--------------	--------------	--------------	---------------

DESCRIPTION OF PLANNED PROGRAM ACTIVITIES FOR THE NEXT CALENDAR YEAR

2024 ANNUAL PLAN

PROGRAM ENHANCEMENTS IN 2024

(SECTION 10.1.2)

Comcast California's Supplier Diversity Program will continue to build upon its solid foundation by enhancing and expanding its internal and external initiatives in 2024.

Internal

- Continue to expand the cross functional partnerships with our procurement teams in identifying key areas of reasonable opportunities.
- Enhance internal tools to increase visibility and engagement within supplier diversity access and development.
- Challenge our teams to continue to seek out potential small and/or diverse supplier partners specifically within the construction and engineering industries and identify additional champions.
- Continued professional development of Supplier Diversity Manager through training classes on supplier diversity and procurement best practices.
- Materials procurement analysis and identification of additional areas of opportunity within our Comcast California spend.

External

- Collaborate with prime business partners in analyzing and expanding prospective small and/or diverse suppliers reporting their diverse spend within California.
- Increase supplier mentorship or development by providing scholarships for small and/or diverse suppliers to attend entrepreneur business courses, which supports our technical and capacity efforts.
- Continue to review incumbent suppliers within industry specific areas, i.e., facilities maintenance, construction, and engineering – assess for increased business opportunities.
- Participate in at least twenty-five outreach events scheduled in 2024.
- Introduce quarterly "Meet the Buyer" meet and greet online events by end of Q3 of 2024.

Outreach Opportunities

- Corporate Connect - quarterly opportunities to connect small and/or diverse suppliers with internal stakeholders.
- Reassess accessibility of internal tools for easy access to small and/or diverse suppliers.
- Establish refreshed call to action 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 prime business partners.
- Participation in panel discussions with community-based organizations.
- WRMSDC (Western Regional Minority Supplier Development Council) Board and Committee Member.
- WBEC (Women Business Enterprise Council) – Pacific Board Chair.
- American Indian Chamber of CA – Board President.
- Los Angeles Gay & Lesbian Chamber of Commerce – Board Member.
- Joint Utilities Co-Chair – Cable Industry.

PLANS FOR RECRUITING SMALL AND DIVERSE SUPPLIERS IN LOW-UTILIZATION AREAS SEC 10.1.3

Nationwide, Comcast remains committed to providing equal access to opportunities and ensuring the inclusion of small and/or diverse suppliers in our procurement process. This includes regularly assessing opportunities to increase partnerships with small and/or diverse organizations and Tier II subcontractors, encouraging prime business partners to collaborate with small and/or 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 GO 156 Section 10.1.1 WMDVLGBTBE Annual Report/Annual Plan

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.

PLANS FOR ENCOURAGING PRIME CONTRACTORS TO SUBCONTRACT WITH SMALL AND DIVERSE SUPPLIERS SEC 10.1.5

2024 ANNUAL PLAN - PRIME PARTNERS

ENHANCING THE PROGRAM IN 2024

Communication and support are crucial in providing the tools and knowledge to our partners as they continuously produce Comcast California projects. With our guidance and support, our prime business partners strive to implement best practices for utilizing qualified small and/or diverse suppliers. Since much of our Comcast California spending is spent with our prime business partners, we continue to encourage our prime business partners to consider utilizing qualified small and/or diverse prospective suppliers. In cultivating these relationships, their suppliers will garner experience to grow in the industry through work with larger established organizations. Our senior leadership provides the necessary context to assist in provisioning Tier II program initiatives and continues to actively collaborate with our partners in maintaining consistent communication about our efforts to partner with small and/or diverse suppliers.

ESSENTIAL 2024 INITIATIVES INCLUDE:

- Focus on encouraging qualified small and/or diverse suppliers to consider certification.
- Educate prime business partners in investing and committing to provide opportunities for small and/or diverse suppliers to participate.
- Ongoing discussions related to prospective small and/or diverse incumbent and prospective suppliers.
- 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 objectives.
- Encourage participation in small and/or diverse supplier matchmaking/meet-the-buyer events.
- Make introductions to community-based organizations supporting supplier diversity participation.

PLANS FOR COMPLYING WITH THE SUPPLIER DIVERSITY PROGRAM GUIDELINES ESTABLISHED BY COMMISSION AS REQUIRED BY PUBLIC UTILITIES SECTION 8283(C) SEC 10.1.6

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



GO 156 Section 1.3 Definitions

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		