



# COMCAST

## **2020 Supplier Diversity Annual Report & 2021 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 2020, our eleventh year of voluntary reporting pursuant to California General Order 156 (G.O. 156), Comcast California spent 11.17% with California Public Utilities Commission (CPUC) - certified suppliers. Our overall diverse spend increased approximately \$2.9 million year over year, however there was a decrease of one percentage point from the prior year.

During the global COVID-19 pandemic of 2020, the Comcast California team continued its commitment to inclusion and advocacy, both internally and externally, contributing to increases in spending with minority-owned business enterprises (MBE). These positive trends include the additional support of incumbent CPUC suppliers that partner with Comcast California both through prime and subcontracting relationships.

In 2020 our California Tier II spend decreased by \$5.9 million due to economic strains of the pandemic on overall budgets, 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 2021 plan includes specific outreach to these prime business partners as well as additional engagement through continuing to support new opportunities for diverse-owned companies.

In 2020, the enterprise adjusted to the changing needs posed by the COVID-19 pandemic, California wildfires, and national social justice movements. Our overall budget increased and our diverse spend increased as a result in addressing these issues, specifically maintaining, and expanding our high demand network. This afforded opportunities for diverse suppliers to compete for business, especially related to our need for personal protective equipment (PPE). Our materials management, which includes PPE procurement, increased by \$1.7 million of diverse spend compared to 2019.

On June 8, 2020, Comcast announced a comprehensive, multi-year plan to allocate \$100 million to fight injustice and inequality against any race, ethnicity, gender identity, sexual orientation or ability. Internally, a Diversity, Equity, and Inclusion (DE&I) Day was established along with employee forums and committees to increase these imperative initiatives, dialogue, and action. There are measurable strides to increase awareness and inclusion to support our diverse workforce. One product of the social justice commitment is Comcast RISE, which launched in fall 2020 following some of the initial strategy work in the small business pillar of our \$100 million commitment. Comcast RISE was borne out of the visible impact we saw on BIPOC-owned, small businesses both from the pandemic and the social unrest in many cities. Through a simple application process, eligible businesses can receive one of the following marketing and technology services from Effectv (the advertising sales division of Comcast) or Comcast Business (a leading provider of technology for businesses of all sizes):

- Consulting: Advertising and marketing consultation with local Effectv marketing, research and creative teams to gain insights on how to grow your business.
- Media: Access to TV advertising time, over a 90-day period.
- Creative Production: Turnkey production of a 30-second TV commercial, plus a media strategy consultation and 90-day media placement schedule.
- Technology: Computer equipment and internet, voice and cybersecurity services for 12 months.

In the first round of grants announced at the end of 2020, 700 Black-owned small businesses from 285 cities in 29 states received support. Future rounds of grants are aimed at all BIPOC-owned, small businesses, and in the latest extension of Comcast RISE, the company recently announced the Investment Fund, providing \$5 million dollars of grants to hundreds of BIPOC-owned, small businesses.

## Executive Summary (Continued)

The continued partnership across our enterprise 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 regularly scheduled council meetings of the 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, strategic 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.

Comcast California's program goals and initiatives strive to emulate the enterprise-wide Supplier Diversity Program of Comcast NBCUniversal; which is highly regarded and continues to develop. In 2020, Comcast NBCUniversal was ranked #7 for supplier diversity by DiversityInc's 2020 Top 50 Companies for Diversity List, named 'Top Performing Company' by Hispanic Association of Corporate Responsibility and awarded 5 stars on the Corporate Inclusion Index, recognized as the top employer for veterans by Military Times, 2020 Top Diverse Employers, Top supplier Diversity Program and Top LGBTQ+ Friendly companies by Hispanic Network Magazine, recognized as one of the 2020 Top Diverse Employers and Top Supplier Diversity Programs Top LGBTQ+ Friendly companies by Black EOE Journal 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.

The corporate social justice commitment evoked a shift within the enterprise and Comcast California as a contributor to the overall DE&I goals with representation on DE&I councils and committees. In support of the California program, there are additional resources available from our West Division team. At West Division headquarters, two executive-level employees and two analysts partner in supporting supplier diversity initiatives. Monthly sessions are held to collaborate and share best practices with West Division and corporate HQ. Quarterly meetings are conducted to partner with other leaders that are focused on supplier diversity initiatives across the West Division.

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 2021, with support from senior leadership, we will pursue additional internal initiatives that establish goals to secure opportunities to increase engagements with diverse owned partners. We will consistently collaborate with our prime business partners and solicit their partnership in utilizing diverse subcontractors, and to accurately measure usage. Heightened 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

2020 was unlike any previous year, where all events after early March were attended virtually. Once the Shelter in Place (SIP) took effect in California, the joint utilities quickly partnered in coordinating virtual opportunities to connect with diverse suppliers. Our focus of external outreach, technical assistance, building capacity for diverse supplier partnerships, and driving Tier II spend through executing engagement with diversity organizations continued through virtual connection. With the assistance of our women owned business partner, we virtually hosted the tenth anniversary of the 2020 California Cable Supplier Diversity Symposium, which generates interest and support of our initiatives within our program. The symposium included the following technical assistance:

- California Cable Vendor Spotlight (highlighting black and LGBTQ owned businesses)
- Tier II panel discussion focusing on opportunities during COVID-19 pandemic
- 1:1 Strategic Business Connections
- Workshops on business partner and community-based relationships
- Cable company business opportunity presentations during COVID-19 pandemic
- Opportunities to connect with diverse suppliers

All business connections continued virtually from mid-March through 2020 with our Supplier Diversity Manager conducting 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.

In 2020, the team maintained active participation despite the COVID-19 pandemic and attended more than 50 events, which included 13 matchmaking events. Additionally, our team shared information during 12 panel discussions and was actively involved in many events supporting various diversity and inclusion focused community organizations.

**Below is a list of supplier diversity events that Comcast participated in 2020.**

Date	Event Description	Location
Monthly	WRMSDC Construction Steering Committee Meeting	Virtual
Monthly	CHQ, DIV and WD Supplier Diversity Sessions	Virtual
Monthly	Monthly Supplier Diversity Council of CA Meeting	Virtual
1/14/2020	American Indian Chamber Advisory Council Meeting	Virtual
1/14/2020	GO 156 Supplier Diversity LGTBE Session	San Francisco
1/23/2020	American Indian Chamber of Commerce of CA (AICCC) Meeting	Oakland, CA
2/12/2020	LGBT Sacramento Rainbow Chamber	Sacramento, CA
2/18/2020	Elite SDVOB Membership Meeting	Virtual
2/20/2020	Western Regional Minority Supplier Development Council (WRMSDC) Prime Time Event	San Francisco, CA
3/6/2020	Golden Gate Business Association (GGBA) Power Lunch	San Francisco, CA
3/17/2020	Elite Service Disabled Veterans Organization Membership Meeting	Virtual
3/30/2020	Quarterly Joint Utilities Meeting	Virtual
3/31/2020	AICCC Workshop	Virtual
4/1/2020	EMPOWER U: COVID-19 Impact Relief for Small Businesses	Virtual
4/2/2020	Los Angeles Gay Lesbian Chamber of Commerce Online Connection	Virtual
4/9/2020	Joint Utilities Virtual Supplier Session 1	Virtual
4/16/2020	Joint Utilities Virtual Supplier Session 2	Virtual
4/21/2020	American Indian Chamber Tribal Business Empowerment	Virtual

COMCAST		
Description of WMDVLGBTBE Program Activities During the Previous Calendar Year		
Continued		
Date	Event Description	Location
4/22/2020	Western Regional Supplier Minority Development Council (WRMSDC) Business Opportunities	Virtual
4/22/2020	Supplier Diversity Council of CA Meeting	Virtual
4/23/2020	Joint Utilities Virtual Supplier Session 3	Virtual
5/8/2020	American Indian Chamber Tribal Business Empowerment	Virtual
5/20/2020	WRMSDC Construction Opportunities Event	Virtual
5/27/2020	Empower U - Pivoting and Adapting to the New Normal	Virtual
6/23/2020	Delivering Mission Essential Services During the COVID-19 Pandemic	Virtual
6/25/2020	WBEC Pacific IDEATION Symposium and Matchmaking	Virtual
6/24/2020	WRMSDC Construction Working Group Meeting	Virtual
6/24/2020	LGBTBE Workshop Planning Committee Meeting	Virtual
6/30/2020	Quarterly Joint Utilities Meeting	Virtual
6/30/2020	WRMSDC Virtual Awards 2020	Virtual
7/14/2020	GGBA July Make Contact Showcasing Members	Virtual
7/14/2020	2020 Disability:IN Annual Virtual Conference & Expo	Virtual
7/16/2020	Brentwood Chamber of Commerce	Virtual
7/19/2020	AICCC Annual Conference	Virtual
7/22/2020	Supplier Diversity Council of CA Meeting	Virtual
7/29/2020	National Association of Women Business Owners (NAWBO) Propel 2020 - Women In Power	Virtual
7/29/2020	CPUC/JU/LGBT Workshop - LGBTBE Goal Creation Meeting	Virtual
8/6/2020	LAGLCC Networking Mixer	Virtual
8/13/2020	Building for the Future: A WRMSDC Construction Working Group Roadmap to Capacity Building	Virtual
8/21/2020	WRMSDC Annual Expo	Virtual
8/26/2020	LGBTQ Long Beach Chamber Meet the Buyer Event	Virtual
8/27/2020	WRMSDC Pitch Contest, "Opportunity & Connections"	Virtual
9/2/2020	Financial Resilience Webinar: Part 2 of WRMSDC Construction Summer Series	Virtual
9/10/2020	Joint Utilities and LGBT CBO Meeting	Virtual
9/10/2020	Turner Supplier Diversity Summer Series Part 3	Virtual
9/17/2020	WRMSDC Summer Series Part 4: Working with Primes	Virtual
9/23/2020	WRMSDC Supplier Diversity Best Practices Forum	Virtual
9/25/2020	American Indian Chamber Annual General September Meeting	Virtual
9/29/2020	2020 CPUC Supplier Diversity En Banc	Virtual
10/12/2020	2020 Veterans in Business (VIB) Network Virtual Conference	Virtual
10/13/2020	American Indian Chamber Advisory Council Meeting	Virtual
10/19/2020	Quarterly Joint Utilities Meeting	Virtual
10/28/2020	Joint Utilities and All CBO LGBTBE Goal Public Comment Meeting	Virtual
11/5/2020	AICCC Tribal Business Empowerment Program	Virtual
11/12/2020	10th Annual CA Supplier Diversity Cable Symposium	Virtual
11/13/2020	WRMSDC Holiday Gathering	Virtual
11/18/2020	SoCalGas Presents Meet the Primes	Virtual
12/1/2020	CPUC/Joint Utilities Virtual Small/Diverse Business Expo	Virtual
12/10/2020	Accenture's 2020 Global Supplier Inclusion & Sustainability Summit	Virtual
12/11/2020	Quarterly Joint Utilities Meeting	Virtual
12/17/2020	WRMSDC 2020 Annual Meeting	Virtual

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

**Chamber of Commerce Membership**

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)  
 Hispanic Foundation of Silicon Valley  
 Silicon Valley Hispanic Chamber  
 Central CA Hispanic Chamber of Commerce  
 Tulare-Kings Hispanic Chamber of Commerce  
 Fresno Metro Black Chamber of Commerce  
 San Francisco African American Chamber of Commerce

<b>COMCAST</b>	<b>2020 Comcast Supplier Diversity Report</b>	<b>G.O. #156 Sec. 9.1.2</b>
<b>WMDVLGBTBE Annual Results by Ethnicity</b>		

			2020			
			Direct	Sub	Total \$	%
1	<b>Minority Male</b>	Asian Pacific American	\$1,157,780	\$229,734	\$1,387,515	0.23%
2		African American	\$2,061,761	\$1,041,969	\$3,103,730	0.51%
3		Hispanic American	\$4,610,190	\$5,472,940	\$10,083,130	1.66%
4		Native American	\$2,430,366	\$11,484	\$2,441,850	0.40%
5		Total Minority Male	\$10,260,097	\$6,756,127	\$17,016,224	2.80%
6	<b>Minority Female</b>	Asian Pacific American	\$1,247,860	\$1,689,285	\$2,937,145	0.48%
7		African American	\$0	\$0	\$0	0.00%
8		Hispanic American	\$2,482,188	\$2,272,430	\$4,754,618	0.78%
9		Native American	\$0	\$335,709	\$335,709	0.06%
10		Total Minority Female	\$3,730,048	\$4,297,424	\$8,027,472	1.32%
11	Total Minority Business Enterprise (MBE)		\$13,990,145	\$11,053,551	\$25,043,696	4.12%
12	Women Business Enterprise (WBE)		\$38,051,831	\$4,686,334	\$42,738,165	7.04%
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$0	\$0	\$0	0.00%
	Disabled Veteran Business Enterprise (DVBE)		\$24,621	\$0	\$24,621	0.00%
15	Other 8(a)*		\$0	\$0	\$0	0.00%
16	<b>TOTAL WMDVLGBTBE</b>		<b>\$52,066,597</b>	<b>\$15,739,885</b>	<b>\$67,806,482</b>	<b>11.17%</b>
17	<b>Net Procurement**</b>		<b>\$607,128,831</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>2020</b>	<b>G.O. #156 Sec. 9.1.2</b>
<b>WMDVLGBTBE Direct Procurement by Product and Service Categories</b>		

				Products		Services		Total	
				\$	%	\$	%	\$	%
1	Minority Male	Asian Pacific American	Direct	\$9,908	0.00%	\$1,147,872	0.19%	\$1,157,780	0.19%
2		African American	Direct	\$0	0.00%	\$2,061,761	0.34%	\$2,061,761	0.34%
3		Hispanic American	Direct	\$275,471	0.05%	\$4,334,718	0.71%	\$4,610,190	0.76%
4		Native American	Direct		0.00%	\$2,430,366	0.40%	\$2,430,366	0.40%
5		Total Minority Male	Direct	\$285,380	0.05%	\$9,974,717	1.64%	\$10,260,097	1.69%
6	Minority Female	Asian Pacific American	Direct	\$53,912	0.01%	\$1,193,947	0.20%	\$1,247,860	0.21%
7		African American	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
8		Hispanic American	Direct	\$346,951	0.06%	\$2,135,238	0.35%	\$2,482,188	0.41%
9		Native American	Direct		0.00%		0.00%	\$0	0.00%
10		Total Minority Female	Direct	\$400,863	0.07%	\$3,329,185	0.55%	\$3,730,048	0.61%
11	Total Minority Business Enterprise (MBE)	Direct	\$686,243	0.11%	\$13,303,902	2.19%	\$13,990,145	2.30%	
12	Women Business Enterprise (WBE)	Direct	\$11,213,456	1.85%	\$26,838,376	4.42%	\$38,051,832	6.27%	
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Direct	\$0	0.00%		0.00%	\$0	0.00%	
14	Disabled Veteran Business Enterprise (DVBE)	Direct	\$24,621	0.00%	\$0	0.00%	\$24,621	0.00%	
15	Other 8(a)*	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%	
16	<b>TOTAL WMDVLGBTBE***</b>	<b>Direct</b>	<b>\$11,924,320</b>	<b>1.96%</b>	<b>\$40,142,279</b>	<b>6.61%</b>	<b>\$52,066,598</b>	<b>8.58%</b>	

17	Total Product Procurement	\$145,281,208
18	Total Service Procurement	\$461,847,623
19	Net Procurement**	\$607,128,831
20	Total Number of WMDVLGBTBEs that Received Direct Spend	70

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>2020</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	\$11,484	0.00%	\$229,734	0.04%	\$241,218	0.04%
2		African American	Sub	\$840,954	0.14%	\$201,015	0.03%	\$1,041,969	0.17%
3		Hispanic American	Sub	\$0	0.00%	\$5,472,940	0.90%	\$5,472,940	0.90%
4		Native American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
5		Total Minority Male	Sub	\$852,438	0.14%	\$5,903,689	0.97%	\$6,756,127	1.11%
6	Minority Female	Asian Pacific American	Sub	\$782,000	0.13%	\$907,286	0.15%	\$1,689,286	0.28%
7		African American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
8		Hispanic American	Sub	\$2,272,430	0.37%	\$0	0.00%	\$2,272,430	0.37%
9		Native American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
10		Total Minority Female	Sub	\$3,054,430	0.50%	\$907,286	0.15%	\$3,961,716	0.65%
11	Total Minority Business Enterprise (MBE)	Sub	\$3,906,868	0.64%	\$6,810,975	1.12%	\$10,717,843	1.77%	
12	Women Business Enterprise (WBE)	Sub	\$625,499	0.10%	\$4,396,544	0.72%	\$5,022,043	0.83%	
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%	
14	Disabled Veteran Business Enterprise (DVBE)	Sub	\$0	0.00%		0.00%	\$0	0.00%	
15	Other 8(a)*	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%	
16	<b>TOTAL WMDVLGBTBE</b>	<b>Sub</b>	<b>\$4,532,367</b>	<b>0.75%</b>	<b>\$11,207,519</b>	<b>1.85%</b>	<b>\$15,739,886</b>	<b>2.59%</b>	

17	<b>Total Product Procurement***</b>	<b>\$145,281,208</b>
18	<b>Total Service Procurement ***</b>	<b>\$461,847,623</b>
19	<b>Net Procurement**</b>	<b>\$607,128,831</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	2020	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)	\$ 1,027,751		\$2,033,752		\$2,570,700		\$2,430,366	\$0	\$8,062,568	\$1,091,181	\$0	\$24,621	\$0	\$9,178,370	\$240,336,866
	% 0.4%	0.0%	0.8%	0.0%	1.1%	0.0%	1.0%	0.0%	3.4%	0.5%	0.0%	0.0%	0.0%	3.8%	100%
Finished Products / Misc. Goods (20,23,25,31,39,50,51,56,57,59,70)	\$ 0	\$0	\$0	\$0	\$2,656,315	\$2,625,845	\$0	\$0	\$5,282,160	\$9,228,982	\$0	\$0	\$0	\$14,511,142	\$32,091,143
	% 0.0%	0.0%	0.0%	0.0%	8.3%	8.2%	0.0%	0.0%	16.5%	28.8%	0.0%	0.0%	0.0%	45.2%	100%
Technical Equipment / Analysis Instruments (34,35,36,38)	\$ 124,590	\$835,912	\$0	\$0	\$244,465	\$0	\$0	\$0	\$1,204,967	\$1,167	\$0	\$0	\$0	\$1,206,134	\$115,427,167
	% 0.1%	0.7%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	1.0%	0.0%	0.0%	0.0%	0.0%	1.0%	100%
Transportation / Repair / Food (40,42,45,47,53,54,55,58,75,76)	\$ 0	\$0	\$1,069,978	\$0	\$0	\$0	\$0	\$0	\$1,069,978	\$28,965,272	\$0	\$0	\$0	\$30,035,250	\$33,623,308
	% 0.0%	0.0%	3.2%	0.0%	0.0%	0.0%	0.0%	0.0%	3.2%	86.1%	0.0%	0.0%	0.0%	89.3%	100%
Professional Services (61,65,67,73,87,89)	\$ 235,174	\$1,538,888	\$0	\$0	\$4,611,649	\$2,128,773	\$0	\$0	\$8,514,485	\$3,707,322	\$0	\$0	\$0	\$12,221,807	\$89,586,683
	% 0.3%	1.7%	0.0%	0.0%	5.1%	2.4%	0.0%	0.0%	9.5%	4.1%	0.0%	0.0%	0.0%	13.6%	100%
Legal Services (81)	\$ 0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$5,055,276
	% 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%
Communications / Other Services (27,48,72,78,80,82,83,86,92,96)	\$ 0	\$562,345	\$0	\$0	\$0	\$0	\$0	\$0	\$562,345	\$74,958	\$0	\$0	\$0	\$637,303	\$90,991,913
	% 0.0%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.6%	0.1%	0.0%	0.0%	0.0%	0.7%	100%
Rubber & Misc. Plastic Products	\$ 0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$4,991	\$0	\$0	\$0	\$4,991	\$4,991
	% 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%
Transportation Equipment	\$ 11,484	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$11,484	\$0	\$0	\$0	\$0	\$11,484	\$11,484
	% 100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%
<b>TOTAL</b>	<b>\$ 1,387,515</b>	<b>\$2,937,145</b>	<b>\$3,103,730</b>	<b>\$0</b>	<b>\$10,083,130</b>	<b>\$4,754,618</b>	<b>\$2,430,366</b>	<b>\$0</b>	<b>\$24,696,504</b>	<b>\$43,073,873</b>	<b>\$0</b>	<b>\$24,621</b>	<b>\$0</b>	<b>\$67,806,482</b>	<b>\$607,128,831</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%	11.17%	100.00%

Total Product Procurement	\$145,281,208
Total Service Procurement	\$461,847,623

Net Procurement***	\$607,128,831
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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	2020	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 2020 Summary					
	MBE	WBE	LGBTBE****	DVBE****	Other 8(a)*	Grand Total	MBE	WBE	LGBTBE****	DVBE****	Other 8(a)*	Grand Total
Under \$1 million	2	12		1		15	2	12		1		15
Under \$5 million	5	8				13	5	8				13
Under \$10 million	4	6				10	4	6				10
Above \$10 million	14	18				32	14	18				32
<b>TOTAL</b>	<b>25</b>	<b>44</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>70</b>	<b>25</b>	<b>44</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>70</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	\$1,604,267,561	\$12,251,748,856	\$0	\$0		\$13,856,016,417	\$37,334	\$4,699,282	\$0	\$24,621		\$4,761,238
Under \$5 million	\$736,922	\$33,398,381	\$0	\$0		\$34,135,303	\$4,831,199	\$4,798,281	\$0	\$0		\$9,629,480
Under \$10 million	\$22,339,859	\$32,168,931	\$0	\$0		\$54,508,790	\$4,638,765	\$303,645	\$0	\$0		\$4,942,410
Above \$10 million	\$21,129,615	\$62,797,067	\$0	\$0		\$83,926,682	\$7,508,925	\$40,964,430	\$0	\$0		\$48,473,355
<b>TOTAL</b>	<b>\$1,648,473,957</b>	<b>\$12,380,113,235</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$14,028,587,192</b>	<b>\$17,016,224</b>	<b>\$50,765,638</b>	<b>\$0</b>	<b>\$24,621</b>	<b>\$0</b>	<b>\$67,806,482</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.

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

COMCAST	2020	G.O. #156 Sec. 9.1.2
Description of WMDVLGBTBEs with CA Majority Workforce		

Comcast reports 38 of the 70 WMDVLGBTBEs with California Majority Workforce.

COMCAST	2020	G.O. #156 Sec. 9.1.3
WMDVLGBTBE Program Expenses		

Expense Category	Year (Actual)
Wages	\$150,000
Other Employee Expenses	\$0
Program Expenses	\$82,076
Reporting Expenses	\$0
Training	\$0
Consultants	\$0
Other	\$0
<b>TOTAL</b>	<b>\$232,076</b>

<b>COMCAST</b>	<b>2020</b>	<b>G.O. #156 Sec. 9.1.4</b>
<b>Description of Progress in Meeting or Exceeding Set Goals</b>		

As a percent of total procurement, Comcast California's 2019 spending with CPUC-certified businesses decreased, from 12.07% to 11.17% in 2020. There was an increase in minority, male spend with African American, Hispanic American, and Native American categories. Our prime business partners reported a decrease in Tier II diverse spending impacting their capital spending opportunities due to the COVID-19 pandemic. In 2021 continued focus on prime business partner engagement and supporting incumbent business partners will provide additional procurement opportunities, internal and external outreach and securing opportunities for the diverse suppliers.

The procurement journey in 2020 consisted of areas of opportunity and some success stories. The COVID-19 pandemic brought challenges; however, the key business goal was achieved by providing connectivity to the customers that we serve. Our focus was and remains to keep our organization and communities safe with the proper personal protective equipment (PPE) and to follow social distancing guidelines. We connected with our business partners to assist in these safety precautions and they delivered. MBE and DVBE firms provided thousands of facial coverings to assist our teams with these efforts during the onset of the pandemic. Diverse supplier referrals were provided to our teams enterprise wide and to our business partners for their efforts in implementing safety during the pandemic and California wildfires.

To ensure quality control, Comcast purchases all materials that our construction suppliers use for expansions and upgrades. This requires our prime construction partners to coordinate 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.

Over 50% of the Comcast California spending relates to network construction, some of which is associated with the wildfires that again occurred in Northern California. The volume of our construction activity impacts our diversity spend by limiting the number of construction companies' capacity to work within our plant. The region's Supplier Diversity efforts are still rebounding from the recent exclusion of three prime business partners. Comcast California experienced a significant loss in CPUC certified diverse spend when a firm no longer was eligible for CPUC certification, although we have prime business partners that are non-diverse, they are reporting their efforts in collaborating with diverse subcontractors. One firm unable to qualify for diverse certification, reported \$5.6 million with CPUC certified subcontractors.

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 \$67 million with CPUC-certified suppliers in 2020, nationally, over \$1.8 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.

An area of exploration in 2021 involves analysis of allocations executed through our West Division shared services specifically related to customer service. Through analysis conducted in 2020, it was determined that a CPUC supplier supported the customer service efforts, however, since the spend was accounted for through our West Division as 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	2020	G.O. #156 Sec. 9.1.4
<b>WMDVLGBTBE Results and Goals</b>		

Category	2020 Results	2020 Goals
Minority Men	2.80%	4.19%
Minority Women	1.32%	4.19%
Minority Business Enterprise (MBE)	4.12%	8.38%
Women Business Enterprise (WBE)	7.04%	5.38%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	0.00%	0.02%
Disabled Veteran Business (DVBE)	0.00%	0.24%
<b>TOTAL WMDVLGBTBE</b>	<b>11.16%</b>	<b>14.02%</b>

% - PERCENTAGE OF NET PROCUREMENT

<b>COMCAST</b>	<b>2020</b>	<b>G.O. #156 Sec. 9.1.5</b>
<b>Description of Prime Contractor Utilization of WMDVLGBTBE Subcontractors</b>		

In 2020, Comcast California experienced a decrease of \$5.9 million in Tier II spend with a construction supplier which results in our highest procurement spend category. Our partners have a significant role in the success of our operations, and the prime business partners have major roles supporting our initiatives and goals. Our partnerships are vital to our operations and our prime business partners are also integral to the success of Comcast California's Supplier Diversity Program. Prime business partners contributed to supporting Comcast California by virtually 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 primes' 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.

In 2020, our prime business partners experienced the impact of the COVID-19 pandemic by reducing their capital spend compared to prior years. As many businesses adjusted to the economic strains of the pandemic, so did our prime business partners. In the area of vehicle purchases, our prime business partners reported reductions when in previous years they had consistent spend in this area. There was additional consolidation of construction resources, which impacted CPUC suppliers that they consistently utilized. In noting these spending trends, Comcast California's Supplier Diversity Program plan includes additional efforts and focus in executing diverse spend goals for our partners to achieve.

On November 12, 2020 Comcast partnered with Charter Communications and Cox to host our 10<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 virtual panel discussion focusing on the future and trends in collaborating in the cable industry, as well participating in one-on-one meetings to better connect with prospective suppliers. One of our prime partners leaned in by participating in a panel discussion on how to do business with the organization and sharing their specific needs within their operation supporting our CA Region. This will be a model for our suppliers moving forward into 2021 to provide increased awareness of our prime business partners' operations and their immediate needs.

Our Supplier Diversity Program plan includes increased engagement with our prime business partners in identifying and hiring diverse sub-contractors throughout our footprint as well as assisted with certifications/re-certifications. Continued analysis of our prime partners' needs will be conducted to identify diverse Tier II suppliers who may be candidates for becoming prime construction contractors and further actions are highlighted in the 2021 Annual Plan.



COMCAST	2020 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>	\$10,260,097	\$3,730,047	\$13,990,144	\$38,051,832	\$0	\$24,621	\$0	\$52,066,597
<b>Subcontracting \$</b>	\$6,756,127	\$3,961,715.72	\$10,717,843	\$5,022,043	\$0	\$0	\$0	\$15,739,886
<b>Total \$</b>	<b>\$17,016,224</b>	<b>\$7,691,763</b>	<b>\$24,707,987</b>	<b>\$43,073,875</b>	<b>\$0</b>	<b>\$24,621</b>	<b>\$0</b>	<b>\$67,806,482</b>
<b>Direct %</b>	1.69%	0.61%	2.30%	6.27%	0.00%	0.00%	0.00%	8.58%
<b>Subcontracting %</b>	1.11%	0.83%	1.77%	0.83%	0.00%	0.00%	0.00%	2.59%
<b>Total %</b>	<b>2.80%</b>	<b>1.44%</b>	<b>4.07%</b>	<b>7.09%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>11.17%</b>
<b>Net Procurement**</b>		\$607,128,831						

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	2020	G.O. #156 Sec. 9.1.6
A List of WMDVLGBTBE Complaints Received and Current Status		

No complaints received in 2020.

## Description of Efforts to Recruit WMDVLGBTBE Suppliers in Low Utilization Categories

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

### 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 17th consecutive year in 2020, 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 six diverse firms to underwrite approximately \$86 million of financing in 2019 and 11 diverse firms to underwrite approximately \$246 million of financing in 2020.

**Diverse Money Managers:** Comcast utilizes diverse firms as money managers. Comcast used, and continues to use, 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.

### 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 \$2.7 million with diverse law firms in 2020 and 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, and working with majority firms to encourage hiring, retention and use of diverse counsel.
- **Outreach** – Works with women-owned and minority-owned law firms and serves as attorney liaisons with national affinity groups.

2020 was a unique year for legal outreach activities, Comcast's General Counsel held an offsite meeting for 275 of the company's senior attorneys, which included a session on diversity and inclusion. 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.

COMCAST

2020

G.O. #156 Sec. 9.1.7

Description of Efforts to Recruit WMDVLGBTBE Suppliers in Low Utilization Categories

**Low Utilization Categories - Continued****Diverse Media and Advertising Outlets**

Our consistent support of diversity within financial and legal services continued with Comcast California's diversity spend, including approximately \$14.1 million with diverse advertising outlets. Burrell Communications, a diverse partner, continues to serve as Comcast Corporation's agency of record for African American and LGBTQ creative advertising, and Gallegos United, a diverse partner, continues to serve as Comcast Corporation's Agency of Record for Hispanic and Asian American/International segments creative advertising.

COMCAST	2020	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 2021					Mid-Term 2022					Long-Term 2023				
	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>	1.68%	4.26%	0.05%	0.05%	6.03%	1.59%	5.56%	0.02%	0.04%	7.21%	2.06%	7.16%	0.03%	0.05%	9.30%
<b>Subtotal</b>	1.68%	4.26%	0.05%	0.05%	6.03%	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%	0.05%	0.23%	7.99%	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%	0.05%	0.23%	7.99%	8.61%	1.21%	0.02%	0.00%	9.83%	11.14%	1.53%	0.03%	0.00%	12.70%

<b>TOTAL</b>	8.13%	5.51%	0.10%	0.28%	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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<b>COMCAST</b>	<b>2021</b>	<b>G.O. #156 Sec. 10.1.2</b>
<b>Description of WMDVLGBTBE Planned Program Activities for the Next Calendar Year</b>		

## **2021 Annual Plan**

### **ENHANCING THE PROGRAM IN 2021**

#### **(Section 10.1.2)**

#### **Internal**

We continue to explore methods to connect virtually with diverse suppliers during the ongoing COVID-19 pandemic. We plan to continue to provide various outreach opportunities on behalf of Comcast, with other joint utilities and business partners. We look forward to implementing Comcast California's 2021 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 associated with entering 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 2021, 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.

COMCAST	2021	G.O. #156 Sec. 10.1.2
Description of WMDVLGBTBE Planned Program Activities for the Next Calendar Year		

## 2021 Annual Plan

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

#### Outreach Opportunities - Continued

#### Outreach Opportunities:

- Launch Supplier Diversity Program SharePoint and portal for easy access to CPUC diverse suppliers and other resources to empower teams
- Establish defined Supplier Diversity Champions within the region
- 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
- Presentations and mentoring for small, developing companies
- Co-host CA Supplier Diversity Cable Symposium 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

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

Establish diverse spend goals for prime partner continued engagement

Highly recommend participation of diverse supplier matchmaking/meet the buyer events

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

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 WMDVLGBTBE Procurement Spend <sup>3</sup>	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						
		Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Total	Total	Total	Total	Total	Total						
Power Purchased	Renewable Power Products Direct	\$																							
		%																							
	\$ <sup>2</sup>																								
	% <sup>2</sup>																								
Non-Renewable Power Products Direct	Physical	\$																							
		%																							
	\$ <sup>2</sup>																								
	% <sup>2</sup>																								
Fuels for Generation	Diesel Direct	\$																							
		%																							
	Nuclear Direct	\$																							
		%																							
Natural Gas Direct	Physical	\$																							
	%																								
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