



March 1, 2024

VIA ELECTRONIC FILING

Ms. Rachel Peterson  
Executive Director  
California Public Utilities Commission  
505 Van Ness Ave.  
San Francisco, CA 94102-3214  
Rachel.Peterson@cpuc.ca.gov

Dear Executive Director Peterson,

Charter Fiberlink CA-CCO, LLC, Time Warner Cable Information Services (California), LLC and Bright House Networks Information Services (California), LLC (collectively referred to as "Charter") hereby submit the 2023 Supplier Diversity Spending Report and 2024 Plan in accordance with General Order 156.

Charter's commitment to the fundamental values of diversity and inclusion extends to all aspects of the organization and Charter is committed to fully pursue the goals of General Order 156 (GO 156). As part of this commitment, Charter is working to enhance its Supplier Diversity program nationally, and in California, submit appropriate GO 156 filings, attend biannual CPUC Expos, participate at multiple levels in the Commission's En Banc hearing, as well as support additional activities sponsored by the CPUC or supplier diversity organizations in California to establish relationships with women-owned, minority-owned, disabled veteran-owned, LGBT-owned and disabled person owned business enterprises (diverse-owned).

Please call me at 310-765-2185 or email [Torry.Somers@Charter.com](mailto:Torry.Somers@Charter.com) if you have any questions.

Best regards,

Torry Somers  
Vice President, State Regulatory Affairs - West  
Charter Communications  
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## **Annual Report**

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Charter Communications	2023 Report	G.O. #156 Sec. 9.1.1
Description of Supplier Diversity Program Activities During the Previous Calendar Year		

Charter prioritizes partnerships and activities that give us the ability to identify, engage and track spend with women-owned, minority-owned, disabled veteran-owned, LGBT-owned and disabled person owned business enterprises (diverse-owned) for the purposes of progressing our supplier diversity program in California and nationally.

Internal Activities

- Partnered with our California Field Operations organization to update the opportunity pipeline for diverse suppliers identifying potential areas of need within California
- Continued Tier 1 and Tier 2 diverse spend reporting and activated additional reporting for Prime suppliers. Enhanced California specific Tier 2 diverse spend reporting by automating the reporting process and increasing communication with Prime suppliers
- Enhanced our internal supplier management systems to support improved ability to identify, track, and report on existing diverse suppliers within the supply base
- Provided quarterly diverse spend reporting to the executive of each internal Charter business unit and major operating function
- Provided diverse spend reporting for the annual corporate board of directors meeting
- Held 2 External Diversity and Inclusion Council (EDIC) meetings to assist and advise Charter in the development, monitoring and evaluation of all diversity efforts including supplier diversity. Our EDIC is made up of national civic and business leaders and helps us to implement our D&I strategy in an impactful way
- Created a direct pathway for EDIC members to recommend qualified diverse suppliers to be considered for Charter opportunities
- Communicated with Charter leaders at the VP and above levels about our D&I Strategy, inclusive of the Supplier Diversity program, which included information on how best to recommend diverse suppliers. We continue to maintain information on Supplier Diversity on Charter’s D&I intranet pages, including how employees may refer diverse suppliers

External Activities

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

- Continued corporate partnerships and engagement with National Minority Supplier Development Council (NMSDS) and multiple regional affiliate chapters, Women’s Business Enterprise National Council (WBENC) and 1 affiliate chapter, Disability:IN, National Gay and Lesbian Chamber of Commerce (NGLCC) and 2 affiliate chapters, US Pan Asian American Chamber of Commerce (USPAACC), tech:SCALE, and with the Coalition for Veteran Owned Businesses (CVOB)
- Initiated corporate partnerships with Veterans In Business Network (VIB) and National Veterans Business Development Council (NVBDC)

- Held board seats for the Southern California Minority Supplier Diversity Council (SCMSDC), tech:SCALE, Cal Asian Chamber of Commerce, National Diversity Coalition (Advisory Board), and the Orange County Asian Business Association (Advisory Board)
- Developed and hosted the Colorado BizPitch with NGLCC and the Colorado LGBTQ Chamber of Commerce
- Co-chaired the Annual California Cable Supplier Diversity Symposium to inform and connect prospective suppliers with Tier 1 and Tier 2 opportunities with Cable MSOs
- Co-chaired the CPUC Joint Utilities Council with Comcast and Cox Communications
- Maintained externally facing internet page on Supplier Diversity at Charter, including a contact form for diverse suppliers to connect with the Company
- Received recognition from the Institute for Supply Management as Diversity Trailblazer for our Supplier Diversity program achievements
- Received recognition from the Colorado LGBTQ Chamber of Commerce for Corporation of the Year for Supplier Diversity and BRG engagement
- Members of Charter’s Supplier Diversity and Strategic Sourcing teams attended the following events in 2023:

<b>Organizer</b>	<b>Event</b>	<b>Location</b>	<b>Date</b>
WBENC	National Conference	Nashville, TN	March
MMTC	Supplier Diversity Webinar	Virtual	March
NGLCC	Transgender & Gender Expansive (TGX) Initiative Matchmaker	Virtual	April
Mountain Plains MSDC	Virtual Corporate Roundtable with MBE Tier 2 Spotlight	Virtual	May
NGLCC	Platinum Circle Matchmaker	Virtual	May
SCMSDC	Business Beyond Barriers Conference + Expo	Los Angeles, CA	June
NMSDC	Business Diversity Leadership Summit	Chicago, IL	July
USBC	National Conference	Washington, DC	July
NGLCC	Construction Matchmaker	Virtual	July
GNEMSDC	Summer Matchmaker	Virtual	August
NGLCC/COLGBTQCC	Colorado BizPitch Competition	Denver, CO	August
NGLCC	International Business & Leadership Conference	Denver, CO	August
USBC	US Black Chamber 2023 Matchmaking	Virtual	September
CPUC	Small and Diverse Business Expo	Escondido, CA	September
CPUC	21st Annual Supplier Diversity En Banc	Escondido, CA	September
NMSDC	National Conference	Baltimore, MD	October
NMSDC	NMSDC RPO Corporate Matchmaker	Baltimore, MD	October
SCMSDC	LEA Awards	Los Angeles, CA	November
COLGBTQCC	Annual Awards Reception	Denver, CO	November
NVBDC	National Conference and Vets Night Out	Louisville, KY	November
VIB	National Conference	San Diego, CA	November
CA Cable MSO	13th Annual California Cable Supplier Diversity Symposium	Santa Ana, CA	November
NGLCC	NBIC Unity Week	Philadelphia, PA	November
Carolinas GLCC	Annual Awards Gala	Charlotte, NC	December

Charter Communications	2023 Report	G.O. #156 Sec. 9.1.2
<b>Supplier Diversity Results by Ethnicity</b>		

		2023 Report				
		Direct Spend <sup>1</sup> \$	Sub Spend <sup>2</sup> \$	Total \$	%	
1	<b>Minority Male</b>	African American	\$ 1,233,172	\$ 506,902	\$ 1,740,074	0.24%
2		Asian Pacific American	\$ 29,677,037	\$ 47,727	\$ 29,724,764	4.14%
3		Hispanic American	\$ 38,618,909	\$ 620,560	\$ 39,239,469	5.46%
4		Native American	\$ -	\$ -	\$ -	0.00%
5		<b>Total Minority Male</b>	<b>\$ 69,529,118</b>	<b>\$ 1,175,188</b>	<b>\$ 70,704,306</b>	<b>9.84%</b>
6	<b>Minority Female</b>	African American	\$ -	\$ -	\$ -	0.00%
7		Asian Pacific American	\$ 63,161	\$ -	\$ 63,161	0.01%
8		Hispanic American	\$ 5,989,297	\$ -	\$ 5,989,297	0.83%
9		Native American	\$ -	\$ -	\$ -	0.00%
10		<b>Total Minority Female</b>	<b>\$ 6,052,458</b>	<b>\$ -</b>	<b>\$ 6,052,458</b>	<b>0.84%</b>
11	Total Minority Business Enterprise (MBE)		\$ 75,581,576	\$ 1,175,188	\$ 76,756,764	10.68%
12	Women Business Enterprise (WBE)		\$ 21,243,214	\$ 107,924	\$ 21,351,137	2.97%
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$ -	\$ -	\$ -	0.00%
14	Disabled Veteran Business Enterprise (DVBE)		\$ 6,122,739	\$ -	\$ 6,122,739	0.85%
15	Persons with Disabilities Business Enterprise (DBE)		\$ -	\$ -	\$ -	0.00%
16	8(a)*		\$ -	\$ -	\$ -	0.00%
17	<b>Total Supplier Diversity Spend</b>		<b>\$ 102,947,528</b>	<b>\$ 1,283,112</b>	<b>\$ 104,230,640</b>	<b>14.51%</b>
18	Net Procurement**		\$ 718,445,276			

**NOTES:**

\* 8(a) - Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).

\*\* Net Procurement includes purchase orders, non-purchase orders, and credit card dollars.

<sup>1</sup> Direct - Means Direct Procurement: when a utility directly procures from a supplier.

<sup>2</sup> Sub - Means Subcontractor Procurement: when a prime contractor, in contract with a utility, procures from a subcontractor to fulfil its contractual obligation(s).

% - Percentage of Net Procurement.

<b>Charter Communications</b>	<b>2023 Report</b>	<b>G.O. #156 Sec. 9.1.2</b>
<b>Supplier Diversity Direct Procurement Results by Product and Service Categories</b>		

				2023 Report						
				Product		Service		Total		
				\$	%	\$	%	\$	%	
1	<b>Minority Male</b>	African American	Direct	\$ 1,233,172	0.17%	\$ -	0.00%	\$ 1,233,172	0.17%	
2		Asian Pacific American	Direct	\$ 2,846	0.00%	\$ 29,674,191	4.13%	\$ 29,677,037	4.13%	
3		Hispanic American	Direct	\$ 34,639	0.00%	\$ 38,584,270	5.37%	\$ 38,618,909	5.38%	
4		Native American	Direct	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%	
5		<b>Total Minority Male</b>	Direct	<b>\$ 1,270,656</b>	<b>0.18%</b>	<b>\$ 68,258,461</b>	<b>9.50%</b>	<b>\$ 69,529,118</b>	<b>9.68%</b>	
6	<b>Minority Female</b>	African American	Direct	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%	
7		Asian Pacific American	Direct	\$ 2,406	0.00%	\$ 60,754	0.01%	\$ 63,161	0.01%	
8		Hispanic American	Direct	\$ 43,078	0.01%	\$ 5,946,220	0.83%	\$ 5,989,297	0.83%	
9		Native American	Direct	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%	
10		<b>Total Minority Female</b>	Direct	<b>\$ 45,484</b>	<b>0.01%</b>	<b>\$ 6,006,974</b>	<b>0.84%</b>	<b>\$ 6,052,458</b>	<b>0.84%</b>	
11	<b>Total Minority Business Enterprise (MBE)</b>		Direct	<b>\$ 1,316,140</b>	<b>0.18%</b>	<b>\$ 74,265,435</b>	<b>10.34%</b>	<b>\$ 75,581,576</b>	<b>10.52%</b>	
12	<b>Women Business Enterprise (WBE)</b>		Direct	<b>\$ 2,804,703</b>	<b>0.39%</b>	<b>\$ 18,438,510</b>	<b>2.57%</b>	<b>\$ 21,243,214</b>	<b>2.96%</b>	
13	<b>Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)</b>		Direct	<b>\$ -</b>	<b>0.00%</b>	<b>\$ -</b>	<b>0.00%</b>	<b>\$ -</b>	<b>0.00%</b>	
14	<b>Disabled Veteran Business Enterprise (DVBE)</b>		Direct	<b>\$ -</b>	<b>0.00%</b>	<b>\$ 6,122,739</b>	<b>0.85%</b>	<b>\$ 6,122,739</b>	<b>0.85%</b>	
15	<b>Persons with Disabilities Business Enterprise (DBE)</b>		Direct	<b>\$ -</b>	<b>0.00%</b>	<b>\$ -</b>	<b>0.00%</b>	<b>\$ -</b>	<b>0.00%</b>	
16	<b>8(a)*</b>		Direct	<b>\$ -</b>	<b>0.00%</b>	<b>\$ -</b>	<b>0.00%</b>	<b>\$ -</b>	<b>0.00%</b>	
17	<b>Total Supplier Diversity Spend</b>			Direct	<b>\$ 4,120,844</b>	<b>0.57%</b>	<b>\$ 98,826,684</b>	<b>13.76%</b>	<b>\$ 102,947,528</b>	<b>14.33%</b>
18	<b>Net Procurement**</b>			\$ 718,445,276						
19	<b>Net Product Procurement</b>			\$ 99,090,885						
20	<b>Net Service Procurement</b>			\$ 619,354,391						
21	<b>Total Number of Diverse Suppliers that Received Direct Spend</b>			42						

**NOTES:**

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\*\* Net Procurement includes purchase orders, non-purchase orders, and credit card dollars.

Direct - means Direct Procurement: when a utility directly procures from a supplier.

% - Percentage of Net Procurement.

<b>Charter Communications</b>	<b>2023 Report</b>	<b>G.O. #156 Sec. 9.1.2</b>
<b>Supplier Diversity Subcontractor Procurement Results by Product and Service Categories</b>		

				2023 Report					
				Product		Service		Total	
				\$	%	\$	%	\$	%
1	<b>Minority Male</b>	African American	Sub	\$ -	0.00%	\$ 506,902	0.07%	\$ 506,902	0.07%
2		Asian Pacific American	Sub	\$ -	0.00%	\$ 47,727	0.01%	\$ 47,727	0.01%
3		Hispanic American	Sub	\$ -	0.00%	\$ 620,560	0.09%	\$ 620,560	0.09%
4		Native American	Sub	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
5		<b>Total Minority Male</b>	Sub	<b>\$ -</b>	<b>0.00%</b>	<b>\$ 1,175,188</b>	<b>0.16%</b>	<b>\$ 1,175,188</b>	<b>0.16%</b>
6	<b>Minority Female</b>	African American	Sub	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
7		Asian Pacific American	Sub	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
8		Hispanic American	Sub	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
9		Native American	Sub	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
10		<b>Total Minority Female</b>	Sub	<b>\$ -</b>	<b>0.00%</b>	<b>\$ -</b>	<b>0.00%</b>	<b>\$ -</b>	<b>0.00%</b>
11 Total Minority Business Enterprise (MBE)			Sub	\$ -	0.00%	\$ 1,175,188	0.16%	\$ 1,175,188	0.16%
12 Women Business Enterprise (WBE)			Sub	\$ 86,497	0.01%	\$ 49,597	0.01%	\$ 136,093	0.02%
13 Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)			Sub	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
14 Disabled Veteran Business Enterprise (DVBE)			Sub	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
15 Persons with Disabilities Business Enterprise (DBE)			Sub	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
16 8(a)*			Sub	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
17 Total Supplier Diversity Spend			Sub	<b>\$ 86,497</b>	<b>0.01%</b>	<b>\$ 1,224,785</b>	<b>0.17%</b>	<b>\$ 1,311,282</b>	<b>0.18%</b>
18 Net Procurement**				\$ 718,445,276					
19 Net Product Procurement				\$ 99,090,885					
20 Net Service Procurement				\$ 619,354,391					

**NOTE:**

\* 8(a) - Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).

\*\* Net Procurement includes purchase orders, non-purchase orders, and credit card dollars.

Sub - means Subcontractor Procurement: when a prime contractor, in contract with a utility, procures from a subcontractor to fulfill its contractual obligation(s).

% - Percentage of Net Procurement.

<b>Charter Communications</b>	<b>2023 Report</b>	<b>G.O. #156 Sec. 9.1.2</b>
<b>Supplier Diversity Results by Standard Industrial Classification (SIC) Codes</b>		

SIC Code	African American		Asian Pacific 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)	Persons with Disabilities Business Enterprise (DBE)	8(a)*	Total Supplier Diversity Spend	Total Procurement
	Male	Female	Male	Female	Male	Female	Male	Female								
15 - Building Cnstrcn - General Contractors & Operative Builders	\$ -	\$ -	\$ 1,810,651	\$ -	\$ 635,127	\$ -	\$ -	\$ -	\$ 2,445,778	\$ 13,551	\$ -	\$ 750,882	\$ -	\$ -	\$ 3,210,211	\$ 5,521,725
%	0.00%	0.00%	32.79%	0.00%	11.50%	0.00%	0.00%	0.00%	44.29%	0.25%	0.00%	13.60%	0.00%	0.00%	58.14%	0.77%
16 - Heavy Cnstrcn, Except Building Construction - Contractors	\$ -	\$ -	\$ 15,422,059	\$ -	\$ 36,261,934	\$ -	\$ -	\$ -	\$ 51,683,992	\$ 1,375,702	\$ -	\$ 2,852,380	\$ -	\$ -	\$ 55,912,075	\$ 230,008,977
%	0.00%	0.00%	6.70%	0.00%	15.77%	0.00%	0.00%	0.00%	22.47%	0.60%	0.00%	1.24%	0.00%	0.00%	24.31%	31.96%
17 - Construction - Special Trade Contractors	\$ -	\$ -	\$ 12,392,740	\$ -	\$ 1,207,706	\$ 1,376,997	\$ -	\$ -	\$ 14,977,443	\$ 46,106	\$ -	\$ 2,517,126	\$ -	\$ -	\$ 17,542,675	\$ 71,430,756
%	0.00%	0.00%	17.35%	0.00%	1.69%	1.93%	0.00%	0.00%	20.97%	0.07%	0.00%	3.52%	0.00%	0.00%	24.56%	9.92%
25 - Furniture and Fixtures	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 28,943	\$ -	\$ -	\$ -	\$ 28,943	\$ 581,963
%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	4.97%	0.00%	0.00%	0.00%	0.00%	4.97%	0.08%
33 - Primary Metal Industries	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 13,672
%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
35 - Industrial and Commercial Machinery and Computer Equipment	\$ 999	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 999	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 999	\$ 735,394
%	0.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.14%	0.10%
36 - Electronic, Electrl Eqpmnt & Cmpnts, Excpt Computer Eqpmnt	\$ 1,215,160	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,215,160	\$ 1,425,738	\$ -	\$ -	\$ -	\$ -	\$ 2,640,898	\$ 34,086,403
%	3.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	3.56%	4.18%	0.00%	0.00%	0.00%	0.00%	7.75%	4.74%
38 - Mesr/Anlyz/Cntrl Instrmnts; Photo/Med/Opt Gds; Watches/Clocks	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
50 - Wholesale Trade - Durable Goods	\$ 17,012	\$ -	\$ 2,846	\$ -	\$ 34,639	\$ 42,988	\$ -	\$ -	\$ 97,484	\$ 1,343,954	\$ -	\$ -	\$ -	\$ -	\$ 1,441,438	\$ 39,854,739
%	0.04%	0.00%	0.01%	0.00%	0.09%	0.11%	0.00%	0.00%	0.24%	3.37%	0.00%	0.00%	0.00%	0.00%	3.62%	5.54%
51 - Wholesale Trade - Nondurable Goods	\$ -	\$ -	\$ -	\$ 2,406	\$ -	\$ 369	\$ -	\$ -	\$ 2,775	\$ 182	\$ -	\$ -	\$ -	\$ -	\$ 2,957	\$ 1,879,529
%	0.00%	0.00%	0.00%	0.13%	0.00%	0.02%	0.00%	0.00%	0.15%	0.01%	0.00%	0.00%	0.00%	0.00%	0.16%	0.26%
65 - Real Estate	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 51,731,355
%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	7.19%
73 - Business Services	\$ -	\$ -	\$ 45,172	\$ 6,569	\$ 805,120	\$ 4,567,792	\$ -	\$ -	\$ 5,424,373	\$ 993,670	\$ -	\$ 2,350	\$ -	\$ -	\$ 6,420,393	\$ 107,757,094
%	0.00%	0.00%	0.04%	0.01%	0.75%	4.24%	0.00%	0.00%	5.03%	0.92%	0.00%	0.00%	0.00%	0.00%	5.96%	14.97%
87 - Engineering, Accounting, Research, Management & Related Svcs	\$ -	\$ -	\$ -	\$ -	\$ 195,099	\$ 1,152	\$ -	\$ -	\$ 196,251	\$ 2,350	\$ -	\$ -	\$ -	\$ -	\$ 198,601	\$ 1,162,339
%	0.00%	0.00%	0.00%	0.00%	2.72%	0.02%	0.00%	0.00%	2.74%	0.03%	0.00%	0.00%	0.00%	0.00%	2.77%	1.00%
All Other SIC Codes	\$ 506,902	\$ -	\$ 51,576	\$ 54,186	\$ 99,845	\$ -	\$ -	\$ -	\$ 712,508	\$ 16,147,111	\$ -	\$ -	\$ -	\$ -	\$ 16,859,619	\$ 168,992,614
%	0.30%	0.00%	0.03%	0.03%	0.06%	0.00%	0.00%	0.00%	4.2%	9.55%	0.00%	0.00%	0.00%	0.00%	9.98%	23.48%
<b>Total</b>	\$ 1,740,074	\$ -	\$ 29,725,044	\$ 63,161	\$ 39,239,469	\$ 5,989,297	\$ -	\$ -	\$ 76,756,764	\$ 21,379,307	\$ -	\$ 6,122,739	\$ -	\$ -	\$ 104,258,810	\$ 719,756,558
%	0.24%	0.00%	4.13%	0.01%	5.45%	0.83%	0.00%	0.00%	10.66%	2.97%	0.00%	0.85%	0.00%	0.00%	14.49%	100.00%
Net Procurement**	\$ 718,445,276															

**NOTES:**  
 \* 8(a) - Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (50 USC 156 Section 1.3.13).  
 \*\* Net Procurement includes purchase orders, non-purchase orders, and credit card dollars.  
 % - Percentage of row Total Procurement.



<b>Charter Communications</b>	<b>2023 Report</b>	<b>G.O. #156 Sec. 9.1.2</b>
<b>Number of Diverse Suppliers and Revenue Reported to the Supplier Clearinghouse</b>		

Number of Diverse Suppliers Data														
Number of Diverse Suppliers	Revenue Reported to the Supplier Clearinghouse						Utility-Specific 2023 Summary							
	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	8(a)*	Total	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	8(a)*	Total
Under \$1 million	3	5	0	3	0	0	11	17	12	0	2	0	0	31
Under \$5 million	7	2	0	0	0	0	9	3	2	0	0	0	0	5
Under \$10 million	4	1	0	0	0	0	5	0	0	0	1	0	0	1
Above \$10 million	10	7	0	0	0	0	17	4	1	0	0	0	0	5
<b>Total</b>	<b>24</b>	<b>15</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>42</b>	<b>24</b>	<b>15</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>42</b>

Revenue and Payment Data														
Revenue of Diverse Suppliers	Revenue Reported to the Supplier Clearinghouse						Utility-Specific 2023 Summary							
	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	8(a)*	Total	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	8(a)*	Total
Under \$1 million	\$ 3,283,171	\$ 7,044,378	\$ 609,000	\$ -	\$ -	\$ -	\$ 10,936,549	\$ 3,729,322	\$ 2,686,437	\$ -	\$ 2,350	\$ -	\$ -	\$ 6,418,109
Under \$5 million	\$ 46,962,232	\$ 41,563,740	\$ -	\$ -	\$ -	\$ 1,335,700	\$ 89,861,672	\$ 6,801,984	\$ 2,505,059	\$ -	\$ -	\$ -	\$ -	\$ 9,307,042
Under \$10 million	\$ 83,903,920	\$ 51,032,269	\$ -	\$ -	\$ -	\$ -	\$ 134,936,189	\$ -	\$ -	\$ -	\$ 6,120,389	\$ -	\$ -	\$ 6,120,389
Above \$10 million	\$ 54,586,983,192	\$ 6,377,401,335	\$ -	\$ -	\$ -	\$ -	\$ 60,964,384,527	\$ 65,050,270	\$ 16,051,718	\$ -	\$ -	\$ -	\$ -	\$ 81,101,988
<b>Total</b>	<b>\$ 54,721,132,515</b>	<b>\$ 6,477,041,722</b>	<b>\$ 609,000</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 1,335,700</b>	<b>\$ 61,200,118,938</b>	<b>\$ 75,581,576</b>	<b>\$ 21,243,214</b>	<b>\$ -</b>	<b>\$ 6,122,739</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 102,947,528</b>

**NOTE:**  
 \* 8(a) - Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).

<b>Charter Communications</b>	<b>2023 Report</b>	<b>G.O. #156 Sec. 9.1.2</b>
<b>Description of Number of Diverse Suppliers with California Majority Workforce</b>		

Charter reports 32 out of 42 Tier I diverse suppliers have a workforce headquartered in California.

<b>Charter Communications</b>	<b>2023 Report</b>	<b>G.O. #156 Sec. 9.1.3</b>
<b>Supplier Diversity Program Expenses</b>		

The Charter Supplier Diversity program is supported and managed by all sourcing team members within Procurement. Wages and Travel Expenses represent a percentage of time spent for all Strategic Sourcing team members as well as all staff fully dedicated to supporting Supplier Diversity. Program expenses include dues, subscriptions and sponsorships to organizations. Reporting expenses include the cost of supplier diversity technology solutions.

<b>Expense Category</b>	<b>2023 (Actual)</b>
Wages	\$878,994
Travel Expenses	\$65,408
Program Expenses	\$421,050
Reporting Expenses	\$78,031
Other	\$0
<b>TOTAL</b>	<b>\$1,443,483</b>

Charter Communications	2023 Report	G.O. #156 Sec. 9.1.4
Description of Progress in Meeting or Exceeding Set Goals		

Charter’s diverse spend with CPUC certified suppliers supporting California operations was 14.51% for fiscal year 2023, a decrease from 15.31% in 2022. This reduction results from an increase in California net procurement spend of 5%, and an approximate 1% decrease in California diverse spend compared to 2022.

Charter’s Supplier Diversity Program operates with a focus on utilizing minority, woman, disabled, LGBTQ, veteran, and disabled-veteran owned businesses for product and service needs across our 41-state footprint. Though we maintain separate reporting that aligns with the guidelines for diverse business ownership set forth in California’s General Order 156 (GO 156), we continue to leverage a singular national strategy and plan for the full scope of the Supplier Diversity program. Charter works to identify and engage qualified suppliers for available contract opportunities at both Tier 1 and Tier 2 levels; assists eligible suppliers in obtaining diverse certifications; and supports supplier educational development through various partner organizations around the country.

Procurement spend that qualifies for inclusion in the GO 156 report is primarily managed within our Field Operations business unit. In 2023, this business unit began new projects associated to Charter’s network expansion and evolution initiatives in various regions across the country including California. These projects contributed to a change in the mix of opportunities for suppliers in these locations and resulted in a change in suppliers utilized in 2023. As Charter continues to progress in our network initiatives, we will continue to align Supplier Diversity with business unit stakeholders and decision makers to match qualified diverse suppliers to active and upcoming needs and opportunities across our footprint.

Charter continues to leverage our supply base for needs across the company and footprint. Of the 42 California certified diverse suppliers utilized in 2023, more than 90% were retained from the 2022 report and have been working with Charter for multiple years. **Charter has spend with all 42 California certified suppliers outside of the California reporting parameters in support of our program nationally garnering \$633 million in total spend in 2023, approximately 504% more than the spend reported in accordance with GO 156 guidelines.**

<b>Charter Communications</b>	<b>2023 Report</b>	<b>G.O. #156 Sec. 9.1.4</b>
<b>Supplier Diversity Results Compared to Set Goals</b>		

<b>Category</b>	<b>2023 Result %</b>	<b>2023 Goal %</b>
Minority Male Business Enterprise	9.84%	N/A
Minority Female Business Enterprise	0.84%	N/A
Minority Business Enterprise (MBE)	10.68%	11.69%
Women Business Enterprise (WBE)	2.97%	3.13%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	0.00%	0.03%
Disabled Veteran Business Enterprise (DVBE)	0.85%	0.85%
Persons with Disabilities Business Enterprise (DBE)	0.00%	0.03%
<b>Total</b>	<b>14.51%</b>	<b>15.72%</b>

**NOTE:**

% - Percentage of Net Procurement.

<b>Charter Communications</b>	<b>2023 Report</b>	<b>G.O. #156 Sec. 9.1.5</b>
<b>Description of Prime Contractor Utilization of Diverse Subcontractors</b>		

Charter has continued to improve our Tier 2 reporting tools and processes in support of accurately and tracking and reporting subcontractor spend. In 2023 we launched online reporting for California subcontractor spend through our third-party hosted portal, allowing the ability to collect reporting quarterly from prime suppliers compared to the previous standard of collecting spend reports retroactively once per year. Through the requests for reporting we reinforce the importance of utilizing diverse-owned businesses, which we also support through efforts to assist in matching subcontractors to prime suppliers.

<b>Charter Communications</b>	<b>2023 Report</b>	<b>G.O. #156 Sec. 9.1.5</b>
<b>Summary of Prime Contractors Utilization of Diverse Subcontractors</b>		

	Minority Male	Minority Female	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	8(a)*	Total Supplier Diversity Spend
Direct \$	\$ 69,531,468	\$ 33,416,060	\$ 75,581,576	\$ 21,243,214	\$ -	\$ 6,122,739	\$ -	\$ -	\$ 102,947,528
Sub \$	\$ 1,175,188	\$ 136,093	\$ 1,175,188	\$ 136,093	\$ -	\$ -	\$ -	\$ -	\$ 1,311,282
<b>Total \$</b>	<b>\$ 70,706,656</b>	<b>\$ 33,552,154</b>	<b>\$ 76,756,764</b>	<b>\$ 21,379,307</b>	<b>\$ -</b>	<b>\$ 6,122,739</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 104,258,810</b>
Direct %	9.68%	4.65%	10.52%	2.96%	0.00%	0.85%	0.00%	0.00%	14.33%
Sub %	0.16%	0.02%	0.16%	0.02%	0.00%	0.00%	0.00%	0.00%	0.18%
<b>Total %</b>	<b>9.84%</b>	<b>4.67%</b>	<b>10.68%</b>	<b>2.98%</b>	<b>0.00%</b>	<b>0.85%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>14.51%</b>
<b>Net Procurement **</b>	<b>\$ 718,445,276</b>								

**NOTES:**

\* 8(a) - Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).

\*\* Net Procurement includes purchase orders, non-purchase orders, and credit card dollars.

Direct - means Direct Procurement: when a utility directly procures from a supplier.

Sub - means Subcontractor Procurement: when a prime contractor, in contract with a utility, procures from a subcontractor to fulfil its contractual obligation(s).

% - Percentage of Net Procurement.

<b>Charter Communications</b>	<b>2023 Report</b>	<b>G.O. #156 Sec. 9.1.6</b>
<b>A list of Diverse Supplier Complaints Received and Current Status</b>		

Charter Communications did not receive any complaints in 2023.



<b>Charter Communications</b>	<b>2023 Report</b>	<b>G.O. #156 Sec. 9.1.7</b>
<b>Description of Efforts to Recruit Diverse Suppliers in Low Utilization Categories</b>		

Charter commits to expand its utilization of diverse-owned law firms, advertising agencies, and to grow the diversity of its banking and other financial services partners with diverse-owned investment firms, investment banks, and asset managers. The result on spend gained from the activities listed within this section is incremental to the California procurement numbers provided in this document due to the source of the spend originating from cost centers outside of the GO 156 guidelines.

### **Legal**

- Continued regular streams of work with 3 diverse-owned law firms that Charter has worked with for many years
- Diverse professionals working for numerous outside firms are involved extensively in all phases of Charter’s legal work. Starting in 2021 Charter began requesting that law firms provide diversity information for legal professionals that work on legal matters to monitor and ensure inclusion
- Continued support of the Asian American Bar Association of New York (AABANY), including 2 legal team members in attendance at its annual fundraising dinner

### **Sales & Marketing**

- Charter utilizes a California based MWBE for multicultural marketing services nationally
- In 2023, Charter added a California based WBE to provide creative and advertising services
- Charter utilizes WBEs for advertising, media planning and buying services nationally
- Participated in matchmakers at several national conferences and regional events and connected with diverse suppliers that provide marketing products and services
- Included diverse suppliers for competitive bids for Event Marketing, Advertising Agencies and Promotional Marketing

### **Finance**

The Charter Corporate Finance & Financial Services teams are committed to working and maintaining relationships with diverse-owned investment banking firms and asset managers. Charter regularly meets with diverse-owned firms to ensure we remain current on their capabilities as we explore opportunities to work together.

- In 2023, Charter partnered with 8 different WMDVBE investment banking firms for the execution of our bond financing activity: Loop Capital (minority-owned), Siebert Williams Shank (minority-owned), Cabrera Capital (minority-owned), Penserra (minority-owned), R. Seelaus & Co. (woman-owned), Tigress Financial Partners (woman-owned), Academy Securities (service-disabled veteran-owned), and Mischler Financial Group (service-disabled veteran-owned)
- Charter spent \$897k in bond underwriting fees with these WMDVBE investment banking firms in 2023
- For each of its bond financings, Charter selects a small number of WMDVBE banks to participate. Charter intends to continue this going forward and to seek out additional ways to work with such banks

- The Spectrum Community Investment Loan Fund, which invests in community development financial institutions to fund small businesses (including diverse-owned businesses) in underserved communities within Charter's service area, has committed to 100% diverse-owned investment bank engagement for underwriting, due diligence, and servicing engagements
- Throughout 2023, the Loan Fund has worked with 3 separate minority-owned investment banks to provide these services: Cabrera Capital, Castle Oak Securities, and Siebert Williams Shank
- Drexel Hamilton (service-disabled veterans owned) and Cavu (service-disabled veterans owned) managed an average balance of approximately \$6m of cash invested in various funds throughout 2023
- Charter maintained deposits of \$5 million to Minority Depository Institutions as part of our program to support MDI banks

<b>Charter Communications</b>	<b>2024 Plan</b>	<b>G.O. #156 Sec. 10.1.1</b>
<b>Supplier Diversity Short-, Mid-, and Long-Term Procurement Goals</b>		

SIC Code	Short-Term 2024						Mid-Term 2024						Long-Term 2024					
	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	Total Supplier Diversity Goal	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	Total Supplier Diversity Goal	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	Total Supplier Diversity Goal
<b>Product</b>																		
Finished Products/Misc. Goods	0.28%	0.19%	0.00%	0.00%	0.00%	0.47%	0.71%	0.18%	0.00%	0.00%	0.00%	0.89%	1.30%	0.20%	0.00%	0.00%	0.00%	1.50%
Technical Equipment/Analysis Instruments	0.65%	0.34%	0.00%	0.00%	0.00%	0.99%	1.46%	0.56%	0.00%	0.00%	0.00%	2.02%	2.60%	0.90%	0.00%	0.00%	0.00%	3.50%
<b>Subtotal</b>	<b>0.93%</b>	<b>0.53%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>1.46%</b>	<b>2.17%</b>	<b>0.73%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>2.91%</b>	<b>3.90%</b>	<b>1.10%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>5.00%</b>

SIC Code	Short-Term 2024						Mid-Term 2024						Long-Term 2024					
	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	Total Supplier Diversity Goal	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	Total Supplier Diversity Goal	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	Total Supplier Diversity Goal
<b>Service</b>																		
Professional Services	8.31%	2.21%	0.03%	0.85%	0.03%	11.43%	3.83%	1.36%	0.07%	0.77%	0.07%	6.10%	0.20%	0.80%	0.13%	0.85%	0.13%	2.12%
Raw Materials/Construction/Industrial Services	2.45%	0.38%	0.00%	0.00%	0.00%	2.83%	6.63%	1.03%	0.00%	0.00%	0.00%	7.65%	12.27%	1.90%	0.00%	0.00%	0.00%	14.17%
<b>Subtotal</b>	<b>10.76%</b>	<b>2.59%</b>	<b>0.03%</b>	<b>0.85%</b>	<b>0.03%</b>	<b>14.26%</b>	<b>10.46%</b>	<b>2.38%</b>	<b>0.07%</b>	<b>0.77%</b>	<b>0.07%</b>	<b>13.75%</b>	<b>12.47%</b>	<b>2.70%</b>	<b>0.13%</b>	<b>0.85%</b>	<b>0.13%</b>	<b>16.29%</b>
<b>Total</b>	<b>11.69%</b>	<b>3.13%</b>	<b>0.03%</b>	<b>0.85%</b>	<b>0.03%</b>	<b>15.72%</b>	<b>12.63%</b>	<b>3.12%</b>	<b>0.07%</b>	<b>0.77%</b>	<b>0.07%</b>	<b>16.65%</b>	<b>16.37%</b>	<b>3.80%</b>	<b>0.13%</b>	<b>0.85%</b>	<b>0.13%</b>	<b>21.29%</b>

<b>Charter Communications</b>	<b>2024 Plan</b>	<b>G.O. #156 Sec. 10.1.2</b>
<b>Description of Supplier Diversity Planned Program Activities for the Next Calendar Year</b>		

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

**Internal Activities**

- Complete bi-annual evaluations of diverse suppliers by a third-party diverse supplier certification tracking service
- Continue to implement and improve diverse supplier tracking and reporting tools and processes
- Hold bi-annual meetings of the External Diversity and Inclusion Council (EDIC) to assist and advise Charter in the development, monitoring and evaluation of all diversity efforts including supplier diversity. The EDIC is comprised of national civic and business leaders and helps us implement our D&I strategy in an impactful way
- Continue regular meetings of the Executive Steering Committee for Diversity and Inclusion to review strategy, and implementation of all diversity efforts including supplier diversity. The Executive Steering Committee for Diversity and Inclusion is comprised of Charter’s Chief Executive Officer and executive leaders from all business units
- Provide diverse spend information annually to the Board of Directors
- Identify existing suppliers that are diverse eligible and actively support the certification process
- Provide quarterly diverse spend reporting to the executive for each business unit and work with business unit stakeholders to proactively identify opportunities for diverse supplier utilization
- Provide resources to sourcing managers within the Strategic Procurement team and stakeholders across the business units to aid increased identification and utilization of diverse suppliers
- Conduct analysis on reported Tier II spend to find opportunities for increasing diverse spend with subcontractors
- Continue to expand and deepen internal communications to our employees on the business value of Diversity & Inclusion, including supplier diversity

**External Activities**

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

- Maintain board seats with the Southern California Minority Supplier Diversity Council (SCMSDC), Cal Asian Chamber of Commerce, National Diversity Coalition (Advisory Board), and the Orange County Asian Business Association (Advisory Board), and tech:SCALE
- Continue to assess partnerships with national and regional councils and chambers to ensure alignment of goals and priorities in support of and access to diverse-owned businesses in key areas within Charter’s footprint

- Engage additional diverse business councils and chambers nationally and within California in order to gain access to a wider base of diverse owned businesses
- Members of Charter’s Supplier Diversity and Strategic Sourcing teams will attend the following events in 2024:

<b>Host</b>	<b>Event</b>	<b>Date</b>	<b>Location</b>
LAGLCC	Annual Members Meeting	January	Virtual
MPMSDC	Annual Members Townhall	February	Spectrum Plaza; Virtual
NGLCC	National Legal Industry Council Matchmakers	February	Virtual
WBENC	National Conference	March	Denver, Colorado
NMSDC	Business Connection Matchmaker - Q1	March	Virtual
MPMSDC	2024 LIVE Colorado Diversity Business Summit, Connection Zone	March	Lone Tree, Colorado
CPUC	Spring Small and Diverse Business Expo	April	San Francisco, California
GNESMDC	MatchMaker Event	April	Virtual
USPAACC	CelebrAsian National Conference	May	Alpharetta, Georgia
NMSDC	Business Connection Matchmaker - Q2	June	Virtual
NMSDC	Business Diversity Leadership Summit	July	Pittsburgh, Pennsylvania
USBC	National Conference and ByBlack Bazaar	July	TBD
NGLCC	International Business and Leadership Conference	July	Palm Springs, California
Disability:IN	Annual Conference and Expo	July	Las Vegas, Nevada
NMSDC	Business Connection Matchmaker - Q3	August	Virtual
WRMSDC	Multi-Industry Supplier Diversity Convention	August	TBD
CPUC	Fall Small and Diverse Business Expo	October	Pomona, California
CPUC	Annual GO 156 Supplier Diversity En Banc	October	Pomona, California
NMSDC	Annual Conference and Exchange	October	Atlanta, Georgia
NVDBC	National Veteran Matchmaking Conference	November	Michigan
CA MSO	14th Annual Supplier Diversity Supplier Symposium	TBD	TBD

<b>Charter Communications</b>	<b>2024 Plan</b>	<b>G.O. #156 Sec. 10.1.3</b>
<b>Plans for Recruiting Diverse Suppliers in Low Utilization Areas</b>		

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

<b>Charter</b>	<b>2024 Plan</b>	<b>G.O. #156 Sec. 10.1.4</b>
<b>Plans for Recruiting Diverse Suppliers Where Unavailable</b>		

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

<b>Charter</b>	<b>2024 Plan</b>	<b>G.O. #156 Sec. 10.1.5</b>
<b>Plans for Encouraging Prime Contractors to Subcontract Diverse Suppliers</b>		

Charter will continue to facilitate connections between existing prime suppliers and qualified diverse subcontractors to increase the utilization of diverse-owned businesses. Charter will continue to grow and develop the subcontractor spend reporting program for prime suppliers and general contractors. Additionally, where an existing or potential diverse subcontractor is identified, Charter will encourage them to become certified by The Supplier Clearinghouse.



<b>Charter</b>	<b>2024 Plan</b>	<b>G.O. #156 Sec. 10.1.6</b>
<b>Plans for Complying with Supplier Diversity Program Guidelines</b>		

Charter will continue submitting an annual General Order 156 Report and Plan. Charter is committed to fully pursue the goals of General Order 156 and will continue to use the formatted templates established by the CPUC Joint Utilities for the submissions. Charter will continue active participation in the CPUC Joint Utilities group and support the related CPUC supplier diversity initiatives.