



2017 Diversity Procurement Report and 2018 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 1, 2018



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

Cox Communications, Inc. provides cable, high-speed Internet, wireline telecommunications and home security & automation services in California and 15 other states. In California, services are provided by its subsidiaries (together "Cox"):

- **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 do have in place 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 therefore voluntarily provides 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 from historically disadvantaged suppliers.

Executive Summary: Cox's Supplier Diversity Program



2017 was a very successful year for Cox's Supplier Diversity Program. Our total national spend grew by \$201M over 2016 for a total spend in 2017 of \$754M (our best year), which represents 26% of our national discretionary spend.

We are extremely proud of our work that yielded these results. While Cox has had in place for many years a Supplier Diversity program, the start of our transformation to make our program best-in-class began in 2014 when Cox's Sourcing & Procurement department redesigned our program with the help of DiversityInc. The following year Cox centralized all of our supplier diversity data for better visibility, formalized our internal education program used to educate Cox's various business groups on the benefits of using diverse suppliers, expanded our mentoring program, and awarded Cox's first contract to an LGBT Business Entity.

In 2016 Cox adopted a system that integrates identification of diverse suppliers into our sourcing processes to better ensure we are considering at least one diverse supplier for most sourcing needs. We also developed a procurement readiness webinar to provide information to potential suppliers and support our external recruiting efforts.

In 2017, Cox focused on our prime supplier ("Tier 1") sub-contracting ("Tier 2") reporting and accountabilities with significant investment and resources. In 1Q17, our Supply Chain team implemented a new Tier 1 supplier reporting tool to encourage participation and provide better ease-of-use. A communication plan was executed and thorough training conducted with our Tier 1 suppliers. Additional resources were added to our Supply Chain team responsible for auditing our Tier 1 suppliers' Tier 2 commitments, analyzing opportunities for Tier 2, and overseeing reporting compliance of our Tier 1 suppliers. Due to this investment, renewed focus, sourcing team participation, and continued executive leadership support, Cox saw a 38% Tier 1 supplier participation increase over 2016 and a 35% increase over 2016 of Tier 2 spend by our Tier 1 vendors. Additionally, we increased internal awareness through a revised Supplier Diversity 101 campaign, and identified educational partners for the upcoming expansion of our Supplier Diversity executive development program, which is expanding in 2018 to include California diverse vendors.

Cox is committed to continuing the financial, people and other resource investments needed for the continued growth and success of our Supplier Diversity program.

Thank you,

George Richter

Sr. VP, Supply Chain Management
Cox Communications

2017 Highlights

- ❖ Achieved 26% diverse spend
- ❖ Grew diverse spend by \$201M
- ❖ Realized \$754M in diverse spend
- ❖ Grew Tier 1 diverse subcontracting participation by 38%

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Cox	2017	G.O. #156 Sec. 9.1.1
Description of WMDVLGBTBE Program Activities During the Previous Calendar Year		

Internal Program Activities

In 2017 Cox Communications’ Supplier Diversity team developed “Supplier Diversity 101” training materials to deliver to various employee audiences as a refresher on the benefits of a supplier diversity program. Such trainings were held with several departments and individual groups throughout the year. Cox also hired a LGBT-owned Business Entity to produce a supplier diversity program video, which was posted to Supply Chain’s internal website and is used internally as part of our Supply Chain Management’s overall communications strategy. The video was featured on Cox’s intranet homepage as a featured story in December, visible to the entire employee base, attracting hundreds of incremental views. It is noteworthy that upon completion of our education efforts with some of our Field Service personnel, employees partnered with Supply Chain to support three existing vendors in obtaining diversity certifications. We also engaged our Cox Business Sales team (responsible for delivering Cox’s products to business and enterprise customers) to educate them on Cox’s supplier diversity business strategy. In addition, we developed marketing materials and responses concerning Cox’s Supplier Diversity program to be included in Requests for Proposals that Cox responds to, facilitating our own Tier 2 efforts with potential customers of Cox’s services.

Cox’s Supply Chain 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. 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.

External Program Activities

Cox hosted six “How to Do Business with Cox” procurement readiness workshops, which are designed to help prospective diverse suppliers connect with Cox’s Supply Chain team and answer questions about first steps toward working with Cox. Cox personnel participate in a variety of recruiting events hosted by various Chambers and Supplier Diversity organizations. A sample of the events we participated in for 2017 include:

Event	Segment	Location
Council for Supplier Diversity: Category Sourcing Exchange for Professional Services	ALL	San Diego, CA
WBEC West Corporate Networking Event	WBE	San Diego, CA
Pacific Southwest NMSDC Certification Luncheon	MBE	San Diego, CA
GMSDC Business Opportunity Expo	MBE	Atlanta, GA
WBENC Summit & Salute	WBE	New Orleans, LA
WBEC West Unconventional Woman Event	WBE	San Diego, CA
AGLCC – LGBT Business Summit	LGBTBE	Atlanta, GA
WBENC National Conference	WBE	Las Vegas, NV
Virginia Beach Economic Development Council Business Workshop – “Cox Communication & Supplier Diversity”	ALL	Hampton Roads, Virginia
Pacific Southwest Council NMSDC- Business Conference and Match Making	MBE	Scottsdale, Arizona
Western Region Minority Supplier Diversity Council Industry Day and Match Making	MBE	Las Vegas, NV
NGLCC National Conference	LGBTBE	Las Vegas, NV
San Diego Business Journal Diversity & Inclusion Forum and Awards	ALL	San Diego, CA
USBLN National Conference	DOBE	Orlando, FL
WBEC West – Lean for Small Business Enterprises	ALL	Orange County, CA
GMSDC- Spirit of Alliance Awards	MBE	Atlanta, GA
Council for Supplier Diversity: Category Sourcing Exchange for IT	ALL	Sand Diego, CA
SWAM Business Forum	ALL	Hampton Roads, Virginia
Council for Supplier Diversity Symposium & Recognition – Importance of Supplier Diversity for economic empowerment.	All	San Diego, CA

CA Cable Supplier Diversity Fair	ALL	Silicon Valley, CA
NMSDC National Conference	MBE	Detroit, MI
NVBDC Veterans Business Matchmaking & Vets Night Out	VBE/SDVOB	Detroit, MI
Louisiana's Got Talent Small Business Expo	ALL	New Orleans, LA
Northern VA Chamber of Commerce Supplier Diversity Fair	ALL	Tysons, VA
GMSDC Annual Holiday Party	MBE	Atlanta, GA

In addition to these recruiting activities, executive leadership from Cox's Supply Chain Management participated in several panels, including at the USBLN National Conference, which supports the certification of disability-owned businesses; the California Cable Supplier Diversity Fair and the Northern Virginia Supplier Diversity Fair.

In 2017, Cox made significant efforts to expand its existing Supplier Diversity Scholarship Program. Cox already has in place a program with the UNLV Lee Business School and with Arizona State University, for which 11 total scholarships were awarded in 2017. We pursued opportunities to expand these executive development-focused programs in other Cox locales, including California. In fact, in March 2018, Cox is sponsoring and plans to have up to seven of our current California-based diverse suppliers attend the *High Performance Leadership* series, which is offered by the Council for Supplier Diversity in partnership with the University of San Diego's School of Business. These educational programs provide significant value to supplier participants enabling them to improve and sometimes expand their businesses.

WMDVLGBTBE Annual Results by Ethnicity

		2017					
		Direct	Sub ¹	Total \$	%		
1	Minority	Asian Pacific American	\$18,604,856	\$0	\$18,604,856	0.6%	
2		African American	\$429,262,233	\$0	\$429,262,233	14.7%	
3		Hispanic American	\$26,111,186	\$0	\$26,111,186	0.9%	
4		Native American	\$12,162,374	\$0	\$12,162,374	0.4%	
5		MBE, Unspecified Ethnicity	\$33,281,531	\$0	\$33,281,531	1.1%	
6		Total Male	\$519,422,180	\$0	\$519,422,180	17.8%	
7	Minority Female (MBE, WBE) ²	Asian Pacific American	\$2,641,932	\$0	\$2,641,932	0.1%	
8		African American	\$356,723	\$0	\$356,723	0.0%	
9		Hispanic American	\$117,261	\$0	\$117,261	0.0%	
10		Native American	\$1,740,568	\$0	\$1,740,568	0.1%	
11		MBE, Unspecified Ethnicity	\$10,255,676	\$0	\$10,255,676	0.4%	
12		Total Minority Female	\$15,112,160	\$0	\$15,112,160	0.5%	
13	Total Minority Business Enterprise (MBE)			\$528,529,202	\$38,410,826	\$566,940,028	19.4%
14	Women Business Enterprise (WBE)			\$158,363,448	\$16,390,602	\$174,754,050	6.0%
15	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)			\$211,434	\$305,120	\$516,554	0.0%
16	Disabled Veteran Business Enterprise (DVBE)			\$872,277	\$127,103	\$999,380	0.0%
17	Veteran Business Enterprise (VBE)			\$9,993,999	\$433,734	\$10,427,733	0.4%
18	Disabled-Owned Business Enterprise (DOBE)			\$216,565	\$88,498	\$305,063	0.0%
19	Other 8(a)*			\$0	\$1,184	\$1,184	0.0%
20	TOTAL			\$698,186,924	\$55,757,067	\$753,943,991	25.8%
21	Net Procurement**			\$2,921,167,905			

NOTE: **1-COX ONLY IS ABLE TO REPORT DIRECT SPEND BY ETHNICITY.**
2-COX DOES NOT TRACK THE GENDER CLASSIFICATION OF ITS MBEs. WE REPORT "MINORITY FEMALE" BASED ON VENDORS WHO HAVE BOTH MBE AND WBE CERTIFICATIONS

* 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

				Products		Services		Total	
				\$	%	\$	%	\$	%
1	Minority	Asian Pacific American	Direct	\$6,573,353	0.23%	\$12,031,503	0.41%	\$18,604,856	0.64%
2		African American	Direct	\$413,947,485	14.17%	\$15,314,748	0.52%	\$429,262,233	14.69%
3		Hispanic American	Direct	\$16,338,459	0.56%	\$9,772,727	0.33%	\$26,111,186	0.89%
4		Native American	Direct	\$435,941	0.01%	\$11,726,432	0.40%	\$12,162,374	0.42%
5		Unspecified	Direct	\$2,552,485	0.09%	\$30,729,046	1.05%	\$33,281,531	1.14%
6		Total Minority	Direct	\$439,847,724	15.06%	\$79,574,456	2.72%	\$519,422,180	17.78%
7	Minority Female¹ (MBE, WBE)	Asian Pacific American	Direct	\$0	0.00%	\$2,641,932	0.09%	\$2,641,932	0.09%
8		African American	Direct	\$356,723	0.01%	\$0	0.00%	\$356,723	0.01%
9		Hispanic American	Direct	\$86,500	0.00%	\$30,761	0.00%	\$117,261	0.00%
10		Native American	Direct	\$0	0.00%	\$1,740,568	0.06%	\$1,740,568	0.06%
11		Unspecified	Direct	\$0	0.00%	\$10,255,676	0.35%	\$10,255,676	0.35%
12		Total Minority Female	Direct	\$443,223	0.02%	\$14,668,937	0.50%	\$15,112,160	0.52%
13	Total Minority Business Enterprise (MBE)		Direct	\$440,463,236	15.08%	\$88,065,966	3.01%	\$528,529,202	18.09%
14	Women Business Enterprise (WBE)		Direct	\$51,919,654	1.78%	\$106,443,794	3.64%	\$158,363,448	5.42%
15	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		Direct	\$0	0.00%	\$211,434	0.01%	\$211,434	0.01%
16	Disabled Veteran Business Enterprise (DVBE)		Direct	\$578,034	0.02%	\$294,242	0.01%	\$872,277	0.03%
17	Veteran Business Enterprise (VBE)		Direct	\$7,907,311	0.27%	\$2,086,688	0.07%	\$9,993,999	0.34%
18	Disabled-Owned Business Enterprise (DOBE)		Direct	\$0	0.00%	\$216,565	0.01%	\$216,565	0.01%
19	Other 8(a)*		Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
20	TOTAL WMDVLGBTBE		Direct	\$500,868,235	17.15%	\$197,318,689	6.75%	\$698,186,924	23.90%
21	Total Product Procurement			\$500,868,235					
22	Total Service Procurement					\$197,318,689			
23	Net Procurement**					\$2,921,167,905			
	Total Number of WMDVLGBTBEs that							206	

NOTE: ¹-COX DOES NOT TRACK THE GENDER CLASSIFICATION OF ITS MBEs. WE REPORT "MINORITY FEMALE" BASED ON VENDORS WHO HAVE BOTH MBE AND WBE CERTIFICATIONS

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	2017	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	2017	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	2017	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	2017	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	2017	G.O. #156 Sec. 9.1.4
Description of Progress in Meeting or Exceeding Set Goals		

Cox established a goal of 20% diverse spend of its total discretionary spend for 2017. We are pleased to report that we exceeded that goal by good measure, reaching 26%. We believe changes and investments that we have been making over the past several years have helped Cox to grow its Supplier Diversity Program each year for the past 4 years, and notably to exceed our 2017 goal by 6%.

Cox	2017	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.

Cox	2017	G.O. #156 Sec. 9.1.5
Description of Prime Contractor Utilization of WMDVLGBTBE Subcontractors		

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 has been expanding its Tier 2 program over the past few years in both the number of vendors that have Tier 2 commitments and the manner by which Cox manages its Tier 2 program.

Cox’s Tier 2 strategy is multi-faceted. It is reflected in our vendor agreements of at least \$500K, which explicitly endorse our 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.

In 2017, Cox significantly improved the Tier 2 reporting capability used by our Tier 1 vendors, making it much easier for them to report their results to us. We also executed a communications and education program with our Tier 1 vendors, on the benefits of having a supplier diversity program. Further, Cox added two additional members to its Supply Chain team to conduct audits of our Primes’ Tier 2 obligations, identify Tier 2 opportunities and help enforce Prime Tier 2 reporting obligations. These efforts led to a 38% increase in Tier 1 supplier participation and a 35% increase in Tier 2 spend.

Cox	2017	G.O. #156 Sec. 9.1.5
Summary of Prime Contractor Utilization of WMDVLGBTBE Subcontractors		

Cox does track procurement spend by ethnicity for subcontractors. Therefore, Cox does not have data responsive to this section.

Cox	2017	G.O. #156 Sec. 9.1.6
A List of WMDVLGBTBE Complaints Received and Current Status		

Cox did not receive any WMDVLGBTBE complaints in 2017.

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 a decade, Cox has used the legal services of a California-based, certified, WBE law firm almost exclusively for representation before the CPUC and advice on California regulatory matters. This firm also represents Cox's Nevada affiliate for regulatory matters. Cox also is represented by two California-based WBEs for many local, governmental matters.

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 unfortunately is not an option for our California operations 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.

Disability-Owned Business Entity (“DOBE”)

Though not part of GO 156, Cox includes certified DOBEs in our Supplier Diversity Program. For the past several years, Cox has partnered with the US Business Leadership Network (“USBLN”) to recruit certified DOBEs. In 2017, a Cox Supplier Diversity team representative became a member of both the USBLN Supplier Diversity Procurement Council and the USBLN National Certification Committee, facilitating the review of the certification process for DOBEs. Through our partnership and work with USBLN, Cox awarded a contract to a DOBE to review our internal applications and public website to ensure they meet accessibility standards. Also in 2017, Cox awarded another DOBE a large tools contract, valued at \$650K annually.

WMDVLGBTBE Fuel Procurement

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

Cox	2018	G.O. #156 Sec. 10.1.1
WMDVLGBTBE Annual SHORT, MID, AND LONG-TERM Goals by Product and Service Category		

Cox 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 2018, 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
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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 2018 include:

- 8th Annual California Cable Supplier Diversity Matchmaking Fair
- 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
 - US Business Leadership Network
 - 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 US Business Leadership Network.

Diverse Supplier Focused RFPs

In 2017, Cox began a major sourcing event to fulfill our national staff augmentation needs across multiple Cox business units. This six-month initiative included nearly 200 suppliers, 60% of which were certified diverse-owned. Now, in the last phase of this process, Cox will select from the 32 remaining applicant suppliers, 100% of which are certified diverse-owned, to award this large and long-term contract.

As we have done in the past, in 2018 we will look for opportunities to run other diverse-only or diverse "mostly" RFPs.

Diverse Supplier Development

In March 2018 we will be offering some of our California-based diverse vendors the opportunity to participate in a Small Business Leadership Academy at no cost. Offered in partnership with the Council for Supplier Diversity and the University of San Diego's School of Business this program was designed specifically to give executives of diverse businesses the education and tools needed to improve the health of their organizations and to grow their businesses.

In other areas, local Cox operations will develop and support a supplier diversity mentorship program, similar to one offered in our Atlanta corporate headquarters.

Plans for Recruiting WMDVLGVTBE Suppliers in Low Utilization Areas

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 will be expanding in the coming year, 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.

Plans for Encouraging Prime Contractors to Subcontract WMDVLGVTBE Suppliers

As discussed in section 9.1.5, in 2017, Cox made significant investments, including hiring additional staff, to improve our Tier 2 program and to work directly with our Prime contractors to ensure they meet their Tier 2 obligations. Additionally, for almost all new procurement activities, non-diverse vendors to submit a supplier diversity plan as part of their proposal. These efforts will assist in encouraging non-diverse Prime suppliers to utilize diverse subcontractors.

Plans for Complying with WMDVLGBTBE Program Guidelines

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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