



March 1, 2019

VIA ELECTRONIC FILING

Ms. Alice Stebbins
Executive Director
California Public Utilities Commission
505 Van Ness Ave.
San Francisco, CA 94102-3214
alice.stebbins@cpuc.ca.gov

Dear Executive Director Stebbins,

Charter Fiberlink CA-CCO, LLC, Time Warner Cable Information Services (California) LLC and Bright House Networks Information Services (California), LLC (collectively referred to as "Charter") hereby submit the Women, Minority, Disabled Veteran and Lesbian, Gay, Bisexual and Transgender (LGBT) Business Enterprises in Procurement 2018 Report and 2019 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 202-621-1908 if you have any questions.

Best Regards,

A handwritten signature in black ink that reads "Mark E. Brown".

Mark Brown

Vice President, State Regulatory Affairs
Charter Communications
1099 New York Ave., NW, Suite 650
Washington, D.C. 20001

cc: Stephanie Green

Annual Report

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Annual Plan

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Charter Communications	2018 Report	G.O. #156 Sec. 9.1.1
Description of WMDVLGBTBE Program Activities During the Previous Calendar Year		

Charter continues to expand its capabilities to identify, engage and track spend with women-owned, minority-owned, disabled veteran-owned, and/or LGBT-owned business enterprises (WMDVLGBTBEs), as well as increased engagement with external organizations to develop the program nationally and in California.

Internal Activities

- Identified and actively assisted 10 diverse suppliers in becoming certified
- Expanded Tier 2 diverse spend reporting program to include top 100 prime suppliers
- Expanded legal language to the standard master agreement template for Tier 2 diverse spend
- Provided quarterly diverse spend reporting to the executive for each internal Charter business unit
- Provided supplier diversity training to all sourcing managers within the Strategic Procurement team
- Held External Diversity and Inclusion Council meeting to assist and advise Charter in the development, monitoring and evaluation of all diversity efforts including supplier diversity
- 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 the Chief Executive Officer of Charter and leaders from all business units.

External Activities

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

- Hosted a “Diverse Bank Dinner” in New York City in June, in partnership with the National Urban League and National Action Network, The purpose of the convening was to create a forum to discuss Charter’s ongoing business needs, and develop relationships with investment advisory firms that are owned by women and people of color who may be able to support Charter’s future business needs. Guests were able to directly engage with Charter’s Chief Executive and Chief Financial Officer to better understand the needs of the company and provide context to Charter leadership around the services that they offer. Charter looks forward to continuing to identify opportunities to provide similar exposure to leadership and cultivate these important relationships.
- In partnership with the National Action Network, hosted an “Access to Capital Summit” in Los Angeles, to discuss economic diversity and inclusion strategies with key leaders. The October event brought together individuals from various sectors that included local elected officials, asset managers, community stakeholders and labor leaders for a meaningful discussion on deliberate actions to drive pools of capital into communities of color. Faith Bautista, President of the National Diversity Coalition, attended the standing room only event and was a strategic partner in the development and advancement of this initiative. The event was well received and an initiative that Charter is committed to continuing to invest in.

- Held board seats for Mountain Plains Minority Supplier Diversity Council (MPMSDC) as well as the Denver chapter of the Colorado Gay and Lesbian Chamber of Commerce (COLGBTQCC)
- Funded four scholarships for diverse suppliers to the technical assistance and supplier development program for diverse business owners at Tuck Executive Education at Dartmouth
- Personnel spoke on various panels to educate WMDVLGBTBEs on the process for engaging with Charter
- Actively participated in the CPUC Joint Utilities quarterly meetings to receive the latest guidance from CPUC staff, learn best practices and network with peer General Order 156 reporting companies

Host	Event	Date	Location
WBENC	Summit & Salute	Mar 20-22	Dallas, TX
NGLCC & NBIC	Best of the Best	Apr 18	Washington, DC
SCMSDC	Gateway Conference	Apr 23-24	Pasadena, CA
CPUC	Community Outreach	Apr 25	Long Beach, CA
BCoFC	Business Council of Fairfield County	May 23	Stamford, CT
NMSDC	Leadership Awards	May 24	New York, NY
USPAACC	CelebrAsian Procurement Conference	May 29-June 1	Bethesda, MD
FCC	FCC Diversity Workshop	June 4	Washington, DC
WBENC	National Conference & Business Fair	June 19-21	Detroit, MI
NMSDC	Program Manager's Seminar	July 9-11	Puerto Rico
DisabilityIN	Annual Conference & Expo	July 9-12	Las Vegas, NV
NGLCC	International Business & Leadership Conference	Aug 14-17	Philadelphia, PA
WBEC	WBEC West Procurement Conference	Sept 10-12	Palm Springs, CA
USHCC	National Convention	Sept 16-18	Philadelphia, PA
CPUC	Annual En Banc with Commissioners	Oct 4	Richmond, CA
NMSDC	National Conference & Business Fair	Oct 14-17	Austin, TX
CPUC	Community Outreach	Nov 1	San Ramon, CA
CA MSO	Cable Supplier Diversity Fair	Nov 2	Orange County, CA
NGLCC	National Dinner & Awards Gala	Nov 16	Washington, DC

Charter Communications	2018 Report	G.O. #156 Sec. 9.1.2
WMDVLGBTBE Annual Results by Ethnicity		

			2018 Report			
			Direct	Sub	Total \$	%
1	Minority Male	Asian Pacific American	\$31,856,591	\$0	\$31,856,591	4.84%
2		African American	\$4,009,113	\$214	\$4,009,327	0.61%
3		Hispanic American	\$22,286,616	\$0	\$22,286,616	3.39%
4		Native American	\$0	\$14	\$14	0.000002%
5		Total Minority Male	\$58,152,320	\$228	\$58,152,548	8.83%
6	Minority Female	Asian Pacific American	\$0	\$11	\$11	0.000002%
7		African American	\$201,094	\$0	\$201,094	0.03%
8		Hispanic American	\$6,389,181	\$692	\$6,389,873	0.971%
9		Native American	\$0	\$0	\$0	0.00%
10		Total Minority Female	\$6,590,275	\$703	\$6,590,978	1.00%
11	Total Minority Business Enterprise (MBE)		\$64,742,595	\$931	\$64,743,526	9.83%
12	Women Business Enterprise (WBE)		\$7,979,326	\$2,707	\$7,982,033	1.22%
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$0	\$0	\$0	0.00%
14	Disabled Veteran Business Enterprise (DVBE)		\$0	\$0	\$0	0.00%
15	Other 8(a)*		\$0	\$0	\$0	0.00%
16	TOTAL WMDVLGBTBE		\$72,721,921	\$3,637	\$72,725,559	11.05%
17	Net Procurement**		\$658,360,117			

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

** NET PROCUREMENT INCLUDES PURCHASE ORDER, NON-PURCHASE ORDER, AND CREDIT CARD DOLLARS.

Direct - DIRECT PROCUREMENT

Sub - SUBCONTRACTOR PROCUREMENT

% - PERCENTAGE OF NET PROCUREMENT

Charter Communications	2018 Report	G.O. #156 Sec. 9.1.2
WMDVLGBTBE Direct Procurement by Product and Service Categories		

				Products		Services		Total	
				\$	%	\$	%	\$	%
1	Minority Male	Asian Pacific American	Direct	\$137,309	0.02%	\$31,719,282	4.82%	\$31,856,591	4.84%
2		African American	Direct	\$0	0.00%	\$4,009,113	0.61%	\$4,009,113	0.61%
3		Hispanic American	Direct	\$601,625	0.09%	\$21,684,991	3.29%	\$22,286,616	3.39%
4		Native American	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
5		Total Minority Male	Direct	\$738,934	0.11%	\$57,413,386	8.72%	\$58,152,320	8.83%
6	Minority Female	Asian Pacific American	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
7		African American	Direct	\$0	0.00%	\$201,094	0.03%	\$201,094	0.03%
8		Hispanic American	Direct	\$0	0.00%	\$6,389,181	0.97%	\$6,389,181	0.97%
9		Native American	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
10		Total Minority Female	Direct	\$0	0.00%	\$6,590,275	1.00%	\$6,590,275	1.00%
11	Total Minority Business Enterprise (MBE)		Direct	\$738,934	0.11%	\$64,003,661	9.72%	\$64,742,595	9.83%
12	Women Business Enterprise (WBE)		Direct	\$7,055,650	1.07%	\$923,676	0.14%	\$7,979,326	1.21%
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
14	Disabled Veteran Business Enterprise (DVBE)		Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
15	Other 8(a)*		Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
16	TOTAL WMDVLGBTBE		Direct	\$7,794,584	1.18%	\$64,927,337	9.86%	\$72,721,921	11.05%
17	Total Product Procurement			\$7,794,584					
18	Total Service Procurement			\$64,927,337					
19	Net Procurement**			\$658,360,117					
20	Total Number of WMDVLGBTBEs that Received Direct Spend			33					

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

** NET PROCUREMENT INCLUDES PURCHASE ORDER, NON-PURCHASE ORDER, AND CREDIT CARD DOLLARS.

Direct - DIRECT PROCUREMENT

Sub - SUBCONTRACTOR PROCUREMENT

% - PERCENTAGE OF NET PROCUREMENT

Charter Communications	2018 Report	G.O. #156 Sec. 9.1.2
WMDVLGBTBE Subcontractor Procurement by Product and Service Categories		

				Products		Services		Total	
				\$	%	\$	%	\$	%
1	Minority Male	Asian Pacific American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
2		African American	Sub	\$214	0.00003%	\$0	0.00%	\$214	0.00003%
3		Hispanic American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
4		Native American	Sub	\$14	0.000002%	\$0	0.00%	\$14	0.000002%
5		Total Minority Male	Sub	\$228	0.00003%	\$0	0.00%	\$228	0.00003%
6	Minority Female	Asian Pacific American	Sub	\$0	0.00%	\$11	0.000002%	\$11	0.000002%
7		African American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
8		Hispanic American	Sub	\$0	0.00%	\$692	0.0001%	\$692	0.0001%
9		Native American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
10		Total Minority Female	Sub	\$0	0.00%	\$703	0.0001%	\$703	0.0001%
11	Total Minority Business Enterprise (MBE)		Sub	\$228	0.00003%	\$703	0.0001%	\$931	0.0001%
12	Women Business Enterprise (WBE)		Sub	\$940	0.0001%	\$1,766	0.0003%	\$2,707	0.0004%
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
14	Disabled Veteran Business Enterprise (DVBE)		Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
15	Other 8(a)*		Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
16	TOTAL WMDVLGBTBE		Sub	\$1,168	0.0002%	\$2,469	0.0004%	\$3,637	0.001%
17	Total Product Procurement	\$1,168							
18	Total Service Procurement	\$2,469							
19	Net Procurement**	\$658,360,117							

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

** NET PROCUREMENT INCLUDES PURCHASE ORDER, NON-PURCHASE ORDER, AND CREDIT CARD DOLLARS.

Direct - DIRECT PROCUREMENT

Sub - SUBCONTRACTOR PROCUREMENT

% - PERCENTAGE OF NET PROCUREMENT

Charter Communications	2018 Report	G.O. #156 Sec. 9.1.2
WMDVLGBTBE Procurement by Standard Industrial Categories		

SIC Category	Asian Pacific American		African American		Hispanic American		Native American		Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	Other 8(a)**	Total WMDVLGBTBE	Total Dollars
	Male	Female	Male	Female	Male	Female	Male	Female							
15 - Building Cnstrctn - General Contractors & Operative Builders	\$ 0.0%	\$ 0.0%	\$ 0.0%	\$ 0.0%	\$ 678,647	\$ 0.1%	\$ 0.0%	\$ 0.0%	\$ 678,647	\$ 0.1%	\$ 0.0%	\$ 0.0%	\$ 0.0%	\$ 678,647	\$33,775,841
16 - Heavy Cnstrctn, Except Building Construction - Contractors	\$ 0.0%	\$ 0.0%	\$ 0.0%	\$ 0.0%	\$ 3,023,003	\$ 0.5%	\$ 0.0%	\$ 0.0%	\$ 3,023,003	\$ 0.5%	\$ 0.0%	\$ 0.0%	\$ 0.0%	\$ 3,023,003	\$163,827,927
17 - Construction - Special Trade Contractors	\$ \$31,719,282	\$ 4.8%	\$ 0.0%	\$ 0.0%	\$ 5,050,489	\$ 0.8%	\$ 1.0%	\$ 0.0%	\$ 43,158,952	\$ 6.6%	\$ 0.0%	\$ 0.0%	\$ 0.0%	\$ 43,158,952	\$76,623,323
25 - Furniture and Fixtures	\$ 0.0%	\$ 0.0%	\$ 0.0%	\$ 0.0%	\$ 0.0%	\$ 0.0%	\$ 0.0%	\$ 0.0%	\$ 0.0%	\$ 20,069	\$ 0.003%	\$ 0.0%	\$ 0.0%	\$ 20,069	\$3,727,605
33 - Primary Metal Industries	\$ 0.0%	\$ 0.0%	\$ 0.0%	\$ 0.0%	\$ 0.0%	\$ 0.0%	\$ 0.0%	\$ 0.0%	\$ 0.0%	\$ 336,470	\$ 0.1%	\$ 0.0%	\$ 0.0%	\$ 336,470	\$5,324,536
35 - Industrial and Commercial Machinery and Computer Equipment	\$ 0.0%	\$ 0.0%	\$ 0.0%	\$ 0.0%	\$ 0.0%	\$ 0.0%	\$ 0.0%	\$ 0.0%	\$ 0.0%	\$ 940	\$ 0.0001%	\$ 0.0%	\$ 0.0%	\$ 940	\$797,235
36 - Electronic, Electrl Eqpmt & Cmpnts, Excpt Computer Eqpmt	\$ 0.0%	\$ 0.0%	\$ 0.0%	\$ 0.0%	\$ 31,183	\$ 0.005%	\$ 0.0%	\$ 0.0%	\$ 31,183	\$ 3,001,016	\$ 0.5%	\$ 0.0%	\$ 0.0%	\$ 3,032,199	\$55,161,818
38 - Mesri/Anlyz/Cntrl Instrmnts; Photo/Med/Opt Gds; Watches/Clocks	\$ \$137,309	\$ 0.02%	\$ 0.0%	\$ 0.0%	\$ 0.0%	\$ 0.0%	\$ 0.0%	\$ 0.0%	\$ 137,309	\$ 0.02%	\$ 0.0%	\$ 0.0%	\$ 0.0%	\$ 137,309	\$4,984,873
50 - Wholesale Trade - Durable Goods	\$ 0.0%	\$ 0.0%	\$ 0.0%	\$ 0.0%	\$ 570,442	\$ 0.1%	\$ 0.0%	\$ 0.0%	\$ 570,456	\$ 4,034,565	\$ 0.6%	\$ 0.0%	\$ 0.0%	\$ 4,605,021	\$18,449,861
51 - Wholesale Trade - Nondurable Goods	\$ 0.0%	\$ 0.0%	\$ 0.00003%	\$ 0.0%	\$ 0.0%	\$ 0.0%	\$ 0.0%	\$ 0.0%	\$ 0.00003%	\$ 0.0%	\$ 0.0%	\$ 0.0%	\$ 0.0%	\$ 0.00003%	\$109,143
65 - Real Estate	\$ 0.0%	\$ 0.0%	\$ 0.0%	\$ 0.0%	\$ 0.0%	\$ 0.0%	\$ 0.0%	\$ 0.0%	\$ 0.0%	\$ 41,885	\$ 0.01%	\$ 0.0%	\$ 0.0%	\$ 41,885	\$7,027,203
73 - Business Services	\$ 0.0%	\$ 0.000002%	\$ 0.6%	\$ 0.0%	\$ 1,635,030	\$ 0.2%	\$ 0.0001%	\$ 0.0%	\$ 5,644,846	\$ 0.9%	\$ 0.0%	\$ 0.0%	\$ 0.0%	\$ 5,644,846	\$58,632,099
87 - Engineering, Accounting, Research, Management & Related Svcs	\$ 0.0%	\$ 0.0%	\$ 0.0%	\$ 0.03%	\$ 201,094	\$ 11,297,822	\$ 1.7%	\$ 0.0%	\$ 11,498,916	\$ 547,087	\$ 0.1%	\$ 0.0%	\$ 0.0%	\$ 12,046,003	\$33,775,841
All Other SIC Codes															\$196,142,812
TOTAL	\$ \$31,856,591	\$11	\$4,009,327	\$201,094	\$22,286,616	\$6,389,873	\$14	\$0	\$64,743,526	\$7,982,033	\$0	\$0	\$0	\$72,725,559	\$658,360,117
	4.84%	0.000002%	0.61%	0.03%	3.39%	0.97%	0.000002%	0.00%	9.83%	1.24%	0.00%	0.00%	0.00%	11.05%	

Total Product Procurement	\$7,795,752
Total Service Procurement	\$64,929,807
Net Procurement***	\$658,360,117

NOTE: *FIRMS WITH MULTI MINORITY OWNERSHIP STATUS

**FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE

*** NET PROCUREMENT INCLUDES PURCHASE ORDER, NON-PURCHASE ORDER, AND CREDIT CARD DOLLARS.

TOTAL DOLLARS - TOTAL PROCUREMENT DOLLAR AMOUNT IN THE SPECIFIC SIC CATEGORY

% - PERCENTAGE OF TOTAL DOLLARS

PRODUCT CODES: 25, 35, 36, 38, 50, 51

SERVICE CODES: 15, 16, 17, 33, 65, 73, 87

Charter Communications	2018 Report	G.O. #156 Sec. 9.1.2
Number of WMDVLGBTBE Suppliers and Revenue Reported to the Clearinghouse		

	Data on Number of Suppliers					
	Revenue Reported to CHS					
	MBE	WBE	LGBTBE	DVBE	Other 8(a)*	Grand Total
# WMDVLGBTBEs						
Under \$1 million	3	1	0	0	0	4
Under \$5 million	5	0	0	0	0	5
Under \$10 million	2	4	0	0	0	6
Above \$10 million	9	9	0	0	0	18
TOTAL	19	14	0	0	0	33

	Revenue and Payment Data					
	Revenue Reported to CHS					
	MBE	WBE	LGBTBE	DVBE	Other 8(a)*	Grand Total
WMDVLGBTBE \$M						
Under \$1 million	\$5,839,342	\$13,000	\$0	\$0	\$0	\$5,852,342
Under \$5 million	\$15,785,707	\$0	\$0	\$0	\$0	\$15,785,707
Under \$10 million	\$12,287,847	\$29,382,948	\$0	\$0	\$0	\$41,670,795
Above \$10 million	\$4,170,719,689	\$2,968,884,788	\$0	\$0	\$0	\$7,139,604,477
TOTAL	\$4,204,632,585	\$2,998,280,736	\$0	\$0	\$0	\$7,202,913,321

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

This does not include 7 WMDVLGBTBE suppliers at the Sub (Tier 2) level

Charter Communications	2018 Report	G.O. #156 Sec. 9.1.2
Description of Number of WMDVLGBTBE Suppliers with California Majority Workforce		

Charter reports 24 out of 33 WMDVLGBTBEs have a workforce headquartered in California.

Charter Communications	2018 Report	G.O. #156 Sec. 9.1.3
WMDVLGBTBE Program Expenses		

The Charter Supplier Diversity program is implemented by all sourcing team members within Procurement. Wages and travel expenses are for all Procurement staff 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	\$561,750
Travel Expenses	\$32,400
Program Expenses	\$350,000
Reporting Expenses	\$20,000
Other	\$0
TOTAL	\$964,150

Charter Communications	2018 Report	G.O. #156 Sec. 9.1.4
Description of Progress in Meeting or Exceeding Set Goals		

Charter's is pleased to report that California spend with CPUC certified suppliers increased from 9.6% in 2017 to 11.05% in 2018. This is closely in line with the initial estimate of 11.74% for 2018. With the greatly expanded push to both assist in the certification of eligible diverse suppliers as well as to move non-diverse spend to diverse suppliers, Charter is focused on the long term goal of 20.3% diverse spend in California.

Charter Communications	2018 Report	G.O. #156 Sec. 9.1.4
WMDVLGBTBE Results and Goals		

Category	2018 Results	2018 Goals
Minority Business Enterprise (MBE)	9.83%	7.44%
Women Business Enterprise (WBE)	1.22%	4.30%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	0%	0%
Disabled Veteran Business (DVBE)	0%	0%
TOTAL	11.05%	11.74%

Charter Communications	2018 Report	G.O. #156 Sec. 9.1.5
Description of Prime Contractor Utilization of WMDVLGBTBE Subcontractors		

In 2018, Charter completed it's rollout of Tier 2 reporting to it's top 100 prime suppliers. Additionally, Charter expanded it's Tier 2 legal language within the standard master agreement to further enhance the Tier 2 program as well as encourage prime suppliers to utilize a diverse supply base. With a robust Tier 2 program fully in place, Charter will look to expand it's Tier 2 impact as it continues to grow the program.

Charter Communications	2018 Report	G.O. #156 Sec. 9.1.5
Summary of Prime Contractor Utilization of WMDVLGBTBE Subcontractors		

	Minority Male	Minority Female	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	Other 8(a)*	TOTAL WMDVLGBTBE
Direct \$	\$58,152,320	\$6,590,275	\$64,742,595	\$7,979,326	\$0	\$0	\$0	\$72,721,921
Subcontracting \$	\$228	\$703	\$931	\$2,707	\$0	\$0	\$0	\$3,637
Total \$	\$58,152,548	\$6,590,978	\$64,743,526	\$7,982,033	\$0	\$0	\$0	\$72,725,559

Direct %	8.83%	1.00%	9.83%	1.22%	0.00%	0.00%	0.00%	11.05%
Subcontracting %	0.00003%	0.0001%	0.0001%	0.0004%	0.00%	0.00%	0.00%	0.001%
Total %	8.83%	1.001%	9.83%	1.22%	0.00%	0.00%	0.00%	11.05%

Net Procurement**	\$658,360,117
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NOTE: *FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE

** NET PROCUREMENT INCLUDES PURCHASE ORDER, NON-PURCHASE ORDER, AND CREDIT CARD DOLLARS.

% - PERCENTAGE OF NET PROCUREMENT

Direct - DIRECT PROCUREMENT

Sub - SUBCONTRACTOR PROCUREMENT

Charter Communications	2018 Report	G.O. #156 Sec. 9.1.6
A list of WMDVLGBTBE Complaints Received and Current Status		

Charter Communications did not receive any formal complaints in 2018.

Charter Communications	2018 Report	G.O. #156 Sec. 9.1.7
Description of Efforts to Recruit WMDVLGBTBE Supplier in Low Utilization Categories		

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

Legal

- Created a quarterly reporting process for billings by large/majority firms for diverse timekeepers
- Added and utilized one additional diverse law firm
- Working with an additional diverse law firm to be certified in the Supplier Clearinghouse

Sales & Marketing

- Participated in matchmakers at NGLCC and NMSDC conferences with diverse suppliers that provide marketing products and services
- Actively assisted in the certification of an MBE who now provides Media Agency support to Charter's Sales & Marketing business
- Utilized a "Diverse Supplier Directory" for the Sales & Marketing business unit to better enable WMDVLGBTBE visibility and selection by decision-makers in the areas of: Agency Creative Services; Database Marketing and Analytics; Digital and Engagement Marketing; Direct Marketing; Event Marketing; Market Research; Media Agency; Production; Promotional Marketing; and Telemarketing.
- The Sales & Marketing business unit utilized 20 diverse suppliers who provide services in the areas of Media Agency, Direct Mail/Print and Market Research.

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.

Finance

- In 2018, Charter partnered with 7 different WMDVBE investment banking firms for the execution of our bond financing activity: Academy Securities (service disabled veteran owned), C.L. King & Associates, Inc. (women owned), Great Pacific Securities (minority owned), Mischler Financial Group, Inc. (service disabled veteran owned), R. Seelaus & Co. (woman owned), Samuel A. Ramirez & Co. (minority owned), and Williams Capital Group LP (minority owned)
- 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.

Charter Communications	2019 Plan	G.O. #156 Sec. 10.1.1
WMDVLGBTBE Annual Short-, Mid-, and Long-Term Goals by Product and Service Category		

	Short-Term					Mid-Term					Long-Term				
	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	WMDVLGBTBE	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	WMDVLGBTBE	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	WMDVLGBTBE
Products															
Finished Products/Misc. Goods (50, 51)	0.33%	0.53%	0.00%	0.00%	0.86%	0.73%	0.33%	0.00%	0.00%	1.06%	1.30%	0.20%	0.00%	0.00%	1.50%
Technical Equipment/Analysis Instruments (25, 35, 36, 38)	0.54%	0.54%	0.00%	0.00%	1.09%	1.41%	0.65%	0.00%	0.00%	2.06%	2.60%	0.90%	0.00%	0.00%	3.50%
Subtotal	0.87%	1.07%	0.00%	0.00%	1.94%	2.15%	0.98%	0.00%	0.00%	3.13%	3.90%	1.10%	0.00%	0.00%	5.00%
Services															
Professional Services (65, 73, 87)	2.15%	0.21%	0.00%	0.00%	2.35%	1.06%	0.45%	0.00%	0.00%	1.51%	0.20%	0.80%	0.00%	0.00%	1.00%
Raw Materials/Construction/Industrial Services (15, 16, 17, 33)	8.17%	0.42%	0.00%	0.00%	8.60%	9.26%	1.04%	0.00%	0.00%	10.30%	12.40%	1.90%	0.00%	0.00%	14.30%
Subtotal	10.32%	0.63%	0.00%	0.00%	10.95%	10.31%	1.50%	0.00%	0.00%	11.81%	12.60%	2.70%	0.00%	0.00%	15.30%
TOTAL	11.19%	1.70%	0.00%	0.00%	12.89%	12.46%	2.48%	0.00%	0.00%	14.94%	16.50%	3.80%	0.00%	0.00%	20.30%

Charter Communications	2019 Plan	G.O. #156 Sec. 10.1.2
Description of WMDVLGBTBE Planned Program Activities for the Next Calendar Year		

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

Internal Activities

- Investigate leveraging Charter’s Internal Business Resource Groups to further drive engagement between Charter business units, external organizations and qualified suppliers
- Bi-annual check of diverse suppliers by a third party diverse supplier certification tracking service
- Biannual meetings of the External Diversity and Inclusion Council to assist and advise Charter in the development, monitoring and evaluation of all diversity efforts including supplier diversity.
- 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 the Chief Executive Officer of Charter and leaders from all business units.
- Benchmark the supplier diversity program against peer organizations and industry standards to ensure prioritization of activities and best practices in program development.
- Identify existing suppliers that are diverse eligible and actively support the certification process
- Quarterly diverse spend reporting provided to the executive for each business unit.
- Provide supplier diversity training to new sourcing managers within the Strategic Procurement team and supplemental training to all Strategic Procurement team members is provided when processes update.
- Register and receive reported spend from prime suppliers in the Tier 2 diverse spend reporting program. Conduct analysis on reported Tier 2 diverse spend to find opportunities for increasing diverse spend with subcontractors.

External Activities

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

- Co-chair the CPUC Joint Utilities to receive the latest guidance from CPUC staff, learn best practices and network with peer GO 156 reporting companies
- Develop external communications including website content for diverse suppliers on the process for engaging Charter
- Fund an additional four scholarships for diverse suppliers to the technical assistance and supplier development program for diverse business owners at Tuck Executive Education at Dartmouth

Host	Event	Date	Location
WBENC	Summit & Salute	Mar 11-13	Houston, TX
LAGLCC	2019 LGBT Economic & Delegate Consortium	Mar 15	Los Angeles, CA
NBIC	National Business Inclusion Consortium Best of the Best	April 10	Washington, DC
SCMSDC	Gateway Conference	April	CA
CPUC	Community Outreach	April	CA
BCoFC	Business Council of Fairfield County	May	Stamford, CT
NMSDC	Leadership Awards	May 16	New York, NY
USPAACC	CelebrAsian Procurement Conference	June 5-7	Houston, TX
WBENC	National Conference & Business Fair	June 25-27	Baltimore, MD
NMSDC	Program Manager's Seminar	July 9-11	TBD
DisabilityIN	Annual Conference & Expo	July 15-18	Chicago, IL
NGLCC	International Business & Leadership Conference	Aug 13-16	Tampa, FL
WBEC	WBEC West Procurement Conference	Sept 9-12	Tucson, AZ
USHCC	National Convention	Sept 29-Oct 1	Los Angeles, CA
CPUC	Annual En Banc with Commissioners	October	CA
NMSDC	National Conference & Business Fair	October	Atlanta GA
CPUC	Community Outreach	Fall	CA
CA MSO	Cable Supplier Diversity Fair	November	CA
NGLCC	National Dinner & LGBT Biz Week	November	Washington, DC

Charter Communications	2019 Plan	G.O. #156 Sec. 10.1.3
Plans for Recruiting WMDVLGBTBE Suppliers in Low Utilization Areas		

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

Charter	2019 Plan	G.O. #156 Sec. 10.1.4
Plans for Recruiting WMDVLGBTBE Suppliers Where Unavailable		

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

Charter	2019 Plan	G.O. #156 Sec. 10.1.5
Plans for Encouraging Prime Contractors to Subcontract WMDVLGBTBE Suppliers		

With the completed rollout of Charter’s Tier 2 spend reporting program, the coming year will focus on analyzing and interpreting the results of the Tier 2 diverse spend data. The expanded Tier 2 legal language to the standard master agreement template is meant to ensure that our prime suppliers are encouraged to utilize diverse suppliers.

Charter	2019 Plan	G.O. #156 Sec. 10.1.6
Plans for Complying with WMDVLGBTBE Program Guidelines		

Charter will continue submitting an annual General Order 156 Report and Plan. Charter is committed to fully pursue the goals of General Order 156 and will continue to use the formatted templates established by the CPUC Joint Utilities for the submissions.