



# COMCAST

## 2019 Supplier Diversity Annual Report & 2020 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

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## EXECUTIVE SUMMARY

In 2019, our tenth year of voluntary reporting pursuant to California General Order 156 (G.O. 156), Comcast California spent 12.06% with California Public Utilities Commission (CPUC) - certified suppliers. This represents an increase of more than four percentage points from the prior year.

Comcast California's continued commitment to inclusion and advocacy, both internally and externally, contributed to a significant increase in spending with women-owned business enterprises (WBE) and minority-owned business enterprises (MBE), as well as veteran, LGBTQ, and disability-owned businesses. These positive changes include the addition of new CPUC suppliers that partner with Comcast California both through prime and subcontracting relationships.

In 2018, Tier II spend increased significantly due to additional prime partners reporting, outreach, and engagement of our prime business partners. After a considerable increase in 2018, in 2019 our California spend decreased slightly by approximately \$.4 million as a result of less partners reporting spend due to recent mergers and acquisition activity. These consolidations negatively impacted Comcast's diverse procurement efforts and engagement. To address this, our 2020 plan includes specific outreach to these prime business partners as well as additional engagement through continuing to support new opportunities for diverse-owned companies.

Comcast California's program goals and initiatives strive to emulate the enterprise-wide Supplier Diversity Program. Our enterprise-wide program is highly regarded and continues to develop. In 2019 Comcast NBCUniversal honorably accepted the Corporation of the Year award from the Women Business Enterprise National Council. Comcast NBCUniversal was ranked #6 for supplier diversity by Diversity Inc., named 2019 Top Supplier Diversity Program in Black EOE Journal Magazine, was recognized as a 2019 Top Supplier Diversity Program, and 2019 Top Diverse Employer in Hispanic Network Magazine and also was recognized as a 2019 Top Supplier Diversity and 2019 Top Diverse Employer in Professional Woman's Magazine.

In 2015, Comcast became the first media and entertainment company inducted into the Billion Dollar Roundtable (BDR), a top-level corporate advocacy organization that promotes supply chain diversity excellence. Comcast continues to actively participate in the BDR. 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.

As reflected in the recent 2019 data, the addition of team members and resources continues to lay the foundation for a successful program and demonstrates our solid commitment to increasing spend with diverse suppliers. Comcast California continued our progress and internal alignment in support of G.O. 156 goals with the creation of the newly formed Supplier Diversity Program Council of California. This group is comprised of Comcast executive leaders from the California Region, West Division, and Corporate. The group has significant influence in the areas of procurement, construction, fulfillment, engineering, and operational finance. These are the key identified areas with potential growth opportunities for G.O. 156 CPUC suppliers.

## **EXECUTIVE SUMMARY - Continued**

In support of the CA program, there are additional resources available from our West Division team, where many procurement decisions are determined. At West Division headquarters, two executive-level employees and two analysts are dedicated to support supplier diversity. Monthly sessions are held to collaborate and share best practices with West Division and Corporate HQ.

In reviewing our annual spend, Comcast California continues to make considerable network investments; approximately half of Comcast California's expenditures are through network construction, installation and customer order fulfillment suppliers. However, there are currently few prime business partners that qualify as diverse under the G.O. 156 guidelines that possess sufficient scale to serve Comcast's needs. In 2019, with support from senior leadership, we pursued additional internal initiatives that established goals to secure opportunities to increase engagements with diverse owned partners. We collaborated with our prime business vendors and solicited their partnership to recommend the use of diverse subcontractors, and to accurately measure usage. The emphasis within the Tier II space allows these companies to evolve into strong, developed subcontractors that could someday develop sufficient scale and expertise to become prime business partners.

## COMCAST

### Description of WMDVLGBTBE Program Activities During the Previous Calendar Year

Each year we focus our efforts on external outreach, technical assistance, building capacity for diverse supplier partnerships, and driving Tier II spend through executing engagement with diversity organizations. Additionally, Comcast offers technical assistance scholarship opportunities for suppliers, and participates in panel discussions and workshops that promote the benefits of supplier diversity. For nine years we have hosted the annual California Cable Supplier Diversity Symposium, which generates interest and support of our initiatives within our program. The symposium included the following technical assistance:

- Tips on Doing Business with California Cable Companies Webinar
- California Cable Vendor Showcase
- 1:1 Strategic Business Connections
- Workshops on business partner relationships and access to capital
- Cable company business opportunity presentations, Opportunities to connect with diverse suppliers

Our Supplier Diversity Manager conducted one-on-one meetings with department leads seeking potential opportunities for diverse suppliers. Monthly meetings with corporate stakeholders led to increase 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 and Comcast California. In addition to the Supplier Diversity Council of California, a monthly working group met to strategize on cross functional strategies for increasing our CPUC diverse spend in California.

Externally, steps were taken to educate suppliers who are interested in partnering with Comcast or are currently incumbent suppliers and are interested in an expanded scope. In 2019, Comcast California attended more than 50 events, which included 12 matchmaking events. Our team shared information during 11 panel discussions, and was involved in many events supporting various diversity and inclusion focused community organizations.

Date	Event Description	Location
1/4/2019	CA Supplier Diversity Program Update and Strategy Session	Monthly
1/8/2019	Supplier Diversity West Division Update	Monthly
1/8/2019	Golden Gate Business Association (GGBA) Make Contact	San Francisco, CA
1/10/2019	American Indian Chamber Advisory Council Quarterly Meeting	Teleconference
1/11/2019	Women Business Enterprise Council (WBEC) - Pacific Board Meeting	Monthly
1/16/2019	Industry Council Small Business Development - Monthly Meeting	Santa Clara, CA
1/23/2019	American Indian Chamber of Commerce "How To Prepare For Utilities & Government Contracts"	Lincoln, CA
2/1/2019	Golden Gate Business Association Power Lunch V: Bridges	San Francisco, CA
2/7/2019	WBEC Pacific Board Meeting	Teleconference
2/19/2019	Elite Service Disabled Veterans Membership Meeting	San Jose, CA
2/26/2019	Cisco Diverse Supplier Sponsorship Celebration	Santa Clara, CA
3/14/2019	Joint Utilities Committee Meeting	Los Angeles, CA
3/14/2019	Western Business Alliance LGBT Summit and Conference	Los Angeles, CA
3/21/2019	WRMSDC Prime Time Event	San Francisco, CA
3/27/2019	Supplier Diversity Council of CA Monthly Meeting	Monthly
3/28/2019	WRMSDC Awards of Excellence Judging	Teleconference
4/9/2019	American Indian Chamber Advisory Council Quarterly Meeting	Teleconference
4/10/2019	CPUC/Joint Utilities Business Expo	Pomona, CA

<b>COMCAST</b>		
<b>Description of WMDVLGBTBE Program Activities During the Previous Calendar Year</b>		
<b>Continued</b>		
<b>Date</b>	<b>Event Description</b>	<b>Location</b>
5/2/2019	WRMSDC Gala Mission: Possible Black Tie Awards	Pleasanton, CA
5/7/2019	GGBA Make Contact Event	San Francisco, CA
5/8/2019	GO 156 Report Debrief - CPUC Staff	San Francisco, CA
5/16/2019	WBEC - Pacific Finance and Operations LAUNCHPAD '19	Fremont, CA
5/27/2019	American Indian Chamber Advisory Council - EXPO'19 Planning	Teleconference
6/4/2019	NMSDC President Adrienne Trimble's Onboarding	Teleconference
6/12/2019	NAMC 50th Anniversary National Conference	Redwood City, CA
6/18/2019	Q2 Joint Utilities Meeting	Sacramento, CA
7/12/2019	WBEC Pacific Empower[HER]	San Francisco, CA
7/14/2019	American Indian Chamber of Commerce CA Expo and Matchmaking	Palm Desert, CA
8/13/2019	CA Region Diveristy and Inclusion Council Meeting	Livermore, CA
8/16/2019	Ron Brown / Aubry Stone Memorial Business Economic Conference	Sacramento, CA
8/23/2019	Multi-Industry Expo WRMSDC	San Ramon, CA
9/4/2019	CPUC Joint Utilites Meeting and CBO Forum	San Ramon, CA
9/6/2019	Cal Asian 2nd Annual Minority Women's Business Conference	San Jose, CA
9/6/2019	WBEC-Pacific Board Meeting	Teleconference
9/16/2019	1st Annual Utilities Based Service Disabled Veteran Summit	Downey, CA
9/20/2019	CPUC LGBTBE Public Workshop Planning Meeting	Teleconference
9/24/2019	Cisco FY20 US Diverse Supplier Sponsorship Kick off	Santa Clara, CA
9/25/2019	Silicon Valley Rainbow Chamber Annual Connect	San Jose, CA
10/2/2019	2019 CPUC Supplier Diversity En Banc Reception	Fresno, CA
10/3/2019	17th Annual CPUC Supplier Diversity En Banc: Success Through Geographic Diversity	Frenso, CA
10/18/2019	Festiv'All Silicon Valley Hispanic Chamber of Commerce	San Jose, CA
10/21/2019	Reach Out a Hand to a Veteran - Elite SDVOB Network Partners	San Ramon, CA
10/24/2019	WRMSDC Builders & Tradespeople Construction Day	Oakland, CA
10/28/2019	Veterans in Business Annual Conference	San Diego, CA
10/31/2019	CPUC Joint Utilities Sacramento Area Diverse Business Expo	Citrus Heights, CA
10/31/2019	Joint Utilities LGBTBE Forum	Citrus Heights, CA
11/5/2019	WBEC Pacific BOLD Success Annual Conference	San Jose, CA
11/12/2019	9th Annual Cable Supplier Diversity Symposium	Santa Ana, CA
12/5/2019	American Indian Chamber of Commerce California Annual Meeting	Santa Rosa, CA
12/5/2019	2019 WBEC - Pacific Awards Gala	San Jose, CA
12/6/2019	Joint Utilities Quarterly Meeting	Sherman Oaks, CA
Comcast California is a member of the following Supplier Divesity Organizations:		
<b>Chamber of Commerce Membership</b>		
	Sacramento Asian Pacific Chamber of Commerce	
	San Joaquin Hispanic Chamber of Commerce	
	Sacramento Black Chamber	
	Sacramento Hispanic Chamber of Commerce	
	Marin Hispanic Chamber of Commerce	
	Oakland African American Chamber of Commerce	
	Silicon Valley Black Chamber (Santa Clara)	
	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 Black Chamber of Commerce	
<b>2019 Awards</b>		
12/5/2019	WBEC - Pacific Advocate of the Year Recipient	

<b>COMCAST</b>	<b>2019 Comcast Supplier Diversity Report</b>	<b>G.O. #156 Sec. 9.1.2</b>
<b>WMDVLGBTBE Annual Results by Ethnicity</b>		

		2019				
		Direct	Sub	Total \$	%	
1	Minority Male	Asian Pacific American	\$2,819,112.90	\$295,921.00	\$3,115,034	0.58%
2		African American	\$2,505,639.30	\$954,971.38	\$3,460,611	1.59%
3		Hispanic American	\$2,716,410.29	\$5,851,960.85	\$8,568,371	1.59%
4		Native American	\$1,623,293.00	\$25,530.27	\$1,648,823	0.31%
5		Total Minority Male	\$9,664,455.49	\$7,128,383.50	\$16,792,839	3.12%
6	Minority Female	Asian Pacific American	\$598,607.15	\$2,385,224.82	\$2,983,832	0.55%
7		African American	\$900.00		\$900	0.00%
8		Hispanic American	\$1,869,316.31	\$2,720,038.05	\$4,589,354	0.85%
9		Native American	\$6,410.39		\$6,410	0.00%
10		Total Minority Female	\$2,475,233.85	\$5,105,262.87	\$7,580,497	1.41%
11	Total Minority Business Enterprise (MBE)		\$12,139,689	\$12,233,646	\$24,373,336	4.53%
12	Women Business Enterprise (WBE)		\$30,591,797.78	\$9,129,925	\$39,721,722	7.39%
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$1,650	\$0	\$1,650	0.00%
	Disabled Veteran Business Enterprise (DVBE)		\$427,608	\$328,473	\$756,081	0.14%
15	Other 8(a)*		\$0	\$0	\$0	0.00%
16	<b>TOTAL WMDVLGBTBE</b>		<b>\$43,160,745</b>	<b>\$21,692,044</b>	<b>\$64,852,789</b>	<b>12.06%</b>
17	<b>Net Procurement**</b>		<b>\$537,777,627</b>			

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

<b>COMCAST</b>	<b>2019</b>	<b>G.O. #156 Sec. 9.1.2</b>
<b>WMDVLGBTBE Direct Procurement by Product and Service Categories</b>		

				Products		Services		Total	
				\$	%	\$	%	\$	%
1	<b>Minority Male</b>	Asian Pacific American	Direct	\$11,997	0.00%	\$2,807,116	0.52%	\$2,819,113	0.52%
2		African American	Direct	\$3,172	0.00%	\$2,502,467	0.47%	\$2,505,639	0.47%
3		Hispanic American	Direct	\$114,906	0.02%	\$2,601,504	0.48%	\$2,716,410	0.51%
4		Native American	Direct	\$0	0.00%	\$1,623,293	0.30%	\$1,623,293	0.30%
5		Total Minority Male	Direct	\$130,075	0.02%	\$9,534,380	1.77%	\$9,664,455	1.80%
6	<b>Minority Female</b>	Asian Pacific American	Direct	\$169,562	0.03%	\$429,045	0.08%	\$598,607	0.11%
7		African American	Direct	\$0	0.00%	\$900	0.00%	\$900	0.00%
8		Hispanic American	Direct	\$414,959	0.08%	\$1,454,357	0.27%	\$1,869,316	0.35%
9		Native American	Direct	\$6,410	0.00%	\$0	0.00%	\$6,410	0.00%
10		Total Minority Female	Direct	\$590,932	0.11%	\$1,884,302	0.35%	\$2,475,234	0.46%
11	Total Minority Business Enterprise (MBE)	Direct	\$721,007	0.13%	\$11,418,682	2.12%	\$12,139,689	2.26%	
12	Women Business Enterprise (WBE)	Direct	\$7,264,963	1.35%	\$23,326,835	4.34%	\$30,591,798	5.69%	
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Direct	\$0	0.00%	\$1,650	0.00%	\$1,650	0.00%	
14	Disabled Veteran Business Enterprise (DVBE)	Direct	\$38,561	0.01%	\$389,047	0.07%	\$427,608	0.08%	
15	Other 8(a)*	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%	
16	<b>TOTAL WMDVLGBTBE***</b>	Direct	<b>\$8,024,530</b>	<b>1.49%</b>	<b>\$35,136,215</b>	<b>6.53%</b>	<b>\$43,160,745</b>	<b>8.03%</b>	

17	<b>Total Product Procurement</b>	<b>\$118,413,493</b>
18	<b>Total Service Procurement</b>	<b>\$419,364,134</b>
19	<b>Net Procurement**</b>	<b>\$537,777,627</b>
20	<b>Total Number of WMDVLGBTBEs that Received Direct Spend</b>	<b>81</b>

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  
\*\*\*SLIGHT DIFFERENCE IN TOTAL OVERALL SPEND DUE TO ROUNDING. <= \$1

<b>COMCAST</b>	<b>2019</b>	<b>G.O. #156 Sec. 9.1.2</b>
<b>WMDVLGBTBE Subcontractor Procurement by Product and Service Categories</b>		

			Products		Services		Total		
			\$	%	\$	%	\$	%	
1	Minority Male	Asian Pacific American	Sub	\$0	0.00%	\$295,921	0.06%	\$295,921	0.06%
2		African American	Sub	\$728,417	0.14%	\$226,554	0.04%	\$954,971	0.18%
3		Hispanic American	Sub	\$4,870	0.00%	\$5,847,091	1.09%	\$5,851,961	1.09%
4		Native American	Sub	\$18,322	0.00%	\$7,208	0.00%	\$25,530	0.00%
5		Total Minority Male	Sub	\$751,609	0.14%	\$6,376,774	1.19%	\$7,128,384	1.33%
6	Minority Female	Asian Pacific American	Sub	\$2,033,365	0.38%	\$351,860	0.07%	\$2,385,225	0.44%
7		African American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
8		Hispanic American	Sub	\$2,720,039	0.51%	\$0	0.00%	\$2,720,039	0.51%
9		Native American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
10		Total Minority Female	Sub	\$4,753,403	0.88%	\$351,860	0.07%	\$5,105,263	0.95%
11	Total Minority Business Enterprise (MBE)	Sub	\$5,505,012	1.02%	\$6,728,635	1.25%	\$12,233,647	2.27%	
12	Women Business Enterprise (WBE)	Sub	\$4,417,090	0.82%	\$4,712,835	0.88%	\$9,129,925	1.70%	
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%	\$328,473	0.06%	\$328,473	0.06%	
15	Other 8(a)*	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%	
16	<b>TOTAL WMDVLGBTBE</b>	<b>Sub</b>	<b>\$9,922,102</b>	<b>1.85%</b>	<b>\$11,769,943</b>	<b>2.19%</b>	<b>\$21,692,045</b>	<b>4.03%</b>	

17	<b>Total Product Procurement***</b>	<b>\$118,413,493</b>
18	<b>Total Service Procurement ***</b>	<b>\$419,364,134</b>
19	<b>Net Procurement**</b>	<b>\$537,777,627</b>

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  
\*\*\* (WMDVLGBTBE Only - Comcast does not track non-diverse subcontractors.)

COMCAST	2019	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							
Raw Materials/Construction/Industrial Services (7,8,15,16,17,26,28,32,33,46,49,52)	\$ 2,123,891	\$0	\$2,460,671	\$0	\$1,121,338	\$0	\$1,623,293	\$0	\$7,329,193	\$1,239,537	\$0	\$427,608	\$0	\$8,996,338	\$215,911,800
	% 1.0%	0.0%	1.1%	0.0%	0.5%	0.0%	0.8%	0.0%	3.4%	0.6%	0.0%	0.2%	0.0%	4.2%	100.0%
Finished Products / Misc. Goods (20,23,25,31,39,50,51,56,57,59,70)	\$0	\$82,451	\$3,172	\$900	\$4,124,610	\$2,883,810	\$0	\$6,410	\$7,101,353	\$4,584,163	\$0	\$0	\$0	\$11,685,516	\$13,143,263
	% 0.0%	0.6%	0.0%	0.0%	31.4%	21.9%	0.0%	0.0%	54.0%	34.9%	0.0%	0.0%	0.0%	88.9%	100.0%
Technical Equipment / Analysis Instruments (34,35,36,38)	\$192,293	\$2,118,993	\$179,650	\$0	\$3,341	\$0	\$0	\$0	\$2,494,276	\$27,488	\$0	\$0	\$0	\$2,521,764	\$81,673,487
	% 0.2%	2.6%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	3.1%	0.0%	0.0%	0.0%	0.0%	3.1%	100.0%
Transportation / Repair / Food (40,42,45,47,53,54,55,58,75,76)	\$0	\$0	\$817,118	\$0	\$4,870	\$317,759	\$0	\$0	\$1,139,747	\$27,602,136	\$0	\$328,473	\$0	\$29,070,356	\$10,371,615
	% 0.0%	0.0%	7.9%	0.0%	0.0%	3.1%	0.0%	0.0%	11.0%	266.1%	0.0%	3.2%	0.0%	280.3%	100.0%
Professional Services (61,65,67,73,87,89)	\$798,850	\$430,528	\$0	\$0	\$3,314,213	\$1,387,785	\$7,208	\$0	\$5,938,584	\$6,199,136	\$0	\$0	\$0	\$12,137,720	\$72,312,924
	% 1.1%	0.6%	0.0%	0.0%	4.6%	1.9%	0.0%	0.0%	8.2%	8.6%	0.0%	0.0%	0.0%	16.8%	100.0%
Legal Services (81)	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$4,020,243
	% 0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Communications / Other Services (27,48,72,78,80,82,83,86,92,96)	\$0	\$351,860	\$0	\$0	\$0	\$0	\$0	\$0	\$351,860	\$19,518	\$1,650	\$0	\$0	\$373,029	\$75,491,505
	% 0.0%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.5%	0.0%	0.0%	0.0%	0.0%	0.5%	100.0%
Rubber & Misc. Plastic Products	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$10,015	\$0	\$0	\$0	\$10,015	\$0
	% 0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	100.0%
Transportation Equipment	\$0	\$0	\$0	\$0	\$0	\$0	\$18,322	\$0	\$18,322	\$39,729	\$0	\$0	\$0	\$58,051	\$0
	% 0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	31.6%	0.0%	31.6%	68.4%	0.0%	0.0%	0.0%	100.0%	100.0%
<b>TOTAL</b>	<b>\$ 3,115,034</b>	<b>\$2,983,832</b>	<b>\$3,460,611</b>	<b>\$900</b>	<b>\$8,568,371</b>	<b>\$4,589,354</b>	<b>\$1,648,823</b>	<b>\$6,410</b>	<b>\$24,373,336</b>	<b>\$39,721,723</b>	<b>\$1,650</b>	<b>\$756,081</b>	<b>\$0</b>	<b>\$64,852,790</b>	<b>\$472,924,838</b>
	% 0.58%	0.55%	1.59%	0.00%	1.59%	0.85%	3.12%	0.00%	4.53%	7.39%	0.00%	0.14%	0.00%	12.06%	100.00%

Total Product Procurement	\$118,413,493
Total Service Procurement	\$419,364,134
<b>Net Procurement***</b>	<b>\$537,777,627</b>

NOTE: FIRMS WITH MULT 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

COMCAST	2019	G. O. #156 Sec 9.1.2 (D.11-05-019 & D.06-11-028)
Number of WMDVLGBTBE Suppliers and Revenue Reported to the Clearinghouse		

Data on Number of Suppliers												
# WMDVLGBTBEs	Number of Suppliers Reported to CHS***						Utility-Specific 2019 Summary					
	MBE	WBE	LGBTBE****	DVBE****	Other 8(a)*	Grand Total	MBE	WBE	LGBTBE****	DVBE****	Other 8(a)*	Grand Total
Under \$1 million	8	6	1	5		20	8	6	1	5		20
Under \$5 million	9	5				14	9	5				14
Under \$10 million	7	8				15	7	8				15
Above \$10 million	20	12				32	20	12				32
<b>TOTAL</b>	<b>44</b>	<b>31</b>	<b>1</b>	<b>5</b>	<b>0</b>	<b>81</b>	<b>44</b>	<b>31</b>	<b>1</b>	<b>5</b>	<b>0</b>	<b>81</b>

Revenue and Payment Data												
WMDVLGBTBE \$M	Revenue Reported to CHS***						Utility-Specific 2019 Summary					
	MBE	WBE	LGBTBE****	DVBE****	Other 8(a)*	Grand Total	MBE	WBE	LGBTBE****	DVBE****	Other 8(a)*	Grand Total
Under \$1 million	\$10,856,056,548	\$3,010,957,694				\$13,867,014,242	\$920,179	\$3,528,976				\$4,449,155
Under \$5 million	\$11,456,128	\$6,145,273				\$17,601,401	\$4,625,164	\$3,083,995				\$7,709,159
Under \$10 million	\$167,531,640	\$44,332,368				\$211,864,008	\$3,406,656	\$1,611,798				\$5,018,454
Above \$10 million	\$29,847,124	\$14,882,185				\$44,729,309	\$15,421,336	\$31,496,953				\$46,918,289
<b>TOTAL</b>	<b>\$11,064,891,440</b>	<b>\$3,076,317,520</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$14,141,208,960</b>	<b>\$24,373,336</b>	<b>\$39,721,722</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$64,095,058</b>

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

CHS: SUPPLIER CLEARINGHOUSE

\*\*\*DATA INCLUDES TOTAL REVENUE RECORDED IN CHS FOR ALL CURRENT SUPPLIERS AS ENTERED BY THE SUPPLIERS.

\*\*\*\* REVENUE DATA NOT AVAILABLE IN CHS.

\*\*\*\*\* LGBTE CERTIFIED THROUGH NGLCC - MERGER TO CPUC DATABASE PENDING

COMCAST	2019	G.O. #156 Sec. 9.1.2
Description of WMDVLGBTBEs with CA Majority Workforce		

Comcast reports 37 of the 81 WMDVLGBTBEs with California Majority Workforce.

COMCAST	2019	G.O. #156 Sec. 9.1.3
WMDVLGBTBE Program Expenses		

Expense Category	Year (Actual)
Wages	\$150,000
Other Employee Expenses	\$1,499
Program Expenses	\$82,076
Reporting Expenses	\$0
Training	\$0
Consultants	\$0
Other	\$0
<b>TOTAL</b>	<b>\$233,575</b>

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

As a percent of total procurement, Comcast California's 2018 spending with CPUC-certified businesses increased, from 7.77% to 12.06% in 2019. The increase in spend is predominately the result of two diverse prime business partners having opportunities to support our operations. One of the partners also became CPUC-certified. We included 15 new CPUC suppliers in 2019, which is an increase from 2018. Additional internal and external outreach and securing opportunities for the diverse suppliers allowed for this growth.

The procurement journey in 2019 consisted of areas of opportunity and some success stories. Over 50% of Comcast's spending relates to network construction, some of which is associated with the wildfires that occurred in Northern California. Comcast California's Supplier Diversity efforts are still rebounding from the recent exclusion of three prime business partners. Comcast California experienced a major loss when one of the CPUC prime business partners was no longer categorized as a diverse partner due its acquisition by one of our non-diverse prime suppliers. Although the result is in the short term there are fewer diverse prime business partners, it is a positive in the sense that one prime business partner had the opportunity to become CPUC-certified.

Accordingly, as a result of some of California's unique criteria for MBE status, Comcast California's overall qualifying spend was reduced by approximately \$54 million compared to its actual diverse spend. For example, the exclusion of people of Middle Eastern descent pared Comcast California's qualifying spend by \$6.3 million. Additionally, a construction firm owned by a Hispanic American was disqualified as a result of its use of venture capital financing, resulting in the loss of approximately \$47.7 million on diverse spend. In 2020, Comcast California has forecasted additional spend with this Prime business partner, although it non-permissible spend, since they do not qualify for CPUC certification.

Moreover, in 2018, one of our prime partner's subsidiaries applied for CPUC certification, but they were denied, as their majority owner was considered to lack operational control despite having received CPUC certification three years prior. The inclusion of these contractors would have resulted in an increased MBE spend of approximately 8.75%.

The volume of our construction activity impacts our diversity spend by limiting the number of construction companies approved to work within our plant. To ensure quality control, Comcast purchases all materials that our construction suppliers use for expansions and upgrades. This requires our prime construction companies to set up shipping and receiving of Comcast materials and exposes them to consistent audits throughout the year. To ensure a uniform customer experience across the region and to maintain quality for our customers, the number of qualifying construction primes is limited. Moreover, adding a construction company to handle an assigned area requires a tremendous amount of investment by the construction company.

Comcast procures construction, computer hardware, staffing and materials through CPUC-certified companies for use throughout the national footprint. While Comcast California spent a total of \$64.8 million with CPUC-certified suppliers in 2019, nationally, over \$1.6 billion was spent with CPUC certified suppliers beyond California. One such instance is our procurement of computer hardware, which is procured through a CPUC-certified supplier. Comcast California receives products through procurement at our West Division, however the CPUC spend is not captured through our California ledger, however California is a recipient of the products. In 2019, the West Division spent \$1.8 million with a CPUC-certified diverse supplier impacting California's operation, however this spend is not auditable through Comcast California's spend.

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

### Description of Progress in Meeting or Exceeding Set Goals - Continued

Comcast procures construction, computer hardware, staffing and materials through CPUC-certified companies for use throughout the national footprint. While Comcast California spent a total of \$64.8 million with CPUC-certified suppliers in 2019, nationally, over \$1.6 billion was spent with CPUC certified suppliers beyond California. One such instance is our procurement of computer hardware, which is procured through a CPUC-certified supplier. Comcast California receives products through procurement at our West Division, however the CPUC spend is not captured through our California ledger, however California is a recipient of the products. In 2019, the West Division spent \$1.8 million with a CPUC-certified diverse supplier impacting California's operation, however this spend is not auditable through Comcast California's spend.

Various allocations are executed through our West Division shared services specifically related to customer service. Through 2019 analysis, it was determined that a CPUC supplier supported the customer service efforts, however since the spend was allocated through our West Division through an allocation, we were unable to capture the spend for CA diverse spend reporting. Another diverse supplier that does not qualify for CPUC certification which supports the customer service initiatives, is ineligible due to their financial structure. They obtained venture capital which changed the financial structure of the Company consequently disqualifying them for CPUC certification, however they qualify for National certification.

COMCAST	2019	G.O. #156 Sec. 9.1.4
<b>WMDVLGBTBE Results and Goals</b>		

Category	2019 Results	2019 Goals
Minority Men	3.12%	6.17%
Minority Women	1.41%	1.01%
Minority Business Enterprise (MBE)	4.53%	7.18%
Women Business Enterprise (WBE)	7.39%	4.78%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	0.00%	0.00%
Disabled Veteran Business (DVBE)	0.14%	0.04%
<b>TOTAL WMDVLGBTBE</b>	<b>12.06%</b>	<b>12.00%</b>

% - PERCENTAGE OF NET PROCUREMENT

COMCAST	2019	G.O. #156 Sec. 9.1.5
Description of Prime Contractor Utilization of WMDVLGBTBE Subcontractors		

Comcast California partners with our prime business partners that serve as vital business partners for our operations and our Supplier Diversity Program. Our suppliers have a significant role in the success of our operations, and the prime business partners have major roles supporting our initiatives and goals. Our prime business partners contributed to supporting us by attending events throughout the year and participating in matchmaking opportunities, industry panels, and facilitated discussions related to the cable industry and supplier sourcing. Comcast also seeks to enhance our prime vendor's partnerships with their subcontractors and foster necessary relationships to help the subcontractors thrive. Specifically, we assist in fostering relationships with prospective subcontractors through strong advocacy of our Supplier Diversity Program goals. We expect our primes to support our goal of 21.5% spend with diverse suppliers. Our goal is to provide resources and opportunities to share the information pertaining to CPUC-certified suppliers and create opportunities to further develop the diverse supplier subcontractor relationships. We work to achieve this goal through consistent communication with our Supplier Diversity Manager via monthly calls, status reports, and development of their supplier diversity goals within their organizations.

On November 12, 2019 Comcast partnered with Charter Communications and Cox to host our 9<sup>th</sup> Annual California Cable Supplier Diversity Symposium. We hosted approximately 150 suppliers for a day of education, engagement and networking. Participants had the opportunity to learn more about our respective companies' offerings and needs, specifically tailored to the diverse supplier community. Our prime business partners provided technical assistance through participating in a luncheon panel discussion focusing on the future and trends in collaborating in the cable industry, as well as workshops and one-on-one meetings to better connect with their teams.

COMCAST	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)	Other 8(a)*	TOTAL WMDVLGBTBE ***
<b>Direct \$</b>	\$9,664,455	\$2,475,234	\$12,139,689	\$30,591,798	\$1,650	\$427,608	\$0	\$43,160,745
<b>Subcontracting \$</b>	\$7,128,384	\$5,105,263	\$12,233,646	\$9,129,925	\$0	\$328,473	\$0	\$21,692,044
<b>Total \$</b>	<b>\$16,792,839</b>	<b>\$7,580,497</b>	<b>\$24,373,336</b>	<b>\$39,721,722</b>	<b>\$1,650</b>	<b>\$756,081</b>	<b>\$0</b>	<b>\$64,852,789</b>
<b>Direct %</b>	1.80%	0.46%	2.26%	5.69%	0.00%	0.08%	0.00%	8.03%
<b>Subcontracting %</b>	1.33%	0.95%	2.27%	1.70%	0.00%	0.06%	0.00%	4.03%
<b>Total %</b>	<b>3.12%</b>	<b>1.41%</b>	<b>4.53%</b>	<b>7.39%</b>	<b>0.00%</b>	<b>0.14%</b>	<b>0.00%</b>	<b>12.06%</b>
<b>Net Procurement**</b>	<b>\$537,777,627</b>							

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

\*\*\*SLIGHT DIFFERENCE IN TOTAL OVERALL SPEND DUE TO ROUNDING. <= \$1

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

No complaints received in 2019.

<b>Description of Efforts to Recruit WMDVLGBTBE Suppliers in Low Utilization Categories</b>		
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Comcast Corporation pursues its diversity objectives in the purchase of professional services, including legal, financial, and media/advertising services.

### Legal Services

Comcast remains committed to working 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. To that end, Comcast spent approximately \$1.6 million with diverse law firms in 2019, and also remains committed to working with diverse lawyers at majority owned law firms. Comcast continues 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, as well as diverse bar associations and professional organizations.

The company's legal department has an active and engaged diversity and inclusion council with sub-committees focused on:

- Pipeline – Focuses on developing a pipeline of diverse talent by introducing diverse populations to the legal profession.
- Outside Counsel – Focuses on engaging and retaining diverse outside counsel.
- Outreach – Works with women- and minority-owned law firms and serves as attorney liaisons with national affinity groups.

In September 2019, Comcast's General Counsel held an offsite meeting for 275 of the company's senior attorneys, which included a session on diversity and inclusion. During the session, attendees received an update on the work of the legal department's D&I council, and also heard from Jerry Kang, UCLA's Vice Chancellor for Equity, Diversity and Inclusion, who provided a training on unconscious bias in the legal profession.

In October 2019, Comcast sponsored the 2019 Minority Corporate Council Association's (MCCA) Diversity Gala, which honors individuals, corporate legal departments, and law firms championing diversity and inclusion in the legal profession.

Throughout the year, legal professionals from across the company also participated in outreach activities with NAMWOLF and other organizations focused on improving diversity in the legal profession. Comcast also remains committed to working with diverse lawyers at majority owned law firms that do not qualify for MBE status.

### Financial Services

Comcast has a longstanding relationship with the diverse banking community and pursues its diversity objectives in the purchase of professional services, including financial services. For more than 25 years, Comcast has demonstrated a strong commitment to hire diverse talent for many of the services we require. Over this time, Comcast 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 as described above. Comcast's commitment to this program remains an important aspect of our overall diversification policy.

**364-Day Credit Facility:** For the 16th consecutive year in 2019, Comcast entered into 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).

**Bond Underwriting:** Diverse banks have participated in the underwriting of numerous Comcast bond offerings, adding value to the process and earning significant income along the way. In the corporate bond market, Comcast used 11 diverse firms to underwrite approximately \$366 million of financing in 2018 and six diverse firms to underwrite approximately \$86 million of financing in 2019.

**Commercial Paper:** Comcast continues to work with The Williams Capital Group, L.P., an African American-owned firm, as one of its placement agencies in the company's commercial paper program. This is an ongoing effort whereby Comcast routinely sells short-term promissory notes to investors for working capital financing.

**Description of Efforts to Recruit WMDVLGBTBE Suppliers in Low Utilization Categories****Low Utilization Categories - Continued****Financial Services - Continued**

Diverse Money Managers: Comcast utilizes diverse firms as money managers. Comcast used an African American-owned firm to manage a portion of the company's short-term fixed income assets.

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 that have added value and have demonstrated tangible benefits through the delivery of their services to act as brokers in equity transactions.

**Diverse Media and Advertising Outlets**

Our consistent support of diversity within financial and legal services continued with Comcast California's diversity spend, including approximately \$20 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, provides support for Comcast Corporation's Hispanic creative advertising and the Asian American/International segment Agency of Record.

COMCAST	2019	G.O. #156 Sec. 9.1.11
WMDVLGBTBE Fuel Procurement		

Comcast is not engaged in fuel procurement for energy production.

Note: Comcast doesn't set goals based on Product and Service Spend by Category. Comcast's goals based on projected Diverse Spend by Year

COMCAST	2020	G.O. #156 Sec. 10.1.1
WMDVLGBTBE Annual SHORT, MID, AND LONG-TERM Goals by Product and Service Category		

	Short-Term 2020					Mid-Term 2021					Long-Term 2022				
	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
<b>Products</b>	1.93%	4.12%	0.01%	0.04%	6.10%	1.59%	5.56%	0.02%	0.04%	7.21%	2.06%	7.16%	0.03%	0.05%	9.30%
<b>Subtotal</b>	1.93%	4.12%	0.01%	0.04%	6.10%	1.59%	5.56%	0.02%	0.04%	7.21%	2.06%	7.16%	0.03%	0.05%	9.30%

	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
	<b>Services</b>	6.45%	1.25%	0.01%	0.20%	7.92%	8.61%	1.21%	0.02%	0.00%	9.83%	11.14%	1.53%	0.03%	0.00%
<b>Subtotal</b>	6.45%	1.25%	0.01%	0.20%	7.92%	8.61%	1.21%	0.02%	0.00%	9.83%	11.14%	1.53%	0.03%	0.00%	12.70%

<b>TOTAL</b>	8.38%	5.38%	0.02%	0.24%	14.02%	10.20%	6.76%	0.04%	0.04%	17.04%	13.20%	8.69%	0.06%	0.05%	22.00%
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COMCAST	2020	G.O. #156 Sec. 10.1.2
Description of WMDVLGBTBE Planned Program Activities for the Next Calendar Year		

## 2020 Annual Plan ENHANCING THE PROGRAM IN 2020 (Section 10.1.2)

### Internal

In 2020, we look forward to implementing Comcast California's 2020 internal plan, which includes initiatives related to senior leadership engagement, internal diverse spend analysis, and consistent reporting on key data related to CPUC-certified suppliers contract opportunities. Comcast California produces monthly spend reports and shares them through our West Division Supplier Diversity Program working group, Comcast California monthly working group meetings, quarterly senior leadership meetings and the Supplier Diversity Program Council of California. The consistent analysis will assist our team through corporate, West Division and Comcast California sourcing contract opportunities. Individual stakeholders are responsible for action plans for entering into new contracts with qualified diverse suppliers or resolving any potential issues or gaps. Teams will select individuals to champion the program and maintain communication during procurement opportunities through discussions and strategies.

Our leadership team provides outreach and technical assistance resources and efforts to support the program goal attainment. Some of the internal initiatives include:

- Sustain Comcast Cable Corporate/West Division/Comcast California collaboration
- West Division and Corporate support for efforts to assist Comcast California with resources to exceed goals
- Plan and discuss implementation of supplier diversity plans with West Division
- Monthly participation at finance review senior leadership meetings to create opportunities to strategically plan projects based on the business unit needs
- Continued analysis of West Division and Region diverse spend and identification of opportunities
- Periodic Supplier Diversity Program internal correspondence to supervisors and above for updates

As we enter into 2020, with support of Corporate and West Division, we plan to conduct thorough analysis of our diverse spend, comparing to current allocation models. We have explored promising opportunities within our procurement process, and we are encouraged. For example, we have identified opportunities utilizing broader insight within the call center allocations as well as ensuring that we identify all spend that is diverse.

### External

Since there were some significant changes impacting our Prime suppliers, we are committed to guiding our Prime business partners in supporting our Supplier Diversity Program and establishing regular participation in our program. Comcast California strives to seek LGBTQ, SDVBE, and other minority groups such as Native American and African American through consistent outreach. Plans are underway to participate in Meet the Prime events, panel participation, and matchmaking opportunities.

### Outreach opportunities:

- Meet the Buyer - quarterly opportunities to connect diverse suppliers with internal stakeholders
- Partnerships with organizations to increase awareness and process of doing business with Comcast, in particular organizations that support LGBTBE and SDVOB enterprises
- Technical Assistance

COMCAST	2020	G.O. #156 Sec. 10.1.2
Description of WMDVLGBTBE Planned Program Activities for the Next Calendar Year		

## 2020 Annual Plan

### ENHANCING THE PROGRAM IN 2020 (Section 10.1.2) - Continued

#### Outreach Opportunities - Continued

- Presentations and mentoring for small, developing companies
- Co-host CA Supplier Diversity Cable Fair with Charter and Cox and Meet the Buyer including Primes
- WBEC – Pacific Board Membership, Corporate Sponsorship Outreach
- Participation on panel discussions for CPUC, GGBA, Elite, VIB National Conference, WBEC - Pacific and American Indian Chamber of California

#### Tier II

As described above, approximately half of Comcast California's spend is allocated to four suppliers that serve as our Prime business partners. The team will prompt support from senior leadership to support the Tier II program goals and continue to actively collaborate with our partners to maintain consistent communication about our Supplier Diversity Program. Some of the initiatives include:

- Support, encouragement and development of Prime's supplier diversity program
- Provide details related to organizations that support supplier diversity and Prime partner participation
- Educate Prime business partners in investing and committing to incorporate diverse suppliers
- Highly recommend participation of diverse supplier matchmaking/meet the buyer events
- Create partnerships to align and mutually support Supplier Diversity goals and objectives
- Encourage monthly calls/webinars to discuss opportunities, challenges, and current spend status

COMCAST	2020	G.O. #156 Sec. 10.1.3
Plans for Recruiting WMDVLGBTBE Suppliers in Low Utilization Areas		

Nationwide, Comcast remains committed to the use of diverse suppliers, which includes increasing partnerships with diverse organizations and Tier II subcontractors, encouraging Prime suppliers to work with diverse vendors, and grow existing initiatives. See [Comcast Supplier Diversity](#). Comcast California will participate in these company-wide initiatives.

<b>COMCAST</b>	<b>2020</b>	<b>G.O. #156 Sec. 10.1.4</b>
<b>Plans for Recruiting WMDVLGBTBE Suppliers Where Unavailable</b>		

Plans will be developed when or if new areas of technology or services materialize based on future Corporate products and service initiatives.

COMCAST	2020	G.O. #156 Sec. 10.1.5
Plans for Encouraging Prime Contractors to Subcontract WMDVLGBTBE Suppliers		

**PLANS FOR ENCOURAGING BOTH PRIME CONTRACTORS AND GRANTEES TO ENGAGE DIVERSE SUPPLIERS IN ALL CATEGORIES, WHICH PROVIDES SUBCONTRACTING OPPORTUNITIES**

COMCAST	2020	G.O. #156 Sec. 10.1.6
Plans for Complying with WMDVLGBTBE Program Guidelines		

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

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

Annual Energy Product Results by Ethnicity and WMDVLGBTBE Certification

(All dollar figures in \$MM)

Product <sup>1</sup>	Unit	Results by Ethnicity & Gender												Results by WMDVLGBTBE Certification					Total WMDVLGBTBE Procurement Spend	Total Procurement Spend		
		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 Veteran Business Enterprise (DVBE)	Other 8(a) <sup>3</sup>				
		Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Total	Total	Total	Total	Total				
NATURAL GAS	SHORT TERM	\$																				
		%																				
	LONG TERM	\$																				
		%																				
	Total Natural Gas	\$																				
		%																				
LPG	SHORT TERM	\$																				
		%																				
	LONG TERM	\$																				
		%																				
	Total LPG	\$																				
		%																				
Overall Total \$																						
Overall Total %																				Overall WMDVLGBTBE%:		

**Note:**  
 Short Term The term of the deal is no longer than one calendar month  
 Long Term The term of the deal is greater than one calendar month but less than 1 calendar year  
<sup>1</sup>Excludes purchases from the CAISO, other IOUs, utilities, Federal entities, State entities, Municipalities and cooperatives  
<sup>2</sup>Firms with multi-minority ownership status  
<sup>3</sup>Includes Non-WMDVLGBT firms classified as 8(a) of Small Business Administration  
 % - percentages calculated by the Row Category Total Procurement Spend

Annual Power Product Results by Ethnicity and WMDVLGBTBE Certification

(All dollar figures in \$MM)

Product <sup>1</sup>	Unit	Results by Ethnicity & Gender												Results by WMDVLGBTBE Certification						Total Procurement Spend			
		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 Veteran Business Enterprise (DVBE)	Other 8(a) <sup>6</sup>	Subcontracting Total		Total WMDVLGBTBE Procurement Spend <sup>3</sup>		
		Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Total	Total	Total	Total	Total	Total		Total		
Power Purchased	Renewable Power Products Direct	\$																					
		%																					
		\$ <sup>2</sup>																					
		% <sup>2</sup>																					
	Non-Renewable Power Products Direct	\$																					
		%																					
		\$ <sup>2</sup>																					
		% <sup>2</sup>																					
Fuels for Generation	Diesel Direct	\$																					
		%																					
	Nuclear Direct	\$																					
		%																					
Natural Gas Direct	\$																						
	%																						
Post 2011	SubTotal of Columns <sup>2</sup>	\$																		\$ -	\$ -	\$ -	
SubTotal % of Total Procurement Spend	%																					Overall WMDVLGBTBE %	
ALL	SubTotal of Columns <sup>4</sup>	\$																				\$ -	
SubTotal % of Total Procurement Spend	%																					Overall WMDVLGBTBE %	

Notes:

<sup>1</sup>Excludes purchases from the CAISO, other IOUs, utilities, Federal entities, State entities, Municipalities and cooperatives

<sup>2</sup>Includes only long term power procurement commitments after June 6, 2011 or as a result of RFOs after June 6, 2011

<sup>3</sup>Total WMDVLGBTBE spend does not include pre-COD subcontracting values

<sup>4</sup>Includes all power procurement commitments

<sup>5</sup>Firms with multi-minority ownership status

<sup>6</sup> Firms classified as 8(a) by the Small Business Administration includes non-WMDVLGBTBE

% - percentages calculated by the Row Category Total Procurement Spend