



2019 Diversity Procurement Report and 2020 Plan of
Cox Communications California, LLC and
Cox California Telcom, LLC

Connecting
to the power of
Diversity



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

March 2, 2020



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

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

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

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

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

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

There are several organizations and diverse categories that are referred to by their acronyms. Please use this key as a reference during your review of our report:

Diverse Vendor Categories:

Acronym	Full Reference
MBE	Minority Business Entity
WBE	Women-owned Business Entity
SDVOBE	Service-Disabled Veteran Owned Business Entity
VBE	Veteran Owned Business*
LGBTBE	LGBT Business Entity
DOBE	Disabled person Owned Business Entity*

*Included in Cox's Supplier Diversity program but not part of CPUC G.O. 156

Supplier Diversity Associations

Acronym	Full Reference
NMSDC	National Minority Supplier Development Council
GMSSDC	Georgia Chapter of NMSDC
WBEC	Women Business Enterprise Council
WBENC West	Western Region chapter of WBEC – includes California and other states
NGLCC	National Gay & Lesbian Chamber of Commerce
NVBDC	National Veteran Business Development Council

2019 At A Glance

2019 Total Spend with Diverse Suppliers: \$774M, 27% of Total Spend Nationwide

-Tier 1: \$682,408,081 (MBE, WBE, SDVOBE, LGBTBE, DOBE, VET)

-Tier 2: \$91,291,367 (MBE, WBE, SDVOBE, LGBTBE, DOBE, VET, HUBZONE)

Cox achieved an all-time high for Tier 2 spend in 2019 while remaining nearly consistent in our percentage of total national diverse spend. The growth in Tier 2 represents an increase for the 6th consecutive year. Our commitment to achieving a successful, sustainable, and best-in-class program endures, as shown by our work this past year.

In 2019 we increased opportunities for diverse suppliers by adding to our supplier mentoring program and expanding the number of universities to which we offer scholarships for Executive Development programs. Launching Delgado in New Orleans in 2019 and adding Old Dominion for the coming year, Cox diverse vendors are eligible for business development programs at 5 colleges and universities in our footprint, including with the Supplier Diversity Council/University of San Diego in California.

We placed additional emphasis on increasing our use of LGBTBE by establishing a target of \$250K. Working with the NGLCC and with our existing registered suppliers, we were able to far exceed this goal with over \$700K in direct spend and over \$400K in Tier 2, for a total of over \$1M in spend with LGBTBEs in 2019.

With more than 30% of our prime vendors having Tier 2 commitments, we continue to provide coaching, support, matchmaking opportunities and regular check-ins to help ensure their success. Members of our Supply Chain improved the portal that our Primes use to report Tier 2 spend, making it more user-friendly. The portal is reviewed weekly so that immediate action can be taken if any of our vendors are not meeting their commitments.

Our 9th Annual California Cable Supplier Diversity Expo, which is our premier event in California, was our most unique and successful. Partnering with Comcast and Charter, the event took place in Santa Ana, at the Yost event space, a transformed theater. This high-impact, one-day event connects diverse suppliers directly with representatives from the nation's 3 largest cable broadband companies and some of our largest prime suppliers. Additionally, we focused this year on education and development by holding three workshops that focused on suppliers' financial, business and development needs. We also added a vendor showcase, enabling vendors to give a several minute "pitch" prior to the matchmaking sessions.

The following certified diverse-owned business entity segments are included in our program:

Minority, Woman, Service-Disabled Veteran, LGBT, Disability, Veteran, and HUBZone

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Cox	2019	G.O. #156 Sec. 9.1.1
Description of WMDVLGBTBE Program Activities During the Previous Calendar Year		

Internal Program Activities

Cox’s Supply Chain team has a multi-prong approach to help ensure Cox leadership and employees understand the benefits of using diverse suppliers in order to garner as much support as possible of our Supplier Diversity program. The Supply Chain team presented “Supplier Diversity 101” trainings throughout the year to newly hired employees and at various team meetings. They also partnered with several Cox Employee Resource Groups (“ERG”), which focus on our employee diversity, to help deliver this training including via streamed programming to our operations across the country.

The Supply Chain team continued to provide resources and support to the Supplier Diversity pillars of our regional Diversity and Inclusion Councils around the country. These pillars (and their Councils) are located within our field operations, including California, and are made up of a cross-functional group of employees and senior leaders focused on Cox’s diversity efforts, including Supplier Diversity. These regional Councils are modeled after our national Council, which is made up of leaders from around the country (including California’s top executive, Sam Attisha) and led by our President, Pat Esser. The Supplier Diversity pillars across our nationwide footprint help to educate our employees and also identify vendors to meet local needs, thereby helping Cox to meet its annual Supplier Diversity goals.

In 2019, we expanded our internal awareness campaigns to include strategically focused efforts on several key Cox departments. Working with leadership of our Field Services, Transportation & Logistics and Law & Policy (a historically difficult category for supplier diversity) departments, members of our Supplier Diversity team analyzed the spend of these divisions to better identify opportunities for diverse suppliers. Each department has committed to participate in ongoing review of their spend to help increase their spend with diverse suppliers.

For our Construction team, which has a large amount of planned spend over the next several years, we developed a dashboard that helps them track their Tier 1 and Tier 2 supplier diversity spend, to better manage their vendor use. During this process, we were able to identify several diverse vendors that were not certified. Working with our Supply Chain, our Construction team assisted these vendors in becoming certified. We also created an opportunity for one vendor to enter our mentoring program, and this vendor is working with Construction leadership in our Central Region on technical skills development and smart business growth.

Our Cox Business division, which provides services to small, medium and Enterprise customers, partners with our Supply Chain to meet requirements of Requests for Proposals and existing contractual commitments related to diverse supplier spend obligations.

Lastly, and importantly, recognizing that commitment comes from the top and works its way down through an organization, through regular updates and participation in recruiting events, we ensure that our most senior leaders are both engaged in our Supplier Diversity program and that they are familiar with the programs objectives and its challenges to garner their support. For instance, our Chief Technical Officer awards a special award and recognition to our Tier 1 vendor with the greatest amount of Tier 2 diverse spend.

External Program Activities

Supplier outreach and development remain foundational to Cox’s Supplier Diversity program. We hosted eleven “How to Do Business with Cox” procurement readiness workshops across the country in partnership with several national and local chapter supplier diversity organizations. The workshops are designed to help prospective diverse suppliers learn how to connect with Cox’s Supply Chain team and the process for doing business with us.

We also hosted several sessions on the importance of becoming certified and partnered with internal teams and our regional supplier diversity pillars to coordinate outreach and assistance to vendors needing to renew their certifications.

Cox personnel, including our senior leaders, participated in many recruiting events hosted by Cox or various Chambers and Supplier Diversity organizations. A sample of the events we participated in for 2019 include:

Event	Segment	Location
WBEC West Strategic Connection	WBE	Las Vegas, NV
WBENC Summit & Salute	WBE	Houston, TX
CPUC Small Business Expo	All	Pomona, CA
WBEC West Strategic Connection	WBE	San Diego, CA
GMSDC Business Opportunity Exchange	MBE	Atlanta, GA
National Veteran Business Expo	VBE/SDVOBE	Roswell, GA
New Orleans LGBT Chamber	LGBTBE	New Orleans, LA
Procurecon Asia Power Matchmaker	MBE	Richmond, VA
Chamber Procurement Roundtable	All	Wichita, KS
WBENC National Conference	WBE	Baltimore, MD
NGLCC National Conference	LGBTBE	Tampa, FL
NMSDC National Conference	MBE	Atlanta, GA
Council for Supplier Diversity - Category Sourcing Events	ALL	San Diego, CA
Cox Business Pitch Competition	LGBTBE	Atlanta, GA
Urban Chamber Capabilities Statement Review	MBE	Las Vegas, NV
Supplier Diversity Best Practices Forum	MBE	Las Vegas, NV
Hispanic Chamber of Commerce	MBE	Atlanta, GA
CA Cable Supplier Diversity Expo	All	Santa Ana, CA

We also continued our support and investment in organizations that help promote and develop diverse suppliers by having Cox membership on boards and committees of the following organizations: Disability:IN national certification committee, NGLC Procurement Council, Disability:IN Procurement Council, GMSDC Board of Directors, and the NVBDC Corporate our highest-ranking procurement officer, Senior Vice President of Supply Chain George Richter, join its Board of Directors. George brings decades of supply chain and supplier diversity experience to help leverage development and opportunities for diverse suppliers.

We are especially proud of our Small Business Leadership Academy Scholarship Program and continue to expand our investment into new locations. First launched in our Southwest Region in 2015, we are in our third year of support in California of the Council for Supplier Diversity and University of San Diego's School of Business' High-Performance Series. This program is in addition to similar programs we support at Arizona State University, University of Nevada, Las Vegas, Delgado Community College in New Orleans and most recently, Old Dominion University in Virginia. Together, Cox supported 34 businesses in 2019 (12 in California through underwriting program costs) in development programs tailored to the needs of diverse suppliers. Based on surveys of program participants, we have found that these educational programs provide significant value to supplier participants enabling them to improve and expand their businesses.

In addition to the above, Cox continues to mentor vendors, taking on a new Construction vendor in our Central Region recently and we support our small diverse vendors, by offering them payment terms as short as Net 15.

		2019			
		Direct	Sub	Total \$	%
Minority Male (MBE, non-WBE)	Asian Pacific American	\$24,439,535	\$40,530,253	\$64,969,788	2.2%
	African American	\$399,931,799	\$9,003,739	\$408,935,538	13.6%
	Hispanic American	\$34,035,429	\$22,710,103	\$56,745,532	1.9%
	Native American	\$14,391,084	\$1,659,502	\$16,050,586	0.5%
	Unspecified	\$23,913,752	\$9,168,826	\$33,082,578	1.1%
	Total Minority Male	\$496,711,599	\$83,072,423	\$579,784,022	19.2%
Minority Female (MBE, WBE)	Asian Pacific American	\$5,409,410	\$708,430	\$6,117,840	0.2%
	African American	\$296,467	\$1,259,134	\$1,555,601	0.1%
	Hispanic American	\$832,781	\$489,805	\$1,322,586	0.0%
	Native American	\$1,904,881	\$12,071	\$1,916,952	0.1%
	Unspecified	\$2,944,920	\$31,466	\$2,976,386	0.1%
	Total Minority Female	\$11,388,459	\$2,500,906	\$13,889,365	0.5%
Total Minority Business Enterprise (MBE)		\$508,100,058	\$85,573,329	\$593,673,387	19.7%
Women Business Enterprise (WBE)		\$158,044,727	\$14,986,125	\$173,030,852	5.7%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$722,932	\$412,440	\$1,135,372	0.0%
Disabled Veteran Business Enterprise (DVBE)		\$1,178,912	\$214,244	\$1,393,156	0.0%
Veteran Business Enterprise (VBE)		\$13,951,451	\$1,678,209	\$15,629,660	0.5%
Disabled-Owned Business Enterprise (DOBE)		\$410,000	\$1,185,442	\$1,595,442	0.1%
Other 8(a)*		\$0	\$23,243,700	\$23,243,700	0.8%
TOTAL WMDVLGBTBE+VBE+DOBE		\$682,408,080	\$127,293,489	\$809,701,569	26.9%
Net Procurement**		\$3,014,077,598			

NOTE:
 *Firms classified as 8(a) of SBA includes non-WMDVLGBTBEs
 **Net procurement includes purchase order, non-purchase order and credit card dollars
 Direct-Direct procurement
 Sub-Subcontractor procurement
 %-Percentage of Net Procurement

			Products		Services		Total	
			\$	%	\$	%	\$	%
Minority Male (MBE, non-WBE)	Asian Pacific American	Direct	\$16,803,374	0.56%	\$7,636,161	0.25%	\$24,439,535	0.81%
	African American	Direct	\$394,439,126	13.09%	\$5,492,673	0.18%	\$399,931,799	13.27%
	Hispanic American	Direct	\$26,255,785	0.87%	\$7,779,644	0.26%	\$34,035,429	1.13%
	Native American	Direct	\$2,391,773	0.08%	\$11,999,311	0.40%	\$14,391,084	0.48%
	Unspecified	Direct	\$18,606,840	0.62%	\$5,306,912	0.18%	\$23,913,752	0.79%
	Total Minority Male	Direct	\$458,496,898	15.21%	\$38,214,701	1.27%	\$496,711,599	16.48%
Minority Female (MBE, WBE)	Asian Pacific American	Direct	\$2,200,016	0.07%	\$3,209,394	0.11%	\$5,409,410	0.18%
	African American	Direct	\$296,467	0.01%	\$0	0.00%	\$296,467	0.01%
	Hispanic American	Direct	\$832,781	0.03%	\$0	0.00%	\$832,781	0.03%
	Native American	Direct	\$1,904,881	0.06%	\$0	0.00%	\$1,904,881	0.06%
	Unspecified	Direct	\$0	0.00%	\$2,944,920	0.10%	\$2,944,920	0.10%
	Total Minority Female	Direct	\$5,234,145	0.17%	\$6,154,314	0.20%	\$11,388,459	0.38%
Total Minority Business Enterprise (MBE)	Direct	\$463,731,043	15.39%	\$44,369,015	1.47%	\$508,100,058	16.86%	
Women Business Enterprise (WBE)	Direct	\$79,696,481	2.64%	\$78,348,246	2.60%	\$158,044,727	5.24%	
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Direct	\$678,652	0.02%	\$44,280	0.00%	\$722,932	0.02%	
Disabled Veteran Business Enterprise (DVBE)	Direct	\$1,178,912	0.04%	\$0	0.00%	\$1,178,912	0.04%	
Veteran Business Enterprise (VBE)	Direct	\$3,285,879	0.11%	\$10,665,572	0.35%	\$13,951,451	0.46%	
Disabled-Owned Business Enterprise (DOBE)	Direct	\$410,000	0.01%	\$0	0.00%	\$410,000	0.01%	
Other 8(a)*	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%	
TOTAL WMDVLGBTBE+VBE+DOBE	Direct	\$548,980,967	18.21%	\$133,427,113	4.43%	\$682,408,080	22.64%	

NOTE:
 *Firms classified as 8(a) of SBA includes non-WMDVLGBTBEs

 **Net procurement includes purchase order, non-purchase order and credit card dollars
 Direct-Direct procurement
 Sub-Subcontractor procurement
 %-Percentage of Net Procurement

Total Product Procurement	\$548,980,967
Total Service Procurement	\$133,427,113
Net Procurement**	\$3,014,077,598
Total Number of WMDVLGBTBEs that Received Direct Spend	176

WMDVLGBTBE Subcontractor Procurement by Product and Service Categories

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

Cox	2019 Annual Report	G.O. #156 Sec. 9.1.2
WMDVLGBTBE Procurement by Standard Industrial Categories		

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

Cox	2019 Annual Report	G.O. #156 Sec. 9.1.2
Number of WMDVLGBTBE Suppliers and Revenue Reported to the Clearinghouse		

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

Cox	2019 Annual Report	G.O. #156 Sec. 9.1.2
Description of WMDVLGBTBEs with CA Majority Workforce		

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

Cox	2019 Annual Report	G.O. #156 Sec. 9.1.3
WMDVLGBTBEs Program Expense		

Cox does not separately track expenses specific to its Supplier Diversity program from its Supply Chain expense budget overall. Therefore, Cox does not have data responsive to this section.

Cox	2019 Annual Report	G.O. #156 Sec. 9.1.4
Description of Progress in Meeting or Exceeding Set Goals		

Cox established a goal of 30% diverse spend of its total discretionary spend for 2019. While we did not reach this goal due to various factors, we continue to invest in outreach, supplier development and support tools, which will support our continued work toward our goals.

Cox	2019 Annual Report	G.O. #156 Sec. 9.1.4
WMDVLGBTBE Results and Goals		

Cox establishes a goal for its Supplier Diversity program overall and not specific to a certain diverse vendor category. Therefore, Cox does not have information responsive to this section.

Description of Prime Contractor Utilization of WMDVLGBTBE Subcontractors

2019 was a record year in Tier 2 for Cox. We achieved 9.3% year-over-year spend increase and a 20% supplier participation rate. We believe this success is due to our efforts and investments over the past several years. Recognizing that a robust Tier 2 program is one of the best ways of ensuring that as many companies as possible provide diverse suppliers with scalable business opportunities, Cox's Tier 2 strategy is multi-faceted and continues to be an area of further investment each year through tools, support contractual obligations and recruiting.

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

We improved our tools for managing contractual compliance in 2018 with the introduction of a Tier 2 Dashboard, which provides Cox Category Managers the status of our Tier 1 vendors' spend with Tier 2 diverse suppliers so they can track contract compliance. We executed a new Tier 2 Communications Plan and held training for our Tier 1 vendors on their commitments and with the help of the new Dashboard, were able to better track, and therefore more timely provide feedback to our Tier 1 vendors.

Several of our Tier 1 vendors joined us at our California Cable Supplier Diversity Expo, where they partnered with their Cox Category Managers during matchmaking sessions with diverse vendors. In this manner, Cox was able to provide direct and immediate input to our Tier 1 vendors on potential Tier 2 diverse suppliers.

Our Chief Technology Officer, wanting to recognize the good work of our Tier 1 vendors, began awarding recognition to our Tier 1 vendor with the greatest Tier 2 diverse spend.

Cox	2019 Annual 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)	Veteran Business Enterprise (VBE)	Disabled-Owned Business Enterprise (DOBE)	Other 8(a)*	TOTAL WMDVLGBT BE
Direct \$	\$496,711,599	\$11,388,459	\$508,100,058	\$158,044,727	\$722,932	\$1,178,912	\$13,951,451	\$410,000	\$0	\$682,408,080
Subcontracting \$	\$83,072,423	\$2,500,906	\$85,573,329	\$14,986,125	\$412,440	\$214,244	\$1,678,209	\$1,185,442	\$23,243,700	\$127,293,489
Total \$	\$579,784,022	\$13,889,365	\$593,673,387	\$173,030,852	\$1,135,372	\$1,393,156	\$15,629,660	\$1,595,442	\$23,243,700	\$809,701,569
Direct %	16.48%	0.38%	16.86%	5.24%	0.02%	0.04%	0.46%	0.01%	0.00%	22.64%
Subcontracting %	2.76%	0.08%	2.84%	0.50%	0.01%	0.01%	0.06%	0.04%	0.77%	4.22%
Total %	19.24%	0.46%	19.70%	5.74%	0.04%	0.05%	0.52%	0.05%	0.77%	26.86%
Net Procurement**	\$3,014,077,598									

Cox	2019 Annual Report	G.O. #156 Sec. 9.1.6
A List of WMDVLGBTBE Complaints Received and Current Status		

Cox did not receive any WMDVLGBTBE complaints in 2019.

Description of Efforts to Recruit WMDVLGBTBE Suppliers in Low Utilization Categories

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

Communications Equipment

Cox's communications network equipment represents some of our largest expenditures. Several years ago, Cox looked beyond the traditional Tier 2 arrangements usually seen in this category, and worked on a solution that would bring diverse vendors in as Tier 1 vendors. Cox now purchases much of its equipment directly from two minority-owned logistics companies. Beyond obtaining needed customer and network equipment, these arrangements greatly benefit Cox by creating a consistent experience for ordering, packaging and delivery of equipment to Cox operations and customers nationwide, while providing new and, importantly, direct opportunities to diverse vendors.

Legal Services

For more than 15 years, Cox has been using a California-based, certified, WBE law firm for representation before the CPUC and Nevada Public Utility Commission, along with other California WBE law firms for local, governmental matters. In 2019 our Supply Chain began working with our Law & Policy team to analyze its spend and to identify more opportunities for using diverse vendors in the legal space.

Conservation

Two important aspects of our Cox Conserves environmental conservation program are using alternative fuels for our energy consumption and recycling. Similar to our business needs, Cox utilizes diverse vendors to support our environmental efforts.

--Energy Procurement

Cox purchases natural gas directly from a WBE for many of its operations nationwide. Cox utilizes the services of a VBE for the provision of fuel at several locations nationwide, including in California.

Cox purchases electric energy supply from an MBE for several of its affiliate locations. This will not be an option for our California operations until 2021 due to current California-imposed limits on the amount of energy that can be procured from retail providers.

--Recycling

Cox utilizes the services of an MBE for recycling some of the equipment that supports our voice, video and internet services. Additionally, some of our affiliates, within and outside of California, use a WBE metals recycling company.

WMDVLGBTBE Fuel Procurement

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

Cox	2019	G.O. #156 Sec. 10.1.1
WMDVLGBTBE Annual SHORT, MID, AND LONG-TERM Goals by Product and Service Category		

We will continue to challenge ourselves to increase our use of diverse suppliers overall and in more procurement categories. Cox sets an annual goal for the entirety of its Supplier Diversity program. For 2020, we have established a target of making at least 30% of our discretionary purchases with diverse suppliers.

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

Cox will continue to meet with and participate in programs hosted by national and California-based supplier diversity organizations to help identify diverse supplies that can meet Cox's procurement needs. Some of the activities Cox plans for 2019 include:

- 10th Annual California Cable Supplier Diversity Matchmaking Expo
- Matchmaking and networking events hosted by various organizations, including:
 - National Minority Supplier Development Council
 - Women's Business Enterprise National Council
 - National LGBT Chamber of Commerce
 - Diversity:IN
 - National Veteran Business Development Council
 - Walter Kaitz Foundation
 - Council for Supplier Diversity
 - California Public Utilities Commission (Small Business Expo)
- Host "Doing Business with Cox" events within California and other Cox locations
- Ethnic business chambers and minority business association-sponsored events
- Board and committee membership positions in organizations that promote diversity and diverse businesses, including National Veteran Business Development Council and Disability:IN (formerly US Business Leadership Network).

Diverse Supplier Development

We will continue investing our time and resources in developing diverse suppliers through both mentorship and education opportunities. We are launching the third cohort of our partnership with San Diego Council for Supplier Diversity/USD School of Business and have planned several meetings between attendees and Cox staff throughout and after the program.

Plans for Recruiting WMDVLGVTBE Suppliers for Low Utilization Areas
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Cox will continue its efforts described in section 9.1.7 to identify means for utilizing diverse suppliers for procurement categories that have had low utilization of diverse vendors.

Plans for Recruiting WMDVLGVTBE Suppliers Where Unavailable
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Through efforts, such as our scholarship and mentoring programs, which Cox again is expanding this year, and our focus on key departments within Cox, our hope is not just to assist existing vendors in improving and expanding their operations, but also to attract diverse vendors in areas that currently may have little-to-no diverse supplier choice. We look to continue to grow our Tier 2 program through the partnership, coaching and matchmaking opportunities we have developed for our Prime Suppliers.

Plans for Encouraging Prime Contractors to Subcontract WMDVLGVTBE Suppliers
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Continued focus and accountability of our Prime vendors will allow for ongoing growth with of our Tier 2 program. We plan to build on the matchmaking and development partnerships of 2019, to engage our Primes in additional outreach and diverse supplier opportunities.

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

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



Thank You



For questions about this report, please contact:

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